

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Fitbit, Inc.

**Meeting Date:** 01/03/2020      **Country:** USA      **Primary Security ID:** 33812L102  
**Record Date:** 12/05/2019      **Meeting Type:** Special      **Ticker:** FIT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Merger Agreement	Mgmt	For	For	For	No
2	Advisory Vote on Golden Parachutes	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: Support for the golden parachute is not warranted. While the CEO and CTO have agreed to waive certain severance and change in control benefits under their existing arrangements with Fitbit, both NEOs will be eligible to receive sizable post-closing cash retention awards and equity grants that vest solely based on continued employment with Google. The CEO's retention award alone exceeds the value of his total estimated golden parachute benefits under his arrangements with Fitbit – the rationale for the award and its magnitude are not adequately explained.</i>						
3	Adjourn Meeting	Mgmt	For	For	For	No

### Industrial & Commercial Bank of China Limited

**Meeting Date:** 01/08/2020      **Country:** China      **Primary Security ID:** Y3990B112  
**Record Date:** 12/27/2019      **Meeting Type:** Special      **Ticker:** 1398

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	EGM BALLOT FOR HOLDERS OF H SHARES Elect Yang Guozhong as Supervisor	Mgmt SH	For	For	For	No

### Micron Technology, Inc.

**Meeting Date:** 01/16/2020      **Country:** USA      **Primary Security ID:** 595112103  
**Record Date:** 11/18/2019      **Meeting Type:** Annual      **Ticker:** MU

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Robert L. Bailey	Mgmt	For	For	For	No
1.2	Elect Director Richard M. Beyer	Mgmt	For	For	For	No
1.3	Elect Director Steven J. Gomo	Mgmt	For	For	For	No
1.4	Elect Director Mary Pat McCarthy	Mgmt	For	For	For	No
1.5	Elect Director Sanjay Mehrotra	Mgmt	For	For	For	No

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### Micron Technology, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.6 )	Elect Director Robert E. Switz	Mgmt	For	For	For	No
1.7 )	Elect Director MaryAnn Wright	Mgmt	For	For	For	No
2 )	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3 )	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No

### AJ Bell Plc

**Meeting Date:** 01/22/2020

**Country:** United Kingdom

**Primary Security ID:** G01457103

**Record Date:** 01/20/2020

**Meeting Type:** Annual

**Ticker:** AJB

#### Meeting Notes:

Items 18 - 20: Supporting management on the introduction of a new CSR initiative.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Elect Andy Bell as Director	Mgmt	For	For	For	No
6	Elect Michael Summersgill as Director	Mgmt	For	For	For	No
7	Elect Leslie Platts as Director	Mgmt	For	For	For	No
8	Elect Laura Carstensen as Director	Mgmt	For	For	For	No
9	Elect Simon Turner as Director	Mgmt	For	For	For	No
10	Elect Eamonn Flanagan as Director	Mgmt	For	For	For	No
11	Appoint BDO LLP as Auditors	Mgmt	For	For	For	No
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
13	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
15.1	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No

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### AJ Bell Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
15.2	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
18	Approve Waiver on Tender-Bid Requirement Pursuant to the Market Purchases	Mgmt	For	Against	For	Yes
19	Approve Waiver on Tender-Bid Requirement Pursuant to the Share Awards	Mgmt	For	Against	For	Yes
20	Approve Waiver on Tender-Bid Requirement Pursuant to the Grant of Options to AJ Bell Trust	Mgmt	For	Against	For	Yes

### Costco Wholesale Corporation

Meeting Date: 01/22/2020

Country: USA

Primary Security ID: 22160K105

Record Date: 11/18/2019

Meeting Type: Annual

Ticker: COST

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Susan L. Decker	Mgmt	For	For	For	No
1.2	Elect Director Richard A. Galanti	Mgmt	For	For	For	No
1.3	Elect Director Sally Jewell	Mgmt	For	For	For	No
1.4	Elect Director Charles T. Munger	Mgmt	For	For	For	No
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Amend Articles of Incorporation to Provide Directors May Be Removed With or Without Cause	Mgmt	For	For	For	No
5	Disclose Board Diversity and Qualifications Matrix	SH	Against	Against	Against	No

### Nuance Communications, Inc.

Meeting Date: 01/22/2020

Country: USA

Primary Security ID: 67020Y100

Record Date: 11/25/2019

Meeting Type: Annual

Ticker: NUAN

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Nuance Communications, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Mark D. Benjamin	Mgmt	For	For	For	No
1.2	Elect Director Daniel Brennan	Mgmt	For	For	For	No
1.3	Elect Director Lloyd Carney	Mgmt	For	Withhold	Withhold	No
<i>Voting Policy Rationale: A WITHHOLD vote from Lloyd Carney is warranted for his service on more than three public company boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>						
1.4	Elect Director Thomas Ebling	Mgmt	For	For	For	No
1.5	Elect Director Robert Finocchio, Jr.	Mgmt	For	For	For	No
1.6	Elect Director Laura S. Kaiser	Mgmt	For	For	For	No
1.7	Elect Director Michal Katz	Mgmt	For	For	For	No
1.8	Elect Director Mark Laret	Mgmt	For	For	For	No
1.9	Elect Director Sanjay Vaswani	Mgmt	For	For	For	No
2	Approve Omnibus Stock Plan	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Ratify BDO USA, LLP as Auditors	Mgmt	For	For	For	No
5	Require Independent Board Chairman	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, notwithstanding the current presence of an independent chair, given that the company's shareholder returns have underperformed both its peers and the broader index over both short- and long-term periods, while long-standing compensation concerns have yielded successive years of failed vote results. Accordingly, the company would benefit from maintaining the strongest form of board oversight in the form of an independent chair.</i>						

### Tracsis Plc

**Meeting Date:** 01/22/2020

**Country:** United Kingdom

**Primary Security ID:** G90029102

**Record Date:** 01/20/2020

**Meeting Type:** Annual

**Ticker:** TRCS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Tracsis Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
5	Re-elect Maxwell Cawthra as Director	Mgmt	For	For	For	No
6	Re-elect Chris Cole as Director	Mgmt	For	For	For	No
7	Elect Chris Barnes as Director	Mgmt	For	For	For	No
8	Approve Final Dividend	Mgmt	For	For	For	No
9	Authorise Issue of Equity	Mgmt	For	For	For	No
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

### Air Products and Chemicals, Inc.

Meeting Date: 01/23/2020

Country: USA

Primary Security ID: 009158106

Record Date: 11/29/2019

Meeting Type: Annual

Ticker: APD

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Susan K. Carter	Mgmt	For	For	For	No
1b	Elect Director Charles I. Cogut	Mgmt	For	For	For	No
1c	Elect Director Chadwick C. Deaton	Mgmt	For	For	For	No
1d	Elect Director Seifollah (Seifi) Ghasemi	Mgmt	For	For	For	No
1e	Elect Director David H. Y. Ho	Mgmt	For	For	For	No
1f	Elect Director Margaret G. McGlynn	Mgmt	For	For	For	No
1g	Elect Director Edward L. Monser	Mgmt	For	For	For	No
1h	Elect Director Matthew H. Paull	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No

### RDI REIT Plc

Meeting Date: 01/23/2020

Country: Isle of Man

Primary Security ID: G7392E103

Record Date: 01/21/2020

Meeting Type: Annual

Ticker: RDI

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### RDI REIT Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Re-elect Gavin Tipper as Director	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: Item 3A vote AGAINST the re-election of Gavin Tipper is warranted.* In addition to his role as Board Chair at RDI REIT Plc, Gavin Tipper also serves as Board Chair at two other publicly listed companies. This may undermine his ability to devote sufficient time to his role at the Company. Items 4 to 9A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
4	Re-elect Michael Farrow as Director	Mgmt	For	For	For	No
5	Re-elect Sue Ford as Director	Mgmt	For	For	For	No
6	Re-elect Elizabeth Peace as Director	Mgmt	For	For	For	No
7	Elect Pieter Prinsloo as Director	Mgmt	For	For	For	No
8	Re-elect Mike Watters as Director	Mgmt	For	For	For	No
9	Re-elect Donald Grant as Director	Mgmt	For	For	For	No
10	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
11	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
12	Approve Remuneration Policy	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

### ams AG

**Meeting Date:** 01/24/2020

**Country:** Austria

**Primary Security ID:** A0400Q115

**Record Date:** 01/14/2020

**Meeting Type:** Special

**Ticker:** AMS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Creation of EUR 1.7 Billion Pool of Capital with Preemptive Rights	Mgmt	For	For	For	No

## Vote Summary Report

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### Marston's Plc

**Meeting Date:** 01/24/2020

**Country:** United Kingdom

**Primary Security ID:** G5852L104

**Record Date:** 01/22/2020

**Meeting Type:** Annual

**Ticker:** MARS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Elect Bridget Lea as Director	Mgmt	For	For	For	No
6	Elect Octavia Morley as Director	Mgmt	For	For	For	No
7	Re-elect Andrew Andrea as Director	Mgmt	For	For	For	No
8	Re-elect Carolyn Bradley as Director	Mgmt	For	For	For	No
9	Re-elect Ralph Findlay as Director	Mgmt	For	For	For	No
10	Re-elect Matthew Roberts as Director	Mgmt	For	For	For	No
11	Re-elect William Rucker as Director	Mgmt	For	For	For	No
12	Appoint KPMG LLP as Auditors	Mgmt	For	For	For	No
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Becton, Dickinson and Company

**Meeting Date:** 01/28/2020

**Country:** USA

**Primary Security ID:** 075887109

**Record Date:** 12/09/2019

**Meeting Type:** Annual

**Ticker:** BDx

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Catherine M. Burzik	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Becton, Dickinson and Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.2	Elect Director R. Andrew Eckert	Mgmt	For	For	For	No
1.3	Elect Director Vincent A. Forlenza	Mgmt	For	For	For	No
1.4	Elect Director Claire M. Fraser	Mgmt	For	For	For	No
1.5	Elect Director Jeffrey W. Henderson	Mgmt	For	For	For	No
1.6	Elect Director Christopher Jones	Mgmt	For	For	For	No
1.7	Elect Director Marshall O. Larsen	Mgmt	For	For	For	No
1.8	Elect Director David F. Melcher	Mgmt	For	For	For	No
1.9	Elect Director Thomas E. Polen	Mgmt	For	For	For	No
1.10	Elect Director Claire Pomeroy	Mgmt	For	For	For	No
1.11	Elect Director Rebecca W. Rimel	Mgmt	For	For	For	No
1.12	Elect Director Timothy M. Ring	Mgmt	For	For	For	No
1.13	Elect Director Bertram L. Scott	Mgmt	For	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Amend Omnibus Stock Plan	Mgmt	For	For	For	No
5	Amend Omnibus Stock Plan	Mgmt	For	For	For	No
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For	No

*Voting Policy Rationale: A vote FOR this proposal is warranted, as the ability of the holders of 10 percent of outstanding shares to call a special meeting would supplement shareholders' existing right under New Jersey law to petition the Superior Court to call a special meeting upon a showing of good cause.*

### Euromoney Institutional Investor Plc

**Meeting Date:** 01/28/2020

**Country:** United Kingdom

**Primary Security ID:** G31556122

**Record Date:** 01/24/2020

**Meeting Type:** Annual

**Ticker:** ERM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Elect Leslie Van de Walle as Director	Mgmt	For	For	For	No



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Reporting Period: 01/01/2020 to 12/31/2020

### Euromoney Institutional Investor Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
5	Elect Tim Pennington as Director	Mgmt	For	For	For	No
6	Re-elect Jan Babiak as Director	Mgmt	For	For	For	No
7	Re-elect Colin Day as Director	Mgmt	For	For	For	No
8	Re-elect Imogen Joss as Director	Mgmt	For	For	For	No
9	Re-elect Wendy Pallot as Director	Mgmt	For	For	For	No
10	Re-elect Andrew Rashbass as Director	Mgmt	For	For	For	No
11	Re-elect Lorna Tilbian as Director	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: Items 4-10: Election and re-election of DirectorsA vote FOR these Directors is warranted as no significant concerns have been identified.Items 11: Re-election of Lorna TilbianA vote AGAINST this resolution is warranted because:* Potential independence issues have been identified and Lorna Tilbian serves as a member of the Remuneration Committee, which should be wholly independent under the UK Code.</i>						
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
13	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Amend the Borrowing Limit Under the Company's Articles of Association	Mgmt	For	For	For	No
19	Amend Articles of Association	Mgmt	For	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Visa Inc.

Meeting Date: 01/28/2020

Country: USA

Primary Security ID: 92826C839

Record Date: 11/29/2019

Meeting Type: Annual

Ticker: V

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Lloyd A. Carney	Mgmt	For	Against	Against	No

*Voting Policy Rationale: A vote AGAINST Lloyd Carney is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.*

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### Visa Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1b	Elect Director Mary B. Cranston	Mgmt	For	For	For	No
1c	Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	For	For	For	No
1d	Elect Director Alfred F. Kelly, Jr.	Mgmt	For	For	For	No
1e	Elect Director Ramon L. Laguarta	Mgmt	For	For	For	No
1f	Elect Director John F. Lundgren	Mgmt	For	For	For	No
1g	Elect Director Robert W. Matschullat	Mgmt	For	For	For	No
1h	Elect Director Denise M. Morrison	Mgmt	For	For	For	No
1i	Elect Director Suzanne Nora Johnson	Mgmt	For	For	For	No
1j	Elect Director John A. C. Swainson	Mgmt	For	For	For	No
1k	Elect Director Maynard G. Webb, Jr.	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	No

### Life Healthcare Group Holdings Ltd.

Meeting Date: 01/29/2020

Country: South Africa

Primary Security ID: S4682C100

Record Date: 01/24/2020

Meeting Type: Annual

Ticker: LHC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Resolutions	Mgmt				
1	Appoint Deloitte & Touche (Deloitte) as Auditors of the Company with B Nyembe as the Individual Designated Auditor	Mgmt	For	For	For	No
2.1	Re-elect Marian Jacobs as Director	Mgmt	For	For	For	No
2.2	Re-elect Royden Vice as Director	Mgmt	For	For	For	No
2.3	Re-elect Pieter van der Westhuizen as Director	Mgmt	For	For	For	No
3.1	Re-elect Peter Golesworthy as Chairman of the Audit Committee	Mgmt	For	For	For	No
3.2	Re-elect Audrey Mothupi as Member of the Audit Committee	Mgmt	For	For	For	No
3.3	Re-elect Garth Solomon as Member of the Audit Committee	Mgmt	For	For	For	No

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### Life Healthcare Group Holdings Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3.4 )	Re-elect Royden Vice as Member of the Audit Committee	Mgmt	For	For	For	No
4.1 )	Approve Remuneration Policy	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this item is warranted:* An Outperformance Incentive Scheme offers a free matching cash component on VCP outcomes, with a further modifier (up or down) based on performance against a basket of metrics. The operational aspects of the latter mechanic are not disclosed in sufficient detail.</i>						
4.2	Approve Remuneration Implementation Report	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this item is warranted:* The level of disclosure around variable pay is insufficient.</i>						
5	Authorise Ratification of Approved Resolutions	Mgmt	For	For	For	No
	Special Resolutions	Mgmt				
1	Approve Non-executive Directors' Remuneration	Mgmt	For	For	For	No
2	Approve Financial Assistance in Terms of Sections 44 and 45 of the Companies Act	Mgmt	For	For	For	No
3	Authorise Repurchase of Issued Share Capital	Mgmt	For	For	For	No

### Accenture plc

Meeting Date: 01/30/2020

Country: Ireland

Primary Security ID: G1151C101

Record Date: 12/02/2019

Meeting Type: Annual

Ticker: ACN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Elect Director Jaime Ardila	Mgmt	For	For	For	No
1b	Elect Director Herbert Hainer	Mgmt	For	For	For	No
1c	Elect Director Nancy McKinstry	Mgmt	For	For	For	No
1d	Elect Director Gilles C. Pelisson	Mgmt	For	For	For	No
1e	Elect Director Paula A. Price	Mgmt	For	For	For	No
1f	Elect Director Venkata (Murthy) Renduchintala	Mgmt	For	For	For	No
1g	Elect Director David Rowland	Mgmt	For	For	For	No
1h	Elect Director Arun Sarin	Mgmt	For	For	For	No
1i	Elect Director Julie Sweet	Mgmt	For	For	For	No
1j	Elect Director Frank K. Tang	Mgmt	For	For	For	No
1k	Elect Director Tracey T. Travis	Mgmt	For	For	For	No

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### Accenture plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Amend Omnibus Stock Plan	Mgmt	For	For	For	No
4	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
5	Authorize Board to Allot and Issue Shares	Mgmt	For	For	For	No
6	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	Mgmt	For	For	For	No
7	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For	No

### Avon Rubber Plc

Meeting Date: 01/30/2020

Country: United Kingdom

Primary Security ID: G06860103

Record Date: 01/28/2020

Meeting Type: Annual

Ticker: AVON

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect David Evans as Director	Mgmt	For	For	For	No
5	Re-elect Pim Vervaat as Director	Mgmt	For	For	For	No
6	Re-elect Chloe Ponsonby as Director	Mgmt	For	For	For	No
7	Re-elect Paul McDonald as Director	Mgmt	For	For	For	No
8	Re-elect Nick Keveith as Director	Mgmt	For	For	For	No
9	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
10	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
11	Authorise Issue of Equity	Mgmt	For	For	For	No
12	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
14	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

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### Avon Rubber Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Hollywood Bowl Group Plc

**Meeting Date:** 01/30/2020      **Country:** United Kingdom      **Primary Security ID:** G45655100  
**Record Date:** 01/28/2020      **Meeting Type:** Annual      **Ticker:** BOWL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Approve Special Dividend	Mgmt	For	For	For	No
4	Approve Remuneration Report	Mgmt	For	For	For	No
5	Approve Remuneration Policy	Mgmt	For	For	For	No
6	Re-elect Nick Backhouse as Director	Mgmt	For	For	For	No
7	Re-elect Peter Boddy as Director	Mgmt	For	For	For	No
8	Re-elect Stephen Burns as Director	Mgmt	For	For	For	No
9	Re-elect Laurence Keen as Director	Mgmt	For	For	For	No
10	Re-elect Ivan Schofield as Director	Mgmt	For	For	For	No
11	Re-elect Claire Tiney as Director	Mgmt	For	For	For	No
12	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Walgreens Boots Alliance, Inc.

**Meeting Date:** 01/30/2020

**Country:** USA

**Primary Security ID:** 931427108

**Record Date:** 12/02/2019

**Meeting Type:** Annual

**Ticker:** WBA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Jose E. Almeida	Mgmt	For	For	For	No
1b	Elect Director Janice M. Babiak	Mgmt	For	For	For	No
1c	Elect Director David J. Brailer	Mgmt	For	For	For	No
1d	Elect Director William C. Foote	Mgmt	For	For	For	No
1e	Elect Director Ginger L. Graham	Mgmt	For	For	For	No
1f	Elect Director John A. Lederer	Mgmt	For	For	For	No
1g	Elect Director Dominic P. Murphy	Mgmt	For	For	For	No
1h	Elect Director Stefano Pessina	Mgmt	For	For	For	No
1i	Elect Director Nancy M. Schlichting	Mgmt	For	For	For	No
1j	Elect Director James A. Skinner	Mgmt	For	For	For	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Require Independent Board Chairman	SH	Against	For	For	No

*Voting Policy Rationale: A vote FOR this proposal is warranted. The company has underperformed its peers over the short and long term, and while the lead independent director role is robust, the lead independent director needs to effectively act as a counterweight to both a CEO and an executive chairman. An independent chair policy would simplify the current board leadership structure, which could promote more effective independent oversight and streamline responsibilities. Furthermore, this proposal is not overly prescriptive and would not require an immediate change to the current board leadership structure, providing the board with flexibility to appoint an independent chair at the next CEO transition.*

5	Adopt a Policy on Bonus Banking *Withdrawn Resolution*	SH				
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For	No

*Voting Policy Rationale: A vote FOR this proposal is warranted, as the proposed 10 percent ownership threshold would make the special meeting right more easily exercisable by institutional investors, while still providing protection against abuse.*

### Britvic Plc

**Meeting Date:** 01/31/2020

**Country:** United Kingdom

**Primary Security ID:** G17387104

**Record Date:** 01/29/2020

**Meeting Type:** Annual

**Ticker:** BVIC

#### Meeting Notes:

Item 3: Voted against the remuneration report as the policy is generous with a strong emphasis placed on EPS targets which could be more stretching.

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Britvic Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	Against	Yes
4	Re-elect John Daly as Director	Mgmt	For	For	For	No
5	Re-elect Suniti Chauhan as Director	Mgmt	For	For	For	No
6	Re-elect Sue Clark as Director	Mgmt	For	For	For	No
7	Re-elect William Eccleshare as Director	Mgmt	For	For	For	No
8	Re-elect Simon Litherland as Director	Mgmt	For	For	For	No
9	Re-elect Ian McHoul as Director	Mgmt	For	For	For	No
10	Re-elect Euan Sutherland as Director	Mgmt	For	For	For	No
11	Elect Joanne Wilson as Director	Mgmt	For	For	For	No
12	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
14	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Hansteen Holdings Plc

**Meeting Date:** 01/31/2020

**Country:** United Kingdom

**Primary Security ID:** G4383U105

**Record Date:** 01/29/2020

**Meeting Type:** Court

**Ticker:** HSTN

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Hansteen Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Court Meeting Approve Scheme of Arrangement	Mgmt	For	For	For	No

### Hansteen Holdings Plc

**Meeting Date:** 01/31/2020      **Country:** United Kingdom      **Primary Security ID:** G4383U105  
**Record Date:** 01/29/2020      **Meeting Type:** Special      **Ticker:** HSTN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Matters Relating to the Recommended Cash Acquisition of Hansteen Holdings plc by Potter UK Bidco Limited	Mgmt	For	For	For	No

### Shaftesbury Plc

**Meeting Date:** 01/31/2020      **Country:** United Kingdom      **Primary Security ID:** G80603106  
**Record Date:** 01/29/2020      **Meeting Type:** Annual      **Ticker:** SHB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect Jonathan Nicholls as Director	Mgmt	For	For	For	No
5	Re-elect Brian Bickell as Director	Mgmt	For	For	For	No
6	Re-elect Simon Quayle as Director	Mgmt	For	For	For	No
7	Re-elect Thomas Welton as Director	Mgmt	For	For	For	No
8	Re-elect Christopher Ward as Director	Mgmt	For	For	For	No
9	Re-elect Richard Akers as Director	Mgmt	For	For	For	No
10	Re-elect Dermot Mathias as Director	Mgmt	For	For	For	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Shaftesbury Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
11	Re-elect Jennelle Tilling as Director	Mgmt	For	For	For	No
12	Re-elect Sally Walden as Director	Mgmt	For	For	For	No
13	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
18	Authorise Market Purchase of Shares	Mgmt	For	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Zhejiang Expressway Co., Ltd.

**Meeting Date:** 02/03/2020      **Country:** China      **Primary Security ID:** Y9891F102  
**Record Date:** 01/03/2020      **Meeting Type:** Special      **Ticker:** 576

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Elect Yuan Yingjie as Director	Mgmt	For	For	For	No
2	Elect Zheng Ruchun as Supervisor	SH	For	For	For	No
3	Authorize Board to Approve the Proposed Director and Shareholder Representative Supervisor's Emolument and Service Contracts and Related Transactions	Mgmt	For	For	For	No

### Aon plc

**Meeting Date:** 02/04/2020      **Country:** United Kingdom      **Primary Security ID:** G0408V102  
**Record Date:** 01/31/2020      **Meeting Type:** Special      **Ticker:** AON

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Scheme of Arrangement	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Aon plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
2	Approve Reduction of Share Capital and Creation of Distributable Profits	Mgmt	For	For	For	No
3	Approve Terms of an Off-Exchange Buyback and Cancellation of Class B Ordinary Shares	Mgmt	For	For	For	No
4	Approve Delisting of Shares from the New York Stock Exchange	Mgmt	For	For	For	No
5	Adjourn Meeting	Mgmt	For	For	For	No

### Aon plc

**Meeting Date:** 02/04/2020      **Country:** United Kingdom      **Primary Security ID:** G0408V102  
**Record Date:** 01/31/2020      **Meeting Type:** Court      **Ticker:** AON

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Scheme of Arrangement	Mgmt	For	For	For	No

### Emerson Electric Co.

**Meeting Date:** 02/04/2020      **Country:** USA      **Primary Security ID:** 291011104  
**Record Date:** 11/26/2019      **Meeting Type:** Annual      **Ticker:** EMR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Martin S. Craighead	Mgmt	For	For	For	No
1.2	Elect Director David N. Farr	Mgmt	For	For	For	No
1.3	Elect Director Gloria A. Flach	Mgmt	For	For	For	No
1.4	Elect Director Matthew S. Levatich	Mgmt	For	For	For	No
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Declassify the Board of Directors	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Ingersoll-Rand plc

**Meeting Date:** 02/04/2020

**Country:** Ireland

**Primary Security ID:** G47791101

**Record Date:** 12/17/2019

**Meeting Type:** Special

**Ticker:** IR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Change Company Name to Trane Technologies plc	Mgmt	For	For	For	No

### Rockwell Automation, Inc.

**Meeting Date:** 02/04/2020

**Country:** USA

**Primary Security ID:** 773903109

**Record Date:** 12/09/2019

**Meeting Type:** Annual

**Ticker:** ROK

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
A1	Elect Director Steven R. Kalmanson	Mgmt	For	For	For	No
A2	Elect Director James P. Keane	Mgmt	For	For	For	No
A3	Elect Director Pam Murphy	Mgmt	For	For	For	No
A4	Elect Director Donald R. Parfet	Mgmt	For	For	For	No
B	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
C	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No
D	Approve Omnibus Stock Plan	Mgmt	For	For	For	No

### Grainger Plc

**Meeting Date:** 02/05/2020

**Country:** United Kingdom

**Primary Security ID:** G40432117

**Record Date:** 02/03/2020

**Meeting Type:** Annual

**Ticker:** GRI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Grainger Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Re-elect Mark Clare as Director	Mgmt	For	For	For	No
6	Re-elect Helen Gordon as Director	Mgmt	For	For	For	No
7	Re-elect Vanessa Simms as Director	Mgmt	For	For	For	No
8	Re-elect Andrew Carr-Locke as Director	Mgmt	For	For	For	No
9	Re-elect Rob Wilkinson as Director	Mgmt	For	For	For	No
10	Re-elect Justin Read as Director	Mgmt	For	For	For	No
11	Elect Janette Bell as Director	Mgmt	For	For	For	No
12	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
19	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
20	Amend Long-Term Incentive Plan	Mgmt	For	For	For	No

### Imperial Brands Plc

**Meeting Date:** 02/05/2020

**Country:** United Kingdom

**Primary Security ID:** G4720C107

**Record Date:** 02/03/2020

**Meeting Type:** Annual

**Ticker:** IMB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect Susan Clark as Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Imperial Brands Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
5	Re-elect Alison Cooper as Director	Mgmt	For	For	For	No
6	Re-elect Therese Esperdy as Director	Mgmt	For	For	For	No
7	Re-elect Simon Langelier as Director	Mgmt	For	For	For	No
8	Re-elect Matthew Phillips as Director	Mgmt	For	For	For	No
9	Re-elect Steven Stanbrook as Director	Mgmt	For	For	For	No
10	Elect Jonathan Stanton as Director	Mgmt	For	For	For	No
11	Re-elect Oliver Tant as Director	Mgmt	For	For	For	No
12	Re-elect Karen Witts as Director	Mgmt	For	For	For	No
13	Appoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Siemens AG

**Meeting Date:** 02/05/2020

**Country:** Germany

**Primary Security ID:** D69671218

**Record Date:**

**Meeting Type:** Annual

**Ticker:** SIE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2018/19 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 3.90 per Share	Mgmt	For	For	For	No
3.1	Approve Discharge of Management Board Member Joe Kaeser for Fiscal 2018/19	Mgmt	For	For	For	No
3.2	Approve Discharge of Management Board Member Roland Busch for Fiscal 2018/19	Mgmt	For	For	For	No
3.3	Approve Discharge of Management Board Member Lisa Davis for Fiscal 2018/19	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

## Siemens AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3.4	Approve Discharge of Management Board Member Klaus Helmrich for Fiscal 2018/19	Mgmt	For	For	For	No
3.5	Approve Discharge of Management Board Member Janina Kugel for Fiscal 2018/19	Mgmt	For	For	For	No
3.6	Approve Discharge of Management Board Member Cedrik Neike for Fiscal 2018/19	Mgmt	For	For	For	No
3.7	Approve Discharge of Management Board Member Michael Sen for Fiscal 2018/19	Mgmt	For	For	For	No
3.8	Approve Discharge of Management Board Member Ralf Thomas for Fiscal 2018/19	Mgmt	For	For	For	No
4.1	Approve Discharge of Supervisory Board Member Jim Hagemann Snabe for Fiscal 2018/19	Mgmt	For	For	For	No
4.2	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal 2018/19	Mgmt	For	For	For	No
4.3	Approve Discharge of Supervisory Board Member Werner Wenning for Fiscal 2018/19	Mgmt	For	For	For	No
4.4	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal 2018/19	Mgmt	For	For	For	No
4.5	Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal 2018/19	Mgmt	For	For	For	No
4.6	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal 2018/19	Mgmt	For	For	For	No
4.7	Approve Discharge of Supervisory Board Member Reinhard Hahn (until January 30, 2019) for Fiscal 2018/19	Mgmt	For	For	For	No
4.8	Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal 2018/19	Mgmt	For	For	For	No
4.9	Approve Discharge of Supervisory Board Member Robert Kensbock for Fiscal 2018/19	Mgmt	For	For	For	No
4.10	Approve Discharge of Supervisory Board Member Harald Kern for Fiscal 2018/19	Mgmt	For	For	For	No
4.11	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal 2018/19	Mgmt	For	For	For	No
4.12	Approve Discharge of Supervisory Board Member Nicola Leibinger-Kammueler for Fiscal 2018/19	Mgmt	For	For	For	No
4.13	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal 2018/19	Mgmt	For	For	For	No
4.14	Approve Discharge of Supervisory Board Member Hagen Reimer (from January 30, 2019) for Fiscal 2018/19	Mgmt	For	For	For	No
4.15	Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal 2018/19	Mgmt	For	For	For	No
4.16	Approve Discharge of Supervisory Board Member Dame Shafik for Fiscal 2018/19	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Siemens AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
4.17	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal 2018/19	Mgmt	For	For	For	No
4.18	Approve Discharge of Supervisory Board Member Michael Sigmund for Fiscal 2018/19	Mgmt	For	For	For	No
4.19	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal 2018/19	Mgmt	For	For	For	No
4.20	Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal 2018/19	Mgmt	For	For	For	No
4.21	Approve Discharge of Supervisory Board Member Gunnar Zukunft for Fiscal 2018/19	Mgmt	For	For	For	No
5	Ratify Ernst & Young GmbH as Auditors for Fiscal 2019/20	Mgmt	For	For	For	No
6	Approve Remuneration Policy	Mgmt	For	For	For	No
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For	No
8	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For	No
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 15 Billion; Approve Creation of EUR 180 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For	No
10	Approve Affiliation Agreement with Subsidiary Siemens Mobility GmbH	Mgmt	For	For	For	No

### Compass Group Plc

**Meeting Date:** 02/06/2020

**Country:** United Kingdom

**Primary Security ID:** G23296208

**Record Date:** 02/04/2020

**Meeting Type:** Annual

**Ticker:** CPG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Elect Karen Witts as Director	Mgmt	For	For	For	No
5	Re-elect Dominic Blakemore as Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Compass Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
6	Re-elect Gary Green as Director	Mgmt	For	For	For	No
7	Re-elect Carol Arrowsmith as Director	Mgmt	For	For	For	No
8	Re-elect John Bason as Director	Mgmt	For	For	For	No
9	Re-elect Stefan Bomhard as Director	Mgmt	For	For	For	No
10	Re-elect John Bryant as Director	Mgmt	For	For	For	No
11	Re-elect Anne-Francoise Nesmes as Director	Mgmt	For	For	For	No
12	Re-elect Nelson Silva as Director	Mgmt	For	For	For	No
13	Re-elect Ireena Vittal as Director	Mgmt	For	For	For	No
14	Re-elect Paul Walsh as Director	Mgmt	For	For	For	No
15	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
17	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
18	Approve Payment of Fees to Non-executive Directors	Mgmt	For	For	For	No
19	Authorise Issue of Equity	Mgmt	For	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
23	Authorise the Company to Call General Meeting with 14 Working Days' Notice	Mgmt	For	For	For	No

### easyJet Plc

**Meeting Date:** 02/06/2020

**Country:** United Kingdom

**Primary Security ID:** G3030S109

**Record Date:** 02/04/2020

**Meeting Type:** Annual

**Ticker:** EZJ

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### easyJet Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect John Barton as Director	Mgmt	For	For	For	No
5	Re-elect Johan Lundgren as Director	Mgmt	For	For	For	No
6	Re-elect Andrew Findlay as Director	Mgmt	For	For	For	No
7	Re-elect Charles Gurassa as Director	Mgmt	For	For	For	No
8	Re-elect Dr Andreas Bierwirth as Director	Mgmt	For	For	For	No
9	Re-elect Moya Greene as Director	Mgmt	For	For	For	No
10	Re-elect Dr Anastassia Lauterbach as Director	Mgmt	For	For	For	No
11	Re-elect Nick Leeder as Director	Mgmt	For	For	For	No
12	Re-elect Andy Martin as Director	Mgmt	For	For	For	No
13	Re-elect Julie Southern as Director	Mgmt	For	For	For	No
14	Elect Catherine Bradley as Director	Mgmt	For	For	For	No
15	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
17	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
18	Authorise Issue of Equity	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### On The Beach Group Plc

**Meeting Date:** 02/06/2020

**Country:** United Kingdom

**Primary Security ID:** G6754C101

**Record Date:** 02/04/2020

**Meeting Type:** Annual

**Ticker:** OTB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### On The Beach Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
2	Approve Remuneration Report	Mgmt	For	Against	Against	No
	<p><i>Voting Policy Rationale: A vote AGAINST the remuneration report is considered warranted on account of: * The non-financial measures within the bonus framework (introduced this year) have paid out in full, while no bonus dependent on financial element was payable; * Bonus delivery is fully in cash – which while permissible with the letter of the remuneration policy – is in contrast with investor understanding at the time of policy approval; and * Scope for target range under the LTIP scheme to be made more stretching, particularly given the increase in LTIP award quantum; Company's share price performance and consensus analyst estimates.</i></p>					
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Elect Richard Pennycook as Director	Mgmt	For	For	For	No
5	Re-elect Simon Cooper as Director	Mgmt	For	For	For	No
6	Re-elect Paul Meehan as Director	Mgmt	For	For	For	No
7	Re-elect David Kelly as Director	Mgmt	For	For	For	No
8	Re-elect Elaine O'Donnell as Director	Mgmt	For	For	For	No
9	Appoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
10	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
11	Authorise Issue of Equity	Mgmt	For	For	For	No
12	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
13	Amend the Borrowing Limit Under the Company's Articles of Association	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Tyson Foods, Inc.

**Meeting Date:** 02/06/2020

**Country:** USA

**Primary Security ID:** 902494103

**Record Date:** 12/09/2019

**Meeting Type:** Annual

**Ticker:** TSN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director John Tyson	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Tyson Foods, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1b	Elect Director Gaurdie E. Banister, Jr.	Mgmt	For	For	For	No
1c	Elect Director Dean Banks	Mgmt	For	For	For	No
1d	Elect Director Mike Beebe	Mgmt	For	For	For	No
1e	Elect Director Mikel A. Durham	Mgmt	For	For	For	No
1f	Elect Director Jonathan D. Mariner	Mgmt	For	For	For	No
1g	Elect Director Kevin M. McNamara	Mgmt	For	For	For	No
1h	Elect Director Cheryl S. Miller	Mgmt	For	For	For	No
1i	Elect Director Jeffrey K. Schomburger	Mgmt	For	For	For	No
1j	Elect Director Robert Thurber	Mgmt	For	For	For	No
1k	Elect Director Barbara A. Tyson	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST Barbara Tyson is warranted for failing to attend at least 75 percent of her total board meetings held during the fiscal year under review without disclosing the reason for the absences. A vote FOR the remaining director nominees is warranted.</i></p>						
1l	Elect Director Noel White	Mgmt	For	For	For	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Report on Deforestation Impacts in Company's Supply Chain	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, as shareholders would benefit from additional information on how the company is managing its supply chain's impact on deforestation.</i></p>						
5	Report on Lobbying Payments and Policy	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the company does not disclose a comprehensive lobbying policy, its direct and indirect lobbying expenditures, or board oversight of its lobbying activities.</i></p>						
6	Report on Human Rights Risk Assessment Process	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information regarding the processes the company uses to assess human rights impacts in its operations and supply chain would allow shareholders to better gauge how the company is managing human rights related risks.</i></p>						
7	Adopt Share Retention Policy For Senior Executives	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as the more rigorous guidelines recommended by the proponent may better address concerns about maintaining a strong link between the interests of top executives and long-term shareholder value.</i></p>						

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Brewin Dolphin Holdings Plc

**Meeting Date:** 02/07/2020

**Country:** United Kingdom

**Primary Security ID:** G1338M113

**Record Date:** 02/05/2020

**Meeting Type:** Annual

**Ticker:** BRW

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Amend Long Term Performance Plan	Mgmt	For	For	For	No
5	Re-elect Simon Miller as Director	Mgmt	For	For	For	No
6	Re-elect David Nicol as Director	Mgmt	For	For	For	No
7	Elect Siobhan Boylan as Director	Mgmt	For	For	For	No
8	Re-elect Ian Dewar as Director	Mgmt	For	For	For	No
9	Re-elect Kathleen Cates as Director	Mgmt	For	For	For	No
10	Re-elect Caroline Taylor as Director	Mgmt	For	For	For	No
11	Re-elect Michael Kellard as Director	Mgmt	For	For	For	No
12	Re-elect Simonetta Rigo as Director	Mgmt	For	For	For	No
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Approve Final Dividend	Mgmt	For	For	For	No
16	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
22	Approve Increase in Directors' Aggregate Remuneration	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Duet Real Estate Finance Ltd.

**Meeting Date:** 02/07/2020

**Country:** Guernsey

**Primary Security ID:** G2858A109

**Record Date:** 02/05/2020

**Meeting Type:** Annual

**Ticker:** DREF

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Liquidators' Receipts and Payments Account	Mgmt	For	Refer		No
2	Approve the Joint Liquidators' Remuneration, Disbursements and Costs	Mgmt	For	Refer		No

### Cineworld Group Plc

**Meeting Date:** 02/11/2020

**Country:** United Kingdom

**Primary Security ID:** G219AH100

**Record Date:** 02/07/2020

**Meeting Type:** Special

**Ticker:** CINE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Acquisition of Cineplex Inc	Mgmt	For	For	For	No

### TUI AG

**Meeting Date:** 02/11/2020

**Country:** Germany

**Primary Security ID:** D8484K166

**Record Date:**

**Meeting Type:** Annual

**Ticker:** TUI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2018/19 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 0.54 per Share	Mgmt	For	For	For	No
3.1	Approve Discharge of Management Board Member Friedrich Joussen for Fiscal 2018/19	Mgmt	For	For	For	No
3.2	Approve Discharge of Management Board Member Birgit Conix for Fiscal 2018/19	Mgmt	For	For	For	No
3.3	Approve Discharge of Management Board Member David Burling for Fiscal 2018/19	Mgmt	For	For	For	No
3.4	Approve Discharge of Management Board Member Sebastian Ebel for Fiscal 2018/19	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### TUI AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3.5	Approve Discharge of Management Board Member Elke Eller for Fiscal 2018/19	Mgmt	For	For	For	No
3.6	Approve Discharge of Management Board Member Frank Rosenberger for Fiscal 2018/19	Mgmt	For	For	For	No
4.1	Approve Discharge of Supervisory Board Member Dieter Zetsche for Fiscal 2018/19	Mgmt	For	For	For	No
4.2	Approve Discharge of Supervisory Board Member Frank Jakobi for Fiscal 2018/19	Mgmt	For	For	For	No
4.3	Approve Discharge of Supervisory Board Member Peter Long for Fiscal 2018/19	Mgmt	For	For	For	No
4.4	Approve Discharge of Supervisory Board Member Andreas Barczewski for Fiscal 2018/19	Mgmt	For	For	For	No
4.5	Approve Discharge of Supervisory Board Member Peter Bremme for Fiscal 2018/19	Mgmt	For	For	For	No
4.6	Approve Discharge of Supervisory Board Member Edgar Ernst for Fiscal 2018/19	Mgmt	For	For	For	No
4.7	Approve Discharge of Supervisory Board Member Wolfgang Flintermann for Fiscal 2018/19	Mgmt	For	For	For	No
4.8	Approve Discharge of Supervisory Board Member Angelika Gifford for Fiscal 2018/19	Mgmt	For	For	For	No
4.9	Approve Discharge of Supervisory Board Member Valerie Gooding for Fiscal 2018/19	Mgmt	For	For	For	No
4.10	Approve Discharge of Supervisory Board Member Dierk Hirschel for Fiscal 2018/19	Mgmt	For	For	For	No
4.11	Approve Discharge of Supervisory Board Member Janis Kong for Fiscal 2018/19	Mgmt	For	For	For	No
4.12	Approve Discharge of Supervisory Board Member Vladimir Lukin for Fiscal 2018/19	Mgmt	For	For	For	No
4.13	Approve Discharge of Supervisory Board Member Klaus Mangold for Fiscal 2018/19	Mgmt	For	For	For	No
4.14	Approve Discharge of Supervisory Board Member Coline McConville for Fiscal 2018/19	Mgmt	For	For	For	No
4.15	Approve Discharge of Supervisory Board Member Alexey Mordashov for Fiscal 2018/19	Mgmt	For	For	For	No
4.16	Approve Discharge of Supervisory Board Member Michael Poenipp for Fiscal 2018/19	Mgmt	For	For	For	No
4.17	Approve Discharge of Supervisory Board Member Carmen Gueell for Fiscal 2018/19	Mgmt	For	For	For	No
4.18	Approve Discharge of Supervisory Board Member Carola Schwirn for Fiscal 2018/19	Mgmt	For	For	For	No
4.19	Approve Discharge of Supervisory Board Member Anette Stempel for Fiscal 2018/19	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### TUI AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
4.20	Approve Discharge of Supervisory Board Member Ortwin Strubelt for Fiscal 2018/19	Mgmt	For	For	For	No
4.21	Approve Discharge of Supervisory Board Member Joan Riu for Fiscal 2018/19	Mgmt	For	For	For	No
4.22	Approve Discharge of Supervisory Board Member Stefan Weinhofer for Fiscal 2018/19	Mgmt	For	For	For	No
5	Ratify Deloitte GmbH as Auditors for Fiscal 2019/20	Mgmt	For	For	For	No
6	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For	No
7	Amend Articles of Association	Mgmt	For	For	For	No
8.1	Elect Vladimir Lukin to the Supervisory Board	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST the non-independent nominee Vladimir Lukin (Item 8.1) is warranted because of the failure to establish a sufficiently independent board. Votes FOR the independent nominees Coline McConville, Maria Garana Corces, and Ingrid-Helen Arnold (Items 8.2-8.4) are warranted as their presence helps to increase the independence of the board. )</i>						
8.2 )	Elect Coline McConville to the Supervisory Board	Mgmt	For	For	For	No
8.3 )	Elect Maria Corces to the Supervisory Board	Mgmt	For	For	For	No
8.4 )	Elect Ingrid-Helen Arnold to the Supervisory Board	Mgmt	For	For	For	No
9 )	Approve Remuneration Policy	Mgmt	For	For	For	No

### RWS Holdings Plc

**Meeting Date:** 02/12/2020

**Country:** United Kingdom

**Primary Security ID:** G7734E126

**Record Date:** 02/10/2020

**Meeting Type:** Annual

**Ticker:** RWS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### RWS Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
4	Re-elect Andrew Brode as Director	Mgmt	For	Abstain	Abstain	No
<p><i>Voting Policy Rationale: Item 4An ABSTENTION on the re-election of Andrew Brode is warranted because:* He is an Executive Director and is currently a member of the Remuneration Committee, which is not in line with UK best practice recommendations.* Apart from his role as Executive Chair of the Company, he also serves as Non-executive Chair at two other publicly listed companies, which could compromise his ability to commit sufficient time to his role in the CompanyFurthermore, he is the Board Chair who is considered to be ultimately responsible for the Company's corporate governance practices, and the following deviations from best practice have been identified:* There is insufficient independent representation on the Board.A vote AGAINST this resolution is warranted for those shareholders in markets who have a fiduciary responsibility to vote either in favour or against and who do not recognise an abstention as a valid option.Items 5, 6 and 9A vote FOR the re-election of Richard Thompson, Desmond Glass and Lara Boro is warranted because no significant concerns have been identified.Items 7, 8 and 10A vote AGAINST the re-election of David Shrimpton, Elisabeth Lucas and Tomas Kratochvil is warranted because:* Potential independence issues have been identified and David Shrimpton and Elisabeth Lucas currently sit on the Audit and Remuneration Committees while Tomas Kratochvil sits on the Remuneration Committee. The composition of these Committees does not adhere to UK best practice recommendations for a company of this size.</i></p>						
5	Re-elect Richard Thompson as Director	Mgmt	For	For	For	No
6	Re-elect Desmond Glass as Director	Mgmt	For	For	For	No
7	Re-elect David Shrimpton as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Item 4An ABSTENTION on the re-election of Andrew Brode is warranted because:* He is an Executive Director and is currently a member of the Remuneration Committee, which is not in line with UK best practice recommendations.* Apart from his role as Executive Chair of the Company, he also serves as Non-executive Chair at two other publicly listed companies, which could compromise his ability to commit sufficient time to his role in the CompanyFurthermore, he is the Board Chair who is considered to be ultimately responsible for the Company's corporate governance practices, and the following deviations from best practice have been identified:* There is insufficient independent representation on the Board.A vote AGAINST this resolution is warranted for those shareholders in markets who have a fiduciary responsibility to vote either in favour or against and who do not recognise an abstention as a valid option.Items 5, 6 and 9A vote FOR the re-election of Richard Thompson, Desmond Glass and Lara Boro is warranted because no significant concerns have been identified.Items 7, 8 and 10A vote AGAINST the re-election of David Shrimpton, Elisabeth Lucas and Tomas Kratochvil is warranted because:* Potential independence issues have been identified and David Shrimpton and Elisabeth Lucas currently sit on the Audit and Remuneration Committees while Tomas Kratochvil sits on the Remuneration Committee. The composition of these Committees does not adhere to UK best practice recommendations for a company of this size.</i></p>						
8	Re-elect Elisabeth Lucas as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Item 4An ABSTENTION on the re-election of Andrew Brode is warranted because:* He is an Executive Director and is currently a member of the Remuneration Committee, which is not in line with UK best practice recommendations.* Apart from his role as Executive Chair of the Company, he also serves as Non-executive Chair at two other publicly listed companies, which could compromise his ability to commit sufficient time to his role in the CompanyFurthermore, he is the Board Chair who is considered to be ultimately responsible for the Company's corporate governance practices, and the following deviations from best practice have been identified:* There is insufficient independent representation on the Board.A vote AGAINST this resolution is warranted for those shareholders in markets who have a fiduciary responsibility to vote either in favour or against and who do not recognise an abstention as a valid option.Items 5, 6 and 9A vote FOR the re-election of Richard Thompson, Desmond Glass and Lara Boro is warranted because no significant concerns have been identified.Items 7, 8 and 10A vote AGAINST the re-election of David Shrimpton, Elisabeth Lucas and Tomas Kratochvil is warranted because:* Potential independence issues have been identified and David Shrimpton and Elisabeth Lucas currently sit on the Audit and Remuneration Committees while Tomas Kratochvil sits on the Remuneration Committee. The composition of these Committees does not adhere to UK best practice recommendations for a company of this size.</i></p>						
9	Re-elect Lara Boro as Director	Mgmt	For	For	For	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### RWS Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
10	Re-elect Tomas Kratochvil as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Item 4 An ABSTENTION on the re-election of Andrew Brode is warranted because: * He is an Executive Director and is currently a member of the Remuneration Committee, which is not in line with UK best practice recommendations. * Apart from his role as Executive Chair of the Company, he also serves as Non-executive Chair at two other publicly listed companies, which could compromise his ability to commit sufficient time to his role in the Company. Furthermore, he is the Board Chair who is considered to be ultimately responsible for the Company's corporate governance practices, and the following deviations from best practice have been identified: * There is insufficient independent representation on the Board. A vote AGAINST this resolution is warranted for those shareholders in markets who have a fiduciary responsibility to vote either in favour or against and who do not recognise an abstention as a valid option. Items 5, 6 and 9A vote FOR the re-election of Richard Thompson, Desmond Glass and Lara Boro is warranted because no significant concerns have been identified. Items 7, 8 and 10A vote AGAINST the re-election of David Shrimpton, Elisabeth Lucas and Tomas Kratochvil is warranted because: * Potential independence issues have been identified and David Shrimpton and Elisabeth Lucas currently sit on the Audit and Remuneration Committees while Tomas Kratochvil sits on the Remuneration Committee. The composition of these Committees does not adhere to UK best practice recommendations for a company of this size.</i></p>						
11	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	Abstain	Abstain	No
<p><i>Voting Policy Rationale: An ABSTENTION on this resolution is warranted because: * The aggregate level of non-audit fees paid to the auditors during the year exceeded the audit fees for the second consecutive year due to the fees paid relating to financial due diligence. A vote FOR this resolution is warranted for those shareholders in markets who have a fiduciary responsibility to vote either in favour or against and who do not recognise an abstention as a valid option.</i></p>						
13	Authorise Issue of Equity	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
17	Approve Waiver of Rule 9 of the Takeover Code	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * AB Concert Party's shareholding might increase significantly as a result of any market purchase by the Company of its own shares, raising concerns over creeping control of the Company.</i></p>						

### Paragon Banking Group Plc

**Meeting Date:** 02/13/2020

**Country:** United Kingdom

**Primary Security ID:** G6376N154

**Record Date:** 02/11/2020

**Meeting Type:** Annual

**Ticker:** PAG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Paragon Banking Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
2	Approve Remuneration Report	Mgmt	For	Against	Against	No
	<p><i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted: * Changes to the remuneration arrangements for FY2020 have led to significant increases in fixed pay for the CEO and CFO; * Salary increases and the newly-introduced fixed role-based allowance have been backdated to apply from 1 October 2019 in anticipation of the Company becoming a Level 2 CRD IV bank. The rationale for backdating the fixed pay increases is not considered to be sufficiently compelling, given that the Company has yet to achieve Level 2 status.</i></p>					
3	Approve Remuneration Policy	Mgmt	For	Against	Against	No
	<p><i>Voting Policy Rationale: A vote AGAINST the remuneration policy is warranted: * The amendments to the remuneration policy facilitate a significant increase in fixed pay opportunity which have not been offset by a sufficient reduction in overall pay opportunity; * Fixed pay increases have been backdated to take effect from 1 October 2019, despite the Company having yet to achieve Level 2 CRD IV status. The change in Level status is what forms the basis for the main amendments to the remuneration policy.</i></p>					
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Re-elect Fiona Clutterbuck as Director	Mgmt	For	For	For	No
6	Re-elect Nigel Terrington as Director	Mgmt	For	For	For	No
7	Re-elect Richard Woodman as Director	Mgmt	For	For	For	No
8	Re-elect Peter Hartill as Director	Mgmt	For	For	For	No
9	Re-elect Hugo Tudor as Director	Mgmt	For	For	For	No
10	Re-elect Barbara Ridpath as Director	Mgmt	For	For	For	No
11	Re-elect Finlay Williamson as Director	Mgmt	For	For	For	No
12	Re-elect Graeme Yorston as Director	Mgmt	For	For	For	No
13	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
19	Authorise Issue of Equity in Relation to Additional Tier 1 Securities	Mgmt	For	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights in Relation to Additional Tier 1 Securities	Mgmt	For	For	For	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Phoenix Group Holdings Plc

**Meeting Date:** 02/13/2020      **Country:** United Kingdom      **Primary Security ID:** G7S8MZ109  
**Record Date:** 02/11/2020      **Meeting Type:** Special      **Ticker:** PHNX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Acquisition of ReAssure Group plc	Mgmt	For	For	For	No
2	Authorise Issue of Equity in Connection with the Acquisition	Mgmt	For	For	For	No

### Cerence Inc.

**Meeting Date:** 02/20/2020      **Country:** USA      **Primary Security ID:** 156727109  
**Record Date:** 12/23/2019      **Meeting Type:** Annual      **Ticker:** CRNC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Thomas Beaudoin	Mgmt	For	Withhold	Withhold	No
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Thomas L. Beaudoin for serving as a non-independent member of a key board committee. A vote FOR director nominee Marianne Budnik is warranted.</i>						
1.2	Elect Director Marianne Budnik	Mgmt	For	For	For	No
2	Ratify BDO USA LLP as Auditors	Mgmt	For	For	For	No

### Infineon Technologies AG

**Meeting Date:** 02/20/2020      **Country:** Germany      **Primary Security ID:** D35415104  
**Record Date:**      **Meeting Type:** Annual      **Ticker:** IFX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 0.27 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Infineon Technologies AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
5	Ratify KPMG AG as Auditors for Fiscal 2020	Mgmt	For	For	For	No
6.1	Elect Xiaoqun Clever to the Supervisory Board	Mgmt	For	For	For	No
6.2	Elect Friedrich Eichiner to the Supervisory Board	Mgmt	For	For	For	No
6.3	Elect Hans-Ulrich Holdenried to the Supervisory Board	Mgmt	For	For	For	No
6.4	Elect Manfred Puffer to the Supervisory Board	Mgmt	For	For	For	No
6.5	Elect Ulrich Spiesshofer to the Supervisory Board	Mgmt	For	For	For	No
6.6	Elect Margret Suckale to the Supervisory Board	Mgmt	For	For	For	No
7	Approve Cancellation of Conditional Capital 2010/I	Mgmt	For	For	For	No
8	Approve Creation of EUR 750 Million Pool of Capital with Partial Exclusion of Preemptive Rights	Mgmt	For	For	For	No
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 4 Billion; Approve Creation of EUR 260 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For	No

### Integratin Holdings Plc

**Meeting Date:** 02/20/2020

**Country:** United Kingdom

**Primary Security ID:** G4796T109

**Record Date:** 02/18/2020

**Meeting Type:** Annual

**Ticker:** IHP

#### Meeting Notes:

Item 11: Voted against the remuneration report due to insufficient bonus disclosures.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Elect Richard Cranfield as Director	Mgmt	For	For	For	No
3	Re-elect Caroline Banzky as Director	Mgmt	For	For	For	No
4	Re-elect Victoria Cochrane as Director	Mgmt	For	For	For	No
5	Re-elect Neil Holden as Director	Mgmt	For	For	For	No
6	Re-elect Michael Howard as Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Integrafin Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
7	Elect Charles Robert Lister as Director	Mgmt	For	For	For	No
8	Re-elect Christopher Munro as Director	Mgmt	For	For	For	No
9	Re-elect Alexander Scott as Director	Mgmt	For	For	For	No
10	Re-elect Ian Taylor as Director	Mgmt	For	For	For	No
11	Approve Remuneration Report	Mgmt	For	For	Against	Yes
12	Reappoint BDO LLP as Auditors	Mgmt	For	For	For	No
13	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
14	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
20	Approve Matters Relating to the Relevant Distributions	Mgmt	None	For	For	No

### Kone Oyj

**Meeting Date:** 02/25/2020

**Country:** Finland

**Primary Security ID:** X4551T105

**Record Date:** 02/13/2020

**Meeting Type:** Annual

**Ticker:** KNEBV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Open Meeting	Mgmt				
2	Call the Meeting to Order	Mgmt				
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt	For	For	For	No
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
5	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
6	Receive Financial Statements and Statutory Reports	Mgmt				

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Kone Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
8	Approve Allocation of Income and Dividends of EUR 1.6975 per Class A Share and EUR 1.70 per Class B Share	Mgmt	For	For	For	No
9	Approve Discharge of Board and President	Mgmt	For	For	For	No
10	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted because:* the company has not disclosed performance criteria, targets and maximum award levels on long-term incentive plans; and* one executive director chairs the remuneration committee while another executive director is also a member of the remuneration committee.</i></p>						
11	Approve Remuneration of Directors in the Amount of EUR 60,000 for Chairman, EUR 50,000 for Vice Chairman, and EUR 45,000 for Other Directors; Approve Attendance Fees for Board and Committee Work	Mgmt	For	For	For	No
12	Fix Number of Directors at Nine	Mgmt	For	For	For	No
13	Reelect Matti Alahuhta, Anne Brunila, Antti Herlin, Iris Herlin, Jussi Herlin, Ravi Kant, Juhani Kaskeala and Sirpa Pietikainen as Directors; Elect Susan Duinhoven as New Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to:* Insufficient independence among the board members;* Insufficient independence in the audit committee with the chairman of the committee being also non-independent;* Executives directors sit on the audit and remuneration committees.</i></p>						
14	Amend Articles Re: Business Area; Auditors; General Meeting	Mgmt	For	For	For	No
15.a	Approve Remuneration of Auditors	Mgmt	For	For	For	No
15.b	Fix Number of Auditors at Two for Financial Year 2020	Mgmt	For	For	For	No
15.c	Fix Number of Auditors at One for Financial Year 2021	Mgmt	For	For	For	No
15.d	Ratify PricewaterhouseCoopers and Jouko Malinen as Auditors for Financial Year 2020	Mgmt	For	For	For	No
15.e	Ratify Ernst & Young as Auditors for Financial Year 2021	Mgmt	For	For	For	No
16	Authorize Share Repurchase Program	Mgmt	For	For	For	No
17	Approve Issuance Shares without Preemptive Rights	Mgmt	For	For	For	No
18	Close Meeting	Mgmt				

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### The Sage Group Plc

**Meeting Date:** 02/25/2020

**Country:** United Kingdom

**Primary Security ID:** G7771K142

**Record Date:** 02/21/2020

**Meeting Type:** Annual

**Ticker:** SGE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Elect Dr John Bates as Director	Mgmt	For	For	For	No
5	Elect Jonathan Bewes as Director	Mgmt	For	For	For	No
6	Elect Annette Court as Director	Mgmt	For	For	For	No
7	Re-elect Sir Donald Brydon as Director	Mgmt	For	For	For	No
8	Re-elect Drummond Hall as Director	Mgmt	For	For	For	No
9	Re-elect Steve Hare as Director	Mgmt	For	For	For	No
10	Re-elect Jonathan Howell as Director	Mgmt	For	For	For	No
11	Re-elect Cath Keers as Director	Mgmt	For	For	For	No
12	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
13	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
14	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Apple Inc.

**Meeting Date:** 02/26/2020

**Country:** USA

**Primary Security ID:** 037833100

**Record Date:** 01/02/2020

**Meeting Type:** Annual

**Ticker:** AAPL

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Apple Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director James Bell	Mgmt	For	For	For	No
1b	Elect Director Tim Cook	Mgmt	For	For	For	No
1c	Elect Director Al Gore	Mgmt	For	For	For	No
1d	Elect Director Andrea Jung	Mgmt	For	For	For	No
1e	Elect Director Art Levinson	Mgmt	For	For	For	No
1f	Elect Director Ron Sugar	Mgmt	For	For	For	No
1g	Elect Director Sue Wagner	Mgmt	For	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Proxy Access Amendments	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the proposed amendment would enhance the company's existing right for shareholders while maintaining necessary safeguards on the nomination process.</i>						
5	Assess Feasibility of Including Sustainability as a Performance Measure for Senior Executive Compensation	SH	Against	Against	Against	No
6	Report on Freedom of Expression and Access to Information Policies	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information regarding the company's policies and processes regarding freedom of expression and access to information would help shareholders gauge the company's management of related reputational risk.</i>						

### Deere & Company

Meeting Date: 02/26/2020

Country: USA

Primary Security ID: 244199105

Record Date: 12/31/2019

Meeting Type: Annual

Ticker: DE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Samuel R. Allen	Mgmt	For	For	For	No
1b	Elect Director Alan C. Heuberger	Mgmt	For	For	For	No
1c	Elect Director Charles O. Holliday, Jr.	Mgmt	For	For	For	No
1d	Elect Director Dipak C. Jain	Mgmt	For	For	For	No
1e	Elect Director Michael O. Johanns	Mgmt	For	For	For	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Deere & Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1f	Elect Director Clayton M. Jones	Mgmt	For	For	For	No
1g	Elect Director John C. May	Mgmt	For	For	For	No
1h	Elect Director Gregory R. Page	Mgmt	For	For	For	No
1i	Elect Director Sherry M. Smith	Mgmt	For	For	For	No
1j	Elect Director Dmitri L. Stockton	Mgmt	For	For	For	No
1k	Elect Director Sheila G. Talton	Mgmt	For	For	For	No
2	Adopt the Jurisdiction of Incorporation as the Exclusive Forum for Certain Disputes	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the board has not articulated a compelling argument for restricting shareholders' litigation rights.</i></p>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Approve Omnibus Stock Plan	Mgmt	For	For	For	No
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No
6	Disclose Board Qualifications Matrix	SH	Against	Against	Against	No

### Novozymes A/S

**Meeting Date:** 02/26/2020

**Country:** Denmark

**Primary Security ID:** K7317J133

**Record Date:** 02/19/2020

**Meeting Type:** Annual

**Ticker:** NZYM.B

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Report of Board	Mgmt				
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote	No
3	Approve Allocation of Income and Dividends of DKK 5.25 Per Share	Mgmt	For	For	Do Not Vote	No
4	Approve Remuneration of Directors in the Amount of DKK 1.5 Million for Chairman, DKK1 Million for Vice Chairman and DKK 500,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	Do Not Vote	No
5	Reelect Jorgen Buhl Rasmussen (Chairman) as Director	Mgmt	For	For	Do Not Vote	No
6	Elect Cornelis de Jong (Vice Chairman) as Director	Mgmt	For	For	Do Not Vote	No
7a	Reelect Kasim Kutay as Director	Mgmt	For	For	Do Not Vote	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Novozymes A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
7b	Reelect Kim Stratton as Director	Mgmt	For	For	Do Not Vote	No
7c	Reelect Mathias Uhlen as Director	Mgmt	For	For	Do Not Vote	No
7d	Elect Sharon James as Director	Mgmt	For	For	Do Not Vote	No
7e	Elect Heine Dalsgaard as Director	Mgmt	For	For	Do Not Vote	No
8	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	Do Not Vote	No
9a	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	Do Not Vote	No
9b	Approve Creation of DKK 57 Million Pool of Capital in B Shares without Preemptive Rights; DKK 58.2 Million Pool of Capital with Preemptive Rights; and Pool of Capital in Warrants without Preemptive Rights	Mgmt	For	For	Do Not Vote	No
9c	Approve DKK 12 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For	Do Not Vote	No
9d	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote	No
9e	Amend Articles	Mgmt	For	For	Do Not Vote	No
9f	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	Do Not Vote	No
10	Other Business	Mgmt				

### SSP Group Plc

**Meeting Date:** 02/26/2020

**Country:** United Kingdom

**Primary Security ID:** G8402N125

**Record Date:** 02/24/2020

**Meeting Type:** Annual

**Ticker:** SSPG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted: * The FY2019 bonus payment to the former CEO, Kate Swann, lacks pro-rating for time served on the Board.</i></p>						
3	Approve Final Dividend	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### SSP Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
4	Re-elect Simon Smith as Director	Mgmt	For	For	For	No
5	Re-elect Jonathan Davies as Director	Mgmt	For	For	For	No
6	Re-elect Carolyn Bradley as Director	Mgmt	For	For	For	No
7	Re-elect Ian Dyson as Director	Mgmt	For	For	For	No
8	Re-elect Per Utnegaard as Director	Mgmt	For	For	For	No
9	Elect Mike Clasper as Director	Mgmt	For	For	For	No
10	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
12	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Novartis AG

**Meeting Date:** 02/28/2020

**Country:** Switzerland

**Primary Security ID:** H5820Q150

**Record Date:**

**Meeting Type:** Annual

**Ticker:** NOVN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of CHF 2.95 per Share	Mgmt	For	For	For	No
4	Approve CHF 30.2 Million Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
5.1	Approve Remuneration of Directors in the Amount of CHF 9 Million	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

## Novartis AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
5.2	Approve Maximum Remuneration of Executive Committee in the Amount of CHF 93 Million	Mgmt	For	For	For	No
5.3	Approve Remuneration Report	Mgmt	For	For	For	No
6.1	Reelect Joerg Reinhardt as Director and Board Chairman	Mgmt	For	For	For	No
6.2	Reelect Nancy Andrews as Director	Mgmt	For	For	For	No
6.3	Reelect Ton Buechner as Director	Mgmt	For	For	For	No
6.4	Reelect Patrice Bula as Director	Mgmt	For	For	For	No
6.5	Reelect Srikant Datar as Director	Mgmt	For	For	For	No
6.6	Reelect Elizabeth Doherty as Director	Mgmt	For	For	For	No
6.7	Reelect Ann Fudge as Director	Mgmt	For	For	For	No
6.8	Reelect Frans van Houten as Director	Mgmt	For	For	For	No
6.9	Reelect Andreas von Planta as Director	Mgmt	For	For	For	No
6.10	Reelect Charles Sawyers as Director	Mgmt	For	For	For	No
6.11	Reelect Enrico Vanni as Director	Mgmt	For	For	For	No
6.12	Reelect William Winters as Director	Mgmt	For	For	For	No
6.13	Elect Bridgette Heller as Director	Mgmt	For	For	For	No
6.14	Elect Simon Moroney as Director	Mgmt	For	For	For	No
7.1	Reappoint Patrice Bula as Member of the Compensation Committee	Mgmt	For	For	For	No
7.2	Reappoint Srikant Datar as Member of the Compensation Committee	Mgmt	For	For	For	No
7.3	Reappoint Enrico Vanni as Member of the Compensation Committee	Mgmt	For	For	For	No
7.4	Reappoint William Winters as Member of the Compensation Committee	Mgmt	For	For	For	No
7.5	Appoint Bridgette Heller as Member of the Compensation Committee	Mgmt	For	For	For	No
8	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For	No
9	Designate Peter Zahn as Independent Proxy	Mgmt	For	For	For	No
10	Transact Other Business (Voting)	Mgmt	For	Against	Against	No

*Voting Policy Rationale: A vote AGAINST is warranted because: \* This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and\* The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Aberforth Smaller Cos. Trust Plc

**Meeting Date:** 03/03/2020

**Country:** United Kingdom

**Primary Security ID:** G8198E107

**Record Date:** 02/28/2020

**Meeting Type:** Annual

**Ticker:** ASL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Approve Special and Final Dividends	Mgmt	For	For	For	No
5	Re-elect Richard Davidson as Director	Mgmt	For	For	For	No
6	Re-elect Richard Rae as Director	Mgmt	For	For	For	No
7	Re-elect Julia Le Blan as Director	Mgmt	For	For	For	No
8	Re-elect Paula Hay-Plumb as Director	Mgmt	For	For	For	No
9	Re-elect Martin Warner as Director	Mgmt	For	For	For	No
10	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
11	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
12	Approve Continuation of Company as Investment Trust	Mgmt	For	For	For	No
13	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

### QUALCOMM Incorporated

**Meeting Date:** 03/10/2020

**Country:** USA

**Primary Security ID:** 747525103

**Record Date:** 01/13/2020

**Meeting Type:** Annual

**Ticker:** QCOM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Mark Fields	Mgmt	For	For	For	No
1b	Elect Director Jeffrey W. Henderson	Mgmt	For	For	For	No
1c	Elect Director Ann M. Livermore	Mgmt	For	For	For	No
1d	Elect Director Harish Manwani	Mgmt	For	For	For	No
1e	Elect Director Mark D. McLaughlin	Mgmt	For	For	For	No
1f	Elect Director Steve Mollenkopf	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### QUALCOMM Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1g	Elect Director Clark T. "Sandy" Randt, Jr.	Mgmt	For	For	For	No
1h	Elect Director Irene B. Rosenfeld	Mgmt	For	For	For	No
1i	Elect Director Kornelis "Neil" Smit	Mgmt	For	For	For	No
1j	Elect Director Anthony J. Vinciguerra	Mgmt	For	For	For	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
3	Amend Omnibus Stock Plan	Mgmt	For	For	For	No
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	No

*Voting Policy Rationale: A vote AGAINST this proposal is warranted. For FY2019, the CEO received a \$3.6 million special, fully vested equity award in connection with the settlement and multi-year license and supply agreements entered into with Apple and related parties. While the rationale for the special award is compelling, there are insufficiently mitigated concerns surrounding both the decision to grant special equity awards in two consecutive years and the absence of any performance- or service-vesting criteria attached to this year's award. Concerns are also noted with respect to the magnitude of the CEO's annual LTI awards. While the company's long-term performance has trailed peers as of the end of FY2019, the CEO received a \$2 million increase to the annualized value of his target LTI opportunity for the second consecutive year, bringing the target annual value of his long-term incentives in line with median total pay of company-selected peers.*

5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	No
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### Toll Brothers, Inc.

**Meeting Date:** 03/10/2020

**Country:** USA

**Primary Security ID:** 889478103

**Record Date:** 01/15/2020

**Meeting Type:** Annual

**Ticker:** TOL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Robert I. Toll	Mgmt	For	For	For	No
1.2	Elect Director Douglas C. Yearley, Jr.	Mgmt	For	For	For	No
1.3	Elect Director Edward G. Boehne	Mgmt	For	For	For	No
1.4	Elect Director Richard J. Braemer	Mgmt	For	For	For	No
1.5	Elect Director Stephen F. East	Mgmt	For	For	For	No
1.6	Elect Director Christine N. Garvey	Mgmt	For	For	For	No
1.7	Elect Director Karen H. Grimes	Mgmt	For	For	For	No
1.8	Elect Director Carl B. Marbach	Mgmt	For	For	For	No
1.9	Elect Director John A. McLean	Mgmt	For	For	For	No
1.10	Elect Director Stephen A. Novick	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Toll Brothers, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.11	Elect Director Wendell E. Pritchett	Mgmt	For	For	For	No
1.12	Elect Director Paul E. Shapiro	Mgmt	For	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No

### The Walt Disney Company

**Meeting Date:** 03/11/2020      **Country:** USA      **Primary Security ID:** 254687106  
**Record Date:** 01/13/2020      **Meeting Type:** Annual      **Ticker:** DIS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Susan E. Arnold	Mgmt	For	For	For	No
1b	Elect Director Mary T. Barra	Mgmt	For	For	For	No
1c	Elect Director Safra A. Catz	Mgmt	For	For	For	No
1d	Elect Director Francis A. deSouza	Mgmt	For	For	For	No
1e	Elect Director Michael B.G. Froman	Mgmt	For	For	For	No
1f	Elect Director Robert A. Iger	Mgmt	For	For	For	No
1g	Elect Director Maria Elena Lagomasino	Mgmt	For	For	For	No
1h	Elect Director Mark G. Parker	Mgmt	For	For	For	No
1i	Elect Director Derica W. Rice	Mgmt	For	For	For	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Although meaningful improvements were made to address shareholders' concerns, including the elimination of certain compensation increases the CEO would otherwise be contractually entitled to, there remain significant concerns regarding CEO pay magnitude and structure. Specifically, the CEO's base salary is more than double that of company peers at \$3 million. The CEO's target and maximum annual incentive pay opportunities remain set at \$12 million and \$24 million, which is 400 percent and 800 percent of base salary, respectively. This resulted in an annual incentive award for 2019 that exceeded the CEO total pay peer median. In addition, performance awards under the LTI program continue to target merely median performance, while goals under the STI program are only disclosed as a range, with specific target goals undisclosed.</i>						
4	Amend Omnibus Stock Plan	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
5	Report on Lobbying Payments and Policy	SH	Against	For	For	No

*Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's indirect lobbying-related oversight mechanisms, along with its trade association payments, would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.*

### Applied Materials, Inc.

Meeting Date: 03/12/2020

Country: USA

Primary Security ID: 038222105

Record Date: 01/16/2020

Meeting Type: Annual

Ticker: AMAT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Judy Bruner	Mgmt	For	For	For	No
1b	Elect Director Xun (Eric) Chen	Mgmt	For	For	For	No
1c	Elect Director Aart J. de Geus	Mgmt	For	For	For	No
1d	Elect Director Gary E. Dickerson	Mgmt	For	For	For	No
1e	Elect Director Stephen R. Forrest	Mgmt	For	For	For	No
1f	Elect Director Thomas J. Iannotti	Mgmt	For	For	For	No
1g	Elect Director Alexander A. Karsner	Mgmt	For	For	For	No
1h	Elect Director Adrianna C. Ma	Mgmt	For	For	For	No
1i	Elect Director Yvonne McGill	Mgmt	For	For	For	No
1j	Elect Director Scott A. McGregor	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	No
4	Provide Right to Act by Written Consent	Mgmt	For	For	For	No

### Banco Bilbao Vizcaya Argentaria SA

Meeting Date: 03/13/2020

Country: Spain

Primary Security ID: E11805103

Record Date: 03/08/2020

Meeting Type: Annual

Ticker: BBVA



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Banco Bilbao Vizcaya Argentaria SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For	No
1.2	Approve Non-Financial Information Statement	Mgmt	For	For	For	No
1.3	Approve Allocation of Income and Dividends	Mgmt	For	For	For	No
1.4	Approve Discharge of Board	Mgmt	For	For	For	No
2.1	Reelect Lourdes Maiz Carro as Director	Mgmt	For	For	For	No
2.2	Reelect Susana Rodriguez Vidarte as Director	Mgmt	For	For	For	No
2.3	Elect Raul Catarino Galamba de Oliveira as Director	Mgmt	For	For	For	No
2.4	Elect Ana Leonor Revenga Shanklin as Director	Mgmt	For	For	For	No
2.5	Elect Carlos Vicente Salazar Lomelin as Director	Mgmt	For	For	For	No
3	Fix Maximum Variable Compensation Ratio	Mgmt	For	For	For	No
4	Renew Appointment of KPMG Auditores as Auditor	Mgmt	For	For	For	No
5	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No
6	Advisory Vote on Remuneration Report	Mgmt	For	For	For	No

### Carlsberg A/S

Meeting Date: 03/16/2020

Country: Denmark

Primary Security ID: K36628137

Record Date: 03/09/2020

Meeting Type: Annual

Ticker: CARL.B

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Report of Board	Mgmt				
2	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	Mgmt	For	For	Do Not Vote	No
3	Approve Allocation of Income and Dividends of DKK 21 Per Share	Mgmt	For	For	Do Not Vote	No
4a	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	Against	Do Not Vote	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Carlsberg A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
4b	Approve Remuneration of Directors	Mgmt	For	For	Do Not Vote	No
4c	Approve DKK 88 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For	Do Not Vote	No
4d	Amend Articles Re: Voting on the Company's Remuneration Report	Mgmt	For	For	Do Not Vote	No
4e	Amend Articles Re: Change of Name and CVR Number of the Provider of Share Registration Services	Mgmt	For	For	Do Not Vote	No
5a	Reelect Flemming Besenbacher as Director	Mgmt	For	For	Do Not Vote	No
5b	Reelect Lars Fruergaard Jorgensen as Director	Mgmt	For	For	Do Not Vote	No
5c	Reelect Carl Bache as Director	Mgmt	For	For	Do Not Vote	No
5d	Reelect Magdi Batato as Director	Mgmt	For	For	Do Not Vote	No
5e	Reelect Domitille Doat-Le Bigot as Director	Mgmt	For	For	Do Not Vote	No
5f	Reelect Lilian Fossum Biner as Director	Mgmt	For	For	Do Not Vote	No
5g	Reelect Richard Burrows as Director	Mgmt	For	For	Do Not Vote	No
5h	Reelect Soren-Peter Fuchs Olesen as Director	Mgmt	For	For	Do Not Vote	No
5i	Reelect Majken Schultz as Director	Mgmt	For	For	Do Not Vote	No
5j	Reelect Lars Stemmerik as Director	Mgmt	For	For	Do Not Vote	No
6	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	Do Not Vote	No

### DSV Panalpina A/S

Meeting Date: 03/16/2020

Country: Denmark

Primary Security ID: K3186P102

Record Date: 03/09/2020

Meeting Type: Annual

Ticker: DSV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Report of Board	Mgmt				
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### DSV Panalpina A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3	Approve Remuneration of Directors in the Amount of DKK 500,000 for Ordinary Directors	Mgmt	For	For	Do Not Vote	No
4	Approve Allocation of Income and Dividends of DKK 2.50 Per Share	Mgmt	For	For	Do Not Vote	No
5.1	Reelect Thomas Plenborg as Director	Mgmt	For	For	Do Not Vote	No
5.2	Reelect Jorgen Moller as Director	Mgmt	For	For	Do Not Vote	No
5.3	Reelect Birgit Norgaard as Director	Mgmt	For	For	Do Not Vote	No
5.4	Reelect Annette Sadolin as Director	Mgmt	For	For	Do Not Vote	No
5.5	Reelect Malou Aamund as Director	Mgmt	For	For	Do Not Vote	No
5.6	Reelect Beat Walti as Director	Mgmt	For	For	Do Not Vote	No
5.7	Elect Niels Smedegaard as New Director	Mgmt	For	For	Do Not Vote	No
6	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	Do Not Vote	No
7.1	Approve DKK 5 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For	Do Not Vote	No
7.2	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote	No
7.3	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	Do Not Vote	No
7.4	Amend Articles Re: Agenda of Annual General Meeting	Mgmt	For	For	Do Not Vote	No
7.5	Amend Articles Re: Editorial Changes	Mgmt	For	For	Do Not Vote	No
8	Other Business	Mgmt				

### Avanza Bank Holding AB

**Meeting Date:** 03/17/2020

**Country:** Sweden

**Primary Security ID:** W1R78Z269

**Record Date:** 03/11/2020

**Meeting Type:** Annual

**Ticker:** AZA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Open Meeting	Mgmt				

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Avanza Bank Holding AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
2	Elect Chairman of Meeting	Mgmt	For	For	Do Not Vote	No
3	Prepare and Approve List of Shareholders	Mgmt	For	For	Do Not Vote	No
4	Approve Live Broadcast of Meeting via Company Website	Mgmt	For	For	Do Not Vote	No
5	Approve Agenda of Meeting	Mgmt	For	For	Do Not Vote	No
6	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	Do Not Vote	No
7	Acknowledge Proper Convening of Meeting	Mgmt	For	For	Do Not Vote	No
8	Receive President's Report	Mgmt				
9	Receive Financial Statements and Statutory Reports	Mgmt				
10.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote	No
10.b	Approve Allocation of Income and Dividends of SEK 2.30 Per Share	Mgmt	For	For	Do Not Vote	No
10.c	Approve Discharge of Board and President	Mgmt	For	For	Do Not Vote	No
11	Amend Articles Re: Board Consists of 5 to 9 Members; Voting Prior to General Meeting	Mgmt	For	For	Do Not Vote	No
12	Determine Number of Members (9) and Deputy Members of Board	Mgmt	For	For	Do Not Vote	No
13	Approve Remuneration of Directors in the Amount of SEK 358,000 For Each Director; Approve Committee Fees	Mgmt	For	For	Do Not Vote	No
14	Approve Remuneration of Auditors	Mgmt	For	For	Do Not Vote	No
15	Reelect Viktor Fritzen, Jonas Hagstremer, Sven Hagstremer, Birgitta Klasen, Mattias Miksche and Hans Toll as Directors; Elect Magnus Dybeck, Catharina Eklof and Johan Roos as New Directors	Mgmt	For	For	Do Not Vote	No
16	Elect Sven Hagstromer as Board Chairman	Mgmt	For	For	Do Not Vote	No
17	Ratify KPMG as Auditors	Mgmt	For	For	Do Not Vote	No
18	Approve Warrants Incentive Plan for Key Employees	Mgmt	For	For	Do Not Vote	No
19	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Avanza Bank Holding AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
20	Authorize Chairman of Board and Representatives of Four of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	For	Do Not Vote	No
21	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	Do Not Vote	No
22	Close Meeting	Mgmt				

### Safestore Holdings Plc

Meeting Date: 03/18/2020

Country: United Kingdom

Primary Security ID: G77733106

Record Date: 03/16/2020

Meeting Type: Annual

Ticker: SAFE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
5	Approve Final Dividend	Mgmt	For	For	For	No
6	Elect David Hearn as Director	Mgmt	For	For	For	No
7	Re-elect Frederic Vecchioli as Director	Mgmt	For	For	For	No
8	Re-elect Andy Jones as Director	Mgmt	For	For	For	No
9	Re-elect Ian Krieger as Director	Mgmt	For	For	For	No
10	Re-elect Joanne Kenrick as Director	Mgmt	For	For	For	No
11	Re-elect Claire Balmforth as Director	Mgmt	For	For	For	No
12	Re-elect Bill Oliver as Director	Mgmt	For	For	For	No
13	Approve Remuneration Policy	Mgmt	For	For	For	No
14	Approve Long Term Incentive Plan	Mgmt	For	For	For	No
15	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Safestore Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Samsung Electronics Co., Ltd.

**Meeting Date:** 03/18/2020      **Country:** South Korea      **Primary Security ID:** Y74718100  
**Record Date:** 12/31/2019      **Meeting Type:** Annual      **Ticker:** 005930

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1 )	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2.1 )	Elect Han Jong-hee as Inside Director	Mgmt	For	For	For	No
2.2 )	Elect Choi Yoon-ho as Inside Director	Mgmt	For	For	For	No
3 )	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

### Starbucks Corporation

**Meeting Date:** 03/18/2020      **Country:** USA      **Primary Security ID:** 855244109  
**Record Date:** 01/10/2020      **Meeting Type:** Annual      **Ticker:** SBUX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Richard E. Allison, Jr.	Mgmt	For	For	For	No
1b	Elect Director Rosalind G. Brewer	Mgmt	For	For	For	No
1c	Elect Director Andrew Campion	Mgmt	For	For	For	No
1d	Elect Director Mary N. Dillon	Mgmt	For	For	For	No
1e	Elect Director Isabel Ge Mahe	Mgmt	For	For	For	No
1f	Elect Director Melody Hobson	Mgmt	For	For	For	No
1g	Elect Director Kevin R. Johnson	Mgmt	For	For	For	No
1h	Elect Director Jorgen Vig Knudstorp	Mgmt	For	For	For	No
1i	Elect Director Satya Nadella	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Starbucks Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1j	Elect Director Joshua Cooper Ramo	Mgmt	For	For	For	No
1k	Elect Director Clara Shih	Mgmt	For	For	For	No
1l	Elect Director Javier G. Teruel	Mgmt	For	For	For	No
1m	Elect Director Myron E. Ullman, III	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No
4	Report on Risks of Omitting Viewpoint and Ideology from EEO Policy	SH	Against	Against	Against	No

### Hyundai Motor Co., Ltd.

**Meeting Date:** 03/19/2020

**Country:** South Korea

**Primary Security ID:** Y38472109

**Record Date:** 12/31/2019

**Meeting Type:** Annual

**Ticker:** 005380

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1 )	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2 )	Amend Articles of Incorporation	Mgmt	For	For	For	No
3.1 )	Elect Choi Eun-su as Outside Director	Mgmt	For	For	For	No
3.2 )	Elect Kim Sang-hyeon as Inside Director	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST the following nominee is warranted for the following:* Kim Sang-hyeon (Item 3.2) is not independent; the company is a large company, and the board is not majority independent.A vote FOR the remaining director nominee is warranted.</i>						
4	Elect Choi Eun-su as a Member of Audit Committee	Mgmt	For	For	For	No
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

### Samsung Life Insurance Co., Ltd.

**Meeting Date:** 03/19/2020

**Country:** South Korea

**Primary Security ID:** Y74860100

**Record Date:** 12/31/2019

**Meeting Type:** Annual

**Ticker:** 032830

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Samsung Life Insurance Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1 )	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2.1 )	Elect Jeon Young-muk as Inside Director	Mgmt	For	For	For	No
2.2 )	Elect Yoo Ho-seok as Inside Director	Mgmt	For	For	For	No
2.3 )	Elect Hong Won-hak as Inside Director	Mgmt	For	For	For	No
3 )	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

### Amorepacific Corp.

Meeting Date: 03/20/2020

Country: South Korea

Primary Security ID: Y01258105

Record Date: 12/31/2019

Meeting Type: Annual

Ticker: 090430

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Elect Cha Sang-gyun as Outside Director	Mgmt	For	For	For	No
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

### KB Financial Group, Inc.

Meeting Date: 03/20/2020

Country: South Korea

Primary Security ID: Y46007103

Record Date: 12/31/2019

Meeting Type: Annual

Ticker: 105560

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Amend Articles of Incorporation	Mgmt	For	For	For	No
3.1	Elect Hur Yin as Non-Independent Non-Executive Director	Mgmt	For	For	For	No
3.2	Elect Stuart B. Solomon as Outside Director	Mgmt	For )	For	For	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### KB Financial Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3.3	Elect Sonu Suk-ho as Outside Director	Mgmt	For	For	For	No
3.4	Elect Choi Myung-hee as Outside Director	Mgmt	For	For	For	No
3.5	Elect Jeong Kou-whan as Outside Director	Mgmt	For	For	For	No
3.6	Elect Kwon Seon-ju as Outside Director	Mgmt	For	For	For	No
4	Elect Oh Gyu-taek as Outside Director to serve as an Audit Committee Member	Mgmt	For	For	For	No
5.1	Elect Choi Myung-hee as a Member of Audit Committee	Mgmt	For	For	For	No
5.2	Elect Jeong Kou-whan as a Member of Audit Committee	Mgmt	For	For	For	No
5.3	Elect Kim Gyeong-ho as a Member of Audit Committee	Mgmt	For	For	For	No
6	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

### Nimrod Sea Assets Ltd.

**Meeting Date:** 03/20/2020

**Country:** Guernsey

**Primary Security ID:** G651A0101

**Record Date:** 03/18/2020

**Meeting Type:** Special

**Ticker:** NSA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Voluntary Winding-Up of the Company	Mgmt	For	Refer		No
2	Authorise Liquidator to Donate Any Unclaimed Distribution to Charity of the Board's Choice	Mgmt	For	Refer		No
3	Authorise the Company to Donate the Proceeds of the Shareholder's Entitlement to Distribution or Dividend to Any Charity of the Board's Choice	Mgmt	For	Refer		No
4	Empower Any One of the Liquidator to Transact on Behalf of the Company	Mgmt	For	Refer		No
5	Appoint Benjamin Alexander Rhodes and James Robert Toynton as Joint Liquidator	Mgmt	For	Refer		No
6	Fix Remuneration of the Liquidator	Mgmt	For	Refer		No
7	Authorise Liquidator to Destroy Any Company's Records in Their Possession	Mgmt	For	Refer		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Crest Nicholson Holdings Plc

**Meeting Date:** 03/24/2020

**Country:** United Kingdom

**Primary Security ID:** G25425102

**Record Date:** 03/20/2020

**Meeting Type:** Annual

**Ticker:** CRST

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Elect Iain Ferguson as Director	Mgmt	For	For	For	No
4	Elect Peter Truscott as Director	Mgmt	For	For	For	No
5	Elect Duncan Cooper as Director	Mgmt	For	For	For	No
6	Elect Tom Nicholson as Director	Mgmt	For	For	For	No
7	Re-elect Lucinda Bell as Director	Mgmt	For	For	For	No
8	Re-elect Sharon Flood as Director	Mgmt	For	For	For	No
9	Re-elect Louise Hardy as Director	Mgmt	For	For	For	No
10	Re-elect Octavia Morley as Director	Mgmt	For	For	For	No
11	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
12	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
13	Approve Remuneration Policy	Mgmt	For	For	For	No
14	Approve Remuneration Report	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### SGS SA

**Meeting Date:** 03/24/2020

**Country:** Switzerland

**Primary Security ID:** H7485A108

**Record Date:**

**Meeting Type:** Annual

**Ticker:** SGSN

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

**SGS SA**

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For	No
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of CHF 80.00 per Share	Mgmt	For	For	For	No
4.1a	Reelect Paul Desmarais as Director	Mgmt	For	For	For	No
4.1b	Reelect August Francois von Finck as Director	Mgmt	For	For	For	No
4.1c	Reelect Ian Gallienne as Director	Mgmt	For	For	For	No
4.1d	Reelect Calvin Grieder as Director	Mgmt	For	For	For	No
4.1e	Reelect Cornelius Grupp as Director	Mgmt	For	For	For	No
4.1f	Reelect Gerard Lamarche as Director	Mgmt	For	For	For	No
4.1g	Reelect Shelby du Pasquier as Director	Mgmt	For	For	For	No
4.1h	Reelect Kory Sorenson as Director	Mgmt	For	For	For	No
4.1i	Elect Sami Atiya as Director	Mgmt	For	For	For	No
4.1j	Elect Tobias Hartmann as Director	Mgmt	For	For	For	No
4.2	Elect Calvin Grieder as Board Chairman	Mgmt	For	For	For	No
4.3.1	Appoint Ian Gallienne as Member of the Compensation Committee	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Board Elections (Items 4.1a-4.2) Votes FOR the proposed nominees are warranted. Compensation Committee Elections (Items 4.3.1-4.3.3) Votes AGAINST the non-independent nominees Ian Gallienne and Shelby du Pasquier are warranted due to the failure to establish a majority-independent committee. A vote FOR Kory Sorenson is warranted due to a lack of concerns.</i></p>						
4.3.2	Appoint Shelby du Pasquier as Member of the Compensation Committee	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Board Elections (Items 4.1a-4.2) Votes FOR the proposed nominees are warranted. Compensation Committee Elections (Items 4.3.1-4.3.3) Votes AGAINST the non-independent nominees Ian Gallienne and Shelby du Pasquier are warranted due to the failure to establish a majority-independent committee. A vote FOR Kory Sorenson is warranted due to a lack of concerns.</i></p>						
4.3.3	Appoint Kory Sorenson as Member of the Compensation Committee	Mgmt	For	For	For	No
4.4	Ratify Deloitte SA as Auditors	Mgmt	For	For	For	No
4.5	Designate Jeandin & Defacqz as Independent Proxy	Mgmt	For	For	For	No
5.1	Approve Remuneration of Directors in the Amount of CHF 2.3 Million	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### SGS SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
5.2 )	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 14 Million	Mgmt	For	For	For	No
5.3 )	Approve Variable Remuneration of Executive Committee in the Amount of CHF 7 Million	Mgmt	For	For	For	No
6 )	Transact Other Business (Voting)	Mgmt	For	Against	Against	No

*Voting Policy Rationale: A vote AGAINST is warranted because: \* This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and\* The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

### Wal-Mart de Mexico SAB de CV

Meeting Date: 03/24/2020

Country: Mexico

Primary Security ID: P98180188

Record Date: 03/13/2020

Meeting Type: Annual

Ticker: WALMEX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Approve Report of Audit and Corporate Practices Committees	Mgmt	For	For	For	No
1b	Approve CEO's Report	Mgmt	For	For	For	No
1c	Approve Board Opinion on CEO's Report	Mgmt	For	For	For	No
1d	Approve Board of Directors' Report	Mgmt	For	For	For	No
1e	Approve Report on Adherence to Fiscal Obligations	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of MXN 1.79 Per Share	Mgmt	For	For	For	No
4	Approve Report and Resolutions Re: Employee Stock Purchase Plan	Mgmt	For	Against	Against	No

*Voting Policy Rationale: A vote AGAINST this item is warranted because the lack of disclosure regarding the key terms of the proposed equity compensation plan prevents international institutional shareholders from fully assessing whether the plan adequately aligns the interest of its beneficiaries and shareholders.*

5	Approve Report on Share Repurchase Reserves	Mgmt	For	For	For	No
6a1	Elect or Ratify Enrique Ostale as Director	Mgmt	For	For	For	No
6a2	Elect or Ratify Richard Mayfield as Director	Mgmt	For	For	For	No
6a3	Elect or Ratify Christopher Nicholas as Director	Mgmt	For	For	For	No
6a4	Elect or Ratify Guilherme Loureiro as Director	Mgmt	For )	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Wal-Mart de Mexico SAB de CV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
6a5	Elect or Ratify Lori Flees as Director	Mgmt	For	For	For	No
6a6	Elect or Ratify Kirsten Evans as Director	Mgmt	For	For	For	No
6a7	Elect or Ratify Adolfo Cerezo as Director	Mgmt	For	For	For	No
6a8	Elect or Ratify Blanca Treviño as Director	Mgmt	For	For	For	No
6a9	Elect or Ratify Roberto Newell as Director	Mgmt	For	For	For	No
6a10	Elect or Ratify Ernesto Cervera as Director	Mgmt	For	For	For	No
6a11	Elect or Ratify Eric Perez Grovas as Director	Mgmt	For	For	For	No
6b1	Elect or Ratify Adolfo Cerezo as Chairman of Audit and Corporate Practices Committees	Mgmt	For	For	For	No
6b2	Approve Discharge of Board of Directors and Officers	Mgmt	For	For	For	No
6b3	Approve Directors and Officers Liability	Mgmt	For	For	For	No
6c1	Approve Remuneration of Board Chairman	Mgmt	For	For	For	No
6c2	Approve Remuneration of Director	Mgmt	For	For	For	No
6c3	Approve Remuneration of Chairman of Audit and Corporate Practices Committees	Mgmt	For	For	For	No
6c4	Approve Remuneration of Member of Audit and Corporate Practices Committees	Mgmt	For	For	For	No
7	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No

### Givaudan SA

**Meeting Date:** 03/25/2020

**Country:** Switzerland

**Primary Security ID:** H3238Q102

**Record Date:**

**Meeting Type:** Annual

**Ticker:** GIVN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of CHF 62 per Share	Mgmt	For	For	For	No
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For	No
5.1.1	Reelect Victor Balli as Director	Mgmt	For	For	For	No
5.1.2	Reelect Werner Bauer as Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Givaudan SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
5.1.3	Reelect Lilian Biner as Director	Mgmt	For	For	For	No
5.1.4	Reelect Michael Carlos as Director	Mgmt	For	For	For	No
5.1.5	Reelect Ingrid Deltenre as Director	Mgmt	For	For	For	No
5.1.6	Reelect Calvin Grieder as Director	Mgmt	For	For	For	No
5.1.7	Reelect Thomas Rufer as Director	Mgmt	For	For	For	No
5.2.1	Elect Olivier Filliol as Director	Mgmt	For	For	For	No
5.2.2	Elect Sophie Gasperment as Director	Mgmt	For	For	For	No
5.3	Reelect Calvin Grieder as Board Chairman	Mgmt	For	For	For	No
5.4.1	Reappoint Werner Bauer as Member of the Compensation Committee	Mgmt	For	For	For	No
5.4.2	Reappoint Ingrid Deltenre as Member of the Compensation Committee	Mgmt	For	For	For	No
5.4.3	Reappoint Victor Balli as Member of the Compensation Committee	Mgmt	For	For	For	No
5.5	Designate Manuel Isler as Independent Proxy	Mgmt	For	For	For	No
5.6	Ratify Deloitte AG as Auditors	Mgmt	For	For	For	No
6.1	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	Mgmt	For	For	For	No
6.2.1	Approve Short Term Variable Remuneration of Executive Committee in the Amount of CHF 4.3 Million	Mgmt	For	For	For	No
6.2.2	Approve Fixed and Long Term Variable Remuneration of Executive Committee in the Amount of CHF 15.3 Million	Mgmt	For	For	For	No
7	Transact Other Business (Voting)	Mgmt	For	Against	Against	No

*Voting Policy Rationale: A vote AGAINST is warranted because: \* This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and\* The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

### PetroChina Company Limited

**Meeting Date:** 03/25/2020

**Country:** China

**Primary Security ID:** Y6883Q104

**Record Date:** 02/21/2020

**Meeting Type:** Special

**Ticker:** 857

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	EGM BALLOT FOR HOLDERS OF H SHARES	Mgmt				

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### PetroChina Company Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	ELECT DIRECTORS VIA CUMULATIVE VOTING )	Mgmt )				
1.1	Elect Dai Houliang as Director	SH	For	For	For	No
1.2	Elect Lv Bo as Director	SH	For	For	For	No
1.3	Elect Li Fanrong as Director	SH	For	For	For	No

### Svenska Handelsbanken AB

Meeting Date: 03/25/2020

Country: Sweden

Primary Security ID: W9112U104

Record Date: 03/19/2020

Meeting Type: Annual

Ticker: SHB.A

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Open Meeting	Mgmt				
2	Elect Chairman of Meeting	Mgmt	For	For	Do Not Vote	No
3	Prepare and Approve List of Shareholders	Mgmt	For	For	Do Not Vote	No
4	Approve Agenda of Meeting	Mgmt	For	For	Do Not Vote	No
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	Do Not Vote	No
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	Do Not Vote	No
7	Receive Financial Statements and Statutory Reports	Mgmt				
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote	No
9	Approve Allocation of Income and Dividends of SEK 5.50 Per Share	Mgmt	For	For	Do Not Vote	No
10	Approve Discharge of Board and President	Mgmt	For	For	Do Not Vote	No
11	Authorize Repurchase of up to 120 Million Class A and/or B Shares and Reissuance of Repurchased Shares	Mgmt	For	For	Do Not Vote	No
12	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote	No
13	Approve Issuance of Convertible Capital Instruments Corresponding to a Maximum of 198 Million Shares without Preemptive Rights	Mgmt	For	For	Do Not Vote	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Svenska Handelsbanken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
14	Determine Number of Directors (9)	Mgmt	For	For	Do Not Vote	No
15	Determine Number of Auditors (2)	Mgmt	For	For	Do Not Vote	No
16	Approve Remuneration of Directors in the Amount of SEK 3.5 Million for Chairman, SEK 985,000 for Vice Chairman, and SEK 700,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	For	Do Not Vote	No
17a	Reelect Jon-Fredrik Baksaas as Director	Mgmt	For	Against	Do Not Vote	No
17b	Reelect Hans Biorck as Director	Mgmt	For	For	Do Not Vote	No
17c	Reelect Par Boman as Director	Mgmt	For	Against	Do Not Vote	No
17d	Reelect Kerstin Hessius as Director	Mgmt	For	For	Do Not Vote	No
17e	Reelect Lise Kaae as Director	Mgmt	For	For	Do Not Vote	No
17f	Reelect Fredrik Lundberg as Director	Mgmt	For	Against	Do Not Vote	No
17g	Elect Ulf Riese as New Director	Mgmt	For	Against	Do Not Vote	No
17h	Elect Arja Taaveniku as New Director	Mgmt	For	For	Do Not Vote	No
17i	Reelect Carina Akerstrom as Director	Mgmt	For	For	Do Not Vote	No
18	Reelect Par Boman as Board Chairman	Mgmt	For	Against	Do Not Vote	No
19	Ratify Ernst & Young and PricewaterhouseCoopers as Auditors	Mgmt	For	For	Do Not Vote	No
20	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	Do Not Vote	No
21	Approve Proposal Concerning the Appointment of Auditors in Foundations Without Own Management	Mgmt	For	For	Do Not Vote	No
	Shareholder Proposals	Mgmt				
22	Eliminate Differentiated Voting Rights	SH	None	Against	Do Not Vote	No
23	Instruct Board to Work for the Abolishment of Different Levels of Voting Rights for Shares in the Swedish Companies Act	SH	None	Against	Do Not Vote	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Svenska Handelsbanken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
24	Instruct Board to Prepare Proposal for Representation of Small and Medium-Sized Shareholders on the Company's Board and Nomination Committee, to be Submitted to AGM 2021	SH	None	Against	Do Not Vote	No
25	Require a Special Examination Regarding Introduction of Negative Interest Rates and Review of Code of Ethics	SH	None	Against	Do Not Vote	No
26	Close Meeting	Mgmt				

### ABB Ltd.

**Meeting Date:** 03/26/2020

**Country:** Switzerland

**Primary Security ID:** H0010V101

**Record Date:**

**Meeting Type:** Annual

**Ticker:** ABBN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For	No
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For	No
4	Approve Allocation of Income and Dividends of CHF 0.80 per Share	Mgmt	For	For	For	No
5	Amend Articles Re: Annual Report	Mgmt	For	For	For	No
6.1	Approve Remuneration of Directors in the Amount of CHF 4.7 Million	Mgmt	For	For	For	No
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 39.5 Million	Mgmt	For	For	For	No
7.1	Reelect Matti Alahuhta as Director	Mgmt	For	For	For	No
7.2	Reelect Gunnar Brock as Director	Mgmt	For	For	For	No
7.3	Reelect David Constable as Director	Mgmt	For	For	For	No
7.4	Reelect Frederico Curado as Director	Mgmt	For	For	For	No
7.5	Reelect Lars Foerberg as Director	Mgmt	For	For	For	No
7.6	Reelect Jennifer Xin-Zhe Li as Director	Mgmt	For	For	For	No
7.7	Reelect Geraldine Matchett as Director	Mgmt	For	For	For	No
7.8	Reelect David Meline as Director	Mgmt	For	For	For	No
7.9	Reelect Satish Pai as Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### ABB Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
7.10	Reelect Jacob Wallenberg as Director	Mgmt	For	For	For	No
7.11	Reelect Peter Voser as Director and Board Chairman	Mgmt	For	For	For	No
8.1	Appoint David Constable as Member of the Compensation Committee	Mgmt	For	For	For	No
8.2	Appoint Frederico Curado as Member of the Compensation Committee	Mgmt	For	For	For	No
8.3	Appoint Jennifer Xin-Zhe Li as Member of the Compensation Committee	Mgmt	For	For	For	No
9	Designate Hans Zehnder as Independent Proxy	Mgmt	For	For	For	No
10	Ratify KPMG AG as Auditors	Mgmt	For	For	For	No
11	Transact Other Business (Voting)	Mgmt	For	Against	Against	No

*Voting Policy Rationale: A vote AGAINST is warranted because:\* This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and\* The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

### LG Electronics, Inc.

**Meeting Date:** 03/26/2020

**Country:** South Korea

**Primary Security ID:** Y5275H177

**Record Date:** 12/31/2019

**Meeting Type:** Annual

**Ticker:** 066570

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Amend Articles of Incorporation	Mgmt	For	For	For	No
3	Elect two Inside Directors and one Outside Director (Bundled)	Mgmt	For	For	For	No
4	Elect Baek Yong-ho as a Member of Audit Committee	Mgmt	For	For	For	No
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

### Novo Nordisk A/S

**Meeting Date:** 03/26/2020

**Country:** Denmark

**Primary Security ID:** K72807132

**Record Date:** 03/19/2020

**Meeting Type:** Annual

**Ticker:** NOVO.B

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

## Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Report of Board	Mgmt				
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote	No
3.1	Receive Remuneration Report 2019	Mgmt				
3.2a	Approve Remuneration of Directors for 2019 in the Aggregate Amount of DKK 19.4 Million	Mgmt	For	For	Do Not Vote	No
3.2b	Approve Remuneration of Directors for 2020 in the Amount of DKK 2.2 Million for the Chairman, DKK 1.4 Million for the Vice Chairman, and DKK 720,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	Do Not Vote	No
3.3	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	Do Not Vote	No
3.4	Amend Articles Re: Voting on the Company's Remuneration Report at Annual General Meetings	Mgmt	For	For	Do Not Vote	No
4	Approve Allocation of Income and Dividends	Mgmt	For	For	Do Not Vote	No
5.1	Reelect Helge Lund as Director and Chairman	Mgmt	For	For	Do Not Vote	No
5.2	Reelect Jeppe Christiansen as Director and Deputy Chairman	Mgmt	For	For	Do Not Vote	No
5.3a	Reelect Brian Daniels as Director	Mgmt	For	For	Do Not Vote	No
5.3b	Reelect Laurence Debroux as Director	Mgmt	For	For	Do Not Vote	No
5.3c	Reelect Andreas Fibig as Director	Mgmt	For	For	Do Not Vote	No
5.3d	Reelect Sylvie Gregoire as Director	Mgmt	For	For	Do Not Vote	No
5.3e	Reelect Liz Hewitt as Director	Mgmt	For	For	Do Not Vote	No
5.3f	Reelect Kasim Kutay as Director	Mgmt	For	For	Do Not Vote	No
5.3g	Reelect Martin Mackay as Director	Mgmt	For	For	Do Not Vote	No
6	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	Do Not Vote	No
7.1	Approve DKK 10 Million Reduction in Share Capital via B Share Cancellation	Mgmt	For	For	Do Not Vote	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
7.2	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote	No
7.3a	Approve Creation of Pool of Capital for the Benefit of Employees	Mgmt	For	Against	Do Not Vote	No
7.3b	Approve Creation of Pool of Capital with Preemptive Rights	Mgmt	For	For	Do Not Vote	No
7.3c	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For	Do Not Vote	No
7.4	Approve Donation to the World Diabetes Foundation	Mgmt	For	For	Do Not Vote	No
	Shareholder Proposal Submitted by Frank Aaen	Mgmt				
8	Disclosure of the Ratio between Executive and Employee Remuneration in the Annual Reports	SH	Against	Against	Do Not Vote	No
9	Other Business	Mgmt				

### NAVER Corp.

**Meeting Date:** 03/27/2020

**Country:** South Korea

**Primary Security ID:** Y62579100

**Record Date:** 12/31/2019

**Meeting Type:** Annual

**Ticker:** 035420

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Amend Articles of Incorporation	Mgmt	For	For	For	No
3	Elect Han Seong-sook as Inside Director	Mgmt	For	For	For	No
4	Elect Byeon Dae-gyu as Non-Independent Non-Executive Director	Mgmt	For	For	For	No
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No
6	Approve Stock Option Grants	Mgmt	For	For	For	No
7	Approve Stock Option Grants	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Broadcom Inc.

**Meeting Date:** 03/30/2020

**Country:** USA

**Primary Security ID:** 11135F101

**Record Date:** 02/06/2020

**Meeting Type:** Annual

**Ticker:** AVGO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Hock E. Tan	Mgmt	For	For	For	No
1b	Elect Director Henry Samueli	Mgmt	For	For	For	No
1c	Elect Director Eddy W. Hartenstein	Mgmt	For	For	For	No
1d	Elect Director Diane M. Bryant	Mgmt	For	For	For	No
1e	Elect Director Gayla J. Delly	Mgmt	For	For	For	No
1f	Elect Director Raul J. Fernandez	Mgmt	For	For	For	No
1g	Elect Director Check Kian Low	Mgmt	For	For	For	No
1h	Elect Director Justine F. Page	Mgmt	For	For	For	No
1i	Elect Director Harry L. You	Mgmt	For	For	For	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	No

*Voting Policy Rationale: A vote AGAINST this proposal is warranted. Concerns are raised regarding the multi-year equity grants to certain NEOs that are intended to equate to four years of annual equity awards. While the grants are half performance-based, they include multiple vesting opportunities and the goals are not particularly rigorous. Multi-year grants can limit the compensation committee's ability to adjust pay levels over the period.*

### Telefonaktiebolaget LM Ericsson

**Meeting Date:** 03/31/2020

**Country:** Sweden

**Primary Security ID:** W26049119

**Record Date:** 03/25/2020

**Meeting Type:** Annual

**Ticker:** ERIC.B

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Elect Chairman of Meeting	Mgmt	For	For	Do Not Vote	No
2	Prepare and Approve List of Shareholders	Mgmt	For	For	Do Not Vote	No
3	Approve Agenda of Meeting	Mgmt	For	For	Do Not Vote	No
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	Do Not Vote	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Telefonaktiebolaget LM Ericsson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	Do Not Vote	No
6	Receive Financial Statements and Statutory Reports	Mgmt				
7	Receive President's Report	Mgmt				
8.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote	No
8.2	Approve Discharge of Board and President	Mgmt	For	For	Do Not Vote	No
8.3	Approve Allocation of Income and Dividends of SEK 1.50 Per Share	Mgmt	For	For	Do Not Vote	No
9	Determine Number of Directors (10) and Deputy Directors (0) of Board	Mgmt	For	For	Do Not Vote	No
10	Approve Remuneration of Directors in the Amount of SEK 4.2 Million for Chairman and SEK 1.05 Million for Other Directors, Approve Remuneration for Committee Work	Mgmt	For	For	Do Not Vote	No
11.1	Reelect Jon Baksaas as Director	Mgmt	For	For	Do Not Vote	No
11.2	Reelect Jan Carlson as Director	Mgmt	For	Against	Do Not Vote	No
11.3	Reelect Nora Denzel as Director	Mgmt	For	For	Do Not Vote	No
11.4	Reelect Borje Ekholm as Director	Mgmt	For	For	Do Not Vote	No
11.5	Reelect Eric A. Elzvik as Director	Mgmt	For	For	Do Not Vote	No
11.6	Reelect Kurt Jofs as Director	Mgmt	For	For	Do Not Vote	No
11.7	Reelect Ronnie Leten as Director	Mgmt	For	For	Do Not Vote	No
11.8	Reelect Kristin S. Rinne as Director	Mgmt	For	For	Do Not Vote	No
11.9	Reelect Helena Stjernholm as Director	Mgmt	For	For	Do Not Vote	No
11.10	Reelect Jacob Wallenberg as Director	Mgmt	For	For	Do Not Vote	No
12	Reelect Ronnie Leten as Board Chairman	Mgmt	For	For	Do Not Vote	No
13	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	Do Not Vote	No
14	Approve Remuneration of Auditors	Mgmt	For	For	Do Not Vote	No
15	Ratify Deloitte as Auditors	Mgmt	For	For	Do Not Vote	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Telefonaktiebolaget LM Ericsson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	Do Not Vote	No
17.1	Approve Long-Term Variable Compensation Program 2020 (LTV 2020)	Mgmt	For	Against	Do Not Vote	No
17.2	Approve Equity Plan Financing of LTV 2020	Mgmt	For	Against	Do Not Vote	No
17.3	Approve Alternative Equity Plan Financing of LTV 2020	Mgmt	For	Against	Do Not Vote	No
18	Approve Equity Plan Financing of LTV 2018 and 2019	Mgmt	For	For	Do Not Vote	No
19	Approve Equity Plan Financing of LTV 2016 and 2017	Mgmt	For	For	Do Not Vote	No
	Shareholder Proposals Submitted by Thorwald Arvidsson and Einar Hellbom	Mgmt				
20.1	Eliminate Differentiated Voting Rights	SH	None	Against	Do Not Vote	No
20.2	Amend Articles Re: Editorial Changes	SH	None	Against	Do Not Vote	No
21.1	Instruct Board to Work for the Swedish Companies Act to be Amended so the Possibility of Differentiation of Voting Rights is Abolished	SH	None	Against	Do Not Vote	No
21.2	Instruct Board to Prepare a Proposal for Representation of Small and Medium-Sized Shareholders in the Board and Nomination Committee	SH	None	Against	Do Not Vote	No
22	Appoint Special Examination of the Company's and the Auditors' Actions	SH	None	Against	Do Not Vote	No
23	Instruct the Board to Propose Equal Voting Rights for All Shares on Annual Meeting 2021	SH	None	For	Do Not Vote	No
24	Close Meeting	Mgmt				

### Turk Hava Yollari AO

**Meeting Date:** 03/31/2020

**Country:** Turkey

**Primary Security ID:** M8926R100

**Record Date:**

**Meeting Type:** Annual

**Ticker:** THYAO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Annual Meeting Agenda	Mgmt				

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Turk Hava Yollari AO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Open Meeting and Elect Presiding Council of Meeting	Mgmt	For	For	Do Not Vote	No
2	Accept Board Report	Mgmt	For	For	Do Not Vote	No
3	Accept Audit Report	Mgmt	For	For	Do Not Vote	No
4	Accept Financial Statements	Mgmt	For	For	Do Not Vote	No
5	Approve Discharge of Board	Mgmt	For	For	Do Not Vote	No
6	Approve Allocation of Income	Mgmt	For	For	Do Not Vote	No
7	Approve Director Remuneration	Mgmt	For	Against	Do Not Vote	No
8	Ratify External Auditors	Mgmt	For	Against	Do Not Vote	No
9	Amend Article 6 Re: Capital Related	Mgmt	For	Against	Do Not Vote	No
10	Receive Information on Guarantees, Pledges and Mortgages Provided to Third Parties	Mgmt				
11	Approve Share Repurchase Program	Mgmt	For	For	Do Not Vote	No
12	Approve Upper Limit of Donations for 2020 and Receive Information on Donations Made in 2019	Mgmt	For	Against	Do Not Vote	No
13	Wishes	Mgmt				

### UPM-Kymmene Oyj

**Meeting Date:** 03/31/2020

**Country:** Finland

**Primary Security ID:** X9518S108

**Record Date:** 03/19/2020

**Meeting Type:** Annual

**Ticker:** UPM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Open Meeting	Mgmt				
2	Call the Meeting to Order	Mgmt				
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt	For	For	For	No
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
5	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### UPM-Kymmene Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
6	Receive Financial Statements and Statutory Reports	Mgmt				
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
8	Approve Allocation of Income and Dividends of EUR 1.30 Per Share	Mgmt	For	For	For	No
9	Approve Discharge of Board and President	Mgmt	For	For	For	No
10	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For	No
11	Remuneration of Directors in the Amount of EUR 190,000 for Chairman, EUR 135,000 for Deputy Chairman and EUR 110,000 for Other Directors; Approve Compensation for Committee Work	Mgmt	For	For	For	No
12	Fix Number of Directors at Ten	Mgmt	For	For	For	No
13	Reelect Berndt Brunow, Henrik Ehrnrooth, Piia-Noora Kauppi, Marjan Oudeman, Ari Puheloinen, Veli-Matti Reinikkala, Kim Wahl and Bjorn Wahlroos as Directors; Elect Emma FitzGerald and Martin a Porta as New Directors	Mgmt	For	For	For	No
14	Approve Remuneration of Auditors	Mgmt	For	For	For	No
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For	No
16	Approve Issuance of up to 25 Million Shares without Preemptive Rights	Mgmt	For	For	For	No
17	Authorize Share Repurchase Program	Mgmt	For	For	For	No
18	Authorize Charitable Donations	Mgmt	For	For	For	No
19	Close Meeting	Mgmt				

### Primary Health Properties Plc

**Meeting Date:** 04/01/2020

**Country:** United Kingdom

**Primary Security ID:** G7240B186

**Record Date:** 03/30/2020

**Meeting Type:** Annual

**Ticker:** PHP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Primary Health Properties Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Approve the Company's Dividend Policy	Mgmt	For	For	For	No
5	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
6	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
7	Re-elect Steven Owen as Director	Mgmt	For	For	For	No
8	Re-elect Harry Hyman as Director	Mgmt	For	For	For	No
9	Re-elect Richard Howell as Director	Mgmt	For	For	For	No
10	Re-elect Peter Cole as Director	Mgmt	For	For	For	No
11	Re-elect Laure Duhot as Director	Mgmt	For	For	For	No
12	Re-elect Ian Krieger as Director	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No

### Schlumberger N.V.

**Meeting Date:** 04/01/2020

**Country:** Curacao

**Primary Security ID:** 806857108

**Record Date:** 02/12/2020

**Meeting Type:** Annual

**Ticker:** SLB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Patrick de La Chevardiére	Mgmt	For	For	For	No
1b	Elect Director Miguel M. Galuccio	Mgmt	For	For	For	No
1c	Elect Director Olivier Le Peuch	Mgmt	For	For	For	No
1d	Elect Director Tatiana A. Mitrova	Mgmt	For	For	For	No
1e	Elect Director Lubna S. Olayan	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Schlumberger N.V.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1f	Elect Director Mark G. Papa	Mgmt	For	For	For	No
1g	Elect Director Leo Rafael Reif	Mgmt	For	For	For	No
1h	Elect Director Henri Seydoux	Mgmt	For	For	For	No
1i	Elect Director Jeff W. Sheets	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Adopt and Approve Financials and Dividends	Mgmt	For	For	For	No
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No

### Banco Santander SA

Meeting Date: 04/02/2020

Country: Spain

Primary Security ID: E19790109

Record Date: 03/27/2020

Meeting Type: Annual

Ticker: SAN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.A	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For	No
1.B	Approve Non-Financial Information Statement	Mgmt	For	For	For	No
1.C	Approve Discharge of Board	Mgmt	For	For	For	No
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For	No
3.A	Fix Number of Directors at 15	Mgmt	For	For	For	No
3.B	Elect Luis Isasi Fernandez de Bobadilla as Director	Mgmt	For	For	For	No
3.C	Elect Sergio Agapito Lires Rial as Director	Mgmt	For	For	For	No
3.D	Ratify Appointment of and Elect Pamela Ann Walkden as Director	Mgmt	For	For	For	No
3.E	Reelect Ana Patricia Botin-Sanz de Sautuola y O'Shea as Director	Mgmt	For	For	For	No
3.F	Reelect Rodrigo Echenique Gordillo as Director	Mgmt	For	For	For	No
3.G	Reelect Esther Gimenez-Salinas i Colomer as Director	Mgmt	For	For	For	No
3.H	Reelect Sol Daurella Comadran as Director	Mgmt	For	For	For	No
4	Ratify Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Banco Santander SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
5	Authorize Share Repurchase Program	Mgmt	For	For	For	No
6	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	Mgmt	For	For	For	No
7.A	Approve Scrip Dividends	Mgmt	For	For	For	No
7.B	Approve Scrip Dividends	Mgmt	For	For	For	No
8	Authorize Issuance of Non-Convertible Debt Securities up to EUR 50 Billion	Mgmt	For	For	For	No
9	Approve Remuneration Policy	Mgmt	For	For	For	No
10	Approve Remuneration of Directors	Mgmt	For	For	For	No
11	Fix Maximum Variable Compensation Ratio	Mgmt	For	For	For	No
12.A	Approve Deferred Multiyear Objectives Variable Remuneration Plan	Mgmt	For	For	For	No
12.B	Approve Deferred and Conditional Variable Remuneration Plan	Mgmt	For	For	For	No
12.C	Approve Digital Transformation Award	Mgmt	For	For	For	No
12.D	Approve Buy-out Policy	Mgmt	For	For	For	No
12.E	Approve Employee Stock Purchase Plan	Mgmt	For	For	For	No
13	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No
14	Advisory Vote on Remuneration Report	Mgmt	For	For	For	No

### Iberdrola SA

Meeting Date: 04/02/2020

Country: Spain

Primary Security ID: E6165F166

Record Date: 03/27/2020

Meeting Type: Annual

Ticker: IBE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For	No
2	Approve Consolidated and Standalone Management Reports	Mgmt	For	For	For	No
3	Approve Non-Financial Information Statement	Mgmt	For	For	For	No
4	Approve Discharge of Board	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Iberdrola SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
5	Renew Appointment of KPMG Auditores as Auditor	Mgmt	For	For	For	No
6	Amend Articles Re: Corporate Interest and Social Dividend	Mgmt	For	For	For	No
7	Amend Article 8 Re: Compliance System and Compliance Unit	Mgmt	For	For	For	No
8	Amend Article 10 to Reflect Changes in Capital	Mgmt	For	For	For	No
9	Amend Article 9 of General Meeting Regulations Re: Shareholders' Power to Approve the Non-Financial Information Statement	Mgmt	For	For	For	No
10	Amend Articles of General Meeting Regulations Re: Right to Information and Remote Participation	Mgmt	For	For	For	No
11	Amend Articles of General Meeting Regulations Re: Technical Improvements	Mgmt	For	For	For	No
12	Approve Allocation of Income and Dividends	Mgmt	For	For	For	No
13	Approve Scrip Dividends	Mgmt	For	For	For	No
14	Approve Scrip Dividends	Mgmt	For	For	For	No
15	Advisory Vote on Remuneration Report	Mgmt	For	For	For	No
16	Approve Restricted Stock Plan	Mgmt	For	For	For	No
17	Elect Nicola Mary Brewer as Director	Mgmt	For	For	For	No
18	Elect Regina Helena Jorge Nunes as Director	Mgmt	For	For	For	No
19	Reelect Inigo Victor de Oriol Ibarra as Director	Mgmt	For	For	For	No
20	Reelect Samantha Barber as Director	Mgmt	For	For	For	No
21	Fix Number of Directors at 14	Mgmt	For	For	For	No
22	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	Mgmt	For	For	For	No
23	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 5 Billion with Exclusion of Preemptive Rights up to 10 Percent of Capital	Mgmt	For	For	For	No
24	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

## Carnival Corporation

**Meeting Date:** 04/06/2020

**Country:** Panama

**Primary Security ID:** 143658300

**Record Date:** 02/06/2020

**Meeting Type:** Annual

**Ticker:** CCL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Re-elect Micky Arison as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	For	For	For	No
2	Re-elect Jonathon Band as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	For	For	For	No
3	Re-elect Jason Glen Cahilly as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	For	For	For	No
4	Re-elect Helen Deeble as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	For	For	For	No
5	Re-elect Arnold W. Donald as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	For	For	For	No
6	Re-elect Richard J. Glasier as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	For	For	For	No
7	Re-elect Katie Lahey as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	For	For	For	No
8	Re-elect John Parker as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	For	For	For	No
9	Re-elect Stuart Subotnick as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	For	For	For	No
10	Re-elect Laura Weil as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	For	For	For	No
11	Re-elect Randall J. Weisenburger as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	For	For	For	No
12	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
13	Approve Directors' Remuneration Report other than Remuneration Report Set out in Section B of Part II (in accordance with legal requirements applicable to UK companies)	Mgmt	For	For	For	No
14	Approve Directors' Remuneration Policy (in accordance with legal requirements applicable to UK companies)	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Carnival Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
15	Reappoint PricewaterhouseCoopers LLP as Independent Auditors of Carnival plc; Ratify the Selection of the U.S. Firm of PricewaterhouseCoopers LLP as the Independent Registered Certified Public Accounting Firm of Carnival Corporation	Mgmt	For	For	For	No
16	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
17	Receive the UK Accounts and Reports of the Directors and Auditors of Carnival plc for the year ended November 30, 2019 (in accordance with legal requirements applicable to UK companies).	Mgmt	For	For	For	No
18	Approve Issuance of Equity	Mgmt	For	For	For	No
19	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For	No
20	Authorize Share Repurchase Program	Mgmt	For	For	For	No
21	Approve Omnibus Stock Plan	Mgmt	For	For	For	No
22	Approve UK Employee Share Purchase Plan	Mgmt	For	For	For	No

### Carnival Plc

**Meeting Date:** 04/06/2020

**Country:** United Kingdom

**Primary Security ID:** G19081101

**Record Date:** 04/02/2020

**Meeting Type:** Annual

**Ticker:** CCL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Re-elect Micky Arison as Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For	No
2	Re-elect Sir Jonathon Band as Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For	No
3	Re-elect Jason Cahilly as Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For	No
4	Re-elect Helen Deeble as Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For	No
5	Re-elect Arnold Donald as Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For	No
6	Re-elect Richard Glasier as Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For	No
7	Re-elect Katie Lahey as Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Carnival Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
8	Re-elect Sir John Parker as Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For	No
9	Re-elect Stuart Subotnick as Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For	No
10	Re-elect Laura Weil as Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For	No
11	Re-elect Randall Weisenburger as Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For	No
12	Advisory Vote to Approve Executive Compensation	Mgmt	For	For	For	No
13	Approve Remuneration Report	Mgmt	For	For	For	No
14	Approve Remuneration Policy	Mgmt	For	For	For	No
15	Reappoint PricewaterhouseCoopers LLP as Independent Auditors of Carnival plc; Ratify the Selection of the U.S. Firm of PricewaterhouseCoopers LLP as the Independent Registered Public Accounting Firm of Carnival Corporation	Mgmt	For	For	For	No
16	Authorise the Audit Committee of Carnival plc to Fix Remuneration of Auditors	Mgmt	For	For	For	No
17	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
18	Authorise Issue of Equity	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
21	Approve Stock Plan	Mgmt	For	For	For	No
22	Approve UK Employee Share Purchase Plan	Mgmt	For	For	For	No

### Vestas Wind Systems A/S

**Meeting Date:** 04/07/2020

**Country:** Denmark

**Primary Security ID:** K97731128

**Record Date:** 03/31/2020

**Meeting Type:** Annual

**Ticker:** VWS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Report of Board	Mgmt				



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Vestas Wind Systems A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote	No
3	Approve Allocation of Income and Dividends of DKK 7.93 Per Share	Mgmt	For	For	Do Not Vote	No
4.a	Elect Anders Runevad as New Director	Mgmt	For	For	Do Not Vote	No
4.b	Reelect Bert Nordberg as Director	Mgmt	For	For	Do Not Vote	No
4.c	Reelect Bruce Grant as Director	Mgmt	For	For	Do Not Vote	No
4.d	Reelect Carsten Bjerg as Director	Mgmt	For	For	Do Not Vote	No
4.e	Reelect Eva Merete Sofelde Berneke as Director	Mgmt	For	For	Do Not Vote	No
4.f	Reelect Helle Thorning-Schmidt as Director	Mgmt	For	For	Do Not Vote	No
4.g	Elect Karl-Henrik Sundstrom as New Director	Mgmt	For	For	Do Not Vote	No
4.h	Reelect Lars Josefsson as Director	Mgmt	For	For	Do Not Vote	No
5.1	Approve Remuneration of Directors for 2019	Mgmt	For	For	Do Not Vote	No
5.2	Approve Remuneration of Directors for 2020 at DKK 1.28 Million for Chairman, DKK 850,000 for Vice Chairman, and DKK 425,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	Do Not Vote	No
6	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	Do Not Vote	No
7.1	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	Do Not Vote	No
7.2	Amend Articles Re: Change of Standard Agenda for Annual General Meeting	Mgmt	For	For	Do Not Vote	No
7.3	Approve DKK 1.9 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For	Do Not Vote	No
7.4	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote	No
8	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	Do Not Vote	No
9	Other Business	Mgmt				

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Rio Tinto Plc

**Meeting Date:** 04/08/2020

**Country:** United Kingdom

**Primary Security ID:** G75754104

**Record Date:** 04/06/2020

**Meeting Type:** Annual

**Ticker:** RIO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Resolutions 1 to 20 will be Voted on by Rio Tinto plc and Rio Tinto Limited Shareholders as a Joint Electorate	Mgmt				
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report for UK Law Purposes	Mgmt	For	For	For	No
3	Approve Remuneration Report for Australian Law Purposes	Mgmt	For	For	For	No
4	Approve the Potential Termination of Benefits for Australian Law Purposes	Mgmt	For	For	For	No
5	Elect Hinda Gharbi as Director	Mgmt	For	For	For	No
6	Elect Jennifer Nason as Director	Mgmt	For	For	For	No
7	Elect Ngaire Woods as Director	Mgmt	For	For	For	No
8	Re-elect Megan Clark as Director	Mgmt	For	For	For	No
9	Re-elect David Constable as Director	Mgmt	For	For	For	No
10	Re-elect Simon Henry as Director	Mgmt	For	For	For	No
11	Re-elect Jean-Sebastien Jacques as Director	Mgmt	For	For	For	No
12	Re-elect Sam Laidlaw as Director	Mgmt	For	For	For	No
13	Re-elect Michael L'Estrange as Director	Mgmt	For	For	For	No
14	Re-elect Simon McKeon as Director	Mgmt	For	For	For	No
15	Re-elect Jakob Stausholm as Director	Mgmt	For	For	For	No
16	Re-elect Simon Thompson as Director	Mgmt	For	For	For	No
17	Appoint KPMG LLP as Auditors	Mgmt	For	For	For	No
18	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
19	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
20	Amend Articles of Association Re: General Updates and Changes	Mgmt	For	For	For	No
	Resolution 21 will be Voted on by Rio Tinto plc and Rio Tinto Limited Shareholders Voting as Separate Electorate	Mgmt				

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Rio Tinto Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
21	Amend Articles of Association Re: Hybrid and Contemporaneous General Meetings	Mgmt	For	For	For	No
	Resolutions 22 to 25 will be Voted on by Rio Tinto plc Shareholders Only	Mgmt				
22	Authorise Issue of Equity	Mgmt	For	For	For	No
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
24	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Royal Ahold Delhaize NV

Meeting Date: 04/08/2020

Country: Netherlands

Primary Security ID: N0074E105

Record Date: 03/11/2020

Meeting Type: Annual

Ticker: AD

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Annual Meeting Agenda	Mgmt				
1	Open Meeting	Mgmt				
2	Receive Report of Management Board (Non-Voting)	Mgmt				
3	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt				
4	Adopt Financial Statements	Mgmt	For	For	For	No
5	Approve Dividends of EUR 0.76 Per Share	Mgmt	For	For	For	No
6	Approve Remuneration Report	Mgmt	For	For	For	No
7	Approve Discharge of Management Board	Mgmt	For	For	For	No
8	Approve Discharge of Supervisory Board	Mgmt	For	For	For	No
9	Approve Remuneration Policy for Management Board Members	Mgmt	For	For	For	No
10	Approve Remuneration Policy for Supervisory Board Members	Mgmt	For	For	For	No
11	Elect Frank van Zanten to Supervisory Board	Mgmt	For	For	For	No
12	Elect Helen Weir to Supervisory Board	Mgmt	For	For	For	No
13	Reelect Mary Anne Citrino to Supervisory Board	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Royal Ahold Delhaize NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
14	Reelect Dominique Leroy to Supervisory Board	Mgmt	For	For	For	No
15	Reelect Bill McEwan to Supervisory Board	Mgmt	For	For	For	No
16	Reelect Kevin Holt to Management Board	Mgmt	For	For	For	No
17	Elect Natalie Knight to Management Board	Mgmt	For	For	For	No
18	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For	No
19	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For	No
20	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For	No
21	Authorize Board to Acquire Common Shares	Mgmt	For	For	For	No
22	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For	No
23	Close Meeting	Mgmt				

### Adobe Inc.

**Meeting Date:** 04/09/2020

**Country:** USA

**Primary Security ID:** 00724F101

**Record Date:** 02/12/2020

**Meeting Type:** Annual

**Ticker:** ADBE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Amy L. Banse	Mgmt	For	For	For	No
1b	Elect Director Frank A. Calderoni	Mgmt	For	For	For	No
1c	Elect Director James E. Daley	Mgmt	For	For	For	No
1d	Elect Director Laura B. Desmond	Mgmt	For	For	For	No
1e	Elect Director Charles M. Geschke	Mgmt	For	For	For	No
1f	Elect Director Shantanu Narayan	Mgmt	For	For	For	No
1g	Elect Director Kathleen Oberg	Mgmt	For	For	For	No
1h	Elect Director Dheeraj Pandey	Mgmt	For	For	For	No
1i	Elect Director David A. Ricks	Mgmt	For	For	For	No
1j	Elect Director Daniel L. Rosensweig	Mgmt	For	For	For	No
1k	Elect Director John E. Warnock	Mgmt	For	For	For	No
2	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Adobe Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	No
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
5	Report on Gender Pay Gap	SH	Against	Against	Against	No

### Dow Inc.

Meeting Date: 04/09/2020

Country: USA

Primary Security ID: 260557103

Record Date: 02/12/2020

Meeting Type: Annual

Ticker: DOW

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Samuel R. Allen	Mgmt	For	For	For	No
1b	Elect Director Ajay Banga	Mgmt	For	For	For	No
1c	Elect Director Jacqueline K. Barton	Mgmt	For	For	For	No
1d	Elect Director James A. Bell	Mgmt	For	For	For	No
1e	Elect Director Wesley G. Bush	Mgmt	For	For	For	No
1f	Elect Director Richard K. Davis	Mgmt	For	For	For	No
1g	Elect Director Jeff M. Fettig	Mgmt	For	For	For	No
1h	Elect Director Jim Fitterling	Mgmt	For	For	For	No
1i	Elect Director Jacqueline C. Hinman	Mgmt	For	For	For	No
1j	Elect Director Jill S. Wyant	Mgmt	For	For	For	No
1k	Elect Director Daniel W. Yohannes	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	No
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No

### Ping An Insurance (Group) Company of China, Ltd.

Meeting Date: 04/09/2020

Country: China

Primary Security ID: Y69790106

Record Date: 03/09/2020

Meeting Type: Annual

Ticker: 2318

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Ping An Insurance (Group) Company of China, Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	AGM BALLOT FOR HOLDERS OF H SHARES	Mgmt				
1	Approve 2019 Report of the Board of Directors	Mgmt	For	For	For	No
2	Approve 2019 Report of the Supervisory Committee	Mgmt	For	For	For	No
3	Approve 2019 Annual Report and Its Summary	Mgmt	For	For	For	No
4	Approve 2019 Financial Statements and Statutory Reports	Mgmt	For	For	For	No
5	Approve 2019 Profit Distribution Plan and Distribution of Final Dividends	Mgmt	For	For	For	No
6	Approve PricewaterhouseCoopers Zhong Tian LLP as PRC Auditor and PricewaterhouseCoopers as International Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
7	Approve 2019 Performance Evaluation of Independent Non-Executive Directors	Mgmt	For	For	For	No
8	Approve Issuance of Debt Financing Instruments	Mgmt	For	For	For	No
9	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for H Shares	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted given that the H share issuance limit is greater than 10 percent.</i>						
10	Amend Articles of Association	Mgmt	For	For	For	No
11	Elect Lu Min as Director	SH	For	For	For	No

### Smith & Nephew Plc

**Meeting Date:** 04/09/2020

**Country:** United Kingdom

**Primary Security ID:** G82343164

**Record Date:** 04/07/2020

**Meeting Type:** Annual

**Ticker:** SN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Smith & Nephew Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Re-elect Graham Baker as Director	Mgmt	For	For	For	No
6	Re-elect Vinita Bali as Director	Mgmt	For	For	For	No
7	Re-elect Baroness Virginia Bottomley as Director	Mgmt	For	For	For	No
8	Re-elect Roland Diggelmann as Director	Mgmt	For	For	For	No
9	Re-elect Erik Engstrom as Director	Mgmt	For	For	For	No
10	Re-elect Robin Freestone as Director	Mgmt	For	For	For	No
11	Re-elect Marc Owen as Director	Mgmt	For	For	For	No
12	Re-elect Angie Risley as Director	Mgmt	For	For	For	No
13	Re-elect Roberto Quarta as Director	Mgmt	For	For	For	No
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
16	Approve Global Share Plan 2020	Mgmt	For	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### UniCredit SpA

**Meeting Date:** 04/09/2020

**Country:** Italy

**Primary Security ID:** T9T23L642

**Record Date:** 03/31/2020

**Meeting Type:** Annual/Special

**Ticker:** UCG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Ordinary Business Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### UniCredit SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
2	Approve Allocation of Income	Mgmt	For	For	For	No
3	Approve Dividend Distribution	Mgmt	For	For	For	No
4	Approve Elimination of Negative Reserves	Mgmt	For	For	For	No
5.1	Approve Decrease in Size of Board	Mgmt	For	For	For	No
5.2	Elect Beatriz Lara Bartolome as Director	Mgmt	For	For	For	No
5.3	Elect Diego De Giorgi as Director	Mgmt	For	For	For	No
6	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
7	Approve 2020 Group Incentive System	Mgmt	For	For	For	No
8	Approve Remuneration Policy	Mgmt	For	For	For	No
9	Approve Second Section of the Remuneration Report	Mgmt	For	For	For	No
10	Approve Long-Term Incentive Plan	Mgmt	For	For	For	No
11	Authorize Share Repurchase Program	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
1	Authorize Board to Increase Capital to Service 2019 Group Incentive System	Mgmt	For	For	For	No
2	Authorize Board to Increase Capital to Service 2020 Group Incentive System	Mgmt	For	For	For	No
3	Amend Company Bylaws Re: Clause 6	Mgmt	For	For	For	No
4	Authorize Cancellation of Repurchased Shares	Mgmt	For	For	For	No
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against	Against	No

### Bunzl Plc

**Meeting Date:** 04/15/2020

**Country:** United Kingdom

**Primary Security ID:** G16968110

**Record Date:** 04/09/2020

**Meeting Type:** Annual

**Ticker:** BNZL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	Abstain	Abstain	No
3	Elect Peter Ventress as Director	Mgmt	For	For	For	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Bunzl Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
4	Re-elect Frank van Zanten as Director	Mgmt	For	For	For	No
5	Elect Richard Howes as Director	Mgmt	For	For	For	No
6	Re-elect Vanda Murray as Director	Mgmt	For	For	For	No
7	Re-elect Lloyd Pitchford as Director	Mgmt	For	For	For	No
8	Re-elect Stephan Nanninga as Director	Mgmt	For	For	For	No
9	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
10	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
11	Approve Remuneration Policy	Mgmt	For	For	For	No
12	Approve Remuneration Report	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Hunting Plc

**Meeting Date:** 04/15/2020      **Country:** United Kingdom      **Primary Security ID:** G46648104  
**Record Date:** 04/13/2020      **Meeting Type:** Annual      **Ticker:** HTG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Elect Bruce Ferguson as Director	Mgmt	For	For	For	No
5	Re-elect Annell Bay as Director	Mgmt	For	For	For	No
6	Re-elect Carol Chesney as Director	Mgmt	For	For	For	No
7	Re-elect John Glick as Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Hunting Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
8	Re-elect Richard Hunting as Director	Mgmt	For	For	For	No
9	Re-elect Jim Johnson as Director	Mgmt	For	For	For	No
10	Re-elect Keith Lough as Director	Mgmt	For	For	For	No
11	Reappoint Deloitte LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For	No
12	Authorise Issue of Equity	Mgmt	For	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Royal KPN NV

**Meeting Date:** 04/15/2020

**Country:** Netherlands

**Primary Security ID:** N4297B146

**Record Date:** 03/18/2020

**Meeting Type:** Annual

**Ticker:** KPN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Annual Meeting Agenda	Mgmt				
1	Open Meeting	Mgmt				
2	Receive Report of Management Board (Non-Voting)	Mgmt				
3	Adopt Financial Statements	Mgmt	For	For	For	No
4	Approve Remuneration Report	Mgmt	For	For	For	No
5	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt				
6	Approve Dividends of EUR 12.5 Per Share	Mgmt	For	For	For	No
7	Approve Discharge of Management Board	Mgmt	For	For	For	No
8	Approve Discharge of Supervisory Board	Mgmt	For	For	For	No
9	Ratify Ernst & Young as Auditors	Mgmt	For	For	For	No
10	Opportunity to Make Recommendations	Mgmt				
11	Elect C. Guillouard to Supervisory Board	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Royal KPN NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
12	Announce Vacancies on the Supervisory Board	Mgmt				
13	Approve Remuneration Policy for Management Board	Mgmt	For	For	For	No
14	Approve Remuneration Policy for Supervisory Board	Mgmt	For	For	For	No
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
16	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	For	No
17	Grant Board Authority to Issue Shares up to 10 Percent of Issued Capital	Mgmt	For	For	For	No
18	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For	No
19	Other Business (Non-Voting)	Mgmt				
20	Close Meeting	Mgmt				

### The Bank of New York Mellon Corporation

Meeting Date: 04/15/2020

Country: USA

Primary Security ID: 064058100

Record Date: 02/18/2020

Meeting Type: Annual

Ticker: BK

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Linda Z. Cook	Mgmt	For	For	For	No
1b	Elect Director Joseph J. Echevarria	Mgmt	For	For	For	No
1c	Elect Director Thomas P. "Todd" Gibbons	Mgmt	For	For	For	No
1d	Elect Director Jeffrey A. Goldstein	Mgmt	For	For	For	No
1e	Elect Director Edmund F. "Ted" Kelly	Mgmt	For	For	For	No
1f	Elect Director Jennifer B. Morgan	Mgmt	For	For	For	No
1g	Elect Director Elizabeth E. Robinson	Mgmt	For	For	For	No
1h	Elect Director Samuel C. Scott, III	Mgmt	For	For	For	No
1i	Elect Director Frederick O. Terrell	Mgmt	For	For	For	No
1j	Elect Director Alfred W. "Al" Zollar	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### The Bank of New York Mellon Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
4	Report on Gender Pay Gap	SH	Against	Against	Against	No
5	Require Shareholder Approval of Bylaw Amendments Adopted by the Board of Directors	SH	Against	Against	Against	No

### Adecco Group AG

Meeting Date: 04/16/2020

Country: Switzerland

Primary Security ID: H00392318

Record Date:

Meeting Type: Annual

Ticker: ADEN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
1.2	Approve Remuneration Report	Mgmt	For	For	For	No
2	Approve Allocation of Income and Dividends of CHF 2.50 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For	No
4.1	Approve Remuneration of Directors in the Amount of CHF 5.1 Million	Mgmt	For	For	For	No
4.2	Approve Remuneration of Executive Committee in the Amount of CHF 35 Million	Mgmt	For	For	For	No
5.1.1	Reelect Jean-Christophe Deslarzes as Director	Mgmt	For	For	For	No
5.1.2	Reelect Ariane Gorin as Director	Mgmt	For	For	For	No
5.1.3	Reelect Alexander Gut as Director	Mgmt	For	For	For	No
5.1.4	Reelect Didier Lamouche as Director	Mgmt	For	For	For	No
5.1.5	Reelect David Prince as Director	Mgmt	For	For	For	No
5.1.6	Reelect Kathleen Taylor as Director	Mgmt	For	For	For	No
5.1.7	Reelect Regula Wallimann as Director	Mgmt	For	For	For	No
5.1.8	Elect Jean-Christophe Deslarzes as Board Chairman	Mgmt	For	For	For	No
5.1.9	Elect Rachel Duan as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Votes FOR the nominees Jean-Christophe Georges Deslarzes, Ariane Gorin, Alexander Gut, Didier Lamouche, David Norman Prince, Kathleen Taylor, and Regula Wallimann are warranted due to a lack of concerns. Votes AGAINST Rachel Duan to the board and compensation committee are warranted because she holds an excessive number of mandates at listed companies.</i></p>						
5.2.1	Reappoint Kathleen Taylor as Member of the Compensation Committee	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Adecco Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
5.2.2	Reappoint Didier Lamouche as Member of the Compensation Committee	Mgmt	For	For	For	No
5.2.3	Appoint Rachel Duan as Member of the Compensation Committee	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Votes FOR the nominees Jean-Christophe Georges Deslarzes, Ariane Gorin, Alexander Gut, Didier Lamouche, David Norman Prince, Kathleen Taylor, and Regula Wallimann are warranted due to a lack of concerns. Votes AGAINST Rachel Duan to the board and compensation committee are warranted because she holds an excessive number of mandates at listed companies. )</i></p>						
5.3 )	Designate Keller KLG as Independent Proxy	Mgmt	For	For	For	No
5.4 )	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For	No
6 )	Approve Reduction in Share Capital via Cancellation of 220,000 Treasury Shares	Mgmt	For	For	For	No
7 )	Transact Other Business (Voting)	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because:* This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and* The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i></p>						

### Airbus SE

**Meeting Date:** 04/16/2020

**Country:** Netherlands

**Primary Security ID:** N0280G100

**Record Date:** 03/19/2020

**Meeting Type:** Annual

**Ticker:** AIR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Annual Meeting Agenda	Mgmt				
1	Open Meeting	Mgmt				
2.1	Discussion on Company's Corporate Governance Structure	Mgmt				
2.2	Receive Report on Business and Financial Statements	Mgmt				
2.3	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt				
3	Discussion of Agenda Items	Mgmt				
4.1	Adopt Financial Statements	Mgmt	For	For	For	No
4.2	Approve Allocation of Income and Dividends of EUR of 1.80 per Share	Mgmt				

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Airbus SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
4.3	Approve Discharge of Non-Executive Members of the Board of Directors	Mgmt	For	Against	Against	No
	<p><i>Voting Policy Rationale: A vote AGAINST is warranted because:* Because of the substantial monetary and reputational costs to the company as a result of the corruption and bribery settlements with US, UK, and French authorities in an amount of EUR 3.6 billion;* As a precautionary measure, although investigations against Airbus are closed, US and UK authorities are considering prosecutions against individuals;* The concerns about the company's governance, culture, and internal controls that led to serious shortcomings and offences and ultimately causing financial and reputational damage.However, this is not without noting that this concerned an investigation for company practices until 2015, that the company is recognized for the constructive role it played during the investigations, and the remedy actions taken to avoid this happening in the future. The aforementioned has led to a substantial reduction in the final settlement amount. As such, this recommendation should not be understood as a sign to the current board, but a way to signal serious concerns to the company for past practices.</i></p>					
4.4	Approve Discharge of Executive Members of the Board of Directors	Mgmt	For	Against	Against	No
	<p><i>Voting Policy Rationale: A vote AGAINST is warranted because:* Because of the substantial monetary and reputational costs to the company as a result of the corruption and bribery settlements with US, UK, and French authorities in an amount of EUR 3.6 billion;* As a precautionary measure, although investigations against Airbus are closed, US and UK authorities are considering prosecutions against individuals;* The concerns about the company's governance, culture, and internal controls that led to serious shortcomings and offences and ultimately causing financial and reputational damage.However, this is not without noting that this concerned an investigation for company practices until 2015, that the company is recognized for the constructive role it played during the investigations, and the remedy actions taken to avoid this happening in the future. The aforementioned has led to a substantial reduction in the final settlement amount. As such, this recommendation should not be understood as a sign to the current board, but a way to signal serious concerns to the company for past practices.</i></p>					
4.5	Ratify Ernst & Young as Auditors	Mgmt	For	For	For	No
4.6	Adopt Remuneration Policy	Mgmt	For	For	For	No
4.7	Approve Remuneration Report Containing Remuneration Policy	Mgmt	For	For	For	No
4.8	Elect Mark Dunkerley as Non-Executive Director	Mgmt	For	For	For	No
4.9	Elect Stephan Gemkow as Non-Executive Director	Mgmt	For	For	For	No
4.10	Reelect Ralph D. Crosby, Jr. as Non-Executive Director	Mgmt	For	For	For	No
4.11	Reelect Lord Drayson (Paul) as Non-Executive Director	Mgmt	For	For	For	No
4.12	Grant Board Authority to Issue Shares Up To 0.51 Percent of Issued Capital and Exclude Preemptive Rights Re: ESOP and LTIP Plans	Mgmt	For	For	For	No
4.13	Grant Board Authority to Issue Shares Up To 1.15 Percent of Issued Capital and Exclude Preemptive Rights Re: Company Funding	Mgmt	For	For	For	No
4.14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
4.15	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For	No
5	Close Meeting	Mgmt				

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### CNH Industrial NV

**Meeting Date:** 04/16/2020

**Country:** Netherlands

**Primary Security ID:** N20944109

**Record Date:** 03/19/2020

**Meeting Type:** Annual

**Ticker:** CNHI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Annual Meeting Agenda	Mgmt				
1	Open Meeting	Mgmt				
2.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt				
2.b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2.c	Approve Dividends of EUR 0.18 Per Share	Mgmt	For	For	For	No
2.d	Approve Discharge of Directors	Mgmt	For	For	For	No
3.a	Approve Remuneration Report	Mgmt	For	For	For	No
3.b	Amend Remuneration Policy	Mgmt	For	For	For	No
3.c	Approve Long Term Incentive Plan	Mgmt	For	For	For	No
4.a	Reelect Suzanne Heywood as Executive Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote FOR the elections of Leo Houle, Hubertus Muehlhaeuser, Howard Buffett, Nelda Connors, Tufan Erginbilgic, John Lanaway, Alessandro Nasi, Lorenzo Simonelli, Jacqueline Tammenoms Bakker, and Jacques Theurillat is warranted because:* The nominees are elected for a period not exceeding four years;* The candidates appear to possess the necessary qualifications for board membership; and* There is no known controversy concerning the candidates.A vote AGAINST nominees Suzanne (Lady) Heywood and Vagn Soerensen is warranted as the nominees are considered to be overboarded.The proposed appointment of Hubertus Muehlhaeuser is no longer a voting item as he withdrew his nomination and resigned from the board.</i></p>						
4.b	Reelect Hubertus M. Muhlhauser as Executive Director	Mgmt				
4.c	Reelect Leo W. Houle as Non-Executive Director	Mgmt	For	For	For	No
4.d	Reelect John B. Lanaway as Non-Executive Director	Mgmt	For	For	For	No
4.e	Reelect Alessandro Nasi as Non-Executive Director	Mgmt	For	For	For	No
4.f	Reelect Lorenzo Simonelli as Non-Executive Director	Mgmt	For	For	For	No
4.g	Reelect Jacqueline A. Tammenoms Bakker as Non-Executive Director	Mgmt	For	For	For	No
4.h	Reelect Jacques Theurillat as Non-Executive Director	Mgmt	For	For	For	No
4.i	Elect Howard Buffett as Non-Executive Director	Mgmt	For	For	For	No
4.j	Elect Nelda (Janine) Connors as Non-Executive Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### CNH Industrial NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
4.k )	Elect Tufan Erginbilgic as Non-Executive Director	Mgmt	For	For	For	No
4.l	Elect Vagn Sorensen as Non-Executive Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote FOR the elections of Leo Houle, Hubertus Muehlhaeuser, Howard Buffett, Nelda Connors, Tufan Erginbilgic, John Lanaway, Alessandro Nasi, Lorenzo Simonelli, Jacqueline Tammenoms Bakker, and Jacques Theurillat is warranted because:* The nominees are elected for a period not exceeding four years;* The candidates appear to possess the necessary qualifications for board membership; and* There is no known controversy concerning the candidates.A vote AGAINST nominees Suzanne (Lady) Heywood and Vagn Soerensen is warranted as the nominees are considered to be overboarded.The proposed appointment of Hubertus Muehlhaeuser is no longer a voting item as he withdrew his nomination and resigned from the board.</i></p>						
5	Ratify Ernst & Young as Auditors	Mgmt	For	For	For	No
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
7	Close Meeting	Mgmt				

### Ferrovial SA

**Meeting Date:** 04/16/2020

**Country:** Spain

**Primary Security ID:** E49512119

**Record Date:** 04/08/2020

**Meeting Type:** Annual

**Ticker:** FER

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For	No
1.2	Approve Non-Financial Information Statement	Mgmt	For	For	For	No
2	Approve Allocation of Income	Mgmt	For	For	For	No
3	Approve Discharge of Board	Mgmt	For	For	For	No
4	Appoint Ernst & Young as Auditor	Mgmt	For	For	For	No
5.1	Reelect Philip Bowman as Director	Mgmt	For	For	For	No
5.2	Reelect Hanne Birgitte Breinbjerg Sorensen as Director	Mgmt	For	For	For	No
5.3	Ratify Appointment of and Elect Ignacio Madrudejos Fernandez as Director	Mgmt	For	For	For	No
5.4	Ratify Appointment of and Elect Juan Hoyos Martinez de Irujo as Director	Mgmt	For	For	For	No
5.5	Ratify Appointment of and Elect Gonzalo Urquijo Fernandez de Araoz as Director	Mgmt	For	For	For	No
6	Approve Scrip Dividends	Mgmt	For	For	For	No
7	Approve Scrip Dividends	Mgmt	For	For	For	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Ferrovial SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
8	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For	No
9	Amend Remuneration Policy	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST the proposed amended policy is warranted because the improvements do not outweigh recurrent shortcomings, such as weak clawback policy and chair/CEO's STI/LTI imbalance.</i></p>						
10	Approve Restricted Stock Plan	Mgmt	For	For	For	No
11	Authorize Board to Continue the Total or Partial Sale of Assets of the Services Division of the Ferrovial Group	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Similar to last year, a vote AGAINST this item is warranted because this ex-ante approval request authorizes the board to complete the sale of the company's services division for which no key information has been disclosed at this time.</i></p>						
12	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No
13	Advisory Vote on Remuneration Report	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted due to the following issues: * Insufficient retrospective disclosure of performance outcome under variable pay schemes; * The new CEO's bonus paid out 100 percent target but the company has not provided any information about his performance, while the former CEO achieved 12.5 percent of targets; * The new CEO has received a EUR 600,000 buyout award in company shares and the company does not specify if this award is subject to performance hurdles; * All the former CEO's non-compete compensation has been paid upfront; and * The company does not provide information on the status of the former CEO's outstanding awards. Nonetheless, the following improvements have been noted: * Pay for performance alignment; * The board has been responsive to several pay practice-related concerns (reduced bonus opportunity and better STI/LTI balance in the new CEO's contract).</i></p>						
14	Receive Amendments to Board of Directors Regulations	Mgmt				

### Stanley Black & Decker, Inc.

Meeting Date: 04/17/2020

Country: USA

Primary Security ID: 854502101

Record Date: 02/14/2020

Meeting Type: Annual

Ticker: SWK

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Andrea J. Ayers	Mgmt	For	For	For	No
1.2	Elect Director George W. Buckley	Mgmt	For	For	For	No
1.3	Elect Director Patrick D. Campbell	Mgmt	For	For	For	No
1.4	Elect Director Carlos M. Cardoso	Mgmt	For	For	For	No
1.5	Elect Director Robert B. Coutts	Mgmt	For	For	For	No
1.6	Elect Director Debra A. Crew	Mgmt	For	For	For	No
1.7	Elect Director Michael D. Hankin	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Stanley Black & Decker, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.8	Elect Director James M. Loree	Mgmt	For	For	For	No
1.9	Elect Director Dmitri L. Stockton	Mgmt	For	For	For	No
1.10	Elect Director Irving Tan	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
4	Provide Right to Act by Written Consent	SH	Against	For	For	No

*Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.*

### Swiss Re AG

**Meeting Date:** 04/17/2020

**Country:** Switzerland

**Primary Security ID:** H8431B109

**Record Date:**

**Meeting Type:** Annual

**Ticker:** SREN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Approve Remuneration Report	Mgmt	For	For		No
1.2	Accept Financial Statements and Statutory Reports	Mgmt	For	For		No
2	Approve Allocation of Income and Dividends of CHF 5.90 per Share	Mgmt	For	For		No
3	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 14.1 Million	Mgmt	For	For		No
4	Approve Discharge of Board and Senior Management	Mgmt	For	For		No
5.1.a	Reelect Walter Kielholz as Director and Board Chairman	Mgmt	For	For		No
5.1.b	Reelect Raymond Ch'ien as Director	Mgmt	For	For		No
5.1.c	Reelect Renato Fassbind as Director	Mgmt	For	For		No
5.1.d	Reelect Karen Gavan as Director	Mgmt	For	For		No
5.1.e	Reelect Jay Ralph as Director	Mgmt	For	For		No
5.1.f	Reelect Joerg Reinhardt as Director	Mgmt	For	For		No
5.1.g	Reelect Philip Ryan as Director	Mgmt	For	For		No
5.1.h	Reelect Paul Tucker as Director	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Swiss Re AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
5.1.i	Reelect Jacques de Vaucleroy as Director	Mgmt	For	For		No
5.1.j	Reelect Susan Wagner as Director	Mgmt	For	For		No
5.1.k	Reelect Larry Zimpleman as Director	Mgmt	For	For		No
5.1.l	Elect Sergio Ermotti as Director	Mgmt	For	For		No
5.1.m	Elect Joachim Oechslin as Director	Mgmt	For	For		No
5.1.n	Elect Deanna Ong as Director	Mgmt	For	For		No
5.2.1	Reappoint Raymond Ch'ien as Member of the Compensation Committee	Mgmt	For	For		No
5.2.2	Reappoint Renato Fassbind as Member of the Compensation Committee	Mgmt	For	For		No
5.2.3	Reappoint Joerg Reinhardt as Member of the Compensation Committee	Mgmt	For	For		No
5.2.4	Reappoint Jacques de Vaucleroy as Member of the Compensation Committee	Mgmt	For	For		No
5.2.5	Appoint Karen Gavan as Member of the Compensation Committee	Mgmt	For	For		No
5.3	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For		No
5.4.1	Ratify PricewaterhouseCoopers Ltd as Auditors for Fiscal 2020	Mgmt	For	For		No
5.4.2	Ratify KPMG Ltd as Auditors for Fiscal 2021	Mgmt	For	For		No
6.1	Approve Remuneration of Directors in the Amount of CHF 10.3 Million	Mgmt	For	For		No
6.2	Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 37.7 Million	Mgmt	For	For		No
7	Approve CHF 990,739 Reduction in Share Capital via Cancellation of Registered Shares	Mgmt	For	For		No
8	Authorize Repurchase of up to CHF 1 Billion of Issued Share Capital	Mgmt	For	For		No
9	Transact Other Business (Voting)	Mgmt	For	Against		No

### Vivendi SA

**Meeting Date:** 04/20/2020

**Country:** France

**Primary Security ID:** F97982106

**Record Date:** 04/16/2020

**Meeting Type:** Annual/Special

**Ticker:** VIV

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Vivendi SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of EUR 0.60 per Share	Mgmt	For	For	For	No
4	Reelect Yannick Bollore as Supervisory Board Member	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: * A vote FOR the (re)election of this independent nominee is warranted in the absence of specific concerns (Item 5). * Considering the multiple problematic practices authorized and implemented by the board of directors and notably relating to remuneration matters but also in terms of governance risks the re-election of Yannick Bollore, chairman of the supervisory board, warrants a vote AGAINST (Item 4)</i></p>						
5	Elect Laurent Dassault as Supervisory Board Member	Mgmt	For	For	For	No
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
7	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Votes AGAINST those proposals are warranted because they can be considered as artificial increases of the defined-benefit pension plan just before its closure thanks to: * the grant of additional seniority to some management board members (Items 7, 21, 24, 25); and * the change in calculation of benefits for the management board (Items 7, 20-26)</i></p>						
8	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted as: * The board of directors failed to explain the appointment of Vincent Bollore as censor maintaining an employment contract as advisor of the management board chairman including a remuneration package equivalent to management board members. * The supervisory board brought a very limited response to the high level of dissent faced by the remuneration reports of the chairman of the supervisory board, the chairman of the management board and the members of the management board at the 2019 AGM. * The board of directors authorized changes that are deemed to represent artificial increase of the defined-benefit pension plan just before its closure.</i></p>						
9	Approve Compensation of Yannick Bollore, Chairman of the Supervisory Board	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted. Yannick Bollore is considered as an executive of the group by ISS due to the level and structure of his remuneration, which are comparable to those of Vivendi's management board members. His remuneration report falls short of good market practice because notably as: * Information on his short-term variable remuneration as chairman and CEO of Havas is very limited; and * Yannick Bollore received performance shares while he serves as supervisory board chairman of the company. This type of remuneration for a supervisory board chairman is a highly uncommon practice with unclear added value for shareholders.</i></p>						

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Vivendi SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
10	Approve Compensation of Arnaud de Puyfontaine, Chairman of the Management Board	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Items 11-12Votes AGAINST the remuneration reports of Alix and de Baillencourt are warranted because:* The remunerations that they receive as executives of the Bollere Group, main shareholder of Vivendi, create important conflict of interests. These are neither properly tackled by the company's procedures nor likely to be balanced out by the remunerations that they receive at Vivendi;* Given their executive functions in another listed group, the company failed to properly demonstrate the link between the activities carried out for Vivendi and the remunerations paid by Vivendi; and* There have been two executives serving on the company's remuneration committee.Items 10-16Votes AGAINST the remuneration reports of the management board chairman and all management board members:* The company failed to explain why it chose to use restated figures in the calculation of the bonus outcome;* The company has provided very poor information on the level of achievement of qualitative criteria attached to the bonus;* It is still impossible to assess the stringency of performance conditions attached to the shares granted during the FY in review as the company does not disclose any detailed information on the vesting schedule applied.* The company still has not explained why it has put so much weight in the EPS-based criterion (50 percent of the grant).</i></p>						
11	Approve Compensation of Gilles Alix, Management Board Member	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Items 11-12Votes AGAINST the remuneration reports of Alix and de Baillencourt are warranted because:* The remunerations that they receive as executives of the Bollere Group, main shareholder of Vivendi, create important conflict of interests. These are neither properly tackled by the company's procedures nor likely to be balanced out by the remunerations that they receive at Vivendi;* Given their executive functions in another listed group, the company failed to properly demonstrate the link between the activities carried out for Vivendi and the remunerations paid by Vivendi; and* There have been two executives serving on the company's remuneration committee.Items 10-16Votes AGAINST the remuneration reports of the management board chairman and all management board members:* The company failed to explain why it chose to use restated figures in the calculation of the bonus outcome;* The company has provided very poor information on the level of achievement of qualitative criteria attached to the bonus;* It is still impossible to assess the stringency of performance conditions attached to the shares granted during the FY in review as the company does not disclose any detailed information on the vesting schedule applied.* The company still has not explained why it has put so much weight in the EPS-based criterion (50 percent of the grant).</i></p>						
12	Approve Compensation of Cedric de Baillencourt, Management Board Member	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Items 11-12Votes AGAINST the remuneration reports of Alix and de Baillencourt are warranted because:* The remunerations that they receive as executives of the Bollere Group, main shareholder of Vivendi, create important conflict of interests. These are neither properly tackled by the company's procedures nor likely to be balanced out by the remunerations that they receive at Vivendi;* Given their executive functions in another listed group, the company failed to properly demonstrate the link between the activities carried out for Vivendi and the remunerations paid by Vivendi; and* There have been two executives serving on the company's remuneration committee.Items 10-16Votes AGAINST the remuneration reports of the management board chairman and all management board members:* The company failed to explain why it chose to use restated figures in the calculation of the bonus outcome;* The company has provided very poor information on the level of achievement of qualitative criteria attached to the bonus;* It is still impossible to assess the stringency of performance conditions attached to the shares granted during the FY in review as the company does not disclose any detailed information on the vesting schedule applied.* The company still has not explained why it has put so much weight in the EPS-based criterion (50 percent of the grant).</i></p>						

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Vivendi SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
13	Approve Compensation of Frederic Crepin, Management Board Member	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Items 11-12Votes AGAINST the remuneration reports of Alix and de Bailliencourt are warranted because:* The remunerations that they receive as executives of the Bollere Group, main shareholder of Vivendi, create important conflict of interests. These are neither properly tackled by the company's procedures nor likely to be balanced out by the remunerations that they receive at Vivendi;* Given their executive functions in another listed group, the company failed to properly demonstrate the link between the activities carried out for Vivendi and the remunerations paid by Vivendi; and* There have been two executives serving on the company's remuneration committee.Items 10-16Votes AGAINST the remuneration reports of the management board chairman and all management board members:* The company failed to explain why it chose to use restated figures in the calculation of the bonus outcome;* The company has provided very poor information on the level of achievement of qualitative criteria attached to the bonus;* It is still impossible to assess the stringency of performance conditions attached to the shares granted during the FY in review as the company does not disclose any detailed information on the vesting schedule applied.* The company still has not explained why it has put so much weight in the EPS-based criterion (50 percent of the grant).</i></p>						
14	Approve Compensation of Simon Gillham, Management Board Member	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Items 11-12Votes AGAINST the remuneration reports of Alix and de Bailliencourt are warranted because:* The remunerations that they receive as executives of the Bollere Group, main shareholder of Vivendi, create important conflict of interests. These are neither properly tackled by the company's procedures nor likely to be balanced out by the remunerations that they receive at Vivendi;* Given their executive functions in another listed group, the company failed to properly demonstrate the link between the activities carried out for Vivendi and the remunerations paid by Vivendi; and* There have been two executives serving on the company's remuneration committee.Items 10-16Votes AGAINST the remuneration reports of the management board chairman and all management board members:* The company failed to explain why it chose to use restated figures in the calculation of the bonus outcome;* The company has provided very poor information on the level of achievement of qualitative criteria attached to the bonus;* It is still impossible to assess the stringency of performance conditions attached to the shares granted during the FY in review as the company does not disclose any detailed information on the vesting schedule applied.* The company still has not explained why it has put so much weight in the EPS-based criterion (50 percent of the grant).</i></p>						
15	Approve Compensation of Herve Philippe, Management Board Member	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Items 11-12Votes AGAINST the remuneration reports of Alix and de Bailliencourt are warranted because:* The remunerations that they receive as executives of the Bollere Group, main shareholder of Vivendi, create important conflict of interests. These are neither properly tackled by the company's procedures nor likely to be balanced out by the remunerations that they receive at Vivendi;* Given their executive functions in another listed group, the company failed to properly demonstrate the link between the activities carried out for Vivendi and the remunerations paid by Vivendi; and* There have been two executives serving on the company's remuneration committee.Items 10-16Votes AGAINST the remuneration reports of the management board chairman and all management board members:* The company failed to explain why it chose to use restated figures in the calculation of the bonus outcome;* The company has provided very poor information on the level of achievement of qualitative criteria attached to the bonus;* It is still impossible to assess the stringency of performance conditions attached to the shares granted during the FY in review as the company does not disclose any detailed information on the vesting schedule applied.* The company still has not explained why it has put so much weight in the EPS-based criterion (50 percent of the grant).</i></p>						

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Vivendi SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
16	Approve Compensation of Stephane Roussel, Management Board Member	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Items 11-12Votes AGAINST the remuneration reports of Alix and de Baillencourt are warranted because:* The remunerations that they receive as executives of the Bollere Group, main shareholder of Vivendi, create important conflict of interests. These are neither properly tackled by the company's procedures nor likely to be balanced out by the remunerations that they receive at Vivendi;* Given their executive functions in another listed group, the company failed to properly demonstrate the link between the activities carried out for Vivendi and the remunerations paid by Vivendi; and* There have been two executives serving on the company's remuneration committee.Items 10-16Votes AGAINST the remuneration reports of the management board chairman and all management board members.* The company failed to explain why it chose to use restated figures in the calculation of the bonus outcome;* The company has provided very poor information on the level of achievement of qualitative criteria attached to the bonus;* It is still impossible to assess the stringency of performance conditions attached to the shares granted during the FY in review as the company does not disclose any detailed information on the vesting schedule applied.* The company still has not explained why it has put so much weight in the EPS-based criterion (50 percent of the grant).</i></p>						
17	Approve Remuneration Policy of Chairman and Members of Supervisory Board	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this remuneration policy is warranted due to:* The lack of transparency on the remuneration of the chairman of the supervisory board, who is also an executive of a subsidiary;* The possible grants of performance shares to non-executive members of the supervisory board; and* The board of directors failed to explain the appointment of Vincent Bollere as censor maintaining an employment contract as advisor of the management board chairman including a remuneration package equivalent to management board members.</i></p>						
18	Approve Remuneration Policy of Chairman of Management Board	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Item 18 (management board chairman)A vote AGAINST the remuneration policy of the management board chairman is warranted because pension rights will be kept equivalent to those de Puyfontaine would have benefited under the previous scheme while their acquisition will no longer be constrained by a presence requirement.Item 19 (management board members)A vote AGAINST the remuneration policy of management board members is warranted because:* The remunerations that Alix and de Baillencourt receive as executives of the Bollere Group, main shareholder of Vivendi, create important conflicts of interests, which are not properly tackled by the company's procedures;* Given Alix and De Baillencourt's functions in another group, the company failed to properly demonstrate the link between the activities carried out for Vivendi and the remunerations paid by Vivendi;* The company has not provided a compelling explanation for the increase in Alix fixed pay for the second year in a row as well as the grant of 20,000 performance shares;* The severance arrangements of management board members would enable payments greater than 24 months of last cash compensation; and* Pension rights will be kept equivalent to those beneficiaries would have benefited under the previous scheme while their acquisition will no longer be constrained by a presence requirement.</i></p>						
19	Approve Remuneration Policy of Management Board Members	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Item 18 (management board chairman)A vote AGAINST the remuneration policy of the management board chairman is warranted because pension rights will be kept equivalent to those de Puyfontaine would have benefited under the previous scheme while their acquisition will no longer be constrained by a presence requirement.Item 19 (management board members)A vote AGAINST the remuneration policy of management board members is warranted because:* The remunerations that Alix and de Baillencourt receive as executives of the Bollere Group, main shareholder of Vivendi, create important conflicts of interests, which are not properly tackled by the company's procedures;* Given Alix and De Baillencourt's functions in another group, the company failed to properly demonstrate the link between the activities carried out for Vivendi and the remunerations paid by Vivendi;* The company has not provided a compelling explanation for the increase in Alix fixed pay for the second year in a row as well as the grant of 20,000 performance shares;* The severance arrangements of management board members would enable payments greater than 24 months of last cash compensation; and* Pension rights will be kept equivalent to those beneficiaries would have benefited under the previous scheme while their acquisition will no longer be constrained by a presence requirement.</i></p>						

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Vivendi SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
20	Approve Additional Pension Scheme Agreement with Arnaud de Puyfontaine, Chairman of the Management Board	Mgmt	For	Against	Against	No
	<i>Voting Policy Rationale: Votes AGAINST those proposals are warranted because they can be considered as artificial increases of the defined-benefit pension plan just before its closure thanks to:* the grant of additional seniority to some management board members (Items 7, 21, 24, 25); and* the change in calculation of benefits for the management board (Items 7, 20-26)</i>					
21	Approve Additional Pension Scheme Agreement with Gilles Alix, Management Board Member	Mgmt	For	Against	Against	No
	<i>Voting Policy Rationale: Votes AGAINST those proposals are warranted because they can be considered as artificial increases of the defined-benefit pension plan just before its closure thanks to:* the grant of additional seniority to some management board members (Items 7, 21, 24, 25); and* the change in calculation of benefits for the management board (Items 7, 20-26)</i>					
22	Approve Additional Pension Scheme Agreement with Cedric de Baillencourt, Management Board Member	Mgmt	For	Against	Against	No
	<i>Voting Policy Rationale: Votes AGAINST those proposals are warranted because they can be considered as artificial increases of the defined-benefit pension plan just before its closure thanks to:* the grant of additional seniority to some management board members (Items 7, 21, 24, 25); and* the change in calculation of benefits for the management board (Items 7, 20-26)</i>					
23	Approve Additional Pension Scheme Agreement with Frederic Crepin, Management Board Member	Mgmt	For	Against	Against	No
	<i>Voting Policy Rationale: Votes AGAINST those proposals are warranted because they can be considered as artificial increases of the defined-benefit pension plan just before its closure thanks to:* the grant of additional seniority to some management board members (Items 7, 21, 24, 25); and* the change in calculation of benefits for the management board (Items 7, 20-26)</i>					
24	Approve Additional Pension Scheme Agreement with Simon Gillham, Management Board Member	Mgmt	For	Against	Against	No
	<i>Voting Policy Rationale: Votes AGAINST those proposals are warranted because they can be considered as artificial increases of the defined-benefit pension plan just before its closure thanks to:* the grant of additional seniority to some management board members (Items 7, 21, 24, 25); and* the change in calculation of benefits for the management board (Items 7, 20-26)</i>					
25	Approve Additional Pension Scheme Agreement with Herve Philippe, Management Board Member	Mgmt	For	Against	Against	No
	<i>Voting Policy Rationale: Votes AGAINST those proposals are warranted because they can be considered as artificial increases of the defined-benefit pension plan just before its closure thanks to:* the grant of additional seniority to some management board members (Items 7, 21, 24, 25); and* the change in calculation of benefits for the management board (Items 7, 20-26)</i>					
26	Approve Additional Pension Scheme Agreement with Stephane Roussel, Management Board Member	Mgmt	For	Against	Against	No
	<i>Voting Policy Rationale: Votes AGAINST those proposals are warranted because they can be considered as artificial increases of the defined-benefit pension plan just before its closure thanks to:* the grant of additional seniority to some management board members (Items 7, 21, 24, 25); and* the change in calculation of benefits for the management board (Items 7, 20-26)</i>					
	Extraordinary Business	Mgmt				
27	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Vivendi SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
28	Authorize Specific Buyback Program and Cancellation of Repurchased Share	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because the company failed to demonstrate that this buyback program is in shareholders' interests.</i>						
29	Amend Article 8 of Bylaws Re: Employee Representative	Mgmt	For	For	For	No
30	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For		No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For		No
3	Approve Allocation of Income and Dividends of EUR 0.60 per Share	Mgmt	For	For		No
4	Reelect Yannick Bollere as Supervisory Board Member	Mgmt	For	Against		No
5	Elect Laurent Dassault as Supervisory Board Member	Mgmt	For	For		No
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For		No
7	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against		No
8	Approve Compensation Report of Corporate Officers	Mgmt	For	Against		No
9	Approve Compensation of Yannick Bollere, Chairman of the Supervisory Board	Mgmt	For	Against		No
10	Approve Compensation of Arnaud de Puyfontaine, Chairman of the Management Board	Mgmt	For	Against		No
11	Approve Compensation of Gilles Alix, Management Board Member	Mgmt	For	Against		No
12	Approve Compensation of Cedric de Bailliencourt, Management Board Member	Mgmt	For	Against		No
13	Approve Compensation of Frederic Crepin, Management Board Member	Mgmt	For	Against		No
14	Approve Compensation of Simon Gillham, Management Board Member	Mgmt	For	Against		No
15	Approve Compensation of Herve Philippe, Management Board Member	Mgmt	For	Against		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Vivendi SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
16	Approve Compensation of Stephane Roussel, Management Board Member	Mgmt	For	Against		No
17	Approve Remuneration Policy of Chairman and Members of Supervisory Board	Mgmt	For	Against		No
18	Approve Remuneration Policy of Chairman of Management Board	Mgmt	For	Against		No
19	Approve Remuneration Policy of Management Board Members	Mgmt	For	Against		No
20	Approve Additional Pension Scheme Agreement with Arnaud de Puyfontaine, Chairman of the Management Board	Mgmt	For	Against		No
21	Approve Additional Pension Scheme Agreement with Gilles Alix, Management Board Member	Mgmt	For	Against		No
22	Approve Additional Pension Scheme Agreement with Cedric de Bailliencourt, Management Board Member	Mgmt	For	Against		No
23	Approve Additional Pension Scheme Agreement with Frederic Crepin, Management Board Member	Mgmt	For	Against		No
24	Approve Additional Pension Scheme Agreement with Simon Gillham, Management Board Member	Mgmt	For	Against		No
25	Approve Additional Pension Scheme Agreement with Herve Philippe, Management Board Member	Mgmt	For	Against		No
26	Approve Additional Pension Scheme Agreement with Stephane Roussel, Management Board Member	Mgmt	For	Against		No
	Extraordinary Business	Mgmt				
27	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For		No
28	Authorize Specific Buyback Program and Cancellation of Repurchased Share	Mgmt	For	Against		No
29	Amend Article 8 of Bylaws Re: Employee Representative	Mgmt	For	For		No
30	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For		No

### Citigroup Inc.

**Meeting Date:** 04/21/2020

**Country:** USA

**Primary Security ID:** 172967424

**Record Date:** 02/24/2020

**Meeting Type:** Annual

**Ticker:** C

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Citigroup Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Michael L. Corbat	Mgmt	For	For	For	No
1b	Elect Director Ellen M. Costello	Mgmt	For	For	For	No
1c	Elect Director Grace E. Dailey	Mgmt	For	For	For	No
1d	Elect Director Barbara J. Desoer	Mgmt	For	For	For	No
1e	Elect Director John C. Dugan	Mgmt	For	For	For	No
1f	Elect Director Duncan P. Hennes	Mgmt	For	For	For	No
1g	Elect Director Peter B. Henry	Mgmt	For	For	For	No
1h	Elect Director S. Leslie Ireland	Mgmt	For	For	For	No
1i	Elect Director Lew W. (Jay) Jacobs, IV	Mgmt	For	For	For	No
1j	Elect Director Renee J. James	Mgmt	For	For	For	No
1k	Elect Director Gary M. Reiner	Mgmt	For	For	For	No
1l	Elect Director Diana L. Taylor	Mgmt	For	For	For	No
1m	Elect Director James S. Turley	Mgmt	For	For	For	No
1n	Elect Director Deborah C. Wright	Mgmt	For	For	For	No
1o	Elect Director Alexander R. Wynaendts	Mgmt	For	For	For	No
1p	Elect Director Ernesto Zedillo Ponce de Leon	Mgmt	For	For	For	No
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Amend Omnibus Stock Plan	Mgmt	For	For	For	No
5	Amend Proxy Access Right	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed elimination of the 20 shareholder aggregation limit would improve the company's existing proxy access right for shareholders.</i>						
6	Review on Governance Documents	SH	Against	Against	Against	No
7	Report on Lobbying Payments and Policy	SH	Against	Against	Against	No

### London Stock Exchange Group Plc

**Meeting Date:** 04/21/2020

**Country:** United Kingdom

**Primary Security ID:** G5689U103

**Record Date:** 04/17/2020

**Meeting Type:** Annual

**Ticker:** LSE

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### London Stock Exchange Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Approve Remuneration Policy	Mgmt	For	For	For	No
5	Re-elect Jacques Aigrain as Director	Mgmt	For	For	For	No
6	Re-elect Marshall Bailey as Director	Mgmt	For	For	For	No
7	Re-elect Kathleen DeRose as Director	Mgmt	For	For	For	No
8	Re-elect Cressida Hogg as Director	Mgmt	For	For	For	No
9	Re-elect Raffaele Jerusalmi as Director	Mgmt	For	For	For	No
10	Re-elect Stephen O'Connor as Director	Mgmt	For	For	For	No
11	Re-elect Val Rahmani as Director	Mgmt	For	For	For	No
12	Re-elect Don Robert as Director	Mgmt	For	For	For	No
13	Re-elect David Schwimmer as Director	Mgmt	For	For	For	No
14	Re-elect Andrea Sironi as Director	Mgmt	For	For	For	No
15	Re-elect David Warren as Director	Mgmt	For	For	For	No
16	Elect Dominic Blakemore as Director	Mgmt	For	For	For	No
17	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
18	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
19	Authorise Issue of Equity	Mgmt	For	For	For	No
20	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
21	Approve Deferred Bonus Plan	Mgmt	For	For	For	No
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
24	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Public Storage

**Meeting Date:** 04/21/2020

**Country:** USA

**Primary Security ID:** 74460D109

**Record Date:** 02/28/2020

**Meeting Type:** Annual

**Ticker:** PSA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Ronald L. Havner, Jr.	Mgmt	For	For	For	No
1.2	Elect Director Tamara Hughes Gustavson	Mgmt	For	For	For	No
1.3	Elect Director Uri P. Harkham	Mgmt	For	For	For	No
1.4	Elect Director Leslie S. Heisz	Mgmt	For	For	For	No
1.5	Elect Director B. Wayne Hughes, Jr.	Mgmt	For	For	For	No
1.6	Elect Director Avedick B. Poladian	Mgmt	For	For	For	No
1.7	Elect Director Gary E. Pruitt	Mgmt	For	For	For	No
1.8	Elect Director John Reyes	Mgmt	For	For	For	No
1.9	Elect Director Joseph D. Russell, Jr.	Mgmt	For	For	For	No
1.10	Elect Director Tariq M. Shaukat	Mgmt	For	For	For	No
1.11	Elect Director Ronald P. Spogli	Mgmt	For	For	For	No
1.12	Elect Director Daniel C. Staton	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No

### SEGRO Plc

**Meeting Date:** 04/21/2020

**Country:** United Kingdom

**Primary Security ID:** G80277141

**Record Date:** 04/17/2020

**Meeting Type:** Annual

**Ticker:** SGRO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Re-elect Gerald Corbett as Director	Mgmt	For	For	For	No
5	Re-elect Mary Barnard as Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### SEGRO Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
6	Re-elect Sue Clayton as Director	Mgmt	For	For	For	No
7	Re-elect Soumen Das as Director	Mgmt	For	For	For	No
8	Re-elect Carol Fairweather as Director	Mgmt	For	For	For	No
9	Re-elect Christopher Fisher as Director	Mgmt	For	For	For	No
10	Re-elect Andy Gulliford as Director	Mgmt	For	For	For	No
11	Re-elect Martin Moore as Director	Mgmt	For	For	For	No
12	Re-elect David Sleath as Director	Mgmt	For	For	For	No
13	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
21	Adopt New Articles of Association	Mgmt	For	For	For	No

### Sika AG

**Meeting Date:** 04/21/2020

**Country:** Switzerland

**Primary Security ID:** H7631K273

**Record Date:**

**Meeting Type:** Annual

**Ticker:** SIKA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For		No
2	Approve Allocation of Income and Dividends of CHF 2.30 per Share	Mgmt	For	For		No
3	Approve Discharge of Board of Directors	Mgmt	For	For		No
4.1.1	Reelect Paul Haelg as Director	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Sika AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
4.1.2	Reelect Frits van Dijk as Director	Mgmt	For	For		No
4.1.3	Reelect Monika Ribar as Director	Mgmt	For	For		No
4.1.4	Reelect Daniel Sauter as Director	Mgmt	For	For		No
4.1.5	Reelect Christoph Tobler as Director	Mgmt	For	For		No
4.1.6	Reelect Justin Howell as Director	Mgmt	For	For		No
4.1.7	Reelect Thierry Vanlancker as Director	Mgmt	For	For		No
4.1.8	Reelect Viktor Balli as Director	Mgmt	For	For		No
4.2	Reelect Paul Haelg as Board Chairman	Mgmt	For	For		No
4.3.1	Appoint Daniel Sauter as Member of the Nomination and Compensation Committee	Mgmt	For	For		No
4.3.2	Appoint Justin Howell as Member of the Nomination and Compensation Committee	Mgmt	For	For		No
4.3.3	Appoint Thierry Vanlancker as Member of the Nomination and Compensation Committee	Mgmt	For	For		No
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For		No
4.5	Designate Jost Windlin as Independent Proxy	Mgmt	For	For		No
5.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	For		No
5.2	Approve Remuneration of Directors in the Amount of CHF 3.3 Million	Mgmt	For	For		No
5.3	Approve Remuneration of Executive Committee in the Amount of CHF 19.5 Million for Fiscal 2021	Mgmt	For	For		No
6	Transact Other Business (Voting)	Mgmt	For	Against		No

### U.S. Bancorp

Meeting Date: 04/21/2020

Country: USA

Primary Security ID: 902973304

Record Date: 02/25/2020

Meeting Type: Annual

Ticker: USB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Warner L. Baxter	Mgmt	For	For	For	No
1b	Elect Director Dorothy J. Bridges	Mgmt	For	For	For	No
1c	Elect Director Elizabeth L. Buse	Mgmt	For	For	For	No
1d	Elect Director Marc N. Casper	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### U.S. Bancorp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1e	Elect Director Andrew Cecere	Mgmt	For	For	For	No
1f	Elect Director Kimberly J. Harris	Mgmt	For	For	For	No
1g	Elect Director Roland A. Hernandez	Mgmt	For	For	For	No
1h	Elect Director Olivia F. Kirtley	Mgmt	For	For	For	No
1i	Elect Director Karen S. Lynch	Mgmt	For	For	For	No
1j	Elect Director Richard P. McKenney	Mgmt	For	For	For	No
1k	Elect Director Yusuf I. Mehdi	Mgmt	For	For	For	No
1l	Elect Director John P. Wiehoff	Mgmt	For	For	For	No
1m	Elect Director Scott W. Wine	Mgmt	For	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No

### ASML Holding NV

Meeting Date: 04/22/2020

Country: Netherlands

Primary Security ID: N07059202

Record Date: 03/25/2020

Meeting Type: Annual

Ticker: ASML

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Annual Meeting Agenda	Mgmt				
1	Open Meeting	Mgmt				
2	Discuss the Company's Business, Financial Situation and Sustainability	Mgmt				
3.a	Approve Remuneration Report	Mgmt	For	For	For	No
3.b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3.c	Receive Clarification on Company's Reserves and Dividend Policy	Mgmt				
3.d	Approve Dividends of EUR 2.40 Per Share	Mgmt	For	For	For	No
4.a	Approve Discharge of Management Board	Mgmt	For	For	For	No
4.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For	No
5	Approve Number of Shares for Management Board	Mgmt	For	For	For	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### ASML Holding NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
6	Approve Certain Adjustments to the Remuneration Policy for Management Board	Mgmt	For	For	For	No
7	Approve Remuneration Policy for Supervisory Board	Mgmt	For	For	For	No
8.a	Announce Vacancies on the Supervisory Board	Mgmt				
8.b	Opportunity to Make Recommendations	Mgmt				
8.c	Announce Intention to Reappoint A.P. Aris and Appoint D.W.A. East and D.M. Durcan to Supervisory Board	Mgmt				
8.d	Reelect A.P. (Annet) Aris to Supervisory Board	Mgmt	For	For	For	No
8.e	Elect D.M. (Mark) Durcan to Supervisory Board	Mgmt	For	For	For	No
8.f	Elect D.W.A. (Warren) East to Supervisory Board	Mgmt	For	For	For	No
8.g	Receive Information on the Composition of the Supervisory Board	Mgmt				
9	Ratify KPMG as Auditors	Mgmt	For	For	For	No
10.a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital for General Purposes	Mgmt	For	For	For	No
10.b	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 10.a	Mgmt	For	For	For	No
10.c	Grant Board Authority to Issue or Grant Rights to Subscribe for Ordinary Shares Up to 5 Percent in Case of Merger or Acquisition	Mgmt	For	For	For	No
10.d	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 10.c	Mgmt	For	For	For	No
11.a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
11.b	Authorize Additional Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
12	Authorize Cancellation of Repurchased Shares	Mgmt	For	For	For	No
13	Other Business (Non-Voting)	Mgmt				
14	Close Meeting	Mgmt				

### Bank of America Corporation

Meeting Date: 04/22/2020

Country: USA

Primary Security ID: 060505104

Record Date: 03/02/2020

Meeting Type: Annual

Ticker: BAC

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Bank of America Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Sharon L. Allen	Mgmt	For	For	For	No
1b	Elect Director Susan S. Bies	Mgmt	For	For	For	No
1c	Elect Director Jack O. Bovender, Jr.	Mgmt	For	For	For	No
1d	Elect Director Frank P. Bramble, Sr.	Mgmt	For	For	For	No
1e	Elect Director Pierre J.P. de Weck	Mgmt	For	For	For	No
1f	Elect Director Arnold W. Donald	Mgmt	For	For	For	No
1g	Elect Director Linda P. Hudson	Mgmt	For	For	For	No
1h	Elect Director Monica C. Lozano	Mgmt	For	For	For	No
1i	Elect Director Thomas J. May	Mgmt	For	For	For	No
1j	Elect Director Brian T. Moynihan	Mgmt	For	For	For	No
1k	Elect Director Lionel L. Nowell, III	Mgmt	For	For	For	No
1l	Elect Director Denise L. Ramos	Mgmt	For	For	For	No
1m	Elect Director Clayton S. Rose	Mgmt	For	For	For	No
1n	Elect Director Michael D. White	Mgmt	For	For	For	No
1o	Elect Director Thomas D. Woods	Mgmt	For	For	For	No
1p	Elect Director R. David Yost	Mgmt	For	For	For	No
1q	Elect Director Maria T. Zuber	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
4	Amend Proxy Access Right	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed elimination of the 20-shareholder aggregation limit would improve the company's existing proxy access right for shareholders.</i>						
5	Provide Right to Act by Written Consent	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>						
6	Report on Gender Pay Gap	SH	Against	Against	Against	No
7	Review of Statement of the Purpose of a Corporation and Report on Recommended Changes to Governance Documents, Policies, and Practices	SH	Against	Against	Against	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### The Coca-Cola Company

**Meeting Date:** 04/22/2020

**Country:** USA

**Primary Security ID:** 191216100

**Record Date:** 02/24/2020

**Meeting Type:** Annual

**Ticker:** KO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Herbert A. Allen	Mgmt	For	For	For	No
1.2	Elect Director Marc Bolland	Mgmt	For	For	For	No
1.3	Elect Director Ana Botin	Mgmt	For	For	For	No
1.4	Elect Director Christopher C. Davis	Mgmt	For	For	For	No
1.5	Elect Director Barry Diller	Mgmt	For	For	For	No
1.6	Elect Director Helene D. Gayle	Mgmt	For	For	For	No
1.7	Elect Director Alexis M. Herman	Mgmt	For	For	For	No
1.8	Elect Director Robert A. Kotick	Mgmt	For	For	For	No
1.9	Elect Director Maria Elena Lagomasino	Mgmt	For	For	For	No
1.10	Elect Director James Quincey	Mgmt	For	For	For	No
1.11	Elect Director Caroline J. Tsay	Mgmt	For	For	For	No
1.12	Elect Director David B. Weinberg	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify Ernst & Young LLP as Auditor	Mgmt	For	For	For	No
4	Report on the Health Impacts and Risks of Sugar in the Company's Products	SH	Against	Against	Against	No

### Veolia Environnement SA

**Meeting Date:** 04/22/2020

**Country:** France

**Primary Security ID:** F9686M107

**Record Date:** 04/20/2020

**Meeting Type:** Annual/Special

**Ticker:** VIE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For		No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Veolia Environnement SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3	Approve Non-Deductible Expenses	Mgmt	For	For		No
4	Approve Allocation of Income and Dividends of EUR 0.50 per Share	Mgmt	For	For		No
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For		No
6	Reelect Jacques Aschenbroich as Director	Mgmt	For	For		No
7	Reelect Isabelle Courville as Director	Mgmt	For	For		No
8	Reelect Nathalie Rachou as Director	Mgmt	For	For		No
9	Reelect Guillaume Texier as Director	Mgmt	For	For		No
10	Approve Compensation of Antoine Frerot, Chairman and CEO	Mgmt	For	For		No
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For		No
12	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For		No
13	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For		No
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For		No
	Extraordinary Business	Mgmt				
15	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 850 Million	Mgmt	For	For		No
16	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 283 Million	Mgmt	For	For		No
17	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 283 Million	Mgmt	For	For		No
18	Authorize Capital Increase of up to Aggregate Nominal Amount of EUR 283 Million for Contributions in Kind	Mgmt	For	For		No
19	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote	Mgmt	For	For		No
20	Authorize Capitalization of Reserves of Up to EUR 400 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For		No
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Veolia Environnement SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	Mgmt	For	For		No
23	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For		No
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For		No
25	Amend Articles 8, 11, 12, 15, 17, 18 and 20 of Bylaws Re: Shares, Board Composition, Chairman of the Board, Board Power, Remuneration of the Board, Censor and Vice-CEO	Mgmt	For	For		No
26	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For		No

### Aggreko Plc

**Meeting Date:** 04/23/2020

**Country:** United Kingdom

**Primary Security ID:** G0116S185

**Record Date:** 04/21/2020

**Meeting Type:** Annual

**Ticker:** AGK

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	Abstain	Abstain	No
<i>Voting Policy Rationale: An ABSTENTION is warranted for this item because the Company has announced that it intends to withdraw this resolution at the AGM.</i>						
4	Elect Sarah Kuijlaars as Director	Mgmt	For	For	For	No
5	Re-elect Ken Hanna as Director	Mgmt	For	For	For	No
6	Re-elect Chris Weston as Director	Mgmt	For	For	For	No
7	Re-elect Heath Drewett as Director	Mgmt	For	For	For	No
8	Re-elect Dame Nicola Brewer as Director	Mgmt	For	For	For	No
9	Re-elect Barbara Jeremiah as Director	Mgmt	For	For	For	No
10	Re-elect Uwe Krueger as Director	Mgmt	For	For	For	No
11	Re-elect Diana Layfield as Director	Mgmt	For	For	For	No
12	Re-elect Ian Marchant as Director	Mgmt	For	For	For	No
13	Re-elect Miles Roberts as Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Aggreko Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Akzo Nobel NV

**Meeting Date:** 04/23/2020

**Country:** Netherlands

**Primary Security ID:** N01803308

**Record Date:** 03/26/2020

**Meeting Type:** Annual

**Ticker:** AKZA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Annual Meeting Agenda	Mgmt				
1	Open Meeting	Mgmt				
2.a	Receive Report of Management Board (Non-Voting)	Mgmt				
3.a	Adopt Financial Statements	Mgmt	For	For	For	No
3.b	Discuss on the Company's Dividend Policy	Mgmt				
3.c	Approve Dividends of EUR 1.90 Per Share	Mgmt	For	For	For	No
3.d	Approve Remuneration Report	Mgmt	For	For	For	No
4.a	Approve Discharge of Management Board	Mgmt	For	For	For	No
4.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For	No
5	Reelect P. Kirby to Supervisory Board	Mgmt	For	For	For	No
6.a	Amend Remuneration Policy for Management Board	Mgmt	For	For	For	No
6.b	Amend Remuneration Policy for Supervisory Board	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Akzo Nobel NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
7	Amend Articles Re: Implementation of the Act on the Conversion of BearerShares and the Dutch Provisions Implementing the Shareholder Rights Directive II	Mgmt	For	For	For	No
8.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For	No
8.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For	No
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
10	Authorize Cancellation of Repurchased Shares	Mgmt	For	For	For	No
11	Close Meeting	Mgmt				

### Atlas Copco AB

Meeting Date: 04/23/2020

Country: Sweden

Primary Security ID: W1R924161

Record Date: 04/17/2020

Meeting Type: Annual

Ticker: ATCO.A

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Opening of Meeting; Elect Chairman of Meeting	Mgmt	For	For	Do Not Vote	No
2	Prepare and Approve List of Shareholders	Mgmt	For	For	Do Not Vote	No
3	Approve Agenda of Meeting	Mgmt	For	For	Do Not Vote	No
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	Do Not Vote	No
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	Do Not Vote	No
6	Receive Financial Statements and Statutory Reports	Mgmt				
7	Receive CEO's Report; Questions	Mgmt				
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote	No
8.b	Approve Discharge of Board and President	Mgmt	For	For	Do Not Vote	No
8.c	Approve Allocation of Income and Dividends of SEK 3.50 Per Share	Mgmt	For	For	Do Not Vote	No
8.d	Approve Record Date for Dividend Payment	Mgmt	For	For	Do Not Vote	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Atlas Copco AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
9.a	Determine Number of Members (9) and Deputy Members of Board (0)	Mgmt	For	For	Do Not Vote	No
9.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	Do Not Vote	No
10.a	Reelect Staffan Bohman, Tina Donikowski, Johan Forssell, Sabine Neuss, Mats Rahmstrom, Hans Straberg and Peter Wallenberg Jr as Directors; Elect AnnaOhlsson-Leijon and Gordon Riske as New Directors	Mgmt	For	Against	Do Not Vote	No
10.b	Elect Hans Straberg as Board Chairman	Mgmt	For	Against	Do Not Vote	No
10.c	Ratify Ernst & Young as Auditors	Mgmt	For	For	Do Not Vote	No
11.a	Approve Remuneration of Directors in the Amount of SEK 2.3 Million to Chair and SEK 740,000 to Other Directors; Approve Remuneration for Committee Work; Approve Receiving Part of Remuneration in form of Synthetic Shares	Mgmt	For	For	Do Not Vote	No
11.b	Approve Remuneration of Auditors	Mgmt	For	For	Do Not Vote	No
12.a	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	Do Not Vote	No
12.b	Approve Performance Based Stock Option Plan 2020 for Key Employees	Mgmt	For	For	Do Not Vote	No
13.a	Acquire Class A Shares Related to Personnel Option Plan for 2020	Mgmt	For	For	Do Not Vote	No
13.b	Acquire Class A Shares Related to Remuneration of Directors in the Form of Synthetic Shares	Mgmt	For	For	Do Not Vote	No
13.c	Transfer Class A Shares Related to Personnel Option Plan for 2020	Mgmt	For	For	Do Not Vote	No
13.d	Sell Class A Shares to Cover Costs Related to Synthetic Shares to the Board	Mgmt	For	For	Do Not Vote	No
13.e	Sell Class A and B Shares to Cover Costs in Relation to the Performance Related Personnel Option Plans for 2015, 2016 and 2017	Mgmt	For	For	Do Not Vote	No
14	Close Meeting	Mgmt				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
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## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Atlas Copco AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Opening of Meeting; Elect Chairman of Meeting	Mgmt	For		For	No
2	Prepare and Approve List of Shareholders	Mgmt	For		For	No
3	Approve Agenda of Meeting	Mgmt	For		For	No
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For		For	No
5	Acknowledge Proper Convening of Meeting	Mgmt	For		For	No
6	Receive Financial Statements and Statutory Reports	Mgmt				
7	Receive CEO's Report; Questions	Mgmt				
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For		For	No
8.b	Approve Discharge of Board and President	Mgmt	For		For	No
8.c	Approve Allocation of Income and Dividends of SEK 3.50 Per Share	Mgmt	For		For	No
8.d	Approve Record Date for Dividend Payment	Mgmt	For		For	No
9.a	Determine Number of Members (9) and Deputy Members of Board (0)	Mgmt	For		For	No
9.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For		For	No
10.a	Reelect Staffan Bohman, Tina Donikowski, Johan Forssell, Sabine Neuss, Mats Rahmstrom, Hans Straberg and Peter Wallenberg Jr as Directors; Elect AnnaOhlsson-Leijon and Gordon Riske as New Directors	Mgmt	For		Against	No
10.b	Elect Hans Straberg as Board Chairman	Mgmt	For		Against	No
10.c	Ratify Ernst & Young as Auditors	Mgmt	For		For	No
11.a	Approve Remuneration of Directors in the Amount of SEK 2.3 Million to Chair and SEK 740,000 to Other Directors; Approve Remuneration for Committee Work; Approve Receiving Part of Remuneration in form of Synthetic Shares	Mgmt	For		For	No
11.b	Approve Remuneration of Auditors	Mgmt	For		For	No
12.a	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For		For	No
12.b	Approve Performance Based Stock Option Plan 2020 for Key Employees	Mgmt	For		For	No
13.a	Acquire Class A Shares Related to Personnel Option Plan for 2020	Mgmt	For		For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Atlas Copco AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
13.b	Acquire Class A Shares Related to Remuneration of Directors in the Form of Synthetic Shares	Mgmt	For	For		No
13.c	Transfer Class A Shares Related to Personnel Option Plan for 2020	Mgmt	For	For		No
13.d	Sell Class A Shares to Cover Costs Related to Synthetic Shares to the Board	Mgmt	For	For		No
13.e	Sell Class A and B Shares to Cover Costs in Relation to the Performance Related Personnel Option Plans for 2015, 2016 and 2017	Mgmt	For	For		No
14	Close Meeting	Mgmt				

### Avacta Group Plc

**Meeting Date:** 04/23/2020

**Country:** United Kingdom

**Primary Security ID:** G2967N117

**Record Date:** 04/21/2020

**Meeting Type:** Special

**Ticker:** AVCT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Authorise Issue of Equity in Connection with the Fundraising	Mgmt	For	For	For	No
2	Authorise Issue of Equity	Mgmt	For	For	For	No
3	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Against	Against	No

*Voting Policy Rationale: Item 2A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits. Item 3A vote AGAINST this resolution is warranted because: \* The proposed amount exceeds recommended limits of 10 percent of issued share capital.*

### CLS Holdings Plc

**Meeting Date:** 04/23/2020

**Country:** United Kingdom

**Primary Security ID:** G2212D187

**Record Date:** 04/21/2020

**Meeting Type:** Annual

**Ticker:** CLI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### CLS Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Re-elect Lennart Sten as Director	Mgmt	For	For	For	No
6	Re-elect Anna Seeley as Director	Mgmt	For	Abstain	Abstain	No
<p><i>Voting Policy Rationale: Items 5 &amp; 7-12: Elect and re-elect DirectorsA vote FOR these Directors is warranted as no significant concerns have been identified.Items 6, 13 &amp; 14: Re-elect Anna Seeley, Christopher Jarvis &amp; Bengt MortstedtAn ABSTENTION on these resolutions is warranted because:* They are non-independent NEDs and the composition of the Board is not compliant with the UK Code.The Abstentions recognise that significant improvements have been made to the Board and Committee compositions during the year.A vote FOR this resolution is warranted for those shareholders who have a fiduciary responsibility to vote either for or against, or who do not recognise abstention as a valid option.</i></p>						
7	Re-elect Fredrik Widlund as Director	Mgmt	For	For	For	No
8	Elect Andrew Kirkman as Director	Mgmt	For	For	For	No
9	Re-elect Sten Mortstedt as Director	Mgmt	For	For	For	No
10	Re-elect Elizabeth Edwards as Director	Mgmt	For	For	For	No
11	Elect Bill Holland as Director	Mgmt	For	For	For	No
12	Elect Denise Jagger as Director	Mgmt	For	For	For	No
13	Re-elect Christopher Jarvis as Director	Mgmt	For	Abstain	Abstain	No
<p><i>Voting Policy Rationale: Items 5 &amp; 7-12: Elect and re-elect DirectorsA vote FOR these Directors is warranted as no significant concerns have been identified.Items 6, 13 &amp; 14: Re-elect Anna Seeley, Christopher Jarvis &amp; Bengt MortstedtAn ABSTENTION on these resolutions is warranted because:* They are non-independent NEDs and the composition of the Board is not compliant with the UK Code.The Abstentions recognise that significant improvements have been made to the Board and Committee compositions during the year.A vote FOR this resolution is warranted for those shareholders who have a fiduciary responsibility to vote either for or against, or who do not recognise abstention as a valid option.</i></p>						
14	Re-elect Bengt Mortstedt as Director	Mgmt	For	Abstain	Abstain	No
<p><i>Voting Policy Rationale: Items 5 &amp; 7-12: Elect and re-elect DirectorsA vote FOR these Directors is warranted as no significant concerns have been identified.Items 6, 13 &amp; 14: Re-elect Anna Seeley, Christopher Jarvis &amp; Bengt MortstedtAn ABSTENTION on these resolutions is warranted because:* They are non-independent NEDs and the composition of the Board is not compliant with the UK Code.The Abstentions recognise that significant improvements have been made to the Board and Committee compositions during the year.A vote FOR this resolution is warranted for those shareholders who have a fiduciary responsibility to vote either for or against, or who do not recognise abstention as a valid option.</i></p>						
15	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
16	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
17	Approve Long-Term Incentive Plan	Mgmt	For	For	For	No
18	Authorise Issue of Equity	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Coventry Building Society

**Meeting Date:** 04/23/2020

**Country:** United Kingdom

**Primary Security ID:** G2479PHJ7

**Record Date:** 04/21/2020

**Meeting Type:** Annual

**Ticker:** CVBP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Refer		No
2	Approve Remuneration Policy	Mgmt	For	Refer		No
3	Approve Remuneration Report	Mgmt	For	Refer		No
4	Reappoint PricewaterhouseCoopersUK as Auditors	Mgmt	For	Refer		No
5	Re-elect Iraj Amiri as Director	Mgmt	For	Refer		No
6	Re-elect Peter Ayliffe as Director	Mgmt	For	Refer		No
7	Re-elect Andrew Deeks as Director	Mgmt	For	Refer		No
8	Re-elect Catherine Doran as Director	Mgmt	For	Refer		No
9	Re-elect Michele Faull as Director	Mgmt	For	Refer		No
10	Re-elect Peter Frost as Director	Mgmt	For	Refer		No
11	Re-elect Gary Hoffman as Director	Mgmt	For	Refer		No
12	Re-elect Joanne Kenrick as Director	Mgmt	For	Refer		No
13	Re-elect Martin Stewart as Director	Mgmt	For	Refer		No
14	Elect Shamira Mohammed as Director	Mgmt	For	Refer		No

### CRH Plc

**Meeting Date:** 04/23/2020

**Country:** Ireland

**Primary Security ID:** G25508105

**Record Date:** 04/21/2020

**Meeting Type:** Annual

**Ticker:** CRH

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4a	Re-elect Richie Boucher as Director	Mgmt	For	For	For	No
4b	Elect Johan Karlstrom as Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### CRH Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
4c	Elect Shaun Kelly as Director	Mgmt	For	For	For	No
4d	Re-elect Heather McSharry as Director	Mgmt	For	For	For	No
4e	Re-elect Albert Manifold as Director	Mgmt	For	For	For	No
4f	Re-elect Senan Murphy as Director	Mgmt	For	For	For	No
4g	Re-elect Gillian Platt as Director	Mgmt	For	For	For	No
4h	Re-elect Mary Rhinehart as Director	Mgmt	For	For	For	No
4i	Re-elect Lucinda Riches as Director	Mgmt	For	For	For	No
4j	Re-elect Siobhan Talbot as Director	Mgmt	For	For	For	No
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
6	Ratify Deloitte Ireland LLP as Auditors	Mgmt	For	For	For	No
7	Authorise Issue of Equity	Mgmt	For	For	For	No
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
9	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
10	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
11	Authorise Reissuance of Treasury Shares	Mgmt	For	For	For	No
12	Approve Scrip Dividend	Mgmt	For	For	For	No

### Croda International Plc

**Meeting Date:** 04/23/2020

**Country:** United Kingdom

**Primary Security ID:** G25536155

**Record Date:** 04/21/2020

**Meeting Type:** Annual

**Ticker:** CRDA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Re-elect Roberto Cirillo as Director	Mgmt	For	For	For	No
6	Re-elect Jacqui Ferguson as Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Croda International Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
7	Re-elect Steve Foots as Director	Mgmt	For	For	For	No
8	Re-elect Anita Frew as Director	Mgmt	For	For	For	No
9	Re-elect Helena Ganczakowski as Director	Mgmt	For	For	For	No
10	Re-elect Keith Layden as Director	Mgmt	For	For	For	No
11	Re-elect Jez Maiden as Director	Mgmt	For	For	For	No
12	Elect John Ramsay as Director	Mgmt	For	For	For	No
13	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
21	Amend Performance Share Plan 2014	Mgmt	For	For	For	No

### Fortum Oyj

**Meeting Date:** 04/23/2020

**Country:** Finland

**Primary Security ID:** X2978Z118

**Record Date:** 04/09/2020

**Meeting Type:** Annual

**Ticker:** FORTUM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Open Meeting	Mgmt				
2	Call the Meeting to Order	Mgmt				
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt	For	For	For	No
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
5	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Fortum Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
6	Receive Financial Statements and Statutory Reports	Mgmt				
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
8	Approve Allocation of Income and Dividends of EUR 1.10 Per Share	Mgmt	For	For	For	No
9	Approve Discharge of Board and President	Mgmt	For	For	For	No
10	Receive Committee Chairmen's Review on the Remuneration Policy of the Company	Mgmt				
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For	No
12	Approve Remuneration of Directors in the Amount of EUR 77,200 for Chair, EUR 57,500 for Deputy Chair and EUR 40,400 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For	No
13	Fix Number of Directors at Nine	Mgmt	For	For	For	No
14	Reelect Eva Hamilton, Essimari Kairisto, Matti Lievonen (Chair), Klaus-Dieter Maubach (Vice Chair), Anja McAlister, Veli-Matti Reinikkala and Philipp Rosler as Directors; Elect Teppo Paavola and Annette Stube as New Directors	Mgmt	For	For	For	No
15	Approve Remuneration of Auditors	Mgmt	For	For	For	No
16	Ratify Deloitte as Auditors	Mgmt	For	For	For	No
17	Authorize Share Repurchase Program	Mgmt	For	For	For	No
18	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For	No
19	Approve Charitable Donations	Mgmt	For	For	For	No
	Shareholder Proposal Submitted by WWF Finland	Mgmt				
20	Include Paris Agreement 1.5-degree Celsius Target in Articles of Association	SH	Against	Against	Against	No
21	Close Meeting	Mgmt				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Open Meeting	Mgmt				
2	Call the Meeting to Order	Mgmt				
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Fortum Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For		No
5	Prepare and Approve List of Shareholders	Mgmt	For	For		No
6	Receive Financial Statements and Statutory Reports	Mgmt				
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For		No
8	Approve Allocation of Income and Dividends of EUR 1.10 Per Share	Mgmt	For	For		No
9	Approve Discharge of Board and President	Mgmt	For	For		No
10	Receive Committee Chairmen's Review on the Remuneration Policy of the Company	Mgmt				
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For		No
12	Approve Remuneration of Directors in the Amount of EUR 77,200 for Chair, EUR 57,500 for Deputy Chair and EUR 40,400 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For		No
13	Fix Number of Directors at Nine	Mgmt	For	For		No
14	Reelect Eva Hamilton, Essimari Kairisto, Matti Lievonen (Chair), Klaus-Dieter Maubach (Vice Chair), Anja McAlister, Veli-Matti Reinikkala and Philipp Rosler as Directors; Elect Teppo Paavola and Annette Stube as New Directors	Mgmt	For	For		No
15	Approve Remuneration of Auditors	Mgmt	For	For		No
16	Ratify Deloitte as Auditors	Mgmt	For	For		No
17	Authorize Share Repurchase Program	Mgmt	For	For		No
18	Authorize Reissuance of Repurchased Shares	Mgmt	For	For		No
19	Approve Charitable Donations	Mgmt	For	For		No
	Shareholder Proposal Submitted by WWF Finland	Mgmt				
20	Include Paris Agreement 1.5-degree Celsius Target in Articles of Association	SH	Against	Against		No
21	Close Meeting	Mgmt				

### Heineken NV

**Meeting Date:** 04/23/2020

**Country:** Netherlands

**Primary Security ID:** N39427211

**Record Date:** 03/26/2020

**Meeting Type:** Annual

**Ticker:** HEIA



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

## Heineken NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Annual Meeting Agenda	Mgmt				
1.a	Receive Report of Management Board (Non-Voting)	Mgmt				
1.b	Approve Remuneration Report	Mgmt	For	For	For	No
1.c	Adopt Financial Statements	Mgmt	For	For	For	No
1.d	Receive Explanation on Dividend Policy	Mgmt				
1.e	Approve Dividends of EUR 1.68 Per Share	Mgmt	For	For	For	No
1.f	Approve Discharge of Management Board	Mgmt	For	For	For	No
1.g	Approve Discharge of Supervisory Board	Mgmt	For	For	For	No
2.a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
2.b	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	For	No
2.c	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 2.b	Mgmt	For	For	For	No
3	Approve Remuneration Policy for Management Board	Mgmt	For	For	For	No
4	Approve Remuneration Policy for Supervisory Board	Mgmt	For	For	For	No
5	Ratify Deloitte as Auditors	Mgmt	For	For	For	No
6.a	Amend Articles 7, 9, 10, 12, 13 Paragraph 1 and Article 18 of the Articles of Association	Mgmt	For	For	For	No
6.b	Amend Article 13 Paragraph 10 of the Articles of Association	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote FOR Item 6a is warranted because the proposed amendment are not considered contentious and would largely reflect legal updates related to the implementation of the Shareholder Rights Directive into Dutch law. A vote AGAINST Item 6b is warranted because the shareholding requirement to submit shareholder resolutions is increased from approximately 0.1 percent to 1 percent of the capital. This development is considered not to be in shareholders' interest as this would limit the rights of minority shareholders.</i></p>						
7	Elect Dolf van den Brink to Management Board	Mgmt	For	For	For	No
8	Reelect Pamela Mars Wright to Supervisory Board	Mgmt	For	For	For	No
9	Close Meeting	Mgmt				

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

## Johnson & Johnson

**Meeting Date:** 04/23/2020

**Country:** USA

**Primary Security ID:** 478160104

**Record Date:** 02/25/2020

**Meeting Type:** Annual

**Ticker:** JNJ

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Mary C. Beckerle	Mgmt	For	For	For	No
1b	Elect Director D. Scott Davis	Mgmt	For	For	For	No
1c	Elect Director Ian E. L. Davis	Mgmt	For	For	For	No
1d	Elect Director Jennifer A. Doudna	Mgmt	For	For	For	No
1e	Elect Director Alex Gorsky	Mgmt	For	For	For	No
1f	Elect Director Marillyn A. Hewson	Mgmt	For	For	For	No
1g	Elect Director Hubert Joly	Mgmt	For	For	For	No
1h	Elect Director Mark B. McClellan	Mgmt	For	For	For	No
1i	Elect Director Anne M. Mulcahy	Mgmt	For	For	For	No
1j	Elect Director Charles Prince	Mgmt	For	For	For	No
1k	Elect Director A. Eugene Washington	Mgmt	For	For	For	No
1l	Elect Director Mark A. Weinberger	Mgmt	For	For	For	No
1m	Elect Director Ronald A. Williams	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
4	Amend Certificate of Incorporation to Permit Removal of Directors With or Without Cause	Mgmt	For	For	For	No
5	Require Independent Board Chair	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. The proponent raises a compelling argument that JNJ would be best served by adopting an independent chair policy at its next CEO transition in light of the mounting – and potentially material – legal and reputational risks facing the company, particularly around key JNJ consumer brands and its role in the opioid epidemic. These circumstances suggest that shareholders would benefit from the most robust form of independent board oversight, in the form of an independent board chair.</i></p>						
6	Report on Governance Measures Implemented Related to Opioids	SH	Against	For	For	No

*Voting Policy Rationale: A vote FOR this proposal is warranted because shareholders would benefit from more specific information about proactive steps the board is taking to mitigate risks related to the manufacture and marketing of opioid-related products, and that incentives are aligned with the health of the communities it serves.*

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Lockheed Martin Corporation

Meeting Date: 04/23/2020

Country: USA

Primary Security ID: 539830109

Record Date: 02/24/2020

Meeting Type: Annual

Ticker: LMT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Daniel F. Akerson	Mgmt	For	For	For	No
1.2	Elect Director David B. Burritt	Mgmt	For	For	For	No
1.3	Elect Director Bruce A. Carlson	Mgmt	For	For	For	No
1.4	Elect Director Joseph F. Dunford, Jr.	Mgmt	For	For	For	No
1.5	Elect Director James O. Ellis, Jr.	Mgmt	For	For	For	No
1.6	Elect Director Thomas J. Falk	Mgmt	For	For	For	No
1.7	Elect Director Ilene S. Gordon	Mgmt	For	For	For	No
1.8	Elect Director Marillyn A. Hewson	Mgmt	For	For	For	No
1.9	Elect Director Vicki A. Hollub	Mgmt	For	For	For	No
1.10	Elect Director Jeh C. Johnson	Mgmt	For	For	For	No
1.11	Elect Director Debra L. Reed-Klages	Mgmt	For	For	For	No
1.12	Elect Director James D. Taiclet, Jr.	Mgmt	For	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Approve Omnibus Stock Plan	Mgmt	For	For	For	No
5	Provide Right to Act by Written Consent	SH	Against	For	For	No

*Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.*

### Nestle SA

Meeting Date: 04/23/2020

Country: Switzerland

Primary Security ID: H57312649

Record Date:

Meeting Type: Annual

Ticker: NESN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1 )	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
1.2 )	Approve Remuneration Report	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Nestle SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of CHF 2.70 per Share	Mgmt	For	For	For	No
4.1.a	Reelect Paul Bulcke as Director and Board Chairman	Mgmt	For	For	For	No
4.1.b	Reelect Ulf Schneider as Director	Mgmt	For	For	For	No
4.1.c	Reelect Henri de Castries as Director	Mgmt	For	For	For	No
4.1.d	Reelect Renato Fassbind as Director	Mgmt	For	For	For	No
4.1.e	Reelect Ann Veneman as Director	Mgmt	For	For	For	No
4.1.f	Reelect Eva Cheng as Director	Mgmt	For	For	For	No
4.1.g	Reelect Patrick Aebischer as Director	Mgmt	For	For	For	No
4.1.h	Reelect Ursula Burns as Director	Mgmt	For	For	For	No
4.1.i	Reelect Kasper Rorsted as Director	Mgmt	For	For	For	No
4.1.j	Reelect Pablo Isla as Director	Mgmt	For	For	For	No
4.1.k	Reelect Kimberly Ross as Director	Mgmt	For	For	For	No
4.1.l	Reelect Dick Boer as Director	Mgmt	For	For	For	No
4.1.m	Reelect Dinesh Paliwal as Director	Mgmt	For	For	For	No
4.2	Elect Hanne Jimenez de Mora as Director	Mgmt	For	For	For	No
4.3.1	Appoint Patrick Aebischer as Member of the Compensation Committee	Mgmt	For	For	For	No
4.3.2	Appoint Ursula Burns as Member of the Compensation Committee	Mgmt	For	For	For	No
4.3.3	Appoint Pablo Isla as Member of the Compensation Committee	Mgmt	For	For	For	No
4.3.4	Appoint Dick Boer as Member of the Compensation Committee	Mgmt	For	For	For	No
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For	No
4.5	Designate Hartmann Dreyer as Independent Proxy	Mgmt	For	For	For	No
5.1	Approve Remuneration of Directors in the Amount of CHF 10 Million	Mgmt	For	For	For	No
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 55 Million	Mgmt	For	For	For	No
6	Approve CHF 9.5 Million Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
7	Transact Other Business (Voting)	Mgmt	Against	Against	Against	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Nestle SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For		No
1.2	Approve Remuneration Report	Mgmt	For	For		No
2	Approve Discharge of Board and Senior Management	Mgmt	For	For		No
3	Approve Allocation of Income and Dividends of CHF 2.70 per Share	Mgmt	For	For		No
4.1.a	Reelect Paul Bulcke as Director and Board Chairman	Mgmt	For	For		No
4.1.b	Reelect Ulf Schneider as Director	Mgmt	For	For		No
4.1.c	Reelect Henri de Castries as Director	Mgmt	For	For		No
4.1.d	Reelect Renato Fassbind as Director	Mgmt	For	For		No
4.1.e	Reelect Ann Veneman as Director	Mgmt	For	For		No
4.1.f	Reelect Eva Cheng as Director	Mgmt	For	For		No
4.1.g	Reelect Patrick Aebischer as Director	Mgmt	For	For		No
4.1.h	Reelect Ursula Burns as Director	Mgmt	For	For		No
4.1.i	Reelect Kasper Rorsted as Director	Mgmt	For	For		No
4.1.j	Reelect Pablo Isla as Director	Mgmt	For	For		No
4.1.k	Reelect Kimberly Ross as Director	Mgmt	For	For		No
4.1.l	Reelect Dick Boer as Director	Mgmt	For	For		No
4.1.m	Reelect Dinesh Paliwal as Director	Mgmt	For	For		No
4.2	Elect Hanne Jimenez de Mora as Director	Mgmt	For	For		No
4.3.1	Appoint Patrick Aebischer as Member of the Compensation Committee	Mgmt	For	For		No
4.3.2	Appoint Ursula Burns as Member of the Compensation Committee	Mgmt	For	For		No
4.3.3	Appoint Pablo Isla as Member of the Compensation Committee	Mgmt	For	For		No
4.3.4	Appoint Dick Boer as Member of the Compensation Committee	Mgmt	For	For		No
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For		No
4.5	Designate Hartmann Dreyer as Independent Proxy	Mgmt	For	For		No
5.1	Approve Remuneration of Directors in the Amount of CHF 10 Million	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Nestle SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 55 Million	Mgmt	For	For		No
6	Approve CHF 9.5 Million Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For		No
7	Transact Other Business (Voting)	Mgmt	Against	Against		No

### Pfizer Inc.

Meeting Date: 04/23/2020

Country: USA

Primary Security ID: 717081103

Record Date: 02/25/2020

Meeting Type: Annual

Ticker: PFE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Ronald E. Blaylock	Mgmt	For	For	For	No
1.2	Elect Director Albert Bourla	Mgmt	For	For	For	No
1.3	Elect Director W. Don Cornwell	Mgmt	For	For	For	No
1.4	Elect Director Joseph J. Echevarria	Mgmt	For	For	For	No
1.5	Elect Director Scott Gottlieb	Mgmt	For	For	For	No
1.6	Elect Director Helen H. Hobbs	Mgmt	For	For	For	No
1.7	Elect Director Susan Hockfield	Mgmt	For	For	For	No
1.8	Elect Director James M. Kilts	Mgmt	For	For	For	No
1.9	Elect Director Dan R. Littman	Mgmt	For	For	For	No
1.10	Elect Director Shantanu Narayen	Mgmt	For	For	For	No
1.11	Elect Director Suzanne Nora Johnson	Mgmt	For	For	For	No
1.12	Elect Director James Quincey	Mgmt	For	For	For	No
1.13	Elect Director James C. Smith	Mgmt	For	For	For	No
2	Ratify KPMG LLP as Auditor	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Provide Right to Act by Written Consent	SH	Against	Against	Against	No
5	Amend Proxy Access Right	SH	Against	For	For	No

*Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed elimination of the 20 shareholder aggregation limit and the proposed increase in nomination limit to 25 percent of the board would improve the company's existing proxy access right for shareholders.*

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Pfizer Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
6	Report on Lobbying Payments and Policy	SH	Against	Against	Against	No
7	Require Independent Board Chair	SH	Against	Against	Against	No
8	Report on Gender Pay Gap	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from more information to measure the progress of the company's diversity and inclusion initiatives.</i>						
9	Elect Director Susan Desmond-Hellmann	Mgmt	For	For	For	No

### RELX Plc

Meeting Date: 04/23/2020

Country: United Kingdom

Primary Security ID: G7493L105

Record Date: 04/21/2020

Meeting Type: Annual

Ticker: REL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
6	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
7	Elect Charlotte Hogg as Director	Mgmt	For	For	For	No
8	Re-elect Erik Engstrom as Director	Mgmt	For	For	For	No
9	Re-elect Sir Anthony Habgood as Director	Mgmt	For	For	For	No
10	Re-elect Wolfhart Hauser as Director	Mgmt	For	For	For	No
11	Re-elect Marike van Lier Lels as Director	Mgmt	For	For	For	No
12	Re-elect Nick Luff as Director	Mgmt	For	For	For	No
13	Re-elect Robert MacLeod as Director	Mgmt	For	For	For	No
14	Re-elect Linda Sanford as Director	Mgmt	For	For	For	No
15	Re-elect Andrew Sukawaty as Director	Mgmt	For	For	For	No
16	Re-elect Suzanne Wood as Director	Mgmt	For	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### RELX Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Schneider Electric SE

**Meeting Date:** 04/23/2020

**Country:** France

**Primary Security ID:** F86921107

**Record Date:** 04/21/2020

**Meeting Type:** Annual/Special

**Ticker:** SU

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of EUR 2.55 per Share	Mgmt	For	For	For	No
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For	No
5	Approve Termination Package of Emmanuel Babeau, Vice-CEO	Mgmt	For	For	For	No
6	Approve Compensation Report	Mgmt	For	For	For	No
7	Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO	Mgmt	For	For	For	No
8	Approve Compensation of Emmanuel Babeau, Vice-CEO	Mgmt	For	For	For	No
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For	No
10	Approve Remuneration Policy of Emmanuel Babeau, Vice-CEO	Mgmt	For	For	For	No
11	Approve Remuneration Policy of Board Members	Mgmt	For	For	For	No
12	Reelect Leo Apotheker as Director	Mgmt	For	For	For	No
13	Reelect Cecile Cabanis as Director	Mgmt	For	For	For	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Schneider Electric SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
14	Reelect Fred Kindle as Director	Mgmt	For	For	For	No
15	Reelect Willy Kissling as Director	Mgmt	For	For	For	No
16	Elect Jill Lee as Director	Mgmt	For	For	For	No
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
18	Amend Article 11 of Bylaws to Comply with New Regulation Re: Employee Representatives	Mgmt	For	For	For	No
19	Amend Articles 13 and 16 of Bylaws to Comply with New Regulation	Mgmt	For	For	For	No
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For	No
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For		No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For		No
3	Approve Allocation of Income and Dividends of EUR 2.55 per Share	Mgmt	For	For		No
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For		No
5	Approve Termination Package of Emmanuel Babeau, Vice-CEO	Mgmt	For	For		No
6	Approve Compensation Report	Mgmt	For	For		No
7	Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO	Mgmt	For	For		No
8	Approve Compensation of Emmanuel Babeau, Vice-CEO	Mgmt	For	For		No
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For		No
10	Approve Remuneration Policy of Emmanuel Babeau, Vice-CEO	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Schneider Electric SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
11	Approve Remuneration Policy of Board Members	Mgmt	For	For		No
12	Reelect Leo Apotheker as Director	Mgmt	For	For		No
13	Reelect Cecile Cabanis as Director	Mgmt	For	For		No
14	Reelect Fred Kindle as Director	Mgmt	For	For		No
15	Reelect Willy Kissling as Director	Mgmt	For	For		No
16	Elect Jill Lee as Director	Mgmt	For	For		No
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For		No
	Extraordinary Business	Mgmt				
18	Amend Article 11 of Bylaws to Comply with New Regulation Re: Employee Representatives	Mgmt	For	For		No
19	Amend Articles 13 and 16 of Bylaws to Comply with New Regulation	Mgmt	For	For		No
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For		No
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For		No
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For		No

### Taylor Wimpey Plc

**Meeting Date:** 04/23/2020

**Country:** United Kingdom

**Primary Security ID:** G86954107

**Record Date:** 04/21/2020

**Meeting Type:** Annual

**Ticker:** TW

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	Abstain	Abstain	No
<i>Voting Policy Rationale: An ABSTAIN on the final dividend is warranted as the resolution will be withdrawn. A vote FOR this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise abstention as a valid option.</i>						
3	Approve Special Dividend	Mgmt	For	Abstain	Abstain	No
<i>Voting Policy Rationale: An ABSTAIN on the special dividend is warranted as the resolution will be withdrawn. A vote FOR this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise abstention as a valid option.</i>						

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Taylor Wimpey Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
4	Elect Irene Dorner as Director	Mgmt	For	For	For	No
5	Re-elect Pete Redfern as Director	Mgmt	For	For	For	No
6	Re-elect Chris Carney as Director	Mgmt	For	For	For	No
7	Re-elect Jennie Daly as Director	Mgmt	For	For	For	No
8	Re-elect Kate Barker as Director	Mgmt	For	For	For	No
9	Re-elect Gwyn Burr as Director	Mgmt	For	For	For	No
10	Re-elect Angela Knight as Director	Mgmt	For	For	For	No
11	Elect Robert Noel as Director	Mgmt	For	For	For	No
12	Re-elect Humphrey Singer as Director	Mgmt	For	For	For	No
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
19	Approve Remuneration Report	Mgmt	For	For	For	No
20	Approve Remuneration Policy	Mgmt	For	For	For	No
21	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Texas Instruments Incorporated

Meeting Date: 04/23/2020

Country: USA

Primary Security ID: 882508104

Record Date: 02/24/2020

Meeting Type: Annual

Ticker: TXN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Mark A. Blinn	Mgmt	For	For	For	No
1b	Elect Director Todd M. Bluedorn	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Texas Instruments Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1c	Elect Director Janet F. Clark	Mgmt	For	For	For	No
1d	Elect Director Carrie S. Cox	Mgmt	For	For	For	No
1e	Elect Director Martin S. Craighead	Mgmt	For	For	For	No
1f	Elect Director Jean M. Hobby	Mgmt	For	For	For	No
1g	Elect Director Michael D. Hsu	Mgmt	For	For	For	No
1h	Elect Director Ronald Kirk	Mgmt	For	For	For	No
1i	Elect Director Pamela H. Patsley	Mgmt	For	For	For	No
1j	Elect Director Robert E. Sanchez	Mgmt	For	For	For	No
1k	Elect Director Richard k. Templeton	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No

### Tullow Oil Plc

Meeting Date: 04/23/2020

Country: United Kingdom

Primary Security ID: G91235104

Record Date: 04/21/2020

Meeting Type: Annual

Ticker: TLW

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Re-elect Mike Daly as Director	Mgmt	For	For	For	No
5	Elect Martin Greenslade as Director	Mgmt	For	For	For	No
6	Elect Sheila Khama as Director	Mgmt	For	For	For	No
7	Elect Genevieve Sangudi as Director	Mgmt	For	For	For	No
8	Re-elect Dorothy Thompson as Director	Mgmt	For	For	For	No
9	Re-elect Jeremy Wilson as Director	Mgmt	For	For	For	No
10	Re-elect Les Wood as Director	Mgmt	For	For	For	No
11	Appoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Tullow Oil Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
13	Authorise Issue of Equity	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

### Wolters Kluwer NV

**Meeting Date:** 04/23/2020

**Country:** Netherlands

**Primary Security ID:** N9643A197

**Record Date:** 03/26/2020

**Meeting Type:** Annual

**Ticker:** WKL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Annual Meeting Agenda	Mgmt				
1	Open Meeting	Mgmt				
2.a	Receive Report of Management Board (Non-Voting)	Mgmt				
2.b	Receive Report of Supervisory Board (Non-Voting)	Mgmt				
2.c	Approve Remuneration Report	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because: * The Pay for Performance evaluation indicates the 2019 pay package is considered excessive relative to European peers. Similar concerns were raised for previous year pay packages in 2015, 2016, 2017, and 2018, where this is the first year the remuneration report and thus outcomes are subject to a shareholders' vote. * The company's pay benchmarking peer group is consisting of 56 percent US peers, driving up the benchmark for remuneration levels. We raise concerns with the composition of the peer group and more specifically with regard to the overweight of US peers driving the size of the pay package. * The company has not provided disclosure on the actual performance relative to the targets to fully understand how payouts relate to individual performance metrics.</i></p>						
3.a	Adopt Financial Statements	Mgmt	For	For	For	No
3.b	Receive Explanation on Dividend Policy	Mgmt				
3.c	Approve Dividends of EUR 1.18 Per Share	Mgmt	For	For	For	No
4.a	Approve Discharge of Management Board	Mgmt	For	For	For	No
4.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For	No
5.a	Reelect Jeanette Horan to Supervisory Board	Mgmt	For	For	For	No
5.b	Elect Jack de Kreij to Supervisory Board	Mgmt	For	For	For	No
5.c	Elect Sophie Vandebroek to Supervisory Board	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Wolters Kluwer NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
6	Approve Remuneration Policy for Management Board	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because:* The remuneration policy remains largely unchanged to the current policy where the quantum concern (see analysis of the remuneration report) is not adequately addressed;* The pay benchmarking peer group is predominantly (56 percent) composed of US peers, driving up the benchmark for setting quantum levels at Wolters Kluwer as a European companies. We raise concerns with the composition of the peer group and more specifically with regard to the overweight of US peers. )</i></p>						
7.a )	Approve Remuneration Policy for Supervisory Board	Mgmt	For	For	For	No
7.b )	Amend Remuneration of Supervisory Board Members	Mgmt	For	For	For	No
8.a )	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	For	No
8.b )	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For	No
9 )	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
10 )	Authorize Cancellation of Repurchased Shares	Mgmt	For	For	For	No
11 )	Other Business (Non-Voting)	Mgmt				
12 )	Close Meeting	Mgmt				

### Abbott Laboratories

**Meeting Date:** 04/24/2020

**Country:** USA

**Primary Security ID:** 002824100

**Record Date:** 02/26/2020

**Meeting Type:** Annual

**Ticker:** ABT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Robert J. Alpern	Mgmt	For )	For	For	No
1.2	Elect Director Roxanne S. Austin	Mgmt	For )	For	For	No
1.3	Elect Director Sally E. Blount	Mgmt	For )	For	For	No
1.4	Elect Director Robert B. Ford	Mgmt	For )	For	For	No
1.5	Elect Director Michelle A. Kumbier	Mgmt	For )	For	For	No
1.6	Elect Director Edward M. Liddy	Mgmt	For )	For	For	No
1.7	Elect Director Darren W. McDew	Mgmt	For )	For	For	No
1.8	Elect Director Nancy McKinstry	Mgmt	For )	For	For	No
1.9	Elect Director Phebe N. Novakovic	Mgmt	For )	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Abbott Laboratories

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.10	Elect Director William A. Osborn	Mgmt	For	For	For	No
1.11	Elect Director Daniel J. Starks	Mgmt	For	For	For	No
1.12	Elect Director John G. Stratton	Mgmt	For	For	For	No
1.13	Elect Director Glenn F. Tilton	Mgmt	For	For	For	No
1.14	Elect Director Miles D. White	Mgmt	For	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Report on Lobbying Payments and Policy	SH	Against	Against	Against	No
5	Increase Disclosure of Compensation Adjustments	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. While the company discloses the adjustments made to performance metrics from GAAP, and the committee's reasoning for using each adjusted metric, a line-by-line reconciliation of adjustments and explanations regarding them would provide greater transparency around each adjustment and the underlying rationale, which would benefit shareholders.</i>						
6	Require Shareholder Approval of Bylaw Amendments Adopted by the Board of Directors	SH	Against	Against	Against	No
7	Adopt Simple Majority Vote	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement enhances shareholder rights.</i>						

### Ambev SA

Meeting Date: 04/24/2020

Country: Brazil

Primary Security ID: P0273U106

Record Date:

Meeting Type: Annual

Ticker: ABEV3

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2019	Mgmt	For	For	Do Not Vote	No
2	Approve Allocation of Income and Dividends	Mgmt	For	For	Do Not Vote	No
3	Fix Number of Directors at 11	Mgmt	For	For	Do Not Vote	No
4	Elect Directors	Mgmt	For	For	Do Not Vote	No
5	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	Mgmt	None	Against	Do Not Vote	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Ambev SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
6	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?  APPLIES ONLY IF CUMULATIVE VOTING IS ADOPTED - If You Vote FOR on Item 6, Votes Will Be Automatically Distributed in Equal % Amongst The Nominees voted FOR below. If You Vote AGST, Contact Your Client Service Rep to Disproportionately Allocate % of Votes	Mgmt	None	Abstain	Do Not Vote	No
7.1	Percentage of Votes to Be Assigned - Elect Victorio Carlos de Marchi as Director	Mgmt	None	Abstain	Do Not Vote	No
7.2	Percentage of Votes to Be Assigned - Elect Carlos Alves de Brito as Director	Mgmt	None	Abstain	Do Not Vote	No
7.3	Percentage of Votes to Be Assigned - Elect Milton Seligman as Director	Mgmt	None	Abstain	Do Not Vote	No
7.4	Percentage of Votes to Be Assigned - Elect Jose Heitor Attilio Gracioso as Director	Mgmt	None	Abstain	Do Not Vote	No
7.5	Percentage of Votes to Be Assigned - Elect Vicente Falconi Campos as Director	Mgmt	None	Abstain	Do Not Vote	No
7.6	Percentage of Votes to Be Assigned - Elect Luis Felipe Pedreira Dutra Leite as Director	Mgmt	None	Abstain	Do Not Vote	No
7.7	Percentage of Votes to Be Assigned - Elect Roberto Moses Thompson Motta as Director	Mgmt	None	Abstain	Do Not Vote	No
7.8	Percentage of Votes to Be Assigned - Elect Nelson Jose Jamel as Director	Mgmt	None	Abstain	Do Not Vote	No
7.9	Percentage of Votes to Be Assigned - Elect Cecilia Sicupira as Director	Mgmt	None	Abstain	Do Not Vote	No
7.10	Percentage of Votes to Be Assigned - Elect Antonio Carlos Augusto Ribeiro Bonchristiano as Independent Director	Mgmt	None	Abstain	Do Not Vote	No
7.11	Percentage of Votes to Be Assigned - Elect Marcos de Barros Lisboa as Independent Director	Mgmt	None	Abstain	Do Not Vote	No
7.12	Percentage of Votes to Be Assigned - Elect Carlos Eduardo Klutzenschell Lisboa as Alternate Director	Mgmt	None	Abstain	Do Not Vote	No
7.13	Percentage of Votes to Be Assigned - Elect Michel Dimitrios Doukeris as Alternate Director	Mgmt	None	Abstain	Do Not Vote	No
8	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Mgmt	None	Abstain	Do Not Vote	No
9	Elect Fiscal Council Members	Mgmt	For	Abstain	Do Not Vote	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Ambev SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
10	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	Mgmt	None	Against	Do Not Vote	No
11	Elect Vinicius Balbino Bouhid as Fiscal Council Member and Carlos Tersandro Fonseca Adeodato as Alternate Appointed by Minority Shareholder	SH	None	For	Do Not Vote	No
12	Approve Remuneration of Company's Management	Mgmt	For	For	Do Not Vote	No
13	Approve Remuneration of Fiscal Council Members	Mgmt	For	For	Do Not Vote	No
14	In the Event of a Second Call, the Voting Instructions Contained in this Remote Voting Card May Also be Considered for the Second Call?	Mgmt	None	For	Do Not Vote	No

### Ambev SA

**Meeting Date:** 04/24/2020

**Country:** Brazil

**Primary Security ID:** P0273U106

**Record Date:**

**Meeting Type:** Special

**Ticker:** ABEV3

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Amend Article 5 to Reflect Changes in Capital	Mgmt	For	For	Do Not Vote	No
2	Amend Article 8	Mgmt	For	For	Do Not Vote	No
3	Amend Articles 11, 15, 16, 17, 18 and 19	Mgmt	For	For	Do Not Vote	No
4	Amend Article 21	Mgmt	For	For	Do Not Vote	No
5	Amend Articles 22 to 34	Mgmt	For	For	Do Not Vote	No
6	Consolidate Bylaws	Mgmt	For	For	Do Not Vote	No
7	Amend Restricted Stock Plan	Mgmt	For	Against	Do Not Vote	No
8	In the Event of a Second Call, the Voting Instructions Contained in this Remote Voting Card May Also be Considered for the Second Call?	Mgmt	None	For	Do Not Vote	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### AT&T Inc.

**Meeting Date:** 04/24/2020

**Country:** USA

**Primary Security ID:** 00206R102

**Record Date:** 02/26/2020

**Meeting Type:** Annual

**Ticker:** T

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Randall L. Stephenson	Mgmt	For	For	For	No
1.2	Elect Director Samuel A. Di Piazza, Jr.	Mgmt	For	For	For	No
1.3	Elect Director Richard W. Fisher	Mgmt	For	For	For	No
1.4	Elect Director Scott T. Ford	Mgmt	For	For	For	No
1.5	Elect Director Glenn H. Hutchins	Mgmt	For	For	For	No
1.6	Elect Director William E. Kennard	Mgmt	For	For	For	No
1.7	Elect Director Debra L. Lee	Mgmt	For	For	For	No
1.8	Elect Director Stephen J. Luczo	Mgmt	For	For	For	No
1.9	Elect Director Michael B. McCallister	Mgmt	For	For	For	No
1.10	Elect Director Beth E. Mooney	Mgmt	For	For	For	No
1.11	Elect Director Matthew K. Rose	Mgmt	For	For	For	No
1.12	Elect Director Cynthia B. Taylor	Mgmt	For	For	For	No
1.13	Elect Director Geoffrey Y. Yang	Mgmt	For	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Require Independent Board Chairman	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. While there are no particular concerns at this time with respect to the company's performance or governance practices, the proposed separation of the CEO and chair roles, without a commitment to establish an independent chair, could establish a potentially confusing and cumbersome multi-headed leadership structure.</i>						
5	Approve Nomination of Employee Representative Director	SH	Against	Against	Against	No
6	Improve Guiding Principles of Executive Compensation	SH	Against	Against	Against	No

### Baloise Holding AG

**Meeting Date:** 04/24/2020

**Country:** Switzerland

**Primary Security ID:** H04530202

**Record Date:**

**Meeting Type:** Annual

**Ticker:** BALN

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

## Baloise Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of CHF 6.40 per Share	Mgmt	For	For	For	No
4.1a	Reelect Andreas Burckhardt as Director and Board Chairman	Mgmt	For	For	For	No
4.1b	Reelect Andreas Beerli as Director	Mgmt	For	For	For	No
4.1c	Reelect Christoph Gloor as Director	Mgmt	For	For	For	No
4.1d	Reelect Hugo Lasat as Director	Mgmt	For	For	For	No
4.1e	Reelect Christoph Maeder as Director	Mgmt	For	For	For	No
4.1f	Reelect Markus Neuhaus as Director	Mgmt	For	For	For	No
4.1g	Reelect Thomas von Planta as Director	Mgmt	For	For	For	No
4.1h	Reelect Thomas Pleines as Director	Mgmt	For	For	For	No
4.1i	Reelect Hans-Joerg Schmidt-Trenz as Director	Mgmt	For	For	For	No
4.1j	Reelect Marie-Noelle Venturi - Zen-Ruffinen as Director	Mgmt	For	For	For	No
4.2.1	Appoint Christoph Maeder as Member of the Compensation Committee	Mgmt	For	For	For	No
4.2.2	Appoint Thomas Pleines as Member of the Compensation Committee	Mgmt	For	For	For	No
4.2.3	Appoint Hans-Joerg Schmidt-Trenz as Member of the Compensation Committee	Mgmt	For	For	For	No
4.2.4	Appoint Marie-Noelle Venturi-Zen-Ruffinen as Member of the Compensation Committee	Mgmt	For	For	For	No
4.3	Designate Christophe Sarasin as Independent Proxy	Mgmt	For	For	For	No
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For	No
5.1	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	Mgmt	For	For	For	No
5.2.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4 Million	Mgmt	For	For	For	No
5.2.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 5.2 Million	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Baloise Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
6	Transact Other Business (Voting)	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because:* This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and* The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i></p>						

### Hermes International SCA

Meeting Date: 04/24/2020

Country: France

Primary Security ID: F48051100

Record Date: 04/22/2020

Meeting Type: Annual/Special

Ticker: RMS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Discharge of General Managers	Mgmt	For	For	For	No
4	Approve Allocation of Income and Dividends of EUR 4.55 per Share	Mgmt	For	For	For	No
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because:* The company failed to provide sufficient information concerning a consulting agreement entered into with Studio des Fleurs. It is therefore impossible to ascertain that the continuation of this agreement is in shareholders' interests; and* The company fails to provide comprehensive information regarding the transactions with RDAI. In this context, it is impossible to ascertain that the continuation of transactions with RDAI is the interest of all shareholders.</i></p>						
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against	No
7	Approve Compensation of Corporate Officers	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted because the discretionary power to set executives' remunerations lies in the hands of the general partner, which is the same legal entity as one of the general managers and is controlled by the family of the other general manager, leading to an important conflict of interest.</i></p>						
8	Approve Compensation of Axel Dumas, General Manager	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Votes AGAINST these remuneration reports are warranted because:* The company does not provide sufficient information regarding the determination of the executives' remuneration, which appears largely discretionary; and* The discretionary power to set executives' remunerations lies in the hands of the general partner, which is the same legal entity as one of the general managers and is controlled by the family of the other general manager, leading to an important conflict of interest.</i></p>						

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Hermes International SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
9	Approve Compensation of Emile Hermes SARL, General Manager	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Votes AGAINST these remuneration reports are warranted because:?</i> The company does not provide sufficient information regarding the determination of the executives' remuneration, which appears largely discretionary; and* The discretionary power to set executives' remunerations lies in the hands of the general partner, which is the same legal entity as one of the general managers and is controlled by the family of the other general manager, leading to an important conflict of interest.</p>						
10	Approve Compensation of Eric de Seynes, Chairman of the Supervisory Board	Mgmt	For	For	For	No
11	Approve Remuneration Policy of General Managers	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this remuneration policy is warranted because the discretionary power to set executives' remunerations lies in the hands of the general partner, which is the same legal entity as one of the general managers and is controlled by the family of the other general manager, leading to an important conflict of interest.</i></p>						
12	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For	No
13	Reelect Dorothee Altmayer as Supervisory Board Member	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: * A vote FOR the reelection of this independent nominee is warranted in the absence of specific concerns (Item 14). * Votes AGAINST the reelections of these non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 13, 15 and 16).</i></p>						
14	Reelect Monique Cohen as Supervisory Board Member	Mgmt	For	For	For	No
15	Reelect Renaud Mommeja as Supervisory Board Member	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: * A vote FOR the reelection of this independent nominee is warranted in the absence of specific concerns (Item 14). * Votes AGAINST the reelections of these non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 13, 15 and 16).</i></p>						
16	Reelect Eric de Seynes as Supervisory Board Member	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: * A vote FOR the reelection of this independent nominee is warranted in the absence of specific concerns (Item 14). * Votes AGAINST the reelections of these non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 13, 15 and 16).</i></p>						
Extraordinary Business		Mgmt				
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
18	Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The exercise price could show a discount to the average market price. * No information is available on the nature of performance conditions. * The vesting period is not disclosed. * The performance period is not disclosed.</i></p>						
19	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * No information is available on the nature of performance conditions. * The vesting period is not sufficiently long-term oriented. * The performance period is not disclosed.</i></p>						

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Hermes International SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
20	Amend Articles 18 and 22 of Bylaws Re: Employee Representative and Supervisory Board Members Remuneration	Mgmt	For	For	For	No
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

### HSBC Holdings Plc

Meeting Date: 04/24/2020

Country: United Kingdom

Primary Security ID: G4634U169

Record Date: 04/23/2020

Meeting Type: Annual

Ticker: HSBA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Management Proposals	Mgmt				
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3a	Elect Noel Quinn as Director	Mgmt	For	For	For	No
3b	Re-elect Laura Cha as Director	Mgmt	For	For	For	No
3c	Re-elect Henri de Castries as Director	Mgmt	For	For	For	No
3d	Re-elect Irene Lee as Director	Mgmt	For	For	For	No
3e	Re-elect Jose Antonio Meade Kuribrena as Director	Mgmt	For	For	For	No
3f	Re-elect Heidi Miller as Director	Mgmt	For	For	For	No
3g	Re-elect David Nish as Director	Mgmt	For	For	For	No
3h	Re-elect Ewen Stevenson as Director	Mgmt	For	For	For	No
3i	Re-elect Jackson Tai as Director	Mgmt	For	For	For	No
3j	Re-elect Mark Tucker as Director	Mgmt	For	For	For	No
3k	Re-elect Pauline van der Meer Mohr as Director	Mgmt	For	For	For	No
4	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
5	Authorise the Group Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
6	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
7	Authorise Issue of Equity	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### HSBC Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
9	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
10	Authorise Directors to Allot Any Repurchased Shares	Mgmt	For	For	For	No
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
12	Authorise Issue of Equity in Relation to Contingent Convertible Securities	Mgmt	For	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights in Relation to Contingent Convertible Securities	Mgmt	For	For	For	No
14	Amend Share Plan 2011	Mgmt	For	For	For	No
15	Amend Savings-Related Share Option Plan (UK)	Mgmt	For	For	For	No
16	Amend UK Share Incentive Plan and International Employee Share Purchase Plan	Mgmt	For	For	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
	Shareholder Proposal	Mgmt				
18	Remove the "State Deduction" Feature of the Post 1974 Midland Bank Defined Benefit Pension Scheme	SH	Against	Against	Against	No

### ITV Plc

**Meeting Date:** 04/24/2020

**Country:** United Kingdom

**Primary Security ID:** G4984A110

**Record Date:** 04/22/2020

**Meeting Type:** Annual

**Ticker:** ITV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Re-elect Salman Amin as Director	Mgmt	For	For	For	No
5	Re-elect Peter Bazalgette as Director	Mgmt	For	For	For	No
6	Re-elect Edward Bonham Carter as Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### ITV Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
7	Re-elect Margaret Ewing as Director	Mgmt	For	For	For	No
8	Re-elect Roger Faxon as Director	Mgmt	For	For	For	No
9	Re-elect Mary Harris as Director	Mgmt	For	For	For	No
10	Re-elect Chris Kennedy as Director	Mgmt	For	For	For	No
11	Re-elect Anna Manz as Director	Mgmt	For	For	For	No
12	Re-elect Carolyn McCall as Director	Mgmt	For	For	For	No
13	Re-elect Duncan Painter as Director	Mgmt	For	For	For	No
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
16	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Pearson Plc

**Meeting Date:** 04/24/2020

**Country:** United Kingdom

**Primary Security ID:** G69651100

**Record Date:** 04/22/2020

**Meeting Type:** Annual

**Ticker:** PSON

#### Meeting Notes:

Item 10: Voted against the reappointment of a non-executive director due to the number and nature of current external board positions held.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Elect Sherry Coutu as Director	Mgmt	For	For	For	No
4	Elect Sally Johnson as Director	Mgmt	For	For	For	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Pearson Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
5	Elect Graeme Pitkethly as Director	Mgmt	For	For	For	No
6	Re-elect Elizabeth Corley as Director	Mgmt	For	For	For	No
7	Re-elect Vivienne Cox as Director	Mgmt	For	For	For	No
8	Re-elect John Fallon as Director	Mgmt	For	For	For	No
9	Re-elect Linda Lorimer as Director	Mgmt	For	For	For	No
10	Re-elect Michael Lynton as Director	Mgmt	For	For	Against	Yes
<i>Voting Policy Rationale: Items 3 to 10, 11 to 13A vote FOR these Directors is warranted as no significant concerns have been identified. Item 10A vote FOR this Director is warranted, although it is not without concern: * Apart from his role as NED at Pearson, Michael Lynton also serves as a director on three listed company boards in the US, two of which he chairs, and is also a director of an (unlisted) stock exchange and a further media company for which an IPO is pending. The complexity and profile of these businesses raise potential concerns around his ability to devote sufficient time to Pearson. The main reason for support is: * The Company has stated that his outside mandates will be reviewed in the course of 2020 and that Michael Lynton has agreed to step down if his commitments are unchanged.</i>						
11	Re-elect Tim Score as Director	Mgmt	For	For	For	No
12	Re-elect Sidney Taurel as Director	Mgmt	For	For	For	No
13	Re-elect Lincoln Wallen as Director	Mgmt	For	For	For	No
14	Approve Remuneration Policy	Mgmt	For	For	For	No
15	Approve Remuneration Report	Mgmt	For	For	For	No
16	Approve Long Term Incentive Plan	Mgmt	For	For	For	No
17	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
18	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
19	Authorise Issue of Equity	Mgmt	For	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### St. Modwen Properties Plc

Meeting Date: 04/24/2020

Country: United Kingdom

Primary Security ID: G61824101

Record Date: 04/22/2020

Meeting Type: Annual

Ticker: SMP

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### St. Modwen Properties Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Reconvened Annual General Meeting	Mgmt				
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Approve Final Dividend (Resolution Withdrawn)	Mgmt				
5	Re-elect Mark Allan as Director (Resolution Withdrawn)	Mgmt				
6	Re-elect Ian Bull as Director	Mgmt	For	For	For	No
7	Re-elect Simon Clarke as Director	Mgmt	For	For	For	No
8	Re-elect Danuta Gray as Director	Mgmt	For	For	For	No
9	Re-elect Jenefer Greenwood as Director	Mgmt	For	For	For	No
10	Re-elect Jamie Hopkins as Director	Mgmt	For	For	For	No
11	Re-elect Rob Hudson as Director	Mgmt	For	For	For	No
12	Elect Sarah Whitney as Director	Mgmt	For	For	For	No
13	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
20	Adopt New Articles of Association	Mgmt	For	For	For	No

### Assicurazioni Generali SpA

Meeting Date: 04/27/2020

Country: Italy

Primary Security ID: T05040109

Record Date: 04/16/2020

Meeting Type: Annual/Special

Ticker: G

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

## Assicurazioni Generali SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
1b	Approve Allocation of Income	Mgmt	For	For	For	No
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt				
2a.1	Slate Submitted by Mediobanca Spa	SH	None	For	For	No
2a.2	Slate Submitted by Institutional Investors (Assogestioni)	SH	None	Against	Against	No
2b	Approve Internal Auditors' Remuneration	Mgmt	For	For	For	No
3a	Approve Remuneration Policy	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST these items is warranted because:* The company significantly increased the CEO/GM fixed remuneration without providing a compelling rationale.* The company still fails to disclose clear award levels with respect to short-term incentives in favor of senior executive officers.Please also note that termination payments could exceed 24 months' pay when including non-compete agreements and indemnities in lieu of notice.</i></p>						
3b	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST these items is warranted because:* The company significantly increased the CEO/GM fixed remuneration without providing a compelling rationale.* The company still fails to disclose clear award levels with respect to short-term incentives in favor of senior executive officers.Please also note that termination payments could exceed 24 months' pay when including non-compete agreements and indemnities in lieu of notice.</i></p>						
4a	Approve Group Long Term Incentive Plan	Mgmt	For	For	For	No
4b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Group Long Term Incentive Plan	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
4c	Authorize Board to Increase Capital to Service Group Long Term Incentive Plan	Mgmt	For	For	For	No
	Ordinary Business	Mgmt				
5a	Approve Performance Share Plan	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST these items is warranted because the proposed plan, which comes in addition to all the short- and long-term incentive schemes that the company operates, could lead to excessive compensation payouts in favor of the CEO.</i></p>						
5b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Performance Share Plan	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST these items is warranted because the proposed plan, which comes in addition to all the short- and long-term incentive schemes that the company operates, could lead to excessive compensation payouts in favor of the CEO.</i></p>						

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Assicurazioni Generali SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Extraordinary Business	Mgmt				
5c	Authorize Board to Increase Capital to Service Performance Share Plan	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST these items is warranted because the proposed plan, which comes in addition to all the short- and long-term incentive schemes that the company operates, could lead to excessive compensation payouts in favor of the CEO.</i></p>						
6a	Amend Company Bylaws Re: Article 3.1	Mgmt	For	For	For	No
6b	Amend Company Bylaws Re: Article 9.1	Mgmt	For	For	For	No
6c	Amend Company Bylaws Re: Article 33.7	Mgmt	For	For	For	No
6d	Amend Company Bylaws Re: Article 28.1	Mgmt	For	For	For	No
6e	Amend Company Bylaws Re: Article 28.2	Mgmt	For	For	For	No
6f	Amend Company Bylaws Re: Articles 28.4, 28.10, 28.13	Mgmt	For	For	For	No
6g	Amend Company Bylaws Re: Articles 28.5 and 28.6	Mgmt	For	For	For	No
6h	Amend Company Bylaws Re: Article 28.10	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For		No
1b	Approve Allocation of Income	Mgmt	For	For		No
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt				
2a.1	Slate Submitted by Mediobanca Spa	SH	None	For		No
2a.2	Slate Submitted by Institutional Investors (Assogestioni)	SH	None	Against		No
2b	Approve Internal Auditors' Remuneration	Mgmt	For	For		No
3a	Approve Remuneration Policy	Mgmt	For	Against		No
3b	Approve Second Section of the Remuneration Report	Mgmt	For	Against		No
4a	Approve Group Long Term Incentive Plan	Mgmt	For	For		No
4b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Group Long Term Incentive Plan	Mgmt	For	For		No
	Extraordinary Business	Mgmt				

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Assicurazioni Generali SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
4c	Authorize Board to Increase Capital to Service Group Long Term Incentive Plan	Mgmt	For	For		No
	Ordinary Business	Mgmt				
5a	Approve Performance Share Plan	Mgmt	For	Against		No
5b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Performance Share Plan	Mgmt	For	Against		No
	Extraordinary Business	Mgmt				
5c	Authorize Board to Increase Capital to Service Performance Share Plan	Mgmt	For	Against		No
6a	Amend Company Bylaws Re: Article 3.1	Mgmt	For	For		No
6b	Amend Company Bylaws Re: Article 9.1	Mgmt	For	For		No
6c	Amend Company Bylaws Re: Article 33.7	Mgmt	For	For		No
6d	Amend Company Bylaws Re: Article 28.1	Mgmt	For	For		No
6e	Amend Company Bylaws Re: Article 28.2	Mgmt	For	For		No
6f	Amend Company Bylaws Re: Articles 28.4, 28.10, 28.13	Mgmt	For	For		No
6g	Amend Company Bylaws Re: Articles 28.5 and 28.6	Mgmt	For	For		No
6h	Amend Company Bylaws Re: Article 28.10	Mgmt	For	For		No

### Honeywell International Inc.

**Meeting Date:** 04/27/2020      **Country:** USA      **Primary Security ID:** 438516106  
**Record Date:** 02/28/2020      **Meeting Type:** Annual      **Ticker:** HON

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1A	Elect Director Darius Adamczyk	Mgmt	For	For	For	No
1B	Elect Director Duncan B. Angove	Mgmt	For	For	For	No
1C	Elect Director William S. Ayer	Mgmt	For	For	For	No
1D	Elect Director Kevin Burke	Mgmt	For	For	For	No
1E	Elect Director D. Scott Davis	Mgmt	For	For	For	No
1F	Elect Director Linnet F. Deily	Mgmt	For	For	For	No
1G	Elect Director Deborah Flint	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Honeywell International Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1H	Elect Director Judd Gregg	Mgmt	For	For	For	No
1I	Elect Director Clive Hollick	Mgmt	For	For	For	No
1J	Elect Director Grace D. Lieblein	Mgmt	For	For	For	No
1K	Elect Director Raymond T. Odierno	Mgmt	For	For	For	No
1L	Elect Director George Paz	Mgmt	For	For	For	No
1M	Elect Director Robin L. Washington	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify Deloitte & Touche LLP as Auditor	Mgmt	For	For	For	No
4	Require Shareholder Approval of Bylaw Amendments Adopted by the Board of Directors	SH	Against	Against	Against	No
5	Report on Lobbying Payments and Policy	SH	Against	For	For	No

*Voting Policy Rationale: A vote FOR this proposal is warranted as additional disclosure of the company's trade association memberships and indirect lobbying-related expenditures would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.*

### Intesa Sanpaolo SpA

**Meeting Date:** 04/27/2020

**Country:** Italy

**Primary Security ID:** T55067101

**Record Date:** 04/16/2020

**Meeting Type:** Annual/Special

**Ticker:** ISP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
	Management Proposals	Mgmt				
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
1b	Approve Allocation of Income	Mgmt	For	For	For	No
2a	Elect Andrea Sironi as Director	Mgmt	For	For	For	No
	Shareholder Proposal Submitted by Institutional Investors (Assogestioni)	Mgmt				
2b	Elect Roberto Franchini as Director	SH	None	For	For	No
	Management Proposals	Mgmt				
3a	Approve Remuneration Policy	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Intesa Sanpaolo SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3b	Approve Second Section of the Remuneration Report	Mgmt	For	For	For	No
3c	Approve Fixed-Variable Compensation Ratio	Mgmt	For	For	For	No
3d	Approve 2019 and 2020 Annual Incentive Plans	Mgmt	For	For	For	No
4a	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Annual Incentive Plan	Mgmt	For	For	For	No
4b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
1	Approve Issuance of Shares to Be Subscribed through a Contribution in Kind of Shares of Unione di Banche Italiane SpA	Mgmt	For	For	For	No
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against	Against	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
	Management Proposals	Mgmt				
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For		No
1b	Approve Allocation of Income	Mgmt	For	For		No
2a	Elect Andrea Sironi as Director	Mgmt	For	For		No
	Shareholder Proposal Submitted by Institutional Investors (Assogestioni)	Mgmt				
2b	Elect Roberto Franchini as Director	SH	None	For		No
	Management Proposals	Mgmt				
3a	Approve Remuneration Policy	Mgmt	For	For		No
3b	Approve Second Section of the Remuneration Report	Mgmt	For	For		No
3c	Approve Fixed-Variable Compensation Ratio	Mgmt	For	For		No
3d	Approve 2019 and 2020 Annual Incentive Plans	Mgmt	For	For		No
4a	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Annual Incentive Plan	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Intesa Sanpaolo SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
4b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For		No
	Extraordinary Business	Mgmt				
1	Approve Issuance of Shares to Be Subscribed through a Contribution in Kind of Shares of Unione di Banche Italiane SpA	Mgmt	For	For		No
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against		No

### Raytheon Technologies Corporation

Meeting Date: 04/27/2020

Country: USA

Primary Security ID: 75513E101

Record Date: 03/03/2020

Meeting Type: Annual

Ticker: RTX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Lloyd J. Austin, III	Mgmt	For	For	For	No
1b	Elect Director Gregory J. Hayes	Mgmt	For	For	For	No
1c	Elect Director Marshall O. Larsen	Mgmt	For	For	For	No
1d	Elect Director Robert K. (Kelly) Ortberg	Mgmt	For	For	For	No
1e	Elect Director Margaret L. O'Sullivan	Mgmt	For	For	For	No
1f	Elect Director Denise L. Ramos	Mgmt	For	For	For	No
1g	Elect Director Fredric G. Reynolds	Mgmt	For	For	For	No
1h	Elect Director Brian C. Rogers	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
4	Adopt Simple Majority Vote	SH	None	For	For	No
5	Report on Plant Closures	SH	Against	Against	Against	No

### Skipton Building Society

Meeting Date: 04/27/2020

Country: United Kingdom

Primary Security ID: G817AHCH2

Record Date: 04/23/2020

Meeting Type: Annual

Ticker: SBSA



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Skipton Building Society

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Refer		No
2	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	Refer		No
3	Approve Remuneration Report	Mgmt	For	Refer		No
4.1	Re-elect Andrew Bottomley as Director	Mgmt	For	Refer		No
4.2	Re-elect Amanda Burton as Director	Mgmt	For	Refer		No
4.3	Re-elect Richard Coates as Director	Mgmt	For	Refer		No
4.4	Re-elect Denise Cockrem as Director	Mgmt	For	Refer		No
4.5	Re-elect Ian Cornelius as Director	Mgmt	For	Refer		No
4.6	Re-elect David Cutter as Director	Mgmt	For	Refer		No
4.7	Re-elect Robert East as Director	Mgmt	For	Refer		No
4.8	Re-elect Denis Hall as Director	Mgmt	For	Refer		No
4.9	Re-elect Heather Jackson as Director	Mgmt	For	Refer		No
4.10	Re-elect Mark Lund as Director	Mgmt	For	Refer		No
4.11	Re-elect Robert Ndawula as Director	Mgmt	For	Refer		No
4.12	Re-elect Helen Stevenson as Director	Mgmt	For	Refer		No

### The Boeing Company

**Meeting Date:** 04/27/2020      **Country:** USA      **Primary Security ID:** 097023105  
**Record Date:** 02/27/2020      **Meeting Type:** Annual      **Ticker:** BA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Robert A. Bradway	Mgmt	For	For	For	No
1b	Elect Director David L. Calhoun	Mgmt	For	For	For	No
1c	Elect Director Arthur D. Collins, Jr.	Mgmt	For	Against	Against	No

*Voting Policy Rationale: Votes AGAINST longtime directors Collins, Giambastiani, Schwab and Williams are warranted due to the board's failure to exercise sufficient oversight of management strategy and corporate culture. A vote FOR new CEO Calhoun is warranted, with caution, as he will need to demonstrate that he can be an effective agent of cultural change at Boeing. A vote FOR the remaining directors is warranted. Nikki Haley resigned from the board on March 16 and is not seeking reelection.*

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### The Boeing Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1d	Elect Director Edmund P. Giambastiani, Jr.	Mgmt	For	Against	Against	No
	<i>Voting Policy Rationale: Votes AGAINST longtime directors Collins, Giambastiani, Schwab and Williams are warranted due to the board's failure to exercise sufficient oversight of management strategy and corporate culture. A vote FOR new CEO Calhoun is warranted, with caution, as he will need to demonstrate that he can be an effective agent of cultural change at Boeing. A vote FOR the remaining directors is warranted. Nikki Haley resigned from the board on March 16 and is not seeking reelection.</i>					
1e	Elect Director Lynn J. Good	Mgmt	For	For	For	No
1f	Elect Director Nikki R. Haley - Withdrawn Resolution	Mgmt				
1g	Elect Director Akhil Johri	Mgmt	For	For	For	No
1h	Elect Director Lawrence W. Kellner	Mgmt	For	For	For	No
1i	Elect Director Caroline B. Kennedy	Mgmt	For	For	For	No
1j	Elect Director Steven M. Mollenkopf	Mgmt	For	For	For	No
1k	Elect Director John M. Richardson	Mgmt	For	For	For	No
1l	Elect Director Susan C. Schwab	Mgmt	For	Against	Against	No
	<i>Voting Policy Rationale: Votes AGAINST longtime directors Collins, Giambastiani, Schwab and Williams are warranted due to the board's failure to exercise sufficient oversight of management strategy and corporate culture. A vote FOR new CEO Calhoun is warranted, with caution, as he will need to demonstrate that he can be an effective agent of cultural change at Boeing. A vote FOR the remaining directors is warranted. Nikki Haley resigned from the board on March 16 and is not seeking reelection.</i>					
1m	Elect Director Ronald A. Williams	Mgmt	For	Against	Against	No
	<i>Voting Policy Rationale: Votes AGAINST longtime directors Collins, Giambastiani, Schwab and Williams are warranted due to the board's failure to exercise sufficient oversight of management strategy and corporate culture. A vote FOR new CEO Calhoun is warranted, with caution, as he will need to demonstrate that he can be an effective agent of cultural change at Boeing. A vote FOR the remaining directors is warranted. Nikki Haley resigned from the board on March 16 and is not seeking reelection.</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No
4	Require Director Nominee Qualifications	SH	Against	Against	Against	No
5	Report on Lobbying Payments and Policy	SH	Against	For	For	No
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as additional disclosure of the company's lobbying-related oversight mechanisms and trade association payments would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i>					
6	Require Independent Board Chairman	SH	Against	For	For	No
	<i>Voting Policy Rationale: A vote FOR this proposal is considered warranted, as concerns about corporate culture and management priorities, as well as the extent of board oversight of management in the past, are serious enough to suggest that shareholders would benefit from the most robust form of independent board oversight, in the form of an independent board chair; continuing the practice adopted by the company last year.</i>					
7	Provide Right to Act by Written Consent	SH	Against	For	For	No
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>					

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### The Boeing Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
8	Adopt Share Retention Policy For Senior Executives	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. While the company maintains stock ownership requirements and all NEOs have met them, the current guidelines are not particularly robust and the company does not disclose any further retention requirements for equity incentive awards. The request to hold at least 25 percent of after-tax shares is considered to be reasonable and shareholders may benefit from the implementation of an additional holding requirement for a reasonable portion of equity-based compensation.</i>						
9	Increase Disclosure of Compensation Adjustments	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. While the company currently discloses the adjustments made to performance metrics from GAAP and the overall net impact on results, a line-by-line reconciliation of adjustments and explanations for them would provide greater transparency around each adjustment and the underlying rationale, which would benefit shareholders.</i>						

### The Merchants Trust PLC

**Meeting Date:** 04/27/2020      **Country:** United Kingdom      **Primary Security ID:** G59976103  
**Record Date:** 04/23/2020      **Meeting Type:** Special      **Ticker:** MRCH

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	This Meeting is Originally Scheduled on 14 April 2020	Mgmt				
	Ordinary Resolution	Mgmt				
1	Authorise Issue of Equity	Mgmt	For	For	For	No
	Special Resolution	Mgmt				
1	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No

### Anadolu Efes Biracilik ve Malt Sanayii A.S.

**Meeting Date:** 04/28/2020      **Country:** Turkey      **Primary Security ID:** M10225106  
**Record Date:**      **Meeting Type:** Annual      **Ticker:** AEFES

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Annual Meeting Agenda	Mgmt				
1	Open Meeting and Elect Presiding Council of Meeting	Mgmt	For	For	Do Not Vote	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Anadolu Efes Biracilik ve Malt Sanayii A.S.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
2	Accept Board Report	Mgmt	For	For	Do Not Vote	No
3	Accept Audit Report	Mgmt	For	For	Do Not Vote	No
4	Accept Financial Statements	Mgmt	For	For	Do Not Vote	No
5	Approve Discharge of Board	Mgmt	For	For	Do Not Vote	No
6	Approve Allocation of Income	Mgmt	For	For	Do Not Vote	No
7	Elect Directors and Approve Their Remuneration	Mgmt	For	Against	Do Not Vote	No
8	Ratify External Auditors	Mgmt	For	For	Do Not Vote	No
9	Change Location of Headquarters	Mgmt	For	For	Do Not Vote	No
10	Receive Information on Donations Made in 2019	Mgmt				
11	Receive Information on Guarantees, Pledges and Mortgages Provided to Third Parties	Mgmt				
12	Receive Information in Accordance to Article 1.3.6 of Capital Market Board Corporate Governance Principles	Mgmt				
13	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose	Mgmt	For	For	Do Not Vote	No
14	Wishes	Mgmt				

### Bausch Health Companies Inc.

Meeting Date: 04/28/2020

Country: Canada

Primary Security ID: 071734107

Record Date: 03/02/2020

Meeting Type: Annual

Ticker: BHC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Richard U. De Schutter	Mgmt	For	For	For	No
1b	Elect Director D. Robert Hale	Mgmt	For	For	For	No
1c	Elect Director Argeris (Jerry) N. Karabelas	Mgmt	For	For	For	No
1d	Elect Director Sarah B. Kavanagh	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Bausch Health Companies Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1e	Elect Director Joseph C. Papa	Mgmt	For	For	For	No
1f	Elect Director John A. Paulson	Mgmt	For	For	For	No
1g	Elect Director Robert N. Power	Mgmt	For	For	For	No
1h	Elect Director Russel C. Robertson	Mgmt	For	For	For	No
1i	Elect Director Thomas W. Ross, Sr.	Mgmt	For	For	For	No
1j	Elect Director Andrew C. von Eschenbach	Mgmt	For	For	For	No
1k	Elect Director Amy B. Wechsler	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Amend Omnibus Stock Plan	Mgmt	For	For	For	No
4	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

### Bayer AG

**Meeting Date:** 04/28/2020

**Country:** Germany

**Primary Security ID:** D0712D163

**Record Date:**

**Meeting Type:** Annual

**Ticker:** BAYN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of EUR 2.80 per Share for Fiscal 2019	Mgmt	For	For	For	No
2	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For	For	No
3	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For	For	No
4.1	Elect Ertharin Cousin to the Supervisory Board	Mgmt	For	For	For	No
4.2	Elect Otmar Wiestler to the Supervisory Board	Mgmt	For	For	For	No
4.3	Elect Horst Baier to the Supervisory Board	Mgmt	For	For	For	No
5	Approve Remuneration Policy for the Management Board	Mgmt	For	For	For	No
6	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For	No
7	Amend Articles Re: Supervisory Board Term of Office	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Bayer AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
8	Ratify Deloitte GmbH as Auditors for Fiscal 2020	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of EUR 2.80 per Share for Fiscal 2019	Mgmt	For	For		No
2	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For		No
3	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For		No
4.1	Elect Ertharin Cousin to the Supervisory Board	Mgmt	For	For		No
4.2	Elect Otmar Wiestler to the Supervisory Board	Mgmt	For	For		No
4.3	Elect Horst Baier to the Supervisory Board	Mgmt	For	For		No
5	Approve Remuneration Policy for the Management Board	Mgmt	For	For		No
6	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For		No
7	Amend Articles Re: Supervisory Board Term of Office	Mgmt	For	For		No
8	Ratify Deloitte GmbH as Auditors for Fiscal 2020	Mgmt	For	For		No

### Charter Communications, Inc.

Meeting Date: 04/28/2020

Country: USA

Primary Security ID: 16119P108

Record Date: 02/28/2020

Meeting Type: Annual

Ticker: CHTR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director W. Lance Conn	Mgmt	For	For	For	No
1b	Elect Director Kim C. Goodman	Mgmt	For	For	For	No
1c	Elect Director Craig A. Jacobson	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Charter Communications, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1d	Elect Director Gregory B. Maffei	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST Steven Miron is warranted for serving as a non-independent member (per ISS' classification) of a key board committee. A vote AGAINST Gregory Maffei is warranted for serving on more than three public boards while serving as a CEO of four outside companies. A vote FOR the remaining director nominees is warranted.</i></p>						
1e	Elect Director John D. Markley, Jr.	Mgmt	For	For	For	No
1f	Elect Director David C. Merritt	Mgmt	For	For	For	No
1g	Elect Director James E. Meyer	Mgmt	For	For	For	No
1h	Elect Director Steven A. Miron	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST Steven Miron is warranted for serving as a non-independent member (per ISS' classification) of a key board committee. A vote AGAINST Gregory Maffei is warranted for serving on more than three public boards while serving as a CEO of four outside companies. A vote FOR the remaining director nominees is warranted.</i></p>						
1i	Elect Director Balan Nair	Mgmt	For	For	For	No
1j	Elect Director Michael A. Newhouse	Mgmt	For	For	For	No
1k	Elect Director Mauricio Ramos	Mgmt	For	For	For	No
1l	Elect Director Thomas M. Rutledge	Mgmt	For	For	For	No
1m	Elect Director Eric L. Zinterhofer	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	No
4	Require Independent Board Chairman	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the lead directors' duties are not considered robust and there is a concern regarding the lack of a fully independent key board committee, suggesting that shareholders would benefit from the most robust form of independent oversight in the form of an independent board chair.</i></p>						

### Corteva, Inc.

**Meeting Date:** 04/28/2020

**Country:** USA

**Primary Security ID:** 22052L104

**Record Date:** 03/09/2020

**Meeting Type:** Annual

**Ticker:** CTVA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Lamberto Andreotti	Mgmt	For	For	For	No
1b	Elect Director Robert A. Brown	Mgmt	For	For	For	No
1c	Elect Director James C. Collins, Jr.	Mgmt	For	For	For	No
1d	Elect Director Klaus A. Engel	Mgmt	For	For	For	No
1e	Elect Director Michael O. Johanns	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Corteva, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1f	Elect Director Lois D. Juliber	Mgmt	For	For	For	No
1g	Elect Director Rebecca B. Liebert	Mgmt	For	For	For	No
1h	Elect Director Marcos M. Lutz	Mgmt	For	For	For	No
1i	Elect Director Nayaki Nayyar	Mgmt	For	For	For	No
1j	Elect Director Gregory R. Page	Mgmt	For	For	For	No
1k	Elect Director Lee M. Thomas	Mgmt	For	For	For	No
1l	Elect Director Patrick J. Ward	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	No
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
5	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For	No

### Exelon Corporation

Meeting Date: 04/28/2020

Country: USA

Primary Security ID: 30161N101

Record Date: 03/02/2020

Meeting Type: Annual

Ticker: EXC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Anthony Anderson	Mgmt	For	For	For	No
1b	Elect Director Ann Berzin	Mgmt	For	For	For	No
1c	Elect Director Laurie Brlas	Mgmt	For	For	For	No
1d	Elect Director Christopher M. Crane	Mgmt	For	For	For	No
1e	Elect Director Yves C. de Balmann	Mgmt	For	For	For	No
1f	Elect Director Nicholas DeBenedictis	Mgmt	For	For	For	No
1g	Elect Director Linda P. Jojo	Mgmt	For	For	For	No
1h	Elect Director Paul Joskow	Mgmt	For	For	For	No
1i	Elect Director Robert J. Lawless	Mgmt	For	For	For	No
1j	Elect Director John Richardson	Mgmt	For	For	For	No
1k	Elect Director Mayo Shattuck, III	Mgmt	For	For	For	No
1l	Elect Director John F. Young	Mgmt	For	For	For	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Exelon Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Approve Omnibus Stock Plan	Mgmt	For	For	For	No

### Grupo Televisa SAB

**Meeting Date:** 04/28/2020      **Country:** Mexico      **Primary Security ID:** P4987V137  
**Record Date:** 04/20/2020      **Meeting Type:** Annual      **Ticker:** TLEVISACPO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Meeting for Holders of Series A and B Shares (Held Directly or Through CPOs) Who are Mexican Nationals May Vote in this Meeting	Mgmt				
1	Approve Financial Statements and Statutory Reports as Required by Article 28 of Mexican Securities Law, Approve Financial Statements; Approve Discharge of Directors, CEO and Board Committees	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * The company has bundled the request to approve its financial statements and the discharge of directors and CEO under the same proposal, preventing shareholders from voting on such key resolutions separately; * The company is currently subject to multiple class action lawsuits, related to the investigations regarding alleged payment of bribes to executives of FIFA, to secure broadcasting rights for upcoming World Cup tournaments; * The corruption allegations, and the ongoing investigations, raise concerns regarding potential governance failure and breach of fiduciary duty of the company's administrators and, although the company has denied any wrong doing, no additional information regarding measures taken to address such concerns and other mitigating factors, if any, have been disclosed; and * The company has not yet disclosed its audited financial statements for fiscal year 2019.</i></p>						
2	Present Report on Compliance with Fiscal Obligations	Mgmt	For	For	For	No
3	Approve Allocation of Income	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted given that the company's payouts in recent years have consistently fallen below 30 percent of net income, and the company has failed to outperform the country's main equity index on a TSR basis in recent years.</i></p>						
4.1	Set Aggregate Nominal Amount of Share Repurchase Reserve	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted because: * The company has not yet disclosed its proposed share repurchase reserve; and * The company's most recent authority exceeded 10 percent of market capitalization, the threshold recommended under ISS policy.</i></p>						
4.2	Receive Report on Policies and Board's Decisions on Share Repurchase and Sale of Treasury Shares	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Grupo Televisa SAB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
5	Elect or Ratify Members of Board, Secretary and Other Officers	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST these items is warranted because:* There are material concerns regarding potential governance failure and breach of fiduciary duty in light of corruption investigations involving the company's administrators;* The names of the director nominees are not disclosed prior to the time that institutional shareholders are required to submit vote instructions; and* The company has bundled the election of its directors into a single voting item.</i></p>						
6	Elect or Ratify Members of Executive Committee	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST these items is warranted because:* There are material concerns regarding potential governance failure and breach of fiduciary duty in light of corruption investigations involving the company's administrators;* The names of the director nominees are not disclosed prior to the time that institutional shareholders are required to submit vote instructions; and* The company has bundled the election of its directors into a single voting item.</i></p>						
7	Elect or Ratify Chairman of Audit Committee	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST these items is warranted because:* There are material concerns regarding potential governance failure and breach of fiduciary duty in light of corruption investigations involving the company's administrators;* The names of the director nominees are not disclosed prior to the time that institutional shareholders are required to submit vote instructions; and* The company has bundled the election of its directors into a single voting item.</i></p>						
8	Elect or Ratify Chairman of Corporate Practices Committee	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST these items is warranted because:* There are material concerns regarding potential governance failure and breach of fiduciary duty in light of corruption investigations involving the company's administrators;* The names of the director nominees are not disclosed prior to the time that institutional shareholders are required to submit vote instructions; and* The company has bundled the election of its directors into a single voting item.</i></p>						
9	Approve Remuneration of Board Members, Executive, Audit and Corporate Practices Committees, and Secretaries	Mgmt	For	For	For	No
10	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No

### Hammerson Plc

**Meeting Date:** 04/28/2020

**Country:** United Kingdom

**Primary Security ID:** G4273Q107

**Record Date:** 04/24/2020

**Meeting Type:** Annual

**Ticker:** HMSO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Hammerson Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
4	Approve Final Dividend	Mgmt	For	Abstain	Abstain	No
<i>Voting Policy Rationale: An ABSTAIN vote is warranted on this item:* This resolution will be withdrawn.A vote FOR this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise abstention as a valid option</i>						
5	Elect Meka Brunel as Director	Mgmt	For	For	For	No
6	Elect James Lenton as Director	Mgmt	For	For	For	No
7	Elect Adam Metz as Director	Mgmt	For	For	For	No
8	Re-elect David Atkins as Director	Mgmt	For	For	For	No
9	Re-elect Pierre Bouchut as Director	Mgmt	For	For	For	No
10	Re-elect Gwyn Burr as Director	Mgmt	For	For	For	No
11	Re-elect Andrew Formica as Director	Mgmt	For	For	For	No
12	Re-elect David Tyler as Director	Mgmt	For	For	For	No
13	Re-elect Carol Welch as Director	Mgmt	For	For	For	No
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
20	Approve Restricted Share Scheme	Mgmt	For	For	For	No

### ING Groep NV

**Meeting Date:** 04/28/2020

**Country:** Netherlands

**Primary Security ID:** N4578E595

**Record Date:** 03/31/2020

**Meeting Type:** Annual

**Ticker:** INGA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Annual Meeting Agenda	Mgmt				
1	Open Meeting	Mgmt				

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### ING Groep NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
2.a	Receive Report of Management Board (Non-Voting)	Mgmt				
2.b	Receive Announcements on Sustainability	Mgmt				
2.c	Receive Report of Supervisory Board (Non-Voting)	Mgmt				
2.d	Approve Remuneration Report	Mgmt	For	For	For	No
2.e	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3.a	Receive Explanation on Profit Retention and Distribution Policy	Mgmt				
3.b	Approve Dividends of EUR 0.69 Per Share	Mgmt				
4.a	Approve Discharge of Management Board	Mgmt	For	For	For	No
4.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For	No
5	Approve Remuneration Policy for Management Board	Mgmt	For	For	For	No
6	Approve Remuneration Policy for Supervisory Board	Mgmt	For	For	For	No
7	Amend Articles of Association	Mgmt	For	For	For	No
8.a	Elect Juan Colombas to Supervisory Board	Mgmt	For	For	For	No
8.b	Elect Herman Hulst to Supervisory Board	Mgmt	For	For	For	No
8.c	Elect Harold Naus to Supervisory Board	Mgmt	For	For	For	No
9.a	Grant Board Authority to Issue Shares	Mgmt	For	For	For	No
9.b	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Restricting/Excluding Preemptive Rights	Mgmt	For	For	For	No
10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No

### International Business Machines Corporation

Meeting Date: 04/28/2020

Country: USA

Primary Security ID: 459200101

Record Date: 02/28/2020

Meeting Type: Annual

Ticker: IBM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Thomas Buberl	Mgmt	For	For	For	No
1.2	Elect Director Michael L. Eskew	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### International Business Machines Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.3	Elect Director David N. Farr	Mgmt	For	For	For	No
1.4	Elect Director Alex Gorsky	Mgmt	For	For	For	No
1.5	Elect Director Michelle J. Howard	Mgmt	For	For	For	No
1.6	Elect Director Arvind Krishna	Mgmt	For	For	For	No
1.7	Elect Director Andrew N. Liveris	Mgmt	For	For	For	No
1.8	Elect Director Frederick William McNabb, III	Mgmt	For	For	For	No
1.9	Elect Director Martha E. Pollack	Mgmt	For	For	For	No
1.10	Elect Director Virginia M. Rometty	Mgmt	For	For	For	No
1.11	Elect Director Joseph R. Swedish	Mgmt	For	For	For	No
1.12	Elect Director Sidney Taurel	Mgmt	For	For	For	No
1.13	Elect Director Peter R. Voser	Mgmt	For	For	For	No
1.14	Elect Director Frederick H. Waddell	Mgmt	For	For	For	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Amend Governing Documents to allow Removal of Directors	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the ability to remove directors with or without cause would enhance shareholder rights.</i>						
5	Provide Right to Act by Written Consent	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>						
6	Require Independent Board Chairman	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. This non-binding proposal would not require an immediate change in the board leadership structure as it would allow the board discretion to phase in the policy requiring an independent chair at the next leadership transition. The company's TSR has underperformed relative to its GICS peers and the broader S&amp;P 500 Index on a one-, three-, and five-year basis. In addition, this proposal offers an opportunity to clarify board leadership and eliminate a potentially confusing multi-headed leadership structure, consisting of a lead director, CEO, and non-independent chair. This suggests that shareholders would benefit from the most robust form of independent board oversight of management in the form of an independent chair.</i>						

### Itau Unibanco Holding SA

Meeting Date: 04/28/2020

Country: Brazil

Primary Security ID: P5968U113

Record Date:

Meeting Type: Annual

Ticker: ITUB4

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Itau Unibanco Holding SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Meeting for Preferred Shareholders	Mgmt				
1	As a Preferred Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Mgmt	None	For	Do Not Vote	No
2	In Case Neither Class of Shares Reaches the Minimum Quorum Required by the Brazilian Corporate Law to Elect a Board Representative in Separate Elections, Would You Like to Use Your Votes to Elect the Candidate with More Votes to Represent Both Classes?	Mgmt	None	For	Do Not Vote	No
3	Elect Eduardo Azevedo do Valle as Fiscal Council Member and Rene Guimaraes Andrich as Alternate Appointed by Preferred Shareholder	SH	None	For	Do Not Vote	No

### Knowles Corporation

Meeting Date: 04/28/2020

Country: USA

Primary Security ID: 49926D109

Record Date: 03/02/2020

Meeting Type: Annual

Ticker: KN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Keith L. Barnes	Mgmt	For	For	For	No
1b	Elect Director Hermann Eul	Mgmt	For	For	For	No
1c	Elect Director Donald Macleod	Mgmt	For	For	For	No
1d	Elect Director Jeffrey S. Niew	Mgmt	For	For	For	No
1e	Elect Director Cheryl Shavers	Mgmt	For	For	For	No
2	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	No
5	Amend Omnibus Stock Plan	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

## Lonza Group AG

**Meeting Date:** 04/28/2020

**Country:** Switzerland

**Primary Security ID:** H50524133

**Record Date:**

**Meeting Type:** Annual

**Ticker:** LONN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For	No
4	Approve Allocation of Income and Dividends of CHF 2.75 per Share	Mgmt	For	For	For	No
5.1.1	Reelect Werner Bauer as Director	Mgmt	For	For	For	No
5.1.2	Reelect Albert Baehny as Director	Mgmt	For	For	For	No
5.1.3	Reelect Angelica Kohlmann as Director	Mgmt	For	For	For	No
5.1.4	Reelect Christoph Maeder as Director	Mgmt	For	For	For	No
5.1.5	Reelect Barbara Richmond as Director	Mgmt	For	For	For	No
5.1.6	Reelect Juergen Steinemann as Director	Mgmt	For	For	For	No
5.1.7	Reelect Olivier Verscheure as Director	Mgmt	For	For	For	No
5.2.1	Elect Dorothee Deuring as Director	Mgmt	For	For	For	No
5.2.2	Elect Moncef Slaoui as Director	Mgmt	For	For	For	No
5.3	Reelect Albert Baehny as Board Chairman	Mgmt	For	For	For	No
5.4.1	Reappoint Angelica Kohlmann as Member of the Nomination and Compensation Committee	Mgmt	For	For	For	No
5.4.2	Reappoint Christoph Maeder as Member of the Nomination and Compensation Committee	Mgmt	For	For	For	No
5.4.3	Reappoint Juergen Steinemann as Member of the Nomination and Compensation Committee	Mgmt	For	For	For	No
6	Ratify KPMG Ltd as Auditors	Mgmt	For	For	For	No
7	Designate ThomannFischer as Independent Proxy	Mgmt	For	For	For	No
8	Approve Remuneration of Directors in the Amount of CHF 2.9 Million	Mgmt	For	For	For	No
9.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.8 Million for the Period July 1, 2020 - June 30, 2021	Mgmt	For	For	For	No
9.2	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 4 Million for Fiscal 2019	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Lonza Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
9.3	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 12 Million for Fiscal 2020	Mgmt	For	For	For	No
10	Transact Other Business (Voting)	Mgmt	For	Against	Against	No

*Voting Policy Rationale: A vote AGAINST is warranted because: \* This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and\* The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

### Sandvik Aktiebolag

**Meeting Date:** 04/28/2020

**Country:** Sweden

**Primary Security ID:** W74857165

**Record Date:** 04/22/2020

**Meeting Type:** Annual

**Ticker:** SAND

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Open Meeting	Mgmt				
2	Elect Chairman of Meeting	Mgmt	For	For	Do Not Vote	No
3	Prepare and Approve List of Shareholders	Mgmt	For	For	Do Not Vote	No
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	Do Not Vote	No
5	Approve Agenda of Meeting	Mgmt	For	For	Do Not Vote	No
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	Do Not Vote	No
7	Receive Financial Statements and Statutory Reports	Mgmt				
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote	No
9	Approve Discharge of Board and President	Mgmt	For	For	Do Not Vote	No
10	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	Do Not Vote	No
11	Determine Number of Directors (8) and Deputy Directors (0) of Board; Determine Number of Auditors (1) and Deputy Auditors	Mgmt	For	For	Do Not Vote	No
12	Approve Remuneration of Directors in the Amount of SEK 2.55 Million for Chairman and SEK 690,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration for Auditor	Mgmt	For	For	Do Not Vote	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Sandvik Aktiebolag

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
13.1	Elect Stefan Widing as New Director	Mgmt	For	For	Do Not Vote	No
13.2	Elect Kai Warn as New Director	Mgmt	For	For	Do Not Vote	No
13.3	Reelect Jennifer Allerton as Director	Mgmt	For	For	Do Not Vote	No
13.4	Reelect Claes Boustedt as Director	Mgmt	For	For	Do Not Vote	No
13.5	Reelect Marika Fredriksson as Director	Mgmt	For	Against	Do Not Vote	No
13.6	Reelect Johan Karlstrom as Director	Mgmt	For	For	Do Not Vote	No
13.7	Reelect Johan Molin as Director	Mgmt	For	For	Do Not Vote	No
13.8	Reelect Helena Stjernholm as Director	Mgmt	For	For	Do Not Vote	No
14	Reelect Johan Molin as Chairman of the Board	Mgmt	For	For	Do Not Vote	No
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	Do Not Vote	No
16	Authorize Chairman of Board and Representatives of Four of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	For	Do Not Vote	No
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	Do Not Vote	No
18	Approve Performance Share Matching Plan LTI 2020	Mgmt	For	Against	Do Not Vote	No
19	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote	No
20	Close Meeting	Mgmt				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Open Meeting	Mgmt				
2	Elect Chairman of Meeting	Mgmt	For	For		No
3	Prepare and Approve List of Shareholders	Mgmt	For	For		No
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For		No
5	Approve Agenda of Meeting	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Sandvik Aktiebolag

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For		No
7	Receive Financial Statements and Statutory Reports	Mgmt				
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For		No
9	Approve Discharge of Board and President	Mgmt	For	For		No
10	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For		No
11	Determine Number of Directors (8) and Deputy Directors (0) of Board; Determine Number of Auditors (1) and Deputy Auditors	Mgmt	For	For		No
12	Approve Remuneration of Directors in the Amount of SEK 2.55 Million for Chairman and SEK 690,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration for Auditor	Mgmt	For	For		No
13.1	Elect Stefan Widing as New Director	Mgmt	For	For		No
13.2	Elect Kai Warn as New Director	Mgmt	For	For		No
13.3	Reelect Jennifer Allerton as Director	Mgmt	For	For		No
13.4	Reelect Claes Boustedt as Director	Mgmt	For	For		No
13.5	Reelect Marika Fredriksson as Director	Mgmt	For	Against		No
13.6	Reelect Johan Karlstrom as Director	Mgmt	For	For		No
13.7	Reelect Johan Molin as Director	Mgmt	For	For		No
13.8	Reelect Helena Stjernholm as Director	Mgmt	For	For		No
14	Reelect Johan Molin as Chairman of the Board	Mgmt	For	For		No
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For		No
16	Authorize Chairman of Board and Representatives of Four of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	For		No
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For		No
18	Approve Performance Share Matching Plan LTI 2020	Mgmt	For	Against		No
19	Authorize Share Repurchase Program	Mgmt	For	For		No
20	Close Meeting	Mgmt				

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

## Sanofi

**Meeting Date:** 04/28/2020

**Country:** France

**Primary Security ID:** F5548N101

**Record Date:** 04/24/2020

**Meeting Type:** Annual

**Ticker:** SAN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Treatment of Losses and Dividends of EUR 3.15 per Share	Mgmt	For	For	For	No
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For	No
5	Ratify Appointment of Paul Hudson as Director	Mgmt	For	For	For	No
6	Reelect Laurent Attal as Director	Mgmt	For	For	For	No
7	Reelect Carole Piwnica as Director	Mgmt	For	For	For	No
8	Reelect Diane Souza as Director	Mgmt	For	For	For	No
9	Reelect Thomas Sudhof as Director	Mgmt	For	For	For	No
10	Elect Rachel Duan as Director	Mgmt	For	For	For	No
11	Elect Lise Kingo as Director	Mgmt	For	For	For	No
12	Approve Remuneration of Directors in the Aggregate Amount of EUR 2 Million	Mgmt	For	For	For	No
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No
14	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For	No
15	Approve Remuneration Policy of CEO	Mgmt	For	For	For	No
16	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
17	Approve Compensation of Serge Weinberg, Chairman of the Board	Mgmt	For	For	For	No
18	Approve Compensation of Paul Hudson, CEO Since Sept. 1, 2019	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Sanofi

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
19	Approve Compensation of Olivier Brandicourt, CEO Until Aug. 31, 2019	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted because: * The deemed ten-year service under the defined-benefit pension scheme granted to new CEO upon his arrival at the company was a practice lying well below market standards in France with insufficient information provided for shareholders to enable assessment of the reasonableness of the award. * The company does not disclose the level of achievement of performance conditions attached to the bonus per criterion as a percentage for the individual criteria; * The company does not justify the interest of maintaining such a long-term performance-based component for a CEO that was likely to retire few months later; and * Under LTIP's structure an overachieved criterion can offset one underachieved</i></p>						
20	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For		No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For		No
3	Approve Treatment of Losses and Dividends of EUR 3.15 per Share	Mgmt	For	For		No
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For		No
5	Ratify Appointment of Paul Hudson as Director	Mgmt	For	For		No
6	Reelect Laurent Attal as Director	Mgmt	For	For		No
7	Reelect Carole Piwnica as Director	Mgmt	For	For		No
8	Reelect Diane Souza as Director	Mgmt	For	For		No
9	Reelect Thomas Sudhof as Director	Mgmt	For	For		No
10	Elect Rachel Duan as Director	Mgmt	For	For		No
11	Elect Lise Kingo as Director	Mgmt	For	For		No
12	Approve Remuneration of Directors in the Aggregate Amount of EUR 2 Million	Mgmt	For	For		No
13	Approve Remuneration Policy of Directors	Mgmt	For	For		No
14	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For		No
15	Approve Remuneration Policy of CEO	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Sanofi

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
16	Approve Compensation Report of Corporate Officers	Mgmt	For	For		No
17	Approve Compensation of Serge Weinberg, Chairman of the Board	Mgmt	For	For		No
18	Approve Compensation of Paul Hudson, CEO Since Sept. 1, 2019	Mgmt	For	For		No
19	Approve Compensation of Olivier Brandicourt, CEO Until Aug. 31, 2019	Mgmt	For	Against		No
20	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For		No
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For		No

### Swiss Life Holding AG

**Meeting Date:** 04/28/2020

**Country:** Switzerland

**Primary Security ID:** H8404J162

**Record Date:**

**Meeting Type:** Annual

**Ticker:** SLHN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
1.2	Approve Remuneration Report	Mgmt	For	For	For	No
2.1	Approve Allocation of Income and Dividends of CHF 15.00 per Share	Mgmt	For	For	For	No
2.2	Approve Reduction of Share Capital via Reduction in Nominal Value and Repayment of CHF 5.00 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Board of Directors	Mgmt	For	For	For	No
4.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.2 Million	Mgmt	For	For	For	No
4.2	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 4.3 Million	Mgmt	For	For	For	No
4.3	Approve Fixed and Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 13.8 Million	Mgmt	For	For	For	No
5.1	Reelect Rolf Doerig as Director and Board Chairman	Mgmt	For	For	For	No
5.2	Reelect Thomas Buess as Director	Mgmt	For	For	For	No
5.3	Reelect Adrienne Fumagalli as Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Swiss Life Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
5.4	Reelect Ueli Dietiker as Director	Mgmt	For	For	For	No
5.5	Reelect Damir Filipovic as Director	Mgmt	For	For	For	No
5.6	Reelect Frank Keuper as Director	Mgmt	For	For	For	No
5.7	Reelect Stefan Loacker as Director	Mgmt	For	For	For	No
5.8	Reelect Henry Peter as Director	Mgmt	For	For	For	No
5.9	Reelect Martin Schmid as Director	Mgmt	For	For	For	No
5.10	Reelect Frank Schnewlin as Director	Mgmt	For	For	For	No
5.11	Reelect Franziska Sauber as Director	Mgmt	For	For	For	No
5.12	Reelect Klaus Tschuetscher as Director	Mgmt	For	For	For	No
5.13	Reappoint Frank Schnewlin as Member of the Compensation Committee	Mgmt	For	For	For	No
5.14	Reappoint Franziska Sauber as Member of the Compensation Committee	Mgmt	For	For	For	No
5.15	Reappoint Klaus Tschuetscher as Member of the Compensation Committee	Mgmt	For	For	For	No
6	Designate Andreas Zuercher as Independent Proxy	Mgmt	For	For	For	No
7	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For	No
8	Approve Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
9	Transact Other Business (Voting)	Mgmt	For	Against	Against	No

*Voting Policy Rationale: A vote AGAINST is warranted because:\* This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and\* The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1 )	Accept Financial Statements and Statutory Reports	Mgmt	For	For		No
1.2 )	Approve Remuneration Report	Mgmt	For	For		No
2.1 )	Approve Allocation of Income and Dividends of CHF 15.00 per Share	Mgmt	For	For		No
2.2 )	Approve Reduction of Share Capital via Reduction in Nominal Value and Repayment of CHF 5.00 per Share	Mgmt	For	For		No
3	Approve Discharge of Board of Directors	Mgmt	For )	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Swiss Life Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
4.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.2 Million	Mgmt	For	For		No
4.2	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 4.3 Million	Mgmt	For	For		No
4.3	Approve Fixed and Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 13.8 Million	Mgmt	For	For		No
5.1	Reelect Rolf Doerig as Director and Board Chairman	Mgmt	For	For		No
5.2	Reelect Thomas Buess as Director	Mgmt	For	For		No
5.3	Reelect Adrienne Fumagalli as Director	Mgmt	For	For		No
5.4	Reelect Ueli Dietiker as Director	Mgmt	For	For		No
5.5	Reelect Damir Filipovic as Director	Mgmt	For	For		No
5.6	Reelect Frank Keuper as Director	Mgmt	For	For		No
5.7	Reelect Stefan Loacker as Director	Mgmt	For	For		No
5.8	Reelect Henry Peter as Director	Mgmt	For	For		No
5.9	Reelect Martin Schmid as Director	Mgmt	For	For		No
5.10	Reelect Frank Schnewlin as Director	Mgmt	For	For		No
5.11	Reelect Franziska Sauber as Director	Mgmt	For	For		No
5.12	Reelect Klaus Tschuetscher as Director	Mgmt	For	For		No
5.13	Reappoint Frank Schnewlin as Member of the Compensation Committee	Mgmt	For	For		No
5.14	Reappoint Franziska Sauber as Member of the Compensation Committee	Mgmt	For	For		No
5.15	Reappoint Klaus Tschuetscher as Member of the Compensation Committee	Mgmt	For	For		No
6	Designate Andreas Zuercher as Independent Proxy	Mgmt	For	For		No
7	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For		No
8	Approve Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For		No
9	Transact Other Business (Voting)	Mgmt	For	Against		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### The PNC Financial Services Group, Inc.

**Meeting Date:** 04/28/2020

**Country:** USA

**Primary Security ID:** 693475105

**Record Date:** 01/31/2020

**Meeting Type:** Annual

**Ticker:** PNC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Joseph Alvarado	Mgmt	For	For	For	No
1.2	Elect Director Charles E. Bunch	Mgmt	For	For	For	No
1.3	Elect Director Debra A. Cafaro	Mgmt	For	For	For	No
1.4	Elect Director Marjorie Rodgers Cheshire	Mgmt	For	For	For	No
1.5	Elect Director William S. Demchak	Mgmt	For	For	For	No
1.6	Elect Director Andrew T. Feldstein	Mgmt	For	For	For	No
1.7	Elect Director Richard J. Harshman	Mgmt	For	For	For	No
1.8	Elect Director Daniel R. Hesse	Mgmt	For	For	For	No
1.9	Elect Director Linda R. Medler	Mgmt	For	For	For	No
1.10	Elect Director Martin Pfinsgraff	Mgmt	For	For	For	No
1.11	Elect Director Toni Townes-Whitley	Mgmt	For	For	For	No
1.12	Elect Director Michael J. Ward	Mgmt	For	For	For	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For	No

### Truist Financial Corporation

**Meeting Date:** 04/28/2020

**Country:** USA

**Primary Security ID:** 89832Q109

**Record Date:** 02/21/2020

**Meeting Type:** Annual

**Ticker:** TFC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Jennifer S. Banner	Mgmt	For	For	For	No
1.2	Elect Director K. David Boyer, Jr.	Mgmt	For	For	For	No
1.3	Elect Director Agnes Bundy Scanlan	Mgmt	For	For	For	No
1.4	Elect Director Anna R. Cablik	Mgmt	For	For	For	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Truist Financial Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.5	Elect Director Dallas S. Clement	Mgmt	For	For	For	No
1.6	Elect Director Paul D. Donahue	Mgmt	For	For	For	No
1.7	Elect Director Paul R. Garcia	Mgmt	For	For	For	No
1.8	Elect Director Patrick C. Graney, III	Mgmt	For	For	For	No
1.9	Elect Director Linnie M. Haynesworth	Mgmt	For	For	For	No
1.10	Elect Director Kelly S. King	Mgmt	For	For	For	No
1.11	Elect Director Easter A. Maynard	Mgmt	For	For	For	No
1.12	Elect Director Donna S. Morea	Mgmt	For	For	For	No
1.13	Elect Director Charles A. Patton	Mgmt	For	For	For	No
1.14	Elect Director Nido R. Qubein	Mgmt	For	For	For	No
1.15	Elect Director David M. Ratcliffe	Mgmt	For	For	For	No
1.16	Elect Director William H. Rogers, Jr.	Mgmt	For	For	For	No
1.17	Elect Director Frank P. Scruggs, Jr.	Mgmt	For	For	For	No
1.18	Elect Director Christine Sears	Mgmt	For	For	For	No
1.19	Elect Director Thomas E. Skains	Mgmt	For	For	For	No
1.20	Elect Director Bruce L. Tanner	Mgmt	For	For	For	No
1.21	Elect Director Thomas N. Thompson	Mgmt	For	For	For	No
1.22	Elect Director Steven C. Voorhees	Mgmt	For	For	For	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Require Independent Board Chairman	SH	Against	For	For	No

*Voting Policy Rationale: A vote FOR this proposal is warranted as shareholders would benefit from more independent oversight in the form of an independent chairman. The CEO and chairman roles have been contractually guaranteed for the foreseeable future pursuant to employment agreements entered into in connection with the recently completed merger of equals transaction. In addition, the lead independent director role is not considered robust and there are concerns over the election procedures for this role over the term of the leadership transition process.*

### Wells Fargo & Company

Meeting Date: 04/28/2020

Country: USA

Primary Security ID: 949746101

Record Date: 02/28/2020

Meeting Type: Annual

Ticker: WFC

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Wells Fargo & Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Steven D. Black	Mgmt	For	For	For	No
1b	Elect Director Celeste A. Clark	Mgmt	For	For	For	No
1c	Elect Director Theodore F. Craver, Jr.	Mgmt	For	For	For	No
1d	Elect Director Wayne M. Hewett	Mgmt	For	For	For	No
1e	Elect Director Donald M. James	Mgmt	For	For	For	No
1f	Elect Director Maria R. Morris	Mgmt	For	For	For	No
1g	Elect Director Charles H. Noski	Mgmt	For	For	For	No
1h	Elect Director Richard B. Payne, Jr.	Mgmt	For	For	For	No
1i	Elect Director Juan A. Pujadas	Mgmt	For	For	For	No
1j	Elect Director Ronald L. Sargent	Mgmt	For	For	For	No
1k	Elect Director Charles W. Scharf	Mgmt	For	For	For	No
1l	Elect Director Suzanne M. Vautrinot	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	No
4	Require Shareholder Approval of Bylaw Amendments Adopted by the Board of Directors	SH	Against	Against	Against	No
5	Report on Incentive-Based Compensation and Risks of Material Losses	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR the proposal is warranted, as shareholders would benefit from additional disclosure about employee incentive compensation programs that could lead to material losses due to excessive risk taking, given that broad-based employee incentive structures played a significant role in recent high-profile controversy and reputational harm at the company.</i>						
6	Report on Global Median Gender Pay Gap	SH	Against	Against	Against	No

### Assa Abloy AB

**Meeting Date:** 04/29/2020

**Country:** Sweden

**Primary Security ID:** W0817X204

**Record Date:** 04/23/2020

**Meeting Type:** Annual

**Ticker:** ASSA.B

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Open Meeting	Mgmt				

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Assa Abloy AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
2	Elect Chairman of Meeting	Mgmt	For	For	Do Not Vote	No
3	Prepare and Approve List of Shareholders	Mgmt	For	For	Do Not Vote	No
4	Approve Agenda of Meeting	Mgmt	For	For	Do Not Vote	No
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	Do Not Vote	No
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	Do Not Vote	No
7	Receive President's Report	Mgmt				
8.a	Receive Financial Statements and Statutory Reports	Mgmt				
8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt				
8.c	Receive Board's Proposal on Distribution of Profits	Mgmt				
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote	No
9.b	Approve Allocation of Income and Dividends of SEK 2.00 Per Share	Mgmt	For	For	Do Not Vote	No
9.c	Approve Discharge of Board and President	Mgmt	For	For	Do Not Vote	No
10	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	Do Not Vote	No
11.a	Approve Remuneration of Directors in the Amount of SEK 2.35 million for Chairman, SEK 900,000 for Vice Chairman and SEK 685,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	Do Not Vote	No
11.b	Approve Remuneration of Auditors	Mgmt	For	For	Do Not Vote	No
12.a	Reelect Lars Renstrom (Chairman), Carl Douglas (Vice Chair), Eva Karlsson, Birgitta Klasen, Lena Olving, Sofia Schorling Hogberg and Jan Svensson as Directors; Elect Joakim Weidemanis as New Director	Mgmt	For	Against	Do Not Vote	No
12.b	Ratify Ernst & Young as Auditors	Mgmt	For	For	Do Not Vote	No
13	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	Do Not Vote	No
14	Authorize Class B Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	Do Not Vote	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Assa Abloy AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
15	Approve Performance Share Matching Plan LTI 2020	Mgmt	For	Against	Do Not Vote	No
16	Amend Articles of Association	Mgmt	For	For	Do Not Vote	No
17	Close Meeting	Mgmt				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Open Meeting	Mgmt				
2	Elect Chairman of Meeting	Mgmt	For	For		No
3	Prepare and Approve List of Shareholders	Mgmt	For	For		No
4	Approve Agenda of Meeting	Mgmt	For	For		No
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For		No
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For		No
7	Receive President's Report	Mgmt				
8.a	Receive Financial Statements and Statutory Reports	Mgmt				
8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt				
8.c	Receive Board's Proposal on Distribution of Profits	Mgmt				
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For		No
9.b	Approve Allocation of Income and Dividends of SEK 2.00 Per Share	Mgmt	For	For		No
9.c	Approve Discharge of Board and President	Mgmt	For	For		No
10	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For		No
11.a	Approve Remuneration of Directors in the Amount of SEK 2.35 million for Chairman, SEK 900,000 for Vice Chairman and SEK 685,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For		No
11.b	Approve Remuneration of Auditors	Mgmt	For	For		No
12.a	Reelect Lars Renstrom (Chairman), Carl Douglas (Vice Chair), Eva Karlsson, Birgitta Klasen, Lena Olving, Sofia Schorling Hogberg and Jan Svensson as Directors; Elect Joakim Weidemanis as New Director	Mgmt	For	Against		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Assa Abloy AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
12.b	Ratify Ernst & Young as Auditors	Mgmt	For	For		No
13	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For		No
14	Authorize Class B Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For		No
15	Approve Performance Share Matching Plan LTI 2020	Mgmt	For	Against		No
16	Amend Articles of Association	Mgmt	For	For		No
17	Close Meeting	Mgmt				

### AstraZeneca Plc

**Meeting Date:** 04/29/2020

**Country:** United Kingdom

**Primary Security ID:** G0593M107

**Record Date:** 04/27/2020

**Meeting Type:** Annual

**Ticker:** AZN

#### Meeting Notes:

Item 7 : Voted against the remuneration policy as it includes an increase in LTIP potential from an already generous position. Would expect more to be done to align incumbent ED pension to wider workforce at a company of this size.

Item 14: New policy includes an increase in LTIP potential from an already high level.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Dividends	Mgmt	For	For	For	No
3	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
5a	Re-elect Leif Johansson as Director	Mgmt	For	For	For	No
5b	Re-elect Pascal Soriot as Director	Mgmt	For	For	For	No
5c	Re-elect Marc Dunoyer as Director	Mgmt	For	For	For	No
5d	Re-elect Genevieve Berger as Director	Mgmt	For	For	For	No
5e	Re-elect Philip Broadley as Director	Mgmt	For	For	For	No
5f	Re-elect Graham Chipchase as Director	Mgmt	For	For	For	No
5g	Elect Michel Demare as Director	Mgmt	For	For	For	No
5h	Re-elect Deborah DiSanzo as Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### AstraZeneca Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
5i	Re-elect Sheri McCoy as Director	Mgmt	For	For	For	No
5j	Re-elect Tony Mok as Director	Mgmt	For	For	For	No
5k	Re-elect Nazneen Rahman as Director	Mgmt	For	For	For	No
5l	Re-elect Marcus Wallenberg as Director	Mgmt	For	For	For	No
6	Approve Remuneration Report	Mgmt	For	For	For	No
7	Approve Remuneration Policy	Mgmt	For	For	Against	Yes
8	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
9	Authorise Issue of Equity	Mgmt	For	For	For	No
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
11	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
13	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
14	Approve Performance Share Plan	Mgmt	For	For	Against	Yes

### Beiersdorf AG

**Meeting Date:** 04/29/2020

**Country:** Germany

**Primary Security ID:** D08792109

**Record Date:** 04/16/2020

**Meeting Type:** Annual

**Ticker:** BEI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 0.70 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For	For	No
5	Ratify Ernst & Young GmbH as Auditors for Fiscal 2020	Mgmt	For	For	For	No
6	Approve Creation of EUR 42 Million Pool of Authorized Capital I with Partial Exclusion of Preemptive Rights	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Beiersdorf AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
7	Approve Creation of EUR 25 Million Pool of Authorized Capital II with Partial Exclusion of Preemptive Rights	Mgmt	For	For	For	No
8	Approve Creation of EUR 25 Million Pool of Authorized Capital III with Partial Exclusion of Preemptive Rights	Mgmt	For	For	For	No
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds with Partial Exclusion of Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Billion; Approve Creation of EUR 42 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For	No
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST the proposed share repurchase program is warranted because this authorization would allow Beiersdorf AG to repurchase treasury shares at a 20-percent premium to the market price.</i>						
11	Amend Articles Re: Participation Requirements and Proof of Entitlement	Mgmt	For	For	For	No
12.1	Elect Wolfgang Herz to the Supervisory Board	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST the non-independent nominee, Wolfgang Herz, is warranted because of the failure to establish a sufficiently independent board. However, a vote FOR the independent nominee Beatrice Dreyfus as an alternate supervisory board member is warranted due to a lack of outstanding concerns.</i>						
12.2	Elect Beatrice Dreyfus as Alternate Supervisory Board Member	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 0.70 per Share	Mgmt	For	For		No
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For		No
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For		No
5	Ratify Ernst & Young GmbH as Auditors for Fiscal 2020	Mgmt	For	For		No
6	Approve Creation of EUR 42 Million Pool of Authorized Capital I with Partial Exclusion of Preemptive Rights	Mgmt	For	For		No
7	Approve Creation of EUR 25 Million Pool of Authorized Capital II with Partial Exclusion of Preemptive Rights	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Beiersdorf AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
8	Approve Creation of EUR 25 Million Pool of Authorized Capital III with Partial Exclusion of Preemptive Rights	Mgmt	For	For		No
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds with Partial Exclusion of Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Billion; Approve Creation of EUR 42 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For		No
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	Against		No
11	Amend Articles Re: Participation Requirements and Proof of Entitlement	Mgmt	For	For		No
12.1	Elect Wolfgang Herz to the Supervisory Board	Mgmt	For	Against		No
12.2	Elect Beatrice Dreyfus as Alternate Supervisory Board Member	Mgmt	For	For		No

### China Railway Group Limited

**Meeting Date:** 04/29/2020      **Country:** China      **Primary Security ID:** Y1509D116  
**Record Date:** 04/08/2020      **Meeting Type:** Special      **Ticker:** 390

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	EGM BALLOT FOR HOLDERS OF H SHARES	Mgmt				
1	Elect Wang Shiqi as Director	Mgmt	For	For	For	No

### Elementis Plc

**Meeting Date:** 04/29/2020      **Country:** United Kingdom      **Primary Security ID:** G2996U108  
**Record Date:** 04/27/2020      **Meeting Type:** Annual      **Ticker:** ELM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Re-elect Andrew Duff as Director	Mgmt	For	For	For	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Elementis Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
4	Re-elect Paul Waterman as Director	Mgmt	For	For	For	No
5	Re-elect Ralph Hewins as Director	Mgmt	For	For	For	No
6	Re-elect Sandra Boss as Director	Mgmt	For	For	For	No
7	Re-elect Dorothee Deuring as Director	Mgmt	For	For	For	No
8	Re-elect Steve Good as Director	Mgmt	For	For	For	No
9	Re-elect Anne Hyland as Director	Mgmt	For	For	For	No
10	Elect John O'Higgins as Director	Mgmt	For	For	For	No
11	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
14	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

### Hexagon AB

**Meeting Date:** 04/29/2020

**Country:** Sweden

**Primary Security ID:** W40063104

**Record Date:** 04/23/2020

**Meeting Type:** Annual

**Ticker:** HEXA.B

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Open Meeting	Mgmt				
2	Elect Chairman of Meeting	Mgmt	For	For	Do Not Vote	No
3	Prepare and Approve List of Shareholders	Mgmt	For	For	Do Not Vote	No
4	Approve Agenda of Meeting	Mgmt	For	For	Do Not Vote	No
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	Do Not Vote	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Hexagon AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	Do Not Vote	No
7	Receive President's Report	Mgmt				
8.a	Receive Financial Statements and Statutory Reports	Mgmt				
8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt				
8.c	Receive the Board's Dividend Proposal	Mgmt				
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote	No
9.b	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	Do Not Vote	No
9.c	Approve Discharge of Board and President	Mgmt	For	For	Do Not Vote	No
10	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	Do Not Vote	No
11	Approve Remuneration of Directors in the Amount of SEK 1.85 Million for Chairman, and SEK 615,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	For	Do Not Vote	No
12	Reelect Ola Rollen, Gun Nilsson (Chair), Ulrika Francke, John Brandon, Henrik Henriksson, Sofia Schorling Hogberg and Marta Schorling Andreen as Directors; Elect Patrick Soderlund as New Director; Ratify Ernst & Young as Auditors	Mgmt	For	Against	Do Not Vote	No
13	Reelect Mikael Ekdahl, Jan Andersson and Johan Strandberg, and Elect Anders Oscarsson as Members of Nominating Committee	Mgmt	For	For	Do Not Vote	No
14	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	Do Not Vote	No
15	Amend Articles of Association Re: Company Name; Participation at General Meeting; Share Registrar	Mgmt	For	For	Do Not Vote	No
16	Close Meeting	Mgmt				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Open Meeting	Mgmt				

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

## Hexagon AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
2	Elect Chairman of Meeting	Mgmt	For	For		No
3	Prepare and Approve List of Shareholders	Mgmt	For	For		No
4	Approve Agenda of Meeting	Mgmt	For	For		No
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For		No
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For		No
7	Receive President's Report	Mgmt				
8.a	Receive Financial Statements and Statutory Reports	Mgmt				
8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt				
8.c	Receive the Board's Dividend Proposal	Mgmt				
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For		No
9.b	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For		No
9.c	Approve Discharge of Board and President	Mgmt	For	For		No
10	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For		No
11	Approve Remuneration of Directors in the Amount of SEK 1.85 Million for Chairman, and SEK 615,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	For		No
12	Reelect Ola Rollen, Gun Nilsson (Chair), Ulrika Francke, John Brandon, Henrik Henriksson, Sofia Schorling Hogberg and Marta Schorling Andreen as Directors; Elect Patrick Soderlund as New Director; Ratify Ernst & Young as Auditors	Mgmt	For	Against		No
13	Reelect Mikael Ekdahl, Jan Andersson and Johan Strandberg, and Elect Anders Oscarsson as Members of Nominating Committee	Mgmt	For	For		No
14	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For		No
15	Amend Articles of Association Re: Company Name; Participation at General Meeting; Share Registrar	Mgmt	For	For		No
16	Close Meeting	Mgmt				

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Lancashire Holdings Ltd.

**Meeting Date:** 04/29/2020

**Country:** Bermuda

**Primary Security ID:** G5361W104

**Record Date:** 03/31/2020

**Meeting Type:** Annual

**Ticker:** LRE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Re-elect Peter Clarke as Director	Mgmt	For	For	For	No
6	Re-elect Michael Dawson as Director	Mgmt	For	For	For	No
7	Re-elect Simon Fraser as Director	Mgmt	For	For	For	No
8	Re-elect Samantha Hoe-Richardson as Director	Mgmt	For	For	For	No
9	Re-elect Robert Lusardi as Director	Mgmt	For	For	For	No
10	Re-elect Alex Maloney as Director	Mgmt	For	For	For	No
11	Re-elect Sally Williams as Director	Mgmt	For	For	For	No
12	Elect Natalie Kershaw as Director	Mgmt	For	For	For	No
13	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
14	Authorise Board to Fix Remuneration of the Auditors	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights (Additional Authority)	Mgmt	For	For	For	No
19	Authorise Market Purchase of Common Shares	Mgmt	For	For	For	No

### LSR Group PJSC

**Meeting Date:** 04/29/2020

**Country:** Russia

**Primary Security ID:** X32441101

**Record Date:** 04/07/2020

**Meeting Type:** Annual

**Ticker:** LSRG

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### LSR Group PJSC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Meeting for GDR Holders	Mgmt				
1	Approve Annual Report	Mgmt	For	For	For	No
2	Approve Financial Statements	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of RUB 30 per Share	Mgmt	For	For	For	No
4	Fix Number of Directors at Nine	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because:* The proposal leads to a decrease in the level of board independence, and* The company did not provide necessary disclosure supporting the proposed change; )</i>						
	Elect Nine Directors by Cumulative Voting	Mgmt				
5.1 )	Elect Dmitrii Goncharov as Director	Mgmt	None	Against	Against	No
5.2 )	Elect Igor Levit as Director	Mgmt	None	Against	Against	No
5.3 )	Elect Aleksei Makhnev as Director	Mgmt	None	For	For	No
5.4 )	Elect Andrei Molchanov as Director	Mgmt	None	Against	Against	No
5.5 )	Elect Egor Molchanov as Director	Mgmt	None	Against	Against	No
5.6 )	Elect Natalia Nikiforova as Director	Mgmt	None	For	For	No
5.7 )	Elect Vitalii Podolskii as Director	Mgmt	None	For	For	No
5.8 )	Elect Aleksandr Prisiazhniuk as Director	Mgmt	None	For	For	No
5.9 )	Elect Evgenii Iatsyshin as Director	Mgmt	None	Against	Against	No
	Elect Three Members of Audit Commission	Mgmt				
6.1 )	Elect Natalia Klevtsova as Member of Audit Commission	Mgmt	For	For	For	No
6.2 )	Elect Denis Siniugin as Member of Audit Commission	Mgmt	For	For	For	No
6.3 )	Elect Liudmila Fradina as Member of Audit Commission	Mgmt	For	For	For	No
7.1 )	Ratify Audit-Service SPb as RAS Auditor	Mgmt	For	For	For	No
7.2 )	Ratify KPMG as IFRS Auditor	Mgmt	For	For	For	No

### Muenchener Rueckversicherungs-Gesellschaft AG

**Meeting Date:** 04/29/2020

**Country:** Germany

**Primary Security ID:** D55535104

**Record Date:**

**Meeting Type:** Annual

**Ticker:** MUV2

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

## Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 9.80 per Share	Mgmt	For	For		No
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For		No
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For		No
5	Elect Carsten Spohr to the Supervisory Board	Mgmt	For	For		No
6	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For		No
7	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds with Partial Exclusion of Preemptive Rights up to Aggregate Nominal Amount of EUR 5 Billion; Approve Creation of EUR 117 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For		No
8.1	Amend Articles Re: Editorial Changes	Mgmt	For	For		No
8.2	Amend Articles Re: Editorial Changes	Mgmt	For	For		No
8.3	Amend Articles Re: Editorial Changes	Mgmt	For	For		No
8.4	Amend Articles Re: Editorial Changes	Mgmt	For	For		No
8.5	Amend Articles Re: Editorial Changes	Mgmt	For	For		No
8.6	Amend Articles Re: Editorial Changes	Mgmt	For	For		No
8.7	Amend Articles Re: Editorial Changes	Mgmt	For	For		No
8.8	Amend Articles Re: Editorial Changes	Mgmt	For	For		No
8.9	Amend Articles Re: Editorial Changes	Mgmt	For	For		No
8.10	Amend Articles Re: Editorial Changes	Mgmt	For	For		No

## Prologis, Inc.

Meeting Date: 04/29/2020

Country: USA

Primary Security ID: 74340W103

Record Date: 03/06/2020

Meeting Type: Annual

Ticker: PLD

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Prologis, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Hamid R. Moghadam	Mgmt	For	For	For	No
1b	Elect Director Cristina G. Bitá	Mgmt	For	For	For	No
1c	Elect Director George L. Fotiades	Mgmt	For	For	For	No
1d	Elect Director Lydia H. Kennard	Mgmt	For	For	For	No
1e	Elect Director Irving F. Lyons, III	Mgmt	For	For	For	No
1f	Elect Director Avid Modjtabai	Mgmt	For	For	For	No
1g	Elect Director David P. O'Connor	Mgmt	For	For	For	No
1h	Elect Director Olivier Piani	Mgmt	For	For	For	No
1i	Elect Director Jeffrey L. Skelton	Mgmt	For	For	For	No
1j	Elect Director Carl B. Webb	Mgmt	For	For	For	No
1k	Elect Director William D. Zollars	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Approve Omnibus Stock Plan	Mgmt	For	For	For	No
4	Increase Authorized Common Stock	Mgmt	For	For	For	No
5	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	No

### Royal Bank of Scotland Group Plc

Meeting Date: 04/29/2020

Country: United Kingdom

Primary Security ID: G6422B105

Record Date: 04/27/2020

Meeting Type: Annual

Ticker: RBS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this item is considered warranted:* Pro-rating of long-term incentives is not applied to good leavers for the post-grant (but pre-vest) performance period.</i>						
3	Approve Remuneration Report	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this item is considered warranted, although it is not without concern for shareholders:* Ross McEwan resigned from the Company and has taken up the role of CEO of National Australia Bank, but has been treated as a good leaver for the purposes of his outstanding LTIP awards.</i>						

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Royal Bank of Scotland Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
4	Approve Final Dividend	Mgmt	For	Abstain	Abstain	No
	<i>Voting Policy Rationale: An ABSTAIN vote is warranted on these items:* These resolutions will be withdrawn.A vote FOR these resolutions is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise abstention as a valid option.</i>					
5	Approve Special Dividend	Mgmt	For	Abstain	Abstain	No
	<i>Voting Policy Rationale: An ABSTAIN vote is warranted on these items:* These resolutions will be withdrawn.A vote FOR these resolutions is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise abstention as a valid option.</i>					
6	Re-elect Howard Davies as Director	Mgmt	For	For	For	No
7	Elect Alison Rose-Slade as Director	Mgmt	For	For	For	No
8	Re-elect Katie Murray as Director	Mgmt	For	For	For	No
9	Re-elect Frank Dangeard as Director	Mgmt	For	For	For	No
10	Re-elect Patrick Flynn as Director	Mgmt	For	For	For	No
11	Re-elect Morten Friis as Director	Mgmt	For	For	For	No
12	Re-elect Robert Gillespie as Director	Mgmt	For	For	For	No
13	Elect Yasmin Jetha as Director	Mgmt	For	For	For	No
14	Re-elect Baroness Noakes as Director	Mgmt	For	For	For	No
15	Re-elect Mike Rogers as Director	Mgmt	For	For	For	No
16	Re-elect Mark Seligman as Director	Mgmt	For	For	For	No
17	Re-elect Lena Wilson as Director	Mgmt	For	For	For	No
18	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
19	Authorise the Group Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
20	Authorise Issue of Equity	Mgmt	For	For	For	No
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
23	Authorise Issue of Equity in Connection with Equity Convertible Notes	Mgmt	For	For	For	No
24	Authorise Issue of Equity without Pre-emptive Rights in Connection with Equity Convertible Notes	Mgmt	For	For	For	No
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
26	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
27	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Royal Bank of Scotland Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
28	Authorise Off-Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
29	Adopt New Articles of Association	Mgmt	For	For	For	No
30	Approve Employee Share Ownership Plan	Mgmt	For	For	For	No

### Spirent Communications Plc

Meeting Date: 04/29/2020

Country: United Kingdom

Primary Security ID: G83562101

Record Date: 04/27/2020

Meeting Type: Annual

Ticker: SPT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Elect Eric Updyke as Director	Mgmt	For	For	For	No
5	Re-elect Paula Bell as Director	Mgmt	For	For	For	No
6	Re-elect Gary Bullard as Director	Mgmt	For	For	For	No
7	Re-elect William Thomas as Director	Mgmt	For	For	For	No
8	Re-elect Wendy Koh as Director	Mgmt	For	For	For	No
9	Re-elect Edgar Masri as Director	Mgmt	For	For	For	No
10	Re-elect Jonathan Silver as Director	Mgmt	For	For	For	No
11	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

## Synthomer Plc

**Meeting Date:** 04/29/2020

**Country:** United Kingdom

**Primary Security ID:** G8650C102

**Record Date:** 04/27/2020

**Meeting Type:** Annual

**Ticker:** SYNT

### Meeting Notes:

Item 2: Voted against the remuneration policy due to lack of disclosure around the alignment of CEO pension payments to those of the wider workforce against a back drop of increase to variable pay opportunity.

Item 21: Voted against the performance share plan. Increases in variable pay opportunity whilst there is a lack of disclosure around pension alignment.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	Against	Yes
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	Abstain	Abstain	No
<i>Voting Policy Rationale: An ABSTAIN on the final dividend is warranted as the resolution will be withdrawn. A vote FOR this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise abstention as a valid option.</i>						
5	Re-elect Calum MacLean as Director	Mgmt	For	For	For	No
6	Re-elect Stephen Bennett as Director	Mgmt	For	For	For	No
7	Re-elect Alex Catto as Director	Mgmt	For	For	For	No
8	Re-elect Dato' Lee Hau Hian as Director	Mgmt	For	For	For	No
9	Re-elect Dr Just Jansz as Director	Mgmt	For	For	For	No
10	Re-elect Brendan Connolly as Director	Mgmt	For	For	For	No
11	Re-elect Caroline Johnstone as Director	Mgmt	For	For	For	No
12	Re-elect Holly Van Deursen as Director	Mgmt	For	For	For	No
13	Re-elect Neil Johnson as Director	Mgmt	For	For	For	No
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Synthomer Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
21	Approve Performance Share Plan	Mgmt	For	For	Against	Yes

### UBS Group AG

Meeting Date: 04/29/2020

Country: Switzerland

Primary Security ID: H42097107

Record Date:

Meeting Type: Annual

Ticker: UBSG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of USD 0.365 per Share	Mgmt	For	For	For	No
4	Approve Discharge of Board and Senior Management for Fiscal 2019, excluding French Cross-Border Matter	Mgmt	For	For	For	No
5.1	Reelect Axel Weber as Director and Board Chairman	Mgmt	For	For	For	No
5.2	Reelect Jeremy Anderson as Director	Mgmt	For	For	For	No
5.3	Reelect William Dudley as Director	Mgmt	For	For	For	No
5.4	Reelect Reto Francioni as Director	Mgmt	For	For	For	No
5.5	Reelect Fred Hu as Director	Mgmt	For	For	For	No
5.6	Reelect Julie Richardson as Director	Mgmt	For	For	For	No
5.7	Reelect Beatrice di Mauro as Director	Mgmt	For	For	For	No
5.8	Reelect Dieter Wemmer as Director	Mgmt	For	For	For	No
5.9	Reelect Jeanette Wong as Director	Mgmt	For	For	For	No
6.1	Elect Mark Hughes as Director	Mgmt	For	For	For	No
6.2	Elect Nathalie Rachou as Director	Mgmt	For	For	For	No
7.1	Appoint Julie Richardson as Member of the Compensation Committee	Mgmt	For	For	For	No
7.2	Appoint Reto Francioni as Member of the Compensation Committee	Mgmt	For	For	For	No
7.3	Appoint Dieter Wemmer as Member of the Compensation Committee	Mgmt	For	For	For	No
7.4	Appoint Jeanette Wong as Member of the Compensation Committee	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### UBS Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
8.1	Approve Remuneration of Directors in the Amount of CHF 13 Million	Mgmt	For	For	For	No
8.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 70.3 Million	Mgmt	For	For	For	No
8.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 33 Million	Mgmt	For	For	For	No
9	Designate ADB Altorfer Duss & Beilstein AG as Independent Proxy	Mgmt	For	For	For	No
10	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For	No
11	Transact Other Business (Voting)	Mgmt	For	Against	Against	No

*Voting Policy Rationale: A vote AGAINST is warranted because: \* This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and\* The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For		No
2	Approve Remuneration Report	Mgmt	For	For		No
3	Approve Allocation of Income and Dividends of USD 0.365 per Share	Mgmt	For	For		No
4	Approve Discharge of Board and Senior Management for Fiscal 2019, excluding French Cross-Border Matter	Mgmt	For	For		No
5.1	Reelect Axel Weber as Director and Board Chairman	Mgmt	For	For		No
5.2	Reelect Jeremy Anderson as Director	Mgmt	For	For		No
5.3	Reelect William Dudley as Director	Mgmt	For	For		No
5.4	Reelect Reto Francioni as Director	Mgmt	For	For		No
5.5	Reelect Fred Hu as Director	Mgmt	For	For		No
5.6	Reelect Julie Richardson as Director	Mgmt	For	For		No
5.7	Reelect Beatrice di Mauro as Director	Mgmt	For	For		No
5.8	Reelect Dieter Wemmer as Director	Mgmt	For	For		No
5.9	Reelect Jeanette Wong as Director	Mgmt	For	For		No
6.1	Elect Mark Hughes as Director	Mgmt	For	For		No
6.2	Elect Nathalie Rachou as Director	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### UBS Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
7.1	Appoint Julie Richardson as Member of the Compensation Committee	Mgmt	For	For		No
7.2	Appoint Reto Francioni as Member of the Compensation Committee	Mgmt	For	For		No
7.3	Appoint Dieter Wemmer as Member of the Compensation Committee	Mgmt	For	For		No
7.4	Appoint Jeanette Wong as Member of the Compensation Committee	Mgmt	For	For		No
8.1	Approve Remuneration of Directors in the Amount of CHF 13 Million	Mgmt	For	For		No
8.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 70.3 Million	Mgmt	For	For		No
8.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 33 Million	Mgmt	For	For		No
9	Designate ADB Altorfer Duss & Beilstein AG as Independent Proxy	Mgmt	For	For		No
10	Ratify Ernst & Young AG as Auditors	Mgmt	For	For		No
11	Transact Other Business (Voting)	Mgmt	For	Against		No

### Unilever Plc

**Meeting Date:** 04/29/2020

**Country:** United Kingdom

**Primary Security ID:** G92087165

**Record Date:** 04/27/2020

**Meeting Type:** Annual

**Ticker:** ULVR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Re-elect Nils Andersen as Director	Mgmt	For	For	For	No
4	Re-elect Laura Cha as Director	Mgmt	For	For	For	No
5	Re-elect Vittorio Colao as Director	Mgmt	For	For	For	No
6	Re-elect Dr Judith Hartmann as Director	Mgmt	For	For	For	No
7	Re-elect Alan Jope as Director	Mgmt	For	For	For	No
8	Re-elect Andrea Jung as Director	Mgmt	For	For	For	No
9	Re-elect Susan Kilsby as Director	Mgmt	For	For	For	No
10	Re-elect Strive Masiyiwa as Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Unilever Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
11	Re-elect Youngme Moon as Director	Mgmt	For	For	For	No
12	Re-elect Graeme Pitkethly as Director	Mgmt	For	For	For	No
13	Re-elect John Rishton as Director	Mgmt	For	For	For	No
14	Re-elect Feike Sijbesma as Director	Mgmt	For	For	For	No
15	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
16	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
17	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
18	Authorise Issue of Equity	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### B3 SA-Brasil, Bolsa, Balcão

Meeting Date: 04/30/2020

Country: Brazil

Primary Security ID: P1909G107

Record Date:

Meeting Type: Annual

Ticker: B3SA3

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2019	Mgmt	For	For	Do Not Vote	No
2	Approve Allocation of Income and Dividends	Mgmt	For	For	Do Not Vote	No
3	Approve Remuneration of Company's Management	Mgmt	For	For	Do Not Vote	No
4	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Mgmt	None	For	Do Not Vote	No
5	Elect Fiscal Council Members	Mgmt	For	For	Do Not Vote	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### B3 SA-Brasil, Bolsa, Balcão

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
6	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	Mgmt	None	Against	Do Not Vote	No
7	Approve Remuneration of Fiscal Council Members	Mgmt	For	For	Do Not Vote	No

### B3 SA-Brasil, Bolsa, Balcão

Meeting Date: 04/30/2020

Country: Brazil

Primary Security ID: P1909G107

Record Date:

Meeting Type: Special

Ticker: B3SA3

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Amend Articles to Reflect Changes in Capital	Mgmt	For	For	Do Not Vote	No
2	Amend Corporate Purpose	Mgmt	For	For	Do Not Vote	No
3	Amend Article	Mgmt	For	For	Do Not Vote	No
4	Remove Transitory Disposition in Article 79	Mgmt	For	For	Do Not Vote	No
5	Approve Renumbering of Articles	Mgmt	For	For	Do Not Vote	No
6	Consolidate Bylaws	Mgmt	For	For	Do Not Vote	No

### British American Tobacco plc

Meeting Date: 04/30/2020

Country: United Kingdom

Primary Security ID: G1510J102

Record Date: 04/28/2020

Meeting Type: Annual

Ticker: BATS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### British American Tobacco plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
2	Approve Remuneration Report	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST the remuneration report is considered warranted on account of the following:* CEO Jack Bowles was granted a 9.5% salary increase for FY2020.* From FY2020, the new CFO's LTIP award has been increased to 400% of salary, up from 350% of salary previously (albeit on a lower salary rate than his predecessor).</i>						
3	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
4	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
5	Re-elect Jack Bowles as Director	Mgmt	For	For	For	No
6	Re-elect Richard Burrows as Director	Mgmt	For	For	For	No
7	Re-elect Sue Farr as Director	Mgmt	For	For	For	No
8	Re-elect Dr Marion Helmes as Director	Mgmt	For	For	For	No
9	Re-elect Luc Jobin as Director	Mgmt	For	For	For	No
10	Re-elect Holly Koepfel as Director	Mgmt	For	For	For	No
11	Re-elect Savio Kwan as Director	Mgmt	For	For	For	No
12	Re-elect Dimitri Panayotopoulos as Director	Mgmt	For	For	For	No
13	Elect Jeremy Fowden as Director	Mgmt	For	For	For	No
14	Elect Tadeu Marroco as Director	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Approve Restricted Share Plan	Mgmt	For	For	For	No
19	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Credit Suisse Group AG

Meeting Date: 04/30/2020

Country: Switzerland

Primary Security ID: H3698D419

Record Date:

Meeting Type: Annual

Ticker: CSGN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Approve Remuneration Report	Mgmt	For	For	For	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Credit Suisse Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of CHF 0.14 per Share	Mgmt	For	For	For	No
4	Approve CHF 4.3 Million Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
5.1.a	Reelect Urs Rohner as Director and Board Chairman	Mgmt	For	For	For	No
5.1.b	Reelect Iris Bohnet as Director	Mgmt	For	For	For	No
5.1.c	Reelect Christian Gellerstad as Director	Mgmt	For	For	For	No
5.1.d	Reelect Andreas Gottschling as Director	Mgmt	For	For	For	No
5.1.e	Reelect Michael Klein as Director	Mgmt	For	For	For	No
5.1.f	Reelect Shan Li as Director	Mgmt	For	For	For	No
5.1.g	Reelect Seraina Macia as Director	Mgmt	For	For	For	No
5.1.h	Reelect Kai Nargolwala as Director	Mgmt	For	For	For	No
5.1.i	Reelect Ana Pessoa as Director	Mgmt	For	For	For	No
5.1.j	Reelect Joaquin Ribeiro as Director	Mgmt	For	For	For	No
5.1.k	Reelect Severin Schwan as Director	Mgmt	For	For	For	No
5.1.l	Reelect John Tiner as Director	Mgmt	For	For	For	No
5.1.m	Elect Richard Meddings as Director	Mgmt	For	For	For	No
5.2.1	Reappoint Iris Bohnet as Member of the Compensation Committee	Mgmt	For	For	For	No
5.2.2	Reappoint Christian Gellerstad as Member of the Compensation Committee	Mgmt	For	For	For	No
5.2.3	Reappoint Michael Klein as Member of the Compensation Committee	Mgmt	For	For	For	No
5.2.4	Reappoint Kai Nargolwala as Member of the Compensation Committee	Mgmt	For	For	For	No
6.1	Approve Remuneration of Directors in the Amount of CHF 12 Million	Mgmt	For	For	For	No
6.2.1	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 22.4 Million	Mgmt	For	For	For	No
6.2.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 31 Million	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Credit Suisse Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
6.2.3	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 28.6 Million	Mgmt	For	For	For	No
7.1	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For	No
7.2	Ratify BDO AG as Special Auditors	Mgmt	For	For	For	No
7.3	Designate Keller KLG as Independent Proxy	Mgmt	For	For	For	No
8.1	Additional Voting Instructions - Shareholder Proposals (Voting)	Mgmt	Against	Against	Against	No
8.2	Additional Voting Instructions - Board of Directors Proposals (Voting)	Mgmt	For	Against	Against	No

*Voting Policy Rationale: Votes AGAINST these items are warranted because:\* These items concern additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders (Item 8.1) or the board of directors (Item 8.2); and\* The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against these items on a precautionary basis.*

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Approve Remuneration Report	Mgmt	For	For		No
1.2	Accept Financial Statements and Statutory Reports	Mgmt	For	For		No
2	Approve Discharge of Board and Senior Management	Mgmt	For	For		No
3	Approve Allocation of Income and Dividends of CHF 0.14 per Share	Mgmt	For	For		No
4	Approve CHF 4.3 Million Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For		No
5.1.a	Reelect Urs Rohner as Director and Board Chairman	Mgmt	For	For		No
5.1.b	Reelect Iris Bohnet as Director	Mgmt	For	For		No
5.1.c	Reelect Christian Gellerstad as Director	Mgmt	For	For		No
5.1.d	Reelect Andreas Gottschling as Director	Mgmt	For	For		No
5.1.e	Reelect Michael Klein as Director	Mgmt	For	For		No
5.1.f	Reelect Shan Li as Director	Mgmt	For	For		No
5.1.g	Reelect Seraina Macia as Director	Mgmt	For	For		No
5.1.h	Reelect Kai Nargolwala as Director	Mgmt	For	For		No
5.1.i	Reelect Ana Pessoa as Director	Mgmt	For	For		No
5.1.j	Reelect Joaquin Ribeiro as Director	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Credit Suisse Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
5.1.k	Reelect Severin Schwan as Director	Mgmt	For	For		No
5.1.l	Reelect John Tiner as Director	Mgmt	For	For		No
5.1.m	Elect Richard Meddings as Director	Mgmt	For	For		No
5.2.1	Reappoint Iris Bohnet as Member of the Compensation Committee	Mgmt	For	For		No
5.2.2	Reappoint Christian Gellerstad as Member of the Compensation Committee	Mgmt	For	For		No
5.2.3	Reappoint Michael Klein as Member of the Compensation Committee	Mgmt	For	For		No
5.2.4	Reappoint Kai Nargolwala as Member of the Compensation Committee	Mgmt	For	For		No
6.1	Approve Remuneration of Directors in the Amount of CHF 12 Million	Mgmt	For	For		No
6.2.1	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 22.4 Million	Mgmt	For	For		No
6.2.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 31 Million	Mgmt	For	For		No
6.2.3	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 28.6 Million	Mgmt	For	For		No
7.1	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For		No
7.2	Ratify BDO AG as Special Auditors	Mgmt	For	For		No
7.3	Designate Keller KLG as Independent Proxy	Mgmt	For	For		No
8.1	Additional Voting Instructions - Shareholder Proposals (Voting)	Mgmt	Against	Against		No
8.2	Additional Voting Instructions - Board of Directors Proposals (Voting)	Mgmt	For	Against		No

### Devro Plc

**Meeting Date:** 04/30/2020

**Country:** United Kingdom

**Primary Security ID:** G2743R101

**Record Date:** 04/28/2020

**Meeting Type:** Annual

**Ticker:** DVO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	Abstain	Abstain	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Devro Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3	Elect Steve Good as Director	Mgmt	For	For	For	No
4	Re-elect Rutger Helbing as Director	Mgmt	For	For	For	No
5	Re-elect Jackie Callaway as Director	Mgmt	For	For	For	No
6	Re-elect Malcolm Swift as Director	Mgmt	For	For	For	No
7	Re-elect Dr Paul Withers as Director	Mgmt	For	For	For	No
8	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
9	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
10	Approve Remuneration Report	Mgmt	For	For	For	No
11	Approve Remuneration Policy	Mgmt	For	For	For	No
12	Authorise Issue of Equity	Mgmt	For	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### EOG Resources, Inc.

Meeting Date: 04/30/2020

Country: USA

Primary Security ID: 26875P101

Record Date: 03/06/2020

Meeting Type: Annual

Ticker: EOG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Janet F. Clark	Mgmt	For	For	For	No
1b	Elect Director Charles R. Crisp	Mgmt	For	For	For	No
1c	Elect Director Robert P. Daniels	Mgmt	For	For	For	No
1d	Elect Director James C. Day	Mgmt	For	For	For	No
1e	Elect Director C. Christopher Gaut	Mgmt	For	For	For	No
1f	Elect Director Julie J. Robertson	Mgmt	For	For	For	No
1g	Elect Director Donald F. Textor	Mgmt	For	For	For	No
1h	Elect Director William R. Thomas	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### EOG Resources, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No

### Fugro NV

**Meeting Date:** 04/30/2020      **Country:** Netherlands      **Primary Security ID:** N3385Q197  
**Record Date:** 04/02/2020      **Meeting Type:** Annual      **Ticker:** FUR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Annual Meeting Agenda	Mgmt				
1	Open Meeting	Mgmt				
2a	Receive Report of Supervisory Board (Non-Voting)	Mgmt				
2b	Approve Remuneration Report	Mgmt	For	For	For	No
3	Receive Report of Management Board (Non-Voting)	Mgmt				
4	Adopt Financial Statements	Mgmt	For	For	For	No
5a	Approve Discharge of Management Board	Mgmt	For	For	For	No
5b	Approve Discharge of Supervisory Board	Mgmt	For	For	For	No
6a	Approve Remuneration Policy for Management Board	Mgmt	For	For	For	No
6b	Approve Remuneration Policy for Supervisory Board	Mgmt	For	For	For	No
7a	Reelect Harrie Noy to Supervisory Board	Mgmt	For	For	For	No
7b	Elect Ron Mobed to Supervisory Board	Mgmt	For	For	For	No
8	Ratify Ernst & Young as Auditors	Mgmt	For	For	For	No
9a	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital for General Purposes	Mgmt	For	For	For	No
9b	Authorize Board to Exclude Preemptive Rights from Share Issuances Under Item 9a	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Fugro NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
9c	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital in Case of Merger, Acquisitions and/or Strategic Partnerships	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because it is not in line with commonly used safeguards regarding volume (i.e. the management board would be able to issue share up to 20 percent of the issued share capital, when also considering the proposals under Items 9a and 9b).</i></p>						
10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
11	Other Business (Non-Voting)	Mgmt				
12	Close Meeting	Mgmt				

### James Fisher & Sons Plc

**Meeting Date:** 04/30/2020

**Country:** United Kingdom

**Primary Security ID:** G35056103

**Record Date:** 04/28/2020

**Meeting Type:** Annual

**Ticker:** FSJ

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	Abstain	Abstain	No
<p><i>Voting Policy Rationale: An ABSTAIN vote is warranted on this item:* This resolution will be withdrawn.A vote FOR this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise abstention as a valid option.</i></p>						
4	Elect Eoghan O'Lionaird as Director	Mgmt	For	For	For	No
5	Re-elect Malcolm Paul as Director	Mgmt	For	For	For	No
6	Re-elect Stuart Kilpatrick as Director	Mgmt	For	For	For	No
7	Re-elect Fergus Graham as Director	Mgmt	For	Abstain	Abstain	No
<p><i>Voting Policy Rationale: Item 4-6 and 8-11A vote FOR these Directors is warranted as no significant concerns have been identified.Item 7: Re-elect Fergus Graham as DirectorAn ABSTAIN vote is warranted on this item:* This resolution will be withdrawn.A vote FOR this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise abstention as a valid option.</i></p>						
8	Re-elect Justin Atkinson as Director	Mgmt	For	For	For	No
9	Re-elect Aedamar Comiskey as Director	Mgmt	For	For	For	No
10	Re-elect Michael Salter as Director	Mgmt	For	For	For	No
11	Re-elect Dr Inken Braunschmidt as Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### James Fisher & Sons Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
12	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Kerry Group Plc

**Meeting Date:** 04/30/2020

**Country:** Ireland

**Primary Security ID:** G52416107

**Record Date:** 04/28/2020

**Meeting Type:** Annual

**Ticker:** KRZ

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3a	Re-elect Gerry Behan as Director	Mgmt	For	For	For	No
3b	Re-elect Dr Hugh Brady as Director	Mgmt	For	For	For	No
3c	Re-elect Gerard Culligan as Director	Mgmt	For	For	For	No
3d	Re-elect Dr Karin Dorrepaal as Director	Mgmt	For	For	For	No
3e	Re-elect Joan Garahy as Director	Mgmt	For	For	For	No
3f	Re-elect Marguerite Larkin as Director	Mgmt	For	For	For	No
3g	Re-elect Tom Moran as Director	Mgmt	For	For	For	No
3h	Re-elect Con Murphy as Director	Mgmt	For	For	For	No
3i	Re-elect Christopher Rogers as Director	Mgmt	For	For	For	No
3j	Re-elect Edmond Scanlon as Director	Mgmt	For	For	For	No
3k	Re-elect Philip Toomey as Director	Mgmt	For	For	For	No
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Kerry Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
5	Approve Remuneration Report	Mgmt	For	For	For	No
6	Authorise Issue of Equity	Mgmt	For	For	For	No
7	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
8	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Mgmt	For	For	For	No
9	Authorise Market Purchase of A Ordinary Shares	Mgmt	For	For	For	No

### Koninklijke Philips NV

Meeting Date: 04/30/2020

Country: Netherlands

Primary Security ID: N7637U112

Record Date: 04/02/2020

Meeting Type: Annual

Ticker: PHIA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Annual Meeting Agenda	Mgmt				
1	President's Speech	Mgmt				
2.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt				
2.b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2.c	Approve Dividends of EUR 0.85 Per Share	Mgmt	For	For	For	No
2.d	Approve Remuneration Report	Mgmt	For	For	For	No
2.e	Approve Discharge of Management Board	Mgmt	For	For	For	No
2.f	Approve Discharge of Supervisory Board	Mgmt	For	For	For	No
3.a	Approve Remuneration Policy for Management Board	Mgmt	For	For	For	No
3.b	Approve Long Term Incentive Plan for Management Board Members	Mgmt	For	For	For	No
3.c	Approve Remuneration Policy for Supervisory Board	Mgmt	For	For	For	No
4.a	Reelect N. Dhawan to Supervisory Board	Mgmt	For	For	For	No
4.b	Elect F. Sijbesma to Supervisory Board	Mgmt	For	For	For	No
4.c	Elect P. Loscher to Supervisory Board	Mgmt	For	For	For	No
5.a	Grant Board Authority to Issue Shares	Mgmt	For	For	For	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Koninklijke Philips NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
5.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For	No
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
7	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For	No
8	Other Business (Non-Voting)	Mgmt				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Annual Meeting Agenda	Mgmt				
1	President's Speech	Mgmt				
2.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt				
2.b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For		No
2.c	Approve Dividends of EUR 0.85 Per Share	Mgmt	For	For		No
2.d	Approve Remuneration Report	Mgmt	For	For		No
2.e	Approve Discharge of Management Board	Mgmt	For	For		No
2.f	Approve Discharge of Supervisory Board	Mgmt	For	For		No
3.a	Approve Remuneration Policy for Management Board	Mgmt	For	For		No
3.b	Approve Long Term Incentive Plan for Management Board Members	Mgmt	For	For		No
3.c	Approve Remuneration Policy for Supervisory Board	Mgmt	For	For		No
4.a	Reelect N. Dhawan to Supervisory Board	Mgmt	For	For		No
4.b	Elect F. Sijbesma to Supervisory Board	Mgmt	For	For		No
4.c	Elect P. Loscher to Supervisory Board	Mgmt	For	For		No
5.a	Grant Board Authority to Issue Shares	Mgmt	For	For		No
5.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For		No
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For		No
7	Approve Cancellation of Repurchased Shares	Mgmt	For	For		No
8	Other Business (Non-Voting)	Mgmt				

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

## Lojas Americanas SA

**Meeting Date:** 04/30/2020

**Country:** Brazil

**Primary Security ID:** P6329M105

**Record Date:**

**Meeting Type:** Annual

**Ticker:** LAME4

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2019	Mgmt	For	For	Do Not Vote	No
2	Approve Capital Budget	Mgmt	For	For	Do Not Vote	No
3	Approve Allocation of Income and Dividends	Mgmt	For	For	Do Not Vote	No
4	Fix Number of Directors at Seven	Mgmt	For	For	Do Not Vote	No
5	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Mgmt	None	Abstain	Do Not Vote	No
6	Elect Directors	Mgmt	For	For	Do Not Vote	No
7	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	Mgmt	None	Against	Do Not Vote	No
8	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Mgmt	None	Abstain	Do Not Vote	No
	APPLIES ONLY IF CUMULATIVE VOTING IS ADOPTED - If You Vote FOR on Item 8, Votes Will Be Automatically Distributed in Equal % Amongst The Nominees voted FOR below. If You Vote AGST, Contact Your Client Service Rep to Disproportionately Allocate % of Votes	Mgmt				
9.1	Percentage of Votes to Be Assigned - Elect Carlos Alberto da Veiga Sicupira as Director	Mgmt	None	Abstain	Do Not Vote	No
9.2	Percentage of Votes to Be Assigned - Elect Claudio Moniz Barreto Garcia as Director	Mgmt	None	Abstain	Do Not Vote	No
9.3	Percentage of Votes to Be Assigned - Elect Eduardo Saggioro Garcia as Director	Mgmt	None	Abstain	Do Not Vote	No
9.4	Percentage of Votes to Be Assigned - Elect Paulo Alberto Lemann as Director	Mgmt	None	Abstain	Do Not Vote	No
9.5	Percentage of Votes to Be Assigned - Elect Paulo Veiga Ferraz Pereira as Independent Director	Mgmt	None	Abstain	Do Not Vote	No
9.6	Percentage of Votes to Be Assigned - Elect Sidney Victor da Costa Breyer as Independent Director	Mgmt	None	Abstain	Do Not Vote	No
9.7	Percentage of Votes to Be Assigned - Elect Vanessa Claro Lopes as Independent Director	Mgmt	None	Abstain	Do Not Vote	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Lojas Americanas SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
10	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Mgmt	None	For	Do Not Vote	No
11	Approve Remuneration of Company's Management	Mgmt	For	For	Do Not Vote	No
12	Approve Remuneration of Fiscal Council Members	Mgmt	For	For	Do Not Vote	No

### Lojas Americanas SA

Meeting Date: 04/30/2020

Country: Brazil

Primary Security ID: P6329M105

Record Date:

Meeting Type: Special

Ticker: LAME4

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Amend Article 4 Re: Corporate Purpose	Mgmt	For	For	Do Not Vote	No
2	Amend Articles	Mgmt	For	For	Do Not Vote	No
3	Amend Article 5 to Reflect Changes in Capital	Mgmt	For	For	Do Not Vote	No
4	Consolidate Bylaws	Mgmt	For	For	Do Not Vote	No

### RPS Group Plc

Meeting Date: 04/30/2020

Country: United Kingdom

Primary Security ID: G7701P104

Record Date: 04/28/2020

Meeting Type: Annual

Ticker: RPS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Elect Judith Cottrell as Director	Mgmt	For	For	For	No
4	Re-elect Allison Bainbridge as Director	Mgmt	For	For	For	No
5	Re-elect John Douglas as Director	Mgmt	For	For	For	No
6	Re-elect Catherine Glickman as Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### RPS Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
7	Re-elect Ken Lever as Director	Mgmt	For	For	For	No
8	Re-elect Michael McKelvy as Director	Mgmt	For	For	For	No
9	Re-elect Elizabeth Peace as Director	Mgmt	For	For	For	No
10	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
11	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
12	Authorise Issue of Equity	Mgmt	For	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Schroders Plc

Meeting Date: 04/30/2020

Country: United Kingdom

Primary Security ID: G78602136

Record Date: 04/28/2020

Meeting Type: Annual

Ticker: SDR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Approve Remuneration Policy	Mgmt	For	For	For	No
5	Approve Long Term Incentive Plan	Mgmt	For	For	For	No
6	Approve Deferred Award Plan	Mgmt	For	For	For	No
7	Elect Matthew Westerman as Director	Mgmt	For	For	For	No
8	Elect Claire Fitzalan as Director	Mgmt	For	For	For	No
9	Re-elect Michael Dobson as Director	Mgmt	For	For	For	No
10	Re-elect Peter Harrison as Director	Mgmt	For	For	For	No
11	Re-elect Richard Keers as Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Schroders Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
12	Re-elect Ian King as Director	Mgmt	For	For	For	No
13	Re-elect Sir Damon Buffini as Director	Mgmt	For	For	For	No
14	Re-elect Rhian Davies as Director	Mgmt	For	For	For	No
15	Re-elect Rakhi Goss-Custard as Director	Mgmt	For	For	For	No
16	Re-elect Deborah Waterhouse as Director	Mgmt	For	For	For	No
17	Re-elect Leonie Schroder as Director	Mgmt	For	For	For	No
18	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
19	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
20	Approve EU Political Donations and Expenditure	Mgmt	For	For	For	No
21	Authorise Issue of Equity	Mgmt	For	For	For	No
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
23	Authorise Market Purchase of Non-Voting Ordinary Shares	Mgmt	For	For	For	No
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Umicore

**Meeting Date:** 04/30/2020

**Country:** Belgium

**Primary Security ID:** B95505184

**Record Date:** 04/16/2020

**Meeting Type:** Annual/Special

**Ticker:** UMI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Annual/Special Meeting Agenda	Mgmt				
	Annual Meeting Agenda	Mgmt				
	Ordinary Part	Mgmt				
1	Receive Directors' and Auditors' Reports (Non-Voting)	Mgmt				
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 0.375 per Share	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Umicore

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
5	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt				
6	Approve Discharge of Directors	Mgmt	For	For	For	No
7	Approve Discharge of Auditors	Mgmt	For	For	For	No
8.1	Reelect Ines Kolmsee as Independent Director	Mgmt	For	For	For	No
8.2	Reelect Liat Ben-Zur as Independent Director	Mgmt	For	For	For	No
8.3	Elect Mario Armero as Director	Mgmt	For	For	For	No
9	Approve Remuneration of Directors	Mgmt	For	For	For	No
10	Ratify PricewaterhouseCoopers as Auditor and Approve Auditors' Remuneration	Mgmt	For	For	For	No
	Special Part	Mgmt				
1	Approve Change-of-Control Clause Re: Note Purchase Agreement	Mgmt	For	For	For	No
	Special Meeting Agenda	Mgmt				
1	Amend Articles Re: Alignment on the Rules of Code on Companies and Associations	Mgmt	For	For	For	No
2	Elect Supervisory Board Members	Mgmt	For	For	For	No
3	Authorize Implementation of Approved Resolutions, Coordination of Articles of Association, and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For	No

### Unilever NV

**Meeting Date:** 04/30/2020

**Country:** Netherlands

**Primary Security ID:** N8981F289

**Record Date:** 04/02/2020

**Meeting Type:** Annual

**Ticker:** UNA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Annual Meeting Agenda	Mgmt				
1	Discussion of the Annual Report and Accounts for the 2019 Financial Year	Mgmt				
2	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Approve Discharge of Executive Directors	Mgmt	For	For	For	No
5	Approve Discharge of Non-Executive Directors	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Unilever NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
6	Reelect N Andersen as Non-Executive Director	Mgmt	For	For	For	No
7	Reelect L Cha as Non-Executive Director	Mgmt	For	For	For	No
8	Reelect V Colao as Non-Executive Director	Mgmt	For	For	For	No
9	Reelect J Hartmann as Non-Executive Director	Mgmt	For	For	For	No
10	Reelect A Jope as Executive Director	Mgmt	For	For	For	No
11	Reelect A Jung as Non-Executive Director	Mgmt	For	For	For	No
12	Reelect S Kilsby as Non-Executive Director	Mgmt	For	For	For	No
13	Reelect S Masiyiwa as Non-Executive Director	Mgmt	For	For	For	No
14	Reelect Y Moon as Non-Executive Director	Mgmt	For	For	For	No
15	Reelect G Pitkethly as Executive Director	Mgmt	For	For	For	No
16	Reelect J Rishton as Director	Mgmt	For	For	For	No
17	Reelect F Sijbesma as Director	Mgmt	For	For	For	No
18	Ratify KPMG as Auditors	Mgmt	For	For	For	No
19	Grant Board Authority to Issue Shares	Mgmt	For	For	For	No
20	Authorize Board to Exclude Preemptive Rights from Share Issuances for General Corporate Purposes	Mgmt	For	For	For	No
21	Authorize Board to Exclude Preemptive Rights from Share Issuances for Acquisition or Specified Capital Investment Purposes	Mgmt	For	For	For	No
22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
23	Approve Reduction in Share Capital through Cancellation of Ordinary Shares	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Annual Meeting Agenda	Mgmt				
1	Discussion of the Annual Report and Accounts for the 2019 Financial Year	Mgmt				
2	Approve Financial Statements and Allocation of Income	Mgmt	For	For		No
3	Approve Remuneration Report	Mgmt	For	For		No
4	Approve Discharge of Executive Directors	Mgmt	For	For		No
5	Approve Discharge of Non-Executive Directors	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Unilever NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
6	Reelect N Andersen as Non-Executive Director	Mgmt	For	For		No
7	Reelect L Cha as Non-Executive Director	Mgmt	For	For		No
8	Reelect V Colao as Non-Executive Director	Mgmt	For	For		No
9	Reelect J Hartmann as Non-Executive Director	Mgmt	For	For		No
10	Reelect A Jope as Executive Director	Mgmt	For	For		No
11	Reelect A Jung as Non-Executive Director	Mgmt	For	For		No
12	Reelect S Kilsby as Non-Executive Director	Mgmt	For	For		No
13	Reelect S Masiyiwa as Non-Executive Director	Mgmt	For	For		No
14	Reelect Y Moon as Non-Executive Director	Mgmt	For	For		No
15	Reelect G Pitkethly as Executive Director	Mgmt	For	For		No
16	Reelect J Rishton as Director	Mgmt	For	For		No
17	Reelect F Sijbesma as Director	Mgmt	For	For		No
18	Ratify KPMG as Auditors	Mgmt	For	For		No
19	Grant Board Authority to Issue Shares	Mgmt	For	For		No
20	Authorize Board to Exclude Preemptive Rights from Share Issuances for General Corporate Purposes	Mgmt	For	For		No
21	Authorize Board to Exclude Preemptive Rights from Share Issuances for Acquisition or Specified Capital Investment Purposes	Mgmt	For	For		No
22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For		No
23	Approve Reduction in Share Capital through Cancellation of Ordinary Shares	Mgmt	For	For		No

### Capital & Counties Properties Plc

**Meeting Date:** 05/01/2020

**Country:** United Kingdom

**Primary Security ID:** G19406100

**Record Date:** 04/29/2020

**Meeting Type:** Annual

**Ticker:** CAPC

#### Meeting Notes:

Item 12: Voted against the remuneration policy as it still allows for significant discretion which has previously been applied to reset performance targets.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Capital & Counties Properties Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Re-elect Henry Staunton as Director	Mgmt	For	For	For	No
4	Re-elect Ian Hawksworth as Director	Mgmt	For	For	For	No
5	Re-elect Situl Jobanputra as Director	Mgmt	For	For	For	No
6	Elect Michelle McGrath as Director	Mgmt	For	For	For	No
7	Re-elect Charlotte Boyle as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Item 3: Re-elect Henry Staunton as a Director A vote FOR this Director is warranted, although it is not without concern: * Henry Staunton is the Board Chair and has served on the Board for nine years. He will further remain in post until at least 2022. The main reason for support: * It is acknowledged that he was only appointed as Chair in June 2018 and therefore has not been in the role for long. Succession planning will be kept under close review. Items 4-6 and 8-9A vote FOR these Directors is warranted as no significant concerns have been identified. Item 7: Re-elect Charlotte Boyle as a Director A vote AGAINST this Director is warranted: * Charlotte Boyle is the Chair of the Remuneration Committee and serious concerns around remuneration are being highlighted for the 2020 AGM.</i></p>						
8	Re-elect Jonathan Lane as Director	Mgmt	For	For	For	No
9	Re-elect Anthony Steains as Director	Mgmt	For	For	For	No
10	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
11	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
12	Approve Remuneration Policy	Mgmt	For	For	Against	Yes
13	Approve Remuneration Report	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted: * The Remuneration Committee has applied considerable discretion in determining bonus outcomes; resetting performance targets and determining other targets over the course of FY2019; and * This has resulted in significant bonus payouts to the Executive Directors that do not appear aligned with Company performance. * Concerns have been raised regarding the significant leaving arrangements of Executive Director, Gary Yardley, including the vesting arrangements of his outstanding LTIP awards, and the Remuneration Committee's use of discretion in determining the termination provisions.</i></p>						
14	Approve Scrip Dividend Program	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Berkshire Hathaway Inc.

Meeting Date: 05/02/2020

Country: USA

Primary Security ID: 084670702

Record Date: 03/04/2020

Meeting Type: Annual

Ticker: BRK.B

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Berkshire Hathaway Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Warren E. Buffett	Mgmt	For	For	For	No
1.2	Elect Director Charles T. Munger	Mgmt	For	For	For	No
1.3	Elect Director Gregory E. Abel	Mgmt	For	For	For	No
1.4	Elect Director Howard G. Buffett	Mgmt	For	For	For	No
1.5	Elect Director Stephen B. Burke	Mgmt	For	For	For	No
1.6	Elect Director Kenneth I. Chenault	Mgmt	For	For	For	No
1.7	Elect Director Susan L. Decker	Mgmt	For	For	For	No
1.8	Elect Director David S. Gottesman	Mgmt	For	For	For	No
1.9	Elect Director Charlotte Guyman	Mgmt	For	For	For	No
1.10	Elect Director Ajit Jain	Mgmt	For	For	For	No
1.11	Elect Director Thomas S. Murphy	Mgmt	For	For	For	No
1.12	Elect Director Ronald L. Olson	Mgmt	For	For	For	No
1.13	Elect Director Walter Scott, Jr.	Mgmt	For	For	For	No
1.14	Elect Director Meryl B. Witmer	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Although CEO Buffet's compensation remains minimal, two NEOs continue to receive large base salaries of \$16.0 million each and overall pay is not clearly linked to company performance. Proxy statement disclosure continues to be lacking with little information provided for shareholders to assess the decisions regarding, or committee oversight of, compensation determinations for these executives.</i>						
3	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year	One Year	No
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i>						
4	Adopt a Policy on Board Diversity	SH	Against	Against	Against	No

### Eli Lilly and Company

Meeting Date: 05/04/2020

Country: USA

Primary Security ID: 532457108

Record Date: 03/09/2020

Meeting Type: Annual

Ticker: LLY

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Michael L. Eskew	Mgmt	For	Against	Against	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Eli Lilly and Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
<p><i>Voting Policy Rationale: A vote AGAINST Michael Eskew is warranted for a material governance failure. The company's governing documents prohibit or restrict shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i></p>						
1b	Elect Director William G. Kaelin, Jr.	Mgmt	For	For	For	No
1c	Elect Director David A. Ricks	Mgmt	For	For	For	No
1d	Elect Director Marschall S. Runge	Mgmt	For	For	For	No
1e	Elect Director Karen Walker	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
4	Declassify the Board of Directors	Mgmt	For	For	For	No
5	Eliminate Supermajority Voting Provisions	Mgmt	For	For	For	No
6	Report on Lobbying Payments and Policy	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as additional disclosure on the company's lobbying and trade association activities, including management and board-level oversight, would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i></p>						
7	Report on Forced Swim Test	SH	Against	Against	Against	No
8	Require Independent Board Chairman	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. The lead director is not appointed solely by the independent directors and there are ongoing governance concerns with respect to the inability of shareholders to amend the bylaws. In addition, the proponent raises a compelling argument that Eli Lilly would be best served by adopting an independent chair policy in light of potentially material legal and reputational risks facing the company, particularly around drug pricing, further suggesting that shareholders would benefit from the most robust form of independent oversight, in the form of an independent chair.</i></p>						
9	Disclose Board Matrix Including Ideological Perspectives	SH	Against	Against	Against	No
10	Report on Integrating Drug Pricing Risks into Senior Executive Compensation Arrangements	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted due to the scope of the proposal, the company's current use of incentive program metrics that may be impacted by drug pricing, and the lack of comprehensive disclosure describing how risks related to public concern over drug pricing increases are taken into consideration in executive compensation programs.</i></p>						
11	Adopt Policy on Bonus Banking	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the proposal's request is not fully addressed by mechanisms in place and the proposal does not appear to be overly prescriptive. Although pay and performance were aligned for the year in review and the company maintains stock ownership guidelines, holding requirements and a clawback policy, the current ownership guidelines and holding requirements are not considered to be robust. The proposal's banking feature may provide additional safeguards for investors and is not overly prescriptive, giving the board sufficient flexibility in implementation.</i></p>						
12	Clawback Disclosure of Recoupment Activity from Senior Officers	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as further disclosure regarding the circumstances of recoupment for senior executives below the NEO level would benefit shareholders.</i></p>						

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Informa Plc

**Meeting Date:** 05/04/2020

**Country:** United Kingdom

**Primary Security ID:** G4770L106

**Record Date:** 04/30/2020

**Meeting Type:** Special

**Ticker:** INF

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Capital Raising	Mgmt	For	For	For	No

### 4imprint Group Plc

**Meeting Date:** 05/05/2020

**Country:** United Kingdom

**Primary Security ID:** G36555103

**Record Date:** 05/01/2020

**Meeting Type:** Annual

**Ticker:** FOUR

**Meeting Notes:**

Item 2: voted against the remuneration report due to a lack of disclosure surrounding the bonus framework.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	Against	Yes
3	Approve Final Dividend	Mgmt	For	Abstain	Abstain	No
<i>Voting Policy Rationale: An ABSTAIN vote is warranted on this item:* This resolution will be withdrawn.A vote FOR this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise abstention as a valid option.</i>						
4	Re-elect Charles Brady as Director	Mgmt	For	For	For	No
5	Re-elect Kevin Lyons-Tarr as Director	Mgmt	For	For	For	No
6	Re-elect Paul Moody as Director	Mgmt	For	For	For	No
7	Re-elect David Seekings as Director	Mgmt	For	For	For	No
8	Elect Christina Southall as Director	Mgmt	For	For	For	No
9	Re-elect John Warren as Director	Mgmt	For	For	For	No
10	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
12	Authorise Issue of Equity	Mgmt	For	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
14	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### 4imprint Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Air Liquide SA

**Meeting Date:** 05/05/2020      **Country:** France      **Primary Security ID:** F01764103  
**Record Date:** 04/30/2020      **Meeting Type:** Annual/Special      **Ticker:** AI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of EUR 2.70 per Share and an Extra of EUR 0.27 per Share to Long Term Registered Shares	Mgmt	For	For	For	No
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
5	Reelect Brian Gilvary as Director	Mgmt	For	For	For	No
6	Elect Anette Bronder as Director	Mgmt	For	For	For	No
7	Elect Kim Ann Mink as Director	Mgmt	For	For	For	No
8	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For	No
9	Approve Compensation of Benoit Potier	Mgmt	For	For	For	No
10	Approve Compensation Report for Corporate Officers	Mgmt	For	For	For	No
11	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For	For	No
12	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.3 Million	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
13	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
14	Authorize Capitalization of Reserves of Up to EUR 300 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Air Liquide SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For	No
17	Amend Article 11 of Bylaws Re: Employee Representative	Mgmt	For	For	For	No
18	Amend Article 15 of Bylaws Re: Board Powers	Mgmt	For	For	For	No
19	Amend Article 16 of Bylaws Re: Board Members Remuneration	Mgmt	For	For	For	No
20	Amend Article 9 of Bylaws Re: Shareholding Disclosure Thresholds	Mgmt	For	For	For	No
21	Amend Articles 15 and 19 of Bylaws Re: Delegate Power to Board Members	Mgmt	For	For	For	No
22	Amend Article 4 of Bylaws Re: Company Duration	Mgmt	For	For	For	No
	Ordinary Business	Mgmt				
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For		No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For		No
3	Approve Allocation of Income and Dividends of EUR 2.70 per Share and an Extra of EUR 0.27 per Share to Long Term Registered Shares	Mgmt	For	For		No
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For		No
5	Reelect Brian Gilvary as Director	Mgmt	For	For		No
6	Elect Anette Bronder as Director	Mgmt	For	For		No
7	Elect Kim Ann Mink as Director	Mgmt	For	For		No
8	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For		No
9	Approve Compensation of Benoit Potier	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Air Liquide SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
10	Approve Compensation Report for Corporate Officers	Mgmt	For	For		No
11	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For		No
12	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.3 Million	Mgmt	For	For		No
	Extraordinary Business	Mgmt				
13	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For		No
14	Authorize Capitalization of Reserves of Up to EUR 300 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For		No
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For		No
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For		No
17	Amend Article 11 of Bylaws Re: Employee Representative	Mgmt	For	For		No
18	Amend Article 15 of Bylaws Re: Board Powers	Mgmt	For	For		No
19	Amend Article 16 of Bylaws Re: Board Members Remuneration	Mgmt	For	For		No
20	Amend Article 9 of Bylaws Re: Shareholding Disclosure Thresholds	Mgmt	For	For		No
21	Amend Articles 15 and 19 of Bylaws Re: Delegate Power to Board Members	Mgmt	For	For		No
22	Amend Article 4 of Bylaws Re: Company Duration	Mgmt	For	For		No
	Ordinary Business	Mgmt				
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For		No

### American Express Company

**Meeting Date:** 05/05/2020

**Country:** USA

**Primary Security ID:** 025816109

**Record Date:** 03/09/2020

**Meeting Type:** Annual

**Ticker:** AXP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Charlene Barshefsky	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### American Express Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1b	Elect Director John J. Brennan	Mgmt	For	For	For	No
1c	Elect Director Peter Chernin	Mgmt	For	For	For	No
1d	Elect Director Ralph de la Vega	Mgmt	For	For	For	No
1e	Elect Director Anne Lauvergeon	Mgmt	For	For	For	No
1f	Elect Director Michael O. Leavitt	Mgmt	For	For	For	No
1g	Elect Director Theodore J. Leonsis	Mgmt	For	For	For	No
1h	Elect Director Karen L. Parkhill	Mgmt	For	For	For	No
1i	Elect Director Lynn A. Pike	Mgmt	For	For	For	No
1j	Elect Director Stephen J. Squeri	Mgmt	For	For	For	No
1k	Elect Director Daniel L. Vasella	Mgmt	For	For	For	No
1l	Elect Director Ronald A. Williams	Mgmt	For	For	For	No
1m	Elect Director Christopher D. Young	Mgmt	For	For	For	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Amend Omnibus Stock Plan	Mgmt	For	For	For	No
5	Provide Right to Act by Written Consent	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>						
6	Report on Gender/Racial Pay Gap	SH	Against	Against	Against	No

### Anglo American Plc

**Meeting Date:** 05/05/2020

**Country:** United Kingdom

**Primary Security ID:** G03764134

**Record Date:** 05/01/2020

**Meeting Type:** Annual

**Ticker:** AAL

#### Meeting Notes:

Item 2: voted against the remuneration report due to a lack of disclosure around the bonus framework.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Elect Hixonia Nyasulu as Director	Mgmt	For	For	For	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Anglo American Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
4	Elect Nonkululeko Nyembezi as Director	Mgmt	For	For	For	No
5	Re-elect Ian Ashby as Director	Mgmt	For	For	For	No
6	Re-elect Marcelo Bastos as Director	Mgmt	For	For	For	No
7	Re-elect Stuart Chambers as Director	Mgmt	For	For	For	No
8	Re-elect Mark Cutifani as Director	Mgmt	For	For	For	No
9	Re-elect Byron Grote as Director	Mgmt	For	For	For	No
10	Re-elect Tony O'Neill as Director	Mgmt	For	For	For	No
11	Re-elect Stephen Pearce as Director	Mgmt	For	For	For	No
12	Re-elect Jim Rutherford as Director	Mgmt	For	For	For	No
13	Re-elect Anne Stevens as Director	Mgmt	For	For	For	No
14	Appoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
16	Approve Remuneration Policy	Mgmt	For	For	For	No
17	Approve Remuneration Report	Mgmt	For	For	Against	Yes
18	Approve Long Term Incentive Plan	Mgmt	For	For	For	No
19	Approve Bonus Share Plan	Mgmt	For	For	For	No
20	Authorise Issue of Equity	Mgmt	For	For	For	No
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Aperam SA

**Meeting Date:** 05/05/2020

**Country:** Luxembourg

**Primary Security ID:** L0187K107

**Record Date:** 04/21/2020

**Meeting Type:** Annual/Special

**Ticker:** APAM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Annual Meeting Agenda	Mgmt				
I	Approve Consolidated Financial Statements	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Aperam SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
II	Approve Financial Statements	Mgmt	For	For	For	No
III	Approve Remuneration of Directors	Mgmt	For	For	For	No
IV	Approve Dividends of EUR 1.75 Per Share	Mgmt	For	For	For	No
V	Approve Allocation of Income	Mgmt	For	For	For	No
VI	Approve Remuneration Policy	Mgmt	For	For	For	No
VII	Approve Remuneration Report	Mgmt	For	For	For	No
VIII	Approve Annual Fees Structure of the Board and Remuneration of CEO	Mgmt	For	For	For	No
IX	Approve Discharge of Directors	Mgmt	For	For	For	No
X	Reelect Joseph Greenwell as Director	Mgmt	For	For	For	No
XI	Elect Alain Kinsch as Director	Mgmt	For	For	For	No
XII	Elect Ros Rivaz as Director	Mgmt	For	For	For	No
XIII	Appoint Deloitte as Auditor	Mgmt	For	For	For	No
XIV	Approve Share Plan Grant Under the Leadership Team Performance Share Unit Plan	Mgmt	For	For	For	No
	Special Meeting Agenda	Mgmt				
I	Approve Cancellation of Shares and Reduction in Share Capital	Mgmt	For	For	For	No
II	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights and Amend Articles of Association	Mgmt	For	For	For	No

### Barrick Gold Corporation

**Meeting Date:** 05/05/2020

**Country:** Canada

**Primary Security ID:** 067901108

**Record Date:** 03/06/2020

**Meeting Type:** Annual

**Ticker:** ABX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director D. Mark Bristow	Mgmt	For	For	For	No
1.2	Elect Director Gustavo A. Cisneros	Mgmt	For	For	For	No
1.3	Elect Director Christopher L. Coleman	Mgmt	For	For	For	No
1.4	Elect Director J. Michael Evans	Mgmt	For	For	For	No
1.5	Elect Director Brian L. Greenspun	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Barrick Gold Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.6	Elect Director J. Brett Harvey	Mgmt	For	For	For	No
1.7	Elect Director Andrew J. Quinn	Mgmt	For	For	For	No
1.8	Elect Director M. Loreto Silva	Mgmt	For	For	For	No
1.9	Elect Director John L. Thornton	Mgmt	For	For	For	No
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For	No

### BIM Birlesik Magazalar AS

Meeting Date: 05/05/2020

Country: Turkey

Primary Security ID: M2014F102

Record Date:

Meeting Type: Annual

Ticker: BIMAS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Annual Meeting Agenda	Mgmt				
1	Open Meeting, Elect Presiding Council of Meeting and Authorize Presiding Council to Sign Minutes of Meeting	Mgmt	For	For	Do Not Vote	No
2	Accept Board Report	Mgmt	For	For	Do Not Vote	No
3	Accept Audit Report	Mgmt	For	For	Do Not Vote	No
4	Accept Financial Statements	Mgmt	For	For	Do Not Vote	No
5	Approve Discharge of Board	Mgmt	For	For	Do Not Vote	No
6	Approve Allocation of Income	Mgmt	For	For	Do Not Vote	No
7	Amend Company Articles	Mgmt	For	For	Do Not Vote	No
8	Elect Directors and Approve Their Remuneration	Mgmt	For	For	Do Not Vote	No
9	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose and Receive Information in Accordance to Article 1.3.6 of Corporate Governance Principles	Mgmt	For	For	Do Not Vote	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### BIM Birlesik Magazalar AS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
10	Receive Information on Share Repurchase Program	Mgmt				
11	Receive Information on Donations Made in 2019	Mgmt				
12	Receive Information on Guarantees, Pledges and Mortgages Provided to Third Parties	Mgmt				
13	Ratify External Auditors	Mgmt	For	For	Do Not Vote	No
14	Wishes	Mgmt				

### Bristol-Myers Squibb Company

Meeting Date: 05/05/2020

Country: USA

Primary Security ID: 110122108

Record Date: 03/16/2020

Meeting Type: Annual

Ticker: BMY

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1A	Elect Director Peter J. Arduini	Mgmt	For	For	For	No
1B	Elect Director Robert Bertolini	Mgmt	For	For	For	No
1C	Elect Director Michael W. Bonney	Mgmt	For	For	For	No
1D	Elect Director Giovanni Caforio	Mgmt	For	For	For	No
1E	Elect Director Matthew W. Emmens	Mgmt	For	For	For	No
1F	Elect Director Julia A. Haller	Mgmt	For	For	For	No
1G	Elect Director Dinesh C. Paliwal	Mgmt	For	For	For	No
1H	Elect Director Theodore R. Samuels	Mgmt	For	For	For	No
1I	Elect Director Vicki L. Sato	Mgmt	For	For	For	No
1J	Elect Director Gerald L. Storch	Mgmt	For	For	For	No
1K	Elect Director Karen H. Vousden	Mgmt	For	For	For	No
1L	Elect Director Phyllis R. Yale	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Bristol-Myers Squibb Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
4	Require Independent Board Chairman	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. The proponent raises a compelling argument that BMY would be best served by adopting an independent chair policy at its next CEO transition in light of the mounting – and potentially material – financial and reputational risks facing the company and the broader health care industry, particularly around the price increases on some of the company's name-brand drugs. These circumstances suggest that shareholders would benefit from the most robust form of independent board oversight, in the form of an independent chair.</i></p>						
5	Provide Right to Act by Written Consent	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i></p>						

### Danaher Corporation

**Meeting Date:** 05/05/2020      **Country:** USA      **Primary Security ID:** 235851102  
**Record Date:** 03/09/2020      **Meeting Type:** Annual      **Ticker:** DHR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Linda Hefner Filler	Mgmt	For	For	For	No
1.2	Elect Director Thomas P. Joyce, Jr.	Mgmt	For	For	For	No
1.3	Elect Director Teri List-Stoll	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Walter Lohr Jr., Teri List-Stoll, and John T. Schwieters is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted. )</i></p>						
1.4	Elect Director Walter G. Lohr, Jr.	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Walter Lohr Jr., Teri List-Stoll, and John T. Schwieters is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted. )</i></p>						
1.5	Elect Director Jessica L. Mega	Mgmt	For	For	For	No
1.6	Elect Director Pardis C. Sabeti	Mgmt	For	For	For	No
1.7	Elect Director Mitchell P. Rales	Mgmt	For	For	For	No
1.8	Elect Director Steven M. Rales	Mgmt	For	For	For	No
1.9	Elect Director John T. Schwieters	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Walter Lohr Jr., Teri List-Stoll, and John T. Schwieters is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i></p>						
1.10	Elect Director Alan G. Spoon	Mgmt	For	For	For	No
1.11	Elect Director Raymond C. Stevens	Mgmt	For	For	For	No
1.12	Elect Director Elias A. Zerhouni	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Danaher Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For	No

*Voting Policy Rationale: A vote FOR this proposal is warranted. Lowering the ownership threshold from 25 percent to 10 percent would improve shareholders' ability to use the special meeting right and no single shareholder would be able to act unilaterally to call a special meeting at the proposed threshold.*

### Deutsche Lufthansa AG

**Meeting Date:** 05/05/2020

**Country:** Germany

**Primary Security ID:** D1908N106

**Record Date:**

**Meeting Type:** Annual

**Ticker:** LHA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For	For	No
5.1	Reelect Stephan Sturm to the Supervisory Board	Mgmt	For	For	For	No
5.2	Elect Erich Clementi to the Supervisory Board	Mgmt	For	For	For	No
5.3	Elect Thomas Enders to the Supervisory Board	Mgmt	For	For	For	No
5.4	Elect Harald Krueger to the Supervisory Board	Mgmt	For	For	For	No
5.5	Elect Astrid Stange to the Supervisory Board	Mgmt	For	For	For	No
6	Approve Remuneration Policy	Mgmt	For	For	For	No
7	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 1.5 Billion; Approve Creation of EUR 122.4 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For	No
8	Amend Articles Re: Exclusion of Preemptive Rights Against Contributions in Kind	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Deutsche Lufthansa AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
9	Ratify Ernst & Young GmbH as Auditors for Fiscal 2020	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For		No
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For		No
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For		No
5.1	Reelect Stephan Sturm to the Supervisory Board	Mgmt	For	For		No
5.2	Elect Erich Clementi to the Supervisory Board	Mgmt	For	For		No
5.3	Elect Thomas Enders to the Supervisory Board	Mgmt	For	For		No
5.4	Elect Harald Krueger to the Supervisory Board	Mgmt	For	For		No
5.5	Elect Astrid Stange to the Supervisory Board	Mgmt	For	For		No
6	Approve Remuneration Policy	Mgmt	For	For		No
7	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 1.5 Billion; Approve Creation of EUR 122.4 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For		No
8	Amend Articles Re: Exclusion of Preemptive Rights Against Contributions in Kind	Mgmt	For	For		No
9	Ratify Ernst & Young GmbH as Auditors for Fiscal 2020	Mgmt	For	For		No

### General Electric Company

**Meeting Date:** 05/05/2020

**Country:** USA

**Primary Security ID:** 369604103

**Record Date:** 03/09/2020

**Meeting Type:** Annual

**Ticker:** GE

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### General Electric Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Elect Director Sebastien Bazin	Mgmt	For	For	For	No
2	Elect Director Ashton Carter	Mgmt	For	For	For	No
3	Elect Director H. Lawrence Culp, Jr.	Mgmt	For	For	For	No
4	Elect Director Francisco D'Souza	Mgmt	For	For	For	No
5	Elect Director Edward Garden	Mgmt	For	For	For	No
6	Elect Director Thomas W. Horton	Mgmt	For	For	For	No
7	Elect Director Risa Lavizzo-Mourey	Mgmt	For	For	For	No
8	Elect Director Catherine Lesjak	Mgmt	For	For	For	No
9	Elect Director Paula Rosput Reynolds	Mgmt	For	For	For	No
10	Elect Director Leslie Seidman	Mgmt	For	For	For	No
11	Elect Director James Tisch	Mgmt	For	For	For	No
12	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. While the CEO's pay declined significantly following his 2018 special new-hire award, an unmitigated pay-for-performance misalignment persists. The CEO's salary and target incentive opportunities remained elevated and, while his equity award is entirely performance-based, the annual bonus program is largely discretionary. Particularly for large-cap companies, investors generally expect incentive programs to rely on objective, pre-set criteria rather than substantial committee discretion. Lastly, both of the targets used to determine bonus pool funding were set below actual performance in 2018 and were then achieved above maximum.</i>						
13	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	No
14	Require Independent Board Chairman	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the company's long-term underperformance, the complexity of its organization and business model, and the risks of another CEO's tenure being viewed by the market as unsuccessful, suggest that shareholders would benefit from the most robust form of independent boardroom oversight, provided by an independent board chair.</i>						

### Oxurion NV

Meeting Date: 05/05/2020

Country: Belgium

Primary Security ID: B6S90T102

Record Date: 04/21/2020

Meeting Type: Annual

Ticker: OXUR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Annual Meeting Agenda	Mgmt				



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Oxurion NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Directors' and Auditors' Reports (Non-Voting)	Mgmt				
2	Approve Remuneration Report	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST is warranted because:* The remuneration report does not disclose clear performance criteria for the short-term incentive plan;* The award levels are not provided for both the short-term and long-term incentive plans;* Warrants can vest before the third anniversary; and* The company did not foresee a clawback clause which would ensure avoidance of pay-for-failure</i>						
3	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
4	Approve Discharge of Directors	Mgmt	For	For	For	No
5	Approve Discharge of Auditors	Mgmt	For	For	For	No
6	Reelect Thomas Clay as Director	Mgmt	For	For	For	No
7	Reelect Adrienne Graves as Director	Mgmt	For	For	For	No
8	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For	No

### Alcon Inc.

Meeting Date: 05/06/2020

Country: Switzerland

Primary Security ID: H01301128

Record Date:

Meeting Type: Annual

Ticker: ALC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For	No
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For	No
4.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For	No
4.2	Approve Remuneration of Directors in the Amount of CHF 3.3 Million	Mgmt	For	For	For	No
4.3	Approve Remuneration of Executive Committee in the Amount of CHF 35.3 Million	Mgmt	For	For	For	No
5.1	Reelect Michael Ball as Director	Mgmt	For	For	For	No
5.2	Reelect Lynn Bleil as Director	Mgmt	For	For	For	No
5.3	Reelect Arthur Cummings as Director	Mgmt	For	For	For	No
5.4	Reelect David Endicott as Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Alcon Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
5.5	Reelect Thomas Glanzmann as Director	Mgmt	For	For	For	No
5.6	Reelect Keith Grossmann as Director	Mgmt	For	For	For	No
5.7	Reelect Scott Maw as Director	Mgmt	For	For	For	No
5.8	Reelect Karen May as Director	Mgmt	For	For	For	No
5.9	Reelect Ines Poeschel as Director	Mgmt	For	For	For	No
5.10	Reelect Dieter Spaelti as Director	Mgmt	For	For	For	No
6.1	Reappoint Thomas Glanzmann as Member of the Compensation Committee	Mgmt	For	For	For	No
6.2	Reappoint Keith Grossmann as Member of the Compensation Committee	Mgmt	For	For	For	No
6.3	Reappoint Karen May as Member of the Compensation Committee	Mgmt	For	For	For	No
6.4	Reappoint Ines Poeschel as Member of the Compensation Committee	Mgmt	For	For	For	No
7	Designate Hartmann Dreyer Attorneys-at-Law as Independent Proxy	Mgmt	For	For	For	No
8	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For	For	No
9	Transact Other Business (Voting)	Mgmt	For	Against	Against	No

*Voting Policy Rationale: A vote AGAINST is warranted because: \* This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and\* The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For		No
2	Approve Discharge of Board and Senior Management	Mgmt	For	For		No
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For		No
4.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	For		No
4.2	Approve Remuneration of Directors in the Amount of CHF 3.3 Million	Mgmt	For	For		No
4.3	Approve Remuneration of Executive Committee in the Amount of CHF 35.3 Million	Mgmt	For	For		No
5.1	Reelect Michael Ball as Director	Mgmt	For	For		No
5.2	Reelect Lynn Bleil as Director	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Alcon Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
5.3	Reelect Arthur Cummings as Director	Mgmt	For	For		No
5.4	Reelect David Endicott as Director	Mgmt	For	For		No
5.5	Reelect Thomas Glanzmann as Director	Mgmt	For	For		No
5.6	Reelect Keith Grossmann as Director	Mgmt	For	For		No
5.7	Reelect Scott Maw as Director	Mgmt	For	For		No
5.8	Reelect Karen May as Director	Mgmt	For	For		No
5.9	Reelect Ines Poeschel as Director	Mgmt	For	For		No
5.10	Reelect Dieter Spaelti as Director	Mgmt	For	For		No
6.1	Reappoint Thomas Glanzmann as Member of the Compensation Committee	Mgmt	For	For		No
6.2	Reappoint Keith Grossmann as Member of the Compensation Committee	Mgmt	For	For		No
6.3	Reappoint Karen May as Member of the Compensation Committee	Mgmt	For	For		No
6.4	Reappoint Ines Poeschel as Member of the Compensation Committee	Mgmt	For	For		No
7	Designate Hartmann Dreyer Attorneys-at-Law as Independent Proxy	Mgmt	For	For		No
8	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For		No
9	Transact Other Business (Voting)	Mgmt	For	Against		No

### Allianz SE

**Meeting Date:** 05/06/2020

**Country:** Germany

**Primary Security ID:** D03080112

**Record Date:**

**Meeting Type:** Annual

**Ticker:** ALV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 9.60 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For	For	No
5	Approve Affiliation Agreement with Allianz Africa Holding GmbH	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Allianz SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 9.60 per Share	Mgmt	For	For		No
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For		No
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For		No
5	Approve Affiliation Agreement with Allianz Africa Holding GmbH	Mgmt	For	For		No

### Dominion Energy, Inc.

Meeting Date: 05/06/2020

Country: USA

Primary Security ID: 25746U109

Record Date: 02/28/2020

Meeting Type: Annual

Ticker: D

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director James A. Bennett	Mgmt	For	For	For	No
1b	Elect Director Helen E. Dragas	Mgmt	For	For	For	No
1c	Elect Director James O. Ellis, Jr.	Mgmt	For	For	For	No
1d	Elect Director Thomas F. Farrell, II	Mgmt	For	For	For	No
1e	Elect Director D. Maybank Hagood	Mgmt	For	For	For	No
1f	Elect Director John W. Harris	Mgmt	For	For	For	No
1g	Elect Director Ronald W. Jibson	Mgmt	For	For	For	No
1h	Elect Director Mark J. Kington	Mgmt	For	For	For	No
1i	Elect Director Joseph M. Rigby	Mgmt	For	For	For	No
1j	Elect Director Pamela J. Royal	Mgmt	For	For	For	No
1k	Elect Director Robert H. Spilman, Jr.	Mgmt	For	For	For	No
1l	Elect Director Susan N. Story	Mgmt	For	For	For	No
1m	Elect Director Michael E. Szymanczyk	Mgmt	For	For	For	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Dominion Energy, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Require Independent Board Chairman	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Although there are no governance concerns at this time and the lead independent director role appears to be robust, the company's TSR underperformance over both the short- and long-term suggests that shareholders would benefit from the most robust form of independent oversight, in the form of an independent board chair.</i>						
5	Provide Right to Act by Written Consent	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>						

### EMIS Group Plc

**Meeting Date:** 05/06/2020

**Country:** United Kingdom

**Primary Security ID:** G2898S102

**Record Date:** 05/04/2020

**Meeting Type:** Annual

**Ticker:** EMIS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Elect Patrick De Smedt as Director	Mgmt	For	For	For	No
5	Elect Jen Byrne as Director	Mgmt	For	For	For	No
6	Re-elect Andy Thorburn as Director	Mgmt	For	For	For	No
7	Re-elect Peter Southby as Director	Mgmt	For	For	For	No
8	Re-elect Andy McKeon as Director	Mgmt	For	For	For	No
9	Re-elect Kevin Boyd as Director	Mgmt	For	For	For	No
10	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
12	Authorise Issue of Equity	Mgmt	For	For	For	No
13	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### EMIS Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

### General Dynamics Corporation

Meeting Date: 05/06/2020

Country: USA

Primary Security ID: 369550108

Record Date: 03/09/2020

Meeting Type: Annual

Ticker: GD

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director James S. Crown	Mgmt	For	For	For	No
1b	Elect Director Rudy F. deLeon	Mgmt	For	For	For	No
1c	Elect Director Cecil D. Haney	Mgmt	For	For	For	No
1d	Elect Director Mark M. Malcolm	Mgmt	For	For	For	No
1e	Elect Director James N. Mattis	Mgmt	For	For	For	No
1f	Elect Director Phebe N. Novakovic	Mgmt	For	For	For	No
1g	Elect Director C. Howard Nye	Mgmt	For	For	For	No
1h	Elect Director William A. Osborn	Mgmt	For	For	For	No
1i	Elect Director Catherine B. Reynolds	Mgmt	For	For	For	No
1j	Elect Director Laura J. Schumacher	Mgmt	For	For	For	No
1k	Elect Director John G. Stratton	Mgmt	For	For	For	No
1l	Elect Director Peter A. Wall	Mgmt	For	For	For	No
2	Ratify KPMG LLP as Auditor	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For	No

*Voting Policy Rationale: A vote FOR this proposal is warranted as the reduction to a 15 percent threshold to call a special meeting would improve shareholder rights.*

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Gilead Sciences, Inc.

**Meeting Date:** 05/06/2020

**Country:** USA

**Primary Security ID:** 375558103

**Record Date:** 03/13/2020

**Meeting Type:** Annual

**Ticker:** GILD

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Jacqueline K. Barton	Mgmt	For	For	For	No
1b	Elect Director Sandra J. Horning	Mgmt	For	For	For	No
1c	Elect Director Kelly A. Kramer	Mgmt	For	For	For	No
1d	Elect Director Kevin E. Lofton	Mgmt	For	For	For	No
1e	Elect Director Harish Manwani	Mgmt	For	For	For	No
1f	Elect Director Daniel P. O'Day	Mgmt	For	For	For	No
1g	Elect Director Richard J. Whitley	Mgmt	For	For	For	No
1h	Elect Director Per Wold-Olsen	Mgmt	For	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Require Independent Board Chair	SH	Against	Against	Against	No
5	Eliminate the Ownership Threshold for Stockholders to Request a Record Date to Take Action by Written Consent	SH	Against	Against	Against	No

### GlaxoSmithKline Plc

**Meeting Date:** 05/06/2020

**Country:** United Kingdom

**Primary Security ID:** G3910J112

**Record Date:** 05/04/2020

**Meeting Type:** Annual

**Ticker:** GSK

#### Meeting Notes:

Item 2: Voted against the remuneration report. CEO LTIP opportunity is being increased despite already being generous.

Item 3: Voted against the policy as there is an ED with pension levels significantly higher than wider workforce and no disclosure surrounding aligning this. CEO LTIP opportunity increasing.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	Against	Yes

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### GlaxoSmithKline Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3	Approve Remuneration Policy	Mgmt	For	Abstain	Against	Yes
	<p><i>Voting Policy Rationale: An ABSTAIN vote is considered warranted: * The incumbent US-based Executive Director's pension arrangements subsist at a level significantly higher than that of the wider workforce, and there is no disclosed plan towards alignment over time. * An abstention (rather than a vote against) recognises that there is a plan towards alignment for the UK-based Directors, among other improvements to the policy. A vote FOR this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise abstention as a valid option.</i></p>					
4	Elect Sir Jonathan Symonds as Director	Mgmt	For	For	For	No
5	Elect Charles Bancroft as Director	Mgmt	For	For	For	No
6	Re-elect Emma Walmsley as Director	Mgmt	For	For	For	No
7	Re-elect Vindi Banga as Director	Mgmt	For	For	For	No
8	Re-elect Dr Hal Barron as Director	Mgmt	For	For	For	No
9	Re-elect Dr Vivienne Cox as Director	Mgmt	For	For	For	No
10	Re-elect Lynn Elsenhans as Director	Mgmt	For	For	For	No
11	Re-elect Dr Laurie Glimcher as Director	Mgmt	For	For	For	No
12	Re-elect Dr Jesse Goodman as Director	Mgmt	For	For	For	No
13	Re-elect Judy Lewent as Director	Mgmt	For	For	For	No
14	Re-elect Iain Mackay as Director	Mgmt	For	For	For	No
15	Re-elect Urs Rohner as Director	Mgmt	For	For	For	No
16	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
17	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
18	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
19	Authorise Issue of Equity	Mgmt	For	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
23	Approve the Exemption from Statement of the Name of the Senior Statutory Auditor in Published Copies of the Auditors' Reports	Mgmt	For	For	For	No
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### International Flavors & Fragrances Inc.

**Meeting Date:** 05/06/2020

**Country:** USA

**Primary Security ID:** 459506101

**Record Date:** 03/10/2020

**Meeting Type:** Annual

**Ticker:** IFF

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Marcello V. Bottoli	Mgmt	For	For	For	No
1b	Elect Director Michael L. Ducker	Mgmt	For	For	For	No
1c	Elect Director David R. Epstein	Mgmt	For	For	For	No
1d	Elect Director Roger W. Ferguson, Jr.	Mgmt	For	For	For	No
1e	Elect Director John F. Ferraro	Mgmt	For	For	For	No
1f	Elect Director Andreas Fibig	Mgmt	For	For	For	No
1g	Elect Director Christina Gold	Mgmt	For	For	For	No
1h	Elect Director Katherine M. Hudson	Mgmt	For	For	For	No
1i	Elect Director Dale F. Morrison	Mgmt	For	For	For	No
1j	Elect Director Li-Huei Tsai	Mgmt	For	For	For	No
1k	Elect Director Stephen Williamson	Mgmt	For	For	For	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No

### Nutrien Ltd.

**Meeting Date:** 05/06/2020

**Country:** Canada

**Primary Security ID:** 67077M108

**Record Date:** 03/20/2020

**Meeting Type:** Annual

**Ticker:** NTR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Christopher M. Burley	Mgmt	For	For	For	No
1.2	Elect Director Maura J. Clark	Mgmt	For	For	For	No
1.3	Elect Director David C. Everitt	Mgmt	For	For	For	No
1.4	Elect Director Russell K. Girling	Mgmt	For	For	For	No
1.5	Elect Director Miranda C. Hubbs	Mgmt	For	For	For	No
1.6	Elect Director Alice D. Laberge	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Nutrien Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.7	Elect Director Consuelo E. Madere	Mgmt	For	For	For	No
1.8	Elect Director Charles V. Magro	Mgmt	For	For	For	No
1.9	Elect Director Keith G. Martell	Mgmt	For	For	For	No
1.10	Elect Director Aaron W. Regent	Mgmt	For	For	For	No
1.11	Elect Director Mayo M. Schmidt	Mgmt	For	For	For	No
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For	No

### PepsiCo, Inc.

Meeting Date: 05/06/2020

Country: USA

Primary Security ID: 713448108

Record Date: 03/02/2020

Meeting Type: Annual

Ticker: PEP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Shona L. Brown	Mgmt	For	For	For	No
1b	Elect Director Cesar Conde	Mgmt	For	For	For	No
1c	Elect Director Ian Cook	Mgmt	For	For	For	No
1d	Elect Director Dina Dublon	Mgmt	For	For	For	No
1e	Elect Director Richard W. Fisher	Mgmt	For	For	For	No
1f	Elect Director Michelle Gass	Mgmt	For	For	For	No
1g	Elect Director Ramon L. Laguarta	Mgmt	For	For	For	No
1h	Elect Director David C. Page	Mgmt	For	For	For	No
1i	Elect Director Robert C. Pohlad	Mgmt	For	For	For	No
1j	Elect Director Daniel Vasella	Mgmt	For	For	For	No
1k	Elect Director Darren Walker	Mgmt	For	For	For	No
1l	Elect Director Alberto Weisser	Mgmt	For	For	For	No
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### PepsiCo, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would enhance the existing shareholder right to call special meetings.</i>						
5	Report on Sugar and Public Health	SH	Against	Against	Against	No

### Phillips 66

**Meeting Date:** 05/06/2020      **Country:** USA      **Primary Security ID:** 718546104  
**Record Date:** 03/11/2020      **Meeting Type:** Annual      **Ticker:** PSX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Charles M. Holley	Mgmt	For	For	For	No
1b	Elect Director Glenn F. Tilton	Mgmt	For	For	For	No
1c	Elect Director Marna C. Whittington	Mgmt	For	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Report on Risks of Gulf Coast Petrochemical Investments	SH	Against	For	For	No

*Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information about how the company is assessing and managing risks related to its petrochemical operations in areas prone to severe storms, flooding, and sea level rise.*

### Standard Chartered Plc

**Meeting Date:** 05/06/2020      **Country:** United Kingdom      **Primary Security ID:** G84228157  
**Record Date:** 05/04/2020      **Meeting Type:** Annual      **Ticker:** STAN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	Abstain	Abstain	No

*Voting Policy Rationale: An ABSTAIN on the final dividend is warranted as the resolution will be withdrawn. A vote FOR this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise abstention as a valid option*

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Standard Chartered Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Elect Phil Rivett as Director	Mgmt	For	For	For	No
5	Elect David Tang as Director	Mgmt	For	For	For	No
6	Re-elect David Conner as Director	Mgmt	For	For	For	No
7	Re-elect Dr Byron Grote as Director	Mgmt	For	For	For	No
8	Re-elect Andy Halford as Director	Mgmt	For	For	For	No
9	Re-elect Christine Hodgson as Director	Mgmt	For	For	For	No
10	Re-elect Gay Huey Evans as Director	Mgmt	For	For	For	No
11	Re-elect Naguib Kheraj as Director	Mgmt	For	For	For	No
12	Re-elect Dr Ngozi Okonjo-Iweala as Director	Mgmt	For	For	For	No
13	Re-elect Carlson Tong as Director	Mgmt	For	For	For	No
14	Re-elect Jose Vinals as Director	Mgmt	For	For	For	No
15	Re-elect Jasmine Whitbread as Director	Mgmt	For	For	For	No
16	Re-elect Bill Winters as Director	Mgmt	For	For	For	No
17	Appoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
18	Authorise Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
19	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
20	Authorise Board to Offer Scrip Dividend	Mgmt	For	For	For	No
21	Authorise Issue of Equity	Mgmt	For	For	For	No
22	Extend the Authority to Allot Shares by Such Number of Shares Repurchased by the Company under the Authority Granted Pursuant to Resolution 27	Mgmt	For	For	For	No
23	Authorise Issue of Equity in Relation to Equity Convertible Additional Tier 1 Securities	Mgmt	For	For	For	No
24	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
25	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
26	Authorise Issue of Equity without Pre-emptive Rights in Relation to Equity Convertible Additional Tier 1 Securities	Mgmt	For	For	For	No
27	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
28	Authorise Market Purchase of Preference Shares	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Standard Chartered Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
29	Adopt New Articles of Association	Mgmt	For	For	For	No
30	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Thales SA

**Meeting Date:** 05/06/2020      **Country:** France      **Primary Security ID:** F9156M108  
**Record Date:** 05/04/2020      **Meeting Type:** Annual/Special      **Ticker:** HO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of EUR 0.60 per Share	Mgmt	For	For	For	No
4	Elect Philippe Knoche as Director	Mgmt	For	For	For	No
5	Approve Compensation of Patrice Caine, Chairman and CEO	Mgmt	For	For	For	No
6	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
7	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For	No
8	Approve Remuneration Policy of Board Members	Mgmt	For	For	For	No
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
10	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because:* It is impossible to ascertain the existence of performance conditions; and* The vesting period is not sufficiently long-term oriented.</i>						
11	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 159 Million	Mgmt	For	Against	Against	No

*Voting Policy Rationale: \* Votes AGAINST Items 11 to 15 are warranted as the possibility of use during a takeover period is not excluded.\* Item 16 warrants a vote FOR as it does not exceed the recommended limit for all authorizations together.*

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Thales SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
12	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 60 Million	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: * Votes AGAINST Items 11 to 15 are warranted as the possibility of use during a takeover period is not excluded.* Item 16 warrants a vote FOR as it does not exceed the recommended limit for all authorizations together.</i>						
13	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 60 Million	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: * Votes AGAINST Items 11 to 15 are warranted as the possibility of use during a takeover period is not excluded.* Item 16 warrants a vote FOR as it does not exceed the recommended limit for all authorizations together.</i>						
14	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: * Votes AGAINST Items 11 to 15 are warranted as the possibility of use during a takeover period is not excluded.* Item 16 warrants a vote FOR as it does not exceed the recommended limit for all authorizations together.</i>						
15	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: * Votes AGAINST Items 11 to 15 are warranted as the possibility of use during a takeover period is not excluded.* Item 16 warrants a vote FOR as it does not exceed the recommended limit for all authorizations together.</i>						
16	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 11-15 at EUR 180 Million	Mgmt	For	For	For	No
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
18	Amend Article 11 of Bylaws Re: Board Members Remuneration	Mgmt	For	For	For	No
	Ordinary Business	Mgmt				
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For		No
2	Approve Financial Statements and Statutory Reports	Mgmt	For	For		No
3	Approve Allocation of Income and Dividends of EUR 0.60 per Share	Mgmt	For	For		No
4	Elect Philippe Knoche as Director	Mgmt	For	For		No
5	Approve Compensation of Patrice Caine, Chairman and CEO	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Thales SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
6	Approve Compensation Report of Corporate Officers	Mgmt	For	For		No
7	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For		No
8	Approve Remuneration Policy of Board Members	Mgmt	For	For		No
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For		No
	Extraordinary Business	Mgmt				
10	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against		No
11	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 159 Million	Mgmt	For	Against		No
12	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 60 Million	Mgmt	For	Against		No
13	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 60 Million	Mgmt	For	Against		No
14	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against		No
15	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against		No
16	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 11-15 at EUR 180 Million	Mgmt	For	For		No
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For		No
18	Amend Article 11 of Bylaws Re: Board Members Remuneration	Mgmt	For	For		No
	Ordinary Business	Mgmt				
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For		No

### BAE Systems plc

**Meeting Date:** 05/07/2020

**Country:** United Kingdom

**Primary Security ID:** G06940103

**Record Date:** 05/05/2020

**Meeting Type:** Annual

**Ticker:** BA

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### BAE Systems plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Re-elect Revathi Advaiti as Director	Mgmt	For	For	For	No
5	Re-elect Sir Roger Carr as Director	Mgmt	For	For	For	No
6	Re-elect Dame Elizabeth Corley as Director	Mgmt	For	For	For	No
7	Re-elect Christopher Grigg as Director	Mgmt	For	For	For	No
8	Re-elect Paula Reynolds as Director	Mgmt	For	For	For	No
9	Re-elect Nicholas Rose as Director	Mgmt	For	For	For	No
10	Re-elect Ian Tyler as Director	Mgmt	For	For	For	No
11	Re-elect Charles Woodburn as Director	Mgmt	For	For	For	No
12	Elect Thomas Arseneault as Director	Mgmt	For	For	For	No
13	Elect Bradley Greve as Director	Mgmt	For	For	For	No
14	Elect Jane Griffiths as Director	Mgmt	For	For	For	No
15	Elect Stephen Pearce as Director	Mgmt	For	For	For	No
16	Elect Nicole Piasecki as Director	Mgmt	For	For	For	No
17	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
18	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
19	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
20	Authorise Issue of Equity	Mgmt	For	For	For	No
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Barclays Plc

Meeting Date: 05/07/2020

Country: United Kingdom

Primary Security ID: G08036124

Record Date: 05/05/2020

Meeting Type: Annual

Ticker: BARC



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

## Barclays Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Management Proposals	Mgmt				
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Elect Dawn Fitzpatrick as Director	Mgmt	For	For	For	No
5	Elect Mohamed A. El-Erian as Director	Mgmt	For	For	For	No
6	Elect Brian Gilvary as Director	Mgmt	For	For	For	No
7	Re-elect Mike Ashley as Director	Mgmt	For	For	For	No
8	Re-elect Tim Breedon as Director	Mgmt	For	For	For	No
9	Re-elect Sir Ian Cheshire as Director	Mgmt	For	For	For	No
10	Re-elect Mary Anne Citrino as Director	Mgmt	For	For	For	No
11	Re-elect Mary Francis as Director	Mgmt	For	For	For	No
12	Re-elect Crawford Gillies as Director	Mgmt	For	For	For	No
13	Re-elect Nigel Higgins as Director	Mgmt	For	For	For	No
14	Re-elect Tushar Morzaria as Director	Mgmt	For	For	For	No
15	Re-elect Diane Schueneman as Director	Mgmt	For	For	For	No
16	Re-elect James Staley as Director	Mgmt	For	For	For	No
17	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
18	Authorise the Board Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
19	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
20	Authorise Issue of Equity	Mgmt	For	For	For	No
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
23	Authorise Issue of Equity in Relation to the Issuance of Contingent Equity Conversion Notes	Mgmt	For	For	For	No
24	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issuance of Contingent Equity Conversion Notes	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Barclays Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
26	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
27	Approve SAYE Share Option Scheme	Mgmt	For	For	For	No
28	Amend Share Value Plan	Mgmt	For	For	For	No
29	Approve Barclays' Commitment in Tackling Climate Change	Mgmt	For	For	For	No
	Shareholder Proposal	Mgmt				
30	Approve ShareAction Requisitioned Resolution	SH	Against	Against	Against	No

### Boston Scientific Corporation

Meeting Date: 05/07/2020

Country: USA

Primary Security ID: 101137107

Record Date: 03/13/2020

Meeting Type: Annual

Ticker: BSX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Nelda J. Connors	Mgmt	For	For	For	No
1b	Elect Director Charles J. Dockendorff	Mgmt	For	For	For	No
1c	Elect Director Yoshiaki Fujimori	Mgmt	For	For	For	No
1d	Elect Director Donna A. James	Mgmt	For	For	For	No
1e	Elect Director Edward J. Ludwig	Mgmt	For	For	For	No
1f	Elect Director Stephen P. MacMillan	Mgmt	For	For	For	No
1g	Elect Director Michael F. Mahoney	Mgmt	For	For	For	No
1h	Elect Director David J. Roux	Mgmt	For	For	For	No
1i	Elect Director John E. Sununu	Mgmt	For	For	For	No
1j	Elect Director Ellen M. Zane	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Amend Omnibus Stock Plan	Mgmt	For	For	For	No
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
5	Report on Non-Management Employee Representation on the Board of Directors	SH	Against	Against	Against	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### ConvaTec Group Plc

**Meeting Date:** 05/07/2020

**Country:** United Kingdom

**Primary Security ID:** G23969101

**Record Date:** 05/05/2020

**Meeting Type:** Annual

**Ticker:** CTEC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Elect Dr John McAdam as Director	Mgmt	For	For	For	No
6	Elect Karim Bitar as Director	Mgmt	For	For	For	No
7	Elect Brian May as Director	Mgmt	For	For	For	No
8	Re-elect Frank Schulkes as Director	Mgmt	For	For	For	No
9	Re-elect Margaret Ewing as Director	Mgmt	For	For	For	No
10	Re-elect Rick Anderson as Director	Mgmt	For	For	For	No
11	Re-elect Dr Regina Benjamin as Director	Mgmt	For	For	For	No
12	Re-elect Dr Ros Rivaz as Director	Mgmt	For	For	For	No
13	Re-elect Sten Scheibye as Director	Mgmt	For	For	For	No
14	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
16	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

## Duke Energy Corporation

**Meeting Date:** 05/07/2020

**Country:** USA

**Primary Security ID:** 26441C204

**Record Date:** 03/09/2020

**Meeting Type:** Annual

**Ticker:** DUK

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Michael G. Browning	Mgmt	For	For	For	No
1.2	Elect Director Annette K. Clayton	Mgmt	For	For	For	No
1.3	Elect Director Theodore F. Craver, Jr.	Mgmt	For	For	For	No
1.4	Elect Director Robert M. Davis	Mgmt	For	For	For	No
1.5	Elect Director Daniel R. DiMicco	Mgmt	For	For	For	No
1.6	Elect Director Nicholas C. Fanandakis	Mgmt	For	For	For	No
1.7	Elect Director Lynn J. Good	Mgmt	For	For	For	No
1.8	Elect Director John T. Herron	Mgmt	For	For	For	No
1.9	Elect Director William E. Kennard	Mgmt	For	For	For	No
1.10	Elect Director E. Marie McKee	Mgmt	For	For	For	No
1.11	Elect Director Marya M. Rose	Mgmt	For	For	For	No
1.12	Elect Director Thomas E. Skains	Mgmt	For	For	For	No
1.13	Elect Director William E. Webster, Jr.	Mgmt	For	For	For	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Require Independent Board Chairman	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. While there are no significant governance concerns, the company's TSR has underperformed peers and the broader market over the short- and long- term suggesting that shareholders would benefit from the most robust form of independent oversight, in the form of an independent board chair.</i></p>						
5	Eliminate Supermajority Vote Requirement	SH	None	For	For	No
6	Report on Political Contributions	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as comprehensive information about its political expenditures would aid investors in assessing the company's management of related risks and benefits.</i></p>						
7	Report on Lobbying Payments and Policy	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as additional disclosure on the company's lobbying and trade association activities, including management-level oversight, would allow shareholders to better assess the risks and benefits associated with the company's participation in the public policy process.</i></p>						

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Edenred SA

**Meeting Date:** 05/07/2020

**Country:** France

**Primary Security ID:** F3192L109

**Record Date:** 05/05/2020

**Meeting Type:** Annual/Special

**Ticker:** EDEN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of EUR 0.70 per Share	Mgmt	For	For	For	No
4	Approve Stock Dividend Program	Mgmt	For	For	For	No
5	Reelect Jean-Paul Bailly as Director	Mgmt	For	For	For	No
6	Reelect Dominique D Hinnin as Director	Mgmt	For	For	For	No
7	Elect Alexandre de Juniac as Director	Mgmt	For	For	For	No
8	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For	No
9	Approve Remuneration Policy of Board Members	Mgmt	For	For	For	No
10	Approve Remuneration of Directors in the Aggregate Amount of EUR 700,000	Mgmt	For	For	For	No
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
12	Approve Compensation of Bertrand Dumazy, Chairman and CEO	Mgmt	For	For	For	No
13	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Conventions	Mgmt	For	For	For	No
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 160,515,205	Mgmt	For	For	For	No
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 24,320,485	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Edenred SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
18	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 24,320,485	Mgmt	For	For	For	No
19	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For	No
20	Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For	No
21	Authorize Capitalization of Reserves of Up to EUR 160,515,205 for Bonus Issue or Increase in Par Value	Mgmt	For	For	For	No
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
23	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans Within Performance Conditions Attached	Mgmt	For	For	For	No
24	Amend Article 15 of Bylaws Re: Board Deliberation	Mgmt	For	For	For	No
25	Amend Articles 1, 3, 4, 5, 7, 8, 9, 10, 12, 13, 14, 16, 17, 18, 19, 20, 21, 22, 23, 24, 26, 27 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For	No
26	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For		No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For		No
3	Approve Allocation of Income and Dividends of EUR 0.70 per Share	Mgmt	For	For		No
4	Approve Stock Dividend Program	Mgmt	For	For		No
5	Reelect Jean-Paul Bailly as Director	Mgmt	For	For		No
6	Reelect Dominique D Hinnin as Director	Mgmt	For	For		No
7	Elect Alexandre de Juniac as Director	Mgmt	For	For		No
8	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Edenred SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
9	Approve Remuneration Policy of Board Members	Mgmt	For	For		No
10	Approve Remuneration of Directors in the Aggregate Amount of EUR 700,000	Mgmt	For	For		No
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For		No
12	Approve Compensation of Bertrand Dumazy, Chairman and CEO	Mgmt	For	For		No
13	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Conventions	Mgmt	For	For		No
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For		No
	Extraordinary Business	Mgmt				
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For		No
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 160,515,205	Mgmt	For	For		No
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 24,320,485	Mgmt	For	For		No
18	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 24,320,485	Mgmt	For	For		No
19	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For		No
20	Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For		No
21	Authorize Capitalization of Reserves of Up to EUR 160,515,205 for Bonus Issue or Increase in Par Value	Mgmt	For	For		No
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For		No
23	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans Within Performance Conditions Attached	Mgmt	For	For		No
24	Amend Article 15 of Bylaws Re: Board Deliberation	Mgmt	For	For		No
25	Amend Articles 1, 3, 4, 5, 7, 8, 9, 10, 12, 13, 14, 16, 17, 18, 19, 20, 21, 22, 23, 24, 26, 27 of Bylaws to Comply with Legal Changes	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Edenred SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
26	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For		No

### Equiniti Group Plc

**Meeting Date:** 05/07/2020      **Country:** United Kingdom      **Primary Security ID:** G315B4104  
**Record Date:** 05/05/2020      **Meeting Type:** Annual      **Ticker:** EQN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	Abstain	Abstain	No
4	Re-elect Mark Brooker as Director	Mgmt	For	For	For	No
5	Re-elect Alison Burns as Director	Mgmt	For	For	For	No
6	Re-elect Sally-Ann Hibberd as Director	Mgmt	For	For	For	No
7	Re-elect Dr Tim Miller as Director	Mgmt	For	For	For	No
8	Re-elect Cheryl Millington as Director	Mgmt	For	For	For	No
9	Re-elect Darren Pope as Director	Mgmt	For	For	For	No
10	Re-elect John Stier as Director	Mgmt	For	For	For	No
11	Re-elect Guy Wakeley as Director	Mgmt	For	For	For	No
12	Re-elect Philip Yea as Director	Mgmt	For	For	For	No
13	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

## Hennes & Mauritz AB

**Meeting Date:** 05/07/2020

**Country:** Sweden

**Primary Security ID:** W41422101

**Record Date:** 04/30/2020

**Meeting Type:** Annual

**Ticker:** HM.B

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Open Meeting	Mgmt				
2	Elect Chairman of Meeting	Mgmt	For	For	Do Not Vote	No
3	Prepare and Approve List of Shareholders	Mgmt	For	For	Do Not Vote	No
4	Approve Agenda of Meeting	Mgmt	For	For	Do Not Vote	No
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	Do Not Vote	No
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	Do Not Vote	No
7	Receive Financial Statements and Statutory Reports	Mgmt				
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote	No
8.b	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	Do Not Vote	No
8.c	Approve Discharge of Board and President	Mgmt	For	For	Do Not Vote	No
9	Determine Number of Members (8) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	Do Not Vote	No
10	Approve Remuneration of Directors in the Amount of SEK 1.7 Million for Chairman, and SEK 650,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	For	Do Not Vote	No
11.a	Reelect Stina Bergfors as Director	Mgmt	For	For	Do Not Vote	No
11.b	Reelect Anders Dahlvig as Director	Mgmt	For	For	Do Not Vote	No
11.c	Reelect Danica Kragic Jensfelt as Director	Mgmt	For	For	Do Not Vote	No
11.d	Reelect Lena Patriksson Keller as Director	Mgmt	For	For	Do Not Vote	No
11.e	Reelect Christian Sievert as Director	Mgmt	For	Against	Do Not Vote	No
11.f	Reelect Erica Wiking Hager as Director	Mgmt	For	For	Do Not Vote	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Hennes & Mauritz AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
11.g	Reelect Niklas Zennstrom as Director	Mgmt	For	For	Do Not Vote	No
11.h	Elect Karl-Johan Persson (Chairman) as New Director	Mgmt	For	For	Do Not Vote	No
12	Ratify Ernst & Young as Auditors	Mgmt	For	For	Do Not Vote	No
13	Approve Procedures for Nominating Committee	Mgmt	For	For	Do Not Vote	No
14.a	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	Do Not Vote	No
	Shareholder Proposal Submitted by Fondazione Finanza Etica	Mgmt				
14.b	Disclose Sustainability Targets to be Achieved in order for Senior Executives to be Paid Variable Remuneration; Report on the Performance of Senior Executives About Sustainability Targets	SH	None	Against	Do Not Vote	No
	Management Proposal	Mgmt				
15	Amend Articles of Association Re: Company Name; Participation of General Meeting; Agenda of Annual Meeting; Share Registrar	Mgmt	For	For	Do Not Vote	No
	Shareholder Proposals	Mgmt				
16	Eliminate Differentiated Voting Rights	SH	None	Against	Do Not Vote	No
17	Examination of Various Aspects of the Company's Collection of Data about the Personnel	SH	None	Against	Do Not Vote	No
18	Close Meeting	Mgmt				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Open Meeting	Mgmt				
2	Elect Chairman of Meeting	Mgmt	For	For		No
3	Prepare and Approve List of Shareholders	Mgmt	For	For		No
4	Approve Agenda of Meeting	Mgmt	For	For		No
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For		No
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For		No
7	Receive Financial Statements and Statutory Reports	Mgmt				

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

## Hennes & Mauritz AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For		No
8.b	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For		No
8.c	Approve Discharge of Board and President	Mgmt	For	For		No
9	Determine Number of Members (8) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For		No
10	Approve Remuneration of Directors in the Amount of SEK 1.7 Million for Chairman, and SEK 650,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	For		No
11.a	Reelect Stina Bergfors as Director	Mgmt	For	For		No
11.b	Reelect Anders Dahlvig as Director	Mgmt	For	For		No
11.c	Reelect Danica Kragic Jensfelt as Director	Mgmt	For	For		No
11.d	Reelect Lena Patriksson Keller as Director	Mgmt	For	For		No
11.e	Reelect Christian Sievert as Director	Mgmt	For	Against		No
11.f	Reelect Erica Wiking Hager as Director	Mgmt	For	For		No
11.g	Reelect Niklas Zennstrom as Director	Mgmt	For	For		No
11.h	Elect Karl-Johan Persson (Chairman) as New Director	Mgmt	For	For		No
12	Ratify Ernst & Young as Auditors	Mgmt	For	For		No
13	Approve Procedures for Nominating Committee	Mgmt	For	For		No
14.a	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For		No
	Shareholder Proposal Submitted by Fondazione Finanza Etica	Mgmt				
14.b	Disclose Sustainability Targets to be Achieved in order for Senior Executives to be Paid Variable Remuneration; Report on the Performance of Senior Executives About Sustainability Targets	SH	None	Against		No
	Management Proposal	Mgmt				
15	Amend Articles of Association Re: Company Name; Participation of General Meeting; Agenda of Annual Meeting; Share Registrar	Mgmt	For	For		No
	Shareholder Proposals	Mgmt				
16	Eliminate Differentiated Voting Rights	SH	None	Against		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

## Hennes & Mauritz AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
17	Examination of Various Aspects of the Company's Collection of Data about the Personnel	SH	None	Against		No
18	Close Meeting	Mgmt				

## IMI Plc

Meeting Date: 05/07/2020

Country: United Kingdom

Primary Security ID: G47152114

Record Date: 05/05/2020

Meeting Type: Annual

Ticker: IMI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Re-elect Lord Smith of Kelvin as Director	Mgmt	For	For	For	No
4	Re-elect Thomas Thune Andersen as Director	Mgmt	For	For	For	No
5	Elect Caroline Dowling as Director	Mgmt	For	For	For	No
6	Re-elect Carl-Peter Forster as Director	Mgmt	For	For	For	No
7	Re-elect Katie Jackson as Director	Mgmt	For	For	For	No
8	Re-elect Isobel Sharp as Director	Mgmt	For	For	For	No
9	Re-elect Daniel Shook as Director	Mgmt	For	For	For	No
10	Re-elect Roy Twite as Director	Mgmt	For	For	For	No
11	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
14	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
A	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
B	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
C	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
D	Authorise the Company to Call General Meeting with 14 Working Days' Notice	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### InterContinental Hotels Group Plc

**Meeting Date:** 05/07/2020

**Country:** United Kingdom

**Primary Security ID:** G4804L163

**Record Date:** 05/05/2020

**Meeting Type:** Annual

**Ticker:** IHG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST the proposed remuneration policy is warranted on account of: * The maximum LTIP opportunity will be increased to 350% of salary for the CEO and 275% of salary for other executives, and the Remuneration Committee has not provided a compelling rationale. * The on-target bonus remains at 57.5% of maximum, which is above the maximum outlined in ISS UK &amp; Ireland Guidelines.</i></p>						
3	Approve Remuneration Report	Mgmt	For	For	For	No
4a	Elect Arthur de Haast as Director	Mgmt	For	For	For	No
4b	Re-elect Keith Barr as Director	Mgmt	For	For	For	No
4c	Re-elect Anne Busquet as Director	Mgmt	For	For	For	No
4d	Re-elect Patrick Cescau as Director	Mgmt	For	For	For	No
4e	Re-elect Ian Dyson as Director	Mgmt	For	For	For	No
4f	Re-elect Paul Edgecliffe-Johnson as Director	Mgmt	For	For	For	No
4g	Re-elect Jo Harlow as Director	Mgmt	For	For	For	No
4h	Re-elect Elie Maalouf as Director	Mgmt	For	For	For	No
4i	Re-elect Luke Mayhew as Director	Mgmt	For	For	For	No
4j	Re-elect Jill McDonald as Director	Mgmt	For	For	For	No
4k	Re-elect Dale Morrison as Director	Mgmt	For	For	For	No
5	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
6	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
7	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
8	Amend Long Term Incentive Plan	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted as the proposed amendment will increase the maximum award limit under the LTIP, and the Remuneration Committee has not provided a compelling rationale for such an increase.</i></p>						
9	Authorise Issue of Equity	Mgmt	For	For	For	No
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
11	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### InterContinental Hotels Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
13	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
14	Adopt New Articles of Association	Mgmt	For	For	For	No

### KBC Group SA/NV

Meeting Date: 05/07/2020

Country: Belgium

Primary Security ID: B5337G162

Record Date: 04/23/2020

Meeting Type: Annual

Ticker: KBC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Annual Meeting Agenda	Mgmt				
1	Receive Directors' Reports (Non-Voting)	Mgmt				
2	Receive Auditors' Reports (Non-Voting)	Mgmt				
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt				
4	Adopt Financial Statements	Mgmt	For	For	For	No
5a	Approve Allocation of Income	Mgmt	For	For	For	No
5b	Approve Dividends of EUR 1.00 Per Share	Mgmt	For	For	For	No
6	Approve Remuneration Report	Mgmt	For	For	For	No
7	Approve Discharge of Directors	Mgmt	For	For	For	No
8	Approve Discharge of Auditors	Mgmt	For	For	For	No
9	Approve Auditors' Remuneration	Mgmt	For	For	For	No
10a	Indicate Koenraad Debackere as Independent Director	Mgmt	For	For	For	No
10b	Elect Erik Clinck as Director	Mgmt	For	Against	Against	No

*Voting Policy Rationale: A vote FOR items 10f-g (Johan Thijs and Vladimira Paprnik) is warranted because:\* The nominees are elected for a period not exceeding four years;\* The candidates appear to possess the necessary qualifications for board membership;\* There is no known controversy concerning the candidates; and\* Johan Thijs is CEO.A vote AGAINST the nominations under Items 10b 10e (Erik Clinck, Sonja De Becker, Liesbet Okkerse and Theodoros Roussis) because the nominees are non-independent whereas the board lack sufficient independence among its members.*

10c	Elect Liesbet Okkerse as Director	Mgmt	For	Against	Against	No
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*Voting Policy Rationale: A vote FOR items 10f-g (Johan Thijs and Vladimira Paprnik) is warranted because:\* The nominees are elected for a period not exceeding four years;\* The candidates appear to possess the necessary qualifications for board membership;\* There is no known controversy concerning the candidates; and\* Johan Thijs is CEO.A vote AGAINST the nominations under Items 10b 10e (Erik Clinck, Sonja De Becker, Liesbet Okkerse and Theodoros Roussis) because the nominees are non-independent whereas the board lack sufficient independence among its members.*

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### KBC Group SA/NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
10d	Reelect Theodoros Roussis as Director	Mgmt	For	Against	Against	No
	<i>Voting Policy Rationale: A vote FOR items 10f-g (Johan Thijs and Vladimira Paprinik) is warranted because:* The nominees are elected for a period not exceeding four years;* The candidates appear to possess the necessary qualifications for board membership;* There is no known controversy concerning the candidates; and* Johan Thijs is CEO.A vote AGAINST the nominations under Items 10b 10e (Erik Clinck, Sonja De Becker, Liesbet Okkerse and Theodoros Roussis) because the nominees are non-independent whereas the board lack sufficient independence among its members.</i>					
10e	Reelect Sonja De Becker as Director	Mgmt	For	Against	Against	No
	<i>Voting Policy Rationale: A vote FOR items 10f-g (Johan Thijs and Vladimira Paprinik) is warranted because:* The nominees are elected for a period not exceeding four years;* The candidates appear to possess the necessary qualifications for board membership;* There is no known controversy concerning the candidates; and* Johan Thijs is CEO.A vote AGAINST the nominations under Items 10b 10e (Erik Clinck, Sonja De Becker, Liesbet Okkerse and Theodoros Roussis) because the nominees are non-independent whereas the board lack sufficient independence among its members. )</i>					
10f)	Reelect Johan Thijs as Director	Mgmt	For	For	For	No
10g)	Reelect Vladimira Papirnik as Independent Director	Mgmt	For	For	For	No
11	Transact Other Business	Mgmt				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Annual Meeting Agenda	Mgmt				
1	Receive Directors' Reports (Non-Voting)	Mgmt				
2	Receive Auditors' Reports (Non-Voting)	Mgmt				
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt				
4	Adopt Financial Statements	Mgmt	For	For		No
5a	Approve Allocation of Income	Mgmt	For	For		No
5b	Approve Dividends of EUR 1.00 Per Share	Mgmt	For	For		No
6	Approve Remuneration Report	Mgmt	For	For		No
7	Approve Discharge of Directors	Mgmt	For	For		No
8	Approve Discharge of Auditors	Mgmt	For	For		No
9	Approve Auditors' Remuneration	Mgmt	For	For		No
10a	Indicate Koenraad Debackere as Independent Director	Mgmt	For	For		No
10b	Elect Erik Clinck as Director	Mgmt	For	Against		No
10c	Elect Liesbet Okkerse as Director	Mgmt	For	Against		No
10d	Reelect Theodoros Roussis as Director	Mgmt	For	Against		No
10e	Reelect Sonja De Becker as Director	Mgmt	For	Against		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### KBC Group SA/NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
10f	Reelect Johan Thijs as Director	Mgmt	For	For		No
10g	Reelect Vladimira Papirnik as Independent Director	Mgmt	For	For		No
11	Transact Other Business	Mgmt				

### Melrose Industries Plc

Meeting Date: 05/07/2020

Country: United Kingdom

Primary Security ID: G5973J178

Record Date: 05/05/2020

Meeting Type: Annual

Ticker: MRO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	Abstain	Abstain	No
<p><i>Voting Policy Rationale: An ABSTENTION on this resolution is considered warranted:* Concerns remain around the operation of the long-term incentive plan due to the high potential payouts and the complexity of the scheme, though some improvements from the 2017 iteration are noted.* A further concern is that the policy leaves open the potential for "golden hellos", although the Company has provided some assurances around its intentions.* Following publication of the annual report, the Company has stated that due to the uncertainty caused by COVID-19, a new LTIP will not be put to shareholder vote at the AGM, but at a later date incorporating any changes deemed necessary by the Board. As such it is considered that the proposed remuneration policy cannot be evaluated fully at this stage.* An abstention registers concern regarding the structure but, assuming the resolution is passed, allows the Company to continue to make payments under the rest of the framework until there is greater clarity.A vote FOR this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognize abstention as a valid option.</i></p>						
4	Approve Final Dividend	Mgmt	For	Abstain	Abstain	No
<p><i>Voting Policy Rationale: An ABSTAIN vote is warranted on this item:* This resolution will be withdrawn.A vote FOR this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognize abstention as a valid option.</i></p>						
5	Re-elect Christopher Miller as Director	Mgmt	For	For	For	No
6	Re-elect David Roper as Director	Mgmt	For	For	For	No
7	Re-elect Simon Peckham as Director	Mgmt	For	For	For	No
8	Re-elect Geoffrey Martin as Director	Mgmt	For	For	For	No
9	Re-elect Justin Dowley as Director	Mgmt	For	For	For	No
10	Re-elect Liz Hewitt as Director	Mgmt	For	For	For	No
11	Re-elect David Lis as Director	Mgmt	For	For	For	No
12	Re-elect Archie Kane as Director	Mgmt	For	For	For	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Melrose Industries Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
13	Re-elect Charlotte Twynning as Director	Mgmt	For	For	For	No
14	Elect Funmi Adegoke as Director	Mgmt	For	For	For	No
15	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### National Express Group Plc

**Meeting Date:** 05/07/2020

**Country:** United Kingdom

**Primary Security ID:** G6374M109

**Record Date:** 05/05/2020

**Meeting Type:** Annual

**Ticker:** NEX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	Abstain	Abstain	No
<i>Voting Policy Rationale: An ABSTAIN vote is warranted on this item:* This resolution will be withdrawn.A vote FOR this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise abstention as a valid option</i>						
4	Re-elect Sir John Armitt as Director	Mgmt	For	For	For	No
5	Re-elect Matt Ashley as Director	Mgmt	For	Abstain	Abstain	No
<i>Voting Policy Rationale: Item 4 and 6-15A vote FOR these Directors is warranted as no significant concerns have been identified.Item 5: re-elect Matt Ashley as DirectorAn ABSTAIN vote is warranted on this item:* This resolution will be withdrawn due to resignation of director.A vote FOR this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise abstention as a valid option.</i>						
6	Re-elect Jorge Cosmen as Director	Mgmt	For	For	For	No
7	Re-elect Matthew Crummack as Director	Mgmt	For	For	For	No
8	Re-elect Chris Davies as Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### National Express Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
9	Re-elect Dean Finch as Director	Mgmt	For	For	For	No
10	Elect Ana de Pro Gonzalo as Director	Mgmt	For	For	For	No
11	Elect Karen Geary as Director	Mgmt	For	For	For	No
12	Re-elect Mike McKeon as Director	Mgmt	For	For	For	No
13	Re-elect Chris Muntwyler as Director	Mgmt	For	For	For	No
14	Re-elect Elliot (Lee) Sander as Director	Mgmt	For	For	For	No
15	Re-elect Dr Ashley Steel as Director	Mgmt	For	For	For	No
16	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
17	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
18	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
19	Authorise Issue of Equity	Mgmt	For	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
24	Adopt New Articles of Association	Mgmt	For	For	For	No

### OneSavings Bank Plc

**Meeting Date:** 05/07/2020

**Country:** United Kingdom

**Primary Security ID:** G6769K106

**Record Date:** 05/05/2020

**Meeting Type:** Annual

**Ticker:** OSB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Approve Maximum Ratio of Variable to Fixed Remuneration	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### OneSavings Bank Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
5	Approve Final Dividend	Mgmt	For	Abstain	Abstain	No
<i>Voting Policy Rationale: An ABSTAIN is warranted on this item:* This resolution will be withdrawn.A vote FOR these resolutions is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise withhold as a valid option.</i>						
6a	Elect Noel Harwerth as Director	Mgmt	For	For	For	No
6b	Elect Rajan Kapoor as Director	Mgmt	For	For	For	No
6c	Re-elect David Weymouth as Director	Mgmt	For	For	For	No
6d	Re-elect John Allatt as Director	Mgmt	For	For	For	No
6e	Re-elect Sarah Hedger as Director	Mgmt	For	For	For	No
6f	Re-elect Mary McNamara as Director	Mgmt	For	For	For	No
6g	Re-elect Andrew Golding as Director	Mgmt	For	For	For	No
6h	Re-elect April Talintyre as Director	Mgmt	For	For	For	No
7	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
8	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
9	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
10	Authorise Issue of Equity	Mgmt	For	For	For	No
11	Authorise Issue of Equity in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	For	For	For	No
12	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	For	For	For	No
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Rathbone Brothers Plc

Meeting Date: 05/07/2020

Country: United Kingdom

Primary Security ID: G73904107

Record Date: 05/05/2020

Meeting Type: Annual

Ticker: RAT

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Rathbone Brothers Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect Mark Nicholls as Director	Mgmt	For	For	For	No
5	Re-elect Paul Stockton as Director	Mgmt	For	For	For	No
6	Re-elect Jennifer Mathias as Director	Mgmt	For	For	For	No
7	Re-elect Colin Clark as Director	Mgmt	For	For	For	No
8	Re-elect James Dean as Director	Mgmt	For	For	For	No
9	Re-elect Terri Duhon as Director	Mgmt	For	For	For	No
10	Re-elect Sarah Gentleman as Director	Mgmt	For	For	For	No
11	Re-elect James Pettigrew as Director	Mgmt	For	For	For	No
12	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
14	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Repsol SA

**Meeting Date:** 05/07/2020

**Country:** Spain

**Primary Security ID:** E8471S130

**Record Date:** 05/01/2020

**Meeting Type:** Annual

**Ticker:** REP

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

## Repsol SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For	No
2	Approve Non-Financial Information Statement	Mgmt	For	For	For	No
3	Approve Treatment of Net Loss	Mgmt	For	For	For	No
4	Approve Creation of Reserves Not Arising from Profits and Approve Transfer of Reserves for the Transition to the 2007 Spanish General Accounting Plan Account to Voluntary Reserves	Mgmt	For	For	For	No
5	Approve Discharge of Board	Mgmt	For	For	For	No
6	Approve Scrip Dividends	Mgmt	For	For	For	No
7	Approve Scrip Dividends	Mgmt	For	For	For	No
8	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For	No
9	Approve Share Matching Program	Mgmt	For	For	For	No
10	Approve Long-Term Incentive Plan	Mgmt	For	For	For	No
11	Advisory Vote on Remuneration Report	Mgmt	For	For	For	No
12	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For		No
2	Approve Non-Financial Information Statement	Mgmt	For	For		No
3	Approve Treatment of Net Loss	Mgmt	For	For		No
4	Approve Creation of Reserves Not Arising from Profits and Approve Transfer of Reserves for the Transition to the 2007 Spanish General Accounting Plan Account to Voluntary Reserves	Mgmt	For	For		No
5	Approve Discharge of Board	Mgmt	For	For		No
6	Approve Scrip Dividends	Mgmt	For	For		No
7	Approve Scrip Dividends	Mgmt	For	For		No
8	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Repsol SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
9	Approve Share Matching Program	Mgmt	For	For		No
10	Approve Long-Term Incentive Plan	Mgmt	For	For		No
11	Advisory Vote on Remuneration Report	Mgmt	For	For		No
12	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For		No

### Rolls-Royce Holdings Plc

**Meeting Date:** 05/07/2020      **Country:** United Kingdom      **Primary Security ID:** G76225104  
**Record Date:** 05/05/2020      **Meeting Type:** Annual      **Ticker:** RR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Re-elect Sir Ian Davis as Director	Mgmt	For	For	For	No
5	Re-elect Warren East as Director	Mgmt	For	For	For	No
6	Re-elect Stephen Daintith as Director	Mgmt	For	For	For	No
7	Re-elect Lewis Booth as Director	Mgmt	For	For	For	No
8	Re-elect Sir Frank Chapman as Director	Mgmt	For	For	For	No
9	Elect George Culmer as Director	Mgmt	For	For	For	No
10	Re-elect Irene Dorner as Director	Mgmt	For	For	For	No
11	Re-elect Beverly Goulet as Director	Mgmt	For	For	For	No
12	Re-elect Lee Hsien Yang as Director	Mgmt	For	For	For	No
13	Re-elect Nick Luff as Director	Mgmt	For	For	For	No
14	Re-elect Sir Kevin Smith as Director	Mgmt	For	For	For	No
15	Re-elect Jasmin Staiblin as Director	Mgmt	For	For	For	No
16	Elect Dame Angela Strank as Director	Mgmt	For	For	For	No
17	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
18	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Rolls-Royce Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
19	Approve Payment to Shareholders	Mgmt	For	For	For	No
20	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
21	Authorise Issue of Equity	Mgmt	For	For	For	No
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

### Rolls-Royce Holdings Plc

**Meeting Date:** 05/07/2020      **Country:** United Kingdom      **Primary Security ID:** G76225104  
**Record Date:** 05/05/2020      **Meeting Type:** Special      **Ticker:** RR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Increase in Borrowing Limit	Mgmt	For	For	For	No

### RSA Insurance Group Plc

**Meeting Date:** 05/07/2020      **Country:** United Kingdom      **Primary Security ID:** G7705H157  
**Record Date:** 05/05/2020      **Meeting Type:** Annual      **Ticker:** RSA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	Abstain	Abstain	No

*Voting Policy Rationale: An ABSTAIN vote is warranted on this item:\* This resolution will be withdrawn.A vote FOR this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise abstention as a valid option.*

5	Re-elect Martin Scicluna as Director	Mgmt	For	For	For	No
6	Re-elect Stephen Hester as Director	Mgmt	For	For	For	No
7	Re-elect Scott Egan as Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### RSA Insurance Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
8	Elect Charlotte Jones as Director	Mgmt	For	For	For	No
9	Re-elect Alastair Barbour as Director	Mgmt	For	For	For	No
10	Re-elect Sonia Baxendale as Director	Mgmt	For	For	For	No
11	Elect Clare Bousfield as Director	Mgmt	For	For	For	No
12	Re-elect Kath Cates as Director	Mgmt	For	For	For	No
13	Re-elect Enrico Cucchiani as Director	Mgmt	For	For	For	No
14	Re-elect Martin Strobel as Director	Mgmt	For	For	For	No
15	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
16	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
17	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
18	Approve Increase in the Maximum Aggregate Fees Payable to Non-executive Directors	Mgmt	For	For	For	No
19	Authorise Issue of Equity	Mgmt	For	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
22	Authorise Issue of Equity in Connection with the Issue of Mandatory Convertible Securities	Mgmt	For	For	For	No
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Issue of Mandatory Convertible Securities	Mgmt	For	For	For	No
24	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
25	Adopt New Articles of Association	Mgmt	For	For	For	No
26	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Scottish Mortgage Investment Trust Plc

**Meeting Date:** 05/07/2020

**Country:** United Kingdom

**Primary Security ID:** G79211127

**Record Date:** 05/05/2020

**Meeting Type:** Debenture Holder

**Ticker:** SMT



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Scottish Mortgage Investment Trust Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	This Meeting is Originally Scheduled on 13 March 2020	Mgmt				
	Meeting of Holders of the Outstanding GBP 75,000,000 6.875 per cent. Debenture Stock 2023	Mgmt				
1	Approve Extraordinary Resolution as per Meeting Notice	Mgmt	For	Refer		No

### Scottish Mortgage Investment Trust Plc

**Meeting Date:** 05/07/2020      **Country:** United Kingdom      **Primary Security ID:** G79211127  
**Record Date:** 05/05/2020      **Meeting Type:** Debenture Holder      **Ticker:** SMT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	This Meeting is Originally Scheduled on 13 March 2020	Mgmt				
	Meeting of Holders of the Outstanding 8-14 Percent Stepped Interest Debenture Stock 2020	Mgmt				
1	Approve Extraordinary Resolution as per Meeting Notice	Mgmt	For	Refer		No

### St. James's Place Plc

**Meeting Date:** 05/07/2020      **Country:** United Kingdom      **Primary Security ID:** G5005D124  
**Record Date:** 05/05/2020      **Meeting Type:** Annual      **Ticker:** STJ

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Re-elect Iain Cornish as Director	Mgmt	For	For	For	No
4	Re-elect Andrew Croft as Director	Mgmt	For	For	For	No
5	Re-elect Ian Gascoigne as Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### St. James's Place Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
6	Re-elect Craig Gentle as Director	Mgmt	For	For	For	No
7	Re-elect Simon Jeffreys as Director	Mgmt	For	For	For	No
8	Re-elect Patience Wheatcroft as Director	Mgmt	For	For	For	No
9	Re-elect Roger Yates as Director	Mgmt	For	For	For	No
10	Elect Emma Griffin as Director	Mgmt	For	For	For	No
11	Elect Rosemary Hilary as Director	Mgmt	For	For	For	No
12	Elect Helena Morrissey as Director	Mgmt	For	For	For	No
13	Approve Remuneration Report	Mgmt	For	For	For	No
14	Approve Remuneration Policy	Mgmt	For	For	For	No
15	Reappoint PricewaterhouseCoopers LLP (PwC) as Auditors	Mgmt	For	For	For	No
16	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	For	No
18	Approve Share Incentive Plan	Mgmt	For	For	For	No
19	Approve Sharesave Option Plan	Mgmt	For	For	For	No
20	Approve Company Share Option Plan	Mgmt	For	For	For	No
21	Approve Performance Share Plan	Mgmt	For	For	For	No
22	Approve Deferred Bonus Plan	Mgmt	For	For	For	No
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
24	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
26	Adopt New Articles of Association	Mgmt	For	For	For	No

### The UNITE Group Plc

**Meeting Date:** 05/07/2020

**Country:** United Kingdom

**Primary Security ID:** G9283N101

**Record Date:** 05/05/2020

**Meeting Type:** Annual

**Ticker:** UTG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### The UNITE Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Deliberately left blank	Mgmt				
4	Re-elect Phil White as Director	Mgmt	For	For	For	No
5	Re-elect Richard Smith as Director	Mgmt	For	For	For	No
6	Re-elect Joe Lister as Director	Mgmt	For	For	For	No
7	Re-elect Elizabeth McMeikan as Director	Mgmt	For	For	For	No
8	Re-elect Ross Paterson as Director	Mgmt	For	For	For	No
9	Re-elect Richard Akers as Director	Mgmt	For	For	For	No
10	Re-elect Ilaria del Beato as Director	Mgmt	For	For	For	No
11	Elect Dame Shirley Peace as Director	Mgmt	For	For	For	No
12	Elect Thomas Jackson as Director	Mgmt	For	For	For	No
13	Elect Steve Smith as Director	Mgmt	For	For	For	No
14	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	For	No
17	Approve Savings-Related Share Option Scheme	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Verizon Communications Inc.

Meeting Date: 05/07/2020

Country: USA

Primary Security ID: 92343V104

Record Date: 03/09/2020

Meeting Type: Annual

Ticker: VZ

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Shellye L. Archambeau	Mgmt	For	For	For	No
1.2	Elect Director Mark T. Bertolini	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Verizon Communications Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.3	Elect Director Vittorio Colao	Mgmt	For	For	For	No
1.4	Elect Director Melanie L. Healey	Mgmt	For	For	For	No
1.5	Elect Director Clarence Otis, Jr.	Mgmt	For	For	For	No
1.6	Elect Director Daniel H. Schulman	Mgmt	For	For	For	No
1.7	Elect Director Rodney E. Slater	Mgmt	For	For	For	No
1.8	Elect Director Hans E. Vestberg	Mgmt	For	For	For	No
1.9	Elect Director Gregory G. Weaver	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
4	Eliminate Above-Market Earnings in Executive Retirement Plans	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. The proposal is narrowly tailored to eliminate a benefit that is not a best practice. Although no participant received above-market earnings for FY2019, the practice does not appear to have been eliminated from the program. Lastly, above-market earnings are not a performance-based element of compensation and provide a benefit to executives which is not available to the broader employee population.</i></p>						
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as lowering the ownership threshold for shareholders to call a special meeting from 25 percent to 10 percent would enhance shareholders' rights.</i></p>						
6	Report on Lobbying Payments and Policy	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional reporting on the company's lobbying-related practices, such as its trade association payments and oversight mechanisms, would benefit shareholders in assessing its management of related risks.</i></p>						
7	Assess Feasibility of Data Privacy as a Performance Measure for Senior Executive Compensation	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted due to the scope of the proposal, and the fact that the company faces growing regulatory pressure and regulatory scrutiny in this area. Shareholders would benefit from additional information about how company executives are incentivized to increase consumer privacy protections.</i></p>						
8	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this item is warranted given that the proposal applies only to future severance arrangements, the current agreements will not be affected, and the proposal offers flexibility as to when the board may seek shareholder approval of a new or renewed severance arrangement, such as at the next annual meeting.</i></p>						

### AbbVie Inc.

Meeting Date: 05/08/2020

Country: USA

Primary Security ID: 00287Y109

Record Date: 03/13/2020

Meeting Type: Annual

Ticker: ABBV

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### AbbVie Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Robert J. Alpern	Mgmt	For	For	For	No
1.2	Elect Director Edward M. Liddy	Mgmt	For	For	For	No
1.3	Elect Director Melody B. Meyer	Mgmt	For	For	For	No
1.4	Elect Director Frederick H. Waddell	Mgmt	For	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For	No
5	Report on Lobbying Payments and Policy	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional information on the company's direct and indirect lobbying and oversight mechanisms, would provide shareholders a comprehensive understanding of the company's management of its lobbying activities and any related risks and benefits.</i>						
6	Require Independent Board Chairman	SH	Against	Against	Against	No
7	Report on Integrating Risks Related to Drug Pricing into Senior Executive Compensation	SH	Against	For	For	No

*Voting Policy Rationale: A vote FOR this proposal is warranted due to the scope of the proposal, the company's current use of incentive program metrics which may be impacted by drug pricing, and the lack of comprehensive disclosure describing how risks related to public concern over drug pricing increases are taken into consideration in executive compensation programs.*

### Colgate-Palmolive Company

**Meeting Date:** 05/08/2020

**Country:** USA

**Primary Security ID:** 194162103

**Record Date:** 03/09/2020

**Meeting Type:** Annual

**Ticker:** CL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director John P. Bilbrey	Mgmt	For	For	For	No
1b	Elect Director John T. Cahill	Mgmt	For	For	For	No
1c	Elect Director Lisa M. Edwards	Mgmt	For	For	For	No
1d	Elect Director Helene D. Gayle	Mgmt	For	For	For	No
1e	Elect Director C. Martin Harris	Mgmt	For	For	For	No
1f	Elect Director Martina Hund-Mejean	Mgmt	For	For	For	No
1g	Elect Director Lorrie M. Norrington	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Colgate-Palmolive Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1h	Elect Director Michael B. Polk	Mgmt	For	For	For	No
1i	Elect Director Stephen I. Sadove	Mgmt	For	For	For	No
1j	Elect Director Noel R. Wallace	Mgmt	For	For	For	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Require Independent Board Chairman	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as shareholders would benefit from the strongest form of independent oversight in the form of an independent chair. The combination of the timing and scope of the proposal is compelling given the recent transition that recombined the CEO and chair roles. Moreover, given the company's mid- to long-term underperformance, a period overseen by a combined structure, a change in leadership structure appears warranted.</i>						
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Lowering the ownership threshold from 25 percent to 10 percent would improve shareholders' ability to use the special meeting right and no single shareholder would be able to act unilaterally to call a special meeting at the proposed threshold.</i>						

### Dover Corporation

**Meeting Date:** 05/08/2020      **Country:** USA      **Primary Security ID:** 260003108  
**Record Date:** 03/12/2020      **Meeting Type:** Annual      **Ticker:** DOV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director H. John Gilbertson, Jr.	Mgmt	For	For	For	No
1b	Elect Director Kristiane C. Graham	Mgmt	For	For	For	No
1c	Elect Director Michael F. Johnston	Mgmt	For	For	For	No
1d	Elect Director Eric A. Spiegel	Mgmt	For	For	For	No
1e	Elect Director Richard J. Tobin	Mgmt	For	For	For	No
1f	Elect Director Stephen M. Todd	Mgmt	For	For	For	No
1g	Elect Director Stephen K. Wagner	Mgmt	For	For	For	No
1h	Elect Director Keith E. Wandell	Mgmt	For	For	For	No
1i	Elect Director Mary A. Winston	Mgmt	For	For	For	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Dover Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Provide Right to Act by Written Consent	SH	Against	For	For	No

*Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.*

### Illinois Tool Works Inc.

**Meeting Date:** 05/08/2020

**Country:** USA

**Primary Security ID:** 452308109

**Record Date:** 03/09/2020

**Meeting Type:** Annual

**Ticker:** ITW

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Daniel J. Brutto	Mgmt	For	For	For	No
1b	Elect Director Susan Crown	Mgmt	For	For	For	No
1c	Elect Director James W. Griffith	Mgmt	For	For	For	No
1d	Elect Director Jay L. Henderson	Mgmt	For	For	For	No
1e	Elect Director Richard H. Lenny	Mgmt	For	For	For	No
1f	Elect Director E. Scott Santi	Mgmt	For	For	For	No
1g	Elect Director David B. Smith, Jr.	Mgmt	For	For	For	No
1h	Elect Director Pamela B. Strobel	Mgmt	For	For	For	No
1i	Elect Director Kevin M. Warren	Mgmt	For	For	For	No
1j	Elect Director Anre D. Williams	Mgmt	For	For	For	No
2	Ratify Deloitte & Touche LLP as Auditor	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Provide Right to Act by Written Consent	SH	Against	For	For	No

*Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.*

### Koninklijke DSM NV

**Meeting Date:** 05/08/2020

**Country:** Netherlands

**Primary Security ID:** N5017D122

**Record Date:** 04/10/2020

**Meeting Type:** Annual

**Ticker:** DSM

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Koninklijke DSM NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Annual Meeting Agenda	Mgmt				
1	Open Meeting	Mgmt				
2	Receive Report of Management Board (Non-Voting)	Mgmt				
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Adopt Financial Statements	Mgmt	For	For	For	No
5.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt				
5.b	Approve Dividends of EUR 2.40 Per Share	Mgmt	For	For	For	No
6.a	Approve Discharge of Management Board	Mgmt	For	For	For	No
6.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For	No
7.a	Reelect Rob Routs to Supervisory Board	Mgmt	For	For	For	No
7.b	Reelect Eileen Kennedy to Supervisory Board	Mgmt	For	For	For	No
7.c	Reelect Pradeep Pant to Supervisory Board	Mgmt	For	For	For	No
7.d	Elect Thomas Leysen to Supervisory Board	Mgmt	For	For	For	No
8	Ratify KPMG as Auditors	Mgmt	For	For	For	No
9.a	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	Mgmt	For	For	For	No
9.b	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital in Connection with a Rights Issue	Mgmt	For	For	For	No
10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
11	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	For	No
12	Other Business (Non-Voting)	Mgmt				
13	Close Meeting	Mgmt				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Annual Meeting Agenda	Mgmt				
1	Open Meeting	Mgmt				



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Koninklijke DSM NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
2	Receive Report of Management Board (Non-Voting)	Mgmt				
3	Approve Remuneration Report	Mgmt	For	For		No
4	Adopt Financial Statements	Mgmt	For	For		No
5.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt				
5.b	Approve Dividends of EUR 2.40 Per Share	Mgmt	For	For		No
6.a	Approve Discharge of Management Board	Mgmt	For	For		No
6.b	Approve Discharge of Supervisory Board	Mgmt	For	For		No
7.a	Reelect Rob Routs to Supervisory Board	Mgmt	For	For		No
7.b	Reelect Eileen Kennedy to Supervisory Board	Mgmt	For	For		No
7.c	Reelect Pradeep Pant to Supervisory Board	Mgmt	For	For		No
7.d	Elect Thomas Leysen to Supervisory Board	Mgmt	For	For		No
8	Ratify KPMG as Auditors	Mgmt	For	For		No
9.a	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	Mgmt	For	For		No
9.b	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital in Connection with a Rights Issue	Mgmt	For	For		No
10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For		No
11	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For		No
12	Other Business (Non-Voting)	Mgmt				
13	Close Meeting	Mgmt				

### Marriott International, Inc.

Meeting Date: 05/08/2020

Country: USA

Primary Security ID: 571903202

Record Date: 03/13/2020

Meeting Type: Annual

Ticker: MAR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director J.W. Marriott, Jr.	Mgmt	For	For	For	No
1b	Elect Director Bruce W. Duncan	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Marriott International, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1c	Elect Director Deborah Marriott Harrison	Mgmt	For	For	For	No
1d	Elect Director Frederick A. "Fritz" Henderson	Mgmt	For	For	For	No
1e	Elect Director Eric Hippeau	Mgmt	For	For	For	No
1f	Elect Director Lawrence W. Kellner	Mgmt	For	For	For	No
1g	Elect Director Debra L. Lee	Mgmt	For	For	For	No
1h	Elect Director Aylwin B. Lewis	Mgmt	For	For	For	No
1i	Elect Director Margaret M. McCarthy	Mgmt	For	For	For	No
1j	Elect Director George Munoz	Mgmt	For	For	For	No
1k	Elect Director Susan C. Schwab	Mgmt	For	For	For	No
1l	Elect Director Arne M. Sorenson	Mgmt	For	For	For	No
2	Ratify Ernst & Young LLP as Auditor	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Eliminate Supermajority Vote Requirement	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement would enhance shareholder rights.</i>						
5	Prepare Employment Diversity Report	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional diversity-related disclosure would allow shareholders to better assess the effectiveness of the company's diversity initiatives and its management of related risks.</i>						

### The Progressive Corporation

Meeting Date: 05/08/2020

Country: USA

Primary Security ID: 743315103

Record Date: 03/13/2020

Meeting Type: Annual

Ticker: PGR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Philip Bleser	Mgmt	For	For	For	No
1b	Elect Director Stuart B. Burgdoerfer	Mgmt	For	For	For	No
1c	Elect Director Pamela J. Craig	Mgmt	For	For	For	No
1d	Elect Director Charles A. Davis	Mgmt	For	For	For	No
1e	Elect Director Roger N. Farah	Mgmt	For	For	For	No
1f	Elect Director Lawton W. Fitt	Mgmt	For	For	For	No
1g	Elect Director Susan Patricia Griffith	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### The Progressive Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1h	Elect Director Jeffrey D. Kelly	Mgmt	For	For	For	No
1i	Elect Director Patrick H. Nettles	Mgmt	For	For	For	No
1j	Elect Director Barbara R. Snyder	Mgmt	For	For	For	No
1k	Elect Director Jan E. Tighe	Mgmt	For	For	For	No
1l	Elect Director Kahina Van Dyke	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	For	For	For	No

### The Wharf (Holdings) Limited

Meeting Date: 05/08/2020

Country: Hong Kong

Primary Security ID: Y8800U127

Record Date: 05/04/2020

Meeting Type: Annual

Ticker: 4

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2a	Elect Andrew On Kiu Chow as Director	Mgmt	For	For	For	No
2b	Elect Paul Yiu Cheung Tsui as Director	Mgmt	For	For	For	No
2c	Elect Kevin Kwok Pong Chan as Director	Mgmt	For	For	For	No
2d	Elect Vincent Kang Fang as Director	Mgmt	For	For	For	No
3	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
4	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following:* The aggregate share issuance limit is greater than 10 percent.* The company has not specified the discount limit.</i>						
6	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	No

*Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following:\* The aggregate share issuance limit is greater than 10 percent.\* The company has not specified the discount limit.*

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Yum China Holdings, Inc.

**Meeting Date:** 05/08/2020

**Country:** USA

**Primary Security ID:** 98850P109

**Record Date:** 03/17/2020

**Meeting Type:** Annual

**Ticker:** YUMC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Fred Hu	Mgmt	For	For	For	No
1b	Elect Director Joey Wat	Mgmt	For	For	For	No
1c	Elect Director Peter A. Bassi	Mgmt	For	For	For	No
1d	Elect Director Christian L. Campbell	Mgmt	For	For	For	No
1e	Elect Director Ed Yiu-Cheong Chan	Mgmt	For	For	For	No
1f	Elect Director Edouard Ettedgui	Mgmt	For	For	For	No
1g	Elect Director Cyril Han	Mgmt	For	For	For	No
1h	Elect Director Louis T. Hsieh	Mgmt	For	For	For	No
1i	Elect Director Ruby Lu	Mgmt	For	For	For	No
1j	Elect Director Zili Shao	Mgmt	For	For	For	No
1k	Elect Director William Wang	Mgmt	For	For	For	No
2	Ratify KPMG Huazhen LLP as Auditor	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No

### Telenor ASA

**Meeting Date:** 05/11/2020

**Country:** Norway

**Primary Security ID:** R21882106

**Record Date:**

**Meeting Type:** Annual

**Ticker:** TEL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Open Meeting	Mgmt				
2	Open Meeting; Registration of Attending Shareholders and Proxies	Mgmt				
3	Approve Notice of Meeting and Agenda	Mgmt	For	For		No
4	Designate Inspector(s) of Minutes of Meeting	Mgmt				
5	Receive Chairman's Report	Mgmt				

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Telenor ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
6	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 8.70 Per Share	Mgmt	For	For		No
7	Approve Remuneration of Auditors	Mgmt	For	For		No
8	Approve Company's Corporate Governance Statement	Mgmt	For	For		No
9.1	Approve Remuneration Policy And Other Terms of Employment For Executive Management (Advisory)	Mgmt	For	For		No
9.2	Approve Remuneration Policy And Other Terms of Employment For Executive Management (Binding)	Mgmt	For	Against		No
10	Approve NOK 258 Million Reduction in Share Capital via Share Cancellation and Redemption of Shares Owned by the Norwegian State	Mgmt	For	For		No
11	Amend Articles Re: Editorial Changes; Share Capital; Signatory Power; Corporate Assembly; Participation at General Meeting; General Meeting; Nominating Committee	Mgmt	For	For		No
12	Approve Instructions for Nominating Committee	Mgmt	For	For		No
13.1	Elect Lars Tronsgaard as Member of Nominating Committee	Mgmt	For	For		No
13.2	Elect Heidi Algarheim as Member of Nominating Committee	Mgmt	For	For		No
14	Approve Remuneration of Corporate Assembly and Nominating Committee	Mgmt	For	For		No
15	Close Meeting	Mgmt				

### Uber Technologies, Inc.

**Meeting Date:** 05/11/2020

**Country:** USA

**Primary Security ID:** 90353T100

**Record Date:** 03/16/2020

**Meeting Type:** Annual

**Ticker:** UBER

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Ronald Sugar	Mgmt	For	For	For	No
1b	Elect Director Ursula Burns	Mgmt	For	For	For	No
1c	Elect Director Robert Eckert	Mgmt	For	For	For	No
1d	Elect Director Amanda Ginsberg	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Uber Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1e	Elect Director Dara Khosrowshahi	Mgmt	For	For	For	No
1f	Elect Director Wan Ling Martello	Mgmt	For	For	For	No
1g	Elect Director Yasir Al-Rumayyan	Mgmt	For	For	For	No
1h	Elect Director John Thain	Mgmt	For	For	For	No
1i	Elect Director David I. Trujillo	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The second installment of the CEO's sizable new-hire award vests after just 12 months, limiting its retentive value, and it follows a previous grant of the same magnitude awarded in the prior year, with the same vesting terms. Concerns are also raised regarding incentive programs, as annual bonuses are largely discretionary and only some NEOs receive performance equity. Further, for NEOs who were granted performance shares, most performance periods are annual, and targets are not disclosed even after the close of the performance period.</i>						
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	No
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No

### 3M Company

Meeting Date: 05/12/2020

Country: USA

Primary Security ID: 88579Y101

Record Date: 03/17/2020

Meeting Type: Annual

Ticker: MMM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Thomas "Tony" K. Brown	Mgmt	For	For	For	No
1b	Elect Director Pamela J. Craig	Mgmt	For	For	For	No
1c	Elect Director David B. Dillon	Mgmt	For	For	For	No
1d	Elect Director Michael L. Eskew	Mgmt	For	For	For	No
1e	Elect Director Herbert L. Henkel	Mgmt	For	For	For	No
1f	Elect Director Amy E. Hood	Mgmt	For	For	For	No
1g	Elect Director Muhtar Kent	Mgmt	For	For	For	No
1h	Elect Director Dambisa F. Moyo	Mgmt	For	For	For	No
1i	Elect Director Gregory R. Page	Mgmt	For	For	For	No
1j	Elect Director Michael F. Roman	Mgmt	For	For	For	No
1k	Elect Director Patricia A. Woertz	Mgmt	For	For	For	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### 3M Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Consider Pay Disparity Between Executives and Other Employees	SH	Against	Against	Against	No

### Amundi SA

Meeting Date: 05/12/2020

Country: France

Primary Security ID: F0300Q103

Record Date: 05/08/2020

Meeting Type: Annual/Special

Ticker: AMUN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For	For	For	No
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For	No
5	Approve Compensation Report	Mgmt	For	For	For	No
6	Approve Compensation of Yves Perrier, CEO	Mgmt	For	For	For	No
7	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No
8	Approve Remuneration Policy of CEO	Mgmt	For	For	For	No
9	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For	No
10	Advisory Vote on the Aggregate Remuneration Granted in 2019 to Senior Management, Responsible Officers and Regulated Risk-Takers	Mgmt	For	For	For	No
11	Ratify Appointment of Henri Buecher as Director	Mgmt	For	For	For	No
12	Reelect Laurence Danon as Director	Mgmt	For	For	For	No
13	Reelect Helene Molinari as Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Amundi SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
14	Reelect Christian Rouchon as Director	Mgmt	For	Against	Against	No
	<i>Voting Policy Rationale: * Votes FOR the (re)elections of these non-independent nominees are warranted as the current level of board independence is, for now, satisfactory (33.3 percent as recommended) and in the absence of specific concerns (Items 11 and 15). * Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 12 and 13). * A vote AGAINST Item 14 is warranted as the practice of a non-independent audit committee chair lies below market practice and against recommended guidelines.</i>					
15	Reelect Andree Samat as Director	Mgmt	For	For	For	No
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
17	Amend Article 13 of Bylaws Re: Board Members Remuneration	Mgmt	For	For	For	No
18	Amend Article 14 of Bylaws Re: Board Members Deliberation via Written Consultation	Mgmt	For	For	For	No
19	Correction Regarding Items 18 and 19 of May 16, 2019 AGM: Item 18 to be Understood as an Increase in Capital by Public Offer; Item 19 to be Understood as Increase in Capital As Private Placement	Mgmt	For	For	For	No
20	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For		No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For		No
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For	For		No
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For		No
5	Approve Compensation Report	Mgmt	For	For		No
6	Approve Compensation of Yves Perrier, CEO	Mgmt	For	For		No
7	Approve Remuneration Policy of Directors	Mgmt	For	For		No
8	Approve Remuneration Policy of CEO	Mgmt	For	For		No
9	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For		No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Amundi SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
10	Advisory Vote on the Aggregate Remuneration Granted in 2019 to Senior Management, Responsible Officers and Regulated Risk-Takers	Mgmt	For	For		No
11	Ratify Appointment of Henri Buecher as Director	Mgmt	For	For		No
12	Reelect Laurence Danon as Director	Mgmt	For	For		No
13	Reelect Helene Molinari as Director	Mgmt	For	For		No
14	Reelect Christian Rouchon as Director	Mgmt	For	Against		No
15	Reelect Andree Samat as Director	Mgmt	For	For		No
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For		No
	Extraordinary Business	Mgmt				
17	Amend Article 13 of Bylaws Re: Board Members Remuneration	Mgmt	For	For		No
18	Amend Article 14 of Bylaws Re: Board Members Deliberation via Written Consultation	Mgmt	For	For		No
19	Correction Regarding Items 18 and 19 of May 16, 2019 AGM: Item 18 to be Understood as an Increase in Capital by Public Offer; Item 19 to be Understood as Increase in Capital As Private Placement	Mgmt	For	For		No
20	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For		No

### ConocoPhillips

Meeting Date: 05/12/2020

Country: USA

Primary Security ID: 20825C104

Record Date: 03/16/2020

Meeting Type: Annual

Ticker: COP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Charles E. Bunch	Mgmt	For	For	For	No
1b	Elect Director Caroline Maury Devine	Mgmt	For	For	For	No
1c	Elect Director John V. Faraci	Mgmt	For	For	For	No
1d	Elect Director Jody Freeman	Mgmt	For	For	For	No
1e	Elect Director Gay Huey Evans	Mgmt	For	For	For	No
1f	Elect Director Jeffrey A. Joerres	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### ConocoPhillips

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1g	Elect Director Ryan M. Lance	Mgmt	For	For	For	No
1h	Elect Director William H. McRaven	Mgmt	For	For	For	No
1i	Elect Director Sharmila Mulligan	Mgmt	For	For	For	No
1j	Elect Director Arjun N. Murti	Mgmt	For	For	For	No
1k	Elect Director Robert A. Niblock	Mgmt	For	For	For	No
1l	Elect Director David T. Seaton	Mgmt	For	For	For	No
1m	Elect Director R. A. Walker	Mgmt	For	For	For	No
2	Ratify Ernst & Young LLP as Auditor	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No

### LafargeHolcim Ltd.

Meeting Date: 05/12/2020

Country: Switzerland

Primary Security ID: H4768E105

Record Date:

Meeting Type: Annual

Ticker: LHN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
1.2	Approve Remuneration Report	Mgmt	For	For	For	No
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For	No
3.1	Approve Allocation of Income	Mgmt	For	For	For	No
3.2	Approve Dividends of CHF 2.00 per Share from Capital Contribution Reserves	Mgmt	For	For	For	No
4.1a	Reelect Beat Hess as Director and Board Chairmann	Mgmt	For	For	For	No
4.1b	Reelect Oscar Fanjul as Director	Mgmt	For	For	For	No
4.1c	Reelect Colin Hall as Director	Mgmt	For	For	For	No
4.1d	Reelect Naina Kidwai as Director	Mgmt	For	For	For	No
4.1e	Reelect Patrick Kron as Director	Mgmt	For	For	For	No
4.1f	Reelect Adrian Loader as Director	Mgmt	For	For	For	No
4.1g	Reelect Juerg Oleas as Director	Mgmt	For	For	For	No
4.1h	Reelect Claudia Ramirez as Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### LafargeHolcim Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
4.1i	Reelect Hanne Sorensen as Director	Mgmt	For	For	For	No
4.1j	Reelect Dieter Spaelti as Director	Mgmt	For	For	For	No
4.2.1	Elect Philippe Block as Director	Mgmt	For	For	For	No
4.2.2	Elect Kim Fausing as Director	Mgmt	For	For	For	No
4.3.1	Reappoint Oscar Fanjul as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For	For	No
4.3.2	Reappoint Adrian Loader as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For	For	No
4.3.3	Reappoint Hanne Sorensen as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For	For	No
4.4.1	Appoint Colin Hall as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For	For	No
4.4.2	Appoint Claudia Ramirez as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For	For	No
4.5.1	Ratify Deloitte AG as Auditors	Mgmt	For	For	For	No
4.5.2	Designate Sabine Burkhalter Kaimakliotis as Independent Proxy	Mgmt	For	For	For	No
5.1	Approve Remuneration of Directors in the Amount of CHF 5.4 Million	Mgmt	For	For	For	No
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 42.5 Million	Mgmt	For	For	For	No
6	Transact Other Business (Voting)	Mgmt	For	Against	Against	No

*Voting Policy Rationale: A vote AGAINST is warranted because: \* This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and\* The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1 )	Accept Financial Statements and Statutory Reports	Mgmt	For	For		No
1.2 )	Approve Remuneration Report	Mgmt	For	For		No
2 )	Approve Discharge of Board and Senior Management	Mgmt	For	For		No
3.1 )	Approve Allocation of Income	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### LafargeHolcim Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3.2	Approve Dividends of CHF 2.00 per Share from Capital Contribution Reserves	Mgmt	For	For		No
4.1a	Reelect Beat Hess as Director and Board Chairmann	Mgmt	For	For		No
4.1b	Reelect Oscar Fanjul as Director	Mgmt	For	For		No
4.1c	Reelect Colin Hall as Director	Mgmt	For	For		No
4.1d	Reelect Naina Kidwai as Director	Mgmt	For	For		No
4.1e	Reelect Patrick Kron as Director	Mgmt	For	For		No
4.1f	Reelect Adrian Loader as Director	Mgmt	For	For		No
4.1g	Reelect Juerg Oleas as Director	Mgmt	For	For		No
4.1h	Reelect Claudia Ramirez as Director	Mgmt	For	For		No
4.1i	Reelect Hanne Sorensen as Director	Mgmt	For	For		No
4.1j	Reelect Dieter Spaelti as Director	Mgmt	For	For		No
4.2.1	Elect Philippe Block as Director	Mgmt	For	For		No
4.2.2	Elect Kim Fausing as Director	Mgmt	For	For		No
4.3.1	Reappoint Oscar Fanjul as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For		No
4.3.2	Reappoint Adrian Loader as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For		No
4.3.3	Reappoint Hanne Sorensen as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For		No
4.4.1	Appoint Colin Hall as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For		No
4.4.2	Appoint Claudia Ramirez as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For		No
4.5.1	Ratify Deloitte AG as Auditors	Mgmt	For	For		No
4.5.2	Designate Sabine Burkhalter Kaimakliotis as Independent Proxy	Mgmt	For	For		No
5.1	Approve Remuneration of Directors in the Amount of CHF 5.4 Million	Mgmt	For	For		No
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 42.5 Million	Mgmt	For	For		No
6	Transact Other Business (Voting)	Mgmt	For	Against		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Masco Corporation

**Meeting Date:** 05/12/2020

**Country:** USA

**Primary Security ID:** 574599106

**Record Date:** 03/16/2020

**Meeting Type:** Annual

**Ticker:** MAS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Keith J. Allman	Mgmt	For	For	For	No
1b	Elect Director J. Michael Losh	Mgmt	For	For	For	No
1c	Elect Director Christopher A. O'Herlihy	Mgmt	For	For	For	No
1d	Elect Director Charles K. Stevens, III	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No

### Nielsen Holdings plc

**Meeting Date:** 05/12/2020

**Country:** United Kingdom

**Primary Security ID:** G6518L108

**Record Date:** 03/20/2020

**Meeting Type:** Annual

**Ticker:** NLSN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director James A. Attwood, Jr.	Mgmt	For	For	For	No
1b	Elect Director Thomas H. Castro	Mgmt	For	For	For	No
1c	Elect Director Guerrino De Luca	Mgmt	For	For	For	No
1d	Elect Director Karen M. Hoguet	Mgmt	For	For	For	No
1e	Elect Director David Kenny	Mgmt	For	For	For	No
1f	Elect Director Harish Manwani	Mgmt	For	For	For	No
1g	Elect Director Janice Marinelli Mazza	Mgmt	For	For	For	No
1h	Elect Director Robert C. Pozen	Mgmt	For	For	For	No
1i	Elect Director David Rawlinson	Mgmt	For	For	For	No
1j	Elect Director Nancy Tellem	Mgmt	For	For	For	No
1k	Elect Director Javier G. Teruel	Mgmt	For	For	For	No
1l	Elect Director Lauren Zalaznick	Mgmt	For	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Nielsen Holdings plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3	Reappoint Ernst & Young LLP as UK Statutory Auditors	Mgmt	For	For	For	No
4	Authorize the Audit Committee to Fix Remuneration of UK Statutory Auditor	Mgmt	For	For	For	No
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Although pay and performance misalignment concerns were mitigated by lower pay, a portion of which is attributable to a make-whole award, and annual and long-term programs that are primarily based on objective financial and operational goals with clearly disclosed targets, such mitigating factors were offset by excessive payments and benefits provided to NEO Anderson upon his resignation. These payments and benefits, which were provided in exchange for certain covenants and support services, include \$1.3 million in cash and partial prorated vesting of outstanding equity awards. While investors may expect to see modest payments in exchange for certain covenants, the payments and benefits Anderson received significantly exceed the amount he would otherwise be entitled to upon a resignation.</i></p>						
6	Approve Remuneration Report	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: As the company is classified as a US domestic issuer and given that the focus of this proposal is on top executive pay, the recommendation for this proposal is aligned to the US say-on-pay analysis. Accordingly, a vote AGAINST this item is warranted.</i></p>						
7	Authorise Issue of Equity	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Item 7A vote AGAINST resolution 7 is warranted because:* The duration of the proposal is for longer than 18 months, contrary to recommended limits; and* The Company has not, in the past, sought renewal of the authority each year, nor has it committed to seek annual renewal going forwardItem 8A vote AGAINST resolution 8 is warranted because:* The duration of the proposal is for longer than 18 months, contrary to recommended limits; and* The proposed amount exceeds recommended limits of 10 percent of issued share capital.</i></p>						
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Item 7A vote AGAINST resolution 7 is warranted because:* The duration of the proposal is for longer than 18 months, contrary to recommended limits; and* The Company has not, in the past, sought renewal of the authority each year, nor has it committed to seek annual renewal going forwardItem 8A vote AGAINST resolution 8 is warranted because:* The duration of the proposal is for longer than 18 months, contrary to recommended limits; and* The proposed amount exceeds recommended limits of 10 percent of issued share capital.</i></p>						
9	Approve Share Repurchase Contracts and Repurchase Counterparties	Mgmt	For	For	For	No

### Prudential Financial, Inc.

Meeting Date: 05/12/2020

Country: USA

Primary Security ID: 744320102

Record Date: 03/13/2020

Meeting Type: Annual

Ticker: PRU

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Thomas J. Baltimore, Jr.	Mgmt	For	For	For	No
1.2	Elect Director Gilbert F. Casellas	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Prudential Financial, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.3	Elect Director Robert M. Falzon	Mgmt	For	For	For	No
1.4	Elect Director Martina Hund-Mejean	Mgmt	For	For	For	No
1.5	Elect Director Karl J. Krapek	Mgmt	For	For	For	No
1.6	Elect Director Peter R. Lighte	Mgmt	For	For	For	No
1.7	Elect Director Charles F. Lowrey	Mgmt	For	For	For	No
1.8	Elect Director George Paz	Mgmt	For	For	For	No
1.9	Elect Director Sandra Pianalto	Mgmt	For	For	For	No
1.10	Elect Director Christine A. Poon	Mgmt	For	For	For	No
1.11	Elect Director Douglas A. Scovanner	Mgmt	For	For	For	No
1.12	Elect Director Michael A. Todman	Mgmt	For	For	For	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Require Independent Board Chairman	SH	Against	For	For	No

*Voting Policy Rationale: A vote FOR this proposal is warranted. The company's sustained long-term TSR underperformance has coincided with a board leadership structure in which the chair and CEO roles are combined. Accordingly, shareholders would benefit from a policy requiring the strongest form of independent oversight in the form of an independent chair.*

### Reckitt Benckiser Group Plc

**Meeting Date:** 05/12/2020

**Country:** United Kingdom

**Primary Security ID:** G74079107

**Record Date:** 05/07/2020

**Meeting Type:** Annual

**Ticker:** RB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect Andrew Bonfield as Director	Mgmt	For	For	For	No
5	Re-elect Nicandro Durante as Director	Mgmt	For	For	For	No
6	Re-elect Mary Harris as Director	Mgmt	For	For	For	No
7	Re-elect Mehmood Khan as Director	Mgmt	For	For	For	No
8	Re-elect Pam Kirby as Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Reckitt Benckiser Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
9	Re-elect Chris Sinclair as Director	Mgmt	For	For	For	No
10	Re-elect Elane Stock as Director	Mgmt	For	For	For	No
11	Elect Jeff Carr as Director	Mgmt	For	For	For	No
12	Elect Sara Mathew as Director	Mgmt	For	For	For	No
13	Elect Laxman Narasimhan as Director	Mgmt	For	For	For	No
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
16	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Simon Property Group, Inc.

**Meeting Date:** 05/12/2020

**Country:** USA

**Primary Security ID:** 828806109

**Record Date:** 03/16/2020

**Meeting Type:** Annual

**Ticker:** SPG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Glyn F. Aeppel	Mgmt	For	For	For	No
1b	Elect Director Larry C. Glasscock	Mgmt	For	For	For	No
1c	Elect Director Karen N. Horn	Mgmt	For	For	For	No
1d	Elect Director Allan Hubbard	Mgmt	For	For	For	No
1e	Elect Director Reuben S. Leibowitz	Mgmt	For	For	For	No
1f	Elect Director Gary M. Rodkin	Mgmt	For	For	For	No
1g	Elect Director Stefan M. Selig	Mgmt	For	For	For	No
1h	Elect Director Daniel C. Smith	Mgmt	For	For	For	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Simon Property Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1i	Elect Director J. Albert Smith, Jr.	Mgmt	For	For	For	No
1j	Elect Director Marta R. Stewart	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No

### Standard Life Aberdeen Plc

**Meeting Date:** 05/12/2020

**Country:** United Kingdom

**Primary Security ID:** G84246118

**Record Date:** 05/07/2020

**Meeting Type:** Annual

**Ticker:** SLA

**Meeting Notes:**

Item 6: Voted against the remuneration policy, pay opportunity felt excessive whilst the new policy looked to make increases in certain areas.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
4	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
5	Approve Remuneration Report	Mgmt	For	For	For	No
6	Approve Remuneration Policy	Mgmt	For	For	Against	Yes
7A	Re-elect Sir Douglas Flint as Director	Mgmt	For	For	For	No
7B	Re-elect Stephanie Bruce as Director	Mgmt	For	For	For	No
7C	Re-elect John Devine as Director	Mgmt	For	For	For	No
7D	Re-elect Melanie Gee as Director	Mgmt	For	For	For	No
7E	Re-elect Martin Pike as Director	Mgmt	For	For	For	No
7F	Re-elect Cathleen Raffaelli as Director	Mgmt	For	For	For	No
7G	Re-elect Jutta af Rosenberg as Director	Mgmt	For	For	For	No
7H	Re-elect Keith Skeoch as Director	Mgmt	For	For	For	No
8A	Elect Jonathan Asquith as Director	Mgmt	For	For	For	No
8B	Elect Brian McBride as Director	Mgmt	For	For	For	No
8C	Elect Cecilia Reyes as Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Standard Life Aberdeen Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
9	Authorise EU Political Donations and Expenditures	Mgmt	For	For	For	No
10	Authorise Issue of Equity	Mgmt	For	For	For	No
11	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
13	Authorise Issue of Equity in Relation to the Issue of Convertible Bonds	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-Emptive Rights in Relation to the Issue of Convertible Bonds	Mgmt	For	For	For	No
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
16	Adopt New Articles of Association	Mgmt	For	For	Against	Yes

### The Charles Schwab Corporation

**Meeting Date:** 05/12/2020

**Country:** USA

**Primary Security ID:** 808513105

**Record Date:** 03/16/2020

**Meeting Type:** Annual

**Ticker:** SCHW

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director William S. Haraf	Mgmt	For	For	For	No
1b	Elect Director Frank C. Herring	Mgmt	For	For	For	No
1c	Elect Director Roger O. Walther	Mgmt	For	For	For	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Amend Omnibus Stock Plan	Mgmt	For	For	For	No
5	Provide Proxy Access Right	Mgmt	For	For	For	No
6	Adopt Policy to Annually Disclose EEO-1 Data	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional diversity-related disclosure would allow shareholders to better assess the effectiveness of the company's diversity initiatives and its management of related risks.</i></p>						
7	Report on Lobbying Payments and Policy	SH	Against	For	For	No

*Voting Policy Rationale: A vote FOR this resolution is warranted, as additional information on the company's trade association memberships, payments, and oversight, along with direct lobbying expenditures, would enable shareholders to better assess the company's comprehensive lobbying-related activities and management of related risks and opportunities.*

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### The Hershey Company

**Meeting Date:** 05/12/2020

**Country:** USA

**Primary Security ID:** 427866108

**Record Date:** 03/13/2020

**Meeting Type:** Annual

**Ticker:** HSY

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Pamela M. Arway	Mgmt	For	For	For	No
1.2	Elect Director James W. Brown	Mgmt	For	For	For	No
1.3	Elect Director Michele G. Buck	Mgmt	For	For	For	No
1.4	Elect Director Victor L. Crawford	Mgmt	For	For	For	No
1.5	Elect Director Charles A. Davis	Mgmt	For	For	For	No
1.6	Elect Director Mary Kay Haben	Mgmt	For	For	For	No
1.7	Elect Director James C. Katzman	Mgmt	For	For	For	No
1.8	Elect Director M. Diane Koken	Mgmt	For	For	For	No
1.9	Elect Director Robert M. Malcolm	Mgmt	For	For	For	No
1.10	Elect Director Anthony J. Palmer	Mgmt	For	For	For	No
1.11	Elect Director Juan R. Perez	Mgmt	For	For	For	No
1.12	Elect Director Wendy L. Schoppert	Mgmt	For	For	For	No
1.13	Elect Director David L. Shedlarz	Mgmt	For	For	For	No
2	Ratify Ernst & Young LLP as Auditor	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No

### X5 Retail Group NV

**Meeting Date:** 05/12/2020

**Country:** Netherlands

**Primary Security ID:** 98387E205

**Record Date:** 04/14/2020

**Meeting Type:** Annual

**Ticker:** FIVE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Meeting for GDR Holders	Mgmt				
1	Open Meeting	Mgmt				
2	Receive Report of Management Board (Non-Voting)	Mgmt				

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### X5 Retail Group NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3.A	Approve Remuneration Report	Mgmt	For	Against	Against	No
	<i>Voting Policy Rationale: A vote AGAINST is warranted because:* Substantial increase in base pay without disclosure of more concrete information on the results of the benchmarking exercise.* The Board used discretionary powers that can be considered disproportionate for the STI awards.* The LTI plan lacks any form of retrospective disclosure.* The remuneration for the supervisory board is excessive compared to market standards.</i>					
3.B	Receive Explanation on Company's Dividend Policy	Mgmt				
3.C	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3.D	Approve Dividends of RUB 110.47 per Share	Mgmt	For	For	For	No
4.A	Approve Discharge of Management Board	Mgmt	For	For	For	No
4.B	Approve Discharge of Supervisory Board	Mgmt	For	For	For	No
5	Amend Remuneration Policy for Management Board	Mgmt	For	Against	Against	No
	<i>Voting Policy Rationale: A vote AGAINST is warranted because* The overall level of disclosure is not in line with best market practice and does not enable shareholders to assess the stringency of the plan; and* The legacy agreements with the CEO remain in place and become part of the policy ensuring a guaranteed total pay package of USD 4 million, de facto guaranteeing variable remuneration, which is considered to add risk to pay for failure.</i>					
6	Elect Marat Atnashev to Supervisory Board	Mgmt	For	For	For	No
7.A	Amend Remuneration Policy for Supervisory Board	Mgmt	For	Against	Against	No
	<i>Voting Policy Rationale: A vote AGAINST is warranted because of the excessiveness on the remuneration of the supervisory board regarding this remuneration proposal.</i>					
7.B	Approve Restricted Stock Grants to Supervisory Board Members	Mgmt	For	Against	Against	No
	<i>Voting Policy Rationale: A vote AGAINST is warranted because of the excessiveness on the remuneration of the supervisory board regarding this remuneration proposal. )</i>					
8.A )	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For	No
8.B )	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For	No
8.C )	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
9 )	Appoint Ernst & Young as Auditors	Mgmt	For	For	For	No
10 )	Close Meeting	Mgmt				

### American International Group, Inc.

**Meeting Date:** 05/13/2020

**Country:** USA

**Primary Security ID:** 026874784

**Record Date:** 03/18/2020

**Meeting Type:** Annual

**Ticker:** AIG

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### American International Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director W. Don Cornwell	Mgmt	For	For	For	No
1b	Elect Director Brian Duperreault	Mgmt	For	For	For	No
1c	Elect Director John H. Fitzpatrick	Mgmt	For	For	For	No
1d	Elect Director William G. Jurgensen	Mgmt	For	For	For	No
1e	Elect Director Christopher S. Lynch	Mgmt	For	For	For	No
1f	Elect Director Henry S. Miller	Mgmt	For	For	For	No
1g	Elect Director Linda A. Mills	Mgmt	For	For	For	No
1h	Elect Director Thomas F. Motamed	Mgmt	For	For	For	No
1i	Elect Director Peter R. Porrino	Mgmt	For	For	For	No
1j	Elect Director Amy L. Schioldager	Mgmt	For	For	For	No
1k	Elect Director Douglas M. Steenland	Mgmt	For	For	For	No
1l	Elect Director Therese M. Vaughan	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Amend Securities Transfer Restrictions	Mgmt	For	For	For	No
4	Ratify NOL Rights Plan (NOL Pill)	Mgmt	For	For	For	No
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For	No

*Voting Policy Rationale: A vote FOR this proposal is warranted as lowering the ownership threshold for shareholders to call a special meeting from 25 percent to 10 percent would enhance shareholders' rights. Additionally, there is no shareholder that could act unilaterally at this time to call a special meeting at the proposed threshold.*

### Cineworld Group Plc

**Meeting Date:** 05/13/2020

**Country:** United Kingdom

**Primary Security ID:** G219AH100

**Record Date:** 05/11/2020

**Meeting Type:** Annual

**Ticker:** CINE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Cineworld Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Re-elect Alicja Kornasiewicz as Director	Mgmt	For	For	For	No
4	Re-elect Nisan Cohen as Director	Mgmt	For	For	For	No
5	Re-elect Israel Greidinger as Director	Mgmt	For	For	For	No
6	Re-elect Moshe Greidinger as Director	Mgmt	For	For	For	No
7	Re-elect Renana Teperberg as Director	Mgmt	For	For	For	No
8	Re-elect Camela Galano as Director	Mgmt	For	For	For	No
9	Re-elect Dean Moore as Director	Mgmt	For	For	For	No
10	Re-elect Scott Rosenblum as Director	Mgmt	For	For	For	No
11	Re-elect Arni Samuelsson as Director	Mgmt	For	For	For	No
12	Re-elect Eric Senat as Director	Mgmt	For	For	For	No
13	Appoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Credit Agricole SA

**Meeting Date:** 05/13/2020

**Country:** France

**Primary Security ID:** F22797108

**Record Date:** 05/11/2020

**Meeting Type:** Annual/Special

**Ticker:** ACA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Ordinary Business Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Credit Agricole SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For	For	For	No
4	Approve Transaction with Credit Agricole CIB RE: Acquisition of 32,953 Preferred C Shares	Mgmt	For	For	For	No
5	Elect Marie-Claire Daveu as Director	Mgmt	For	For	For	No
6	Elect Pierre Cambefort as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 5, and 9-12). * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 6-8, 13 and 14).</i></p>						
7	Elect Pascal Lheureux as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 5, and 9-12). * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 6-8, 13 and 14).</i></p>						
8	Elect Philippe de Waal as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 5, and 9-12). * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 6-8, 13 and 14).</i></p>						
9	Reelect Caroline Catoire as Director	Mgmt	For	For	For	No
10	Reelect Laurence Dors as Director	Mgmt	For	For	For	No
11	Reelect Francoise Gri as Director	Mgmt	For	For	For	No
12	Reelect Catherine Pourre as Director	Mgmt	For	For	For	No
13	Reelect Daniel Epron as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 5, and 9-12). * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 6-8, 13 and 14).</i></p>						
14	Reelect Gerard Ouvrier-Bufferet as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 5, and 9-12). * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 6-8, 13 and 14).</i></p>						
15	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For	No
16	Approve Remuneration Policy of CEO	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Votes AGAINST these remuneration policies are warranted because: * Although the introduction of long-term remuneration may be seen as an improvement, the proposed LTIP structure will not strengthened the link with long-term performance while increasing the remuneration package; * Post-mandate vesting conditions of the proposed LTIP are not in line with recommended guidelines; and * Severance agreements raise concerns over potential risk of pay-for-failure.</i></p>						

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Credit Agricole SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
17	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against	Against	No
	<i>Voting Policy Rationale: Votes AGAINST these remuneration policies are warranted because:* Although the introduction of long-term remuneration may be seen as an improvement, the proposed LTIP structure will not strengthened the link with long-term performance while increasing the remuneration package;* Post-mandate vesting conditions of the proposed LTIP are not in line with recommended guidelines; and* Severance agreements raise concerns over potential risk of pay-for-failure.</i>					
18	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No
19	Approve Compensation of Dominique Lefebvre, Chairman of the Board	Mgmt	For	For	For	No
20	Approve Compensation of Philippe Brassac, CEO	Mgmt	For	For	For	No
21	Approve Compensation of Xavier Musca, Vice-CEO	Mgmt	For	For	For	No
22	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
23	Approve the Aggregate Remuneration Granted in 2019 to Senior Management, Responsible Officers and Regulated Risk-Takers	Mgmt	For	For	For	No
24	Fix Maximum Variable Compensation Ratio for Executives and Risk Takers	Mgmt	For	For	For	No
25	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
26	Amend Article 11 of Bylaws Re: Board Composition	Mgmt	For	For	For	No
27	Amend Articles 14 and 19 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For	No
28	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 4.3 Billion	Mgmt	For	For	For	No
29	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 870 Million	Mgmt	For	For	For	No
30	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 870 Million	Mgmt	For	For	For	No
31	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For	No
32	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Credit Agricole SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
33	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For	For	No
34	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 28-32 and 36-37 at EUR 4.3 Billion	Mgmt	For	For	For	No
35	Authorize Capitalization of Reserves of Up to EUR 1 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For	For	No
36	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
37	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	Mgmt	For	For	For	No
38	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
39	Authorize up to 0.75 Percent of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because performance conditions cannot be considered challenging, and it is impossible to ascertain whether they would be assessed over a sufficiently long-term period.</i></p>						
40	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

### Eni SpA

**Meeting Date:** 05/13/2020

**Country:** Italy

**Primary Security ID:** T3643A145

**Record Date:** 05/04/2020

**Meeting Type:** Annual/Special

**Ticker:** ENI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
	Management Proposals	Mgmt				
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Allocation of Income	Mgmt	For	For	For	No
3	Fix Number of Directors	Mgmt	For	For	For	No
4	Fix Board Terms for Directors	Mgmt	For	For	For	No
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt				

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Eni SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
5.1	Slate Submitted by Ministry of Economy and Finance	SH	None	For	For	No
5.2	Slate Submitted by Institutional Investors (Assogestioni)	SH	None	Against	Against	No
	Shareholder Proposals Submitted by Ministry of Economy and Finance	Mgmt				
6	Elect Lucia Calvosa as Board Chair	SH	None	For	For	No
7	Approve Remuneration of Directors	SH	None	For	For	No
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt				
8.1	Slate Submitted by Ministry of Economy and Finance	SH	None	For	For	No
8.2	Slate Submitted by Institutional Investors (Assogestioni)	SH	None	Against	Against	No
9	Appoint Chairman of Internal Statutory Auditors	SH	None	For	For	No
	Shareholder Proposal Submitted by Ministry of Economy and Finance	Mgmt				
10	Approve Internal Auditors' Remuneration	SH	None	For	For	No
	Management Proposals	Mgmt				
11	Approve Long Term Incentive Plan 2020-2022	Mgmt	For	For	For	No
12	Approve Remuneration Policy	Mgmt	For	For	For	No
13	Approve Second Section of the Remuneration Report	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
14	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5.1	Mgmt	For	For	For	No
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against	Against	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
	Management Proposals	Mgmt				
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For		No
2	Approve Allocation of Income	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Eni SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3	Fix Number of Directors	Mgmt	For	For		No
4	Fix Board Terms for Directors	Mgmt	For	For		No
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt				
5.1	Slate Submitted by Ministry of Economy and Finance	SH	None	For		No
5.2	Slate Submitted by Institutional Investors (Assogestioni)	SH	None	Against		No
	Shareholder Proposals Submitted by Ministry of Economy and Finance	Mgmt				
6	Elect Lucia Calvosa as Board Chair	SH	None	For		No
7	Approve Remuneration of Directors	SH	None	For		No
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt				
8.1	Slate Submitted by Ministry of Economy and Finance	SH	None	For		No
8.2	Slate Submitted by Institutional Investors (Assogestioni)	SH	None	Against		No
9	Appoint Chairman of Internal Statutory Auditors	SH	None	For		No
	Shareholder Proposal Submitted by Ministry of Economy and Finance	Mgmt				
10	Approve Internal Auditors' Remuneration	SH	None	For		No
	Management Proposals	Mgmt				
11	Approve Long Term Incentive Plan 2020-2022	Mgmt	For	For		No
12	Approve Remuneration Policy	Mgmt	For	For		No
13	Approve Second Section of the Remuneration Report	Mgmt	For	For		No
	Extraordinary Business	Mgmt				
14	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5.1	Mgmt	For	For		No
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against		No

### Marshalls Plc

**Meeting Date:** 05/13/2020

**Country:** United Kingdom

**Primary Security ID:** G58718100

**Record Date:** 05/11/2020

**Meeting Type:** Annual

**Ticker:** MSLH

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Marshalls Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
4	Re-elect Vanda Murray as Director	Mgmt	For	For	For	No
5	Re-elect Janet Ashdown as Director	Mgmt	For	For	For	No
6	Re-elect Jack Clarke as Director	Mgmt	For	For	For	No
7	Re-elect Martyn Coffey as Director	Mgmt	For	For	For	No
8	Re-elect Graham Prothero as Director	Mgmt	For	For	For	No
9	Re-elect Tim Pile as Director	Mgmt	For	For	For	No
10	Elect Angela Bromfield as Director	Mgmt	For	For	For	No
11	Approve Remuneration Policy	Mgmt	For	For	For	No
12	Approve Remuneration Report	Mgmt	For	For	For	No
13	Approve Management Incentive Plan	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Mondelez International, Inc.

**Meeting Date:** 05/13/2020

**Country:** USA

**Primary Security ID:** 609207105

**Record Date:** 03/12/2020

**Meeting Type:** Annual

**Ticker:** MDLZ

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Lewis W.K. Booth	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Mondelez International, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.2	Elect Director Charles E. Bunch	Mgmt	For	For	For	No
1.3	Elect Director Debra A. Crew	Mgmt	For	For	For	No
1.4	Elect Director Lois D. Juliber	Mgmt	For	For	For	No
1.5	Elect Director Peter W. May	Mgmt	For	For	For	No
1.6	Elect Director Jorge S. Mesquita	Mgmt	For	For	For	No
1.7	Elect Director Fredric G. Reynolds	Mgmt	For	For	For	No
1.8	Elect Director Christiana S. Shi	Mgmt	For	For	For	No
1.9	Elect Director Patrick T. Siewert	Mgmt	For	For	For	No
1.10	Elect Director Michael A. Todman	Mgmt	For	For	For	No
1.11	Elect Director Jean-Francois M. L. van Boxmeer	Mgmt	For	For	For	No
1.12	Elect Director Dirk Van de Put	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
4	Consider Pay Disparity Between Executives and Other Employees	SH	Against	Against	Against	No

### Rentokil Initial Plc

**Meeting Date:** 05/13/2020

**Country:** United Kingdom

**Primary Security ID:** G7494G105

**Record Date:** 05/11/2020

**Meeting Type:** Annual

**Ticker:** RTO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Elect Cathy Turner as Director	Mgmt	For	For	For	No
4	Re-elect John Pettigrew as Director	Mgmt	For	For	For	No
5	Re-elect Andy Ransom as Director	Mgmt	For	For	For	No
6	Re-elect Angela Seymour-Jackson as Director	Mgmt	For	For	For	No
7	Re-elect Richard Solomons as Director	Mgmt	For	For	For	No
8	Re-elect Julie Southern as Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Rentokil Initial Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
9	Re-elect Jeremy Townsend as Director	Mgmt	For	For	For	No
10	Re-elect Linda Yueh as Director	Mgmt	For	For	For	No
11	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
17	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Robert Walters Plc

**Meeting Date:** 05/13/2020

**Country:** United Kingdom

**Primary Security ID:** G7608T118

**Record Date:** 05/11/2020

**Meeting Type:** Annual

**Ticker:** RWA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST the remuneration report is considered warranted.* The Company's disclosure of non-financial performance targets in respect of bonus outcomes continues to be market-lagging, and there is no commitment to disclose targets on a retrospective basis. This concern is even more stark for the year under review, given the lack of payout under the financial element of the bonus and 92%-100% payout under the non-financial element.</i>						
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Re-elect Carol Hui as Director	Mgmt	For	For	For	No
5	Re-elect Robert Walters as Director	Mgmt	For	For	For	No
6	Re-elect Alan Bannatyne as Director	Mgmt	For	For	For	No
7	Re-elect Brian McArthur-Muscroft as Director	Mgmt	For	For	For	No
8	Re-elect Tanith Dodge as Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Robert Walters Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
9	Re-elect Steven Cooper as Director	Mgmt	For	For	For	No
10	Reappoint BDO LLP as Auditors	Mgmt	For	For	For	No
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
12	Authorise Issue of Equity	Mgmt	For	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
14	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### S&P Global Inc.

Meeting Date: 05/13/2020

Country: USA

Primary Security ID: 78409V104

Record Date: 03/23/2020

Meeting Type: Annual

Ticker: SPGI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Marco Alvera	Mgmt	For	For	For	No
1.2	Elect Director William J. Amelio	Mgmt	For	For	For	No
1.3	Elect Director William D. Green	Mgmt	For	For	For	No
1.4	Elect Director Charles E. Haldeman, Jr.	Mgmt	For	For	For	No
1.5	Elect Director Stephanie C. Hill	Mgmt	For	For	For	No
1.6	Elect Director Rebecca J. Jacoby	Mgmt	For	For	For	No
1.7	Elect Director Monique F. Leroux	Mgmt	For	For	For	No
1.8	Elect Director Maria R. Morris	Mgmt	For	For	For	No
1.9	Elect Director Douglas L. Peterson	Mgmt	For	For	For	No
1.10	Elect Director Edward B. Rust, Jr.	Mgmt	For	For	For	No
1.11	Elect Director Kurt L. Schmoke	Mgmt	For	For	For	No
1.12	Elect Director Richard E. Thornburgh	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Provide Directors May Be Removed With or Without Cause	Mgmt	For	For	For	No
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Sanne Group Plc

**Meeting Date:** 05/13/2020

**Country:** Jersey

**Primary Security ID:** G7805V106

**Record Date:** 05/11/2020

**Meeting Type:** Annual

**Ticker:** SNN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Appoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
6	Re-elect Rupert Robson as Director	Mgmt	For	For	For	No
7	Re-elect Andy Pomfret as Director	Mgmt	For	For	For	No
8	Re-elect Mel Carvill as Director	Mgmt	For	For	For	No
9	Re-elect Nicola Palios as Director	Mgmt	For	For	For	No
10	Re-elect Julia Chapman as Director	Mgmt	For	For	For	No
11	Re-elect James Ireland as Director	Mgmt	For	For	For	No
12	Re-elect Yves Stein as Director	Mgmt	For	For	For	No
13	Re-elect Martin Schnaier as Director	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

### Spirax-Sarco Engineering Plc

**Meeting Date:** 05/13/2020

**Country:** United Kingdom

**Primary Security ID:** G83561129

**Record Date:** 05/11/2020

**Meeting Type:** Annual

**Ticker:** SPX



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Spirax-Sarco Engineering Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No
3	Amend Performance Share Plan	Mgmt	For	For	For	No
4	Approve Remuneration Report	Mgmt	For	For	For	No
5	Approve Final Dividend	Mgmt	For	For	For	No
6	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
7	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
8	Re-elect Jamie Pike as Director	Mgmt	For	For	For	No
9	Re-elect Nicholas Anderson as Director	Mgmt	For	For	For	No
10	Re-elect Kevin Boyd as Director	Mgmt	For	For	For	No
11	Re-elect Neil Daws as Director	Mgmt	For	For	For	No
12	Re-elect Dr Trudy Schoolenberg as Director	Mgmt	For	For	For	No
13	Re-elect Peter France as Director	Mgmt	For	For	For	No
14	Re-elect Caroline Johnstone as Director	Mgmt	For	For	For	No
15	Re-elect Jane Kingston as Director	Mgmt	For	For	For	No
16	Elect Kevin Thompson as Director	Mgmt	For	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	For	No
18	Approve Scrip Dividend Alternative	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

### TP ICAP Plc

**Meeting Date:** 05/13/2020

**Country:** United Kingdom

**Primary Security ID:** G8984B101

**Record Date:** 05/11/2020

**Meeting Type:** Annual

**Ticker:** TCAP

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### TP ICAP Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect Richard Berliand as Director	Mgmt	For	For	For	No
5	Re-elect Nicolas Breteau as Director	Mgmt	For	For	For	No
6	Elect Angela Crawford-Ingle as Director	Mgmt	For	For	For	No
7	Re-elect Michael Heaney as Director	Mgmt	For	For	For	No
8	Elect Mark Hemsley as Director	Mgmt	For	For	For	No
9	Re-elect Angela Knight as Director	Mgmt	For	For	For	No
10	Re-elect Edmund Ng as Director	Mgmt	For	For	For	No
11	Re-elect Roger Perkin as Director	Mgmt	For	For	For	No
12	Re-elect Philip Price as Director	Mgmt	For	For	For	No
13	Re-elect Robin Stewart as Director	Mgmt	For	For	For	No
14	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
16	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Tritax Big Box REIT Plc

**Meeting Date:** 05/13/2020

**Country:** United Kingdom

**Primary Security ID:** G9101W101

**Record Date:** 05/11/2020

**Meeting Type:** Annual

**Ticker:** BBOX

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Tritax Big Box REIT Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Elect Karen Whitworth as Director	Mgmt	For	For	For	No
4	Re-elect Sir Richard Jewson as Director	Mgmt	For	For	For	No
5	Re-elect Aubrey Adams as Director	Mgmt	For	For	For	No
6	Re-elect Richard Laing as Director	Mgmt	For	For	For	No
7	Re-elect Susanne Given as Director	Mgmt	For	For	For	No
8	Re-elect Alastair Hughes as Director	Mgmt	For	For	For	No
9	Reappoint BDO LLP as Auditors	Mgmt	For	For	For	No
10	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
11	Approve Dividend Policy	Mgmt	For	For	For	No
12	Authorise Issue of Equity	Mgmt	For	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
17	Adopt New Articles of Association	Mgmt	For	For	For	No

### Altria Group, Inc.

Meeting Date: 05/14/2020

Country: USA

Primary Security ID: 02209S103

Record Date: 03/23/2020

Meeting Type: Annual

Ticker: MO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director John T. Casteen, III	Mgmt	For	For	For	No
1b	Elect Director Dinyar S. Devitre	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Altria Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1c	Elect Director Thomas F. Farrell, II	Mgmt	For	For	For	No
1d	Elect Director Debra J. Kelly-Ennis	Mgmt	For	For	For	No
1e	Elect Director W. Leo Kiely, III	Mgmt	For	For	For	No
1f	Elect Director Kathryn B. McQuade	Mgmt	For	For	For	No
1g	Elect Director George Munoz	Mgmt	For	For	For	No
1h	Elect Director Mark E. Newman	Mgmt	For	For	For	No
1i	Elect Director Nabil Y. Sakkab	Mgmt	For	For	For	No
1j	Elect Director Virginia E. Shanks	Mgmt	For	For	For	No
1k	Elect Director Howard A. Willard, III *Withdrawn Resolution*	Mgmt				
2	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	No

*Voting Policy Rationale: After a review of the company's compensation program and practices, a vote AGAINST this proposal is warranted. Although pay and performance are reasonably aligned for the year in review, the compensation committee approved several problematic severance payments to the CEO and another NEO. In connection with the CEO's retirement, the board approved a cash severance payment in lieu of his outstanding FY18 and FY19 equity awards (assuming target payout for PSU awards) that the CEO forfeited immediately upon retirement. Providing cash severance in lieu of forfeited equity awards arguably provides little benefit to shareholders given the executive in question no longer works for the company. Furthermore, in this case, shareholders may view sizable cash payments to Willard as a pay-for-failure scenario, rewarding him for his departure even though shareholder returns have been negative during his tenure as CEO. With respect to NEO Crosthwaite, in addition to receiving cash severance payment in lieu of outstanding equity awards that were forfeited when he left the company to join JUUL, the committee also approved a problematic supplemental severance payment of \$2.5 million. The supplemental severance payment is nearly 5x the NEO Crosthwaite's annual base salary. Supplemental severance payments of this magnitude are not supported by market practices and undermine the purpose of establishing and disclosing policies regarding potential severance payments.*

4	Approve Omnibus Stock Plan	Mgmt	For	For	For	No
5	Report on Lobbying Payments and Policy	SH	Against	For	For	No

*Voting Policy Rationale: A vote FOR this resolution is warranted, as additional information on the company's direct and indirect lobbying expenditures and oversight of trade association memberships, would provide shareholders a comprehensive understanding of the company's management of its lobbying activities and any related risks and benefits.*

6	Report on Underage Tobacco Prevention Policies	SH	Against	For	For	No
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*Voting Policy Rationale: A recommendation FOR this resolution is warranted, as additional disclosure would help shareholders assess the effectiveness of Altria's policies and principles aimed at discouraging the use of nicotine delivery products in young people, as well as its management of related risks; Altria is also involved in a number of ongoing lawsuits and federal investigations related to the health effects and former youth marketing of its companies' e-vapor products.*

### Bayerische Motoren Werke AG

**Meeting Date:** 05/14/2020

**Country:** Germany

**Primary Security ID:** D12096109

**Record Date:** 04/22/2020

**Meeting Type:** Annual

**Ticker:** BMW

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Bayerische Motoren Werke AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 2.50 per Ordinary Share and EUR 2.52 per Preferred Share	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For	For	No
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal 2020	Mgmt	For	For	For	No
6.1	Elect Norbert Reithofer to the Supervisory Board	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST the non-independent nominee, Norbert Reithofer, is warranted because of the failure to establish a sufficiently independent board. A vote AGAINST Norbert Reithofer, a non-independent audit committee member, is further warranted because the company has failed to establish a sufficiently independent audit committee. A vote FOR the independent nominee, Anke Schaeferkordt, is warranted because her presence helps to increase the level of board independence.</i>						
6.2	Elect Anke Schaeferkordt to the Supervisory Board	Mgmt	For	For	For	No
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	For	No

### Cairn Energy Plc

Meeting Date: 05/14/2020

Country: United Kingdom

Primary Security ID: G17528269

Record Date: 05/12/2020

Meeting Type: Annual

Ticker: CNE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
6	Re-elect Ian Tyler as Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Cairn Energy Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
7	Re-elect Keith Lough as Director	Mgmt	For	For	For	No
8	Re-elect Peter Kallos as Director	Mgmt	For	For	For	No
9	Re-elect Nicoletta Giadrossi as Director	Mgmt	For	For	For	No
10	Elect Alison Wood as Director	Mgmt	For	For	For	No
11	Elect Catherine Krajcek as Director	Mgmt	For	For	For	No
12	Re-elect Simon Thomson as Director	Mgmt	For	For	For	No
13	Re-elect James Smith as Director	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Crown Castle International Corp.

**Meeting Date:** 05/14/2020

**Country:** USA

**Primary Security ID:** 22822V101

**Record Date:** 03/20/2020

**Meeting Type:** Annual

**Ticker:** CCI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director P. Robert Bartolo	Mgmt	For	For	For	No
1b	Elect Director Jay A. Brown	Mgmt	For	For	For	No
1c	Elect Director Cindy Christy	Mgmt	For	For	For	No
1d	Elect Director Ari Q. Fitzgerald	Mgmt	For	For	For	No
1e	Elect Director Robert E. Garrison, II	Mgmt	For	For	For	No
1f	Elect Director Andrea J. Goldsmith	Mgmt	For	For	For	No
1g	Elect Director Lee W. Hogan	Mgmt	For	For	For	No
1h	Elect Director Edward C. Hutcheson, Jr.	Mgmt	For	For	For	No
1i	Elect Director J. Landis Martin	Mgmt	For	For	For	No
1j	Elect Director Robert F. McKenzie	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Crown Castle International Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1k	Elect Director Anthony J. Melone	Mgmt	For	For	For	No
1l	Elect Director W. Benjamin Moreland	Mgmt	For	For	For	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No

### CVS Health Corporation

Meeting Date: 05/14/2020

Country: USA

Primary Security ID: 126650100

Record Date: 03/18/2020

Meeting Type: Annual

Ticker: CVS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Fernando Aguirre	Mgmt	For	For	For	No
1b	Elect Director C. David Brown, II	Mgmt	For	For	For	No
1c	Elect Director Alecia A. DeCoudreaux	Mgmt	For	For	For	No
1d	Elect Director Nancy-Ann M. DeParle	Mgmt	For	For	For	No
1e	Elect Director David W. Dorman	Mgmt	For	For	For	No
1f	Elect Director Roger N. Farah	Mgmt	For	For	For	No
1g	Elect Director Anne M. Finucane	Mgmt	For	For	For	No
1h	Elect Director Edward J. Ludwig	Mgmt	For	For	For	No
1i	Elect Director Larry J. Merlo	Mgmt	For	For	For	No
1j	Elect Director Jean-Pierre Millon	Mgmt	For	For	For	No
1k	Elect Director Mary L. Schapiro	Mgmt	For	For	For	No
1l	Elect Director William C. Weldon	Mgmt	For	For	For	No
1m	Elect Director Tony L. White	Mgmt	For	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### CVS Health Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Reported CEO compensation was elevated due to previous changes in the denomination of long-term incentives, which has resulted in two cycles of awards being reported in the same pay year for 2018 and 2019 as a result of disclosure rules. In addition, the compensation committee accelerated the grant of CEO Merlo's PSUs for 2020 to August 2019. While regular-cycle PSUs vest after three years, Merlo's August 2019 PSUs vest in May 2021, less than two years after grant, and use the same target goals and performance period as were set for the regular cycle 2019 PSUs. When grants are intended to cover future years of incentive pay, rigorous performance criteria and meaningful vesting periods are warranted. Another NEO also received three additional years of performance units during the year in review, as a front-loaded award in lieu of PSUs for 2020 through 2022, in addition to a \$1 million discretionary cash bonus.</i></p>						
4	Amend Omnibus Stock Plan	Mgmt	For	For	For	No
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For	No
6	Amend Shareholder Written Consent Provisions	SH	Against	Against	Against	No
7	Require Independent Board Chairman	SH	Against	Against	Against	No

### Enel SpA

Meeting Date: 05/14/2020

Country: Italy

Primary Security ID: T3679P115

Record Date: 05/05/2020

Meeting Type: Annual

Ticker: ENEL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
	Management Proposals	Mgmt				
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Allocation of Income	Mgmt	For	For	For	No
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No
4	Fix Number of Directors	Mgmt	For	For	For	No
5	Fix Board Terms for Directors	Mgmt	For	For	For	No
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt				
6.1	Slate 1 Submitted by Ministry of Economy and Finance	SH	None	Against	Against	No
6.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For	For	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Enel SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Shareholder Proposal Submitted by Ministry of Economy and Finance	Mgmt				
7	Elect Michele Alberto Fabiano Crisostomo as Board Chair	SH	None	For	For	No
	Management Proposals	Mgmt				
8	Approve Remuneration of Directors	Mgmt	For	For	For	No
9	Approve Long Term Incentive Plan	Mgmt	For	For	For	No
10.1	Approve Remuneration Policy	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST Item 10.1 is warranted because the company is increasing the CEO/GM pay package without a compelling rationale. Item 10.2 warrants a vote FOR because the 2019 compensation practices of the company are very well described and do not contravene good market standards.</i></p>						
10.2	Approve Second Section of the Remuneration Report	Mgmt	For	For	For	No
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against	Against	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
	Management Proposals	Mgmt				
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For		No
2	Approve Allocation of Income	Mgmt	For	For		No
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For		No
4	Fix Number of Directors	Mgmt	For	For		No
5	Fix Board Terms for Directors	Mgmt	For	For		No
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt				
6.1	Slate 1 Submitted by Ministry of Economy and Finance	SH	None	Against		No
6.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For		No
	Shareholder Proposal Submitted by Ministry of Economy and Finance	Mgmt				
7	Elect Michele Alberto Fabiano Crisostomo as Board Chair	SH	None	For		No
	Management Proposals	Mgmt				

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Enel SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
8	Approve Remuneration of Directors	Mgmt	For	For		No
9	Approve Long Term Incentive Plan	Mgmt	For	For		No
10.1	Approve Remuneration Policy	Mgmt	For	Against		No
10.2	Approve Second Section of the Remuneration Report	Mgmt	For	For		No
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against		No

### ENGIE SA

**Meeting Date:** 05/14/2020      **Country:** France      **Primary Security ID:** F7629A107  
**Record Date:** 05/12/2020      **Meeting Type:** Annual/Special      **Ticker:** ENGI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Treatment of Losses	Mgmt	For	For	For	No
4	Approve Termination Package of Isabelle Kocher, CEO Until Feb. 24, 2020	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this item is warranted as the company failed to disclose:* Sufficient information on how it determined such payment; and* a compelling rationale to support the conclusion of a non-compete clause at the time of the executive departure.</i>						
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For	No
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
7	Reelect Fabrice Bregier as Director	Mgmt	For	For	For	No
8	Reelect Lord Peter Ricketts of Shortlands as Director	Mgmt	For	For	For	No
9	Renew Appointment of Ernst & Young et Autres as Auditor	Mgmt	For	For	For	No
10	Renew Appointment of Deloitte & Associates as Auditor	Mgmt	For	For	For	No
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

## ENGIE SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
12	Approve Compensation of Jean-Pierre Clamadieu, Chairman of the Board	Mgmt	For	For	For	No
13	Approve Compensation of Isabelle Kocher, CEO	Mgmt	For	For	For	No
14	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No
15	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For	No
16	Approve Remuneration Policy of CEO Until Feb. 24, 2020	Mgmt	For	For	For	No
17	Approve Remuneration Policy of CEO For Transitional Period Since Feb. 24, 2020 Until Appointment of New CEO	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this remuneration policy is warranted because the company does not indicate any detailed information on performance shares for FY2020.</i></p>						
18	Approve Remuneration Policy of New CEO	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 225 Million	Mgmt	For	For	For	No
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 225 Million	Mgmt	For	For	For	No
21	Approve Issuance of Equity or Equity-Linked Securities for Private Placements , up to Aggregate Nominal Amount of EUR 225 Million	Mgmt	For	For	For	No
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For	No
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For	No
24	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 19-23 and 27-28 at EUR 265 Million	Mgmt	For	For	For	No
25	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because the authorization can be used during a takeover period.</i></p>						
26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### ENGIE SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
28	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For	No
29	Amend Article 2 of Bylaws Re: Update Corporate Purpose	Mgmt	For	For	For	No
30	Add Corporate Purpose and Amend Article 2 of Bylaws Accordingly	Mgmt	For	For	For	No
31	Amend Articles 6, 13, 17 and 23 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For	No
32	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For		No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For		No
3	Approve Treatment of Losses	Mgmt	For	For		No
4	Approve Termination Package of Isabelle Kocher, CEO Until Feb. 24, 2020	Mgmt	For	Against		No
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For		No
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For		No
7	Reelect Fabrice Bregier as Director	Mgmt	For	For		No
8	Reelect Lord Peter Ricketts of Shortlands as Director	Mgmt	For	For		No
9	Renew Appointment of Ernst & Young et Autres as Auditor	Mgmt	For	For		No
10	Renew Appointment of Deloitte & Associates as Auditor	Mgmt	For	For		No
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For		No
12	Approve Compensation of Jean-Pierre Clamadieu, Chairman of the Board	Mgmt	For	For		No
13	Approve Compensation of Isabelle Kocher, CEO	Mgmt	For	For		No
14	Approve Remuneration Policy of Directors	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### ENGIE SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
15	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For		No
16	Approve Remuneration Policy of CEO Until Feb. 24, 2020	Mgmt	For	For		No
17	Approve Remuneration Policy of CEO For Transitional Period Since Feb. 24, 2020 Until Appointment of New CEO	Mgmt	For	Against		No
18	Approve Remuneration Policy of New CEO	Mgmt	For	For		No
	Extraordinary Business	Mgmt				
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 225 Million	Mgmt	For	For		No
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 225 Million	Mgmt	For	For		No
21	Approve Issuance of Equity or Equity-Linked Securities for Private Placements , up to Aggregate Nominal Amount of EUR 225 Million	Mgmt	For	For		No
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For		No
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For		No
24	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 19-23 and 27-28 at EUR 265 Million	Mgmt	For	For		No
25	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	For	Against		No
26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For		No
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For		No
28	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For		No
29	Amend Article 2 of Bylaws Re: Update Corporate Purpose	Mgmt	For	For		No
30	Add Corporate Purpose and Amend Article 2 of Bylaws Accordingly	Mgmt	For	For		No
31	Amend Articles 6, 13, 17 and 23 of Bylaws to Comply with Legal Changes	Mgmt	For	For		No
32	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Equinor ASA

**Meeting Date:** 05/14/2020

**Country:** Norway

**Primary Security ID:** R2R90P103

**Record Date:**

**Meeting Type:** Annual

**Ticker:** EQNR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Open Meeting	Mgmt				
2	Registration of Attending Shareholders and Proxies	Mgmt				
3	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For		No
4	Approve Notice of Meeting and Agenda	Mgmt	For	For		No
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For		No
6	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of USD 0.27 Per Share	Mgmt	For	For		No
7	Approve Board to Distribute Dividends	Mgmt	For	For		No
8	Approve NOK 202.4 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For		No
	Shareholder Proposals	Mgmt				
9	Instruct Company to Set and Publish Targets Aligned with the Goal of the Paris Climate Agreement to Limit Global Warming	SH	Against	For		No
10	Instruct Company to Stop all Exploration Activity and Test Drilling for Fossil Energy resources	SH	Against	Against		No
11	Instruct Company to Consider the Health Effects of Global Warming due to Fossil Energy in the Company's Further Strategy	SH	Against	Against		No
12	Instruct Company to Refrain from Oil and Gas Exploration and Production Activities in Certain Areas	SH	Against	Against		No
13	Instruct Company to Stop All Oil and Gas Activities Outside the Norwegian Continental Shelf	SH	Against	Against		No
14	Instruct Board to Present New Direction for the Company Including Phasing Out of All Exploration Activities Within Two Years	SH	Against	Against		No
	Management Proposals	Mgmt				
15	Approve Company's Corporate Governance Statement	Mgmt	For	For		No
16.1	Approve Remuneration Policy And Other Terms of Employment For Executive Management (Advisory)	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Equinor ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
16.2	Approve Remuneration Policy And Other Terms of Employment For Executive Management (Binding)	Mgmt	For	For		No
17	Approve Remuneration of Auditors	Mgmt	For	For		No
	Elect Either All Candidates to Corporate Assembly Bundled in item 18, or Vote on Each Candidate in items 18.1-18.16	Mgmt				
18	Elect All Members and Deputy Members of Corporate Assembly Bundled	Mgmt	For	For		No
18.1	Reelect Tone Lunde Bakker (Chair) as Member of Corporate Assembly	Mgmt	For	For		No
18.2	Reelect Nils Bastiansen (Vice Chair) as Member of Corporate Assembly	Mgmt	For	For		No
18.3	Reelect Greger Mannsverk as Member of Corporate Assembly	Mgmt	For	For		No
18.4	Reelect Terje Venold as Member of Corporate Assembly	Mgmt	For	For		No
18.5	Reelect Kjersti Kleven as Member of Corporate Assembly	Mgmt	For	For		No
18.6	Reelect Finn Kinserdal as Member of Corporate Assembly	Mgmt	For	For		No
18.7	Reelect Jarle Roth as Member of Corporate Assembly	Mgmt	For	For		No
18.8	Reelect Kari Skeidsvoll Moe as Member of Corporate Assembly	Mgmt	For	For		No
18.9	Elect Kjerstin Fyllingen as Member of Corporate Assembly	Mgmt	For	For		No
18.10	Elect Kjerstin Rasmussen Braathen as Member of Corporate Assembly	Mgmt	For	For		No
18.11	Elect Mari Rege as Member of Corporate Assembly	Mgmt	For	For		No
18.12	Elect Brynjar Kristian Forbergskog as Member of Corporate Assembly	Mgmt	For	For		No
18.13	Elect Knut Nesse as 1st Deputy Member of Corporate Assembly	Mgmt	For	For		No
18.14	Elect Trond Straume as 2nd Deputy Member of Corporate Assembly	Mgmt	For	For		No
18.15	Reelect Nina Kivijervi Jonassen as 3rd Deputy Member of Corporate Assembly	Mgmt	For	For		No
18.16	Reelect Martin Wien Fjell as 4th Deputy Member of Corporate Assembly	Mgmt	For	For		No
19	Approve Remuneration of Corporate Assembly	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Equinor ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Elect Either All Candidates to Nominating Committee Bundled in item 20, or Vote on Each Candidate in items 20.1-20.4	Mgmt				
20	Elect All Members of Nominating Committee Bundled	Mgmt	For	For		No
20.1	Reelect Tone Lunde Bakker (Chair) as Member of Nominating Committee	Mgmt	For	For		No
20.2	Elect Bjorn Stale Haavik as Member of Nominating Committee with Personal Deputy Andreas Hilding Eriksen	Mgmt	For	For		No
20.3	Reelect Jarle Roth as Member of Nominating Committee	Mgmt	For	For		No
20.4	Reelect Berit L. Henriksen as Member of Nominating Committee	Mgmt	For	For		No
21	Approve Remuneration of Nominating Committee	Mgmt	For	For		No
22	Approve Equity Plan Financing	Mgmt	For	Against		No
23	Authorize Share Repurchase Program	Mgmt	For	For		No

### Intel Corporation

Meeting Date: 05/14/2020

Country: USA

Primary Security ID: 458140100

Record Date: 03/16/2020

Meeting Type: Annual

Ticker: INTC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director James J. Goetz	Mgmt	For	For	For	No
1b	Elect Director Alyssa Henry	Mgmt	For	For	For	No
1c	Elect Director Omar Ishrak	Mgmt	For	For	For	No
1d	Elect Director Risa Lavizzo-Mourey	Mgmt	For	For	For	No
1e	Elect Director Tsu-Jae King Liu	Mgmt	For	For	For	No
1f	Elect Director Gregory D. Smith	Mgmt	For	For	For	No
1g	Elect Director Robert 'Bob' H. Swan	Mgmt	For	For	For	No
1h	Elect Director Andrew Wilson	Mgmt	For	For	For	No
1i	Elect Director Frank D. Yeary	Mgmt	For	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Intel Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: CEO Swan's one-time awards, which are now reflected in proxy pay tables, were disclosed by the company prior to last year's vote and were the basis for ISS' opposition to say-on-pay last year. Following the low support for say-on-pay in 2019, the company engaged with a significant portion of its shareholder base, and made changes to address certain concerns related to one-time awards, focused around improving disclosure and providing a better understanding of the new CEO's pay, specifically the magnitude, and disclosing the committee's intention to not grant one-time special awards to current NEOs. The quantitative misalignment warrants an in-depth review of incentive programs. That review reveals goal rigor concerns with the short- and long-term incentive programs. While disclosure of operational metrics did improve in 2019, it is lacking sufficient details to be fully analyzed (including no quantified goal disclosure), and this made up half of the short-term program. The other half of the short-term program is based on two financial goals, although these goals allow the CEO to earn 100 percent of his target payout if absolute net income matches merely the prior year's net income (i.e. no year-over-year growth in the measure), and relative net income growth matching merely the average growth of its peer group. While it is noted that 2018 saw record net income levels, and maintaining that could be challenging, concerns still remain as outperformance or actual growth is not needed to achieve target goals. Additionally, if the company had a year where net income declined, as it did in 2016, the following year it would only need to match the 2016 results for a target payout. This puts into question the goal rigor of the program, which is magnified by the CEO's relatively high target and maximum payout opportunities under the bonus program (although the maximum payout opportunity will be reduced for next year). In addition, half of the CEO's annual PSU awards continue to target merely median performance, with no cap if TSR is negative. Finally, the new EPS growth target goals are not disclosed, which prevents shareholders from fully assessing the rigor of the program at this time. In light of these concerns, the pay-for-performance misalignment is not mitigated and support for this proposal is therefore not warranted.</i></p>						
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For	No
5	Provide Right to Act by Written Consent	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i></p>						
6	Report on Global Median Gender/Racial Pay Gap	SH	Against	Against	Against	No

### Just Eat Takeaway.com NV

**Meeting Date:** 05/14/2020

**Country:** Netherlands

**Primary Security ID:** N4753E105

**Record Date:** 04/16/2020

**Meeting Type:** Annual

**Ticker:** TKWY

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Annual Meeting Agenda	Mgmt				
1	Open Meeting	Mgmt				
2.a )	Receive Report of Management Board (Non-Voting)	Mgmt				
2.b )	Approve Remuneration Report	Mgmt	For	For	For	No
2.c )	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Just Eat Takeaway.com NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3	Amend Remuneration Policy for Management Board	Mgmt	For	For	For	No
4	Approve Remuneration Policy for Supervisory Board	Mgmt	For	For	For	No
5.a	Approve Discharge of Management Board	Mgmt	For	For	For	No
5.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For	No
6.a	Reelect Jitse Groen to Management Board	Mgmt	For	For	For	No
6.b	Reelect Brent Wissink to Management Board	Mgmt	For	For	For	No
6.c	Reelect Jorg Gerbig to Management Board	Mgmt	For	For	For	No
7.a	Reelect Adriaan Nuhn to Supervisory Board	Mgmt	For	For	For	No
7.b	Reelect Corinne Vigreux to Supervisory Board	Mgmt	For	For	For	No
7.c	Reelect Ron Teerlink to Supervisory Board	Mgmt	For	For	For	No
7.d	Reelect Gwyn Burr to Supervisory Board	Mgmt	For	For	For	No
7.e	Reelect Jambu Palaniappan to Supervisory Board	Mgmt	For	For	For	No
8	Grant Board Authority to Issue Shares Up to 25 Percent of Issued Capital	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because it is not in line with commonly used safeguards regarding volume (i.e. the management board would be able to issue share up to 25 percent of the issued share capital).</i></p>						
9.a	Authorize Board to Exclude Preemptive Rights from Share Issuances for General Corporate Purposes	Mgmt	For	For	For	No
9.b	Authorize Board to Exclude Preemptive Rights from Share Issuances Authorize Board to Exclude Preemptive Rights from Share Issuances for Mergers, Acquisitions and/or Strategic Alliances	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because this proposal is in addition to the proposal under Item 9a and would mean the board may exclude preemptive rights up to 20 percent of the issued share capital.</i></p>						
10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
11	Other Business (Non-Voting)	Mgmt				
12	Close Meeting	Mgmt				

### Just Group Plc

**Meeting Date:** 05/14/2020

**Country:** United Kingdom

**Primary Security ID:** G9331B109

**Record Date:** 05/12/2020

**Meeting Type:** Annual

**Ticker:** JUST

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

## Just Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Elect Michelle Cracknell as Director	Mgmt	For	For	For	No
5	Elect Andy Parsons as Director	Mgmt	For	For	For	No
6	Re-elect Chris Gibson-Smith as Director	Mgmt	For	For	For	No
7	Re-elect Paul Bishop as Director	Mgmt	For	For	For	No
8	Re-elect Ian Cormack as Director	Mgmt	For	For	For	No
9	Re-elect Steve Melcher as Director	Mgmt	For	For	For	No
10	Re-elect Keith Nicholson as Director	Mgmt	For	For	For	No
11	Re-elect David Richardson as Director	Mgmt	For	For	For	No
12	Re-elect Clare Spottiswoode as Director	Mgmt	For	For	For	No
13	Appoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
14	Authorise Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

## Next Plc

**Meeting Date:** 05/14/2020

**Country:** United Kingdom

**Primary Security ID:** G6500M106

**Record Date:** 05/12/2020

**Meeting Type:** Annual

**Ticker:** NXT

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

## Next Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Re-elect Jonathan Bewes as Director	Mgmt	For	For	For	No
5	Re-elect Tristia Harrison as Director	Mgmt	For	For	For	No
6	Re-elect Amanda James as Director	Mgmt	For	For	For	No
7	Re-elect Richard Papp as Director	Mgmt	For	For	For	No
8	Re-elect Michael Roney as Director	Mgmt	For	For	For	No
9	Re-elect Francis Salway as Director	Mgmt	For	For	For	No
10	Re-elect Jane Shields as Director	Mgmt	For	For	For	No
11	Re-elect Dame Dianne Thompson as Director	Mgmt	For	For	For	No
12	Re-elect Lord Wolfson as Director	Mgmt	For	For	For	No
13	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Amend Long Term Incentive Plan	Mgmt	For	For	For	No
16	Approve Share Matching Plan	Mgmt	For	For	For	No
17	Approve Sharesave Plan	Mgmt	For	For	For	No
18	Approve Management Share Option Plan	Mgmt	For	For	For	No
19	Authorise Issue of Equity	Mgmt	For	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
23	Authorise Off-Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
24	Approve Increase in Borrowing Powers	Mgmt	For	For	For	No
25	Adopt New Articles of Association	Mgmt	For	For	For	No
26	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

## Prudential Plc

**Meeting Date:** 05/14/2020

**Country:** United Kingdom

**Primary Security ID:** G72899100

**Record Date:** 05/12/2020

**Meeting Type:** Annual

**Ticker:** PRU

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Elect Jeremy Anderson as Director	Mgmt	For	For	For	No
5	Elect Shriti Vadera as Director	Mgmt	For	For	For	No
6	Re-elect Mark Fitzpatrick as Director	Mgmt	For	For	For	No
7	Re-elect David Law as Director	Mgmt	For	For	For	No
8	Re-elect Paul Manduca as Director	Mgmt	For	For	For	No
9	Re-elect Kaikhushru Nargolwala as Director	Mgmt	For	For	For	No
10	Re-elect Anthony Nightingale as Director	Mgmt	For	For	For	No
11	Re-elect Philip Remnant as Director	Mgmt	For	For	For	No
12	Re-elect Alice Schroeder as Director	Mgmt	For	For	For	No
13	Re-elect James Turner as Director	Mgmt	For	For	For	No
14	Re-elect Thomas Watjen as Director	Mgmt	For	For	For	No
15	Re-elect Michael Wells as Director	Mgmt	For	For	For	No
16	Re-elect Fields Wicker-Miurin as Director	Mgmt	For	For	For	No
17	Re-elect Amy Yip as Director	Mgmt	For	For	For	No
18	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
19	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
20	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
21	Authorise Issue of Equity	Mgmt	For	For	For	No
22	Authorise Issue of Equity to Include Repurchased Shares	Mgmt	For	For	For	No
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
24	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Prudential Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
25	Authorise Issue of Equity in Connection with the Issue of Mandatory Convertible Securities	Mgmt	For	For	For	No
26	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Issue of Mandatory Convertible Securities	Mgmt	For	For	For	No
27	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
28	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Revanche Therapeutics, Inc.

Meeting Date: 05/14/2020

Country: USA

Primary Security ID: 761330109

Record Date: 03/16/2020

Meeting Type: Annual

Ticker: RVNC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Jill Beraud	Mgmt	For	For	For	No
1.2	Elect Director Robert Byrnes	Mgmt	For	Withhold	Withhold	No
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominee Robert Byrnes given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR new director nominee Jill Beraud is warranted.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The CEO received a new-hire equity award of excessive magnitude, resulting in pay many times higher than annual peer CEO pay. Further, over 40 percent of the award was in time-vested equity. Shareholders prefer that new-hire awards are modest equity grants and predominately based on rigorous performance criteria.</i>						

### Tesco Plc

Meeting Date: 05/14/2020

Country: United Kingdom

Primary Security ID: G87621101

Record Date: 05/12/2020

Meeting Type: Special

Ticker: TSCO

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Tesco Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Matters Relating to the Disposal of the Asia Business to C.P. Retail Development Company Limited	Mgmt	For	For	For	No

### Union Pacific Corporation

**Meeting Date:** 05/14/2020      **Country:** USA      **Primary Security ID:** 907818108  
**Record Date:** 03/20/2020      **Meeting Type:** Annual      **Ticker:** UNP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Andrew H. Card, Jr.	Mgmt	For	For	For	No
1b	Elect Director William J. DeLaney	Mgmt	For	For	For	No
1c	Elect Director David B. Dillon	Mgmt	For	For	For	No
1d	Elect Director Lance M. Fritz	Mgmt	For	For	For	No
1e	Elect Director Deborah C. Hopkins	Mgmt	For	For	For	No
1f	Elect Director Jane H. Lute	Mgmt	For	For	For	No
1g	Elect Director Michael R. McCarthy	Mgmt	For	For	For	No
1h	Elect Director Thomas F. McLarty, III	Mgmt	For	For	For	No
1i	Elect Director Bhavesh V. Patel	Mgmt	For	For	For	No
1j	Elect Director Jose H. Villarreal	Mgmt	For	For	For	No
1k	Elect Director Christopher J. Williams	Mgmt	For	For	For	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Require Independent Board Chairman	SH	Against	Against	Against	No
5	Report on Climate Change	SH	Against	Against	Against	No

### United Parcel Service, Inc.

**Meeting Date:** 05/14/2020      **Country:** USA      **Primary Security ID:** 911312106  
**Record Date:** 03/16/2020      **Meeting Type:** Annual      **Ticker:** UPS

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### United Parcel Service, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director David P. Abney	Mgmt	For	For	For	No
1b	Elect Director Rodney C. Adkins	Mgmt	For	For	For	No
1c	Elect Director Michael J. Burns	Mgmt	For	For	For	No
1d	Elect Director William R. Johnson	Mgmt	For	For	For	No
1e	Elect Director Ann M. Livermore	Mgmt	For	For	For	No
1f	Elect Director Rudy H.P. Markham	Mgmt	For	For	For	No
1g	Elect Director Franck J. Moison	Mgmt	For	For	For	No
1h	Elect Director Clark 'Sandy' T. Randt, Jr.	Mgmt	For	For	For	No
1i	Elect Director Christiana Smith Shi	Mgmt	For	For	For	No
1j	Elect Director John T. Stankey	Mgmt	For	For	For	No
1k	Elect Director Carol B. Tome	Mgmt	For	For	For	No
1l	Elect Director Kevin Warsh	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No
4	Report on Lobbying Payments and Policy	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional information on the company's trade association memberships, payments, and oversight mechanisms would give shareholders a comprehensive understanding of the company's management of its lobbying activities and any related risks and benefits.</i>						
5	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For	No
6	Report on Climate Change	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information on the company's efforts to reduce its carbon footprint and align its operations with Paris Agreement goals would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change related risks.</i>						

### YUM! Brands, Inc.

Meeting Date: 05/14/2020

Country: USA

Primary Security ID: 988498101

Record Date: 03/16/2020

Meeting Type: Annual

Ticker: YUM



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### YUM! Brands, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Paget L. Alves	Mgmt	For	For	For	No
1b	Elect Director Keith Barr	Mgmt	For	For	For	No
1c	Elect Director Michael J. Cavanagh	Mgmt	For	For	For	No
1d	Elect Director Christopher M. Connor	Mgmt	For	For	For	No
1e	Elect Director Brian C. Cornell	Mgmt	For	For	For	No
1f	Elect Director Tanya L. Domier	Mgmt	For	For	For	No
1g	Elect Director David W. Gibbs	Mgmt	For	For	For	No
1h	Elect Director Mirian M. Graddick-Weir	Mgmt	For	For	For	No
1i	Elect Director Thomas C. Nelson	Mgmt	For	For	For	No
1j	Elect Director P. Justin Skala	Mgmt	For	For	For	No
1k	Elect Director Elane B. Stock	Mgmt	For	For	For	No
1l	Elect Director Annie Young-Scrivner	Mgmt	For	For	For	No
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Report on Supply Chain Impact on Deforestation	SH	Against	For	For	No

*Voting Policy Rationale: A vote FOR this resolution is warranted, as shareholders would benefit from additional information on how the company is managing its supply chain's impact on deforestation.*

### Derwent London Plc

**Meeting Date:** 05/15/2020

**Country:** United Kingdom

**Primary Security ID:** G27300105

**Record Date:** 05/13/2020

**Meeting Type:** Annual

**Ticker:** DLN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Derwent London Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
5	Re-elect John Burns as Director	Mgmt	For	For	For	No
6	Re-elect Claudia Arney as Director	Mgmt	For	For	For	No
7	Re-elect Lucinda Bell as Director	Mgmt	For	For	For	No
8	Re-elect Richard Dakin as Director	Mgmt	For	For	For	No
9	Re-elect Simon Fraser as Director	Mgmt	For	For	For	No
10	Re-elect Nigel George as Director	Mgmt	For	For	For	No
11	Re-elect Helen Gordon as Director	Mgmt	For	For	For	No
12	Re-elect Simon Silver as Director	Mgmt	For	For	For	No
13	Re-elect David Silverman as Director	Mgmt	For	For	For	No
14	Re-elect Cilla Snowball as Director	Mgmt	For	For	For	No
15	Re-elect Paul Williams as Director	Mgmt	For	For	For	No
16	Re-elect Damian Wisniewski as Director	Mgmt	For	For	For	No
17	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
18	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
19	Authorise Issue of Equity	Mgmt	For	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Intercontinental Exchange, Inc.

Meeting Date: 05/15/2020

Country: USA

Primary Security ID: 45866F104

Record Date: 03/17/2020

Meeting Type: Annual

Ticker: ICE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Sharon Y. Bowen	Mgmt	For	For	For	No
1b	Elect Director Charles R. Crisp	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Intercontinental Exchange, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1c	Elect Director Duriya M. Farooqui	Mgmt	For	For	For	No
1d	Elect Director Jean-Marc Forneri	Mgmt	For	For	For	No
1e	Elect Director The Right Hon. the Lord Hague of Richmond	Mgmt	For	For	For	No
1f	Elect Director Frederick W. Hatfield	Mgmt	For	For	For	No
1g	Elect Director Thomas E. Noonan	Mgmt	For	For	For	No
1h	Elect Director Frederic V. Salerno	Mgmt	For	For	For	No
1i	Elect Director Jeffrey C. Sprecher	Mgmt	For	For	For	No
1j	Elect Director Judith A. Sprieser	Mgmt	For	For	For	No
1k	Elect Director Vincent Tese	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No

### Phoenix Group Holdings Plc

**Meeting Date:** 05/15/2020

**Country:** United Kingdom

**Primary Security ID:** G7S8MZ109

**Record Date:** 05/13/2020

**Meeting Type:** Annual

**Ticker:** PHNX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Re-elect Alastair Barbour as Director	Mgmt	For	For	For	No
6	Elect Andy Briggs as a Director	Mgmt	For	For	For	No
7	Re-elect Campbell Fleming as Director	Mgmt	For	For	For	No
8	Re-elect Karen Green as Director	Mgmt	For	For	For	No
9	Re-elect Nicholas Lyons as Director	Mgmt	For	For	For	No
10	Re-elect Wendy Mayall as Director	Mgmt	For	For	For	No
11	Re-elect John Pollock as Director	Mgmt	For	For	For	No
12	Re-elect Belinda Richards as Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Phoenix Group Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
13	Re-elect Nicholas Shott as Director	Mgmt	For	For	For	No
14	Re-elect Kory Sorenson as Director	Mgmt	For	For	For	No
15	Elect Rakesh Thakrar as a Director	Mgmt	For	For	For	No
16	Elect Mike Tumilty as a Director	Mgmt	For	For	For	No
17	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
18	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
19	Authorise issue of Equity	Mgmt	For	For	For	No
20	Approve EU Political Donations	Mgmt	For	For	For	No
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
23	Authorise Shares for Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
25	Authorise issue of Equity in connection with the acquisition of ReAssure Group plc.	Mgmt	For	For	For	No
26	Authorise Issue of Equity without Pre-emptive Rights in Connection with the acquisition of ReAssure Group plc.	Mgmt	For	For	For	No
27	Authorise Issue of Equity without Pre-emptive Rights in Connection with an acquisition or other capital investment conditional upon the acquisition of ReAssure Group plc.	Mgmt	For	For	For	No
28	Authorise Shares for Market Purchase in Connection with the acquisition of ReAssure Group plc.	Mgmt	For	For	For	No

### Rocket Internet SE

**Meeting Date:** 05/15/2020

**Country:** Germany

**Primary Security ID:** D6S914104

**Record Date:** 05/02/2020

**Meeting Type:** Annual

**Ticker:** RKET

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Rocket Internet SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For	For	No
5	Ratify Ernst & Young GmbH as Auditors for Fiscal 2020	Mgmt	For	For	For	No
6.1	Elect Marcus Englert to the Supervisory Board	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: Votes AGAINST the non-independent nominees, Marcus Englert, Norbert Lang, Pierre Louette and Joachim Schindler, are warranted because of the failure to establish a majority-independent board.</i>						
6.2	Elect Norbert Lang to the Supervisory Board	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: Votes AGAINST the non-independent nominees, Marcus Englert, Norbert Lang, Pierre Louette and Joachim Schindler, are warranted because of the failure to establish a majority-independent board.</i>						
6.3	Elect Pierre Louette to the Supervisory Board	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: Votes AGAINST the non-independent nominees, Marcus Englert, Norbert Lang, Pierre Louette and Joachim Schindler, are warranted because of the failure to establish a majority-independent board.</i>						
6.4	Elect Joachim Schindler to the Supervisory Board	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: Votes AGAINST the non-independent nominees, Marcus Englert, Norbert Lang, Pierre Louette and Joachim Schindler, are warranted because of the failure to establish a majority-independent board.</i>						
7	Amend Corporate Purpose	Mgmt	For	For	For	No
8	Amend Articles Re: Rights and Duties of the Supervisory Board	Mgmt	For	For	For	No
9	Amend Articles Re: Participation and Voting Rights	Mgmt	For	For	For	No
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For	No
11	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST the use of financial derivatives when repurchasing shares is warranted because the life of options is not explicitly limited to 18 months.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For		No
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Rocket Internet SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For		No
5	Ratify Ernst & Young GmbH as Auditors for Fiscal 2020	Mgmt	For	For		No
6.1	Elect Marcus Englert to the Supervisory Board	Mgmt	For	Against		No
6.2	Elect Norbert Lang to the Supervisory Board	Mgmt	For	Against		No
6.3	Elect Pierre Louette to the Supervisory Board	Mgmt	For	Against		No
6.4	Elect Joachim Schindler to the Supervisory Board	Mgmt	For	Against		No
7	Amend Corporate Purpose	Mgmt	For	For		No
8	Amend Articles Re: Rights and Duties of the Supervisory Board	Mgmt	For	For		No
9	Amend Articles Re: Participation and Voting Rights	Mgmt	For	For		No
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For		No
11	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	Against		No

### Signature Aviation Plc

**Meeting Date:** 05/15/2020

**Country:** United Kingdom

**Primary Security ID:** G8127H114

**Record Date:** 05/13/2020

**Meeting Type:** Annual

**Ticker:** SIG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Re-elect Amee Chande as Director	Mgmt	For	For	For	No
3	Re-elect David Crook as Director	Mgmt	For	For	For	No
4	Re-elect Wayne Edmunds as Director	Mgmt	For	For	For	No
5	Re-elect Peter Edwards as Director	Mgmt	For	For	For	No
6	Re-elect Emma Gilthorpe as Director	Mgmt	For	For	For	No
7	Re-elect Victoria Jarman as Director	Mgmt	For	For	For	No
8	Re-elect Mark Johnstone as Director	Mgmt	For	For	For	No
9	Re-elect Stephen King as Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Signature Aviation Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
10	Re-elect Sir Nigel Rudd as Director	Mgmt	For	For	For	No
11	Re-elect Peter Ventress as Director	Mgmt	For	For	For	No
12	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
14	Approve Remuneration Report	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Unibail-Rodamco-Westfield

Meeting Date: 05/15/2020

Country: Netherlands

Primary Security ID: F95094581

Record Date: 05/13/2020

Meeting Type: Annual/Special

Ticker: URW

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of EUR 5.40 per Share	Mgmt	For	For	For	No
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For	No
5	Approve Compensation of Christophe Cuvillier, Chairman of the Management Board	Mgmt	For	For	For	No
6	Approve Compensation of Jaap Tonckens, Member of the Management Board	Mgmt	For	For	For	No
7	Approve Compensation of Colin Dyer, Chairman of the Supervisory Board	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Unibail-Rodamco-Westfield

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
9	Approve Remuneration Policy for Chairman of the Management Board	Mgmt	For	For	For	No
10	Approve Remuneration Policy for Management Board Members	Mgmt	For	For	For	No
11	Approve Remuneration Policy for Supervisory Board Members	Mgmt	For	For	For	No
12	Reelect Colin Dyer as Supervisory Board Member	Mgmt	For	For	For	No
13	Reelect Philippe Collombel as Supervisory Board Member	Mgmt	For	For	For	No
14	Reelect Dagmar Kollmann as Supervisory Board Member	Mgmt	For	For	For	No
15	Reelect Roderick Munsters as Supervisory Board Member	Mgmt	For	For	For	No
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 100 Million	Mgmt	For	For	For	No
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 60 Million	Mgmt	For	For	For	No
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 18-19	Mgmt	For	For	For	No
21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For	No
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
	Ordinary Business	Mgmt				
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Westinghouse Air Brake Technologies Corporation

**Meeting Date:** 05/15/2020

**Country:** USA

**Primary Security ID:** 929740108

**Record Date:** 03/17/2020

**Meeting Type:** Annual

**Ticker:** WAB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Rafael Santana	Mgmt	For	For	For	No
1.2	Elect Director Lee B. Foster, II	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Amend Omnibus Stock Plan	Mgmt	For	For	For	No
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No

### Zhejiang Expressway Co., Ltd.

**Meeting Date:** 05/15/2020

**Country:** China

**Primary Security ID:** Y9891F102

**Record Date:** 04/14/2020

**Meeting Type:** Annual

**Ticker:** 576

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve 2019 Report of the Directors	Mgmt	For	For	For	No
2	Approve 2019 Report of the Supervisory Committee	Mgmt	For	For	For	No
3	Approve 2019 Audited Financial Statements	Mgmt	For	For	For	No
4	Approve 2019 Final Dividend	Mgmt	For	For	For	No
5	Approve 2019 Final Accounts and 2020 Financial Budget	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST is warranted due to lack of disclosure.</i>						
6	Approve Deloitte Touche Tohmatsu Certified Public Accountants Hong Kong as the Hong Kong Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
7	Approve Pan China Certified Public Accountants as the PRC Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
8	Elect Chen Ninghui as Director	Mgmt	For	For	For	No
9	Elect Fan Ye as Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Zhejiang Expressway Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
10	Authorize Board to Approve the Proposed Directors' Service Contracts and Relevant Documents and Authorize Any One Executive Director to Sign Such Contracts and Relevant Documents	Mgmt	For	For	For	No
11	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for H Shares and Related Transactions	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted for the following:* The aggregate H share issuance limit is greater than 10 percent.* The company has not specified the discount limit.</i>						
12	Amend Articles of Association	Mgmt	For	For	For	No

### American Tower Corporation

Meeting Date: 05/18/2020

Country: USA

Primary Security ID: 03027X100

Record Date: 03/23/2020

Meeting Type: Annual

Ticker: AMT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Thomas A. Bartlett	Mgmt	For	For	For	No
1b	Elect Director Raymond P. Dolan	Mgmt	For	For	For	No
1c	Elect Director Robert D. Hormats	Mgmt	For	For	For	No
1d	Elect Director Gustavo Lara Cantu	Mgmt	For	For	For	No
1e	Elect Director Grace D. Lieblein	Mgmt	For	For	For	No
1f	Elect Director Craig Macnab	Mgmt	For	For	For	No
1g	Elect Director JoAnn A. Reed	Mgmt	For	For	For	No
1h	Elect Director Pamela D.A. Reeve	Mgmt	For	For	For	No
1i	Elect Director David E. Sharbutt	Mgmt	For	For	For	No
1j	Elect Director Bruce L. Tanner	Mgmt	For	For	For	No
1k	Elect Director Samme L. Thompson	Mgmt	For	For	For	No
2	Ratify Deloitte & Touche LLP as Auditor	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Report on Political Contributions and Expenditures	SH	Against	For	For	No

*Voting Policy Rationale: A vote FOR this resolution is warranted, as additional information regarding the company's political contributions, particularly its trade associations payments and related management and board oversight, would help investors in assessing its management of related risks.*

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### American Tower Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For	No

*Voting Policy Rationale: A vote FOR this proposal is warranted as it would enhance the existing shareholder right to call special meetings.*

### accesso Technology Group Plc

**Meeting Date:** 05/19/2020

**Country:** United Kingdom

**Primary Security ID:** G1150H101

**Record Date:** 05/15/2020

**Meeting Type:** Annual

**Ticker:** ACSO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Re-elect Steve Brown as Director	Mgmt	For	For	For	No
3	Re-elect Andrew Malpass as Director	Mgmt	For	For	For	No
4	Re-elect William Russell as Director	Mgmt	For	For	For	No
5	Re-elect David Gammon as Director	Mgmt	For	For	For	No
6	Re-elect Karen Slatford as Director	Mgmt	For	For	For	No
7	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
8	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
9	Authorise Issue of Equity	Mgmt	For	For	For	No
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
11	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No

### Amgen Inc.

**Meeting Date:** 05/19/2020

**Country:** USA

**Primary Security ID:** 031162100

**Record Date:** 03/20/2020

**Meeting Type:** Annual

**Ticker:** AMGN

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Amgen Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Wanda M. Austin	Mgmt	For	For	For	No
1b	Elect Director Robert A. Bradway	Mgmt	For	For	For	No
1c	Elect Director Brian J. Druker	Mgmt	For	For	For	No
1d	Elect Director Robert A. Eckert	Mgmt	For	For	For	No
1e	Elect Director Greg C. Garland	Mgmt	For	For	For	No
1f	Elect Director Fred Hassan	Mgmt	For	For	For	No
1g	Elect Director Charles M. Holley, Jr.	Mgmt	For	For	For	No
1h	Elect Director Tyler Jacks	Mgmt	For	For	For	No
1i	Elect Director Ellen J. Kullman	Mgmt	For	For	For	No
1j	Elect Director Ronald D. Sugar	Mgmt	For	For	For	No
1k	Elect Director R. Sanders Williams	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
4	Require Independent Board Chairman	SH	Against	Against	Against	No

### BNP Paribas SA

**Meeting Date:** 05/19/2020

**Country:** France

**Primary Security ID:** F1058Q238

**Record Date:** 05/15/2020

**Meeting Type:** Annual/Special

**Ticker:** BNP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For	For	For	No
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### BNP Paribas SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
6	Reelect Jean Lemierre as Director	Mgmt	For	For	For	No
7	Reelect Jacques Aschenbroich as Director	Mgmt	For	For	For	No
8	Reelect Monique Cohen as Director	Mgmt	For	For	For	No
9	Reelect Daniela Schwarzer as Director	Mgmt	For	For	For	No
10	Reelect Fields Wicker-Miurin as Director	Mgmt	For	For	For	No
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For	No
13	Approve Remuneration Policy of CEO and Vice-CEO	Mgmt	For	For	For	No
14	Approve Compensation of Corporate Officers	Mgmt	For	For	For	No
15	Approve Compensation of Jean Lemierre, Chairman of the Board	Mgmt	For	For	For	No
16	Approve Compensation of Jean-Laurent Bonnafé, CEO	Mgmt	For	For	For	No
17	Approve Compensation of Philippe Bordenave, Vice-CEO	Mgmt	For	For	For	No
18	Approve the Overall Envelope of Compensation of Certain Senior Management, Responsible Officers and the Risk-takers	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Billion	Mgmt	For	For	For	No
20	Authorize Capital Increase of Up to EUR 240 Million for Future Exchange Offers	Mgmt	For	For	For	No
21	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For	For	No
22	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 20-21 at EUR 240 Million	Mgmt	For	For	For	No
23	Authorize Capitalization of Reserves of Up to EUR 1 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For	For	No
24	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 19-21 at EUR 1 Billion	Mgmt	For	For	For	No
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### BNP Paribas SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
27	Amend Article 7 of Bylaws Re: Employee Shareholder Representative	Mgmt	For	For	For	No
28	Amend Article 15 of Bylaws Re: Board Members Deliberation via Written Consultation	Mgmt	For	For	For	No
29	Amend Articles 7, 10, 11, 19 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For	No
30	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For		No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For		No
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For	For		No
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For		No
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For		No
6	Reelect Jean Lemierre as Director	Mgmt	For	For		No
7	Reelect Jacques Aschenbroich as Director	Mgmt	For	For		No
8	Reelect Monique Cohen as Director	Mgmt	For	For		No
9	Reelect Daniela Schwarzer as Director	Mgmt	For	For		No
10	Reelect Fields Wicker-Miurin as Director	Mgmt	For	For		No
11	Approve Remuneration Policy of Directors	Mgmt	For	For		No
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For		No
13	Approve Remuneration Policy of CEO and Vice-CEO	Mgmt	For	For		No
14	Approve Compensation of Corporate Officers	Mgmt	For	For		No
15	Approve Compensation of Jean Lemierre, Chairman of the Board	Mgmt	For	For		No
16	Approve Compensation of Jean-Laurent Bonnaffe, CEO	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### BNP Paribas SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
17	Approve Compensation of Philippe Bordenave, Vice-CEO	Mgmt	For	For		No
18	Approve the Overall Envelope of Compensation of Certain Senior Management, Responsible Officers and the Risk-takers Extraordinary Business	Mgmt Mgmt	For	For		No
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Billion	Mgmt	For	For		No
20	Authorize Capital Increase of Up to EUR 240 Million for Future Exchange Offers	Mgmt	For	For		No
21	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For		No
22	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 20-21 at EUR 240 Million	Mgmt	For	For		No
23	Authorize Capitalization of Reserves of Up to EUR 1 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For		No
24	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 19-21 at EUR 1 Billion	Mgmt	For	For		No
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For		No
26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For		No
27	Amend Article 7 of Bylaws Re: Employee Shareholder Representative	Mgmt	For	For		No
28	Amend Article 15 of Bylaws Re: Board Members Deliberation via Written Consultation	Mgmt	For	For		No
29	Amend Articles 7, 10, 11, 19 of Bylaws to Comply with Legal Changes	Mgmt	For	For		No
30	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For		No

### Deutsche Boerse AG

**Meeting Date:** 05/19/2020

**Country:** Germany

**Primary Security ID:** D1882G119

**Record Date:**

**Meeting Type:** Annual

**Ticker:** DB1

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

## Deutsche Boerse AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 2.90 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For	For	No
5	Elect Michael Ruediger to the Supervisory Board	Mgmt	For	For	For	No
6	Approve Creation of EUR 19 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For	No
7	Approve Creation of EUR 19 Million Pool of Capital with Preemptive Rights	Mgmt	For	For	For	No
8	Approve Remuneration Policy	Mgmt	For	For	For	No
9	Approve Remuneration of Supervisory Board Members	Mgmt	For	For	For	No
10	Amend Corporate Purpose	Mgmt	For	For	For	No
11	Ratify KPMG AG as Auditors for Fiscal 2020	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 2.90 per Share	Mgmt	For	For		No
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For		No
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For		No
5	Elect Michael Ruediger to the Supervisory Board	Mgmt	For	For		No
6	Approve Creation of EUR 19 Million Pool of Capital without Preemptive Rights	Mgmt	For	For		No
7	Approve Creation of EUR 19 Million Pool of Capital with Preemptive Rights	Mgmt	For	For		No
8	Approve Remuneration Policy	Mgmt	For	For		No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Deutsche Boerse AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
9	Approve Remuneration of Supervisory Board Members	Mgmt	For	For		No
10	Amend Corporate Purpose	Mgmt	For	For		No
11	Ratify KPMG AG as Auditors for Fiscal 2020	Mgmt	For	For		No

### Halliburton Company

Meeting Date: 05/19/2020

Country: USA

Primary Security ID: 406216101

Record Date: 03/20/2020

Meeting Type: Annual

Ticker: HAL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Abdulaziz F. Al Khayyal	Mgmt	For	For	For	No
1b	Elect Director William E. Albrecht	Mgmt	For	For	For	No
1c	Elect Director M. Katherine Banks	Mgmt	For	For	For	No
1d	Elect Director Alan M. Bennett	Mgmt	For	For	For	No
1e	Elect Director Milton Carroll	Mgmt	For	For	For	No
1f	Elect Director Nance K. Dicciani	Mgmt	For	For	For	No
1g	Elect Director Murry S. Gerber	Mgmt	For	For	For	No
1h	Elect Director Patricia Hemingway Hall	Mgmt	For	For	For	No
1i	Elect Director Robert A. Malone	Mgmt	For	For	For	No
1j	Elect Director Jeffrey A. Miller	Mgmt	For	For	For	No
2	Ratify KPMG LLP as Auditor	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Amend Omnibus Stock Plan	Mgmt	For	For	For	No

### JPMorgan Chase & Co.

Meeting Date: 05/19/2020

Country: USA

Primary Security ID: 46625H100

Record Date: 03/20/2020

Meeting Type: Annual

Ticker: JPM

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### JPMorgan Chase & Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Linda B. Bammann	Mgmt	For	For	For	No
1b	Elect Director Stephen B. Burke	Mgmt	For	For	For	No
1c	Elect Director Todd A. Combs	Mgmt	For	For	For	No
1d	Elect Director James S. Crown	Mgmt	For	For	For	No
1e	Elect Director James Dimon	Mgmt	For	For	For	No
1f	Elect Director Timothy P. Flynn	Mgmt	For	For	For	No
1g	Elect Director Melody Hobson	Mgmt	For	For	For	No
1h	Elect Director Michael A. Neal	Mgmt	For	For	For	No
1i	Elect Director Lee R. Raymond	Mgmt	For	For	For	No
1j	Elect Director Virginia M. Rometty	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	For	For	For	No
4	Require Independent Board Chair	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as shareholders would benefit from more independent oversight in the form of an independent chair. The timing of this proposal is compelling given the looming succession concerns, which gives shareholders an opportunity to convey a preference that new independent oversight is necessary.</i>						
5	Report on Reputational Risk Related to Canadian Oil Sands, Oil Sands Pipeline Companies and Arctic Oil and Gas Exploration and Production.	SH	Against	Against	Against	No
6	Report on Climate Change	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information on the company's plans regarding aligning its GHG emissions with the Paris Agreement climate goals.</i>						
7	Amend Shareholder Written Consent Provisions	SH	Against	Against	Against	No
8	Report on Charitable Contributions	SH	Against	Against	Against	No
9	Report on Gender/Racial Pay Gap	SH	Against	Against	Against	No

### Orange SA

Meeting Date: 05/19/2020

Country: France

Primary Security ID: F6866T100

Record Date: 05/15/2020

Meeting Type: Annual/Special

Ticker: ORA

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

## Orange SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of EUR 0.50 per Share	Mgmt	For	For	For	No
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For	No
5	Elect Frederic Sanchez as Director	Mgmt	For	For	For	No
6	Reelect Christel Heydemann as Director	Mgmt	For	For	For	No
7	Reelect Bernard Ramanantsoa as Director	Mgmt	For	For	For	No
8	Elect Laurence Dalbousiere as Director	Mgmt	For	For	For	No
9	Approve Compensation Report for Corporate Officers	Mgmt	For	For	For	No
10	Approve Compensation of Stephane Richard, Chairman and CEO	Mgmt	For	For	For	No
11	Approve Compensation of Ramon Fernandez, Vice-CEO	Mgmt	For	For	For	No
12	Approve Compensation of Gervais Pellissier, Vice-CEO	Mgmt	For	For	For	No
13	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For	No
14	Approve Remuneration Policy of Vice-CEOs	Mgmt	For	For	For	No
15	Approve Remuneration Policy of Non-Executive Directors	Mgmt	For	For	For	No
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
17	Amend Article 2 of Bylaws Re: Corporate Purpose	Mgmt	For	For	For	No
18	Amend Article 13 of Bylaws Re: Employee Representative	Mgmt	For	For	For	No
19	Authorize up to 0.07 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Key Employees and Corporate Officers With Performance Conditions Attached	Mgmt	For	For	For	No
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Orange SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
21	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
22	Amend Article 13 of Bylaws Re: Employee Shareholders	Mgmt	For	For	For	No
	Ordinary Business	Mgmt				
23	Approve Stock Dividend Program	Mgmt	For	For	For	No
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No
	Shareholder Proposals Submitted by Fonds Commun de Placement d'Entreprise Orange Actions	Mgmt				
A	Amend Item 16: Authorize Repurchase of Shares	SH	Against	Against	Against	No
B	Amend Article 13 of Bylaws Re: Plurality of Directorships	SH	Against	Against	Against	No
C	Amend Item 19: Authorize Shares for Use in Restricted Stock Plans Reserved for Key Employees and Corporate Officers With Performance Conditions Attached	SH	Against	Against	Against	No
D	Amend Employee Stock Purchase Plans in Favor of Employees	SH	Against	Against	Against	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For		No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For		No
3	Approve Allocation of Income and Dividends of EUR 0.50 per Share	Mgmt	For	For		No
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For		No
5	Elect Frederic Sanchez as Director	Mgmt	For	For		No
6	Reelect Christel Heydemann as Director	Mgmt	For	For		No
7	Reelect Bernard Ramanantsoa as Director	Mgmt	For	For		No
8	Elect Laurence Dalbousiere as Director	Mgmt	For	For		No
9	Approve Compensation Report for Corporate Officers	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Orange SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
10	Approve Compensation of Stephane Richard, Chairman and CEO	Mgmt	For	For		No
11	Approve Compensation of Ramon Fernandez, Vice-CEO	Mgmt	For	For		No
12	Approve Compensation of Gervais Pellissier, Vice-CEO	Mgmt	For	For		No
13	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For		No
14	Approve Remuneration Policy of Vice-CEOs	Mgmt	For	For		No
15	Approve Remuneration Policy of Non-Executive Directors	Mgmt	For	For		No
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For		No
	Extraordinary Business	Mgmt				
17	Amend Article 2 of Bylaws Re: Corporate Purpose	Mgmt	For	For		No
18	Amend Article 13 of Bylaws Re: Employee Representative	Mgmt	For	For		No
19	Authorize up to 0.07 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Key Employees and Corporate Officers With Performance Conditions Attached	Mgmt	For	For		No
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For		No
21	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For		No
22	Amend Article 13 of Bylaws Re: Employee Shareholders	Mgmt	For	For		No
	Ordinary Business	Mgmt				
23	Approve Stock Dividend Program	Mgmt	For	For		No
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For		No
	Shareholder Proposals Submitted by Fonds Commun de Placement d'Entreprise Orange Actions	Mgmt				
A	Amend Item 16: Authorize Repurchase of Shares	SH	Against	Against		No
B	Amend Article 13 of Bylaws Re: Plurality of Directorships	SH	Against	Against		No
C	Amend Item 19: Authorize Shares for Use in Restricted Stock Plans Reserved for Key Employees and Corporate Officers With Performance Conditions Attached	SH	Against	Against		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Orange SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
D	Amend Employee Stock Purchase Plans in Favor of Employees	SH	Against	Against		No

### Royal Dutch Shell Plc

**Meeting Date:** 05/19/2020      **Country:** United Kingdom      **Primary Security ID:** G7690A118  
**Record Date:** 05/15/2020      **Meeting Type:** Annual      **Ticker:** RDSB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Management Proposals	Mgmt				
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Elect Dick Boer as Director	Mgmt	For	For	For	No
5	Elect Andrew Mackenzie as Director	Mgmt	For	For	For	No
6	Elect Martina Hund-Mejean as Director	Mgmt	For	For	For	No
7	Re-elect Ben van Beurden as Director	Mgmt	For	For	For	No
8	Re-elect Neil Carson as Director	Mgmt	For	For	For	No
9	Re-elect Ann Godbehere as Director	Mgmt	For	For	For	No
10	Re-elect Euleen Goh as Director	Mgmt	For	For	For	No
11	Re-elect Charles Holliday as Director	Mgmt	For	For	For	No
12	Re-elect Catherine Hughes as Director	Mgmt	For	For	For	No
13	Re-elect Sir Nigel Sheinwald as Director	Mgmt	For	For	For	No
14	Re-elect Jessica Uhl as Director	Mgmt	For	For	For	No
15	Re-elect Gerrit Zalm as Director	Mgmt	For	For	For	No
16	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
18	Authorise Issue of Equity	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Royal Dutch Shell Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Shareholder Proposal	Mgmt				
21	Request Shell to Set and Publish Targets for Greenhouse Gas (GHG) Emissions	SH	Against	Against	Against	No

### The Restaurant Group Plc

Meeting Date: 05/19/2020

Country: United Kingdom

Primary Security ID: G7535J118

Record Date: 05/15/2020

Meeting Type: Annual

Ticker: RTN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Re-elect Debbie Hewitt as Director	Mgmt	For	For	For	No
4	Elect Andy Hornby as Director	Mgmt	For	For	For	No
5	Re-elect Kirk Davis as Director	Mgmt	For	For	For	No
6	Re-elect Allan Leighton as Director	Mgmt	For	For	For	No
7	Re-elect Graham Clemett as Director	Mgmt	For	For	For	No
8	Elect Alison Digges as Director	Mgmt	For	For	For	No
9	Elect Zoe Morgan as Director	Mgmt	For	For	For	No
10	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
12	Authorise Issue of Equity	Mgmt	For	Against	Against	No

*Voting Policy Rationale: A vote AGAINST these items is considered warranted, as the Company has used the authorities approved at the previous AGM in a manner inconsistent with its stated commitments. While it is recognised that some companies may need to expeditiously access emergency funds during the current health crisis, it is not clear that the situation at The Restaurant Group Plc warranted a circumvention of shareholders' pre-emption rights at this given point of time.*

13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Against	Against	No
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*Voting Policy Rationale: A vote AGAINST these items is considered warranted, as the Company has used the authorities approved at the previous AGM in a manner inconsistent with its stated commitments. While it is recognised that some companies may need to expeditiously access emergency funds during the current health crisis, it is not clear that the situation at The Restaurant Group Plc warranted a circumvention of shareholders' pre-emption rights at this given point of time.*

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### The Restaurant Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST these items is considered warranted, as the Company has used the authorities approved at the previous AGM in a manner inconsistent with its stated commitments. While it is recognised that some companies may need to expeditiously access emergency funds during the current health crisis, it is not clear that the situation at The Restaurant Group Plc warranted a circumvention of shareholders' pre-emption rights at this given point of time.</i></p>						
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
16	Approve Increase in Directors' Aggregate Remuneration	Mgmt	For	For	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
18	Approve Cancellation of Share Premium Account	Mgmt	For	For	For	No

### BW LPG Ltd.

**Meeting Date:** 05/20/2020

**Country:** Bermuda

**Primary Security ID:** G17384101

**Record Date:** 05/15/2020

**Meeting Type:** Annual

**Ticker:** BWLPG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Confirm Notice of Annual General Meeting	Mgmt				
2	Receive Financial Statements and Statutory Reports	Mgmt				
3	Fix Number of Directors at Eight	Mgmt	For	For	For	No
4	Reelect Martha Kold Bakkevig as Director	Mgmt	For	For	For	No
5	Reelect Sonali Chandmal as Director	Mgmt	For	For	For	No
6	Reelect Andrew E. Wolff as Director	Mgmt	For	For	For	No
7	Amend Bylaws	Mgmt	For	For	For	No
8	Appoint Andreas Sohmen-Pao as Company Chairman	Mgmt	For	For	For	No
9.a	Elect Bjarte Boe as Member of Nomination Committee	Mgmt	For	For	For	No
9.b	Elect Elaine Yew Wen Suen as Member of Nomination Committee	Mgmt	For	For	For	No
10	Receive Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt				



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### BW LPG Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
11	Approve Remuneration of Directors in the Amount of USD 80,000 for the Chairman and USD 65,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
12	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

### Capgemini SE

**Meeting Date:** 05/20/2020

**Country:** France

**Primary Security ID:** F4973Q101

**Record Date:** 05/18/2020

**Meeting Type:** Annual/Special

**Ticker:** CAP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For		No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For		No
3	Approve Allocation of Income and Dividends of EUR 1.35 per Share	Mgmt	For	For		No
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For		No
5	Approve Compensation of Paul Hermelin, Chairman and CEO	Mgmt	For	For		No
6	Approve Compensation of Thierry Delaporte, Vice-CEO	Mgmt	For	For		No
7	Approve Compensation of Aiman Ezzat, Vice-CEO	Mgmt	For	For		No
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For		No
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For		No
10	Approve Remuneration Policy of Vice-CEOs	Mgmt	For	For		No
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For		No
12	Approve Remuneration Policy of CEO	Mgmt	For	For		No
13	Approve Remuneration Policy of Directors	Mgmt	For	For		No
14	Reelect Sian Herbert-Jones as Director	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Capgemini SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
15	Elect Belen Moscoso del Prado Lopez-Doriga as Director	Mgmt	For	For		No
16	Elect Aiman Ezzat as Director	Mgmt	For	For		No
17	Elect Lucia Sinapi-Thomas as Director Shareholder Representative	Mgmt	For	For		No
17A	Elect Claire Sauvanaud as Director Shareholder Representative	Mgmt	Against	Against		No
18	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For		No
19	Appoint Mazars as Auditor	Mgmt	For	For		No
20	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For		No
	Extraordinary Business	Mgmt				
21	Amend Articles 7 and 17 of Bylaws to Comply with Legal Changes	Mgmt	For	For		No
22	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For		No
23	Authorize Capitalization of Reserves of Up to EUR 1.5 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For		No
24	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 540 Million	Mgmt	For	For		No
25	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 135 Million	Mgmt	For	For		No
26	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 135 Million	Mgmt	For	For		No
27	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights Under Items 25 and 26	Mgmt	For	For		No
28	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For		No
29	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For		No
30	Authorize up to 1.2 Percent of Issued Capital for Use in Restricted Stock Plans Under Performance Conditions Reserved for Employees and Executive Officers	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Capgemini SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
31	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For		No
32	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For		No
33	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For		No

### China Mobile Limited

**Meeting Date:** 05/20/2020      **Country:** Hong Kong      **Primary Security ID:** Y14965100  
**Record Date:** 05/13/2020      **Meeting Type:** Annual      **Ticker:** 941

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Elect Wang Yuhang as Director	Mgmt	For	For	For	No
4.1	Elect Paul Chow Man Yiu as Director	Mgmt	For	For	For	No
4.2	Elect Stephen Yiu Kin Wah as Director	Mgmt	For	For	For	No
5	Approve PricewaterhouseCoopers and PricewaterhouseCoopers Zhong Tian LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
6	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
7	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following:* The aggregate share issuance limit is greater than 10 percent.* The company has not specified the discount limit.</i>						
8	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following:* The aggregate share issuance limit is greater than 10 percent.* The company has not specified the discount limit.</i>						
9	Adopt Share Option Scheme and Related Transactions	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because:* The company could be considered a mature company, and the limit under the proposed scheme exceeds 5 percent of the company's issued capital.* The company did not disclose sufficient information on the performance conditions attached to the vesting of options granted under the scheme.* The directors eligible to receive options under the scheme are involved in the administration of the scheme.</i>						

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Chubb Limited

**Meeting Date:** 05/20/2020

**Country:** Switzerland

**Primary Security ID:** H1467J104

**Record Date:** 03/27/2020

**Meeting Type:** Annual

**Ticker:** CB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2.1	Allocate Disposable Profit	Mgmt	For	For	For	No
2.2	Approve Dividend Distribution From Legal Reserves Through Capital Contributions Reserve Subaccount	Mgmt	For	For	For	No
3	Approve Discharge of Board of Directors	Mgmt	For	For	For	No
4.1	Ratify PricewaterhouseCoopers AG (Zurich) as Statutory Auditor	Mgmt	For	For	For	No
4.2	Ratify PricewaterhouseCoopers LLP (United States) as Independent Registered Accounting Firm	Mgmt	For	For	For	No
4.3	Ratify BDO AG (Zurich) as Special Audit Firm	Mgmt	For	For	For	No
5.1	Elect Director Evan G. Greenberg	Mgmt	For	For	For	No
5.2	Elect Director Michael G. Atieh	Mgmt	For	For	For	No
5.3	Elect Director Sheila P. Burke	Mgmt	For	For	For	No
5.4	Elect Director James I. Cash	Mgmt	For	For	For	No
5.5	Elect Director Mary Cirillo	Mgmt	For	For	For	No
5.6	Elect Director Michael P. Connors	Mgmt	For	For	For	No
5.7	Elect Director John A. Edwardson	Mgmt	For	For	For	No
5.8	Elect Director Robert J. Hugin	Mgmt	For	For	For	No
5.9	Elect Director Robert W. Scully	Mgmt	For	For	For	No
5.10	Elect Director Eugene B. Shanks, Jr.	Mgmt	For	For	For	No
5.11	Elect Director Theodore E. Shasta	Mgmt	For	For	For	No
5.12	Elect Director David H. Sidwell	Mgmt	For	For	For	No
5.13	Elect Director Olivier Steimer	Mgmt	For	For	For	No
5.14	Elect Director Frances F. Townsend	Mgmt	For	For	For	No
6	Elect Evan G. Greenberg as Board Chairman	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST the election of Evan G. Greenberg as chairman of the board is warranted given that Greenberg serves as the company's CEO.</i></p>						
7.1	Elect Michael P. Connors as Member of the Compensation Committee	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Chubb Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
7.2	Elect Mary Cirillo as Member of the Compensation Committee	Mgmt	For	For	For	No
7.3	Elect John A. Edwardson as Member of the Compensation Committee	Mgmt	For	For	For	No
7.4	Elect Frances F. Townsend as Member of the Compensation Committee	Mgmt	For	For	For	No
8	Designate Homburger AG as Independent Proxy	Mgmt	For	For	For	No
9	Issue Shares Without Preemptive Rights	Mgmt	For	For	For	No
10	Approve CHF 52,613,190.00 Reduction in Share Capital via Cancellation in Nominal Value of CHF 24.15 each	Mgmt	For	For	For	No
11.1	Approve the Maximum Aggregate Remuneration of Directors	Mgmt	For	For	For	No
11.2	Approve Remuneration of Executive Management in the Amount of USD 46 Million for Fiscal 2021	Mgmt	For	For	For	No
12	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
13	Transact Other Business (Voting)	Mgmt	For	Against	Against	No

*Voting Policy Rationale: A vote AGAINST this proposal is warranted, as proposals which are detrimental to shareholder value may arise without shareholders having the opportunity to make a fully informed vote on the issue.*

### Deutsche Bank AG

**Meeting Date:** 05/20/2020

**Country:** Germany

**Primary Security ID:** D18190898

**Record Date:**

**Meeting Type:** Annual

**Ticker:** DBK

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Management Proposals	Mgmt				
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				
2.1	Approve Discharge of Management Board Member Christian Sewing for Fiscal 2019	Mgmt	For	For	For	No
2.2	Approve Discharge of Management Board Member Karl von Rohr for Fiscal 2019	Mgmt	For	For	For	No
2.3	Approve Discharge of Management Board Member Fabrizio Campelli (from Nov. 1, 2019) for Fiscal 2019	Mgmt	For	For	For	No
2.4	Approve Discharge of Management Board Member Frank Kuhnke for Fiscal 2019	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

## Deutsche Bank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
2.5	Approve Discharge of Management Board Member Stuart Lewis for Fiscal 2019	Mgmt	For	For	For	No
2.6	Approve Discharge of Management Board Member Sylvie Matherat (until July 31, 2019) for Fiscal 2019	Mgmt	For	For	For	No
2.7	Approve Discharge of Management Board Member James von Moltke for Fiscal 2019	Mgmt	For	For	For	No
2.8	Approve Discharge of Management Board Member Garth Ritchie (until July 31, 2019) for Fiscal 2019	Mgmt	For	For	For	No
2.9	Approve Discharge of Management Board Member Werner Steinmueller for Fiscal 2019	Mgmt	For	For	For	No
2.10	Approve Discharge of Management Board Member Frank Strauss (until July 31, 2019) for Fiscal 2019	Mgmt	For	For	For	No
3.1	Approve Discharge of Supervisory Board Member Paul Achleitner for Fiscal 2019	Mgmt	For	For	For	No
3.2	Approve Discharge of Supervisory Board Member Detlef Polaschek for Fiscal 2019	Mgmt	For	For	For	No
3.3	Approve Discharge of Supervisory Board Member Ludwig Blomeyer - Bartenstein for Fiscal 2019	Mgmt	For	For	For	No
3.4	Approve Discharge of Supervisory Board Member Frank Bsirske for Fiscal 2019	Mgmt	For	For	For	No
3.5	Approve Discharge of Supervisory Board Member Mayree Clark for Fiscal 2019	Mgmt	For	For	For	No
3.6	Approve Discharge of Supervisory Board Member Jan Duscheck for Fiscal 2019	Mgmt	For	For	For	No
3.7	Approve Discharge of Supervisory Board Member Gerhard Eschelbeck for Fiscal 2019	Mgmt	For	For	For	No
3.8	Approve Discharge of Supervisory Board Member Katherine Garrett-Cox for Fiscal 2019	Mgmt	For	For	For	No
3.9	Approve Discharge of Supervisory Board Member Timo Heider for Fiscal 2019	Mgmt	For	For	For	No
3.10	Approve Discharge of Supervisory Board Member Martina Klee for Fiscal 2019	Mgmt	For	For	For	No
3.11	Approve Discharge of Supervisory Board Member Henriette Mark Fiscal 2019	Mgmt	For	For	For	No
3.12	Approve Discharge of Supervisory Board Member Richard Meddings (until July 31,2019) for Fiscal 2019	Mgmt	For	For	For	No
3.13	Approve Discharge of Supervisory Board Member Gabriele Platscher for Fiscal 2019	Mgmt	For	For	For	No
3.14	Approve Discharge of Supervisory Board Member Bernd Rose for Fiscal 2019	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

## Deutsche Bank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3.15	Approve Discharge of Supervisory Board Member Gerd Schuetz for Fiscal 2019	Mgmt	For	For	For	No
3.16	Approve Discharge of Supervisory Board Member Stefan Simon (until July 31,2019) for Fiscal 2019	Mgmt	For	For	For	No
3.17	Approve Discharge of Supervisory Board Member Stephan Szukalski for Fiscal 2019	Mgmt	For	For	For	No
3.18	Approve Discharge of Supervisory Board Member John Alexander Thain for Fiscal 2019	Mgmt	For	For	For	No
3.19	Approve Discharge of Supervisory Board Member Michele Trogni for Fiscal 2019	Mgmt	For	For	For	No
3.20	Approve Discharge of Supervisory Board Member Dagmar Valcarcel (from August 1, 2019) for Fiscal 2019	Mgmt	For	For	For	No
3.21	Approve Discharge of Supervisory Board Member Norbert Winkeljohann for Fiscal 2019	Mgmt	For	For	For	No
3.22	Approve Discharge of Supervisory Board Member Juerg Zeltner (from August 20 until Dec. 15, 2019) for Fiscal 2019	Mgmt	For	For	For	No
4	Ratify Ernst & Young GmbH as Auditors for Fiscal 2020	Mgmt	For	For	For	No
5	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For	No
6	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For	No
7.1	Elect Sigmar Gabriel to the Supervisory Board	Mgmt	For	For	For	No
7.2	Elect Dagmar Valcarcel to the Supervisory Board	Mgmt	For	For	For	No
7.3	Elect Theodor Weimer to the Supervisory Board	Mgmt	For	For	For	No
8	Amend Articles Re: AGM Location	Mgmt	For	For	For	No
	Shareholder Proposals Submitted by Riebeck-Brauerei von 1862 AG	Mgmt				
9	Dismiss Supervisory Board Member Paul Achleitner	SH	Against	Against	Against	No
10	Dismiss Supervisory Board Member Norbert Winkeljohann	SH	Against	Against	Against	No
11	Dismiss Supervisory Board Member Gerd-Alexander Schuetz	SH	Against	Against	Against	No
12	Approve Vote of No Confidence Against Management Board Members Christian Sewing, James von Moltke, Frank Kuhnke, and Karl von Rohr	SH	Against	Against	Against	No
13	Approve Remuneration of Supervisory Board	SH	Against	Against	Against	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Judges Scientific Plc

**Meeting Date:** 05/20/2020      **Country:** United Kingdom      **Primary Security ID:** G51983107  
**Record Date:** 05/18/2020      **Meeting Type:** Annual      **Ticker:** JDG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy and Remuneration Report	Mgmt	For	For	For	No
3	Re-elect David Cicurel as Director	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Reappoint Grant Thornton UK LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For	No
6	Authorise Issue of Equity	Mgmt	For	For	For	No
7	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
8	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

### Medica Group Plc

**Meeting Date:** 05/20/2020      **Country:** United Kingdom      **Primary Security ID:** G5957X102  
**Record Date:** 05/18/2020      **Meeting Type:** Annual      **Ticker:** MGP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Reappoint Grant Thornton UK LLP as Auditors	Mgmt	For	For	For	No
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
5	Elect Stuart Quin as Director	Mgmt	For	For	For	No
6	Re-elect Stephen Davies as Director	Mgmt	For	For	For	No
7	Re-elect Roy Davis as Director	Mgmt	For	For	For	No
8	Re-elect Stephen Whittern as Director	Mgmt	For	For	For	No
9	Re-elect Joanne Easton as Director	Mgmt	For	For	For	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Medica Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
10	Authorise Issue of Equity	Mgmt	For	For	For	No
11	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
12	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Another Capital Investment	Mgmt	For	For	For	No
13	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
14	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### National Oilwell Varco, Inc.

Meeting Date: 05/20/2020

Country: USA

Primary Security ID: 637071101

Record Date: 03/23/2020

Meeting Type: Annual

Ticker: NOV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1A	Elect Director Clay C. Williams	Mgmt	For	For	For	No
1B	Elect Director Greg L. Armstrong	Mgmt	For	For	For	No
1C	Elect Director Marcela E. Donadio	Mgmt	For	For	For	No
1D	Elect Director Ben A. Guill	Mgmt	For	For	For	No
1E	Elect Director James T. Hackett	Mgmt	For	For	For	No
1F	Elect Director David D. Harrison	Mgmt	For	For	For	No
1G	Elect Director Eric L. Mattson	Mgmt	For	For	For	No
1H	Elect Director Melody B. Meyer	Mgmt	For	For	For	No
1I	Elect Director William R. Thomas	Mgmt	For	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Amend Omnibus Stock Plan	Mgmt	For	For	For	No

### Nucleus Financial Group Plc

Meeting Date: 05/20/2020

Country: United Kingdom

Primary Security ID: G6685L105

Record Date: 05/18/2020

Meeting Type: Annual

Ticker: NUC

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Nucleus Financial Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Re-elect David Ferguson as Director	Mgmt	For	For	For	No
3	Re-elect Stuart Geard as Director	Mgmt	For	For	For	No
4	Re-elect Angus Samuels as Director	Mgmt	For	Abstain	Abstain	No
<p><i>Voting Policy Rationale: Items 2-3 &amp; 5-7A vote FOR the re-election of David Ferguson, Stuart Geard, Tracy Dunley-Owen, Margaret Hassall and John Levin is warranted because no significant concerns have been identified. Item 4 An ABSTAIN vote on the re-election of Angus Samuels is warranted because: * Potential independence issues have been identified and he currently sits on the Audit and Remuneration Committees, and the composition of these Committees does not adhere to UK best practice recommendations for a company of this size. A vote FOR this resolution is warranted for those shareholders in markets who have a fiduciary responsibility to vote either in favour or against and who do not recognise an abstention as a valid option. Item 8 &amp; 9A vote AGAINST the election/re-election of Alfio Tagliabue and Jonathan Polin is warranted because: * Potential independence issues have been identified and they currently sit on the Audit and Remuneration Committee, respectively and the composition of these Committees does not adhere to UK best practice recommendations for a company of this size.</i></p>						
5	Re-elect Tracy Dunley-Owen as Director	Mgmt	For	For	For	No
6	Re-elect Margaret Hassall as Director	Mgmt	For	For	For	No
7	Re-elect John Levin as Director	Mgmt	For	For	For	No
8	Elect Alfio Tagliabue as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Items 2-3 &amp; 5-7A vote FOR the re-election of David Ferguson, Stuart Geard, Tracy Dunley-Owen, Margaret Hassall and John Levin is warranted because no significant concerns have been identified. Item 4 An ABSTAIN vote on the re-election of Angus Samuels is warranted because: * Potential independence issues have been identified and he currently sits on the Audit and Remuneration Committees, and the composition of these Committees does not adhere to UK best practice recommendations for a company of this size. A vote FOR this resolution is warranted for those shareholders in markets who have a fiduciary responsibility to vote either in favour or against and who do not recognise an abstention as a valid option. Item 8 &amp; 9A vote AGAINST the election/re-election of Alfio Tagliabue and Jonathan Polin is warranted because: * Potential independence issues have been identified and they currently sit on the Audit and Remuneration Committee, respectively and the composition of these Committees does not adhere to UK best practice recommendations for a company of this size.</i></p>						
9	Re-elect Jonathan Polin as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Items 2-3 &amp; 5-7A vote FOR the re-election of David Ferguson, Stuart Geard, Tracy Dunley-Owen, Margaret Hassall and John Levin is warranted because no significant concerns have been identified. Item 4 An ABSTAIN vote on the re-election of Angus Samuels is warranted because: * Potential independence issues have been identified and he currently sits on the Audit and Remuneration Committees, and the composition of these Committees does not adhere to UK best practice recommendations for a company of this size. A vote FOR this resolution is warranted for those shareholders in markets who have a fiduciary responsibility to vote either in favour or against and who do not recognise an abstention as a valid option. Item 8 &amp; 9A vote AGAINST the election/re-election of Alfio Tagliabue and Jonathan Polin is warranted because: * Potential independence issues have been identified and they currently sit on the Audit and Remuneration Committee, respectively and the composition of these Committees does not adhere to UK best practice recommendations for a company of this size.</i></p>						
10	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
12	Authorise Issue of Equity	Mgmt	For	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Nucleus Financial Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
14	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

### SAP SE

Meeting Date: 05/20/2020

Country: Germany

Primary Security ID: D66992104

Record Date: 05/07/2020

Meeting Type: Annual

Ticker: SAP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 1.58 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For	For	No
5	Ratify KPMG AG as Auditors for Fiscal 2020	Mgmt	For	For	For	No
6.1	Approve Creation of EUR 250 Million Pool of Capital with Preemptive Rights	Mgmt	For	For	For	No
6.2	Approve Creation of EUR 250 Million Pool of Capital with Partial Exclusion of Preemptive Rights	Mgmt	For	For	For	No
7	Approve Remuneration Policy for the Management Board	Mgmt	For	For	For	No
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 1.58 per Share	Mgmt	For	For		No
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For		No
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For		No
5	Ratify KPMG AG as Auditors for Fiscal 2020	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### SAP SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
6.1	Approve Creation of EUR 250 Million Pool of Capital with Preemptive Rights	Mgmt	For	For		No
6.2	Approve Creation of EUR 250 Million Pool of Capital with Partial Exclusion of Preemptive Rights	Mgmt	For	For		No
7	Approve Remuneration Policy for the Management Board	Mgmt	For	For		No
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For		No

### Thermo Fisher Scientific Inc.

Meeting Date: 05/20/2020

Country: USA

Primary Security ID: 883556102

Record Date: 03/27/2020

Meeting Type: Annual

Ticker: TMO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Marc N. Casper	Mgmt	For	For	For	No
1b	Elect Director Nelson J. Chai	Mgmt	For	For	For	No
1c	Elect Director C. Martin Harris	Mgmt	For	For	For	No
1d	Elect Director Tyler Jacks	Mgmt	For	For	For	No
1e	Elect Director Judy C. Lewent	Mgmt	For	For	For	No
1f	Elect Director Thomas J. Lynch	Mgmt	For	For	For	No
1g	Elect Director Jim P. Manzi	Mgmt	For	For	For	No
1h	Elect Director James C. Mullen	Mgmt	For	For	For	No
1i	Elect Director Lars R. Sorensen	Mgmt	For	For	For	No
1j	Elect Director Debora L. Spar	Mgmt	For	For	For	No
1k	Elect Director Scott M. Sperling	Mgmt	For	For	For	No
1l	Elect Director Dion J. Weisler	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

## United Internet AG

**Meeting Date:** 05/20/2020

**Country:** Germany

**Primary Security ID:** D8542B125

**Record Date:**

**Meeting Type:** Annual

**Ticker:** UTDI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 0.50 per Share	Mgmt	For	For	For	No
3.1	Approve Discharge of Management Board Member Ralph Dommermuth for Fiscal 2019	Mgmt	For	For	For	No
3.2	Approve Discharge of Management Board Member Frank Krause for Fiscal 2019	Mgmt	For	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For	For	No
5	Ratify Ernst & Young GmbH as Auditors for Fiscal 2020	Mgmt	For	For	For	No
6.1	Elect Claudia Borgas-Herold to the Supervisory Board	Mgmt	For	For	For	No
6.2	Elect Manuel del Castillo-Olivares to the Supervisory Board	Mgmt	For	For	For	No
6.3	Elect Kurt Dobitsch to the Supervisory Board	Mgmt	For	For	For	No
7.1	Approve Increase in Size of Board to Six Members	Mgmt	For	For	For	No
7.2	Approve Creation of Further Delegation Right for Ralph Dommermuth	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST the proposed amendment is warranted because* It has a negative effect on shareholder rights, and* The supervisory board's independence might be jeopardized.</i></p>						
8.1	Elect Michael Scheeren to the Supervisory Board	Mgmt	For	For	For	No
8.2	Elect Philipp von Bismarck to the Supervisory Board	Mgmt	For	For	For	No
8.3	Elect Yasmin Weiss to the Supervisory Board	Mgmt	For	For	For	No
9.1	Approve Revocation of May 21, 2015 AGM Resolution on Remuneration	Mgmt	For	For	For	No
9.2	Approve Remuneration of Supervisory Board	Mgmt	For	For	For	No
10	Amend Articles Re: Annulment of the Clause Regarding the Form of the Transmission of AGM Convocation Notices to Credit Institutions	Mgmt	For	For	For	No
11.1	Amend Articles Re: Online Participation	Mgmt	For	For	For	No
11.2	Amend Articles Re: Absentee Vote	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### United Internet AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
11.3	Amend Articles Re: General Meeting Chairman; Participation of Board Members	Mgmt	For	For	For	No
11.4	Amend Articles Re: Supervisory Board Attendance at General Meetings	Mgmt	For	For	For	No
12	Amend Articles Re: Interim Dividend	Mgmt	For	For	For	No
13	Approve Creation of EUR 77.5 Million Pool of Capital with Partial Exclusion of Preemptive Rights	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST the proposed authorization is warranted because the issuance requests under Items 13 and 14, when combined, would result in a potentially excessive dilution of 20 percent.</i>						
14	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds with Partial Exclusion of Preemptive Rights up to Aggregate Nominal Amount of EUR 900 Million; Approve Creation of EUR 25 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST the proposed authorization is warranted because the issuance requests under Items 13 and 14, when combined, would result in a potentially excessive dilution of 20 percent.</i>						
15	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For	No

### Zoetis Inc.

Meeting Date: 05/20/2020

Country: USA

Primary Security ID: 98978V103

Record Date: 03/26/2020

Meeting Type: Annual

Ticker: ZTS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Gregory Norden	Mgmt	For	For	For	No
1b	Elect Director Louise M. Parent	Mgmt	For	For	For	No
1c	Elect Director Kristin C. Peck	Mgmt	For	For	For	No
1d	Elect Director Robert W. Scully	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	No
4	Ratify KPMG LLP as Auditor	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### BlackRock, Inc.

**Meeting Date:** 05/21/2020

**Country:** USA

**Primary Security ID:** 09247X101

**Record Date:** 03/23/2020

**Meeting Type:** Annual

**Ticker:** BLK

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Bader M. Alsaad	Mgmt	For	For	For	No
1b	Elect Director Mathis Cabiallavetta	Mgmt	For	For	For	No
1c	Elect Director Pamela Daley	Mgmt	For	For	For	No
1d	Elect Director William S. Demchak	Mgmt	For	For	For	No
1e	Elect Director Jessica P. Einhorn	Mgmt	For	For	For	No
1f	Elect Director Laurence D. Fink	Mgmt	For	For	For	No
1g	Elect Director William E. Ford	Mgmt	For	For	For	No
1h	Elect Director Fabrizio Freda	Mgmt	For	For	For	No
1i	Elect Director Murry S. Gerber	Mgmt	For	For	For	No
1j	Elect Director Margaret L. Johnson	Mgmt	For	For	For	No
1k	Elect Director Robert S. Kapito	Mgmt	For	For	For	No
1l	Elect Director Cheryl D. Mills	Mgmt	For	For	For	No
1m	Elect Director Gordon M. Nixon	Mgmt	For	For	For	No
1n	Elect Director Charles H. Robbins	Mgmt	For	For	For	No
1o	Elect Director Marco Antonio Slim Domit	Mgmt	For	For	For	No
1p	Elect Director Susan L. Wagner	Mgmt	For	For	For	No
1q	Elect Director Mark Wilson	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify Deloitte LLP as Auditors	Mgmt	For	For	For	No
4	Report on the Statement on the Purpose of a Corporation	SH	Against	Against	Against	No

### Elanco Animal Health Incorporated

**Meeting Date:** 05/21/2020

**Country:** USA

**Primary Security ID:** 28414H103

**Record Date:** 03/16/2020

**Meeting Type:** Annual

**Ticker:** ELAN

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Elanco Animal Health Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Michael J. Harrington	Mgmt	For	Against	Against	No
	<p><i>Voting Policy Rationale: A vote AGAINST Michael Harrington, Deborah Kochevar, and Kirk McDonald is warranted given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the charter and the classified board, each of which adversely impacts shareholder rights. A vote AGAINST Governance Committee members Deborah Kochevar and Kirk McDonald is further warranted for a material governance failure. The company's governing documents do not permit shareholders to amend the bylaws.</i></p>					
1b	Elect Director Deborah T. Kochevar	Mgmt	For	Against	Against	No
	<p><i>Voting Policy Rationale: A vote AGAINST Michael Harrington, Deborah Kochevar, and Kirk McDonald is warranted given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the charter and the classified board, each of which adversely impacts shareholder rights. A vote AGAINST Governance Committee members Deborah Kochevar and Kirk McDonald is further warranted for a material governance failure. The company's governing documents do not permit shareholders to amend the bylaws.</i></p>					
1c	Elect Director Kirk P. McDonald	Mgmt	For	Against	Against	No
	<p><i>Voting Policy Rationale: A vote AGAINST Michael Harrington, Deborah Kochevar, and Kirk McDonald is warranted given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the charter and the classified board, each of which adversely impacts shareholder rights. A vote AGAINST Governance Committee members Deborah Kochevar and Kirk McDonald is further warranted for a material governance failure. The company's governing documents do not permit shareholders to amend the bylaws.</i></p>					
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No

### Essentra Plc

Meeting Date: 05/21/2020

Country: United Kingdom

Primary Security ID: G3198T105

Record Date: 05/19/2020

Meeting Type: Annual

Ticker: ESNT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Elect Nicki Demby as Director	Mgmt	For	For	For	No
4	Re-elect Paul Lester as Director	Mgmt	For	For	For	No
5	Re-elect Paul Forman as Director	Mgmt	For	For	For	No
6	Re-elect Tommy Breen as Director	Mgmt	For	For	For	No
7	Re-elect Lily Liu as Director	Mgmt	For	For	For	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Essentra Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
8	Re-elect Mary Reilly as Director	Mgmt	For	For	For	No
9	Re-elect Ralf Wunderlich as Director	Mgmt	For	For	For	No
10	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
12	Authorise Issue of Equity	Mgmt	For	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Fitbit, Inc.

Meeting Date: 05/21/2020

Country: USA

Primary Security ID: 33812L102

Record Date: 03/24/2020

Meeting Type: Annual

Ticker: FIT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director James Park	Mgmt	For	For	For	No
1.2	Elect Director Eric N. Friedman	Mgmt	For	For	For	No
1.3	Elect Director Laura J. Alber	Mgmt	For	Withhold	Withhold	No
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for governance committee members Laura Alber, Matthew (Matt) Bromberg, and Bradley Fluegel given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.</i></p>						
1.4	Elect Director Matthew Bromberg	Mgmt	For	Withhold	Withhold	No
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for governance committee members Laura Alber, Matthew (Matt) Bromberg, and Bradley Fluegel given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.</i></p>						
1.5	Elect Director Glenda Flanagan	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Fitbit, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.6	Elect Director Bradley Fluegel	Mgmt	For	Withhold	Withhold	No
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for governance committee members Laura Alber, Matthew (Matt) Bromberg, and Bradley Fluegel given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.</i></p>						
1.7	Elect Director Steven Murray	Mgmt	For	For	For	No
2	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For	No
3	Adopt Simple Majority Vote	SH	Against	For	For	No

### Hilton Food Group Plc

**Meeting Date:** 05/21/2020

**Country:** United Kingdom

**Primary Security ID:** G4586W106

**Record Date:** 05/19/2020

**Meeting Type:** Annual

**Ticker:** HFG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Elect Rebecca Shelley as Director	Mgmt	For	For	For	No
4	Re-elect Robert Watson as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Item 4: Re-elect Robert Watson as Director A vote AGAINST Robert Watson is considered warranted: * Robert Watson has served on the Board for more than nine years, transitioning to his current Executive Chair role last year from his erstwhile CEO position. From Company's disclosures it is clear that his extended tenure on the Board is not an interim or a transitional arrangement, as it is further planned that he will be appointed Non-Executive Chair in 2020. Insufficient rationale has been provided by the Company to address the obvious conflicts of interest that arise from this situation. Item 3, 5-9: Elect/ Re-elect Directors A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>						
5	Re-elect Phillip Heffer as Director	Mgmt	For	For	For	No
6	Re-elect Nigel Majewski as Director	Mgmt	For	For	For	No
7	Re-elect Christine Cross as Director	Mgmt	For	For	For	No
8	Re-elect John Worby as Director	Mgmt	For	For	For	No
9	Re-elect Dr Angus Porter as Director	Mgmt	For	For	For	No
10	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
11	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
12	Approve Final Dividend	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Hilton Food Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
17	Adopt New Articles of Association	Mgmt	For	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Ibstock Plc

Meeting Date: 05/21/2020

Country: United Kingdom

Primary Security ID: G46956135

Record Date: 05/19/2020

Meeting Type: Annual

Ticker: IBST

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Re-elect Jonathan Nicholls as Director	Mgmt	For	For	For	No
4	Re-elect Louis Eperjesi as Director	Mgmt	For	For	For	No
5	Re-elect Tracey Graham as Director	Mgmt	For	For	For	No
6	Re-elect Claire Hawkings as Director	Mgmt	For	For	For	No
7	Re-elect Joe Hudson as Director	Mgmt	For	For	For	No
8	Elect Chris McLeish as Director	Mgmt	For	For	For	No
9	Re-elect Justin Read as Director	Mgmt	For	For	For	No
10	Elect Kate Tinsley as Director	Mgmt	For	For	For	No
11	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
13	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Ibstock Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Kansas City Southern

**Meeting Date:** 05/21/2020

**Country:** USA

**Primary Security ID:** 485170302

**Record Date:** 03/23/2020

**Meeting Type:** Annual

**Ticker:** KSU

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Lydia I. Beebe	Mgmt	For	For	For	No
1.2	Elect Director Lu M. Cordova	Mgmt	For	For	For	No
1.3	Elect Director Robert J. Druten	Mgmt	For	For	For	No
1.4	Elect Director Antonio O. Garza, Jr.	Mgmt	For	For	For	No
1.5	Elect Director David Garza-Santos	Mgmt	For	For	For	No
1.6	Elect Director Janet H. Kennedy	Mgmt	For	For	For	No
1.7	Elect Director Mitchell J. Krebs	Mgmt	For	For	For	No
1.8	Elect Director Henry J. Maier	Mgmt	For	For	For	No
1.9	Elect Director Thomas A. McDonnell	Mgmt	For	For	For	No
1.10	Elect Director Patrick J. Ottensmeyer	Mgmt	For	For	For	No
2	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Provide Right to Act by Written Consent	SH	Against	Against	Against	No

### Legal & General Group Plc

**Meeting Date:** 05/21/2020

**Country:** United Kingdom

**Primary Security ID:** G54404127

**Record Date:** 05/19/2020

**Meeting Type:** Annual

**Ticker:** LGEN

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Legal & General Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Elect Michelle Scrimgeour as Director	Mgmt	For	For	For	No
4	Re-elect Henrietta Baldock as Director	Mgmt	For	For	For	No
5	Re-elect Philip Broadley as Director	Mgmt	For	For	For	No
6	Re-elect Jeff Davies as Director	Mgmt	For	For	For	No
7	Re-elect Sir John Kingman as Director	Mgmt	For	For	For	No
8	Re-elect Lesley Knox as Director	Mgmt	For	For	For	No
9	Re-elect George Lewis as Director	Mgmt	For	For	For	No
10	Re-elect Kerrigan Procter as Director	Mgmt	For	For	For	No
11	Re-elect Toby Strauss as Director	Mgmt	For	For	For	No
12	Re-elect Julia Wilson as Director	Mgmt	For	For	For	No
13	Re-elect Nigel Wilson as Director	Mgmt	For	For	For	No
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
16	Approve Remuneration Policy	Mgmt	For	For	For	No
17	Approve Remuneration Report	Mgmt	For	For	For	No
18	Authorise Issue of Equity	Mgmt	For	For	For	No
19	Authorise Issue of Equity in Connection with the Issue of Contingent Convertible Securities	Mgmt	For	For	For	No
20	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Issue of Contingent Convertible Securities	Mgmt	For	For	For	No
24	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Lloyds Banking Group Plc

Meeting Date: 05/21/2020

Country: United Kingdom

Primary Security ID: G5533W248

Record Date: 05/19/2020

Meeting Type: Annual

Ticker: LLOY

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Elect William Chalmers as Director	Mgmt	For	For	For	No
3	Elect Sarah Legg as Director	Mgmt	For	For	For	No
4	Elect Catherine Woods as Director	Mgmt	For	For	For	No
5	Re-elect Lord Blackwell as Director	Mgmt	For	For	For	No
6	Re-elect Juan Colombas as Director	Mgmt	For	For	For	No
7	Re-elect Alan Dickinson as Director	Mgmt	For	For	For	No
8	Re-elect Simon Henry as Director	Mgmt	For	For	For	No
9	Re-elect Antonio Horta-Osorio as Director	Mgmt	For	For	For	No
10	Re-elect Lord Lupton as Director	Mgmt	For	For	For	No
11	Re-elect Amanda Mackenzie as Director	Mgmt	For	For	For	No
12	Re-elect Nick Prettejohn as Director	Mgmt	For	For	For	No
13	Re-elect Stuart Sinclair as Director	Mgmt	For	For	For	No
14	Re-elect Sara Weller as Director	Mgmt	For	For	For	No
15	Approve Remuneration Policy	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this item is considered warranted:* The proposed policy replaces a performance based long-term incentive structure with a scheme modeled around a restricted share plan. The reduction in quantum opportunity is not considered to sufficiently offset the certainty of payout introduced by the new plan. In addition to concerns around the proposed discount, questions are also raised regarding the mechanics of the plan which would ultimately determine award sizes.</i>						
16	Approve Remuneration Report	Mgmt	For	For	For	No
17	Approve Final Dividend	Mgmt	For	Abstain	Abstain	No
<i>Voting Policy Rationale: An ABSTAIN vote is warranted on this item:* This resolution will be withdrawn.A vote FOR this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise abstention as a valid option.</i>						
18	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
19	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Lloyds Banking Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
20	Approve Long Term Share Plan	Mgmt	For	Against	Against	No
	<i>Voting Policy Rationale: A vote AGAINST this item is considered warranted: * The proposed policy replaces a performance based long-term incentive structure with a non-performance-based scheme. The reduction in quantum opportunity is not considered to sufficiently offset the certainty of payout introduced by the new Plan. In addition to concerns around the proposed discount, questions are also raised regarding the mechanics of the plan which would ultimately determine award sizes.</i>					
21	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
22	Authorise Issue of Equity	Mgmt	For	For	For	No
23	Authorise Issue of Equity in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	For	For	For	No
24	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
25	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
26	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	For	For	For	No
27	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
28	Authorise Market Purchase of Preference Shares	Mgmt	For	For	For	No
29	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Marsh & McLennan Companies, Inc.

**Meeting Date:** 05/21/2020

**Country:** USA

**Primary Security ID:** 571748102

**Record Date:** 03/23/2020

**Meeting Type:** Annual

**Ticker:** MMC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Anthony K. Anderson	Mgmt	For	For	For	No
1b	Elect Director Oscar Fanjul	Mgmt	For	For	For	No
1c	Elect Director Daniel S. Glaser	Mgmt	For	For	For	No
1d	Elect Director H. Edward Hanway	Mgmt	For	For	For	No
1e	Elect Director Deborah C. Hopkins	Mgmt	For	For	For	No
1f	Elect Director Tamara Ingram	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Marsh & McLennan Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1g	Elect Director Jane H. Lute	Mgmt	For	For	For	No
1h	Elect Director Steven A. Mills	Mgmt	For	For	For	No
1i	Elect Director Bruce P. Nolop	Mgmt	For	For	For	No
1j	Elect Director Marc D. Oken	Mgmt	For	For	For	No
1k	Elect Director Morton O. Schapiro	Mgmt	For	For	For	No
1l	Elect Director Lloyd M. Yates	Mgmt	For	For	For	No
1m	Elect Director R. David Yost	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify Deloitte & Touche LLP as Auditor	Mgmt	For	For	For	No
4	Approve Omnibus Stock Plan	Mgmt	For	For	For	No

### McDonald's Corporation

**Meeting Date:** 05/21/2020

**Country:** USA

**Primary Security ID:** 580135101

**Record Date:** 03/23/2020

**Meeting Type:** Annual

**Ticker:** MCD

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Lloyd Dean	Mgmt	For	For	For	No
1b	Elect Director Robert Eckert	Mgmt	For	For	For	No
1c	Elect Director Catherine Engelbert	Mgmt	For	For	For	No
1d	Elect Director Margaret Georgiadis	Mgmt	For	For	For	No
1e	Elect Director Enrique Hernandez, Jr.	Mgmt	For	For	For	No
1f	Elect Director Christopher Kempczinski	Mgmt	For	For	For	No
1g	Elect Director Richard Lenny	Mgmt	For	For	For	No
1h	Elect Director John Mulligan	Mgmt	For	For	For	No
1i	Elect Director Sheila Penrose	Mgmt	For	For	For	No
1j	Elect Director John Rogers, Jr.	Mgmt	For	For	For	No
1k	Elect Director Paul Walsh	Mgmt	For	For	For	No
1l	Elect Director Miles White	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### McDonald's Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
4	Amend Omnibus Stock Plan	Mgmt	For	For	For	No
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would further enhance the existing shareholder right to call special meetings.</i>						
6	Report on Sugar and Public Health	SH	Against	Against	Against	No

### Morgan Stanley

**Meeting Date:** 05/21/2020

**Country:** USA

**Primary Security ID:** 617446448

**Record Date:** 03/23/2020

**Meeting Type:** Annual

**Ticker:** MS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Elizabeth Corley	Mgmt	For	For	For	No
1b	Elect Director Alistair Darling	Mgmt	For	For	For	No
1c	Elect Director Thomas H. Glocer	Mgmt	For	For	For	No
1d	Elect Director James P. Gorman	Mgmt	For	For	For	No
1e	Elect Director Robert H. Herz	Mgmt	For	For	For	No
1f	Elect Director Nobuyuki Hirano	Mgmt	For	For	For	No
1g	Elect Director Stephen J. Luczo	Mgmt	For	For	For	No
1h	Elect Director Jami Miscik	Mgmt	For	For	For	No
1i	Elect Director Dennis M. Nally	Mgmt	For	For	For	No
1j	Elect Director Takeshi Ogasawara	Mgmt	For	For	For	No
1k	Elect Director Hutham S. Olayan	Mgmt	For	For	For	No
1l	Elect Director Mary L. Schapiro	Mgmt	For	For	For	No
1m	Elect Director Perry M. Traquina	Mgmt	For	For	For	No
1n	Elect Director Rayford Wilkins, Jr.	Mgmt	For	For	For	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### MTN Group Ltd.

**Meeting Date:** 05/21/2020

**Country:** South Africa

**Primary Security ID:** S8039R108

**Record Date:** 05/15/2020

**Meeting Type:** Annual

**Ticker:** MTN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Elect Lamido Sanusi as Director	Mgmt	For	For	For	No
2	Elect Vincent Rague as Director	Mgmt	For	For	For	No
3	Re-elect Stan Miller as Director	Mgmt	For	For	For	No
4	Re-elect Paul Hanratty as Director	Mgmt	For	For	For	No
5	Re-elect Nkululeko Sowazi as Director	Mgmt	For	For	For	No
6	Re-elect Azmi Mikati as Director	Mgmt	For	For	For	No
7	Re-elect Christine Ramon as Member of the Audit Committee	Mgmt	For	For	For	No
8	Elect Swazi Tshabalala as Member of the Audit Committee	Mgmt	For	For	For	No
9	Elect Vincent Rague as Member of the Audit Committee	Mgmt	For	For	For	No
10	Re-elect Paul Hanratty as Member of the Audit Committee	Mgmt	For	For	For	No
11	Elect Lamido Sanusi as Member of the Social and Ethics Committee	Mgmt	For	For	For	No
12	Elect Stanley Miller as Member of the Social and Ethics Committee	Mgmt	For	For	For	No
13	Elect Nkunku Sowazi as Member of the Social and Ethics Committee	Mgmt	For	For	For	No
14	Elect Khotso Mokhele as Member of the Social and Ethics Committee	Mgmt	For	For	For	No
15	Reappoint PricewaterhouseCoopers Inc as Auditors of the Company	Mgmt	For	For	For	No
16	Reappoint SizweNtsalubaGobodo Grant Thornton Inc as Auditors of the Company	Mgmt	For	For	For	No
17	Appoint Ernst & Young Inc as Auditors of the Company	Mgmt	For	For	For	No
18	Place Authorised but Unissued Shares under Control of Directors	Mgmt	For	For	For	No
19	Authorise Board to Issue Shares for Cash	Mgmt	For	For	For	No
20	Approve Remuneration Policy	Mgmt	For	For	For	No
21	Approve Remuneration Implementation Report	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### MTN Group Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
22	Approve Non-executive Directors' Remuneration	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted:* The Company is introducing a number of new fees for international Board members. These are generally positioned significantly higher than the fees paid to local NED. No explanation has been provided by the Company for these fees.</i></p>						
23	Authorise Repurchase of Issued Share Capital	Mgmt	For	For	For	No
24	Approve Financial Assistance to Subsidiaries and Other Related and Inter-related Entities	Mgmt	For	For	For	No
25	Approve Financial Assistance to Directors, Prescribed Officers and Employee Share Scheme Beneficiaries	Mgmt	For	For	For	No

### NextEra Energy, Inc.

**Meeting Date:** 05/21/2020

**Country:** USA

**Primary Security ID:** 65339F101

**Record Date:** 03/23/2020

**Meeting Type:** Annual

**Ticker:** NEE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Sherry S. Barrat	Mgmt	For	For	For	No
1b	Elect Director James L. Camaren	Mgmt	For	For	For	No
1c	Elect Director Kenneth B. Dunn	Mgmt	For	For	For	No
1d	Elect Director Naren K. Gursahaney	Mgmt	For	For	For	No
1e	Elect Director Kirk S. Hachigian	Mgmt	For	For	For	No
1f	Elect Director Toni Jennings	Mgmt	For	For	For	No
1g	Elect Director Amy B. Lane	Mgmt	For	For	For	No
1h	Elect Director David L. Porges	Mgmt	For	For	For	No
1i	Elect Director James L. Robo	Mgmt	For	For	For	No
1j	Elect Director Rudy E. Schupp	Mgmt	For	For	For	No
1k	Elect Director John L. Skolds	Mgmt	For	For	For	No
1l	Elect Director William H. Swanson	Mgmt	For	For	For	No
1m	Elect Director Darryl L. Wilson	Mgmt	For	For	For	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### NextEra Energy, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
4	Report on Political Contributions	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as full transparency regarding the company's political expenditures and trade association activities would help investors to better assess its management of related risks and benefits.</i>						
5	Provide Right to Act by Written Consent	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>						

### PayPal Holdings, Inc.

**Meeting Date:** 05/21/2020      **Country:** USA      **Primary Security ID:** 70450Y103  
**Record Date:** 03/27/2020      **Meeting Type:** Annual      **Ticker:** PYPL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Rodney C. Adkins	Mgmt	For	For	For	No
1b	Elect Director Jonathan Christodoro	Mgmt	For	For	For	No
1c	Elect Director John J. Donahoe	Mgmt	For	For	For	No
1d	Elect Director David W. Dorman	Mgmt	For	For	For	No
1e	Elect Director Belinda J. Johnson	Mgmt	For	For	For	No
1f	Elect Director Gail J. McGovern	Mgmt	For	For	For	No
1g	Elect Director Deborah M. Messemer	Mgmt	For	For	For	No
1h	Elect Director David M. Moffett	Mgmt	For	For	For	No
1i	Elect Director Ann M. Sarnoff	Mgmt	For	For	For	No
1j	Elect Director Daniel H. Schulman	Mgmt	For	For	For	No
1k	Elect Director Frank D. Yeary	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
4	Provide Right to Act by Written Consent	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>						
5	Adopt Human and Indigenous People's Rights Policy	SH	Against	Against	Against	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Polypipe Group Plc

**Meeting Date:** 05/21/2020

**Country:** United Kingdom

**Primary Security ID:** G7179X100

**Record Date:** 05/19/2020

**Meeting Type:** Annual

**Ticker:** PLP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Elect Louise Brooke-Smith as Director	Mgmt	For	For	For	No
4	Elect Lisa Scenna as Director	Mgmt	For	For	For	No
5	Re-elect Martin Payne as Director	Mgmt	For	For	For	No
6	Re-elect Paul James as Director	Mgmt	For	For	For	No
7	Re-elect Glen Sabin as Director	Mgmt	For	For	For	No
8	Re-elect Ron Marsh as Director	Mgmt	For	For	For	No
9	Re-elect Paul Dean as Director	Mgmt	For	For	For	No
10	Re-elect Mark Hammond as Director	Mgmt	For	For	For	No
11	Re-elect Louise Hardy as Director	Mgmt	For	For	For	No
12	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
15	Approve International Sharesave Plan	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
20	Adopt New Articles of Association	Mgmt	For	For	For	No

### Sabre Insurance Group Plc

**Meeting Date:** 05/21/2020

**Country:** United Kingdom

**Primary Security ID:** G7739M107

**Record Date:** 05/19/2020

**Meeting Type:** Annual

**Ticker:** SBRE

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Sabre Insurance Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect Catherine Barton as Director	Mgmt	For	For	For	No
5	Re-elect Geoff Carter as Director	Mgmt	For	For	For	No
6	Re-elect Ian Clark as Director	Mgmt	For	For	For	No
7	Re-elect Andy Pomfret as Director	Mgmt	For	For	For	No
8	Re-elect Rebecca Shelley as Director	Mgmt	For	For	For	No
9	Re-elect Patrick Snowball as Director	Mgmt	For	For	For	No
10	Re-elect Adam Westwood as Director	Mgmt	For	For	For	No
11	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
13	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
19	Approve Matters Relating to the Interim Dividend Paid in 2018	Mgmt	None	For	For	No

### Synchrony Financial

Meeting Date: 05/21/2020

Country: USA

Primary Security ID: 87165B103

Record Date: 03/26/2020

Meeting Type: Annual

Ticker: SYF

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

## Synchrony Financial

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Margaret M. Keane	Mgmt	For	For	For	No
1b	Elect Director Fernando Aguirre	Mgmt	For	For	For	No
1c	Elect Director Paget L. Alves	Mgmt	For	For	For	No
1d	Elect Director Arthur W. Coviello, Jr.	Mgmt	For	For	For	No
1e	Elect Director William W. Graylin	Mgmt	For	For	For	No
1f	Elect Director Roy A. Guthrie	Mgmt	For	For	For	No
1g	Elect Director Richard C. Hartnack	Mgmt	For	For	For	No
1h	Elect Director Jeffrey G. Naylor	Mgmt	For	For	For	No
1i	Elect Director Laurel J. Richie	Mgmt	For	For	For	No
1j	Elect Director Olympia J. Snowe	Mgmt	For	For	For	No
1k	Elect Director Ellen M. Zane	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	No

## The Home Depot, Inc.

Meeting Date: 05/21/2020

Country: USA

Primary Security ID: 437076102

Record Date: 03/23/2020

Meeting Type: Annual

Ticker: HD

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Gerard J. Arpey	Mgmt	For	For	For	No
1b	Elect Director Ari Bousbib	Mgmt	For	For	For	No
1c	Elect Director Jeffery H. Boyd	Mgmt	For	For	For	No
1d	Elect Director Gregory D. Brenneman	Mgmt	For	For	For	No
1e	Elect Director J. Frank Brown	Mgmt	For	For	For	No
1f	Elect Director Albert P. Carey	Mgmt	For	For	For	No
1g	Elect Director Helena B. Foulkes	Mgmt	For	For	For	No
1h	Elect Director Linda R. Gooden	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### The Home Depot, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1i	Elect Director Wayne M. Hewett	Mgmt	For	For	For	No
1j	Elect Director Manuel Kadre	Mgmt	For	For	For	No
1k	Elect Director Stephanie C. Linnartz	Mgmt	For	For	For	No
1l	Elect Director Craig A. Menear	Mgmt	For	For	For	No
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Amend Shareholder Written Consent Provisions	SH	Against	Against	Against	No
5	Prepare Employment Diversity Report and Report on Diversity Policies	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as reporting of the full set of diversity statistics would allow shareholders to better assess the effectiveness of the company's diversity initiatives and its management of related risks.</i>						
6	Adopt Share Retention Policy For Senior Executives	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as more rigorous retention guidelines as suggested by the proponent may better address concerns about maintaining a strong link between the interests of top executives and long-term shareholder value.</i>						
7	Report on Congruency Political Analysis and Electioneering Expenditures	SH	Against	For	For	No
<i>Voting Policy Rationale: A recommendation FOR this proposal is warranted, as the requested report would be beneficial for shareholders in order to help them evaluate how well the company is assessing and mitigating risks related to its political communication expenditures.</i>						

### The Interpublic Group of Companies, Inc.

**Meeting Date:** 05/21/2020

**Country:** USA

**Primary Security ID:** 460690100

**Record Date:** 03/30/2020

**Meeting Type:** Annual

**Ticker:** IPG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Jocelyn Carter-Miller	Mgmt	For	For	For	No
1.2	Elect Director Mary J. Steele Guilfoile	Mgmt	For	For	For	No
1.3	Elect Director Dawn Hudson	Mgmt	For	For	For	No
1.4	Elect Director Jonathan F. Miller	Mgmt	For	For	For	No
1.5	Elect Director Patrick Q. Moore	Mgmt	For	For	For	No
1.6	Elect Director Michael I. Roth	Mgmt	For	For	For	No
1.7	Elect Director Linda S. Sanford	Mgmt	For	For	For	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### The Interpublic Group of Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.8 )	Elect Director David M. Thomas	Mgmt	For	For	For	No
1.9 )	Elect Director E. Lee Wyatt, Jr.	Mgmt	For	For	For	No
2 )	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
3 )	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4 )	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For	No

*Voting Policy Rationale: A vote FOR this proposal is warranted as lowering the ownership threshold for shareholders to call a special meeting from 25 percent to 10 percent would enhance shareholders' rights.*

### The Travelers Companies, Inc.

**Meeting Date:** 05/21/2020

**Country:** USA

**Primary Security ID:** 89417E109

**Record Date:** 03/24/2020

**Meeting Type:** Annual

**Ticker:** TRV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Alan L. Beller	Mgmt	For	For	For	No
1b	Elect Director Janet M. Dolan	Mgmt	For	For	For	No
1c	Elect Director Patricia L. Higgins	Mgmt	For	For	For	No
1d	Elect Director William J. Kane	Mgmt	For	For	For	No
1e	Elect Director Clarence Otis, Jr.	Mgmt	For	For	For	No
1f	Elect Director Elizabeth E. Robinson	Mgmt	For	For	For	No
1g	Elect Director Philip T. (Pete) Ruegger, III	Mgmt	For	For	For	No
1h	Elect Director Todd C. Schermerhorn	Mgmt	For	For	For	No
1i	Elect Director Alan D. Schnitzer	Mgmt	For	For	For	No
1j	Elect Director Donald J. Shepard	Mgmt	For	For	For	No
1k	Elect Director Laurie J. Thomsen	Mgmt	For	For	For	No
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Centrica Plc

**Meeting Date:** 05/22/2020

**Country:** United Kingdom

**Primary Security ID:** G2018Z143

**Record Date:** 05/20/2020

**Meeting Type:** Annual

**Ticker:** CNA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Elect Heidi Mottram as Director	Mgmt	For	For	For	No
4	Re-elect Joan Gillman as Director	Mgmt	For	For	For	No
5	Re-elect Stephen Hester as Director	Mgmt	For	For	For	No
6	Re-elect Richard Hookway as Director	Mgmt	For	For	For	No
7	Re-elect Pam Kaur as Director	Mgmt	For	For	For	No
8	Re-elect Kevin O'Byrne as Director	Mgmt	For	For	For	No
9	Re-elect Chris O'Shea as Director	Mgmt	For	For	For	No
10	Re-elect Sarwjit Sambhi as Director	Mgmt	For	For	For	No
11	Re-elect Scott Whewy as Director	Mgmt	For	For	For	No
12	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
14	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### China Lesso Group Holdings Limited

**Meeting Date:** 05/22/2020

**Country:** Cayman Islands

**Primary Security ID:** G2157Q102

**Record Date:** 05/18/2020

**Meeting Type:** Annual

**Ticker:** 2128

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### China Lesso Group Holdings Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3a	Elect Zuo Manlun as Director	Mgmt	For	For	For	No
3b	Elect Zuo Xiaoping as Director	Mgmt	For	For	For	No
3c	Elect Lai Zhiqiang as Director	Mgmt	For	For	For	No
3d	Elect Chen Guonan as Director	Mgmt	For	For	For	No
3e	Elect Huang Guirong as Director	Mgmt	For	For	For	No
4	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
5	Approve Ernst & Young as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
6a	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following:* The aggregate share issuance limit is greater than 10 percent.* The company has not specified the discount limit.</i>						
6b	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
6c	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following:* The aggregate share issuance limit is greater than 10 percent.* The company has not specified the discount limit.</i>						

### Domino's Pizza Group Plc

**Meeting Date:** 05/22/2020

**Country:** United Kingdom

**Primary Security ID:** G28113101

**Record Date:** 05/20/2020

**Meeting Type:** Special

**Ticker:** DOM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Matters Relating to the Disposal by the Company of its 71% Interest in the Share Capital of DP Norway AS to Pizza Holding AS and EYJA Fjarfestingafelag III EHF	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### easyJet Plc

**Meeting Date:** 05/22/2020

**Country:** United Kingdom

**Primary Security ID:** G3030S109

**Record Date:** 05/20/2020

**Meeting Type:** Special

**Ticker:** EZJ

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Shareholder Proposals	Mgmt				
1	Remove John Barton as Director	SH	Against	Against	Against	No
2	Remove Johan Lundgren as Director	SH	Against	Against	Against	No
3	Remove Andrew Findlay as Director	SH	Against	Against	Against	No
4	Remove Dr Andreas Bierwirth as Director	SH	Against	Against	Against	No

### Spectris Plc

**Meeting Date:** 05/22/2020

**Country:** United Kingdom

**Primary Security ID:** G8338K104

**Record Date:** 05/20/2020

**Meeting Type:** Annual

**Ticker:** SXS

#### Meeting Notes:

Item 2: Voted against the remuneration report, the increase in LTIP opportunity could have been accompanied with an accelerated move to align pension contributions with the wider workforce.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	Against	Yes
3	Elect Cathy Turner as Director	Mgmt	For	For	For	No
4	Re-elect Andrew Heath as Director	Mgmt	For	For	For	No
5	Re-elect Derek Harding as Director	Mgmt	For	For	For	No
6	Re-elect Mark Williamson as Director	Mgmt	For	For	For	No
7	Re-elect Karim Bitar as Director	Mgmt	For	For	For	No
8	Re-elect Ulf Quellmann as Director	Mgmt	For	For	For	No
9	Re-elect William (Bill) Seeger as Director	Mgmt	For	For	For	No
10	Re-elect Kjersti Wiklund as Director	Mgmt	For	For	For	No
11	Re-elect Martha Wyrsh as Director	Mgmt	For	For	For	No
12	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Spectris Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
13	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Aviva Plc

**Meeting Date:** 05/26/2020

**Country:** United Kingdom

**Primary Security ID:** G0683Q109

**Record Date:** 05/21/2020

**Meeting Type:** Annual

**Ticker:** AV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend (Withdrawn)	Mgmt	For	Abstain	Abstain	No
<i>Voting Policy Rationale: An ABSTAIN vote is warranted on this item.* This resolution will be withdrawn. A vote FOR this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognize abstention as a valid option.</i>						
4	Elect Amanda Blanc as Director	Mgmt	For	For	For	No
5	Elect George Culmer as Director	Mgmt	For	For	For	No
6	Elect Patrick Flynn as Director	Mgmt	For	For	For	No
7	Elect Jason Windsor as Director	Mgmt	For	For	For	No
8	Re-elect Patricia Cross as Director	Mgmt	For	For	For	No
9	Re-elect Belen Romana Garcia as Director	Mgmt	For	For	For	No
10	Re-elect Michael Mire as Director	Mgmt	For	For	For	No
11	Re-elect Sir Adrian Montague as Director	Mgmt	For	For	For	No
12	Re-elect Maurice Tulloch as Director	Mgmt	For	For	For	No
13	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Aviva Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
19	Authorise Issue of Equity in Relation to Any Issuance of SII Instruments	Mgmt	For	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights in Relation to Any Issuance of SII Instruments	Mgmt	For	For	For	No
21	Authorise Issue of Sterling New Preference Shares	Mgmt	For	For	For	No
22	Authorise Issue of Sterling New Preference Shares without Pre-emptive Rights	Mgmt	For	For	For	No
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
24	Authorise Market Purchase of 8 3/4 % Preference Shares	Mgmt	For	For	For	No
25	Authorise Market Purchase of 8 3/8 % Preference Shares	Mgmt	For	For	For	No
26	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Dassault Systemes SA

**Meeting Date:** 05/26/2020

**Country:** France

**Primary Security ID:** F2457H472

**Record Date:** 05/22/2020

**Meeting Type:** Annual/Special

**Ticker:** DSY

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of EUR 0.70 per Share	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

## Dassault Systemes SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For	No
5	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For	For	No
6	Approve Compensation of Charles Edelstenne, Chairman of the Board	Mgmt	For	For	For	No
7	Approve Compensation of Bernard Charles, Vice-Chairman and CEO	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted as the following concerns are raised: * The level of disclosure on bonus remains low; and* Information on the performance achieved for LTIPs vested is low which is all the more problematic as the quantum is significant.</i></p>						
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
9	Reelect Marie-Helene Habert-Dassault as Director	Mgmt	For	For	For	No
10	Reelect Laurence Lescourret as Director	Mgmt	For	For	For	No
11	Approve Remuneration of Directors in the Aggregate Amount of EUR 800,000	Mgmt	For	For	For	No
12	Authorize Repurchase of Up to 5 Million Shares	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
13	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
14	Amend Articles 14, 16 and 19 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For	No
15	Authorize up to 4 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * No information is available on the nature of performance conditions. * The vesting period is not disclosed. * The performance period is not disclosed. * The exercise price may be 20-percent below the average market price. * The burn rate exceeds the sector cap, and there is no public commitment from the company to address this issue.</i></p>						
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
17	Delegate Power to the Board to Carry Mergers by Absorption	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Votes AGAINST these delegations are warranted as they are not considered in shareholders' interests.</i></p>						
18	Pursuant to Item 17 Above, Delegate Power to the Board to Issue Shares in Connection with Mergers by Absorption	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Votes AGAINST these delegations are warranted as they are not considered in shareholders' interests.</i></p>						
19	Delegate Power to the Board to Carry Spin-Off Agreements	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Votes AGAINST these delegations are warranted as they are not considered in shareholders' interests.</i></p>						

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Dassault Systemes SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
20	Pursuant to Item 19 Above, Delegate Power to the Board to Issue Shares in Connection with Spin-Off Agreements	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: Votes AGAINST these delegations are warranted as they are not considered in shareholders' interests.</i>						
21	Delegate Power to the Board to Acquire Certain Assets of Another Company	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: Votes AGAINST these delegations are warranted as they are not considered in shareholders' interests.</i>						
22	Pursuant to Item 21 Above, Delegate Power to the Board to Issue Shares in Connection with Acquisitions	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: Votes AGAINST these delegations are warranted as they are not considered in shareholders' interests.</i>						
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For		No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For		No
3	Approve Allocation of Income and Dividends of EUR 0.70 per Share	Mgmt	For	For		No
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For		No
5	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For		No
6	Approve Compensation of Charles Edelstenne, Chairman of the Board	Mgmt	For	For		No
7	Approve Compensation of Bernard Charles, Vice-Chairman and CEO	Mgmt	For	Against		No
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For		No
9	Reelect Marie-Helene Habert-Dassault as Director	Mgmt	For	For		No
10	Reelect Laurence Lescourret as Director	Mgmt	For	For		No
11	Approve Remuneration of Directors in the Aggregate Amount of EUR 800,000	Mgmt	For	For		No
12	Authorize Repurchase of Up to 5 Million Shares	Mgmt	For	For		No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Dassault Systemes SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Extraordinary Business	Mgmt				
13	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For		No
14	Amend Articles 14, 16 and 19 of Bylaws to Comply with Legal Changes	Mgmt	For	For		No
15	Authorize up to 4 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	Against		No
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For		No
17	Delegate Power to the Board to Carry Mergers by Absorption	Mgmt	For	Against		No
18	Pursuant to Item 17 Above, Delegate Power to the Board to Issue Shares in Connection with Mergers by Absorption	Mgmt	For	Against		No
19	Delegate Power to the Board to Carry Spin-Off Agreements	Mgmt	For	Against		No
20	Pursuant to Item 19 Above, Delegate Power to the Board to Issue Shares in Connection with Spin-Off Agreements	Mgmt	For	Against		No
21	Delegate Power to the Board to Acquire Certain Assets of Another Company	Mgmt	For	Against		No
22	Pursuant to Item 21 Above, Delegate Power to the Board to Issue Shares in Connection with Acquisitions	Mgmt	For	Against		No
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For		No

### JTC Plc

**Meeting Date:** 05/26/2020

**Country:** Jersey

**Primary Security ID:** G5211H117

**Record Date:** 05/22/2020

**Meeting Type:** Annual

**Ticker:** JTC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because:* The remuneration disclosures are market lagging.* The LTIP award sizes for FY2020 have increased and the vesting criteria are not disclosed.</i></p>						
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Reappoint PricewaterhouseCoopers CI LLP as Auditors	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### JTC Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
5	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
6	Re-elect Michael Liston as Director	Mgmt	For	For	For	No
7	Re-elect Nigel Le Quesne as Director	Mgmt	For	For	For	No
8	Re-elect Martin Fotheringham as Director	Mgmt	For	For	For	No
9	Elect Wendy Holley as Director	Mgmt	For	For	For	No
10	Re-elect Dermot Mathias as Director	Mgmt	For	For	For	No
11	Re-elect Michael Gray as Director	Mgmt	For	For	For	No
12	Elect Erika Schraner as a Director	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

### Merck & Co., Inc.

Meeting Date: 05/26/2020

Country: USA

Primary Security ID: 58933Y105

Record Date: 03/27/2020

Meeting Type: Annual

Ticker: MRK

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Leslie A. Brun	Mgmt	For	For	For	No
1b	Elect Director Thomas R. Cech	Mgmt	For	For	For	No
1c	Elect Director Mary Ellen Coe	Mgmt	For	For	For	No
1d	Elect Director Pamela J. Craig	Mgmt	For	For	For	No
1e	Elect Director Kenneth C. Frazier	Mgmt	For	For	For	No
1f	Elect Director Thomas H. Glöcer	Mgmt	For	For	For	No
1g	Elect Director Risa J. Lavizzo-Mourey	Mgmt	For	For	For	No
1h	Elect Director Paul B. Rothman	Mgmt	For	For	For	No
1i	Elect Director Patricia F. Russo	Mgmt	For	For	For	No
1j	Elect Director Christine E. Seidman	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Merck & Co., Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1k	Elect Director Inge G. Thulin	Mgmt	For	For	For	No
1l	Elect Director Kathy J. Warden	Mgmt	For	For	For	No
1m	Elect Director Peter C. Wendell	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
4	Provide Right to Act by Written Consent	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>						
5	Report on Corporate Tax Savings Allocation	SH	Against	Against	Against	No

### Mortgage Advice Bureau (Holdings) Plc

Meeting Date: 05/26/2020

Country: United Kingdom

Primary Security ID: G6319A103

Record Date: 05/21/2020

Meeting Type: Annual

Ticker: MAB1

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Re-elect Katherine Innes Ker as Director	Mgmt	For	For	For	No
5	Re-elect Peter Brodnicki as Director	Mgmt	For	For	For	No
6	Re-elect Ben Thompson as Director	Mgmt	For	For	For	No
7	Re-elect Lucy Tilley as Director	Mgmt	For	For	For	No
8	Re-elect Nathan Imlach as Director	Mgmt	For	For	For	No
9	Re-elect Stephen Smith as Director	Mgmt	For	For	For	No
10	Re-elect David Preece as Director	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: Items 4 to 9A vote FOR the re-election of Katherine Innes Ker, Peter Brodnicki, Benjamin Thompson, Lucy Tilley, Nathan Imlach and Stephen Smith is warranted because no significant concerns have been identified. Item 10A vote AGAINST the re-election of David Preece is warranted because: * Potential independence issues have been identified and he currently sits on the Audit and Remuneration Committees, and the composition of these Committees does not adhere to UK best practice recommendations for a company of this size.</i>						
11	Reappoint BDO LLP as Auditors	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Mortgage Advice Bureau (Holdings) Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
16	Release Any Claims which the Company has or may have Against its Shareholders and Directors arising in Connection with the Payment of the Dividends; Enter into a Deed of Release	Mgmt	For	For	For	No

### Prada SpA

Meeting Date: 05/26/2020

Country: Italy

Primary Security ID: T7733C101

Record Date:

Meeting Type: Annual

Ticker: 1913

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Allocation of Income	Mgmt	For	For	For	No

### RELX Plc

Meeting Date: 05/26/2020

Country: United Kingdom

Primary Security ID: G7493L105

Record Date: 05/21/2020

Meeting Type: Special

Ticker: REL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Increase in Borrowing Limit Under the Company's Articles of Association	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Amazon.com, Inc.

**Meeting Date:** 05/27/2020

**Country:** USA

**Primary Security ID:** 023135106

**Record Date:** 04/02/2020

**Meeting Type:** Annual

**Ticker:** AMZN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Jeffrey P. Bezos	Mgmt	For	For	For	No
1b	Elect Director Rosalind G. Brewer	Mgmt	For	For	For	No
1c	Elect Director Jamie S. Gorelick	Mgmt	For	For	For	No
1d	Elect Director Daniel P. Huttenlocher	Mgmt	For	For	For	No
1e	Elect Director Judith A. McGrath	Mgmt	For	For	For	No
1f	Elect Director Indra K. Nooyi	Mgmt	For	For	For	No
1g	Elect Director Jonathan J. Rubinstein	Mgmt	For	For	For	No
1h	Elect Director Thomas O. Ryder	Mgmt	For	For	For	No
1i	Elect Director Patricia Q. Stonesifer	Mgmt	For	For	For	No
1j	Elect Director Wendell P. Weeks	Mgmt	For	For	For	No
2	Ratify Ernst & Young LLP as Auditor	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Mgmt	For	For	For	No
5	Report on Management of Food Waste	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, as a report on the company's efforts to reduce food waste would allow shareholders to assess the effectiveness of the company's food waste programs, as well as provide a better understanding of the company's food waste reduction strategy. In addition, a number of the company's peers have set goals to reduce the amount of food waste that is sent to landfills.</i></p>						
6	Report on Customers' Use of its Surveillance and Computer Vision Products or Cloud-Based Services	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information regarding the processes the company uses to assess human rights impacts in its operations would allow shareholders to better gauge how well Amazon is managing human rights related risks</i></p>						
7	Report on Potential Human Rights Impacts of Customers' Use of Rekognition	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information regarding the processes the company uses to assess human rights impacts in its operations would allow shareholders to better gauge how well Amazon is managing human rights related risks, specifically around new technologies like facial recognition.</i></p>						
8	Report on Products Promoting Hate Speech and Sales of Offensive Products	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as a report assessing the enforcement of its content policies could help provide shareholders with information on the effectiveness of the company's processes, given that the company continues to face controversies related to hate speech on its site.</i></p>						

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Amazon.com, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
9	Require Independent Board Chairman	SH	Against	Against	Against	No
10	Report on Global Median Gender/Racial Pay Gap	SH	Against	Against	Against	No
11	Report on Reducing Environmental and Health Harms to Communities of Color	SH	Against	Against	Against	No
12	Report on Viewpoint Discrimination	SH	Against	Against	Against	No
13	Report on Promotion Velocity	SH	Against	Against	Against	No
14	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the proposed threshold would enhance shareholders' right to call a special meeting, while presenting very little risk of abuse in light of the company's market capitalization and the composition of its shareholder base.</i></p>						
15	Human Rights Risk Assessment	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's direct and indirect lobbying-related expenditures and oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i></p>						
16	Report on Lobbying Payments and Policy	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's direct and indirect lobbying-related expenditures and oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i></p>						

### BioMarin Pharmaceutical Inc.

Meeting Date: 05/27/2020

Country: USA

Primary Security ID: 09061G101

Record Date: 03/30/2020

Meeting Type: Annual

Ticker: BMRN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Jean-Jacques Bienaime	Mgmt	For	For	For	No
1.2	Elect Director Elizabeth McKee Anderson	Mgmt	For	For	For	No
1.3	Elect Director Willard Dere	Mgmt	For	For	For	No
1.4	Elect Director Michael Grey	Mgmt	For	For	For	No
1.5	Elect Director Elaine J. Heron	Mgmt	For	For	For	No
1.6	Elect Director Robert J. Hombach	Mgmt	For	For	For	No
1.7	Elect Director V. Bryan Lawlis	Mgmt	For	For	For	No
1.8	Elect Director Richard A. Meier	Mgmt	For	For	For	No
1.9	Elect Director David E.I. Pyott	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### BioMarin Pharmaceutical Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.10	Elect Director Dennis J. Slamon	Mgmt	For	For	For	No
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No

### BP Plc

Meeting Date: 05/27/2020

Country: United Kingdom

Primary Security ID: G12793108

Record Date: 05/22/2020

Meeting Type: Annual

Ticker: BP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4(a)	Elect Bernard Looney as Director	Mgmt	For	For	For	No
4(b)	Re-elect Brian Gilvary as Director	Mgmt	For	For	For	No
4(c)	Re-elect Dame Alison Carnwath as Director	Mgmt	For	For	For	No
4(d)	Re-elect Pamela Daley as Director	Mgmt	For	For	For	No
4(e)	Re-elect Sir Ian Davis as Director	Mgmt	For	For	For	No
4(f)	Re-elect Dame Ann Dowling as Director	Mgmt	For	For	For	No
4(g)	Re-elect Helge Lund as Director	Mgmt	For	For	For	No
4(h)	Re-elect Melody Meyer as Director	Mgmt	For	For	For	No
4(i)	Re-elect Brendan Nelson as Director	Mgmt	For	For	For	No
4(j)	Re-elect Paula Reynolds as Director	Mgmt	For	For	For	No
4(k)	Re-elect Sir John Sawers as Director	Mgmt	For	For	For	No
5	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
6	Authorise Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
7	Approve Executive Directors' Incentive Plan	Mgmt	For	For	For	No
8	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
9	Authorise Issue of Equity	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### BP Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
11	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
13	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Chevron Corporation

Meeting Date: 05/27/2020

Country: USA

Primary Security ID: 166764100

Record Date: 03/30/2020

Meeting Type: Annual

Ticker: CVX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Wanda M. Austin	Mgmt	For	For	For	No
1b	Elect Director John B. Frank	Mgmt	For	For	For	No
1c	Elect Director Alice P. Gast	Mgmt	For	For	For	No
1d	Elect Director Enrique Hernandez, Jr.	Mgmt	For	For	For	No
1e	Elect Director Charles W. Moorman, IV	Mgmt	For	For	For	No
1f	Elect Director Dambisa F. Moyo	Mgmt	For	For	For	No
1g	Elect Director Debra Reed-Klages	Mgmt	For	For	For	No
1h	Elect Director Ronald D. Sugar	Mgmt	For	For	For	No
1i	Elect Director D. James Umpleby, III	Mgmt	For	For	For	No
1j	Elect Director Michael K. Wirth	Mgmt	For	For	For	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Report on Lobbying Payments and Policy	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional reporting on the company's lobbying-related practices and policies, such as its trade association payments, would benefit shareholders in assessing its management of related risks.</i>						
5	Establish Board Committee on Climate Risk	SH	Against	Against	Against	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Chevron Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
6	Report on Climate Lobbying Aligned with Paris Agreement Goals	SH	Against	For	For	No
<i>Voting Policy Rationale: A recommendation FOR this proposal is warranted. The company and its shareholders are likely to benefit from a review of how the company's and its trade associations' lobbying positions align with the Paris Agreement, especially in light of the increasing risks to the company related to climate change.</i>						
7	Report on Petrochemical Risk	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information about how the company is assessing and managing risks related to its petrochemical operations in areas prone to severe storms, flooding, and sea level rise.</i>						
8	Report on Human Rights Practices	SH	Against	Against	Against	No
9	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Lowering the threshold to call a special meeting and removing the agenda item restrictions would enhance the current shareholder right to call special meetings.</i>						
10	Require Independent Board Chair	SH	Against	Against	Against	No

### DuPont de Nemours, Inc.

Meeting Date: 05/27/2020

Country: USA

Primary Security ID: 26614N102

Record Date: 04/06/2020

Meeting Type: Annual

Ticker: DD

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Amy G. Brady	Mgmt	For	For	For	No
1b	Elect Director Edward D. Breen	Mgmt	For	For	For	No
1c	Elect Director Ruby R. Chandy	Mgmt	For	For	For	No
1d	Elect Director Franklin K. Clyburn, Jr.	Mgmt	For	For	For	No
1e	Elect Director Terrence R. Curtin	Mgmt	For	For	For	No
1f	Elect Director Alexander M. Cutler	Mgmt	For	For	For	No
1g	Elect Director Eleuthere I. du Pont	Mgmt	For	For	For	No
1h	Elect Director Rajiv L. Gupta	Mgmt	For	For	For	No
1i	Elect Director Luther C. Kissam	Mgmt	For	For	For	No
1j	Elect Director Frederick M. Lowery	Mgmt	For	For	For	No
1k	Elect Director Raymond J. Milchovich	Mgmt	For	For	For	No
1l	Elect Director Steven M. Sterin	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### DuPont de Nemours, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Approve Omnibus Stock Plan	Mgmt	For	For	For	No
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the reduction to a 10 percent threshold to call a special meeting would improve shareholder rights.</i>						
6	Approve Creation of an Employee Board Advisory Position	SH	Against	Against	Against	No

### Envista Holdings Corporation

**Meeting Date:** 05/27/2020      **Country:** USA      **Primary Security ID:** 29415F104  
**Record Date:** 04/06/2020      **Meeting Type:** Annual      **Ticker:** NVST

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1A	Elect Director Kieran T. Gallahue	Mgmt	For	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	No

### Exxon Mobil Corporation

**Meeting Date:** 05/27/2020      **Country:** USA      **Primary Security ID:** 30231G102  
**Record Date:** 04/02/2020      **Meeting Type:** Annual      **Ticker:** XOM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Susan K. Avery	Mgmt	For	For	For	No
1.2	Elect Director Angela F. Braly	Mgmt	For	For	For	No
1.3	Elect Director Ursula M. Burns	Mgmt	For	For	For	No
1.4	Elect Director Kenneth C. Frazier	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Exxon Mobil Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.5	Elect Director Joseph L. Hooley	Mgmt	For	For	For	No
1.6	Elect Director Steven A. Kandarian	Mgmt	For	For	For	No
1.7	Elect Director Douglas R. Oberhelman	Mgmt	For	For	For	No
1.8	Elect Director Samuel J. Palmisano	Mgmt	For	For	For	No
1.9	Elect Director William C. Weldon	Mgmt	For	For	For	No
1.10	Elect Director Darren W. Woods	Mgmt	For	For	For	No
2	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Require Independent Board Chair	SH	Against	Against	Against	No
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Lowering the threshold to call a special meeting would enhance the current shareholder right to call special meetings.</i>						
6	Report on Costs & Benefits of Climate-Related Expenditures	SH	Against	Against	Against	No
7	Report on Risks of Petrochemical Operations in Flood Prone Areas	SH	Against	Against	Against	No
8	Report on Political Contributions	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this resolution is warranted as additional disclosure concerning Exxon's policies and memberships in trade associations and other political organizations would help shareholders assess the company's comprehensive political contribution activities and the company's management of associated risks and benefits.</i>						
9	Report on Lobbying Payments and Policy	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's lobbying-related expenditures, trade association payments, and board-level oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i>						

### Facebook, Inc.

**Meeting Date:** 05/27/2020

**Country:** USA

**Primary Security ID:** 30303M102

**Record Date:** 04/03/2020

**Meeting Type:** Annual

**Ticker:** FB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Peggy Alford	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Facebook, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.2	Elect Director Marc L. Andreessen	Mgmt	For	Withhold	Withhold	No
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent compensation committee members Marc Andreessen and Peter Thiel, in the absence of a say-on-pay proposal on the ballot, due to unmitigated concerns with respect to executive pay. A vote FOR the remaining director nominees is warranted. )</i></p>						
1.3	Elect Director Andrew W. Houston	Mgmt	For	For	For	No
1.4	Elect Director Nancy Killefer	Mgmt	For	For	For	No
1.5	Elect Director Robert M. Kimmitt	Mgmt	For	For	For	No
1.6	Elect Director Sheryl K. Sandberg	Mgmt	For	For	For	No
1.7	Elect Director Peter A. Thiel	Mgmt	For	Withhold	Withhold	No
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent compensation committee members Marc Andreessen and Peter Thiel, in the absence of a say-on-pay proposal on the ballot, due to unmitigated concerns with respect to executive pay. A vote FOR the remaining director nominees is warranted. )</i></p>						
1.8	Elect Director Tracey T. Travis	Mgmt	For	For	For	No
1.9	Elect Director Mark Zuckerberg	Mgmt	For	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
3	Approve Non-Employee Director Compensation Policy	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The proposed director pay program would provide relatively large compensation for directors compared to board members at other companies in the same market index and industry sector. The proposal also provides for onboarding equity grants to new directors valued at \$1 million, which is oversized and not in line with the company's peers or general market practices.</i></p>						
4	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would convey to the board nonaffiliated shareholders' preference for a capital structure in which the levels of economic ownership and voting power are aligned</i></p>						
5	Require Independent Board Chair	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given concerns with the board's governance and the appointment of a non-independent director (per ISS classifications) to serve as lead director. Furthermore, the FTC entered into a settlement agreement with Facebook whereby the company has agreed to pay a \$5 billion penalty and to significantly enhance its practices and processes for privacy compliance and oversight. The recent data privacy incidents and subsequent controversies have tarnished Facebook's reputation and put shareholder value at risk. These considerations suggest that shareholders would benefit from the most robust form of independent board oversight, in the form of an independent board chair.</i></p>						
6	Require a Majority Vote for the Election of Directors	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would give shareholders a more meaningful voice in the election of directors and further enhance the company's corporate governance.</i></p>						
7	Report on Political Advertising	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the company and shareholders could benefit from a fuller understanding of the risks related to its political advertising policies in light of ongoing controversies and changing industry standard practices.</i></p>						
8	Require Independent Director Nominee with Human and/or Civil Rights Experience	SH	Against	Against	Against	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Facebook, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
9	Report on Civil and Human Rights Risk Assessment	SH	Against	Against	Against	No
10	Report on Online Child Sexual Exploitation	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information on risks related to potential sexual exploitation of children through the company's platforms would give shareholders more information on how well the company is managing related risks.</i>						
11	Report on Median Gender/Racial Pay Gap	SH	Against	Against	Against	No

### HUGO BOSS AG

**Meeting Date:** 05/27/2020

**Country:** Germany

**Primary Security ID:** D34902102

**Record Date:**

**Meeting Type:** Annual

**Ticker:** BOSS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 0.04 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For	For	No
5.1	Elect Iris Epple-Righi to the Supervisory Board	Mgmt	For	For	For	No
5.2	Elect Gaetano Marzotto to the Supervisory Board	Mgmt	For	For	For	No
5.3	Elect Luca Marzotto to the Supervisory Board	Mgmt	For	For	For	No
5.4	Elect Christina Rosenberg to the Supervisory Board	Mgmt	For	For	For	No
5.5	Elect Robin Stalker to the Supervisory Board	Mgmt	For	For	For	No
5.6	Elect Hermann Waldemer to the Supervisory Board	Mgmt	For	For	For	No
6	Ratify Ernst & Young GmbH as Auditors for Fiscal 2020	Mgmt	For	For	For	No
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	For	No
8	Amend Articles Re: Online Participation; Absentee Vote; Supervisory Board Attendance at General Meetings	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### HUGO BOSS AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For	No
10	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 0.04 per Share	Mgmt	For	For		No
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For		No
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For		No
5.1	Elect Iris Epple-Righi to the Supervisory Board	Mgmt	For	For		No
5.2	Elect Gaetano Marzotto to the Supervisory Board	Mgmt	For	For		No
5.3	Elect Luca Marzotto to the Supervisory Board	Mgmt	For	For		No
5.4	Elect Christina Rosenberg to the Supervisory Board	Mgmt	For	For		No
5.5	Elect Robin Stalker to the Supervisory Board	Mgmt	For	For		No
5.6	Elect Hermann Waldemer to the Supervisory Board	Mgmt	For	For		No
6	Ratify Ernst & Young GmbH as Auditors for Fiscal 2020	Mgmt	For	For		No
7	Approve Remuneration of Supervisory Board	Mgmt	For	For		No
8	Amend Articles Re: Online Participation; Absentee Vote; Supervisory Board Attendance at General Meetings	Mgmt	For	For		No
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For		No
10	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### illumina, Inc.

**Meeting Date:** 05/27/2020

**Country:** USA

**Primary Security ID:** 452327109

**Record Date:** 03/30/2020

**Meeting Type:** Annual

**Ticker:** ILMN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1A	Elect Director Caroline D. Dorsa	Mgmt	For	For	For	No
1B	Elect Director Robert S. Epstein	Mgmt	For	For	For	No
1C	Elect Director Scott Gottlieb	Mgmt	For	For	For	No
1D	Elect Director Philip W. Schiller	Mgmt	For	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Report on Political Contributions	SH	Against	For	For	No

*Voting Policy Rationale: A vote FOR this resolution is warranted, as additional disclosure of the company's trade association memberships and payments, and the company's board oversight of those contributions, would allow shareholders to better assess related risks.*

### Legrand SA

**Meeting Date:** 05/27/2020

**Country:** France

**Primary Security ID:** F56196185

**Record Date:** 05/25/2020

**Meeting Type:** Annual/Special

**Ticker:** LR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of EUR 1.34 per Share	Mgmt	For	For	For	No
4	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
5	Approve Compensation of Gilles Schnepp, Chairman of the Board	Mgmt	For	For	For	No
6	Approve Compensation of Benoit Coquart, CEO	Mgmt	For	For	For	No
7	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Legrand SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
8	Approve Remuneration Policy of CEO	Mgmt	For	For	For	No
9	Approve Remuneration Policy of Board Members	Mgmt	For	For	For	No
10	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.2 Million	Mgmt	For	For	For	No
11	Reelect Isabelle Boccon-Gibod as Director	Mgmt	For	For	For	No
12	Reelect Christel Bories as Director	Mgmt	For	For	For	No
13	Reelect Angeles Garcia-Poveda as Director	Mgmt	For	For	For	No
14	Elect Benoit Coquart as Director	Mgmt	For	For	For	No
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
16	Amend Article 9 of Bylaws Re: Directors Length of Terms	Mgmt	For	For	For	No
17	Amend Article 9 of Bylaws Re: Employee Representative	Mgmt	For	For	For	No
18	Amend Article 9 of Bylaws Re: Board Members Deliberation via Written Consultation	Mgmt	For	For	For	No
19	Amend Article 9 of Bylaws Re: Board Powers	Mgmt	For	For	For	No
20	Amend Articles 10, 11 and 13 to Comply with Legal Changes	Mgmt	For	For	For	No
21	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
22	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 200 Million	Mgmt	For	For	For	No
23	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 100 Million	Mgmt	For	For	For	No
24	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 100 Million	Mgmt	For	For	For	No
25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For	No
26	Authorize Capitalization of Reserves of Up to EUR 100 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Legrand SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
28	Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For	No
29	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 22-25 and 27-28 at EUR 200 Million	Mgmt	For	For	For	No
	Ordinary Business	Mgmt				
30	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

### M&G Plc

**Meeting Date:** 05/27/2020

**Country:** United Kingdom

**Primary Security ID:** G6107R102

**Record Date:** 05/22/2020

**Meeting Type:** Annual

**Ticker:** MNG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Elect Mike Evans as Director	Mgmt	For	For	For	No
5	Elect John Foley as Director	Mgmt	For	For	For	No
6	Elect Clare Bousfield as Director	Mgmt	For	For	For	No
7	Elect Clive Adamson as Director	Mgmt	For	For	For	No
8	Elect Robin Lawther as Director	Mgmt	For	For	For	No
9	Elect Clare Thompson as Director	Mgmt	For	For	For	No
10	Elect Massimo Tosato as Director	Mgmt	For	For	For	No
11	Appoint KPMG LLP as Auditors	Mgmt	For	For	For	No
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
13	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
15	Authorise Issue of Preference Shares	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### M&G Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
16	Authorise Issue of Equity in Connection with the Issue of Mandatory Convertible Securities	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Issue of Mandatory Convertible Securities	Mgmt	For	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Nokia Oyj

**Meeting Date:** 05/27/2020

**Country:** Finland

**Primary Security ID:** X61873133

**Record Date:** 05/14/2020

**Meeting Type:** Annual

**Ticker:** NOKIA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Open Meeting	Mgmt				
2	Call the Meeting to Order	Mgmt				
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt				
4	Acknowledge Proper Convening of Meeting	Mgmt				
5	Prepare and Approve List of Shareholders	Mgmt				
6	Receive Financial Statements and Statutory Reports	Mgmt				
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
8	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For	No
9	Approve Discharge of Board and President	Mgmt	For	For	For	No
10	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For	No
11	Approve Remuneration of Directors in the Amount of EUR 440,000 to Chair, EUR 185,000 to Vice Chair and EUR 160,000 to Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For	No
12	Fix Number of Directors at Nine	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Nokia Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
13	Reelect Sari Baldauf, Bruce Brown, Jeanette Horan, Edward Kozel, Elizabeth Nelson, Soren Skou, Carla Smits-Nusteling and Kari Stadigh as Directors, Elect Thomas Dannenfeldt as New Director	Mgmt	For	For	For	No
14	Ratify Deloitte as Auditors for Financial Year 2021	Mgmt	For	For	For	No
15	Approve Remuneration of Auditors	Mgmt	For	For	For	No
16	Authorize Share Repurchase Program	Mgmt	For	For	For	No
17	Authorize Issuance of up to 550 Million Shares without Preemptive Rights	Mgmt	For	For	For	No
	Shareholder Proposal	Mgmt				
18	Amend Articles Re: Number of Directors; Age Limit of Directors; Strict Gender Balance in Board	SH	Against	Against	Against	No
19	Close Meeting	Mgmt				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Open Meeting	Mgmt				
2	Call the Meeting to Order	Mgmt				
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt				
4	Acknowledge Proper Convening of Meeting	Mgmt				
5	Prepare and Approve List of Shareholders	Mgmt				
6	Receive Financial Statements and Statutory Reports	Mgmt				
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For		No
8	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For		No
9	Approve Discharge of Board and President	Mgmt	For	For		No
10	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For		No
11	Approve Remuneration of Directors in the Amount of EUR 440,000 to Chair, EUR 185,000 to Vice Chair and EUR 160,000 to Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Nokia Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
12	Fix Number of Directors at Nine	Mgmt	For	For		No
13	Reelect Sari Baldauf, Bruce Brown, Jeanette Horan, Edward Kozel, Elizabeth Nelson, Soren Skou, Carla Smits-Nusteling and Kari Stadigh as Directors, Elect Thomas Dannenfeldt as New Director	Mgmt	For	For		No
14	Ratify Deloitte as Auditors for Financial Year 2021	Mgmt	For	For		No
15	Approve Remuneration of Auditors	Mgmt	For	For		No
16	Authorize Share Repurchase Program	Mgmt	For	For		No
17	Authorize Issuance of up to 550 Million Shares without Preemptive Rights	Mgmt	For	For		No
	Shareholder Proposal	Mgmt				
18	Amend Articles Re: Number of Directors; Age Limit of Directors; Strict Gender Balance in Board	SH	Against	Against		No
19	Close Meeting	Mgmt				

### NXP Semiconductors N.V.

Meeting Date: 05/27/2020

Country: Netherlands

Primary Security ID: N6596X109

Record Date: 04/29/2020

Meeting Type: Annual

Ticker: NXPI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Discharge of Board Members	Mgmt	For	For	For	No
3a	Elect Kurt Sievers as Executive Director	Mgmt	For	For	For	No
3b	Reelect Peter Bonfield as Non-Executive Director	Mgmt	For	For	For	No
3c	Reelect Kenneth A. Goldman as Non-Executive Director	Mgmt	For	For	For	No
3d	Reelect Josef Kaeser as Non-Executive Director	Mgmt	For	For	For	No
3e	Reelect Lena Olving as Non-Executive Director	Mgmt	For	For	For	No
3f	Reelect Peter Smitham as Non-Executive Director	Mgmt	For	For	For	No
3g	Reelect Julie Southern as Non-Executive Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### NXP Semiconductors N.V.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3h	Reelect Jasmin Staiblin as Non-Executive Director	Mgmt	For	For	For	No
3i	Reelect Gregory Summe as Non-Executive Director	Mgmt	For	For	For	No
3j	Reelect Karl-Henrik Sundstrom as Non-Executive Director	Mgmt	For	For	For	No
4	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	For	No
5	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For	No
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
7	Approve Cancellation of Ordinary Shares	Mgmt	For	For	For	No
8	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For	For	No
9	Approve Remuneration of the Members and Chairs of the Audit Committee, Compensation Committee, and the Nominating and Governance Committee of the Board	Mgmt	For	For	For	No
10	Amend Articles to Establish Quorum Requirement	Mgmt	For	For	For	No
11	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The current CEO entered into a problematic transition arrangement with a subsidiary of a company that will allow his 2018 "re-boot" equity awards valued by ISS at \$120 million to continue to vest through the end of the applicable performance period while serving in an advisory capacity. While the CEO will remain employed with the company group during the transition period, shareholders may scrutinize this vesting treatment, given the magnitude of the awards. Further, neither the proxy nor the advisory agreement provides fulsome disclosure of the contemplated transition services. A quantitative pay-for-performance misalignment is also not sufficiently mitigated for the year in review. The current CEO received sizable equity awards in 2019 that exceed the median total pay of ISS-selected peer CEOs, following the year in which his "re-boot" equity awards were granted. Given the magnitude of the 2018 re-boot equity awards, it is concerning that such awards do not cover multiple years of equity pay. In addition, notwithstanding that the re-boot awards were granted in 2018, there is concern surrounding the lack of disclosure of the performance goals attached to the re-boot awards, particularly given that the CEO's \$120 million in re-boot awards will continue to vest while he serves in an advisory role. Goal rigor concerns are also raised regarding 2019 LTI awards, as the sole performance-based metric targets merely the median of peers.</i></p>						
12	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	No

### Publicis Groupe SA

**Meeting Date:** 05/27/2020

**Country:** France

**Primary Security ID:** F7607Z165

**Record Date:** 05/25/2020

**Meeting Type:** Annual/Special

**Ticker:** PUB

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

## Publicis Groupe SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of EUR 1.15 per Share	Mgmt	For	For	For	No
4	Approve Stock Dividend Program	Mgmt	For	For	For	No
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For	No
6	Approve Remuneration Policy of Chairman of Supervisory Board	Mgmt	For	For	For	No
7	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For	No
8	Approve Remuneration Policy of Chairman of Management Board	Mgmt	For	For	For	No
9	Approve Remuneration Policy of Management Board Members	Mgmt	For	For	For	No
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
11	Approve Compensation of Maurice Levy, Chairman of Supervisory Board	Mgmt	For	For	For	No
12	Approve Compensation of Arthur Sadoun, Chairman of the Management Board	Mgmt	For	For	For	No
13	Approve Compensation of Jean-Michel Etienne, Management Board Member	Mgmt	For	For	For	No
14	Approve Compensation of Anne-Gabrielle Heilbronner, Management Board Member	Mgmt	For	For	For	No
15	Approve Compensation of Steve King, Management Board Member	Mgmt	For	For	For	No
16	Reelect Sophie Dulac as Supervisory Board Member	Mgmt	For	For	For	No
17	Reelect Thomas H. Glocer as Supervisory Board Member	Mgmt	For	For	For	No
18	Reelect Marie-Josée Kravis as Supervisory Board Member	Mgmt	For	For	For	No
19	Reelect Andre Kudelski as Supervisory Board Member	Mgmt	For	For	For	No
20	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Publicis Groupe SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Extraordinary Business	Mgmt				
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 30 Million	Mgmt	For	For	For	No
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 9 Million	Mgmt	For	For	For	No
23	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 9 Million	Mgmt	For	For	For	No
24	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For	No
25	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For	For	No
26	Authorize Capitalization of Reserves of Up to EUR 30 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For	No
27	Authorize Capital Increase of Up to EUR 9 Million for Future Exchange Offers	Mgmt	For	For	For	No
28	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For	No
29	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
30	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For	No
31	Amend Articles 6, 7 and 17 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For	No
32	Amend Article 13 of Bylaws Re: Employee Representatives	Mgmt	For	For	For	No
33	Amend Article 15 of Bylaws Re: Board Members Deliberation via Written Consultation	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
34	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

### The Gym Group Plc

**Meeting Date:** 05/27/2020

**Country:** United Kingdom

**Primary Security ID:** G42114101

**Record Date:** 05/25/2020

**Meeting Type:** Annual

**Ticker:** GYM

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### The Gym Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Re-elect Penny Hughes as Director	Mgmt	For	For	For	No
4	Re-elect Paul Gilbert as Director	Mgmt	For	For	For	No
5	Re-elect John Treharne as Director	Mgmt	For	For	For	No
6	Re-elect Richard Darwin as Director	Mgmt	For	For	For	No
7	Re-elect David Kelly as Director	Mgmt	For	For	For	No
8	Re-elect Emma Woods as Director	Mgmt	For	For	For	No
9	Re-elect Mark George as Director	Mgmt	For	For	For	No
10	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
11	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
12	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### The Southern Company

**Meeting Date:** 05/27/2020

**Country:** USA

**Primary Security ID:** 842587107

**Record Date:** 03/30/2020

**Meeting Type:** Annual

**Ticker:** SO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Janaki Akella	Mgmt	For	For	For	No
1b	Elect Director Juanita Powell Baranco	Mgmt	For	For	For	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### The Southern Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1c	Elect Director Jon A. Boscia	Mgmt	For	For	For	No
1d	Elect Director Henry A. 'Hal' Clark, III	Mgmt	For	For	For	No
1e	Elect Director Anthony F. 'Tony' Earley, Jr.	Mgmt	For	For	For	No
1f	Elect Director Thomas A. Fanning	Mgmt	For	For	For	No
1g	Elect Director David J. Grain	Mgmt	For	For	For	No
1h	Elect Director Donald M. James	Mgmt	For	For	For	No
1i	Elect Director John D. Johns	Mgmt	For	For	For	No
1j	Elect Director Dale E. Klein	Mgmt	For	For	For	No
1k	Elect Director Ernest J. Moniz	Mgmt	For	For	For	No
1l	Elect Director William G. Smith, Jr.	Mgmt	For	For	For	No
1m	Elect Director Steven R. Specker	Mgmt	For	For	For	No
1n	Elect Director E. Jenner Wood, III	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No
4	Require Independent Board Chair	SH	Against	Against	Against	No
5	Report on Lobbying Payments and Policy	SH	Against	For	For	No

*Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's lobbying-related expenditures, trade association payments, and board-level oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.*

### The Vitec Group Plc

**Meeting Date:** 05/27/2020

**Country:** United Kingdom

**Primary Security ID:** G93682105

**Record Date:** 05/25/2020

**Meeting Type:** Annual

**Ticker:** VTC

**Meeting Notes:**

Item 2: Voted against the remuneration policy due to lack of plans to align CEO pension contributions with that of the wider workforce.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	Against	Yes
3	Approve Remuneration Report	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### The Vitec Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
4	Approve Final Dividend	Mgmt	For	Abstain	Abstain	No
<i>Voting Policy Rationale: An ABSTAIN vote is warranted in this item:* This resolution will be withdrawn.A vote FOR this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise abstention as a valid option.</i>						
5	Re-elect Ian McHoul as Director	Mgmt	For	For	For	No
6	Re-elect Stephen Bird as Director	Mgmt	For	For	For	No
7	Re-elect Martin Green as Director	Mgmt	For	For	For	No
8	Re-elect Christopher Humphrey as Director	Mgmt	For	For	For	No
9	Re-elect Duncan Penny as Director	Mgmt	For	For	For	No
10	Re-elect Caroline Thomson as Director	Mgmt	For	For	For	No
11	Re-elect Richard Tyson as Director	Mgmt	For	For	For	No
12	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
14	Approve UK Sharesave Plan	Mgmt	For	For	For	No
15	Approve International Sharesave Plan	Mgmt	For	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Twitter, Inc.

**Meeting Date:** 05/27/2020

**Country:** USA

**Primary Security ID:** 90184L102

**Record Date:** 04/03/2020

**Meeting Type:** Annual

**Ticker:** TWTR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Omid R. Kordestani	Mgmt	For	For	For	No
1b	Elect Director Ngozi Okonjo-Iweala	Mgmt	For	For	For	No
1c	Elect Director Bret Taylor	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Twitter, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
4	Report on Risks of Omitting Viewpoint and Ideology from EEO Policy	SH	Against	Against	Against	No

### Vectura Group Plc

Meeting Date: 05/27/2020

Country: United Kingdom

Primary Security ID: G9325J118

Record Date: 05/22/2020

Meeting Type: Annual

Ticker: VEC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Elect William Downie as Director	Mgmt	For	For	For	No
5	Re-elect Dr Per-Olof Andersson as Director	Mgmt	For	For	For	No
6	Re-elect Bruno Angelici as Director	Mgmt	For	For	For	No
7	Re-elect Dr Thomas Werner as Director	Mgmt	For	For	For	No
8	Re-elect Juliet Thompson as Director	Mgmt	For	For	For	No
9	Re-elect Paul Fry as Director	Mgmt	For	For	For	No
10	Re-elect Anne Whitaker as Director	Mgmt	For	For	For	No
11	Re-elect Dr Kevin Matthews as Director	Mgmt	For	For	For	No
12	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
14	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Vectura Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Bodycote Plc

**Meeting Date:** 05/28/2020      **Country:** United Kingdom      **Primary Security ID:** G1214R111  
**Record Date:** 05/26/2020      **Meeting Type:** Annual      **Ticker:** BOY

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Re-elect Anne Quinn as Director	Mgmt	For	For	For	No
3	Re-elect Stephen Harris as Director	Mgmt	For	For	For	No
4	Re-elect Eva Lindqvist as Director	Mgmt	For	For	For	No
5	Re-elect Ian Duncan as Director	Mgmt	For	For	For	No
6	Re-elect Dominique Yates as Director	Mgmt	For	For	For	No
7	Re-elect Patrick Larmon as Director	Mgmt	For	For	For	No
8	Re-elect Lili Chahbazi as Director	Mgmt	For	For	For	No
9	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
10	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
11	Approve Remuneration Report	Mgmt	For	Against	Against	No

*Voting Policy Rationale: A vote AGAINST the remuneration report resolution is considered warranted because:\* The CEO's salary was increased by 7% for FY2020, which is not considered to be justified given the highly selective methodology utilised by the Remuneration Committee in determining the increase, and must be considered in context with a previous attempt to significantly increase the CEO's salary for FY2019 which was ultimately abandoned by the Remuneration Committee following shareholder feedback.*

12	Authorise Issue of Equity	Mgmt	For	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Bodycote Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
17	Approve Matters Relating to the Relevant Dividends	Mgmt	None	For	For	No

### E.ON SE

**Meeting Date:** 05/28/2020      **Country:** Germany      **Primary Security ID:** D24914133  
**Record Date:**      **Meeting Type:** Annual      **Ticker:** EOAN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 0.46 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For	For	No
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal 2020	Mgmt	For	For	For	No
5.2	Ratify PricewaterhouseCoopers GmbH as Auditors for Half-Year and Quarterly Reports 2020	Mgmt	For	For	For	No
5.3	Ratify KPMG AG as Auditors for the First Quarter of Fiscal 2021	Mgmt	For	For	For	No
6.1	Elect Ulrich Grillo to the Supervisory Board	Mgmt	For	For	For	No
6.2	Elect Rolf Martin Schmitz to the Supervisory Board	Mgmt	For	For	For	No
6.3	Elect Deborah Wilkens to the Supervisory Board	Mgmt	For	For	For	No
7	Approve Creation of EUR 528 Million Pool of Capital with Partial Exclusion of Preemptive Rights	Mgmt	For	For	For	No
8	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Billion; Approve Creation of EUR 264 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For	No
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### E.ON SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
10	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For	No

### Fidelity National Information Services, Inc.

**Meeting Date:** 05/28/2020      **Country:** USA      **Primary Security ID:** 31620M106  
**Record Date:** 04/01/2020      **Meeting Type:** Annual      **Ticker:** FIS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Lee Adrean	Mgmt	For	For	For	No
1b	Elect Director Ellen R. Alemany	Mgmt	For	For	For	No
1c	Elect Director Lisa A. Hook	Mgmt	For	For	For	No
1d	Elect Director Keith W. Hughes	Mgmt	For	For	For	No
1e	Elect Director Gary L. Lauer	Mgmt	For	For	For	No
1f	Elect Director Gary A. Norcross	Mgmt	For	For	For	No
1g	Elect Director Louise M. Parent	Mgmt	For	For	For	No
1h	Elect Director Brian T. Shea	Mgmt	For	For	For	No
1i	Elect Director James B. Stallings, Jr.	Mgmt	For	For	For	No
1j	Elect Director Jeffrey E. Stiefler	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	No

*Voting Policy Rationale: The CEO's special award raises design concerns, as the award allows for up to 200 percent of the target award to accelerate if synergy goals are attained before the end of the three-year performance period, while a modifier only caps payouts that would otherwise be achieved above 200 percent of target. In addition, the terms of annual PSUs raise goal rigor concerns.*

3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	No
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### Garrett Motion Inc.

**Meeting Date:** 05/28/2020      **Country:** USA      **Primary Security ID:** 366505105  
**Record Date:** 04/03/2020      **Meeting Type:** Annual      **Ticker:** GTX

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Garrett Motion Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Courtney M. Enghauser	Mgmt	For	For	For	No
1b	Elect Director Carsten J. Reinhardt	Mgmt	For	For	For	No
1c	Elect Director Jerome Stoll	Mgmt	For	For	For	No
2	Ratify Deloitte SA as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No

### Idox Plc

**Meeting Date:** 05/28/2020      **Country:** United Kingdom      **Primary Security ID:** G4706D103  
**Record Date:** 05/26/2020      **Meeting Type:** Annual      **Ticker:** IDOX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because:* The Non-executive Chair has been awarded performance-related pay during the year under review;* The general performance metrics which apply to LTIP awards granted to the CEO during the year under review are not disclosed; and* Awards granted to the CFO during the year vest only subject to share price performance</i>						
3	Elect Philip Kelly as Director	Mgmt	For	For	For	No
4	Elect Alice Cummings as Director	Mgmt	For	For	For	No
5	Reappoint Deloitte LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For	No
6	Authorise Issue of Equity	Mgmt	For	For	For	No
7	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
8	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
9	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Merck KGaA

**Meeting Date:** 05/28/2020

**Country:** Germany

**Primary Security ID:** D5357W103

**Record Date:** 05/15/2020

**Meeting Type:** Annual

**Ticker:** MRK

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				
2	Accept Financial Statements and Statutory Reports for Fiscal 2019	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of EUR 1.30 per Share	Mgmt	For	For	For	No
4	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For	For	No
5	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For	For	No
6	Ratify KPMG AG as Auditors for Fiscal 2020	Mgmt	For	For	For	No
7	Approve Affiliation Agreement with BSSN UG	Mgmt	For	For	For	No

### NN Group NV

**Meeting Date:** 05/28/2020

**Country:** Netherlands

**Primary Security ID:** N64038107

**Record Date:** 04/30/2020

**Meeting Type:** Annual

**Ticker:** NN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Annual Meeting Agenda	Mgmt				
1	Open Meeting	Mgmt				
2	Receive Annual Report	Mgmt				
3.A	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3.B	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt				
4.A	Approve Discharge of Management Board	Mgmt	For	For	For	No
4.B	Approve Discharge of Supervisory Board	Mgmt	For	For	For	No
5	Discussion of Supervisory Board Profile	Mgmt				
6.A	Reelect Clara Streit to Supervisory Board	Mgmt	For	For	For	No
6.B	Reelect Robert Jenkins to Supervisory Board	Mgmt	For	For	For	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### NN Group NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
7.A	Approve Remuneration Report	Mgmt	For	For	For	No
7.B	Approve Remuneration Policy for Management Board	Mgmt	For	For	For	No
7.C	Approve Remuneration Policy for Supervisory Board	Mgmt	For	For	For	No
7.D	Amend Articles of Association	Mgmt	For	For	For	No
8.A.1	Grant Board Authority to Issue Ordinary Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	For	No
8.A.2	Authorize Board to Exclude Preemptive Rights from Share Issuances Under Item 8.A.1	Mgmt	For	For	For	No
8.B	Grant Board Authority to Issue Shares Up To 20 Percent of Issued Capital in Connection with a Rights Issue	Mgmt	For	For	For	No
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
10	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	For	No
11	Close Meeting	Mgmt				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Annual Meeting Agenda	Mgmt				
1	Open Meeting	Mgmt				
2	Receive Annual Report	Mgmt				
3.A	Adopt Financial Statements and Statutory Reports	Mgmt	For	For		No
3.B	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt				
4.A	Approve Discharge of Management Board	Mgmt	For	For		No
4.B	Approve Discharge of Supervisory Board	Mgmt	For	For		No
5	Discussion of Supervisory Board Profile	Mgmt				
6.A	Reelect Clara Streit to Supervisory Board	Mgmt	For	For		No
6.B	Reelect Robert Jenkins to Supervisory Board	Mgmt	For	For		No
7.A	Approve Remuneration Report	Mgmt	For	For		No
7.B	Approve Remuneration Policy for Management Board	Mgmt	For	For		No
7.C	Approve Remuneration Policy for Supervisory Board	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### NN Group NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
7.D	Amend Articles of Association	Mgmt	For	For		No
8.A.1	Grant Board Authority to Issue Ordinary Shares Up To 10 Percent of Issued Capital	Mgmt	For	For		No
8.A.2	Authorize Board to Exclude Preemptive Rights from Share Issuances Under Item 8.A.1	Mgmt	For	For		No
8.B	Grant Board Authority to Issue Shares Up To 20 Percent of Issued Capital in Connection with a Rights Issue	Mgmt	For	For		No
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For		No
10	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For		No
11	Close Meeting	Mgmt				

### Nordea Bank Abp

**Meeting Date:** 05/28/2020

**Country:** Finland

**Primary Security ID:** X5S8VL105

**Record Date:** 05/15/2020

**Meeting Type:** Annual

**Ticker:** NDA.SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Open Meeting	Mgmt				
2	Call the Meeting to Order	Mgmt				
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt	For	For	For	No
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
5	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
6	Receive Financial Statements and Statutory Reports	Mgmt				
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
8	Approve Allocation of Income; Authorize Board to Decide on the Distribution of Dividends of up to EUR 0.40 Per Share	Mgmt	For	For	For	No
9	Approve Discharge of Board and President	Mgmt	For	For	For	No
10	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Nordea Bank Abp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
11	Approve Remuneration of Directors in the Amount of EUR 300,000 for Chairman, EUR 145,000 for Vice Chairman, and EUR 95,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
12	Fix Number of Directors at Ten	Mgmt	For	For	For	No
13	Reelect Torbjorn Magnusson (Chairperson), Nigel Hinshelwood, Birger Steen, Sarah Russell, Robin Lawther, Pernille Erenbjerg, Kari Jordan, Petra van Hoeken and John Maltby as Directors; Elect Jonas Synnergren as New Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * Torbjorn Magnusson is chairman of the board and holds an outside executive position. * The chairman of the audit committee has been re-classified as non-independent.</i></p>						
14	Approve Remuneration of Auditors	Mgmt	For	For	For	No
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For	No
16	Approve Instructions for Shareholders' Nomination Board	Mgmt	For	For	For	No
17	Approve Issuance of Convertible Instruments without Preemptive Rights	Mgmt	For	For	For	No
18.a	Authorize Share Repurchase Program in the Securities Trading Business	Mgmt	For	For	For	No
18.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For	No
19.a	Authorize Share Repurchase Program and Reissuance and/or Cancellation of Repurchased Shares	Mgmt	For	For	For	No
19.b	Approve Issuance of up to 30 Million Shares without Preemptive Rights	Mgmt	For	For	For	No
20	Close Meeting	Mgmt				

### Royal Caribbean Cruises Ltd.

**Meeting Date:** 05/28/2020

**Country:** Liberia

**Primary Security ID:** V7780T103

**Record Date:** 04/06/2020

**Meeting Type:** Annual

**Ticker:** RCL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director John F. Brock	Mgmt	For	For	For	No
1b	Elect Director Richard D. Fain	Mgmt	For	For	For	No
1c	Elect Director Stephen R. Howe, Jr.	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Royal Caribbean Cruises Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1d	Elect Director William L. Kimsey	Mgmt	For	For	For	No
1e	Elect Director Maritza G. Montiel	Mgmt	For	For	For	No
1f	Elect Director Ann S. Moore	Mgmt	For	For	For	No
1g	Elect Director Eyal M. Ofer	Mgmt	For	For	For	No
1h	Elect Director William K. Reilly	Mgmt	For	For	For	No
1i	Elect Director Vagn O. Sorensen	Mgmt	For	For	For	No
1j	Elect Director Donald Thompson	Mgmt	For	For	For	No
1k	Elect Director Arne Alexander Wilhelmsen	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
4	Report on Political Contributions	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional information regarding the company's direct and indirect political contributions, including payments to trade associations, would help investors in assessing its management of related risks and benefits.</i></p>						
5	Require Independent Board Chair	SH	Against	Against	Against	No

### Safran SA

**Meeting Date:** 05/28/2020

**Country:** France

**Primary Security ID:** F4035A557

**Record Date:** 05/26/2020

**Meeting Type:** Annual/Special

**Ticker:** SAF

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For	For	For	No
4	Elect Patricia Bellinger as Director	Mgmt	For	For	For	No
5	Ratify Appointment of Saraiva as Representative of Employee Shareholders to the Board	Mgmt	For	For	For	No
6	Elect Marc Aubry as Representative of Employee Shareholders to the Board	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Safran SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
7	Elect Anne Aubert as Representative of Employee Shareholders to the Board	Mgmt	For	For	For	No
A	Elect Fernanda Saraiva as Representative of Employee Shareholders to the Board	Mgmt	Against	Against	Against	No
B	Elect Carlos Arvizuas as Representative of Employee Shareholders to the Board	Mgmt	Against	Against	Against	No
8	Approve Compensation of Chairman of the Board	Mgmt	For	For	For	No
9	Approve Compensation of CEO	Mgmt	For	For	For	No
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
11	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.1 Million	Mgmt	For	For	For	No
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For	No
13	Approve Remuneration Policy of CEO	Mgmt	For	For	For	No
14	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
16	Amend Article 14 of Bylaws Re: Board Composition	Mgmt	For	For	For	No
17	Amend Article 3 of Bylaws Re: Corporate Purpose	Mgmt	For	For	For	No
18	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For		No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For		No
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For	For		No
4	Elect Patricia Bellinger as Director	Mgmt	For	For		No
5	Ratify Appointment of Saraiva as Representative of Employee Shareholders to the Board	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Safran SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
6	Elect Marc Aubry as Representative of Employee Shareholders to the Board	Mgmt	For	For		No
7	Elect Anne Aubert as Representative of Employee Shareholders to the Board	Mgmt	For	For		No
A	Elect Fernanda Saraiva as Representative of Employee Shareholders to the Board	Mgmt	Against	Against		No
B	Elect Carlos Arvizuas as Representative of Employee Shareholders to the Board	Mgmt	Against	Against		No
8	Approve Compensation of Chairman of the Board	Mgmt	For	For		No
9	Approve Compensation of CEO	Mgmt	For	For		No
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For		No
11	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.1 Million	Mgmt	For	For		No
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For		No
13	Approve Remuneration Policy of CEO	Mgmt	For	For		No
14	Approve Remuneration Policy of Directors	Mgmt	For	For		No
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For		No
	Extraordinary Business	Mgmt				
16	Amend Article 14 of Bylaws Re: Board Composition	Mgmt	For	For		No
17	Amend Article 3 of Bylaws Re: Corporate Purpose	Mgmt	For	For		No
18	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For		No

### Carrefour SA

Meeting Date: 05/29/2020

Country: France

Primary Security ID: F13923119

Record Date: 05/27/2020

Meeting Type: Annual/Special

Ticker: CA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Carrefour SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of EUR 0.23 per Share	Mgmt	For	For	For	No
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For	No
5	Reelect Alexandre Arnault as Director	Mgmt	For	For	For	No
6	Reelect Marie-Laure Sauty de Chalon as Director	Mgmt	For	For	For	No
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
8	Approve Compensation of Alexandre Bompard, Chairman and CEO	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration report of chair/CEO is warranted because: * Non-financial criteria weight 40% of the bonus structure, which is quite substantial; * Compensation effects between bonus criteria allowed to reach maximum bonus; * The company does not provide any target for each performance criterion under the 2019 LTIP; and * The disclosure on performance achievement underlying awards that vested during the period under review is below market standard. It is not possible to assess the stringency of these conditions.</i></p>						
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this remuneration policy is warranted because: * Under the 2020 LTIP, the company decided to grant at maximum cap of 50% of gross remuneration without any rationale, while it used to grant it at a lower level; * The performance conditions attached to the 2020 LTIP enable compensation effects between criteria * The potential payment attached to the non-compete clause could exceed twice the last cash compensation earned; and * The new defined benefit scheme is no longer conditional to a presence condition at retirement but allows for similar annual benefit acquisition and with an increased cap.</i></p>						
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
12	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
13	Amend Article 11 of Bylaws Re: Quorum	Mgmt	For	For	For	No
14	Amend Article 13 of Bylaws Re: Board Members Deliberation via Written Consultation	Mgmt	For	For	For	No
15	Amend Article 17 of Bylaws Re: Board Remuneration	Mgmt	For	For	For	No
16	Amend Article 19 of Bylaws Re: Auditors	Mgmt	For	For	For	No
	Ordinary Business	Mgmt				
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Lowe's Companies, Inc.

**Meeting Date:** 05/29/2020

**Country:** USA

**Primary Security ID:** 548661107

**Record Date:** 03/23/2020

**Meeting Type:** Annual

**Ticker:** LOW

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Raul Alvarez	Mgmt	For	For	For	No
1.2	Elect Director David H. Batchelder	Mgmt	For	For	For	No
1.3	Elect Director Angela F. Braly	Mgmt	For	For	For	No
1.4	Elect Director Sandra B. Cochran	Mgmt	For	For	For	No
1.5	Elect Director Laurie Z. Douglas	Mgmt	For	For	For	No
1.6	Elect Director Richard W. Dreiling	Mgmt	For	For	For	No
1.7	Elect Director Marvin R. Ellison	Mgmt	For	For	For	No
1.8	Elect Director Brian C. Rogers	Mgmt	For	For	For	No
1.9	Elect Director Bertram L. Scott	Mgmt	For	For	For	No
1.10	Elect Director Lisa W. Wardell	Mgmt	For	For	For	No
1.11	Elect Director Eric C. Wiseman	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify Deloitte & Touche LLP as Auditor	Mgmt	For	For	For	No
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Mgmt	For	For	For	No
5	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For	No
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For	No

*Voting Policy Rationale: A vote FOR this proposal is warranted. Lowering the threshold to call a special meeting would enhance the current shareholder right to call special meetings.*

### Occidental Petroleum Corporation

**Meeting Date:** 05/29/2020

**Country:** USA

**Primary Security ID:** 674599105

**Record Date:** 04/03/2020

**Meeting Type:** Annual

**Ticker:** OXY

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Stephen I. Chazen	Mgmt	For	For	For	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Occidental Petroleum Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1b	Elect Director Andrew Gould	Mgmt	For	For	For	No
1c	Elect Director Nicholas Graziano	Mgmt	For	For	For	No
1d	Elect Director Carlos M. Gutierrez	Mgmt	For	For	For	No
1e	Elect Director Vicki Hollub	Mgmt	For	For	For	No
1f	Elect Director William R. Klesse	Mgmt	For	For	For	No
1g	Elect Director Andrew N. Langham	Mgmt	For	For	For	No
1h	Elect Director Jack B. Moore	Mgmt	For	For	For	No
1i	Elect Director Margarita Palau-Hernandez	Mgmt	For	For	For	No
1j	Elect Director Avedick B. Poladian	Mgmt	For	For	For	No
1k	Elect Director Robert M. Shearer	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	No
4	Amend Omnibus Stock Plan	Mgmt	For	For	For	No
5	Approve Issuance of the Warrant Shares Upon Exercise of the Warrant	Mgmt	For	For	For	No
6	Increase Authorized Common Stock	Mgmt	For	For	For	No
7	Amend Charter to Enhance Shareholders' Ability to Act by Written Consent	Mgmt	For	For	For	No
8	Reduce Ownership Threshold for Shareholders to Call Special Meeting and Approve Certain Additional Amendments	Mgmt	For	For	For	No
9	Approve Shareholder Rights Plan (Poison Pill)	Mgmt	For	For	For	No

### Total SA

**Meeting Date:** 05/29/2020

**Country:** France

**Primary Security ID:** F92124100

**Record Date:** 05/27/2020

**Meeting Type:** Annual/Special

**Ticker:** FP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Total SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3	Approve Allocation of Income and Dividends of EUR 2.68 per Share and Option for Stock Dividend Program	Mgmt	For	For	For	No
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For	No
6	Reelect Patricia Barbizet as Director	Mgmt	For	For	For	No
7	Reelect Marie-Christine Coisne-Roquette as Director	Mgmt	For	For	For	No
8	Reelect Mark Cutifani as Director	Mgmt	For	For	For	No
9	Elect Jerome Contamine as Director	Mgmt	For	For	For	No
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No
12	Approve Compensation of Patrick Pouyanne, Chairman and CEO	Mgmt	For	For	For	No
13	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
14	Approve Change of Corporate Form to Societe Europeenne (SE) and Amend Bylaws Accordingly	Mgmt	For	For	For	No
15	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights and/or Capitalization of Reserves for Bonus Issue or Increase in Par Value, up to Aggregate Nominal Amount of EUR 2.5 Billion	Mgmt	For	For	For	No
16	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 650 Million	Mgmt	For	For	For	No
17	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 650 Million	Mgmt	For	For	For	No
18	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 16 and 17	Mgmt	For	For	For	No
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For	No
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Total SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
21	Authorize up to 0.75 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	For	For	No
	Shareholders Proposal	Mgmt				
A	Instruct Company to Set and Publish Targets for Greenhouse Gas (GHG) Emissions Aligned with the Goal of the Paris Climate Agreement and Amend Article 19 of Bylaws Accordingly	SH	Against	Against	Against	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For		No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For		No
3	Approve Allocation of Income and Dividends of EUR 2.68 per Share and Option for Stock Dividend Program	Mgmt	For	For		No
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For		No
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For		No
6	Reelect Patricia Barbizet as Director	Mgmt	For	For		No
7	Reelect Marie-Christine Coisne-Roquette as Director	Mgmt	For	For		No
8	Reelect Mark Cutifani as Director	Mgmt	For	For		No
9	Elect Jerome Contamine as Director	Mgmt	For	For		No
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For		No
11	Approve Remuneration Policy of Directors	Mgmt	For	For		No
12	Approve Compensation of Patrick Pouyanne, Chairman and CEO	Mgmt	For	For		No
13	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For		No
	Extraordinary Business	Mgmt				
14	Approve Change of Corporate Form to Societe Europeenne (SE) and Amend Bylaws Accordingly	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Total SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
15 )	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights and/or Capitalization of Reserves for Bonus Issue or Increase in Par Value, up to Aggregate Nominal Amount of EUR 2.5 Billion	Mgmt	For )	For		No
16 )	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 650 Million	Mgmt	For )	For		No
17 )	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 650 Million	Mgmt	For )	For		No
18 )	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 16 and 17	Mgmt	For )	For		No
19 )	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For		No
20 )	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For		No
21 )	Authorize up to 0.75 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	For		No
	Shareholders Proposal	Mgmt				
A )	Instruct Company to Set and Publish Targets for Greenhouse Gas (GHG) Emissions Aligned with the Goal of the Paris Climate Agreement and Amend Article 19 of Bylaws Accordingly	SH	Against )	Against		No

### UnitedHealth Group Incorporated

Meeting Date: 06/01/2020

Country: USA

Primary Security ID: 91324P102

Record Date: 04/07/2020

Meeting Type: Annual

Ticker: UNH

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Richard T. Burke	Mgmt	For	For	For	No
1b	Elect Director Timothy P. Flynn	Mgmt	For	For	For	No
1c	Elect Director Stephen J. Hemsley	Mgmt	For	For	For	No
1d	Elect Director Michele J. Hooper	Mgmt	For	For	For	No
1e	Elect Director F. William McNabb, III	Mgmt	For	For	For	No
1f	Elect Director Valerie C. Montgomery Rice	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### UnitedHealth Group Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1g	Elect Director John H. Noseworthy	Mgmt	For	For	For	No
1h	Elect Director Glenn M. Renwick	Mgmt	For	For	For	No
1i	Elect Director David S. Wichmann	Mgmt	For	For	For	No
1j	Elect Director Gail R. Wilensky	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No
4	Approve Omnibus Stock Plan	Mgmt	For	For	For	No
5	Require Shareholder Approval of Bylaw Amendments Adopted by the Board of Directors	SH	Against	Against	Against	No

### Arrow Global Group Plc

Meeting Date: 06/02/2020

Country: United Kingdom

Primary Security ID: G05163103

Record Date: 05/29/2020

Meeting Type: Annual

Ticker: ARW

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Elect Matt Hotson as Director	Mgmt	For	For	For	No
4	Re-elect Jonathan Bloomer as Director	Mgmt	For	For	For	No
5	Re-elect Lee Rochford as Director	Mgmt	For	For	For	No
6	Re-elect Lan Tu as Director	Mgmt	For	For	For	No
7	Re-elect Maria Luis Albuquerque as Director	Mgmt	For	For	For	No
8	Re-elect Andrew Fisher as Director	Mgmt	For	For	For	No
9	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
10	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
11	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
12	Authorise Issue of Equity	Mgmt	For	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Arrow Global Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### e-Therapeutics Plc

**Meeting Date:** 06/02/2020      **Country:** United Kingdom      **Primary Security ID:** G2899C106  
**Record Date:** 05/29/2020      **Meeting Type:** Annual      **Ticker:** ETX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Elect Ali Mortazavi as Director	Mgmt	For	Abstain	Abstain	No
<i>Voting Policy Rationale: Item 2An ABSTENTION on the election of Ali Mortazavi is warranted because:* He holds the combined office of Chair and CEO, which calls into question whether the Board can adequately oversee and evaluate the performance of senior officers and the Company.A vote FOR this resolution is warranted for those shareholders in markets who have a fiduciary responsibility to vote either in favour or against and who do not recognise an abstention as a valid option.Item 3A vote FOR the election of Mike Bretherton is warranted because no significant concerns have been identified.</i>						
3	Elect Michael Bretherton as Director	Mgmt	For	For	For	No
4	Appoint Grant Thornton UK LLP as Auditors	Mgmt	For	For	For	No
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
6	Authorise Issue of Equity	Mgmt	For	For	For	No
7	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Against	Against	No

*Voting Policy Rationale: Item 6A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.Item 7A vote AGAINST this resolution is warranted because:\* The proposed amount exceeds recommended limits of 10 percent of issued share capital.*

### Glencore Plc

**Meeting Date:** 06/02/2020      **Country:** Jersey      **Primary Security ID:** G39420107  
**Record Date:** 05/31/2020      **Meeting Type:** Annual      **Ticker:** GLEN

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Glencore Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Re-elect Anthony Hayward as Director	Mgmt	For	For	For	No
3	Re-elect Ivan Glasenberg as Director	Mgmt	For	For	For	No
4	Re-elect Peter Coates as Director	Mgmt	For	For	For	No
5	Re-elect Leonhard Fischer as Director	Mgmt	For	For	For	No
6	Re-elect Martin Gilbert as Director	Mgmt	For	For	For	No
7	Re-elect John Mack as Director	Mgmt	For	For	For	No
8	Re-elect Gill Marcus as Director	Mgmt	For	For	For	No
9	Re-elect Patrice Merrin as Director	Mgmt	For	For	For	No
10	Elect Kalidas Madhavpeddi as Director	Mgmt	For	For	For	No
11	Approve Remuneration Policy	Mgmt	For	For	For	No
12	Approve Remuneration Report	Mgmt	For	For	For	No
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

### Sampo Oyj

**Meeting Date:** 06/02/2020

**Country:** Finland

**Primary Security ID:** X75653109

**Record Date:** 05/20/2020

**Meeting Type:** Annual

**Ticker:** SAMPO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Open Meeting	Mgmt				
2	Call the Meeting to Order	Mgmt				

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Sampo Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt	For	For	For	No
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
5	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
6	Receive Financial Statements and Statutory Reports; Receive Board's Report; Receive Auditor's Report	Mgmt				
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
8	Approve Allocation of Income and Dividends of EUR 1.50 Per Share	Mgmt	For	For	For	No
9	Approve Discharge of Board and President	Mgmt	For	For	For	No
10	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For	No
11	Approve Remuneration of Directors in the Amount of EUR 180,000 for Chairman and EUR 93,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
12	Fix Number of Directors at Eight	Mgmt	For	For	For	No
13	Reelect Christian Clausen, Fiona Clutterbuck, Jannica Fagerholm, Johanna Lamminen, Risto Murto, Antti Makinen and Bjorn Wahlroos as Directors; Elect Georg Ehrnrooth as New Director	Mgmt	For	For	For	No
14	Approve Remuneration of Auditors	Mgmt	For	For	For	No
15	Ratify Ernst & Young as Auditors	Mgmt	For	For	For	No
16	Authorize Share Repurchase Program	Mgmt	For	For	For	No
17	Close Meeting	Mgmt				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Open Meeting	Mgmt				
2	Call the Meeting to Order	Mgmt				
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt	For	For		No
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For		No
5	Prepare and Approve List of Shareholders	Mgmt	For	For		No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Sampo Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
6	Receive Financial Statements and Statutory Reports; Receive Board's Report; Receive Auditor's Report	Mgmt				
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For		No
8	Approve Allocation of Income and Dividends of EUR 1.50 Per Share	Mgmt	For	For		No
9	Approve Discharge of Board and President	Mgmt	For	For		No
10	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For		No
11	Approve Remuneration of Directors in the Amount of EUR 180,000 for Chairman and EUR 93,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For		No
12	Fix Number of Directors at Eight	Mgmt	For	For		No
13	Reelect Christian Clausen, Fiona Clutterbuck, Jannica Fagerholm, Johanna Lamminen, Risto Murto, Antti Makinen and Bjorn Wahlroos as Directors; Elect Georg Ehrnrooth as New Director	Mgmt	For	For		No
14	Approve Remuneration of Auditors	Mgmt	For	For		No
15	Ratify Ernst & Young as Auditors	Mgmt	For	For		No
16	Authorize Share Repurchase Program	Mgmt	For	For		No
17	Close Meeting	Mgmt				

### Alphabet Inc.

Meeting Date: 06/03/2020

Country: USA

Primary Security ID: 02079K305

Record Date: 04/07/2020

Meeting Type: Annual

Ticker: GOOGL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Larry Page	Mgmt	For	For	For	No
1.2	Elect Director Sergey Brin	Mgmt	For	For	For	No
1.3	Elect Director Sundar Pichai	Mgmt	For	For	For	No
1.4	Elect Director John L. Hennessy	Mgmt	For	For	For	No
1.5	Elect Director Frances H. Arnold	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Alphabet Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.6	Elect Director L. John Doerr	Mgmt	For	Withhold	Withhold	No
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for Compensation Committee members L. John (John) Doerr, Robin Washington, and K. Ram Shriram for poor stewardship of the company's pay programs as evidenced by recurring and significant executive compensation concerns. WITHHOLD votes are warranted for Alan Mulally for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences. A vote FOR the remaining director nominees is warranted. )</i>					
1.7	Elect Director Roger W. Ferguson Jr.	Mgmt	For	For	For	No
1.8	Elect Director Ann Mather	Mgmt	For	For	For	No
1.9	Elect Director Alan R. Mulally	Mgmt	For	Withhold	Withhold	No
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for Compensation Committee members L. John (John) Doerr, Robin Washington, and K. Ram Shriram for poor stewardship of the company's pay programs as evidenced by recurring and significant executive compensation concerns. WITHHOLD votes are warranted for Alan Mulally for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences. A vote FOR the remaining director nominees is warranted.</i>					
1.10	Elect Director K. Ram Shriram	Mgmt	For	Withhold	Withhold	No
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for Compensation Committee members L. John (John) Doerr, Robin Washington, and K. Ram Shriram for poor stewardship of the company's pay programs as evidenced by recurring and significant executive compensation concerns. WITHHOLD votes are warranted for Alan Mulally for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences. A vote FOR the remaining director nominees is warranted.</i>					
1.11	Elect Director Robin L. Washington	Mgmt	For	Withhold	Withhold	No
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for Compensation Committee members L. John (John) Doerr, Robin Washington, and K. Ram Shriram for poor stewardship of the company's pay programs as evidenced by recurring and significant executive compensation concerns. WITHHOLD votes are warranted for Alan Mulally for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences. A vote FOR the remaining director nominees is warranted.</i>					
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
3	Amend Omnibus Stock Plan	Mgmt	For	Against	Against	No
	<i>Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors:* The plan provides for the transferability of stock options without shareholder approval (negative override)* The plan cost is excessive* The three-year average burn rate is excessive* The disclosure of change-in-control ("CIC") vesting treatment is incomplete* The plan permits liberal recycling of shares* The plan allows broad discretion to accelerate vesting</i>					
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	No
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Newly appointed CEO Sundar Pichai received outsized equity awards totaling nearly \$250 million. His grants are majority time-based, and disclosure around the rationale for an award of this magnitude is limited. In addition, the portion of his grant that is performance-conditioned targets merely median TSR performance, which is not particularly rigorous. Such sizable award opportunities should carry rigorous performance criteria. Despite the recent introduction of PSUs, there continue to be significant concerns around pay magnitude and overall pay that is not strongly performance-based (particularly in the context of mega awards). These recurring concerns evidence poor stewardship of the company's pay programs by the compensation committee.</i>					
5	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For	No
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would convey to the board nonaffiliated shareholders' preference for a capital structure in which the levels of economic ownership and voting power are aligned.</i>					

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Alphabet Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
6	Report on Arbitration of Employment-Related Claims	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because ISS believes that additional information on the policies of the company's subsidiaries and controlled affiliates regarding mandatory arbitration for wage theft or sexual harassment cases could shed light on the practice and allow shareholders to better assess the risks associated with the use of mandatory arbitration agreements.</i></p>						
7	Establish Human Rights Risk Oversight Committee	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because continued controversies call into question the extent to which the existing board structure provides adequate oversight on risks the company's technologies present to human rights, which, in turn, creates risks for the company in terms of retaining high-level employees and retaining a good reputation in the eyes of users and advertisers.</i></p>						
8	Require Shareholder Approval of Bylaw Amendments Adopted by the Board of Directors	SH	Against	Against	Against	No
9	Assess Feasibility of Including Sustainability as a Performance Measure for Senior Executive Compensation	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because Alphabet's compensation program mostly lacks performance-based pay elements, and the adoption of this proposal may promote a more strongly performance-based pay program for executives.</i></p>						
10	Report on Takedown Requests	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from a better understanding of the constraints the company faces when handling government takedown requests, as well as its management of related risks.</i></p>						
11	Require a Majority Vote for the Election of Directors	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would give shareholders a more meaningful voice in the election of directors and further enhance the company's corporate governance.</i></p>						
12	Report on Gender/Racial Pay Gap	SH	Against	Against	Against	No
13	Require Independent Director Nominee with Human and/or Civil Rights Experience	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, as ISS believes that a director with a high level of experience in human rights or civil rights related matters relevant to the company's business could enhance the board's oversight of such related risks and concerns.</i></p>						
14	Report on Whistleblower Policies and Practices	SH	Against	Against	Against	No

### ams AG

Meeting Date: 06/03/2020

Country: Austria

Primary Security ID: A0400Q115

Record Date: 05/24/2020

Meeting Type: Annual

Ticker: AMS

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### ams AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For	For	No
5	Approve Remuneration of Supervisory Board Members	Mgmt	For	For	For	No
6	Ratify KPMG Austria GmbH as Auditors for Fiscal 2020	Mgmt	For	For	For	No
7	Approve Remuneration Policy	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST the remuneration policy is warranted because: * The supervisory board may award discretionary bonuses to reward special commitment, exceptional performance, and in exceptional circumstances.* The long-term incentive framework does not provide sufficient long-term alignment with shareholders' interests.</i>						
8	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 27.4 Million	Mgmt	For	For	For	No
9	Approve Creation of EUR 27.4 Million Pool of Conditional Capital to Guarantee Conversion Rights	Mgmt	For	For	For	No
10	Approve Increase in Size of Management Board to Five Members	Mgmt	For	For	For	No
11	Receive Report on Share Repurchase Program (Non-Voting)	Mgmt				

### Anheuser-Busch InBev SA/NV

**Meeting Date:** 06/03/2020

**Country:** Belgium

**Primary Security ID:** B639CJ108

**Record Date:** 05/20/2020

**Meeting Type:** Annual/Special

**Ticker:** ABI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Annual/Special Meeting	Mgmt				
	Special Meeting Agenda	Mgmt				
A1.a	Amend Articles 24.4 Re: Participation and Decisions in a Meeting	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Anheuser-Busch InBev SA/NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
A1.b	Amend Articles Re: Distributions of Interim Dividends	Mgmt	For	For	For	No
A1.c	Amend Articles of Association Re: Alignment on the Rules of Code on Companies and Associations	Mgmt	For	For	For	No
	Annual Meeting Agenda	Mgmt				
B2	Receive Directors' Reports (Non-Voting)	Mgmt				
B3	Receive Auditors' Reports (Non-Voting)	Mgmt				
B4	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt				
B5	Approve Financial Statements, Allocation of Income, and Dividends of EUR 1.30 per Share	Mgmt	For	For	For	No
B6	Approve Discharge of Directors	Mgmt	For	For	For	No
B7	Approve Discharge of Auditors	Mgmt	For	For	For	No
B8.a	Reelect Michele Burns as Independent Director	Mgmt	For	For	For	No
B8.b	Reelect Elio Leoni Sceti as Independent Director	Mgmt	For	For	For	No
B8.c	Reelect Alexandre Van Damme as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote FOR M. Michele Burns and Elio Leoni Sceti is warranted because:* The nominees are elected for a period not exceeding four years;* The candidates appear to possess the necessary qualifications for board membership; and* There is no known controversy concerning the candidatesA vote AGAINST the (re)election of Martin Barrington, Maria Aramburuzabala, Paul Cornet de Ways Ruart, Gregoire de Spoelberch, William (Billy) Gifford Jr., Paulo Alberto Lemann, Alejandro Santo Domingo, Alexandre Van Damme and Roberto Moses Thompson Motta (items B8.c To B8.k) is warranted because the nominees are non-independent while the board is only 20 percent independent.</i></p>						
B8.d	Reelect Gregoire de Spoelberch as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote FOR M. Michele Burns and Elio Leoni Sceti is warranted because:* The nominees are elected for a period not exceeding four years;* The candidates appear to possess the necessary qualifications for board membership; and* There is no known controversy concerning the candidatesA vote AGAINST the (re)election of Martin Barrington, Maria Aramburuzabala, Paul Cornet de Ways Ruart, Gregoire de Spoelberch, William (Billy) Gifford Jr., Paulo Alberto Lemann, Alejandro Santo Domingo, Alexandre Van Damme and Roberto Moses Thompson Motta (items B8.c To B8.k) is warranted because the nominees are non-independent while the board is only 20 percent independent.</i></p>						
B8.e	Reelect Paul Cornet de Ways Ruart as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote FOR M. Michele Burns and Elio Leoni Sceti is warranted because:* The nominees are elected for a period not exceeding four years;* The candidates appear to possess the necessary qualifications for board membership; and* There is no known controversy concerning the candidatesA vote AGAINST the (re)election of Martin Barrington, Maria Aramburuzabala, Paul Cornet de Ways Ruart, Gregoire de Spoelberch, William (Billy) Gifford Jr., Paulo Alberto Lemann, Alejandro Santo Domingo, Alexandre Van Damme and Roberto Moses Thompson Motta (items B8.c To B8.k) is warranted because the nominees are non-independent while the board is only 20 percent independent.</i></p>						

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Anheuser-Busch InBev SA/NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
B8.f	Reelect Paulo Lemann as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote FOR M. Michele Burns and Elio Leoni Sceti is warranted because:* The nominees are elected for a period not exceeding four years;* The candidates appear to possess the necessary qualifications for board membership; and* There is no known controversy concerning the candidatesA vote AGAINST the (re)election of Martin Barrington, Maria Aramburuzabala, Paul Cornet de Ways Ruart, Gregoire de Spoelberch, William (Billy) Gifford Jr., Paulo Alberto Lemann, Alejandro Santo Domingo, Alexandre Van Damme and Roberto Moses Thompson Motta (items B8.c To B8.k) is warranted because the nominees are non-independent while the board is only 20 percent independent.</i></p>						
B8.g	Reelect Maria Asuncion Aramburuzabala as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote FOR M. Michele Burns and Elio Leoni Sceti is warranted because:* The nominees are elected for a period not exceeding four years;* The candidates appear to possess the necessary qualifications for board membership; and* There is no known controversy concerning the candidatesA vote AGAINST the (re)election of Martin Barrington, Maria Aramburuzabala, Paul Cornet de Ways Ruart, Gregoire de Spoelberch, William (Billy) Gifford Jr., Paulo Alberto Lemann, Alejandro Santo Domingo, Alexandre Van Damme and Roberto Moses Thompson Motta (items B8.c To B8.k) is warranted because the nominees are non-independent while the board is only 20 percent independent.</i></p>						
B8.h	Elect Roberto Thompson Motta as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote FOR M. Michele Burns and Elio Leoni Sceti is warranted because:* The nominees are elected for a period not exceeding four years;* The candidates appear to possess the necessary qualifications for board membership; and* There is no known controversy concerning the candidatesA vote AGAINST the (re)election of Martin Barrington, Maria Aramburuzabala, Paul Cornet de Ways Ruart, Gregoire de Spoelberch, William (Billy) Gifford Jr., Paulo Alberto Lemann, Alejandro Santo Domingo, Alexandre Van Damme and Roberto Moses Thompson Motta (items B8.c To B8.k) is warranted because the nominees are non-independent while the board is only 20 percent independent.</i></p>						
B8.i	Reelect Martin J. Barrington as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote FOR M. Michele Burns and Elio Leoni Sceti is warranted because:* The nominees are elected for a period not exceeding four years;* The candidates appear to possess the necessary qualifications for board membership; and* There is no known controversy concerning the candidatesA vote AGAINST the (re)election of Martin Barrington, Maria Aramburuzabala, Paul Cornet de Ways Ruart, Gregoire de Spoelberch, William (Billy) Gifford Jr., Paulo Alberto Lemann, Alejandro Santo Domingo, Alexandre Van Damme and Roberto Moses Thompson Motta (items B8.c To B8.k) is warranted because the nominees are non-independent while the board is only 20 percent independent.</i></p>						
B8.j	Reelect William F. Gifford, Jr. as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote FOR M. Michele Burns and Elio Leoni Sceti is warranted because:* The nominees are elected for a period not exceeding four years;* The candidates appear to possess the necessary qualifications for board membership; and* There is no known controversy concerning the candidatesA vote AGAINST the (re)election of Martin Barrington, Maria Aramburuzabala, Paul Cornet de Ways Ruart, Gregoire de Spoelberch, William (Billy) Gifford Jr., Paulo Alberto Lemann, Alejandro Santo Domingo, Alexandre Van Damme and Roberto Moses Thompson Motta (items B8.c To B8.k) is warranted because the nominees are non-independent while the board is only 20 percent independent.</i></p>						
B8.k	Reelect Alejandro Santo Domingo Davila as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote FOR M. Michele Burns and Elio Leoni Sceti is warranted because:* The nominees are elected for a period not exceeding four years;* The candidates appear to possess the necessary qualifications for board membership; and* There is no known controversy concerning the candidatesA vote AGAINST the (re)election of Martin Barrington, Maria Aramburuzabala, Paul Cornet de Ways Ruart, Gregoire de Spoelberch, William (Billy) Gifford Jr., Paulo Alberto Lemann, Alejandro Santo Domingo, Alexandre Van Damme and Roberto Moses Thompson Motta (items B8.c To B8.k) is warranted because the nominees are non-independent while the board is only 20 percent independent.</i></p>						

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Anheuser-Busch InBev SA/NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
B9	Approve Remuneration Report	Mgmt	For	Against	Against	No
	<p><i>Voting Policy Rationale: A vote AGAINST is warranted, because: * The realized pay package of EUR 86 million raises concern and is considered excessive. The package is 13.32 times that of peer group median in 2019; * The award of up to the entire annual bonus in discounted shares where from 2020 the discount is increased from 10 percent to 20 percent and vesting period partially shortened; * Shares under the annual incentive bonus may be granted with a 20-percent discount. * In 2019, the non-executive directors got a substantial increase in real pay compared to 2018 that was not explained adequately by the company.</i></p>					
C10	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Annual/Special Meeting	Mgmt				
	Special Meeting Agenda	Mgmt				
A1.a	Amend Articles 24.4 Re: Participation and Decisions in a Meeting	Mgmt	For	For		No
A1.b	Amend Articles Re: Distributions of Interim Dividends	Mgmt	For	For		No
A1.c	Amend Articles of Association Re: Alignment on the Rules of Code on Companies and Associations	Mgmt	For	For		No
	Annual Meeting Agenda	Mgmt				
B2	Receive Directors' Reports (Non-Voting)	Mgmt				
B3	Receive Auditors' Reports (Non-Voting)	Mgmt				
B4	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt				
B5	Approve Financial Statements, Allocation of Income, and Dividends of EUR 1.30 per Share	Mgmt	For	For		No
B6	Approve Discharge of Directors	Mgmt	For	For		No
B7	Approve Discharge of Auditors	Mgmt	For	For		No
B8.a	Reelect Michele Burns as Independent Director	Mgmt	For	For		No
B8.b	Reelect Elio Leoni Sceti as Independent Director	Mgmt	For	For		No
B8.c	Reelect Alexandre Van Damme as Director	Mgmt	For	Against		No
B8.d	Reelect Gregoire de Spoelberch as Director	Mgmt	For	Against		No
B8.e	Reelect Paul Cornet de Ways Ruart as Director	Mgmt	For	Against		No
B8.f	Reelect Paulo Lemann as Director	Mgmt	For	Against		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Anheuser-Busch InBev SA/NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
B8.g	Reelect Maria Asuncion Aramburuzabala as Director	Mgmt	For	Against		No
B8.h	Elect Roberto Thompson Motta as Director	Mgmt	For	Against		No
B8.i	Reelect Martin J. Barrington as Director	Mgmt	For	Against		No
B8.j	Reelect William F. Gifford, Jr. as Director	Mgmt	For	Against		No
B8.k	Reelect Alejandro Santo Domingo Davila as Director	Mgmt	For	Against		No
B9	Approve Remuneration Report	Mgmt	For	Against		No
C10	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For		No

### Bang & Olufsen A/S

Meeting Date: 06/03/2020

Country: Denmark

Primary Security ID: K07774126

Record Date: 05/27/2020

Meeting Type: Special

Ticker: BO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Reduction in Share Capital via Reduction of Par Value to Transfer to Reserves	Mgmt	For	For	Do Not Vote	No
2	Approve Creation of Pool of Capital with Preemptive Rights	Mgmt	For	For	Do Not Vote	No
3	Repeal the Existing Authorisations to Issue New Shares in Articles 4, Sections 4-7 of the Articles of Association.	Mgmt	For	For	Do Not Vote	No

### Biogen Inc.

Meeting Date: 06/03/2020

Country: USA

Primary Security ID: 09062X103

Record Date: 04/06/2020

Meeting Type: Annual

Ticker: BIIB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Alexander J. Denner	Mgmt	For	For	For	No
1b	Elect Director Caroline D. Dorsa	Mgmt	For	For	For	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Biogen Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1c	Elect Director William A. Hawkins	Mgmt	For	For	For	No
1d	Elect Director Nancy L. Leaming	Mgmt	For	For	For	No
1e	Elect Director Jesus B. Mantas	Mgmt	For	For	For	No
1f	Elect Director Richard C. Mulligan	Mgmt	For	For	For	No
1g	Elect Director Robert W. Pangia	Mgmt	For	For	For	No
1h	Elect Director Stelios Papadopoulos	Mgmt	For	For	For	No
1i	Elect Director Brian S. Posner	Mgmt	For	For	For	No
1j	Elect Director Eric K. Rowinsky	Mgmt	For	For	For	No
1k	Elect Director Stephen A. Sherwin	Mgmt	For	For	For	No
1l	Elect Director Michel Vounatsos	Mgmt	For	For	For	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No

### China Mengniu Dairy Company Limited

Meeting Date: 06/03/2020

Country: Cayman Islands

Primary Security ID: G21096105

Record Date: 05/28/2020

Meeting Type: Annual

Ticker: 2319

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3a	Elect Jeffrey, Minfang Lu as Director and Authorize Board to Fix His Remuneration	Mgmt	For	For	For	No
3b	Elect Jiao Shuge (alias Jiao Zhen) as Director and Authorize Board to Fix His Remuneration	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST the following nominees is warranted for the following reasons:* Jiao Shuge (Jiao Zhen) serves on a total of more than six public company boards.* Julian Juul Wolhardt is part of the audit committee and the company paid excessive non-audit fees to its auditor. In the absence of any significant issues concerning other nominees, a vote FOR their election is warranted.</i></p>						
3c	Elect Julian Juul Wolhardt as Director and Authorize Board to Fix His Remuneration	Mgmt	For	Against	Against	No

*Voting Policy Rationale: A vote AGAINST the following nominees is warranted for the following reasons:\* Jiao Shuge (Jiao Zhen) serves on a total of more than six public company boards.\* Julian Juul Wolhardt is part of the audit committee and the company paid excessive non-audit fees to its auditor. In the absence of any significant issues concerning other nominees, a vote FOR their election is warranted.*

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### China Mengniu Dairy Company Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3d	Elect Meng Fanjie as Director and Authorize Board to Fix His Remuneration	Mgmt	For	For	For	No
4	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted given that the non-audit fees exceeded the total audit fees paid to the company's audit firm in the latest fiscal year without satisfactory explanation.</i>						
5	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted given the company has not specified the discount limit.</i>						
7	Approve the Amendment to the Terms of the Options Granted Under the Share Option Scheme	Mgmt	For	For	For	No

### Citrix Systems, Inc.

Meeting Date: 06/03/2020

Country: USA

Primary Security ID: 177376100

Record Date: 04/07/2020

Meeting Type: Annual

Ticker: CTXS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Robert M. Calderoni	Mgmt	For	For	For	No
1b	Elect Director Nanci E. Caldwell	Mgmt	For	For	For	No
1c	Elect Director Robert D. Daleo	Mgmt	For	For	For	No
1d	Elect Director Murray J. Demo	Mgmt	For	For	For	No
1e	Elect Director Ajei S. Gopal	Mgmt	For	For	For	No
1f	Elect Director David J. Henshall	Mgmt	For	For	For	No
1g	Elect Director Thomas E. Hogan	Mgmt	For	For	For	No
1h	Elect Director Moira A. Kilcoyne	Mgmt	For	For	For	No
1i	Elect Director Peter J. Sacripanti	Mgmt	For	For	For	No
1j	Elect Director J. Donald Sherman	Mgmt	For	For	For	No
2	Amend Omnibus Stock Plan	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors* The plan cost is excessive* The three-year average burn rate is excessive* The disclosure of change-in-control ("CIC") vesting treatment is incomplete* The plan allows broad discretion to accelerate vesting</i>						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Citrix Systems, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No

### Comcast Corporation

**Meeting Date:** 06/03/2020      **Country:** USA      **Primary Security ID:** 20030N101  
**Record Date:** 04/03/2020      **Meeting Type:** Annual      **Ticker:** CMCSA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Kenneth J. Bacon	Mgmt	For	For	For	No
1.2	Elect Director Madeline S. Bell	Mgmt	For	For	For	No
1.3	Elect Director Naomi M. Bergman	Mgmt	For	For	For	No
1.4	Elect Director Edward D. Breen	Mgmt	For	Withhold	Withhold	No
<i>Voting Policy Rationale: WITHHOLD voted are warranted for compensation committee members Edward Breen, Gerald Hassell, and David Novak due to consecutive years of high director pay to a non-executive director, without reasonable rationale disclosed. A vote FOR the other director nominees is warranted. )</i>						
1.5	Elect Director Gerald L. Hassell	Mgmt	For	Withhold	Withhold	No
<i>Voting Policy Rationale: WITHHOLD voted are warranted for compensation committee members Edward Breen, Gerald Hassell, and David Novak due to consecutive years of high director pay to a non-executive director, without reasonable rationale disclosed. A vote FOR the other director nominees is warranted. )</i>						
1.6	Elect Director Jeffrey A. Honickman	Mgmt	For	For	For	No
1.7	Elect Director Maritza G. Montiel	Mgmt	For	For	For	No
1.8	Elect Director Asuka Nakahara	Mgmt	For	For	For	No
1.9	Elect Director David C. Novak	Mgmt	For	Withhold	Withhold	No
<i>Voting Policy Rationale: WITHHOLD voted are warranted for compensation committee members Edward Breen, Gerald Hassell, and David Novak due to consecutive years of high director pay to a non-executive director, without reasonable rationale disclosed. A vote FOR the other director nominees is warranted. )</i>						
1.10	Elect Director Brian L. Roberts	Mgmt	For	For	For	No
2	Ratify Deloitte & Touche LLP as Auditor	Mgmt	For	For	For	No
3	Amend Stock Option Plan	Mgmt	For	For	For	No
4	Amend Restricted Stock Plan	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Comcast Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. While pay and performance were reasonably aligned for the year in review, problematic above-market interest payments continued to increase NEO pay by many millions in 2019. The company did take certain steps to address the issue by eliminating sizable company contributions in 2020 and imposing a cap on the portion of deferred compensation that can be invested in the "above-market" interest accruing account. However, while the company states this will significantly lower benefits under the program, the potential impact of this change is not clear from the disclosure. The company also has discretion to waive or modify the cap and the program has not been closed to new participants. Above-market interest payments are not a performance-based benefit and are inconsistent with market practice. Shareholders may question the need for supplemental benefits for highly paid executives, particularly as many companies have frozen or eliminated such programs. Lastly, although NEO Burke is expected to retire in 2020, the company continued to have a structure where there are two highly-paid NEOs for 2019, which can be costly to shareholders in terms of overall compensation expense.</i></p>						
6	Report on Lobbying Payments and Policy	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional reporting on the company's lobbying-related practices and policies, such as its trade association memberships and payments, would benefit shareholders in assessing its management of related risks.</i></p>						
7	Require Independent Board Chair	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. The lead director is not appointed solely by the independent directors and the role is not sufficiently robust. In addition, the company has a dual-class stock structure, wherein the CEO has a 34.1 percent combined voting power over both classes of voting common stock. Further, the company has exhibited concerns over executive compensation suggesting that shareholders would benefit from the most robust form of independent oversight, in the form of an independent chair.</i></p>						
8	Report on Risks Posed by Failing to Prevent Sexual Harassment	SH	Against	Against	Against	No

### Deltex Medical Group Plc

**Meeting Date:** 06/03/2020      **Country:** United Kingdom      **Primary Security ID:** G2709P107  
**Record Date:** 06/01/2020      **Meeting Type:** Annual      **Ticker:** DEMG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Re-elect Julian Cazalet as Director	Mgmt	For	For	For	No
3	Re-elect Christopher Jones as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Items 2 and 5A vote FOR the re-election/election of Julian Cazalet and David Moorhouse is warranted because no significant concerns have been identified. Items 3 and 4A vote AGAINST the re-election of Chris Jones and Sir Duncan Nichol is warranted because.* Potential independence issues have been identified and they currently sit on the Audit and Remuneration Committees, and the composition of these Committees does not adhere to UK best practice recommendations for a company of this size.</i></p>						

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Deltex Medical Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
4	Re-elect Sir Duncan Nichol as Director	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: Items 2 and 5A vote FOR the re-election/election of Julian Cazalet and David Moorhouse is warranted because no significant concerns have been identified. Items 3 and 4A vote AGAINST the re-election of Chris Jones and Sir Duncan Nichol is warranted because: * Potential independence issues have been identified and they currently sit on the Audit and Remuneration Committees, and the composition of these Committees does not adhere to UK best practice recommendations for a company of this size.</i>						
5	Elect David Moorhouse as Director	Mgmt	For	For	For	No
6	Reappoint Nexia Smith & Williamson as Auditors and Authorise Their Remuneration	Mgmt	For	For	For	No
7	Authorise Issue of Equity	Mgmt	For	For	For	No
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No

### Freeport-McMoRan Inc.

Meeting Date: 06/03/2020

Country: USA

Primary Security ID: 35671D857

Record Date: 04/08/2020

Meeting Type: Annual

Ticker: FCX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Richard C. Adkerson	Mgmt	For	For	For	No
1.2	Elect Director Gerald J. Ford	Mgmt	For	For	For	No
1.3	Elect Director Lydia H. Kennard	Mgmt	For	For	For	No
1.4	Elect Director Dustan E. McCoy	Mgmt	For	For	For	No
1.5	Elect Director John J. Stephens	Mgmt	For	For	For	No
1.6	Elect Director Frances Fragos Townsend	Mgmt	For	For	For	No
2	Ratify Ernst & Young LLP as Auditor	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No

### GoDaddy Inc.

Meeting Date: 06/03/2020

Country: USA

Primary Security ID: 380237107

Record Date: 04/13/2020

Meeting Type: Annual

Ticker: GDDY

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### GoDaddy Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Mark Garrett	Mgmt	For	Withhold	Withhold	No
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Mark Garrett, Ryan Roslansky, and Lee Wittlinger given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i>					
1.2	Elect Director Ryan Roslansky	Mgmt	For	Withhold	Withhold	No
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Mark Garrett, Ryan Roslansky, and Lee Wittlinger given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i>					
1.3	Elect Director Lee E. Wittlinger	Mgmt	For	Withhold	Withhold	No
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Mark Garrett, Ryan Roslansky, and Lee Wittlinger given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i>					
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	No
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Annual incentives primarily depend on objective metrics, and the bulk of the payout was based on rigorous goals. It is noteworthy that there is no disclosed cap on annual incentives; however, payouts for FY19 were slightly below target. Concerns are noted with regard to the FY19-22 LTI program structure as well as the CEO's equity awards. The first tranche of regular-cycle PSUs depended on the same goals and measurement period as the FY19 STI program, which provided two awards for the same annual achievements. PSUs will comprise 50 percent of NEOs' equity awards for FY 2020; however, this award will not apply to the CEO. Only one-third of the CEO's \$20 million sign-on equity award is performance based, and this majority-time-based award mix will apply to his FY21 and subsequent LTI awards. Pay tables display only the time-based portion of this award due to a change in accounting practices. Given the overlapping payout structure in the LTI program for the year in review, as well as the majority time-vesting equity pay mix for the CEO, the pay-for-performance misalignment is not sufficiently mitigated.</i>					

### Mowi ASA

**Meeting Date:** 06/03/2020

**Country:** Norway

**Primary Security ID:** R4S04H101

**Record Date:**

**Meeting Type:** Annual

**Ticker:** MOWI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For		No
2	Approve Notice of Meeting and Agenda	Mgmt	For	For		No
3	Receive Briefing on the Business	Mgmt				
4	Accept Financial Statements and Statutory Reports; Approve Allocation of Income	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Mowi ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
5 )	Discuss Company's Corporate Governance Statement	Mgmt )				
6 )	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For		No
7 )	Approval of the Guidelines for Allocation of Options	Mgmt	For	For		No
8 )	Approve Remuneration of Directors in the Amount of NOK 1.2 Million for Chair, NOK 675,000 for Vice Chair and NOK 500,000 for Other Directors; Approve Remuneration for Audit Committee	Mgmt	For	For		No
9 )	Approve Remuneration of Nomination Committee	Mgmt	For	For		No
10 )	Approve Remuneration of Auditors	Mgmt	For	For		No
11a )	Elect Alf-Helge Aarskog (Vice Chair) as New Director	Mgmt	For	Against		No
11b )	Elect Bjarne Tellmann as New Director	Mgmt	For	Against		No
11c )	Elect Solveig Strand as New Director	Mgmt	For	Against		No
11d )	Reelect Cecilie Fredriksen as Director	Mgmt	For	Against		No
12 )	Elect Anne Lise Ellingsen Gryte as New Member and Chair of Nominating Committee	Mgmt	For	For		No
13 )	Authorize Board to Distribute Dividends	Mgmt	For	For		No
14 )	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For		No
15a )	Approve Creation of NOK 387.8 Million Pool of Capital without Preemptive Rights	Mgmt	For	For		No
15b )	Authorize Issuance of Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of NOK 3.2 Billion; Approve Creation of NOK 387.8 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For		No
16 )	Approval of an Application to be Exempt from the Obligation to Establish a Corporate Assembly	Mgmt	For	For		No

### Vertex Pharmaceuticals Incorporated

**Meeting Date:** 06/03/2020

**Country:** USA

**Primary Security ID:** 92532F100

**Record Date:** 04/09/2020

**Meeting Type:** Annual

**Ticker:** VRTX

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Vertex Pharmaceuticals Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Sangeeta N. Bhatia	Mgmt	For	For	For	No
1.2	Elect Director Lloyd Carney	Mgmt	For	For	For	No
1.3	Elect Director Alan Garber	Mgmt	For	For	For	No
1.4	Elect Director Terrence Kearney	Mgmt	For	For	For	No
1.5	Elect Director Reshma Kewalramani	Mgmt	For	For	For	No
1.6	Elect Director Yuchun Lee	Mgmt	For	For	For	No
1.7	Elect Director Jeffrey M. Leiden	Mgmt	For	For	For	No
1.8	Elect Director Margaret G. McGlynn	Mgmt	For	For	For	No
1.9	Elect Director Diana McKenzie	Mgmt	For	For	For	No
1.10	Elect Director Bruce I. Sachs	Mgmt	For	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Report on Lobbying Payments and Policy	SH	Against	For	For	No

*Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's direct and indirect lobbying-related expenditures and oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.*

### Walmart Inc.

**Meeting Date:** 06/03/2020

**Country:** USA

**Primary Security ID:** 931142103

**Record Date:** 04/09/2020

**Meeting Type:** Annual

**Ticker:** WMT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Cesar Conde	Mgmt	For	For	For	No
1b	Elect Director Timothy P. Flynn	Mgmt	For	For	For	No
1c	Elect Director Sarah J. Friar	Mgmt	For	For	For	No
1d	Elect Director Carla A. Harris	Mgmt	For	For	For	No
1e	Elect Director Thomas W. Horton	Mgmt	For	For	For	No
1f	Elect Director Marissa A. Mayer	Mgmt	For	For	For	No
1g	Elect Director C. Douglas McMillon	Mgmt	For	For	For	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Walmart Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1h	Elect Director Gregory B. Penner	Mgmt	For	For	For	No
1i	Elect Director Steven S Reinemund	Mgmt	For	For	For	No
1j	Elect Director S. Robson Walton	Mgmt	For	For	For	No
1k	Elect Director Steuart L. Walton	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For	No
5	Report on Impacts of Single-Use Plastic Bags	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information about how the company will meet its sustainability commitments while continuing to distribute single-use plastic shopping bags, as well as the environmental impacts of that choice and the company's management of related risks and benefits.</i>						
6	Report on Supplier Antibiotics Use Standards	SH	Against	Against	Against	No
7	Adopt Policy to Include Hourly Associates as Director Candidates	SH	Against	Against	Against	No
8	Report on Strengthening Prevention of Workplace Sexual Harassment	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as additional information on the company's sexual harassment policies could help shareholders better assess the company's management of related risks.</i>						

### Allegion Plc

Meeting Date: 06/04/2020

Country: Ireland

Primary Security ID: G0176J109

Record Date: 04/09/2020

Meeting Type: Annual

Ticker: ALLE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Kirk S. Hachigian	Mgmt	For	For	For	No
1b	Elect Director Steven C. Mizell	Mgmt	For	For	For	No
1c	Elect Director Nicole Parent Haughey	Mgmt	For	For	For	No
1d	Elect Director David D. Petratis	Mgmt	For	For	For	No
1e	Elect Director Dean I. Schaffer	Mgmt	For	For	For	No
1f	Elect Director Charles L. Szews	Mgmt	For	For	For	No
1g	Elect Director Martin E. Welch, III	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Allegion Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	No
4	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
5	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For	No
6	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights	Mgmt	For	For	For	No

### Booking Holdings Inc.

Meeting Date: 06/04/2020

Country: USA

Primary Security ID: 09857L108

Record Date: 04/09/2020

Meeting Type: Annual

Ticker: BKNG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Timothy M. Armstrong	Mgmt	For	For	For	No
1.2	Elect Director Jeffery H. Boyd	Mgmt	For	For	For	No
1.3	Elect Director Glenn D. Fogel	Mgmt	For	For	For	No
1.4	Elect Director Mirian M. Graddick-Weir	Mgmt	For	For	For	No
1.5	Elect Director Wei Hopeman	Mgmt	For	For	For	No
1.6	Elect Director Robert J. Mylod, Jr.	Mgmt	For	For	For	No
1.7	Elect Director Charles H. Noski	Mgmt	For	For	For	No
1.8	Elect Director Nicholas J. Read	Mgmt	For	For	For	No
1.9	Elect Director Thomas E. Rothman	Mgmt	For	For	For	No
1.10	Elect Director Bob van Dijk	Mgmt	For	For	For	No
1.11	Elect Director Lynn M. Vojvodich	Mgmt	For	For	For	No
1.12	Elect Director Vanessa A. Wittman	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No
4	Provide Right to Act by Written Consent	SH	Against	For	For	No

*Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.*

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

## Compagnie de Saint-Gobain SA

**Meeting Date:** 06/04/2020

**Country:** France

**Primary Security ID:** F80343100

**Record Date:** 06/02/2020

**Meeting Type:** Annual/Special

**Ticker:** SGO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For	For	For	No
4	Reelect Ieda Gomes Yell as Director	Mgmt	For	For	For	No
5	Reelect Jean-Dominique Senard as Director	Mgmt	For	For	For	No
6	Ratify Appointment of Sibylle Daunis as Representative of Employee Shareholders to the Board	Mgmt	For	For	For	No
7	Elect Jean-Francois Cirelli as Director	Mgmt	For	For	For	No
8	Approve Compensation of Pierre-Andre de Chalendar, Chairman and CEO	Mgmt	For	For	For	No
9	Approve Compensation of Benoit Bazin, Vice-CEO	Mgmt	For	For	For	No
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
11	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For	No
12	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	For	No
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
15	Ratify Change Location of Registered Office to Saint-Gobain Tower, 12 Place de l Iris, 92400 Courbevoie and Amend Article 4 of Bylaws Accordingly	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
16	Amend Article 9 of Bylaws Re: Employee Representative	Mgmt	For	For	For	No
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Compagnie de Saint-Gobain SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For		No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For		No
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For	For		No
4	Reelect Ieda Gomes Yell as Director	Mgmt	For	For		No
5	Reelect Jean-Dominique Senard as Director	Mgmt	For	For		No
6	Ratify Appointment of Sibylle Daunis as Representative of Employee Shareholders to the Board	Mgmt	For	For		No
7	Elect Jean-Francois Cirelli as Director	Mgmt	For	For		No
8	Approve Compensation of Pierre-Andre de Chalendar, Chairman and CEO	Mgmt	For	For		No
9	Approve Compensation of Benoit Bazin, Vice-CEO	Mgmt	For	For		No
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For		No
11	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For		No
12	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For		No
13	Approve Remuneration Policy of Directors	Mgmt	For	For		No
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For		No
15	Ratify Change Location of Registered Office to Saint-Gobain Tower, 12 Place de l Iris, 92400 Courbevoie and Amend Article 4 of Bylaws Accordingly	Mgmt	For	For		No
	Extraordinary Business	Mgmt				
16	Amend Article 9 of Bylaws Re: Employee Representative	Mgmt	For	For		No
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### PT Matahari Department Store Tbk

**Meeting Date:** 06/04/2020

**Country:** Indonesia

**Primary Security ID:** Y7139L105

**Record Date:** 05/12/2020

**Meeting Type:** Annual

**Ticker:** LPPF

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Financial Statements, Statutory Reports, and Discharge of Directors and Commissioners	Mgmt	For	For	For	No
2	Approve Allocation of Income	Mgmt	For	For	For	No
3	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
4.a	Approve Changes in Board of Company	Mgmt	For	For	For	No
4.b	Approve Remuneration of Directors and Commissioners	Mgmt	For	For	For	No
5	Approve Transfer of Treasury Shares through Withdrawal by Way of Capital Reduction and Amend Articles of Association to Reflect Decrease in Registered Capital	Mgmt	For	For	For	No

### The Charles Schwab Corporation

**Meeting Date:** 06/04/2020

**Country:** USA

**Primary Security ID:** 808513105

**Record Date:** 04/27/2020

**Meeting Type:** Special

**Ticker:** SCHW

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Issue Shares in Connection with Merger	Mgmt	For	For	For	No
2	Amend Charter	Mgmt	For	For	For	No
3	Adjourn Meeting	Mgmt	For	For	For	No

### Trane Technologies Plc

**Meeting Date:** 06/04/2020

**Country:** Ireland

**Primary Security ID:** G8994E103

**Record Date:** 04/08/2020

**Meeting Type:** Annual

**Ticker:** TT

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Trane Technologies Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Kirk E. Arnold	Mgmt	For	For	For	No
1b	Elect Director Ann C. Berzin	Mgmt	For	For	For	No
1c	Elect Director John Bruton	Mgmt	For	For	For	No
1d	Elect Director Jared L. Cohon	Mgmt	For	For	For	No
1e	Elect Director Gary D. Forsee	Mgmt	For	For	For	No
1f	Elect Director Linda P. Hudson	Mgmt	For	For	For	No
1g	Elect Director Michael W. Lamach	Mgmt	For	For	For	No
1h	Elect Director Myles P. Lee	Mgmt	For	For	For	No
1i	Elect Director Karen B. Peetz	Mgmt	For	For	For	No
1j	Elect Director John P. Surma	Mgmt	For	For	For	No
1k	Elect Director Richard J. Swift	Mgmt	For	For	For	No
1l	Elect Director Tony L. White	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
4	Authorize Issue of Equity	Mgmt	For	For	For	No
5	Renew Directors' Authority to Issue Shares for Cash	Mgmt	For	For	For	No
6	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For	No

### Deutsche Wohnen SE

**Meeting Date:** 06/05/2020

**Country:** Germany

**Primary Security ID:** D2046U176

**Record Date:** 05/14/2020

**Meeting Type:** Annual

**Ticker:** DWNI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 0.90 per Share	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Deutsche Wohnen SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For	For	No
5	Ratify KPMG AG as Auditors for Fiscal 2020	Mgmt	For	For	For	No
6.1	Elect Matthias Huenlein to the Supervisory Board	Mgmt	For	For	For	No
6.2	Elect Kerstin Guenther to the Supervisory Board	Mgmt	For	For	For	No
7.1	Amend Articles Re: Information Sent by Registered Letter	Mgmt	For	For	For	No
7.2	Amend Articles Re: Transmission of Information by Electronic Means	Mgmt	For	For	For	No
7.3	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For	No

### Gamma Communications Plc

**Meeting Date:** 06/05/2020

**Country:** United Kingdom

**Primary Security ID:** G371B3109

**Record Date:** 06/03/2020

**Meeting Type:** Annual

**Ticker:** GAMA

#### Meeting Notes:

Item 5: voted against the re-election of a director due to concerns over the time commitments that significant external roles would demand.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Reappoint Deloitte LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For	No
5	Re-elect Richard Last as Director	Mgmt	For	Abstain	Against	Yes
<i>Voting Policy Rationale: Item 5An ABSTENTION on the re-election of Richard Last is warranted because:* Apart from serving as the Non-executive Chair of the Company, he also serves on four other public company boards, chairing three. These external commitments could impair his ability to serve effectively in his role as the Company's Board Chair.A vote AGAINST this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognize withhold as a valid option.Items 6 to 12A vote FOR the re-election of Andrew Belshaw, Alan Gibbins, Martin Lea, Andrew Stone, Long Peng Wu, Andrew Taylor and Henrietta Marsh is warranted because no significant concerns have been identified.</i>						
6	Re-elect Andrew Belshaw as Director	Mgmt	For	For	For	No
7	Re-elect Alan Gibbins as Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Gamma Communications Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
8	Re-elect Martin Lea as Director	Mgmt	For	For	For	No
9	Re-elect Andrew Stone as Director	Mgmt	For	For	For	No
10	Re-elect Wu Long Peng as Director	Mgmt	For	For	For	No
11	Re-elect Andrew Taylor as Director	Mgmt	For	For	For	No
12	Re-elect Henrietta Marsh as Director	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

### Hilton Worldwide Holdings Inc.

**Meeting Date:** 06/05/2020

**Country:** USA

**Primary Security ID:** 43300A203

**Record Date:** 04/13/2020

**Meeting Type:** Annual

**Ticker:** HLT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Christopher J. Nassetta	Mgmt	For	For	For	No
1b	Elect Director Jonathan D. Gray	Mgmt	For	For	For	No
1c	Elect Director Charlene T. Begley	Mgmt	For	For	For	No
1d	Elect Director Melanie L. Healey	Mgmt	For	For	For	No
1e	Elect Director Raymond E. Mabus, Jr.	Mgmt	For	For	For	No
1f	Elect Director Judith A. McHale	Mgmt	For	For	For	No
1g	Elect Director John G. Schreiber	Mgmt	For	For	For	No
1h	Elect Director Elizabeth A. Smith	Mgmt	For	For	For	No
1i	Elect Director Douglas M. Steenland	Mgmt	For	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Resideo Technologies, Inc.

**Meeting Date:** 06/08/2020

**Country:** USA

**Primary Security ID:** 76118Y104

**Record Date:** 04/15/2020

**Meeting Type:** Annual

**Ticker:** REZI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Cynthia Hostetler	Mgmt	For	For	For	No
1b	Elect Director Brian Kushner	Mgmt	For	For	For	No
1c	Elect Director Jack Lazar	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No
4	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For	No

### Shandong Weigao Group Medical Polymer Company Limited

**Meeting Date:** 06/08/2020

**Country:** China

**Primary Security ID:** Y76810103

**Record Date:** 05/08/2020

**Meeting Type:** Special

**Ticker:** 1066

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Subscription Agreement, Loan Agreement and Share Retention Agreement	Mgmt	For	For	For	No
2	Approve, Execute and Do or Procure All Such Documents and Things in Connection with the Subscription Agreement and Submit to Authority for Approval or Filing of Any Relevant Document	Mgmt	For	For	For	No
3	Authorize Board to Deal with All Matters in Relation to Subscription Agreement, Loan Agreement and Share Retention Agreement	Mgmt	For	For	For	No

### Zotefoams Plc

**Meeting Date:** 06/08/2020

**Country:** United Kingdom

**Primary Security ID:** G98933107

**Record Date:** 06/04/2020

**Meeting Type:** Annual

**Ticker:** ZTF

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Zotefoams Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Elect Alison Fielding as Director	Mgmt	For	For	For	No
5	Elect Catherine Wall as Director	Mgmt	For	For	For	No
6	Re-elect Steve Good as Director	Mgmt	For	For	For	No
7	Re-elect David Stirling as Director	Mgmt	For	For	For	No
8	Re-elect Gary McGrath as Director	Mgmt	For	For	For	No
9	Re-elect Douglas Robertson as Director	Mgmt	For	For	For	No
10	Re-elect Jonathan Carling as Director	Mgmt	For	For	For	No
11	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### accesso Technology Group Plc

**Meeting Date:** 06/09/2020

**Country:** United Kingdom

**Primary Security ID:** G1150H101

**Record Date:** 06/05/2020

**Meeting Type:** Special

**Ticker:** ACSO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Capital Raising	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Silence Therapeutics Plc

**Meeting Date:** 06/09/2020

**Country:** United Kingdom

**Primary Security ID:** G8128Y157

**Record Date:** 06/05/2020

**Meeting Type:** Annual

**Ticker:** SLN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because of the following reasons:* Options granted to Iain Ross during the year were made during his term as Non-executive Chair;* Long-term incentive awards granted to former and current Directors vest based on strategic milestones and allow for the retesting of performance criteria throughout the performance period;* Long-term incentives awards granted to former and current Directors during the year feature a vesting period of less than three years; and* A former NED received termination benefits during the period under review.</i></p>						
2	Elect Steven Romano as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST the re-election of Steven Romano is warranted because:* Potential independence issues have been identified and he currently sits on the Remuneration Committee, and the composition of this Committee does not adhere to UK best practice recommendations for a company of this size.</i></p>						
3	Reappoint PricewaterhouseCoopers LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For	No
4	Authorise Issue of Equity	Mgmt	For	For	For	No
5	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Item 4A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.Item 5A vote AGAINST this resolution is warranted because:* The proposed amount exceeds recommended limit of 10 percent of issued share capital.</i></p>						

### Teva Pharmaceutical Industries Limited

**Meeting Date:** 06/09/2020

**Country:** Israel

**Primary Security ID:** M8769Q102

**Record Date:** 04/30/2020

**Meeting Type:** Annual

**Ticker:** TEVA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Meeting for ADR Holders	Mgmt				
1a	Elect Director Sol J. Barer	Mgmt	For	For	For	No
1b	Elect Director Jean-Michel Halfon	Mgmt	For	For	For	No
1c	Elect Director Nechemia (Chemi) J. Peres	Mgmt	For	For	For	No
1d	Elect Director Janet S. Vergis	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Approve Omnibus Stock Plan	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Teva Pharmaceutical Industries Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
4	Approve Employment Terms of Kare Schultz	Mgmt	For	For	For	No
5	Amend Articles of Association	Mgmt	For	For	For	No
6	Ratify Kesselman & Kesselman as Auditors	Mgmt	For	For	For	No

### Tissue Regenix Group Plc

**Meeting Date:** 06/09/2020      **Country:** United Kingdom      **Primary Security ID:** G8887U107  
**Record Date:** 06/07/2020      **Meeting Type:** Special      **Ticker:** TRX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Authorise Issue of Equity Pursuant to the Fundraising	Mgmt	For	For	For	No
2	Approve Share Sub-Division	Mgmt	For	For	For	No
3	Adopt New Articles of Association	Mgmt	For	For	For	No
4	Authorise Issue of Equity without Pre-emptive Rights Pursuant to the Fundraising	Mgmt	For	For	For	No

### WFD Unibail-Rodamco N.V.

**Meeting Date:** 06/09/2020      **Country:** Netherlands      **Primary Security ID:** N96244103  
**Record Date:** 05/12/2020      **Meeting Type:** Annual      **Ticker:** N/A

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Annual Meeting Agenda	Mgmt				
i	Discuss Annual Report	Mgmt				
1	Approve Implementation of Remuneration Policy	Mgmt	For	For	For	No
2	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For	No
ii	Receive Explanation on Dividend Policy	Mgmt				
3	Approve Discharge of Management Board	Mgmt	For	For	For	No
4	Approve Discharge of Supervisory Board	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### WFD Unibail-Rodamco N.V.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
5	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For	For	No
6	Approve Remuneration Policy for Management Board Members	Mgmt	For	For	For	No
7	Approve Remuneration Policy for Supervisory Board Members	Mgmt	For	For	For	No
8	Amend Articles Re: Change Name of Company to Unibail-Rodamco-Westfield N.V.	Mgmt	For	For	For	No
9	Authorize Repurchase of Shares	Mgmt	For	For	For	No
10	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For	No

### AngloGold Ashanti Ltd.

Meeting Date: 06/10/2020

Country: South Africa

Primary Security ID: S04255196

Record Date: 06/05/2020

Meeting Type: Annual

Ticker: ANG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Re-elect Sipho Pityana as Director	Mgmt	For	For	For	No
1.2	Re-elect Albert Garner as Director	Mgmt	For	For	For	No
1.3	Re-elect Rhidwaan Gasant as Director	Mgmt	For	For	For	No
2.1	Elect Maria Ramos as Director	Mgmt	For	For	For	No
2.2	Elect Nelisiwe Magubane as Director	Mgmt	For	For	For	No
3.1	Re-elect Rhidwaan Gasant as Member of the Audit and Risk Committee	Mgmt	For	For	For	No
3.2	Re-elect Maria Richter as Member of the Audit and Risk Committee	Mgmt	For	For	For	No
3.3	Re-elect Alan Ferguson as Member of the Audit and Risk Committee	Mgmt	For	For	For	No
3.4	Elect Jochen Tilk as Member of the Audit and Risk Committee	Mgmt	For	For	For	No
4	Reappoint Ernst & Young Inc as Auditors of the Company with Ernest Botha as the Lead Audit Partner	Mgmt	For	For	For	No
5	Place Authorised but Unissued Shares under Control of Directors	Mgmt	For	For	For	No
6.1	Approve Remuneration Policy	Mgmt	For	For	For	No
6.2	Approve Remuneration Implementation Report	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### AngloGold Ashanti Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
7	Approve Non-executive Directors' Fees	Mgmt	For	For	For	No
8	Authorise Repurchase of Issued Share Capital	Mgmt	For	For	For	No
9	Authorise Board to Issue Shares for Cash	Mgmt	For	For	For	No
10	Approve Financial Assistance in Terms of Sections 44 and 45 of the Companies Act	Mgmt	For	For	For	No
11	Amend Memorandum of Incorporation	Mgmt	For	For	For	No
12	Authorise Ratification of Approved Resolutions	Mgmt	For	For	For	No

### Caterpillar Inc.

Meeting Date: 06/10/2020

Country: USA

Primary Security ID: 149123101

Record Date: 04/13/2020

Meeting Type: Annual

Ticker: CAT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Kelly A. Ayotte	Mgmt	For	For	For	No
1.2	Elect Director David L. Calhoun	Mgmt	For	For	For	No
1.3	Elect Director Daniel M. Dickinson	Mgmt	For	For	For	No
1.4	Elect Director Juan Gallardo	Mgmt	For	For	For	No
1.5	Elect Director William A. Osborn	Mgmt	For	For	For	No
1.6	Elect Director Debra L. Reed-Klages	Mgmt	For	For	For	No
1.7	Elect Director Edward B. Rust, Jr.	Mgmt	For	For	For	No
1.8	Elect Director Susan C. Schwab	Mgmt	For	For	For	No
1.9	Elect Director D. James Umpleby, III	Mgmt	For	For	For	No
1.10	Elect Director Miles D. White	Mgmt	For	For	For	No
1.11	Elect Director Rayford Wilkins, Jr.	Mgmt	For	For	For	No
2	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Report on Lobbying Payments and Policy	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional information regarding the company's trade association activities and lobbying-related expenditures would be a benefit to shareholders.</i>						
5	Require Independent Board Chair	SH	Against	Against	Against	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Caterpillar Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
6	Provide Right to Act by Written Consent	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>						

### Galaxy Entertainment Group Limited

**Meeting Date:** 06/10/2020      **Country:** Hong Kong      **Primary Security ID:** Y2679D118  
**Record Date:** 06/04/2020      **Meeting Type:** Annual      **Ticker:** 27

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1 )	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2.1 )	Elect Paddy Tang Lui Wai Yu as Director	Mgmt	For	For	For	No
2.2 )	Elect William Yip Shue Lam as Director	Mgmt	For	For	For	No
2.3 )	Elect Patrick Wong Lung Tak as Director	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST Lung Tak (Patrick) Wong is warranted given that he serves on a total of more than six public company boards. In the absence of any significant issues concerning other nominees, a vote FOR their election is warranted.</i>						
2.4	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
3	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
4.1	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
4.2	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following:* The aggregate share issuance limit is greater than 10 percent.* The company has not specified the discount limit.</i>						
4.3	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following:* The aggregate share issuance limit is greater than 10 percent.* The company has not specified the discount limit.</i>						

### WPP Plc

**Meeting Date:** 06/10/2020      **Country:** Jersey      **Primary Security ID:** G9788D103  
**Record Date:** 06/08/2020      **Meeting Type:** Annual      **Ticker:** WPP

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### WPP Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Elect John Rogers as Director	Mgmt	For	For	For	No
5	Elect Sandrine Dufour as Director	Mgmt	For	For	For	No
6	Elect Keith Weed as Director	Mgmt	For	For	For	No
7	Elect Jasmine Whitbread as Director	Mgmt	For	For	For	No
8	Re-elect Roberto Quarta as Director	Mgmt	For	For	For	No
9	Re-elect Dr Jacques Aigrain as Director	Mgmt	For	For	For	No
10	Re-elect Tarek Farahat as Director	Mgmt	For	For	For	No
11	Re-elect Mark Read as Director	Mgmt	For	For	For	No
12	Re-elect Cindy Rose as Director	Mgmt	For	For	For	No
13	Re-elect Nicole Seligman as Director	Mgmt	For	For	For	No
14	Re-elect Sally Susman as Director	Mgmt	For	For	For	No
15	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No

### Activision Blizzard, Inc.

Meeting Date: 06/11/2020

Country: USA

Primary Security ID: 00507V109

Record Date: 04/15/2020

Meeting Type: Annual

Ticker: ATVI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Reveta Bowers	Mgmt	For	For	For	No
1b	Elect Director Robert Corti	Mgmt	For	For	For	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Activision Blizzard, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1c	Elect Director Hendrik Hartong, III	Mgmt	For	For	For	No
1d	Elect Director Brian Kelly	Mgmt	For	For	For	No
1e	Elect Director Robert Kotick	Mgmt	For	For	For	No
1f	Elect Director Barry Meyer	Mgmt	For	For	For	No
1g	Elect Director Robert Morgado	Mgmt	For	For	For	No
1h	Elect Director Peter Nolan	Mgmt	For	For	For	No
1i	Elect Director Dawn Ostroff	Mgmt	For	For	For	No
1j	Elect Director Casey Wasserman	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	No

*Voting Policy Rationale: A vote AGAINST this proposal is warranted. A large portion of the CEO's annual incentive is based on strategic objectives, and while performance in this metric translated to below-target payouts, the lack of any disclosure for such a large portion of the award makes it difficult for shareholders to assess the pay for performance linkage. Such disclosures are particularly important given the CEO's relatively large base salary and target STI opportunity. In addition, the majority of the CEO's sizable 2019 equity awards, which exceeded the median total pay of peer CEOs, lacked performance vesting criteria, while goal rigor and disclosure concerns are noted for the performance-based component of the award. Additionally, the CEO's legacy employment agreement provides numerous overlapping pay opportunities, which raise concerns over potential excessive payouts in the future. Finally, the company provided an NEO with a significant cash inducement award in connection with an internal appointment, which vested within a year of grant and was over four times the NEO's salary.*

3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
4	Report on Political Contributions Disclosure	SH	Against	For	For	No

*Voting Policy Rationale: A vote FOR this resolution is warranted, as increased disclosure of the company's direct political contributions and indirect political contributions through trade associations and other tax-exempt organizations, as well as its management- and board-level oversight of electoral spending, could help shareholders more comprehensively evaluate the company's management of related risks and benefits.*

### Alfa Financial Software Holdings Plc

**Meeting Date:** 06/11/2020

**Country:** United Kingdom

**Primary Security ID:** G01682106

**Record Date:** 06/09/2020

**Meeting Type:** Annual

**Ticker:** ALFA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Elect Steve Breach as Director	Mgmt	For	For	For	No
4	Elect Adrian Chamberlain as Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Alfa Financial Software Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
5	Elect Charlotte de Metz as Director	Mgmt	For	For	For	No
6	Elect Duncan Magrath as Director	Mgmt	For	For	For	No
7	Elect Chris Sullivan as Director	Mgmt	For	For	For	No
8	Elect Matthew White as Director	Mgmt	For	For	For	No
9	Re-elect Andrew Denton as Director	Mgmt	For	For	For	No
10	Re-elect Andrew Page as Director	Mgmt	For	For	For	No
11	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
12	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
13	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Amend Articles of Association	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted:* The proposed amendment appears to provide the possibility for virtual-only shareholder meetings. While there are benefits from allowing participation at shareholder meetings via electronic means, virtual-only meetings may hinder meaningful exchanges between management and shareholders, and enable management to avoid uncomfortable questions.</i>						
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Coats Group Plc

**Meeting Date:** 06/11/2020

**Country:** United Kingdom

**Primary Security ID:** G22429115

**Record Date:** 06/09/2020

**Meeting Type:** Annual

**Ticker:** COA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	This Meeting is Originally Scheduled on 20 May 2020	Mgmt				
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Coats Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3	Approve Remuneration Policy	Mgmt	For	For	Against	Yes
4	Re-elect Simon Boddie as Director	Mgmt	For	For	For	No
5	Re-elect Nicholas Bull as Director	Mgmt	For	For	For	No
6	Re-elect Mike Clasper as Director	Mgmt	For	For	For	No
7	Re-elect Anne Fahy as Director	Mgmt	For	For	For	No
8	Re-elect David Gosnell as Director	Mgmt	For	For	For	No
9	Re-elect Hongyan Echo Lu as Director	Mgmt	For	For	For	No
10	Re-elect Fran Philip as Director	Mgmt	For	For	For	No
11	Re-elect Rajiv Sharma as Director	Mgmt	For	For	For	No
12	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
19	Amend Long Term Incentive Plan	Mgmt	For	For	For	No

### Dollar Tree, Inc.

**Meeting Date:** 06/11/2020

**Country:** USA

**Primary Security ID:** 256746108

**Record Date:** 04/09/2020

**Meeting Type:** Annual

**Ticker:** DLTR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Arnold S. Barron	Mgmt	For	For	For	No
1b	Elect Director Gregory M. Bridgeford	Mgmt	For	For	For	No
1c	Elect Director Thomas W. Dickson	Mgmt	For	For	For	No
1d	Elect Director Lemuel E. Lewis	Mgmt	For	For	For	No
1e	Elect Director Jeffrey G. Naylor	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Dollar Tree, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1f	Elect Director Gary M. Philbin	Mgmt	For	For	For	No
1g	Elect Director Bob Sasser	Mgmt	For	For	For	No
1h	Elect Director Thomas A. Saunders, III	Mgmt	For	For	For	No
1i	Elect Director Stephanie P. Stahl	Mgmt	For	For	For	No
1j	Elect Director Carrie A. Wheeler	Mgmt	For	For	For	No
1k	Elect Director Thomas E. Whiddon	Mgmt	For	For	For	No
1l	Elect Director Carl P. Zeithaml	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	No
4	Report on Greenhouse Gas Emissions Goals	SH	Against	For	For	No

*Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information on plans to adapt to increased costs and risks related to climate change would allow shareholders to better assess the company's management of related risks.*

### PetroChina Company Limited

**Meeting Date:** 06/11/2020

**Country:** China

**Primary Security ID:** Y6883Q104

**Record Date:** 05/11/2020

**Meeting Type:** Annual

**Ticker:** 857

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	AGM BALLOT FOR HOLDERS OF H SHARES	Mgmt				
1	Approve 2019 Report of the Board of Directors	Mgmt	For	For	For	No
2	Approve 2019 Report of the Supervisory Committee	Mgmt	For	For	For	No
3	Approve 2019 Financial Report	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Authorize Board to Determine the Distribution of Interim Dividends	Mgmt	For	For	For	No
6	Approve KPMG Huazhen as Domestic Auditors and KPMG as International Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
	ELECT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				
7.1	Elect Liu Yuezhen as Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### PetroChina Company Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
7.2	Elect Duan Liangwei as Director	Mgmt	For	For	For	No
	ELECT INDEPENDENT NON-EXECUTIVE DIRECTORS VIA CUMULATIVE VOTING )	Mgmt )				
8.1	Elect Elsie Leung Oi-sie as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST the election of Oi-sie (Elsie) Leung is warranted as she failed to attend at least 75 percent of board and committee meetings in the most recent fiscal year, without a satisfactory explanation. A vote FOR the remaining nominees is warranted.</i></p>						
8.2	Elect Tokuchi Tatsuhiro as Director	Mgmt	For	For	For	No
8.3	Elect Simon Henry as Director	Mgmt	For	For	For	No
8.4	Elect Cai Jinyong as Director	Mgmt	For	For	For	No
8.5	Elect Jiang, Simon X. as Director	Mgmt	For	For	For	No
	ELECT SUPERVISORS VIA CUMULATIVE VOTING	Mgmt				
9.1	Elect Xu Wenrong as Supervisor	SH	For	For	For	No
9.2	Elect Zhang Fengshan as Supervisor	SH	For	For	For	No
9.3	Elect Jiang Lifu as Supervisor	SH	For	For	For	No
9.4	Elect Lu Yaozhong as Supervisor	SH	For	For	For	No
9.5	Elect Wang Liang as Supervisor	SH	For	For	For	No
10	Approve the Guarantees to be Provided to the Subsidiaries and Affiliated Companies of the Company and Relevant Authorization to the Board	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted as the company has failed to disclose sufficient information on the ownership of the entities to be guaranteed by the group, and it is not specified whether the proposed guarantee is proportionate to the company's equity interest and if counter guarantees will be provided to the group.</i></p>						
11	Approve Unconditionally Grant a General Mandate to the Board to Determine and Deal with the Issue of Debt Financing Instruments	Mgmt	For	For	For	No
12	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Domestic Shares and H shares	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted given the company has not specified the discount limit.</i></p>						
13	Approve Amendments to the Business Scope and Amendments to the Articles of Association	SH	For	For	For	No

## salesforce.com, inc.

Meeting Date: 06/11/2020

Country: USA

Primary Security ID: 79466L302

Record Date: 04/16/2020

Meeting Type: Annual

Ticker: CRM

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

**salesforce.com, inc.**

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Marc Benioff	Mgmt	For	For	For	No
1b	Elect Director Craig Conway	Mgmt	For	For	For	No
1c	Elect Director Parker Harris	Mgmt	For	For	For	No
1d	Elect Director Alan Hassenfeld	Mgmt	For	For	For	No
1e	Elect Director Neelie Kroes	Mgmt	For	For	For	No
1f	Elect Director Colin Powell	Mgmt	For	For	For	No
1g	Elect Director Sanford Robertson	Mgmt	For	For	For	No
1h	Elect Director John V. Roos	Mgmt	For	For	For	No
1i	Elect Director Robin Washington	Mgmt	For	For	For	No
1j	Elect Director Maynard Webb	Mgmt	For	For	For	No
1k	Elect Director Susan Wojcicki	Mgmt	For	For	For	No
2	Amend Omnibus Stock Plan	Mgmt	For	For	For	No
3	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For	No
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
6	Provide Right to Act by Written Consent	SH	Against	For	For	No

*Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.*

## Telefonica SA

**Meeting Date:** 06/11/2020

**Country:** Spain

**Primary Security ID:** 879382109

**Record Date:** 06/05/2020

**Meeting Type:** Annual

**Ticker:** TEF

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1 )	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For	No
1.2 )	Approve Non-Financial Information Statement	Mgmt	For	For	For	No
1.3 )	Approve Discharge of Board	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Telefonica SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
2	Approve Allocation of Income	Mgmt	For	For	For	No
3	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For	No
4.1	Reelect Isidro Faine Casas as Director	Mgmt	For	For	For	No
4.2	Reelect Juan Ignacio Cirac Sasturain as Director	Mgmt	For	For	For	No
4.3	Reelect Jose Javier Echenique Landiribar as Director	Mgmt	For	For	For	No
4.4	Reelect Peter Erskine as Director	Mgmt	For	For	For	No
4.5	Reelect Sabina Fluxa Thienemann as Director	Mgmt	For	For	For	No
4.6	Reelect Peter Loscher as Director	Mgmt	For	For	For	No
4.7	Ratify Appointment of and Elect Veronica Maria Pascual Boe as Director	Mgmt	For	For	For	No
4.8	Ratify Appointment of and Elect Claudia Sender Ramirez as Director	Mgmt	For	For	For	No
5.1	Approve Scrip Dividends	Mgmt	For	For	For	No
5.2	Approve Scrip Dividends	Mgmt	For	For	For	No
6	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 20 Percent	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST these items is warranted because the potential dilution from these authorizations exceeds the 10 percent guideline for generic capital increase requests without pre-emptive rights and issuance of convertible debt.</i></p>						
7	Authorize Issuance of Non-Convertible and/or Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 25 Billion with Exclusion of Preemptive Rights up to 20 Percent of Capital	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST these items is warranted because the potential dilution from these authorizations exceeds the 10 percent guideline for generic capital increase requests without pre-emptive rights and issuance of convertible debt.</i></p>						
8	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No
9	Advisory Vote on Remuneration Report	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1 )	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For		No
1.2 )	Approve Non-Financial Information Statement	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Telefonica SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.3	Approve Discharge of Board	Mgmt	For	For		No
2	Approve Allocation of Income	Mgmt	For	For		No
3	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For		No
4.1	Reelect Isidro Faine Casas as Director	Mgmt	For	For		No
4.2	Reelect Juan Ignacio Cirac Sasurain as Director	Mgmt	For	For		No
4.3	Reelect Jose Javier Echenique Landiribar as Director	Mgmt	For	For		No
4.4	Reelect Peter Erskine as Director	Mgmt	For	For		No
4.5	Reelect Sabina Fluxa Thienemann as Director	Mgmt	For	For		No
4.6	Reelect Peter Loscher as Director	Mgmt	For	For		No
4.7	Ratify Appointment of and Elect Veronica Maria Pascual Boe as Director	Mgmt	For	For		No
4.8	Ratify Appointment of and Elect Claudia Sender Ramirez as Director	Mgmt	For	For		No
5.1	Approve Scrip Dividends	Mgmt	For	For		No
5.2	Approve Scrip Dividends	Mgmt	For	For		No
6	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 20 Percent	Mgmt	For	Against		No
7	Authorize Issuance of Non-Convertible and/or Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 25 Billion with Exclusion of Preemptive Rights up to 20 Percent of Capital	Mgmt	For	Against		No
8	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For		No
9	Advisory Vote on Remuneration Report	Mgmt	For	For		No

### Bakkavor Group Plc

**Meeting Date:** 06/12/2020

**Country:** United Kingdom

**Primary Security ID:** GOR792105

**Record Date:** 06/10/2020

**Meeting Type:** Annual

**Ticker:** BAKK



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Bakkavor Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	This Meeting is Originally Scheduled on 21 May 2020	Mgmt				
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Re-elect Simon Burke as Director	Mgmt	For	For	For	No
4	Re-elect Sue Clark as Director	Mgmt	For	For	For	No
5	Re-elect Patrick Cook as Director	Mgmt	For	For	For	No
6	Re-elect Peter Gates as Director	Mgmt	For	For	For	No
7	Re-elect Agust Gudmundsson as Director	Mgmt	For	For	For	No
8	Re-elect Lydur Gudmundsson as Director	Mgmt	For	For	For	No
9	Re-elect Denis Hennequin as Director	Mgmt	For	For	For	No
10	Re-elect Todd Krasnow as Director	Mgmt	For	For	For	No
11	Re-elect Jane Lodge as Director	Mgmt	For	For	For	No
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted: * The lead audit partner, Arif Ahmad of PricewaterhouseCoopers LLP, was also the lead partner at Redcentric plc during FY2016, where a number of accounting issues were identified which resulted to significant restatements in the 2016 accounts of Redcentric. * The UK's accounting regulator – the Financial Reporting Council (FRC) – has fined PwC and the lead audit partner for its role in restatement of Redcentric accounts. The FRC also noted that in certain cases the breaches were of a basic and / or fundamental nature, evidencing a serious lack of competence in conducting audit work.</i></p>						
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Industrial and Commercial Bank of China Limited

**Meeting Date:** 06/12/2020

**Country:** China

**Primary Security ID:** Y3990B112

**Record Date:** 06/03/2020

**Meeting Type:** Annual

**Ticker:** 1398

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	AGM BALLOT FOR HOLDERS OF H SHARES	Mgmt				
1	Approve 2019 Work Report of the Board of Directors	Mgmt	For	For	For	No
2	Approve 2019 Work Report of the Board of Supervisors	Mgmt	For	For	For	No
3	Approve 2019 Audited Accounts	Mgmt	For	For	For	No
4	Approve 2019 Profit Distribution Plan	Mgmt	For	For	For	No
5	Approve 2020 Fixed Asset Investment Budget	Mgmt	For	For	For	No
6	Approve KPMG Huazhen LLP and KPMG as Domestic External Auditors and KPMG as Domestic External Auditors	Mgmt	For	For	For	No
7	Elect Shen Si as Director	Mgmt	For	For	For	No
8	Approve Issuance of Undated Additional Tier 1 Capital Bonds and Eligible Tier 2 Capital Instruments	Mgmt	For	For	For	No
9	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted for the following:* The aggregate share issuance limit is greater than 10 percent.* The company has not specified the discount limit.</i>						
10	Approve Issuance of Eligible Tier 2 Capital Instruments	SH	For	For	For	No
11	Approve Application for Authorization Limit for Special Donations for COVID-19 Pandemic Prevention and Control	SH	For	For	For	No
12	Elect Liao Lin as Director	SH	For	For	For	No

### Informa Plc

**Meeting Date:** 06/12/2020

**Country:** United Kingdom

**Primary Security ID:** G4770L106

**Record Date:** 06/10/2020

**Meeting Type:** Annual

**Ticker:** INF

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Re-elect Derek Mapp as Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Informa Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
2	Re-elect Stephen Carter as Director	Mgmt	For	For	For	No
3	Re-elect Gareth Wright as Director	Mgmt	For	For	For	No
4	Re-elect Gareth Bullock as Director	Mgmt	For	For	For	No
5	Re-elect Stephen Davidson as Director	Mgmt	For	For	For	No
6	Re-elect David Flaschen as Director	Mgmt	For	For	For	No
7	Re-elect Mary McDowell as Director	Mgmt	For	For	For	No
8	Re-elect Helen Owers as Director	Mgmt	For	For	For	No
9	Re-elect John Rishton as Director	Mgmt	For	For	For	No
10	Elect Gill Whitehead as Director	Mgmt	For	For	For	No
11	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
12	Approve Remuneration Report	Mgmt	For	For	For	No
13	Approve Remuneration Policy	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this item is warranted:* The pension arrangement for the incumbent Executive Directors remains significantly above market levels and no commitment has been provided to align the pension with that of the workforce;* The target bonus is above 50% of maximum; and* There is no post-cessation shareholding requirement.</i>						
14	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
16	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
21	Adopt New Articles of Association	Mgmt	For	For	For	No
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### IQGeo Group Plc

**Meeting Date:** 06/15/2020

**Country:** United Kingdom

**Primary Security ID:** G4939N100

**Record Date:** 06/11/2020

**Meeting Type:** Annual

**Ticker:** IQG

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### IQGeo Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Re-elect Paul Taylor as Director	Mgmt	For	For	For	No
3	Re-elect Ian Kershaw as Director	Mgmt	For	For	For	No
4	Elect Andrew MacLeod as Director	Mgmt	For	For	For	No
5	Re-elect Riccardo Petti as Director	Mgmt	For	For	For	No
6	Elect Max Royde as Director	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: Items 2-5 &amp; 7A vote FOR the re-election or election of Paul Taylor, Ian Kershaw, Andrew MacLeod, Riccardo Petti and Robert Sansom is warranted because no significant concerns have been identified. Item 6A vote AGAINST the election of Max Royde is warranted because: * Potential independence issues have been identified and he currently sits on the Remuneration Committee, and the composition of this Committee does not adhere to UK best practice recommendations for a company of this size.</i>						
7	Re-elect Robert Sansom as Director	Mgmt	For	For	For	No
8	Reappoint Grant Thornton UK LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For	No
9	Authorise Issue of Equity	Mgmt	For	For	For	No
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
11	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
12	Approve Share Option Plan	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST the proposed Plan is warranted for the following reasons: * The overall dilution limit contained within the scheme rules allows the Company to issue 15 percent of the issued share capital in 10 years, which is in excess of best practice limits of 10 percent in 10 years; * Vesting of awards granted under this plan may not be conditional on the achievement of pre-set performance hurdles; * Awards vest over a period of less than three-years, which is not in line with local market standards; and * In the event of a change of control, the vesting of awards is not pro-rated for time and performance.</i>						

### ATOS SE

**Meeting Date:** 06/16/2020

**Country:** France

**Primary Security ID:** F06116101

**Record Date:** 06/12/2020

**Meeting Type:** Annual/Special

**Ticker:** ATO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### ATOS SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For	For	For	No
4	Ratify Appointment of Elie Girard as Director	Mgmt	For	For	For	No
5	Ratify Appointment of Cedrik Neike as Director	Mgmt	For	For	For	No
6	Reelect Nicolas Bazire as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: * Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 50 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 60 percent vs 50 percent recommended) and the absence of specific concerns (Items 4, 5, 8 and 9). * A vote FOR the reelection of this independent nominee is warranted in the absence of specific concerns (Item 7). * The number of outside mandates held by Nicolas Bazire is in excess of recommended guidelines for non-executive directors. Therefore, his reelection warrants a vote AGAINST (Item 6). * Additional concern on the reelection of Nicolas Bazire is warranted due to the existence of a significant legal risk (Item 6). * Qualified support the reelection of Jean Fleming as employee shareholder representative is warranted given her repeated and unexplained low level of attendance. However, in the absence of any other candidates for the position, a vote FOR is warranted (Item 10).</i></p>						
7	Reelect Valerie Bernis as Director	Mgmt	For	For	For	No
8	Reelect Colette Neuville as Director	Mgmt	For	For	For	No
9	Reelect Cedrik Neike as Director	Mgmt	For	For	For	No
10	Elect Jean Fleming as Representative of Employee Shareholders to the Board	Mgmt	For	For	For	No
11	Renew Appointment of Grant Thornton as Auditor	Mgmt	For	For	For	No
12	Acknowledge End of Mandate of IGEC as Alternate Auditor and Decision Not to Replace	Mgmt	For	For	For	No
13	Approve Transaction with Worldline Re: Separation Agreement	Mgmt	For	For	For	No
14	Approve Compensation of Thierry Breton, Chairman and CEO Until Oct. 31, 2019	Mgmt	For	For	For	No
15	Approve Compensation of Bertrand Meunier, Chairman of the Board Since Nov. 1, 2019	Mgmt	For	For	For	No
16	Approve Compensation of Elie Girard, Vice-CEO Since April 2, 2019 Until Oct. 31, 2019	Mgmt	For	For	For	No
17	Approve Compensation of Elie Girard, CEO Since Nov. 1, 2019	Mgmt	For	For	For	No
18	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
19	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### ATOS SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
20	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For	No
21	Approve Remuneration Policy of CEO	Mgmt	For	For	For	No
22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
23	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
24	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 30 Percent of Issued Share Capital	Mgmt	For	For	For	No
25	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
26	Approve Issuance of Equity or Equity-Linked Securities for up to 10 Percent of Issued Capital Per Year for Private Placements	Mgmt	For	For	For	No
27	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For	No
28	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For	No
29	Authorize Capitalization of Reserves of Up to EUR 5,111 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For	No
30	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
31	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For	No
32	Authorize up to 0.9 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For	No
33	Amend Article 16 of Bylaws Re: Employee Representative	Mgmt	For	For	For	No
34	Amend Articles 20 and 26 of Bylaws Re: Board Remuneration	Mgmt	For	For	For	No
35	Amend Article 18 of Bylaws Re: Written Consultation	Mgmt	For	For	For	No
36	Amend Article 10 of Bylaws Re: Shareholding Disclosure Thresholds	Mgmt	For	For	For	No
37	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

## ATOS SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For		No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For		No
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For	For		No
4	Ratify Appointment of Elie Girard as Director	Mgmt	For	For		No
5	Ratify Appointment of Cedrik Neike as Director	Mgmt	For	For		No
6	Reelect Nicolas Bazire as Director	Mgmt	For	Against		No
7	Reelect Valerie Bernis as Director	Mgmt	For	For		No
8	Reelect Colette Neuville as Director	Mgmt	For	For		No
9	Reelect Cedrik Neike as Director	Mgmt	For	For		No
10	Elect Jean Fleming as Representative of Employee Shareholders to the Board	Mgmt	For	For		No
11	Renew Appointment of Grant Thornton as Auditor	Mgmt	For	For		No
12	Acknowledge End of Mandate of IGEC as Alternate Auditor and Decision Not to Replace	Mgmt	For	For		No
13	Approve Transaction with Worldline Re: Separation Agreement	Mgmt	For	For		No
14	Approve Compensation of Thierry Breton, Chairman and CEO Until Oct. 31, 2019	Mgmt	For	For		No
15	Approve Compensation of Bertrand Meunier, Chairman of the Board Since Nov. 1, 2019	Mgmt	For	For		No
16	Approve Compensation of Elie Girard, Vice-CEO Since April 2, 2019 Until Oct. 31, 2019	Mgmt	For	For		No
17	Approve Compensation of Elie Girard, CEO Since Nov. 1, 2019	Mgmt	For	For		No
18	Approve Compensation Report of Corporate Officers	Mgmt	For	For		No
19	Approve Remuneration Policy of Directors	Mgmt	For	For		No
20	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For		No
21	Approve Remuneration Policy of CEO	Mgmt	For	For		No
22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### ATOS SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Extraordinary Business	Mgmt				
23	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For		No
24	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 30 Percent of Issued Share Capital	Mgmt	For	For		No
25	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 10 Percent of Issued Share Capital	Mgmt	For	For		No
26	Approve Issuance of Equity or Equity-Linked Securities for up to 10 Percent of Issued Capital Per Year for Private Placements	Mgmt	For	For		No
27	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For		No
28	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For		No
29	Authorize Capitalization of Reserves of Up to EUR 5,111 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For		No
30	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For		No
31	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For		No
32	Authorize up to 0.9 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For		No
33	Amend Article 16 of Bylaws Re: Employee Representative	Mgmt	For	For		No
34	Amend Articles 20 and 26 of Bylaws Re: Board Remuneration	Mgmt	For	For		No
35	Amend Article 18 of Bylaws Re: Written Consultation	Mgmt	For	For		No
36	Amend Article 10 of Bylaws Re: Shareholding Disclosure Thresholds	Mgmt	For	For		No
37	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For		No

### General Motors Company

**Meeting Date:** 06/16/2020

**Country:** USA

**Primary Security ID:** 37045V100

**Record Date:** 04/17/2020

**Meeting Type:** Annual

**Ticker:** GM



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### General Motors Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Mary T. Barra	Mgmt	For	For	For	No
1b	Elect Director Wesley G. Bush	Mgmt	For	For	For	No
1c	Elect Director Linda R. Gooden	Mgmt	For	For	For	No
1d	Elect Director Joseph Jimenez	Mgmt	For	For	For	No
1e	Elect Director Jane L. Mendillo	Mgmt	For	For	For	No
1f	Elect Director Judith A. Miscik	Mgmt	For	For	For	No
1g	Elect Director Patricia F. Russo	Mgmt	For	For	For	No
1h	Elect Director Thomas M. Schoewe	Mgmt	For	For	For	No
1i	Elect Director Theodore M. Solso	Mgmt	For	For	For	No
1j	Elect Director Carol M. Stephenson	Mgmt	For	For	For	No
1k	Elect Director Devin N. Wenig	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	No
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
5	Approve Omnibus Stock Plan	Mgmt	For	For	For	No
6	Provide Right to Act by Written Consent	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>						
7	Amend Proxy Access Right	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed elimination of the 20-shareholder aggregation limit would improve the company's existing proxy access right for shareholders.</i>						
8	Report on Human Rights Policy Implementation	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information concerning compliance, performance and remediation related to GM's implementation of its Human Rights Policy and Supplier Code of Conduct will provide shareholders with a better understanding of the company's management of these policies and related risks.</i>						
9	Report on Lobbying Payments and Policy	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's lobbying-related expenditures, trade association payments, and management-level oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i>						

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Ingersoll Rand, Inc.

**Meeting Date:** 06/16/2020      **Country:** USA      **Primary Security ID:** 45687V106  
**Record Date:** 04/22/2020      **Meeting Type:** Annual      **Ticker:** IR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Kirk E. Arnold	Mgmt	For	For	For	No
1b	Elect Director William P. Donnelly	Mgmt	For	For	For	No
1c	Elect Director Marc E. Jones	Mgmt	For	For	For	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No

### Kering SA

**Meeting Date:** 06/16/2020      **Country:** France      **Primary Security ID:** F5433L103  
**Record Date:** 06/12/2020      **Meeting Type:** Annual/Special      **Ticker:** KER

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of EUR 8 per Share	Mgmt	For	For	For	No
4	Reelect Jean-Pierre Denis as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: * Votes FOR the (re)elections of these independent nominees (Sophie L'Helias, and Ginevra Elkann) are warranted in the absence of specific concerns (Items 4 and 6). * Votes FOR the elections of these nominees (Jean Liu, Tidjane Thiam and Emma Watson) are warranted but qualified given the lack of independence at the board level (including all board members: 38.5 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 41.7 percent vs 50 percent recommended) (Items 7-9). * A vote AGAINST the reelection of Jean-Pierre Denis as member of the Board of Director and Chairman of the audit committee is warranted as he is now qualified as non-independent, having reached a tenor of twelve years.</i></p>						
5	Reelect Ginevra Elkann as Director	Mgmt	For	For	For	No
6	Reelect Sophie L Helias as Director	Mgmt	For	For	For	No
7	Elect Jean Liu as Director	Mgmt	For	For	For	No
8	Elect Tidjane Thiam as Director	Mgmt	For	For	For	No
9	Elect Emma Watson as Director	Mgmt	For	For	For	No
10	Approve Compensation of Corporate Officers	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Kering SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
11	Approve Compensation of Francois-Henri Pinault, Chairman and CEO	Mgmt	For	Against	Against	No
	<p><i>Voting Policy Rationale: A vote FOR the global remuneration report is warranted but qualified as the company did not provide reaction to the level of dissent some of the resolution faced at the AGM taking place on April 24, 2019. Votes AGAINST the individual remuneration reports of Francois-Henri Pinault, Chairman and CEO, and Jean-Francois Palus, Group Managing Director, are warranted, as the following concerns are raised: * The KMU vested under the 2016 plan correspond to 100% of the initial grant as the full acquisition was only subject to an increase in one of three performance criteria, which is not deemed stringent enough. * The KMU granted in 2019 are subject to performance conditions, which would allow for a final acquisition of 50% of the plan, if only one performance condition is met. * The first tranche of the exceptional remuneration attributed under the plan 2018 to the Chairman and CEO and Group Managing Director is paid this year. Following the remarks disclosed in previous analysis, ISS emits concerns over the adequacy of this remuneration.</i></p>					
12	Approve Compensation of Jean-Francois Palus, Vice-CEO	Mgmt	For	Against	Against	No
	<p><i>Voting Policy Rationale: A vote FOR the global remuneration report is warranted but qualified as the company did not provide reaction to the level of dissent some of the resolution faced at the AGM taking place on April 24, 2019. Votes AGAINST the individual remuneration reports of Francois-Henri Pinault, Chairman and CEO, and Jean-Francois Palus, Group Managing Director, are warranted, as the following concerns are raised: * The KMU vested under the 2016 plan correspond to 100% of the initial grant as the full acquisition was only subject to an increase in one of three performance criteria, which is not deemed stringent enough. * The KMU granted in 2019 are subject to performance conditions, which would allow for a final acquisition of 50% of the plan, if only one performance condition is met. * The first tranche of the exceptional remuneration attributed under the plan 2018 to the Chairman and CEO and Group Managing Director is paid this year. Following the remarks disclosed in previous analysis, ISS emits concerns over the adequacy of this remuneration.</i></p>					
13	Approve Remuneration Policy of Executive Corporate Officers	Mgmt	For	For	For	No
14	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For	For	No
15	Renew Appointments of Deloitte and Associates as Auditor and BEAS as Alternate Auditor	Mgmt	For	For	For	No
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
17	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Against	No
	<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted because the weights and vesting schedule for each of the performance criteria, to which are subjected the final acquisitions of the share awards, are not disclosed. As not in the remuneration policy, the final acquisition of this share award for the executive officers will be adjusted upward or downward based on the relative performance of the TSR of the group against the TSR of a composite index. The levels of adjustment that can be expected is not disclosed.</i></p>					
18	Amend Article 10 of Bylaws Re: Shares Held by Directors and Employee Representative	Mgmt	For	Against	Against	No
	<p><i>Voting Policy Rationale: A vote AGAINST item 18 is warranted as the proposed modification would substantially reduce the amount of shares to be held by directors, which raise uncertainties on the alignment of their interest. Votes FOR Items 19 to 22 are warranted as the proposed modifications do not raise specific concerns.</i></p>					
19	Amend Article 11 of Bylaws Re: Board Power	Mgmt	For	For	For	No
20	Amend Article 13 of Bylaws Re: Board Members Deliberation via Written Consultation	Mgmt	For	For	For	No
21	Remove Article 18 of Bylaws Re: Censors	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Kering SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
22	Amend Article 17 of Bylaws Re: Board Remuneration	Mgmt	For	For	For	No
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For		No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For		No
3	Approve Allocation of Income and Dividends of EUR 8 per Share	Mgmt	For	For		No
4	Reelect Jean-Pierre Denis as Director	Mgmt	For	Against		No
5	Reelect Ginevra Elkann as Director	Mgmt	For	For		No
6	Reelect Sophie L Helias as Director	Mgmt	For	For		No
7	Elect Jean Liu as Director	Mgmt	For	For		No
8	Elect Tidjane Thiam as Director	Mgmt	For	For		No
9	Elect Emma Watson as Director	Mgmt	For	For		No
10	Approve Compensation of Corporate Officers	Mgmt	For	For		No
11	Approve Compensation of Francois-Henri Pinault, Chairman and CEO	Mgmt	For	Against		No
12	Approve Compensation of Jean-Francois Palus, Vice-CEO	Mgmt	For	Against		No
13	Approve Remuneration Policy of Executive Corporate Officers	Mgmt	For	For		No
14	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For		No
15	Renew Appointments of Deloitte and Associates as Auditor and BEAS as Alternate Auditor	Mgmt	For	For		No
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For		No
	Extraordinary Business	Mgmt				
17	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against		No
18	Amend Article 10 of Bylaws Re: Shares Hold by Directors and Employee Representative	Mgmt	For	Against		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Kering SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
19	Amend Article 11 of Bylaws Re: Board Power	Mgmt	For	For		No
20	Amend Article 13 of Bylaws Re: Board Members Deliberation via Written Consultation	Mgmt	For	For		No
21	Remove Article 18 of Bylaws Re: Censors	Mgmt	For	For		No
22	Amend Article 17 of Bylaws Re: Board Remuneration	Mgmt	For	For		No
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For		No

### Mastercard Incorporated

Meeting Date: 06/16/2020

Country: USA

Primary Security ID: 57636Q104

Record Date: 04/20/2020

Meeting Type: Annual

Ticker: MA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Richard Haythornthwaite	Mgmt	For	For	For	No
1b	Elect Director Ajay Banga	Mgmt	For	For	For	No
1c	Elect Director Richard K. Davis	Mgmt	For	For	For	No
1d	Elect Director Steven J. Freiberg	Mgmt	For	For	For	No
1e	Elect Director Julius Genachowski	Mgmt	For	For	For	No
1f	Elect Director Choon Phong Goh	Mgmt	For	For	For	No
1g	Elect Director Merit E. Janow	Mgmt	For	For	For	No
1h	Elect Director Oki Matsumoto	Mgmt	For	For	For	No
1i	Elect Director Youngme Moon	Mgmt	For	For	For	No
1j	Elect Director Rima Qureshi	Mgmt	For	For	For	No
1k	Elect Director Jose Octavio Reyes Lagunes	Mgmt	For	For	For	No
1l	Elect Director Gabrielle Sulzberger	Mgmt	For	For	For	No
1m	Elect Director Jackson Tai	Mgmt	For	For	For	No
1n	Elect Director Lance Uggla	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### MetLife, Inc.

**Meeting Date:** 06/16/2020

**Country:** USA

**Primary Security ID:** 59156R108

**Record Date:** 04/23/2020

**Meeting Type:** Annual

**Ticker:** MET

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Cheryl W. Grise	Mgmt	For	For	For	No
1b	Elect Director Carlos M. Gutierrez	Mgmt	For	For	For	No
1c	Elect Director Gerald L. Hassell	Mgmt	For	For	For	No
1d	Elect Director David L. Herzog	Mgmt	For	For	For	No
1e	Elect Director R. Glenn Hubbard	Mgmt	For	For	For	No
1f	Elect Director Edward J. Kelly, III	Mgmt	For	For	For	No
1g	Elect Director William E. Kennard	Mgmt	For	For	For	No
1h	Elect Director Michel A. Khalaf	Mgmt	For	For	For	No
1i	Elect Director Catherine R. Kinney	Mgmt	For	For	For	No
1j	Elect Director Diana L. McKenzie	Mgmt	For	For	For	No
1k	Elect Director Denise M. Morrison	Mgmt	For	For	For	No
1l	Elect Director Mark A. Weinberger	Mgmt	For	For	For	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No

### NTT DoCoMo, Inc.

**Meeting Date:** 06/16/2020

**Country:** Japan

**Primary Security ID:** J59399121

**Record Date:** 03/31/2020

**Meeting Type:** Annual

**Ticker:** 9437

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Allocation of Income, with a Final Dividend of JPY 60	Mgmt	For	For	For	No
2	Amend Articles to Abolish Board Structure with Statutory Auditors - Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval	Mgmt	For	For	For	No
3.1	Elect Director Yoshizawa, Kazuhiro	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### NTT DoCoMo, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3.2	Elect Director Ii, Motoyuki	Mgmt	For	For	For	No
3.3	Elect Director Maruyama, Seiji	Mgmt	For	For	For	No
3.4	Elect Director Fujiwara, Michio	Mgmt	For	For	For	No
3.5	Elect Director Hiroi, Takashi	Mgmt	For	For	For	No
3.6	Elect Director Tateishi, Mayumi	Mgmt	For	For	For	No
3.7	Elect Director Shintaku, Masaaki	Mgmt	For	For	For	No
3.8	Elect Director Endo, Noriko	Mgmt	For	For	For	No
3.9	Elect Director Kikuchi, Shin	Mgmt	For	For	For	No
3.10	Elect Director Kuroda, Katsumi	Mgmt	For	For	For	No
4.1	Elect Director and Audit Committee Member Suto, Shoji	Mgmt	For	For	For	No
4.2	Elect Director and Audit Committee Member Sagae, Hironobu	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because:* This outside director candidate who will be an audit committee member lacks independence.</i>						
4.3	Elect Director and Audit Committee Member Nakata, Katsumi	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because:* This outside director candidate who will be an audit committee member lacks independence.</i>						
4.4 )	Elect Director and Audit Committee Member Kajikawa, Mikio	Mgmt	For	For	For	No
4.5 )	Elect Director and Audit Committee Member Tsujiyama, Eiko	Mgmt	For	For	For	No
5 )	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For	No
6 )	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For	No

### PT Astra International Tbk

Meeting Date: 06/16/2020

Country: Indonesia

Primary Security ID: Y7117N172

Record Date: 05/19/2020

Meeting Type: Annual

Ticker: ASII

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Allocation of Income	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### PT Astra International Tbk

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3	Approve Changes in Board of Company and Approve Remuneration of Directors and Commissioners	Mgmt	For	For	For	No
4	Approve Tanudiredja, Wibisana, Rintis & Rekan as Auditors	Mgmt	For	For	For	No

### The Siam Commercial Bank Public Company Limited

Meeting Date: 06/16/2020

Country: Thailand

Primary Security ID: Y7905M105

Record Date: 05/22/2020

Meeting Type: Annual

Ticker: SCB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Acknowledge Annual Report	Mgmt				
2	Approve Financial Statements	Mgmt	For	For	For	No
3	Approve Allocation of Income, Dividend Payment and Acknowledge Interim Dividend Payment	Mgmt				
4	Approve Remuneration of Directors for the Year 2020 and Bonus of Directors for the Year 2019	Mgmt	For	For	For	No
5.1	Elect Satitpong Sukvimol as Director	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST Satitpong Sukvimol (Item 5.1) is warranted because he attended less than 75 percent of board and committee meetings over the most recent fiscal year, without a satisfactory explanation. A vote FOR all other nominees is warranted. )</i>						
5.2 )	Elect Thumnithi Wanichthanom as Director	Mgmt	For	For	For	No
5.3 )	Elect Krirk Vanikkul as Director	Mgmt	For	For	For	No
5.4 )	Elect Pasu Decharin as Director	Mgmt	For	For	For	No
5.5 )	Elect Ekamol Kiriwat as Director	Mgmt	For	For	For	No
6 )	Approve KPMG Phoomchai Audit Limited as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

### Amadeus IT Group SA

Meeting Date: 06/17/2020

Country: Spain

Primary Security ID: E04648114

Record Date: 06/12/2020

Meeting Type: Annual

Ticker: AMS



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Amadeus IT Group SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For	No
2	Approve Non-Financial Information Statement	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends	Mgmt	For	For	For	No
4	Approve Discharge of Board	Mgmt	For	For	For	No
5.1	Elect Xiaoqun Clever as Director	Mgmt	For	For	For	No
5.2	Reelect Jose Antonio Tazon Garcia as Director	Mgmt	For	For	For	No
5.3	Reelect Luis Maroto Camino as Director	Mgmt	For	For	For	No
5.4	Reelect David Webster as Director	Mgmt	For	For	For	No
5.5	Reelect Clara Furse as Director	Mgmt	For	For	For	No
5.6	Reelect Nicolas Huss as Director	Mgmt	For	For	For	No
5.7	Reelect Pierre-Henri Gourgeon as Director	Mgmt	For	For	For	No
5.8	Reelect Francesco Loredan as Director	Mgmt	For	For	For	No
6	Advisory Vote on Remuneration Report	Mgmt	For	For	For	No
7	Approve Remuneration of Directors	Mgmt	For	For	For	No
8	Authorize Increase in Capital up to 10 Percent via Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For	No
9	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For		No
2	Approve Non-Financial Information Statement	Mgmt	For	For		No
3	Approve Allocation of Income and Dividends	Mgmt	For	For		No
4	Approve Discharge of Board	Mgmt	For	For		No
5.1	Elect Xiaoqun Clever as Director	Mgmt	For	For		No
5.2	Reelect Jose Antonio Tazon Garcia as Director	Mgmt	For	For		No
5.3	Reelect Luis Maroto Camino as Director	Mgmt	For	For		No
5.4	Reelect David Webster as Director	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Amadeus IT Group SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
5.5	Reelect Clara Furse as Director	Mgmt	For	For		No
5.6	Reelect Nicolas Huss as Director	Mgmt	For	For		No
5.7	Reelect Pierre-Henri Gourgeon as Director	Mgmt	For	For		No
5.8	Reelect Francesco Loredan as Director	Mgmt	For	For		No
6	Advisory Vote on Remuneration Report	Mgmt	For	For		No
7	Approve Remuneration of Directors	Mgmt	For	For		No
8	Authorize Increase in Capital up to 10 Percent via Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For		No
9	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For		No

### Domino's Pizza Group Plc

**Meeting Date:** 06/17/2020

**Country:** United Kingdom

**Primary Security ID:** G28113101

**Record Date:** 06/15/2020

**Meeting Type:** Annual

**Ticker:** DOM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
3	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
4	Re-elect Colin Halpern as Director	Mgmt	For	For	For	No
5	Re-elect Kevin Higgins as Director	Mgmt	For	For	For	No
6	Elect Ian Bull as Director	Mgmt	For	For	For	No
7	Elect Elias Diaz Sese as Director	Mgmt	For	For	For	No
8	Elect Usman Nabi as Director	Mgmt	For	For	For	No
9	Elect Matt Shattock as Director	Mgmt	For	For	For	No
10	Elect Dominic Paul as Director	Mgmt	For	For	For	No
11	Approve Remuneration Report	Mgmt	For	For	For	No
12	Authorise Issue of Equity	Mgmt	For	For	For	No
13	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Domino's Pizza Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### G4S Plc

**Meeting Date:** 06/17/2020

**Country:** United Kingdom

**Primary Security ID:** G39283109

**Record Date:** 06/15/2020

**Meeting Type:** Annual

**Ticker:** GFS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Elect Michel van der Bel as Director	Mgmt	For	For	For	No
5	Elect Clare Chapman as Director	Mgmt	For	For	For	No
6	Re-elect Ashley Almanza as Director	Mgmt	For	For	For	No
7	Re-elect John Connolly as Director	Mgmt	For	For	For	No
8	Re-elect Elisabeth Fleuriot as Director	Mgmt	For	For	For	No
9	Re-elect Winnie Kin Wah Fok as Director	Mgmt	For	For	For	No
10	Re-elect Steve Mogford as Director	Mgmt	For	For	For	No
11	Re-elect John Ramsay as Director	Mgmt	For	For	For	No
12	Re-elect Barbara Thoralfsson as Director	Mgmt	For	For	For	No
13	Re-elect Tim Weller as Director	Mgmt	For	For	For	No
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
16	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### G4S Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
17	Authorise Issue of Equity	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Investor AB

Meeting Date: 06/17/2020

Country: Sweden

Primary Security ID: W48102128

Record Date: 06/11/2020

Meeting Type: Annual

Ticker: INVE.B

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Elect Chairman of Meeting	Mgmt	For	For	Do Not Vote	No
2.a	Designate Marianne Nilsson, Swedbank Robur Fonder as Inspector of Minutes of Meeting	Mgmt	For	For	Do Not Vote	No
2.b	Designate Javiera Ragnartz, SEB Investment Management as Inspector of Minutes of Meeting	Mgmt	For	For	Do Not Vote	No
3	Prepare and Approve List of Shareholders	Mgmt	For	For	Do Not Vote	No
4	Approve Agenda of Meeting	Mgmt	For	For	Do Not Vote	No
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	Do Not Vote	No
6	Receive Financial Statements and Statutory Reports	Mgmt				
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote	No
8.a	Approve Discharge of Gunnar Brock	Mgmt	For	For	Do Not Vote	No
8.b	Approve Discharge of Johan Forssell	Mgmt	For	For	Do Not Vote	No
8.c	Approve Discharge of Magdalena Gerger	Mgmt	For	For	Do Not Vote	No
8.d	Approve Discharge of Tom Johnstone, CBE	Mgmt	For	For	Do Not Vote	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Investor AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
8.e	Approve Discharge of Sara Mazur	Mgmt	For	For	Do Not Vote	No
8.f	Approve Discharge of Grace Reksten Skaugen	Mgmt	For	For	Do Not Vote	No
8.g	Approve Discharge of Hans Straberg	Mgmt	For	For	Do Not Vote	No
8.h	Approve Discharge of Lena Treschow Torell	Mgmt	For	For	Do Not Vote	No
8.i	Approve Discharge of Jacob Wallenberg	Mgmt	For	For	Do Not Vote	No
8.j	Approve Discharge of Marcus Wallenberg	Mgmt	For	For	Do Not Vote	No
8.k	Approve Discharge of Dominic Barton	Mgmt	For	For	Do Not Vote	No
9	Approve Allocation of Income and Dividends of SEK 9 Per Share	Mgmt	For	For	Do Not Vote	No
10.a	Determine Number of Members (10) and Deputy Members (0) of Board	Mgmt	For	For	Do Not Vote	No
10.b	Determine Number of Auditors (1) and Deputy Auditors	Mgmt	For	For	Do Not Vote	No
11.a	Approve Remuneration of Directors in the Aggregate Amount of SEK 11 Million	Mgmt	For	For	Do Not Vote	No
11.b	Approve Remuneration of Auditors	Mgmt	For	For	Do Not Vote	No
12.a	Reelect Gunnar Brock as Director	Mgmt	For	For	Do Not Vote	No
12.b	Reelect Johan Forssell as Director	Mgmt	For	For	Do Not Vote	No
12.c	Reelect Magdalena Gerger as Director	Mgmt	For	For	Do Not Vote	No
12.d	Reelect Tom Johnstone as Director	Mgmt	For	For	Do Not Vote	No
12.e	Reelect Sara Mazur as Director	Mgmt	For	Against	Do Not Vote	No
12.f	Reelect Grace Reksten Skaugen as Director	Mgmt	For	Against	Do Not Vote	No
12.g	Reelect Hans Straberg as Director	Mgmt	For	Against	Do Not Vote	No
12.h	Reelect Lena Treschow Torell as Director	Mgmt	For	Against	Do Not Vote	No
12.i	Reelect Jacob Wallenberg as Director	Mgmt	For	Against	Do Not Vote	No
12.j	Reelect Marcus Wallenberg as Director	Mgmt	For	Against	Do Not Vote	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Investor AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
13	Reelect Jacob Wallenberg as Board Chairman	Mgmt	For	Against	Do Not Vote	No
14	Ratify Deloitte as Auditors	Mgmt	For	For	Do Not Vote	No
15	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	Do Not Vote	No
16.a	Approve Performance Share Matching Plan for Employees in Investor	Mgmt	For	For	Do Not Vote	No
16.b	Approve Performance Share Matching Plan for Employees in Patricia Industries	Mgmt	For	For	Do Not Vote	No
17.a	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote	No
17.b	Approve Equity Plan Financing	Mgmt	For	For	Do Not Vote	No
18	Amend Articles of Association Re: Company Name; Participation at General Meeting; Powers of Attorney and Postal Voting	Mgmt	For	For	Do Not Vote	No
	Shareholder Proposals Submitted by Thorwald Arvidsson	Mgmt				
19.a	Amend Articles Re: Introduce Equal Voting Rights of Class A and Class B Shares	SH	None	Against	Do Not Vote	No
19.b	Instruct Board to Work for the Swedish Companies Act to Abolish Weighted Voting, by Contacting the Government	SH	None	Against	Do Not Vote	No
19.c	Instruct Board to Prepare Proposal for Representation of Small and Medium-Sized Shareholders on the Company's Board and Nomination Committee, to be Submitted to AGM 2021	SH	None	Against	Do Not Vote	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1 )	Elect Chairman of Meeting	Mgmt	For	For		No
2.a )	Designate Marianne Nilsson, Swedbank Robur Fonder as Inspector of Minutes of Meeting	Mgmt	For	For		No
2.b )	Designate Javiera Ragnartz, SEB Investment Management as Inspector of Minutes of Meeting	Mgmt	For	For		No
3	Prepare and Approve List of Shareholders	Mgmt	For	For		No
4	Approve Agenda of Meeting	Mgmt	For	For		No
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Investor AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
6	Receive Financial Statements and Statutory Reports	Mgmt				
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For		No
8.a	Approve Discharge of Gunnar Brock	Mgmt	For	For		No
8.b	Approve Discharge of Johan Forssell	Mgmt	For	For		No
8.c	Approve Discharge of Magdalena Gerger	Mgmt	For	For		No
8.d	Approve Discharge of Tom Johnstone, CBE	Mgmt	For	For		No
8.e	Approve Discharge of Sara Mazur	Mgmt	For	For		No
8.f	Approve Discharge of Grace Reksten Skaugen	Mgmt	For	For		No
8.g	Approve Discharge of Hans Straberg	Mgmt	For	For		No
8.h	Approve Discharge of Lena Treschow Torell	Mgmt	For	For		No
8.i	Approve Discharge of Jacob Wallenberg	Mgmt	For	For		No
8.j	Approve Discharge of Marcus Wallenberg	Mgmt	For	For		No
8.k	Approve Discharge of Dominic Barton	Mgmt	For	For		No
9	Approve Allocation of Income and Dividends of SEK 9 Per Share	Mgmt	For	For		No
10.a	Determine Number of Members (10) and Deputy Members (0) of Board	Mgmt	For	For		No
10.b	Determine Number of Auditors (1) and Deputy Auditors	Mgmt	For	For		No
11.a	Approve Remuneration of Directors in the Aggregate Amount of SEK 11 Million	Mgmt	For	For		No
11.b	Approve Remuneration of Auditors	Mgmt	For	For		No
12.a	Reelect Gunnar Brock as Director	Mgmt	For	For		No
12.b	Reelect Johan Forssell as Director	Mgmt	For	For		No
12.c	Reelect Magdalena Gerger as Director	Mgmt	For	For		No
12.d	Reelect Tom Johnstone as Director	Mgmt	For	For		No
12.e	Reelect Sara Mazur as Director	Mgmt	For	Against		No
12.f	Reelect Grace Reksten Skaugen as Director	Mgmt	For	Against		No
12.g	Reelect Hans Straberg as Director	Mgmt	For	Against		No
12.h	Reelect Lena Treschow Torell as Director	Mgmt	For	Against		No
12.i	Reelect Jacob Wallenberg as Director	Mgmt	For	Against		No
12.j	Reelect Marcus Wallenberg as Director	Mgmt	For	Against		No
13	Reelect Jacob Wallenberg as Board Chairman	Mgmt	For	Against		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Investor AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
14	Ratify Deloitte as Auditors	Mgmt	For	For		No
15	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For		No
16.a	Approve Performance Share Matching Plan for Employees in Investor	Mgmt	For	For		No
16.b	Approve Performance Share Matching Plan for Employees in Patricia Industries	Mgmt	For	For		No
17.a	Authorize Share Repurchase Program	Mgmt	For	For		No
17.b	Approve Equity Plan Financing	Mgmt	For	For		No
18	Amend Articles of Association Re: Company Name; Participation at General Meeting; Powers of Attorney and Postal Voting	Mgmt	For	For		No
	Shareholder Proposals Submitted by Thorwald Arvidsson	Mgmt				
19.a	Amend Articles Re: Introduce Equal Voting Rights of Class A and Class B Shares	SH	None	Against		No
19.b	Instruct Board to Work for the Swedish Companies Act to Abolish Weighted Voting, by Contacting the Government	SH	None	Against		No
19.c	Instruct Board to Prepare Proposal for Representation of Small and Medium-Sized Shareholders on the Company's Board and Nomination Committee, to be Submitted to AGM 2021	SH	None	Against		No

### Symrise AG

**Meeting Date:** 06/17/2020

**Country:** Germany

**Primary Security ID:** D827A1108

**Record Date:** 05/26/2020

**Meeting Type:** Annual

**Ticker:** SY1

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 0.95 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For	For	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Symrise AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
5	Ratify Ernst & Young GmbH as Auditors for Fiscal 2020	Mgmt	For	For	For	No
6.1	Elect Michael Koenig to the Supervisory Board	Mgmt	For	For	For	No
6.2	Elect Peter Vanacker to the Supervisory Board	Mgmt	For	For	For	No
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For	No
8	Amend Articles Re: Participation and Voting Right	Mgmt	For	For	For	No

### BASF SE

Meeting Date: 06/18/2020

Country: Germany

Primary Security ID: D06216317

Record Date:

Meeting Type: Annual

Ticker: BAS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 3.30 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For	For	No
4	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For	For	No
5	Ratify KPMG AG as Auditors for Fiscal 2020	Mgmt	For	For	For	No
6	Elect Kurt Bock to the Supervisory Board	Mgmt	For	For	For	No
7	Approve Remuneration Policy for the Management Board	Mgmt	For	For	For	No
8	Amend Articles Re: Supervisory Board Term of Office	Mgmt	For	For	For	No
9	Amend Articles Re: Remuneration of Supervisory Board Members	Mgmt	For	For	For	No
10	Approve Remuneration of Supervisory Board	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
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## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### BASF SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 3.30 per Share	Mgmt	For	For		No
3	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For		No
4	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For		No
5	Ratify KPMG AG as Auditors for Fiscal 2020	Mgmt	For	For		No
6	Elect Kurt Bock to the Supervisory Board	Mgmt	For	For		No
7	Approve Remuneration Policy for the Management Board	Mgmt	For	For		No
8	Amend Articles Re: Supervisory Board Term of Office	Mgmt	For	For		No
9	Amend Articles Re: Remuneration of Supervisory Board Members	Mgmt	For	For		No
10	Approve Remuneration of Supervisory Board	Mgmt	For	For		No

### Delta Air Lines, Inc.

Meeting Date: 06/18/2020

Country: USA

Primary Security ID: 247361702

Record Date: 04/30/2020

Meeting Type: Annual

Ticker: DAL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Edward H. Bastian	Mgmt	For	For	For	No
1b	Elect Director Francis S. Blake	Mgmt	For	For	For	No
1c	Elect Director Ashton B. Carter	Mgmt	For	For	For	No
1d	Elect Director David G. DeWalt	Mgmt	For	For	For	No
1e	Elect Director William H. Easter, III	Mgmt	For	For	For	No
1f	Elect Director Christopher A. Hazleton	Mgmt	For	For	For	No
1g	Elect Director Michael P. Huerta	Mgmt	For	For	For	No
1h	Elect Director Jeanne P. Jackson	Mgmt	For	For	For	No
1i	Elect Director George N. Mattson	Mgmt	For	For	For	No
1j	Elect Director Sergio A. L. Rial	Mgmt	For	For	For	No
1k	Elect Director David S. Taylor	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Delta Air Lines, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Elect Director Kathy N. Waller	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
4	Provide Right to Act by Written Consent	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>						
5	Report on Climate Lobbying	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The company and its shareholders are likely to benefit from a review of how the company's and its trade associations' lobbying positions align with the Paris Agreement, especially in light of the increasing risks to the company related to climate change.</i>						
6	Report on Political Contributions	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as increased disclosure of the company's direct political contributions and indirect political contributions through trade associations and other tax-exempt organizations, as well as its management- and board-level oversight of electoral spending, could help shareholders more comprehensively evaluate the company's management of related risks and benefits.</i>						
7	Report on Sexual Harassment Policy	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as shareholders would benefit from additional information about what the company is doing to manage the risks associated with workplace sexual harassment.</i>						

### Equinix, Inc.

**Meeting Date:** 06/18/2020

**Country:** USA

**Primary Security ID:** 29444U700

**Record Date:** 04/20/2020

**Meeting Type:** Annual

**Ticker:** EQIX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Thomas Bartlett	Mgmt	For	For	For	No
1.2	Elect Director Nanci Caldwell	Mgmt	For	For	For	No
1.3	Elect Director Adaire Fox-Martin	Mgmt	For	For	For	No
1.4	Elect Director Gary Hromadko	Mgmt	For	For	For	No
1.5	Elect Director William Luby	Mgmt	For	For	For	No
1.6	Elect Director Irving Lyons, III	Mgmt	For	For	For	No
1.7	Elect Director Charles Meyers	Mgmt	For	For	For	No
1.8	Elect Director Christopher Paisley	Mgmt	For	For	For	No
1.9	Elect Director Sandra Rivera	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Equinix, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.10	Elect Director Peter Van Camp	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Approve Omnibus Stock Plan	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors:* The plan cost is excessive;* The estimated duration of available and proposed shares exceeds six years; and* The plan allows broad discretion to accelerate vesting.</i></p>						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
5	Report on Political Contributions	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional disclosure of the company's political contributions, including trade association memberships and payments would allow shareholders to better assess related risks.</i></p>						

### Horizon Discovery Group Plc

**Meeting Date:** 06/18/2020

**Country:** United Kingdom

**Primary Security ID:** G4566G105

**Record Date:** 06/16/2020

**Meeting Type:** Annual

**Ticker:** HZD

#### Meeting Notes:

Item 2: Considering this relates to independence concerns of a chairman who sits on a remuneration committee we feel voting against is more suitable than abstaining. Regardless of AIM / main market argument, we wish to see governance improvements in these areas.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because of the following concerns:* The options granted to an Executive Director are not conditional on the achievement of performance conditions; and* These options will vest in less than three years.</i></p>						
2	Re-elect Dr Ian Gilham as Director	Mgmt	For	Abstain	Against	Yes
<p><i>Voting Policy Rationale: Item 2An ABSTENTION on the re-election of Ian Gilham is warranted because:* Potential independence issues have been identified and he currently sits on the Remuneration Committee, and the composition of this Committee does not adhere to UK best practice recommendations for a company of this size.A vote AGAINST this resolution is warranted for those shareholders in markets who have a fiduciary responsibility to vote either in favour or against and who do not recognise an abstention as a valid option.Items 3-4A vote FOR the election/re-election of Grahame Cook and Siddhartha Kadia is warranted because no significant concerns have been identified.</i></p>						
3	Re-elect Grahame Cook as Director	Mgmt	For	For	For	No
4	Elect Dr Siddhartha Kadia as Director	Mgmt	For	For	For	No
5	Approve Increase in the Maximum Number of Directors to Ten	Mgmt	For	For	For	No
6	Reappoint Deloitte LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Horizon Discovery Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
7	Authorise Issue of Equity	Mgmt	For	For	For	No
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
9	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No

### Komatsu Ltd.

Meeting Date: 06/18/2020

Country: Japan

Primary Security ID: J35759125

Record Date: 03/31/2020

Meeting Type: Annual

Ticker: 6301

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Allocation of Income, with a Final Dividend of JPY 39	Mgmt	For	For	For	No
2.1	Elect Director Ohashi, Tetsuji	Mgmt	For	For	For	No
2.2	Elect Director Ogawa, Hiroyuki	Mgmt	For	For	For	No
2.3	Elect Director Moriyama, Masayuki	Mgmt	For	For	For	No
2.4	Elect Director Mizuhara, Kiyoshi	Mgmt	For	For	For	No
2.5	Elect Director Urano, Kuniko	Mgmt	For	For	For	No
2.6	Elect Director Kigawa, Makoto	Mgmt	For	For	For	No
2.7	Elect Director Kunibe, Takeshi	Mgmt	For	For	For	No
2.8	Elect Director Arthur M. Mitchell	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Sasaki, Terumi	Mgmt	For	For	For	No

### VINCI SA

Meeting Date: 06/18/2020

Country: France

Primary Security ID: F5879X108

Record Date: 06/15/2020

Meeting Type: Annual/Special

Ticker: DG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### VINCI SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of EUR 2.04 per Share	Mgmt	For	For	For	No
4	Approve Stock Dividend Program	Mgmt	For	For	For	No
5	Elect Benoit Bazin as Director	Mgmt	For	For	For	No
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
7	Approve Remuneration Policy of Board Members	Mgmt	For	For	For	No
8	Approve Remuneration Policy of Xavier Huillard, Chairman and CEO	Mgmt	For	For	For	No
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
10	Approve Compensation of Xavier Huillard, Chairman and CEO	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
11	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
12	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
13	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For	No
14	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees With Performance Conditions Attached	Mgmt	For	For	For	No
15	Amend Article 13 of Bylaws Re: Board Members Deliberation via Written Consultation	Mgmt	For	For	For	No
16	Amend Article 14 of Bylaws Re: Board Members Remuneration	Mgmt	For	For	For	No
17	Amend Article 15 of Bylaws Re: Board Powers	Mgmt	For	For	For	No
18	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### VINCI SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For		No
2	Approve Financial Statements and Statutory Reports	Mgmt	For	For		No
3	Approve Allocation of Income and Dividends of EUR 2.04 per Share	Mgmt	For	For		No
4	Approve Stock Dividend Program	Mgmt	For	For		No
5	Elect Benoit Bazin as Director	Mgmt	For	For		No
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For		No
7	Approve Remuneration Policy of Board Members	Mgmt	For	For		No
8	Approve Remuneration Policy of Xavier Huillard, Chairman and CEO	Mgmt	For	For		No
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For		No
10	Approve Compensation of Xavier Huillard, Chairman and CEO	Mgmt	For	For		No
	Extraordinary Business	Mgmt				
11	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For		No
12	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For		No
13	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For		No
14	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees With Performance Conditions Attached	Mgmt	For	For		No
15	Amend Article 13 of Bylaws Re: Board Members Deliberation via Written Consultation	Mgmt	For	For		No
16	Amend Article 14 of Bylaws Re: Board Members Remuneration	Mgmt	For	For		No
17	Amend Article 15 of Bylaws Re: Board Powers	Mgmt	For	For		No
18	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

## Volvo AB

**Meeting Date:** 06/18/2020

**Country:** Sweden

**Primary Security ID:** 928856301

**Record Date:** 06/12/2020

**Meeting Type:** Annual

**Ticker:** VOLV.B

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Elect Chairman of Meeting	Mgmt	For	For	Do Not Vote	No
2.1	Designate Erik Sjomán as Inspector of Minutes of Meeting	Mgmt	For	For	Do Not Vote	No
2.2	Designate Martin Jonasson as Inspector of Minutes of Meeting	Mgmt	For	For	Do Not Vote	No
3	Prepare and Approve List of Shareholders	Mgmt	For	For	Do Not Vote	No
4	Approve Agenda of Meeting	Mgmt	For	For	Do Not Vote	No
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	Do Not Vote	No
6	Receive Financial Statements and Statutory Reports; Receive President's Report	Mgmt				
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote	No
8	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	Do Not Vote	No
9.1	Approve Discharge of Matti Alahuhta	Mgmt	For	For	Do Not Vote	No
9.2	Approve Discharge of Eckhard Cordes	Mgmt	For	For	Do Not Vote	No
9.3	Approve Discharge of Eric Elzvik	Mgmt	For	For	Do Not Vote	No
9.4	Approve Discharge of James W. Griffith	Mgmt	For	For	Do Not Vote	No
9.5	Approve Discharge of Martin Lundstedt (as Board Member)	Mgmt	For	For	Do Not Vote	No
9.6	Approve Discharge of Kathryn V. Marinello	Mgmt	For	For	Do Not Vote	No
9.7	Approve Discharge of Martina Merz	Mgmt	For	For	Do Not Vote	No
9.8	Approve Discharge of Hanne de Mora	Mgmt	For	For	Do Not Vote	No
9.9	Approve Discharge of Helena Stjernholm	Mgmt	For	For	Do Not Vote	No
9.10	Approve Discharge of Carl-Henric Svanberg	Mgmt	For	For	Do Not Vote	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

## Volvo AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
9.11	Approve Discharge of Lars Ask (Employee Representative)	Mgmt	For	For	Do Not Vote	No
9.12	Approve Discharge of Mats Henning (Employee Representative)	Mgmt	For	For	Do Not Vote	No
9.13	Approve Discharge of Mikael Sallstrom (Employee Representative)	Mgmt	For	For	Do Not Vote	No
9.14	Approve Discharge of Camilla Johansson (Deputy Employee Representative)	Mgmt	For	For	Do Not Vote	No
9.15	Approve Discharge of Mari Larsson (Deputy Employee Representative)	Mgmt	For	For	Do Not Vote	No
9.16	Approve Discharge of Martin Lundstedt (as CEO)	Mgmt	For	For	Do Not Vote	No
10.1	Determine Number of Members (11) of Board	Mgmt	For	For	Do Not Vote	No
10.2	Determine Number of Deputy Members (0) of Board	Mgmt	For	For	Do Not Vote	No
11	Approve Remuneration of Directors in the Amount of SEK 3.6 Million for Chairman and SEK 1.1 Million for Other Directors except CEO; Approve Remuneration for Committee Work	Mgmt	For	For	Do Not Vote	No
12.1	Reelect Matti Alahuhta as Director	Mgmt	For	For	Do Not Vote	No
12.2	Reelect Eckhard Cordes as Director	Mgmt	For	For	Do Not Vote	No
12.3	Reelect Eric Elzvik as Director	Mgmt	For	For	Do Not Vote	No
12.4	Reelect James Griffith as Director	Mgmt	For	For	Do Not Vote	No
12.5	Elect Kurt Jofs as new Director	Mgmt	For	For	Do Not Vote	No
12.6	Reelect Martin Lundstedt as Director	Mgmt	For	For	Do Not Vote	No
12.7	Reelect Kathryn Marinello as Director	Mgmt	For	For	Do Not Vote	No
12.8	Reelect Martina Merz as Director	Mgmt	For	For	Do Not Vote	No
12.9	Reelect Hanne de Mora as Director	Mgmt	For	For	Do Not Vote	No
12.10	Reelect Helena Stjernholm as Director	Mgmt	For	For	Do Not Vote	No
12.11	Reelect Carl-Henric Svenberg as Director	Mgmt	For	For	Do Not Vote	No
13	Reelect Carl-Henric Svanberg as Board Chairman	Mgmt	For	For	Do Not Vote	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Volvo AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
14.1	Elect Bengt Kjell to Serve on Nomination Committee	Mgmt	For	For	Do Not Vote	No
14.2	Elect Anders Oscarsson to Serve on Nomination Committee	Mgmt	For	For	Do Not Vote	No
14.3	Elect Ramsay Brufer to Serve on Nomination Committee	Mgmt	For	For	Do Not Vote	No
14.4	Elect Carine Smith Ihenacho to Serve on Nomination Committee	Mgmt	For	For	Do Not Vote	No
14.5	Elect Chairman of the Board to Serve on Nomination Committee	Mgmt	For	For	Do Not Vote	No
15	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Do Not Vote	No
16	Amend Articles Re: Editorial Changes to Company Name; Notification of Participation in the General Meeting; Powers of Attorney and Postal Voting; Share Registrar	Mgmt	For	For	Do Not Vote	No
17	Approve SEK 114 Million Reduction in Share Capital via Share Cancellation for Allocation to Non-Restricted Equity; Approve Capitalization of Reserves of SEK 122 Million for a Bonus Issue	Mgmt	For	For	Do Not Vote	No
	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt				
18	Limit Contributions to Chalmers University of Technology Foundation to a Maximum of SEK 4 Million Per Year	SH	None	Against	Do Not Vote	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Elect Chairman of Meeting	Mgmt	For	For		No
2.1	Designate Erik Sjoman as Inspector of Minutes of Meeting	Mgmt	For	For		No
2.2	Designate Martin Jonasson as Inspector of Minutes of Meeting	Mgmt	For	For		No
3	Prepare and Approve List of Shareholders	Mgmt	For	For		No
4	Approve Agenda of Meeting	Mgmt	For	For		No
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For		No
6	Receive Financial Statements and Statutory Reports; Receive President's Report	Mgmt				
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Volvo AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
8	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For		No
9.1	Approve Discharge of Matti Alahuhta	Mgmt	For	For		No
9.2	Approve Discharge of Eckhard Cordes	Mgmt	For	For		No
9.3	Approve Discharge of Eric Elzvik	Mgmt	For	For		No
9.4	Approve Discharge of James W. Griffith	Mgmt	For	For		No
9.5	Approve Discharge of Martin Lundstedt (as Board Member)	Mgmt	For	For		No
9.6	Approve Discharge of Kathryn V. Marinello	Mgmt	For	For		No
9.7	Approve Discharge of Martina Merz	Mgmt	For	For		No
9.8	Approve Discharge of Hanne de Mora	Mgmt	For	For		No
9.9	Approve Discharge of Helena Stjernholm	Mgmt	For	For		No
9.10	Approve Discharge of Carl-Henric Svanberg	Mgmt	For	For		No
9.11	Approve Discharge of Lars Ask (Employee Representative)	Mgmt	For	For		No
9.12	Approve Discharge of Mats Henning (Employee Representative)	Mgmt	For	For		No
9.13	Approve Discharge of Mikael Sallstrom (Employee Representative)	Mgmt	For	For		No
9.14	Approve Discharge of Camilla Johansson (Deputy Employee Representative)	Mgmt	For	For		No
9.15	Approve Discharge of Mari Larsson (Deputy Employee Representative)	Mgmt	For	For		No
9.16	Approve Discharge of Martin Lundstedt (as CEO)	Mgmt	For	For		No
10.1	Determine Number of Members (11) of Board	Mgmt	For	For		No
10.2	Determine Number of Deputy Members (0) of Board	Mgmt	For	For		No
11	Approve Remuneration of Directors in the Amount of SEK 3.6 Million for Chairman and SEK 1.1 Million for Other Directors except CEO; Approve Remuneration for Committee Work	Mgmt	For	For		No
12.1	Reelect Matti Alahuhta as Director	Mgmt	For	For		No
12.2	Reelect Eckhard Cordes as Director	Mgmt	For	For		No
12.3	Reelect Eric Elzvik as Director	Mgmt	For	For		No
12.4	Reelect James Griffith as Director	Mgmt	For	For		No
12.5	Elect Kurt Jofs as new Director	Mgmt	For	For		No
12.6	Reelect Martin Lundstedt as Director	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Volvo AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
12.7	Reelect Kathryn Marinello as Director	Mgmt	For	For		No
12.8	Reelect Martina Merz as Director	Mgmt	For	For		No
12.9	Reelect Hanne de Mora as Director	Mgmt	For	For		No
12.10	Reelect Helena Stjernholm as Director	Mgmt	For	For		No
12.11	Reelect Carl-Henric Svenberg as Director	Mgmt	For	For		No
13	Reelect Carl-Henric Svanberg as Board Chairman	Mgmt	For	For		No
14.1	Elect Bengt Kjell to Serve on Nomination Committee	Mgmt	For	For		No
14.2	Elect Anders Oscarsson to Serve on Nomination Committee	Mgmt	For	For		No
14.3	Elect Ramsay Brufer to Serve on Nomination Committee	Mgmt	For	For		No
14.4	Elect Carine Smith Ihenacho to Serve on Nomination Committee	Mgmt	For	For		No
14.5	Elect Chairman of the Board to Serve on Nomination Committee	Mgmt	For	For		No
15	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against		No
16	Amend Articles Re: Editorial Changes to Company Name; Notification of Participation in the General Meeting; Powers of Attorney and Postal Voting; Share Registrar	Mgmt	For	For		No
17	Approve SEK 114 Million Reduction in Share Capital via Share Cancellation for Allocation to Non-Restricted Equity; Approve Capitalization of Reserves of SEK 122 Million for a Bonus Issue	Mgmt	For	For		No
	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt				
18	Limit Contributions to Chalmers University of Technology Foundation to a Maximum of SEK 4 Million Per Year	SH	None	Against		No

### Aon plc

Meeting Date: 06/19/2020

Country: Ireland

Primary Security ID: G0403H108

Record Date: 04/17/2020

Meeting Type: Annual

Ticker: AON

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Aon plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Lester B. Knight	Mgmt	For	For	For	No
1.2	Elect Director Gregory C. Case	Mgmt	For	For	For	No
1.3	Elect Director Jin-Yong Cai	Mgmt	For	For	For	No
1.4	Elect Director Jeffrey C. Campbell	Mgmt	For	For	For	No
1.5	Elect Director Fulvio Conti	Mgmt	For	For	For	No
1.6	Elect Director Cheryl A. Francis	Mgmt	For	For	For	No
1.7	Elect Director J. Michael Losh	Mgmt	For	For	For	No
1.8	Elect Director Richard B. Myers	Mgmt	For	For	For	No
1.9	Elect Director Richard C. Notebaert	Mgmt	For	For	For	No
1.10	Elect Director Gloria Santona	Mgmt	For	For	For	No
1.11	Elect Director Carolyn Y. Woo	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
4	Ratify Ernst & Young Chartered Accountants as Statutory Auditor	Mgmt	For	For	For	No
5	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No

### Deutsche Telekom AG

Meeting Date: 06/19/2020

Country: Germany

Primary Security ID: D2035M136

Record Date:

Meeting Type: Annual

Ticker: DTE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 0.60 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Deutsche Telekom AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal 2020	Mgmt	For	For	For	No
6	Elect Michael Kaschke to the Supervisory Board	Mgmt	For	For	For	No
7	Approve Spin-Off and Takeover Agreement with Telekom Deutschland GmbH	Mgmt	For	For	For	No
8	Ratify Ernst & Young GmbH as Auditors for the First Quarter of Fiscal 2021	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 0.60 per Share	Mgmt	For	For		No
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For		No
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For		No
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal 2020	Mgmt	For	For		No
6	Elect Michael Kaschke to the Supervisory Board	Mgmt	For	For		No
7	Approve Spin-Off and Takeover Agreement with Telekom Deutschland GmbH	Mgmt	For	For		No
8	Ratify Ernst & Young GmbH as Auditors for the First Quarter of Fiscal 2021	Mgmt	For	For		No

### PT Telekomunikasi Indonesia (Persero) Tbk

Meeting Date: 06/19/2020

Country: Indonesia

Primary Security ID: Y71474145

Record Date: 05/27/2020

Meeting Type: Annual

Ticker: TLKM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Annual Report and Statutory Reports	Mgmt	For	For	For	No
2	Approve Financial Statements, Report of the Partnership and Community Development Program (PCDP) and Discharge of Directors and Commissioners	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### PT Telekomunikasi Indonesia (Persero) Tbk

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3	Approve Allocation of Income	Mgmt	For	For	For	No
4	Approve Remuneration of Directors and Commissioners	Mgmt	For	For	For	No
5	Appoint Auditors of the Company and the Partnership and Community Development Program (PCDP)	Mgmt	For	For	For	No
6	Approve Changes in Board of Company	Mgmt	For	Against	Against	No

*Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information to make an informed voting decision.*

### ZTE Corporation

**Meeting Date:** 06/19/2020

**Country:** China

**Primary Security ID:** Y0004F105

**Record Date:** 05/19/2020

**Meeting Type:** Annual

**Ticker:** 763

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	AGM BALLOT FOR HOLDERS OF H SHARES	Mgmt				
1.00	Approve 2019 Annual Report	Mgmt	For	For	For	No
2.00	Approve 2019 Report of the Board of Directors	Mgmt	For	For	For	No
3.00	Approve 2019 Report of the Supervisory Committee	Mgmt	For	For	For	No
4.00	Approve 2019 Report of the President	Mgmt	For	For	For	No
5.00	Approve 2019 Final Financial Accounts	Mgmt	For	For	For	No
6.00	Approve 2019 Profit Distribution	Mgmt	For	For	For	No
7.00	Approve Application for Derivative Investment Limits	Mgmt	For	For	For	No
8.00	Approve Provision of Performance Guarantee for Overseas Wholly-owned Subsidiaries	Mgmt	For	For	For	No
9.00	Approve ZTE Channel Cooperation Framework Agreement 2020 - General Distributor	Mgmt	For	For	For	No
10.00	Approve Proposed Registration and Issue of Medium Term Notes	Mgmt	For	For	For	No
	RESOLUTIONS ON THE PROPOSED APPLICATION FOR COMPOSITE CREDIT FACILITIES	Mgmt				
11.01	Approve Application of Composite Credit Facility to Bank of China Limited	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### ZTE Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
11.02	Approve Application of Composite Credit Facility to China Development Bank, Shenzhen Branch	Mgmt	For	For	For	No
	RESOLUTIONS ON THE APPOINTMENT OF THE AUDITOR FOR 2020	Mgmt				
12.01	Approve Ernst & Young Hua Ming LLP as PRC Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
12.02	Approve Ernst & Young as Hong Kong Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
12.03	Approve Ernst & Young Hua Ming LLP as Internal Control Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
13.00	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted for the following:* The share issuance limit is greater than 10 percent.* The company has not specified the discount limit.</i></p>						
14.00	Authorize Repurchase of Issued A Share Capital	Mgmt	For	For	For	No
15.00	Amend Articles of Association, Amend Rules and Procedures Regarding General Meetings of Shareholders and Amend Rules and Procedures Regarding Meetings of Board of Directors	Mgmt	For	For	For	No
	ELECT DIRECTOR VIA CUMULATIVE VOTING	Mgmt				
16.00	Elect Zhuang Jiansheng as Director	SH	For	For	For	No

### Avacta Group Plc

**Meeting Date:** 06/22/2020

**Country:** United Kingdom

**Primary Security ID:** G2967N117

**Record Date:** 06/18/2020

**Meeting Type:** Annual

**Ticker:** AVCT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because:* The Non-executive Chair has been awarded options during the year under review.* Options granted to the Non-executive Chair during the year vest in less than three years.* Portion of the options granted during the year to Executive Directors are subject to share price targets.</i></p>						
3	Elect Paul Fry as Director	Mgmt	For	For	For	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Avacta Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
4	Re-elect Dr Alastair Smith as Director	Mgmt	For	For	For	No
5	Re-elect Tony Gardiner as Director	Mgmt	For	For	For	No
6	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
7	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
8	Authorise Issue of Equity	Mgmt	For	For	For	No
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: Item 8A vote FOR this resolution ns is warranted because the proposed amount and duration is within recommended limits.Item 9A vote AGAINST this resolution is warranted because:* The proposed amount exceeds recommended limits of 10 percent of issued share capital.</i>						
10	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

### Dai-ichi Life Holdings, Inc.

**Meeting Date:** 06/22/2020

**Country:** Japan

**Primary Security ID:** J09748112

**Record Date:** 03/31/2020

**Meeting Type:** Annual

**Ticker:** 8750

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Allocation of Income, with a Final Dividend of JPY 62	Mgmt	For	For	For	No
2.1	Elect Director Watanabe, Koichiro	Mgmt	For	For	For	No
2.2	Elect Director Inagaki, Seiji	Mgmt	For	For	For	No
2.3	Elect Director Tsuyuki, Shigeo	Mgmt	For	For	For	No
2.4	Elect Director Teramoto, Hideo	Mgmt	For	For	For	No
2.5	Elect Director Tsutsumi, Satoru	Mgmt	For	For	For	No
2.6	Elect Director Sakurai, Kenji	Mgmt	For	For	For	No
2.7	Elect Director Kikuta, Tetsuya	Mgmt	For	For	For	No
2.8	Elect Director George Olcott	Mgmt	For	For	For	No
2.9	Elect Director Maeda, Koichi	Mgmt	For	For	For	No
2.10	Elect Director Inoue, Yuriko	Mgmt	For	For	For	No
2.11	Elect Director Shingai, Yasushi	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Nagahama, Morinobu	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Dai-ichi Life Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3.2 )	Elect Director and Audit Committee Member Kondo, Fusakazu	Mgmt	For	For	For	No
3.3 )	Elect Director and Audit Committee Member Sato, Rieko	Mgmt	For	For	For	No
3.4 )	Elect Director and Audit Committee Member Shu, Ungyon	Mgmt	For	For	For	No
3.5 )	Elect Director and Audit Committee Member Masuda, Koichi	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because:* This outside director candidate who will be an audit committee member lacks independence.</i>						
4	Elect Alternate Director and Audit Committee Member Tsuchiya, Fumiaki	Mgmt	For	For	For	No

### Genting Berhad

Meeting Date: 06/22/2020

Country: Malaysia

Primary Security ID: Y26926116

Record Date: 06/15/2020

Meeting Type: Annual

Ticker: 3182

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Final Dividend	Mgmt	For	For	For	No
2	Approve Directors' Fees	Mgmt	For	For	For	No
3	Approve Directors' Benefits	Mgmt	For	For	For	No
4	Elect Foong Cheng Yuen as Director	Mgmt	For	For	For	No
5	Elect R. Thillainathan as Director	Mgmt	For	For	For	No
6	Elect Tan Kong Han as Director	Mgmt	For	For	For	No
7	Approve PricewaterhouseCoopers PLT as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For	No
9	Authorize Share Repurchase Program	Mgmt	For	For	For	No
10	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Lianhua Supermarket Holdings Co., Ltd.

**Meeting Date:** 06/22/2020

**Country:** China

**Primary Security ID:** Y5279F102

**Record Date:** 05/21/2020

**Meeting Type:** Annual

**Ticker:** 980

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve 2019 Report of the Board of Directors	Mgmt	For	For	For	No
2	Approve 2019 Report of the Supervisory Committee	Mgmt	For	For	For	No
3	Approve 2019 Consolidated Audited Financial Statements and 2019 Report of the International Auditors	Mgmt	For	For	For	No
4	Approve 2019 Profit Distribution Proposal	Mgmt	For	For	For	No
5	Approve Shanghai Certified Public Accountants as PRC Auditors and Deloitte Touche Tohmatsu as International Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
6	Approve Procurement of Goods Framework Agreement and Its Proposed Annual Caps	Mgmt	For	For	For	No
	ELECT DIRECTORS	Mgmt				
7.1	Elect Ye Yong-Ming as Director	SH	For	For	For	No
7.2	Elect Xu Zi-Ying as Director	SH	For	For	For	No
7.3	Elect Xu Tao as Director	SH	For	For	For	No
7.4	Elect Xu Hong as Director	SH	For	For	For	No
7.5	Elect Zhang Shen-Yu as Director	SH	For	For	For	No
7.6	Elect Dong Xiao-Chun as Director	SH	For	For	For	No
7.7	Elect Wong Tak Hung as Director	SH	For	For	For	No
7.8	Elect Xia Da-Wei as Director	SH	For	For	For	No
7.9	Elect Lee Kwok Ming, Don as Director	SH	For	For	For	No
7.10	Elect Chen Wei as Director	SH	For	For	For	No
7.11	Elect Zhao Xin-Sheng as Director	SH	For	For	For	No
	ELECT SUPERVISORS	Mgmt				
8.1	Elect Yang A-Guo as Supervisor	SH	For	For	For	No
8.2	Elect Li Feng as Supervisor	SH	For	For	For	No
9	Approve Remuneration of Directors and Grant of Authorization to the Chairman of the Board to Enter Into Letter of Appointment with Each of the Directors	SH	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

## Saga Plc

**Meeting Date:** 06/22/2020

**Country:** United Kingdom

**Primary Security ID:** G7770H108

**Record Date:** 06/18/2020

**Meeting Type:** Annual

**Ticker:** SAGA

### Meeting Notes:

Item 2: Having engaged with the company we felt that the rationale provided by ISS did not warrant voting against the remuneration report at this time. Whilst we have supported management in this instance, we will carefully monitor future pay practices.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	Against	For	Yes
3	Approve Restricted Share Plan	Mgmt	For	For	For	No
4	Approve Remuneration Policy	Mgmt	For	For	For	No
5	Re-elect Patrick O'Sullivan as Director	Mgmt	For	For	For	No
6	Re-elect James Quin as Director	Mgmt	For	For	For	No
7	Re-elect Orna NiChionna as Director	Mgmt	For	For	For	No
8	Re-elect Eva Eisenschimmel as Director	Mgmt	For	For	For	No
9	Re-elect Julie Hopes as Director	Mgmt	For	For	For	No
10	Re-elect Gareth Hoskin as Director	Mgmt	For	For	For	No
11	Re-elect Gareth Williams as Director	Mgmt	For	For	For	No
12	Elect Euan Sutherland as Director	Mgmt	For	For	For	No
13	Elect Cheryl Agius as Director	Mgmt	For	For	For	No
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
16	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### China Railway Group Limited

**Meeting Date:** 06/23/2020

**Country:** China

**Primary Security ID:** Y1509D116

**Record Date:** 06/02/2020

**Meeting Type:** Annual

**Ticker:** 390

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	AGM BALLOT FOR HOLDERS OF H SHARES	Mgmt				
1	Approve 2019 Report of the Board of Directors	Mgmt	For	For	For	No
2	Approve 2019 Report of the Supervisory Committee	Mgmt	For	For	For	No
3	Approve 2019 Work Report of Independent Directors	Mgmt	For	For	For	No
4	Approve 2019 A Share Annual Report and the Abstract, H Share Annual Report and Results Announcement	Mgmt	For	For	For	No
5	Approve 2019 Audited Consolidated Financial Statements	Mgmt	For	For	For	No
6	Approve 2019 Profit Distribution Plan	Mgmt	For	For	For	No
7	Approve PricewaterhouseCoopers as International Auditors and PricewaterhouseCoopers Zhong Tian LLP as Domestic Auditors and to Fix Their Remuneration	Mgmt	For	For	For	No
8	Approve PricewaterhouseCoopers Zhong Tian LLP as Internal Control Auditors and to Fix Their Remuneration	Mgmt	For	For	For	No
9	Approve Remuneration of Directors and Supervisors	Mgmt	For	For	For	No
10	Approve Purchase of Liabilities Insurance for Directors, Supervisors and Senior Management of the Company	Mgmt	For	For	For	No
11	Approve Provision of External Guarantee by the Company	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted as the company has failed to disclose pertinent details regarding this proposal.</i>						
12	Approve Issuance of Domestic and Overseas Debt Financing Instruments	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted given the limited disclosure to assess the impact of this proposal on shareholder rights' and value.</i>						
13	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted for the following:* The share issuance limit is greater than 10 percent.* The company has not specified the discount limit.</i>						

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### China Railway Group Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
14	Amend Articles of Association	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST Item 14 is warranted because the proposed amendments would not address the governance risks concerning the party committee, and the amendments are not considered to adequately provide for accountability and transparency to shareholders. A vote FOR Item 15 is warranted given the following: * The proposed amendments are in line with the relevant laws and regulations governing the company; and * The company does not have a track record of calling a shareholder meeting with short notice and thus can reasonably be expected not to abuse the authority to call a meeting to approve a resolution within a short notice period.</i></p>						
15	Amend Rules and Procedures Regarding General Meetings of Shareholders	Mgmt	For	For	For	No

### Compagnie Generale des Etablissements Michelin SCA

**Meeting Date:** 06/23/2020      **Country:** France      **Primary Security ID:** F61824144  
**Record Date:** 06/19/2020      **Meeting Type:** Annual/Special      **Ticker:** ML

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Allocation of Income and Dividends of EUR 2 per Share	Mgmt	For	For	For	No
3	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For	No
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
6	Approve Remuneration Policy of General Managers	Mgmt	For	For	For	No
7	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For	No
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
9	Approve Compensation of Florent Menegaux, General Manager Since May 17, 2019	Mgmt	For	For	For	No
10	Approve Compensation of Yves Chapo, Manager	Mgmt	For	For	For	No
11	Approve Compensation of Jean-Dominique Senard, General Manager Until May 17, 2019	Mgmt	For	For	For	No
12	Approve Compensation of Michel Rollier, Chairman of Supervisory Board	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Compagnie Generale des Etablissements Michelin SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
13	Elect Anne-Sophie de La Bigne as Supervisory Board Member	Mgmt	For	For	For	No
14	Elect Jean-Pierre Duprieu as Supervisory Board Member	Mgmt	For	For	For	No
15	Elect Patrick de La Chevardiere as Supervisory Board Member	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 126 Million	Mgmt	For	For	For	No
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 35 Million	Mgmt	For	For	For	No
18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 35 Million	Mgmt	For	For	For	No
19	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For	No
20	Authorize Capitalization of Reserves of Up to EUR 80 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For	No
21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For	No
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
23	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 126 Million	Mgmt	For	For	For	No
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
25	Authorize up to 0.9 Percent of Issued Capital for Use in Restricted Stock Plans Within Performance Conditions Attached	Mgmt	For	For	For	No
26	Amend Article 15 of Bylaws Re: Employee Representatives	Mgmt	For	For	For	No
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Compagnie Generale des Etablissements Michelin SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For		No
2	Approve Allocation of Income and Dividends of EUR 2 per Share	Mgmt	For	For		No
3	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For		No
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For		No
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For		No
6	Approve Remuneration Policy of General Managers	Mgmt	For	For		No
7	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For		No
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For		No
9	Approve Compensation of Florent Menegaux, General Manager Since May 17, 2019	Mgmt	For	For		No
10	Approve Compensation of Yves Chapo, Manager	Mgmt	For	For		No
11	Approve Compensation of Jean-Dominique Senard, General Manager Until May 17, 2019	Mgmt	For	For		No
12	Approve Compensation of Michel Rollier, Chairman of Supervisory Board	Mgmt	For	For		No
13	Elect Anne-Sophie de La Bigne as Supervisory Board Member	Mgmt	For	For		No
14	Elect Jean-Pierre Duprieu as Supervisory Board Member	Mgmt	For	For		No
15	Elect Patrick de La Chevardiere as Supervisory Board Member	Mgmt	For	For		No
	Extraordinary Business	Mgmt				
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 126 Million	Mgmt	For	For		No
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 35 Million	Mgmt	For	For		No
18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 35 Million	Mgmt	For	For		No
19	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For		No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Compagnie Generale des Etablissements Michelin SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
20	Authorize Capitalization of Reserves of Up to EUR 80 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For		No
21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For		No
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For		No
23	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 126 Million	Mgmt	For	For		No
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For		No
25	Authorize up to 0.9 Percent of Issued Capital for Use in Restricted Stock Plans Within Performance Conditions Attached	Mgmt	For	For		No
26	Amend Article 15 of Bylaws Re: Employee Representatives	Mgmt	For	For		No
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For		No

### East Japan Railway Co.

Meeting Date: 06/23/2020

Country: Japan

Primary Security ID: J1257M109

Record Date: 03/31/2020

Meeting Type: Annual

Ticker: 9020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Allocation of Income, with a Final Dividend of JPY 82.5	Mgmt	For	For	For	No
2	Amend Articles to Reduce Directors' Term	Mgmt	For	For	For	No
3.1	Elect Director Tomita, Tetsuro	Mgmt	For	For	For	No
3.2	Elect Director Fukasawa, Yuji	Mgmt	For	For	For	No
3.3	Elect Director Nishino, Fumihisa	Mgmt	For	For	For	No
3.4	Elect Director Maekawa, Tadao	Mgmt	For	For	For	No
3.5	Elect Director Ota, Tomomichi	Mgmt	For	For	For	No
3.6	Elect Director Akaishi, Ryoji	Mgmt	For	For	For	No
3.7	Elect Director Kise, Yoichi	Mgmt	For	For	For	No
3.8	Elect Director Sakai, Kiwamu	Mgmt	For	For	For	No
3.9	Elect Director Ito, Motoshige	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### East Japan Railway Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3.10	Elect Director Amano, Reiko	Mgmt	For	For	For	No
3.11	Elect Director Sakuyama, Masaki	Mgmt	For	For	For	No
3.12	Elect Director Kawamoto, Hiroko	Mgmt	For	For	For	No
4	Appoint Statutory Auditor Kanetsuki, Seishi	Mgmt	For	For	For	No

### Haier Electronics Group Co., Ltd.

**Meeting Date:** 06/23/2020      **Country:** Bermuda      **Primary Security ID:** G42313125  
**Record Date:** 06/17/2020      **Meeting Type:** Annual      **Ticker:** 1169

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2a	Elect Yang Guang as Director	Mgmt	For	For	For	No
2b	Elect Eva Cheng Li Kam Fun as Director	Mgmt	For	For	For	No
2c	Elect Gong Shao Lin as Director	Mgmt	For	For	For	No
2d	Elect John Changzheng Ma as Director	Mgmt	For	For	For	No
2e	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
3	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following:* The aggregate share issuance limit is greater than 10 percent.* The discount limit is greater than 10 percent.</i>						
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following:* The aggregate share issuance limit is greater than 10 percent.* The discount limit is greater than 10 percent.</i>						
8	Approve Allotment and Issuance of New Shares Under the Restricted Share Award Scheme	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted given the following:* The company could be considered a mature company and the limit under the RSAS, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital.* Performance conditions and vesting period have not been disclosed.* The directors eligible to receive awards under the RSAS are involved in its administration.</i>						

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Hill & Smith Holdings Plc

**Meeting Date:** 06/23/2020

**Country:** United Kingdom

**Primary Security ID:** G45080101

**Record Date:** 06/19/2020

**Meeting Type:** Annual

**Ticker:** HILS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Re-elect Alan Giddins as Director	Mgmt	For	For	For	No
5	Re-elect Derek Muir as Director	Mgmt	For	For	For	No
6	Re-elect Annette Kelleher as Director	Mgmt	For	For	For	No
7	Re-elect Mark Reckitt as Director	Mgmt	For	For	For	No
8	Elect Tony Quinlan as Director	Mgmt	For	For	For	No
9	Elect Pete Raby as Director	Mgmt	For	For	For	No
10	Elect Hannah Nichols as Director	Mgmt	For	For	For	No
11	Appoint EY LLP as Auditors	Mgmt	For	For	For	No
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
17	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No

### The Merchants Trust PLC

**Meeting Date:** 06/23/2020

**Country:** United Kingdom

**Primary Security ID:** G59976103

**Record Date:** 06/19/2020

**Meeting Type:** Annual

**Ticker:** MRCH

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### The Merchants Trust PLC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
2	Elect Colin Clark as Director	Mgmt	For	For	For	No
3	Re-elect Timon Drakesmith as Director	Mgmt	For	For	For	No
4	Re-elect Mary Ann Sieghart as Director	Mgmt	For	For	For	No
5	Re-elect Sybella Stanley as Director	Mgmt	For	For	For	No
6	Elect Karen McKellar as Director	Mgmt	For	For	For	No
7	Approve Remuneration Policy	Mgmt	For	For	For	No
8	Approve Remuneration Implementation Report	Mgmt	For	For	For	No
9	Reappoint BDO LLP as Auditors	Mgmt	For	For	For	No
10	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
11	Authorise Issue of Equity	Mgmt	For	For	For	No
12	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
13	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

### Avacta Group Plc

**Meeting Date:** 06/24/2020      **Country:** United Kingdom      **Primary Security ID:** G2967N117  
**Record Date:** 06/22/2020      **Meeting Type:** Special      **Ticker:** AVCT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Capital Raising	Mgmt	For	For	For	No

### Charoen Pokphand Foods Public Co. Ltd.

**Meeting Date:** 06/24/2020      **Country:** Thailand      **Primary Security ID:** Y1296K174  
**Record Date:** 06/02/2020      **Meeting Type:** Annual      **Ticker:** CPF

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Minutes of Previous Meeting	Mgmt	For	For	For	No
2	Acknowledge Operating Results	Mgmt				

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Charoen Pokphand Foods Public Co. Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3	Approve Financial Statements	Mgmt	For	For	For	No
4	Acknowledge Interim Dividend Payment	Mgmt				
5.1	Elect Pongsak Angkasith as Director	Mgmt	For	For	For	No
5.2	Elect Phatcharavat Wongsuwan as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST Phatcharavat Wongsuwan (Item 5.2) is warranted because he attended less than 75 percent of board and committee meetings over the most recent fiscal year, without a satisfactory explanation. A vote FOR all other nominees is warranted. )</i></p>						
5.3	Elect Arunee Watcharananan as Director	Mgmt	For	For	For	No
5.4	Elect Sujint Thammasart as Director	Mgmt	For	For	For	No
5.5	Elect Siripong Aroonratana as Director	Mgmt	For	For	For	No
6	Approve Remuneration of Directors	Mgmt	For	For	For	No
7	Approve KPMG Phoomchai Audit Ltd. as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
8	Other Business	Mgmt )				

### Cloudera, Inc.

Meeting Date: 06/24/2020

Country: USA

Primary Security ID: 18914U100

Record Date: 04/30/2020

Meeting Type: Annual

Ticker: CLDR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Robert Bearden	Mgmt	For	Withhold	Withhold	No
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Robert Bearden and Paul Cormier given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i></p>						
1.2	Elect Director Paul Cormier	Mgmt	For	Withhold	Withhold	No
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Robert Bearden and Paul Cormier given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i></p>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Takeda Pharmaceutical Co., Ltd.

**Meeting Date:** 06/24/2020

**Country:** Japan

**Primary Security ID:** J8129E108

**Record Date:** 03/31/2020

**Meeting Type:** Annual

**Ticker:** 4502

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Allocation of Income, with a Final Dividend of JPY 90	Mgmt	For	For	For	No
2.1	Elect Director Christophe Weber	Mgmt	For	For	For	No
2.2	Elect Director Iwasaki, Masato	Mgmt	For	For	For	No
2.3	Elect Director Andrew Plump	Mgmt	For	For	For	No
2.4	Elect Director Constantine Saroukos	Mgmt	For	For	For	No
2.5	Elect Director Sakane, Masahiro	Mgmt	For	For	For	No
2.6	Elect Director Olivier Bohuon	Mgmt	For	For	For	No
2.7	Elect Director Jean-Luc Butel	Mgmt	For	For	For	No
2.8	Elect Director Ian Clark	Mgmt	For	For	For	No
2.9	Elect Director Fujimori, Yoshiaki	Mgmt	For	For	For	No
2.10	Elect Director Steven Gillis	Mgmt	For	For	For	No
2.11	Elect Director Kuniya, Shiro	Mgmt	For	For	For	No
2.12	Elect Director Shiga, Toshiyuki	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Yamanaka, Yasuhiko	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Hatsukawa, Koji	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Higashi, Emiko	Mgmt	For	For	For	No
3.4	Elect Director and Audit Committee Member Michel Orsinger	Mgmt	For	For	For	No
4	Approve Annual Bonus	Mgmt	For	For	For	No
5	Elect Shareholder Director and Audit Committee Member Nominee Ito, Takeshi	SH	Against	Against	Against	No

### The Pebble Group Plc

**Meeting Date:** 06/24/2020

**Country:** United Kingdom

**Primary Security ID:** G0809Q108

**Record Date:** 06/22/2020

**Meeting Type:** Annual

**Ticker:** PEBB

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### The Pebble Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Elect Richard Law as Director	Mgmt	For	For	For	No
3	Appoint PwC LLP as Auditors	Mgmt	For	For	For	No
4	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
5	Authorise Issue of Equity	Mgmt	For	For	For	No
6	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
7	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No

### 3i Group Plc

**Meeting Date:** 06/25/2020

**Country:** United Kingdom

**Primary Security ID:** G88473148

**Record Date:** 06/23/2020

**Meeting Type:** Annual

**Ticker:** III

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Re-elect Jonathan Asquith as Director	Mgmt	For	For	For	No
6	Re-elect Caroline Banzsky as Director	Mgmt	For	For	For	No
7	Re-elect Simon Borrows as Director	Mgmt	For	For	For	No
8	Re-elect Stephen Daintith as Director	Mgmt	For	For	For	No
9	Re-elect Peter Grosch as Director	Mgmt	For	For	For	No
10	Re-elect David Hutchison as Director	Mgmt	For	For	For	No
11	Re-elect Coline McConville as Director	Mgmt	For	For	For	No
12	Elect Alexandra Schaapveld as Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### 3i Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
13	Re-elect Simon Thompson as Director	Mgmt	For	For	For	No
14	Re-elect Julia Wilson as Director	Mgmt	For	For	For	No
15	Appoint KPMG LLP as Auditors	Mgmt	For	For	For	No
16	Authorise Board Acting Through the Audit and Compliance Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
17	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
18	Authorise Issue of Equity	Mgmt	For	For	For	No
19	Approve Discretionary Share Plan	Mgmt	For	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
23	Adopt New Articles of Association	Mgmt	For	For	For	No
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Deutsche Lufthansa AG

**Meeting Date:** 06/25/2020      **Country:** Germany      **Primary Security ID:** D1908N106  
**Record Date:**      **Meeting Type:** Special      **Ticker:** LHA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve EUR 306 Million Increase in Share Capital for Private Placement	Mgmt	For	For		No

### EssilorLuxottica SA

**Meeting Date:** 06/25/2020      **Country:** France      **Primary Security ID:** F31665106  
**Record Date:** 06/23/2020      **Meeting Type:** Annual/Special      **Ticker:** EL



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### EssilorLuxottica SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Treatment of Losses	Mgmt	For	For	For	No
4	Ratify Appointment of Laurent Vacherot as Director	Mgmt	For	For	For	No
5	Ratify Appointment of Paul du Saillant as Director	Mgmt	For	For	For	No
6	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as there is no compelling rationale justifying that the transaction entered into with Rothschild &amp; Cie has been concluded in shareholders' interests.</i></p>						
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
8	Approve Compensation of Leonardo Del Vecchio, Chairman and CEO	Mgmt	For	For	For	No
9	Approve Compensation of Hubert Sagnieres, Vice-Chairman and Vice-CEO	Mgmt	For	For	For	No
10	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For	For	No
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
12	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
13	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
	Ordinary Business	Mgmt				
14	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### EssilorLuxottica SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For		No
3	Approve Treatment of Losses	Mgmt	For	For		No
4	Ratify Appointment of Laurent Vacherot as Director	Mgmt	For	For		No
5	Ratify Appointment of Paul du Saillant as Director	Mgmt	For	For		No
6	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against		No
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For		No
8	Approve Compensation of Leonardo Del Vecchio, Chairman and CEO	Mgmt	For	For		No
9	Approve Compensation of Hubert Sagnieres, Vice-Chairman and Vice-CEO	Mgmt	For	For		No
10	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For		No
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For		No
	Extraordinary Business	Mgmt				
12	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For		No
13	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For		No
	Ordinary Business	Mgmt				
14	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For		No

### Marston's Plc

**Meeting Date:** 06/25/2020

**Country:** United Kingdom

**Primary Security ID:** G5852L104

**Record Date:** 06/23/2020

**Meeting Type:** Special

**Ticker:** MARS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Joint Venture Arrangements with Carlsberg UK Holdings Limited	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Savills Plc

**Meeting Date:** 06/25/2020

**Country:** United Kingdom

**Primary Security ID:** G78283119

**Record Date:** 06/23/2020

**Meeting Type:** Annual

**Ticker:** SVS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Re-elect Nicholas Ferguson as Director	Mgmt	For	For	For	No
5	Re-elect Mark Ridley as Director	Mgmt	For	For	For	No
6	Re-elect Tim Freshwater as Director	Mgmt	For	For	For	No
7	Re-elect Rupert Robson as Director	Mgmt	For	For	For	No
8	Re-elect Simon Shaw as Director	Mgmt	For	For	For	No
9	Re-elect Stacey Cartwright as Director	Mgmt	For	For	For	No
10	Re-elect Florence Tondou-Melique as Director	Mgmt	For	For	For	No
11	Elect Dana Roffman as Director	Mgmt	For	For	For	No
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Sigma Capital Group Plc

**Meeting Date:** 06/25/2020

**Country:** United Kingdom

**Primary Security ID:** G8124S105

**Record Date:** 06/23/2020

**Meeting Type:** Annual

**Ticker:** SGM

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Sigma Capital Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Elect Ian Sutcliffe as Director	Mgmt	For	For	For	No
3	Elect Mike McGill as Director	Mgmt	For	For	For	No
4	Re-elect Graham Barnet as Director	Mgmt	For	For	For	No
5	Re-elect James McMahon as Director	Mgmt	For	For	For	No
6	Approve Remuneration Report	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because:* Above inflationary salary increases were given to two Executive Directors which were not accompanied by adequate explanations from the Company.</i>						
7	Reappoint BDO LLP as Auditors	Mgmt	For	For	For	No
8	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
9	Approve Final Dividend	Mgmt	For	For	For	No
10	Authorise Issue of Equity	Mgmt	For	For	For	No
11	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
12	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
13	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

### The Kroger Co.

**Meeting Date:** 06/25/2020

**Country:** USA

**Primary Security ID:** 501044101

**Record Date:** 04/27/2020

**Meeting Type:** Annual

**Ticker:** KR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Nora A. Aufreiter	Mgmt	For	For	For	No
1b	Elect Director Anne Gates	Mgmt	For	For	For	No
1c	Elect Director Karen M. Hoguet	Mgmt	For	For	For	No
1d	Elect Director Susan J. Kropf	Mgmt	For	For	For	No
1e	Elect Director W. Rodney McMullen	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### The Kroger Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1f	Elect Director Clyde R. Moore	Mgmt	For	For	For	No
1g	Elect Director Ronald L. Sargent	Mgmt	For	For	For	No
1h	Elect Director Bobby S. Shackouls	Mgmt	For	For	For	No
1i	Elect Director Mark S. Sutton	Mgmt	For	For	For	No
1j	Elect Director Ashok Vemuri	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify PricewaterhouseCoopers LLC as Auditor	Mgmt	For	For	For	No
4	Assess Environmental Impact of Non-Recyclable Packaging	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as shareholders would benefit from additional information regarding the company's recyclable packaging commitments and management of related risks.</i>						
5	Report on Human Rights Due Diligence Process in Operations and Supply Chain	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information regarding policies the company has implemented to address human rights impacts in its operations and supply chain would allow shareholders to better gauge how well Kroger is managing human rights related risks.</i>						

### Trainline Plc

**Meeting Date:** 06/25/2020

**Country:** United Kingdom

**Primary Security ID:** G8992Y119

**Record Date:** 06/23/2020

**Meeting Type:** Annual

**Ticker:** TRN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Amend Performance Share Plan	Mgmt	For	For	For	No
5	Elect Brian McBride as Director	Mgmt	For	For	For	No
6	Elect Clare Gilmartin as Director	Mgmt	For	For	For	No
7	Elect Duncan Tatton-Brown as Director	Mgmt	For	For	For	No
8	Elect Kjersti Wiklund as Director	Mgmt	For	For	For	No
9	Elect Shaun McCabe as Director	Mgmt	For	For	For	No
10	Appoint KPMG LLP as Auditors	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Trainline Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
12	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Valeo SA

Meeting Date: 06/25/2020

Country: France

Primary Security ID: F96221340

Record Date: 06/23/2020

Meeting Type: Annual/Special

Ticker: FR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of EUR 0.20 per Share	Mgmt	For	For	For	No
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For	No
5	Ratify Appointment of Bpifrance Participations as Director	Mgmt	For	For	For	No
6	Ratify Appointment of Fonds Strategique de Participation as Director	Mgmt	For	For	For	No
7	Reelect Thierry Moulouguet as Director	Mgmt	For	For	For	No
8	Reelect Ulrike Steinhorst as Director	Mgmt	For	For	For	No
9	Reelect Fonds Strategique de Participation as Director	Mgmt	For	For	For	No
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Valeo SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
11	Approve Compensation of Jacques Aschenbroich, Chairman and CEO	Mgmt	For	For	For	No
12	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No
13	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For	No
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
15	Delegate Powers to the Board to Amend Bylaws to Comply with Legal Changes	Mgmt	For	Against	Against	No
16	Amend Articles 14, 16, 18 and 23 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For	No
17	Approve Change of Corporate Form to Societe Europeenne (SE)	Mgmt	For	For	For	No
18	Pursuant to Item 17 Above, Adopt New Bylaws	Mgmt	For	For	For	No
	Ordinary Business	Mgmt				
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

### Danone SA

Meeting Date: 06/26/2020

Country: France

Primary Security ID: F12033134

Record Date: 06/24/2020

Meeting Type: Annual/Special

Ticker: BN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of EUR 2.10 per Share	Mgmt	For	For	For	No
4	Reelect Gregg L. Engles as Director	Mgmt	For	For	For	No
5	Reelect Gaelle Olivier as Director	Mgmt	For	For	For	No
6	Reelect Isabelle Seillier as Director	Mgmt	For	For	For	No
7	Reelect Jean-Michel Severino as Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Danone SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
8	Reelect Lionel Zinsou-Derlin as Director	Mgmt	For	For	For	No
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
10	Approve Compensation of Emmanuel Faber, Chairman and CEO	Mgmt	For	For	For	No
11	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For	For	No
12	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
14	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For	No
15	Authorize up to 0.2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For	No
16	Amend Article 15 of Bylaws Re: Employee Representatives	Mgmt	For	For	For	No
17	Amend Article 19 of Bylaws Re: Related Parties Agreements	Mgmt	For	For	For	No
18	Amend Article 21 of Bylaws Re: Alternate Auditors	Mgmt	For	For	For	No
19	Amend Articles 20 and 27 of Bylaws Re: Directors Remuneration and Powers of General Meeting	Mgmt	For	For	For	No
20	Amend Article 1 of Bylaws Re: Adopt the French (Societe a Mission) Status	Mgmt	For	For	For	No
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For		No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For		No
3	Approve Allocation of Income and Dividends of EUR 2.10 per Share	Mgmt	For	For		No
4	Reelect Gregg L. Engles as Director	Mgmt	For	For		No
5	Reelect Gaelle Olivier as Director	Mgmt	For	For		No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Danone SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
6	Reelect Isabelle Seillier as Director	Mgmt	For	For		No
7	Reelect Jean-Michel Severino as Director	Mgmt	For	For		No
8	Reelect Lionel Zinsou-Derlin as Director	Mgmt	For	For		No
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For		No
10	Approve Compensation of Emmanuel Faber, Chairman and CEO	Mgmt	For	For		No
11	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For		No
12	Approve Remuneration Policy of Directors	Mgmt	For	For		No
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For		No
	Extraordinary Business	Mgmt				
14	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For		No
15	Authorize up to 0.2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For		No
16	Amend Article 15 of Bylaws Re: Employee Representatives	Mgmt	For	For		No
17	Amend Article 19 of Bylaws Re: Related Parties Agreements	Mgmt	For	For		No
18	Amend Article 21 of Bylaws Re: Alternate Auditors	Mgmt	For	For		No
19	Amend Articles 20 and 27 of Bylaws Re: Directors Remuneration and Powers of General Meeting	Mgmt	For	For		No
20	Amend Article 1 of Bylaws Re: Adopt the French (Societe a Mission) Status	Mgmt	For	For		No
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For		No

### Koninklijke Philips NV

**Meeting Date:** 06/26/2020

**Country:** Netherlands

**Primary Security ID:** N7637U112

**Record Date:** 05/29/2020

**Meeting Type:** Special

**Ticker:** PHIA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Special Meeting Agenda	Mgmt				

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Koninklijke Philips NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Dividends of EUR 0.85 Per Share	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Special Meeting Agenda	Mgmt				
1	Approve Dividends of EUR 0.85 Per Share	Mgmt	For	For		No

### Malayan Banking Berhad

Meeting Date: 06/26/2020

Country: Malaysia

Primary Security ID: Y54671105

Record Date: 06/15/2020

Meeting Type: Annual

Ticker: 1155

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Elect Mohaiyani Shamsudin as Director	Mgmt	For	For	For	No
2	Elect Hasnita Dato' Hashim as Director	Mgmt	For	For	For	No
3	Elect Anthony Brent Elam as Director	Mgmt	For	For	For	No
4	Elect Idris Kechot as Director	Mgmt	For	For	For	No
5	Elect Zulkiflee Abbas Abdul Hamid as Director	Mgmt	For	For	For	No
6	Approve Directors' Fees	Mgmt	For	For	For	No
7	Approve Directors' Benefits	Mgmt	For	For	For	No
8	Approve Ernst & Young PLT as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
9	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For	No
10	Approve Issuance of New Ordinary Shares Under the Dividend Reinvestment Plan	Mgmt	For	For	For	No

### Mitsubishi Heavy Industries, Ltd.

Meeting Date: 06/26/2020

Country: Japan

Primary Security ID: J44002178

Record Date: 03/31/2020

Meeting Type: Annual

Ticker: 7011

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Mitsubishi Heavy Industries, Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Allocation of Income, with a Final Dividend of JPY 75	Mgmt	For	For	For	No
2.1	Elect Director Miyanaga, Shunichi	Mgmt	For	For	For	No
2.2	Elect Director Izumisawa, Seiji	Mgmt	For	For	For	No
2.3	Elect Director Mishima, Masahiko	Mgmt	For	For	For	No
2.4	Elect Director Kozawa, Hisato	Mgmt	For	For	For	No
2.5	Elect Director Shinohara, Naoyuki	Mgmt	For	For	For	No
2.6	Elect Director Kobayashi, Ken	Mgmt	For	For	For	No
2.7	Elect Director Morikawa, Noriko	Mgmt	For	For	For	No
3	Elect Director and Audit Committee Member Okura, Koji	Mgmt	For	For	For	No

### Mitsui Fudosan Co., Ltd.

**Meeting Date:** 06/26/2020

**Country:** Japan

**Primary Security ID:** J4509L101

**Record Date:** 03/31/2020

**Meeting Type:** Annual

**Ticker:** 8801

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Allocation of Income, with a Final Dividend of JPY 22	Mgmt	For	For	For	No
2	Amend Articles to Amend Business Lines	Mgmt	For	For	For	No
3	Elect Director Ueda, Takashi	Mgmt	For	For	For	No
4.1	Appoint Statutory Auditor Ishigami, Hiroyuki	Mgmt	For	For	For	No
4.2	Appoint Statutory Auditor Ozeki, Yukimi	Mgmt	For	For	For	No
5	Approve Annual Bonus	Mgmt	For	For	For	No
6	Approve Restricted Stock Plan	Mgmt	For	For	For	No

### RWE AG

**Meeting Date:** 06/26/2020

**Country:** Germany

**Primary Security ID:** D6629K109

**Record Date:** 06/04/2020

**Meeting Type:** Annual

**Ticker:** RWE

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

## RWE AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 0.80 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For	For	No
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal 2020	Mgmt	For	For	For	No
6	Approve Affiliation Agreement with GBV Vierunddreissigste Gesellschaft fuer Beteiligungsverwaltung mbH	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 0.80 per Share	Mgmt	For	For		No
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For		No
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For		No
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal 2020	Mgmt	For	For		No
6	Approve Affiliation Agreement with GBV Vierunddreissigste Gesellschaft fuer Beteiligungsverwaltung mbH	Mgmt	For	For		No

## Sumitomo Mitsui Financial Group, Inc.

Meeting Date: 06/26/2020

Country: Japan

Primary Security ID: J7771X109

Record Date: 03/31/2020

Meeting Type: Annual

Ticker: 8316

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Sumitomo Mitsui Financial Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Allocation of Income, with a Final Dividend of JPY 100	Mgmt	For	For	For	No
2.1	Elect Director Kunibe, Takeshi	Mgmt	For	For	For	No
2.2	Elect Director Ota, Jun	Mgmt	For	For	For	No
2.3	Elect Director Takashima, Makoto	Mgmt	For	For	For	No
2.4	Elect Director Nagata, Haruyuki	Mgmt	For	For	For	No
2.5	Elect Director Nakashima, Toru	Mgmt	For	For	For	No
2.6	Elect Director Inoue, Atsuhiko	Mgmt	For	For	For	No
2.7	Elect Director Mikami, Toru	Mgmt	For	For	For	No
2.8	Elect Director Shimizu, Yoshihiko	Mgmt	For	For	For	No
2.9	Elect Director Matsumoto, Masayuki	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because:* The board after this meeting will not be majority independent and this outside director nominee lacks independence.</i>						
2.10	Elect Director Arthur M. Mitchell	Mgmt	For	For	For	No
2.11	Elect Director Yamazaki, Shozo	Mgmt	For	For	For	No
2.12	Elect Director Kono, Masaharu	Mgmt	For	For	For	No
2.13	Elect Director Tsutsui, Yoshinobu	Mgmt	For	For	For	No
2.14	Elect Director Shimbo, Katsuyoshi	Mgmt	For	For	For	No
2.15	Elect Director Sakurai, Eriko	Mgmt	For	For	For	No

### Teleperformance SE

**Meeting Date:** 06/26/2020

**Country:** France

**Primary Security ID:** F9120F106

**Record Date:** 06/24/2020

**Meeting Type:** Annual/Special

**Ticker:** TEP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Teleperformance SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3	Approve Allocation of Income and Dividends of EUR 2.40 per Share	Mgmt	For	For	For	No
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For	No
5	Approve Compensation of Corporate Officers	Mgmt	For	For	For	No
6	Approve Compensation of Daniel Julien, Chairman and CEO	Mgmt	For	For	For	No
7	Approve Compensation of Olivier Rigaudy, Vice-CEO	Mgmt	For	For	For	No
8	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For	No
10	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	For	No
11	Reelect Christobel Selecky as Director	Mgmt	For	For	For	No
12	Reelect Angela Maria Sierra-Moreno as Director	Mgmt	For	For	For	No
13	Reelect Jean Guez as Director	Mgmt	For	For	For	No
14	Reelect Bernard Canetti as Director	Mgmt	For	For	For	No
15	Reelect Philippe Dominati as Director	Mgmt	For	For	For	No
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	For	For	No
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 14.5 Million	Mgmt	For	For	For	No
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 7.2 Million	Mgmt	For	For	For	No
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 17-19	Mgmt	For	For	For	No
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
22	Amend Article 14 of Bylaws Re: Employee Representatives	Mgmt	For	For	For	No
23	Amend Article 11 of Bylaws Re: Shareholding Disclosure Thresholds	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Teleperformance SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
24	Amend Article 13 of Bylaws Re: Shareholders Identification	Mgmt	For	For	For	No
25	Amend Article 14 of Bylaws Re: Shares Hold by Board Members	Mgmt	For	For	For	No
26	Amend Article 20 of Bylaws Re: Corporate Officers Remuneration	Mgmt	For	For	For	No
27	Amend Article 27 of Bylaws Re: Corporate Officers Remuneration	Mgmt	For	For	For	No
28	Amend Article 21 of Bylaws Re: Agreement Between Company and Corporate Officer	Mgmt	For	For	For	No
29	Amend Article 23 of Bylaws Re: Deadline of Notice of Meeting	Mgmt	For	For	For	No
30	Textual References Regarding Change of Codification	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted since in case of change of substance following a change of codification of the textual references could have a negative impact on shareholders' interest.</i></p>						
31	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For		No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For		No
3	Approve Allocation of Income and Dividends of EUR 2.40 per Share	Mgmt	For	For		No
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For		No
5	Approve Compensation of Corporate Officers	Mgmt	For	For		No
6	Approve Compensation of Daniel Julien, Chairman and CEO	Mgmt	For	For		No
7	Approve Compensation of Olivier Rigaudy, Vice-CEO	Mgmt	For	For		No
8	Approve Remuneration Policy of Directors	Mgmt	For	For		No
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For		No
10	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For		No
11	Reelect Christobel Selecky as Director	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Teleperformance SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
12	Reelect Angela Maria Sierra-Moreno as Director	Mgmt	For	For		No
13	Reelect Jean Guez as Director	Mgmt	For	For		No
14	Reelect Bernard Canetti as Director	Mgmt	For	For		No
15	Reelect Philippe Dominati as Director	Mgmt	For	For		No
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For		No
	Extraordinary Business	Mgmt				
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	For		No
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 14.5 Million	Mgmt	For	For		No
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 7.2 Million	Mgmt	For	For		No
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 17-19	Mgmt	For	For		No
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For		No
22	Amend Article 14 of Bylaws Re: Employee Representatives	Mgmt	For	For		No
23	Amend Article 11 of Bylaws Re: Shareholding Disclosure Thresholds	Mgmt	For	For		No
24	Amend Article 13 of Bylaws Re: Shareholders Identification	Mgmt	For	For		No
25	Amend Article 14 of Bylaws Re: Shares Hold by Board Members	Mgmt	For	For		No
26	Amend Article 20 of Bylaws Re: Corporate Officers Remuneration	Mgmt	For	For		No
27	Amend Article 27 of Bylaws Re: Corporate Officers Remuneration	Mgmt	For	For		No
28	Amend Article 21 of Bylaws Re: Agreement Between Company and Corporate Officer	Mgmt	For	For		No
29	Amend Article 23 of Bylaws Re: Deadline of Notice of Meeting	Mgmt	For	For		No
30	Textual References Regarding Change of Codification	Mgmt	For	Against		No
31	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For		No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Tesco Plc

**Meeting Date:** 06/26/2020

**Country:** United Kingdom

**Primary Security ID:** G87621101

**Record Date:** 06/24/2020

**Meeting Type:** Annual

**Ticker:** TSCO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted: * With respect to the LTIP award that was performance-tested during the period under review, the Remuneration Committee has adjusted the comparator group attached to the relative TSR performance condition (50% of the award), which could be considered a retrospective change. This decision has allowed for vesting of approximately 67% of the award under this element, where performance against the original comparator group was below the threshold target. * It is unusual for a TSR comparator group to be amended in this manner after-the-fact, as the reference group is typically changed only to reflect M&amp;A activity over the performance period. That this adjustment has been made to the benefit of executives – as it provides a vesting outcome where awards would otherwise lapse – is considered a matter of poor practice.</i></p>						
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect John Allan as Director	Mgmt	For	For	For	No
5	Re-elect Mark Armour as Director	Mgmt	For	For	For	No
6	Re-elect Melissa Bethell as Director	Mgmt	For	For	For	No
7	Re-elect Stewart Gilliland as Director	Mgmt	For	For	For	No
8	Re-elect Steve Golsby as Director	Mgmt	For	For	For	No
9	Re-elect Byron Grote as Director	Mgmt	For	For	For	No
10	Re-elect Dave Lewis as Director	Mgmt	For	For	For	No
11	Re-elect Mikael Olsson as Director	Mgmt	For	For	For	No
12	Re-elect Deanna Oppenheimer as Director	Mgmt	For	For	For	No
13	Re-elect Simon Patterson as Director	Mgmt	For	For	For	No
14	Re-elect Alison Platt as Director	Mgmt	For	For	For	No
15	Re-elect Lindsey Pownall as Director	Mgmt	For	For	For	No
16	Re-elect Alan Stewart as Director	Mgmt	For	For	For	No
17	Elect Ken Murphy as Director	Mgmt	For	For	For	No
18	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
19	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
20	Approve Share Incentive Plan	Mgmt	For	For	For	No
21	Authorise Issue of Equity	Mgmt	For	For	For	No
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Tesco Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
24	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
25	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
26	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Wal-Mart de Mexico SAB de CV

Meeting Date: 06/26/2020

Country: Mexico

Primary Security ID: P98180188

Record Date: 06/18/2020

Meeting Type: Special

Ticker: WALMEX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Extraordinary Business	Mgmt				
1	Receive Board's Report on Corporate Restructuring Re: Absorption of Two Subsidiaries	Mgmt	For	For	For	No
2	Approve Balance Sheet as of May 31, 2020	Mgmt	For	For	For	No
3	Approve Corporate Restructuring Re: Absorption of Subsidiary Holding de Restaurantes y Servicios S. de R. L. de C.V.	Mgmt	For	For	For	No
4	Approve Corporate Restructuring Re: Absorption of Subsidiary Tiendas Wal-Mart S. de R. L. de C.V.	Mgmt	For	For	For	No
5	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No

### eBay Inc.

Meeting Date: 06/29/2020

Country: USA

Primary Security ID: 278642103

Record Date: 05/11/2020

Meeting Type: Annual

Ticker: EBAY

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Anthony J. Bates	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### eBay Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1b	Elect Director Adriane M. Brown	Mgmt	For	For	For	No
1c	Elect Director Jesse A. Cohn	Mgmt	For	For	For	No
1d	Elect Director Diana Farrell	Mgmt	For	For	For	No
1e	Elect Director Logan D. Green	Mgmt	For	For	For	No
1f	Elect Director Bonnie S. Hammer	Mgmt	For	For	For	No
1g	Elect Director Jamie Iannone	Mgmt	For	For	For	No
1h	Elect Director Kathleen C. Mitic	Mgmt	For	For	For	No
1i	Elect Director Matthew J. Murphy	Mgmt	For	For	For	No
1j	Elect Director Pierre M. Omidyar	Mgmt	For	For	For	No
1k	Elect Director Paul S. Pressler	Mgmt	For	For	For	No
1l	Elect Director Robert H. Swan	Mgmt	For	For	For	No
1m	Elect Director Perry M. Traquina	Mgmt	For	For	For	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Provide Right to Act by Written Consent	SH	Against	For	For	No

*Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.*

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Anthony J. Bates	Mgmt	For	For		No
1b	Elect Director Adriane M. Brown	Mgmt	For	For		No
1c	Elect Director Jesse A. Cohn	Mgmt	For	For		No
1d	Elect Director Diana Farrell	Mgmt	For	For		No
1e	Elect Director Logan D. Green	Mgmt	For	For		No
1f	Elect Director Bonnie S. Hammer	Mgmt	For	For		No
1g	Elect Director Jamie Iannone	Mgmt	For	For		No
1h	Elect Director Kathleen C. Mitic	Mgmt	For	For		No
1i	Elect Director Matthew J. Murphy	Mgmt	For	For		No
1j	Elect Director Pierre M. Omidyar	Mgmt	For	For		No
1k	Elect Director Paul S. Pressler	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### eBay Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1l	Elect Director Robert H. Swan	Mgmt	For	For		No
1m	Elect Director Perry M. Traquina	Mgmt	For	For		No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For		No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For		No
4	Provide Right to Act by Written Consent	SH	Against	For		No

### John Wood Group Plc

**Meeting Date:** 06/29/2020

**Country:** United Kingdom

**Primary Security ID:** G9745T118

**Record Date:** 06/27/2020

**Meeting Type:** Annual

**Ticker:** WG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	This Meeting is Originally Scheduled on 19 June 2020	Mgmt				
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Re-elect Roy Franklin as Director	Mgmt	For	For	For	No
5	Re-elect Thomas Botts as Director	Mgmt	For	For	For	No
6	Re-elect Jacqui Ferguson as Director	Mgmt	For	For	For	No
7	Re-elect Mary Shafer-Malicki as Director	Mgmt	For	For	For	No
8	Re-elect Robin Watson as Director	Mgmt	For	For	For	No
9	Re-elect David Kemp as Director	Mgmt	For	For	For	No
10	Elect Adrian Marsh as Director	Mgmt	For	For	For	No
11	Elect Birgitte Brinch Madsen as Director	Mgmt	For	For	For	No
12	Elect Nigel Mills as Director	Mgmt	For	For	For	No
13	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### John Wood Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
19	Adopt New Articles of Association	Mgmt	For	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Skandinaviska Enskilda Banken AB

Meeting Date: 06/29/2020

Country: Sweden

Primary Security ID: W25381141

Record Date: 06/23/2020

Meeting Type: Annual

Ticker: SEB.A

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Open Meeting	Mgmt				
2	Elect Chairman of Meeting	Mgmt	For	For	Do Not Vote	No
3	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	Do Not Vote	No
4	Prepare and Approve List of Shareholders	Mgmt	For	For	Do Not Vote	No
5	Approve Agenda of Meeting	Mgmt	For	For	Do Not Vote	No
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	Do Not Vote	No
7	Receive Financial Statements and Statutory Reports	Mgmt				
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote	No
9	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	Do Not Vote	No
10.1	Approve Discharge of Johan H. Andresen	Mgmt	For	For	Do Not Vote	No
10.2	Approve Discharge of Signhild Arnegard Hansen	Mgmt	For	For	Do Not Vote	No
10.3	Approve Discharge of Anne-Catherine Berner	Mgmt	For	For	Do Not Vote	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
10.4	Approve Discharge of Samir Brikho	Mgmt	For	For	Do Not Vote	No
10.5	Approve Discharge of Winnie Fok	Mgmt	For	For	Do Not Vote	No
10.6	Approve Discharge of Anna-Karin Glimstrom	Mgmt	For	For	Do Not Vote	No
10.7	Approve Discharge of Annika Dahlberg	Mgmt	For	For	Do Not Vote	No
10.8	Approve Discharge of Charlotta Lindholm	Mgmt	For	For	Do Not Vote	No
10.9	Approve Discharge of Tomas Nicolin	Mgmt	For	For	Do Not Vote	No
10.10	Approve Discharge of Sven Nyman	Mgmt	For	For	Do Not Vote	No
10.11	Approve Discharge of Lars Ottersgard	Mgmt	For	For	Do Not Vote	No
10.12	Approve Discharge of Jesper Ovesen	Mgmt	For	For	Do Not Vote	No
10.13	Approve Discharge of Helena Saxon	Mgmt	For	For	Do Not Vote	No
10.14	Approve Discharge of Johan Torgeby (as Board Member)	Mgmt	For	For	Do Not Vote	No
10.15	Approve Discharge of Marcus Wallenberg	Mgmt	For	For	Do Not Vote	No
10.16	Approve Discharge of Hakan Westerberg	Mgmt	For	For	Do Not Vote	No
10.17	Approve Discharge of Johan Torgeby (as CEO)	Mgmt	For	For	Do Not Vote	No
11	Determine Number of Members (9) and Deputy Members of Board	Mgmt	For	For	Do Not Vote	No
12	Determine Number of Auditors (1) and Deputy Auditors	Mgmt	For	For	Do Not Vote	No
13.1	Approve Remuneration of Directors; Approve Remuneration for Committee Work	Mgmt	For	For	Do Not Vote	No
13.2	Approve Remuneration of Auditors	Mgmt	For	For	Do Not Vote	No
14.1	Reelect Signhild Arnegard Hansen as Director	Mgmt	For	For	Do Not Vote	No
14.2	Reelect Anne-Catherine Berner as New Director	Mgmt	For	For	Do Not Vote	No
14.3	Reelect Winnie Fok as Director	Mgmt	For	For	Do Not Vote	No
14.4	Reelect Sven Nyman as Director	Mgmt	For	For	Do Not Vote	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
14.5	Reelect Lars Ottersgard as Director	Mgmt	For	For	Do Not Vote	No
14.6	Reelect Jesper Ovesen as Director	Mgmt	For	Against	Do Not Vote	No
14.7	Reelect Helena Saxon as Director	Mgmt	For	Against	Do Not Vote	No
14.8	Reelect Johan Torgeby as Director	Mgmt	For	For	Do Not Vote	No
14.9	Reelect Marcus Wallenberg as Director	Mgmt	For	Against	Do Not Vote	No
14.10	Reelect Marcus Wallenberg as Chairman of the Board	Mgmt	For	Against	Do Not Vote	No
15	Ratify Ernst & Young as Auditors	Mgmt	For	For	Do Not Vote	No
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	Do Not Vote	No
17.1	Approve SEB All Employee Program 2020	Mgmt	For	For	Do Not Vote	No
17.2	Approve Share Programme 2020 for Senior Managers and Key Employees	Mgmt	For	For	Do Not Vote	No
17.3	Approve Conditional Share Programme 2020 for Senior Managers and Key Employees	Mgmt	For	For	Do Not Vote	No
18.1	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote	No
18.2	Authorize Repurchase of Class A and/or Class C Shares and Reissuance of Repurchased Shares Inter Alia in for Capital Purposes and Long-Term Incentive Plans	Mgmt	For	For	Do Not Vote	No
18.3	Approve Transfer of Class A Shares to Participants in 2020 Long-Term Equity Programs	Mgmt	For	For	Do Not Vote	No
19	Approve Issuance of Convertible Bonds without Preemptive Rights	Mgmt	For	For	Do Not Vote	No
20	Approve Proposal Concerning the Appointment of Auditors in Foundations Without Own Management	Mgmt	For	For	Do Not Vote	No
21	Amend Articles Re: Proxies and Postal Voting	Mgmt	For	For	Do Not Vote	No
	Shareholder Proposals Submitted by Thorwald Arvidsson	Mgmt				
22	Amend Articles Re: Introduce Equal Voting Rights of Class A and Class C Shares; Instruct Board to Prepare a Proposal for further Amendments of the Articles	SH	None	Against	Do Not Vote	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
23	Instruct Board to Work for the Swedish Companies Act to Abolish Weighted Voting; and to Prepare a Proposal for Representation of Small and Medium-Sized Shareholders in the Board and Nomination Committee	SH	None	Against	Do Not Vote	No
24	Close Meeting	Mgmt				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Open Meeting	Mgmt				
2	Elect Chairman of Meeting	Mgmt	For	For		No
3	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For		No
4	Prepare and Approve List of Shareholders	Mgmt	For	For		No
5	Approve Agenda of Meeting	Mgmt	For	For		No
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For		No
7	Receive Financial Statements and Statutory Reports	Mgmt				
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For		No
9	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For		No
10.1	Approve Discharge of Johan H. Andresen	Mgmt	For	For		No
10.2	Approve Discharge of Signhild Arnegard Hansen	Mgmt	For	For		No
10.3	Approve Discharge of Anne-Catherine Berner	Mgmt	For	For		No
10.4	Approve Discharge of Samir Brikho	Mgmt	For	For		No
10.5	Approve Discharge of Winnie Fok	Mgmt	For	For		No
10.6	Approve Discharge of Anna-Karin Glimstrom	Mgmt	For	For		No
10.7	Approve Discharge of Annika Dahlberg	Mgmt	For	For		No
10.8	Approve Discharge of Charlotta Lindholm	Mgmt	For	For		No
10.9	Approve Discharge of Tomas Nicolin	Mgmt	For	For		No
10.10	Approve Discharge of Sven Nyman	Mgmt	For	For		No
10.11	Approve Discharge of Lars Ottersgard	Mgmt	For	For		No
10.12	Approve Discharge of Jesper Ovesen	Mgmt	For	For		No
10.13	Approve Discharge of Helena Saxon	Mgmt	For	For		No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
10.14	Approve Discharge of Johan Torgeby (as Board Member)	Mgmt	For	For		No
10.15	Approve Discharge of Marcus Wallenberg	Mgmt	For	For		No
10.16	Approve Discharge of Hakan Westerberg	Mgmt	For	For		No
10.17	Approve Discharge of Johan Torgeby (as CEO)	Mgmt	For	For		No
11	Determine Number of Members (9) and Deputy Members of Board	Mgmt	For	For		No
12	Determine Number of Auditors (1) and Deputy Auditors	Mgmt	For	For		No
13.1	Approve Remuneration of Directors; Approve Remuneration for Committee Work	Mgmt	For	For		No
13.2	Approve Remuneration of Auditors	Mgmt	For	For		No
14.1	Reelect Signhild Arnegard Hansen as Director	Mgmt	For	For		No
14.2	Reelect Anne-Catherine Berner as New Director	Mgmt	For	For		No
14.3	Reelect Winnie Fok as Director	Mgmt	For	For		No
14.4	Reelect Sven Nyman as Director	Mgmt	For	For		No
14.5	Reelect Lars Ottersgard as Director	Mgmt	For	For		No
14.6	Reelect Jesper Ovesen as Director	Mgmt	For	Against		No
14.7	Reelect Helena Saxon as Director	Mgmt	For	Against		No
14.8	Reelect Johan Torgeby as Director	Mgmt	For	For		No
14.9	Reelect Marcus Wallenberg as Director	Mgmt	For	Against		No
14.10	Reelect Marcus Wallenberg as Chairman of the Board	Mgmt	For	Against		No
15	Ratify Ernst & Young as Auditors	Mgmt	For	For		No
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For		No
17.1	Approve SEB All Employee Program 2020	Mgmt	For	For		No
17.2	Approve Share Programme 2020 for Senior Managers and Key Employees	Mgmt	For	For		No
17.3	Approve Conditional Share Programme 2020 for Senior Managers and Key Employees	Mgmt	For	For		No
18.1	Authorize Share Repurchase Program	Mgmt	For	For		No
18.2	Authorize Repurchase of Class A and/or Class C Shares and Reissuance of Repurchased Shares Inter Alia in for Capital Purposes and Long-Term Incentive Plans	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
18.3	Approve Transfer of Class A Shares to Participants in 2020 Long-Term Equity Programs	Mgmt	For	For		No
19	Approve Issuance of Convertible Bonds without Preemptive Rights	Mgmt	For	For		No
20	Approve Proposal Concerning the Appointment of Auditors in Foundations Without Own Management	Mgmt	For	For		No
21	Amend Articles Re: Proxies and Postal Voting	Mgmt	For	For		No
	Shareholder Proposals Submitted by Thorwald Arvidsson	Mgmt				
22	Amend Articles Re: Introduce Equal Voting Rights of Class A and Class C Shares; Instruct Board to Prepare a Proposal for further Amendments of the Articles	SH	None	Against		No
23	Instruct Board to Work for the Swedish Companies Act to Abolish Weighted Voting; and to Prepare a Proposal for Representation of Small and Medium-Sized Shareholders in the Board and Nomination Committee	SH	None	Against		No
24	Close Meeting	Mgmt				

### AXA SA

Meeting Date: 06/30/2020

Country: France

Primary Security ID: F06106102

Record Date: 06/26/2020

Meeting Type: Annual/Special

Ticker: CS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of EUR 0.73 per Share	Mgmt	For	For	For	No
4	Approve Compensation of Corporate Officers	Mgmt	For	For	For	No
5	Approve Compensation of Denis Duverne, Chairman of the Board	Mgmt	For	For	For	No
6	Approve Compensation of Thomas Buberl, CEO	Mgmt	For	For	For	No
7	Approve Remuneration Policy of CEO	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### AXA SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
8	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For	No
9	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No
10	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For	No
11	Reelect Angélien Kemna as Director	Mgmt	For	For	For	No
12	Reelect Irene Dorner as Director	Mgmt	For	For	For	No
13	Elect Isabel Hudson as Director	Mgmt	For	For	For	No
14	Elect Antoine Gosset-Grainville as Director	Mgmt	For	For	For	No
15	Elect Marie-France Tschudin as Director	Mgmt	For	For	For	No
	Shareholder Proposals Submitted by Employees of Axa Group	Mgmt				
16	Elect Helen Browne as Director	SH	For	For	For	No
A	Elect Jerome Amouyal as Director	SH	Against	Against	Against	No
B	Elect Constance Reschke as Director	SH	Against	Against	Against	No
C	Elect Bamba Sall as Director	SH	Against	Against	Against	No
D	Elect Bruno Guy-Wasier as Director	SH	Against	Against	Against	No
E	Elect Timothy Leary as Director	SH	Against	Against	Against	No
F	Elect Ashitkumar Shah as Director	SH	Against	Against	Against	No
	Ordinary Business	Mgmt				
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	Mgmt	For	For	For	No
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
21	Amend Article 10 of Bylaws Re: Employee Representatives	Mgmt	For	For	For	No
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

**AXA SA**

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For		No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For		No
3	Approve Allocation of Income and Dividends of EUR 0.73 per Share	Mgmt	For	For		No
4	Approve Compensation of Corporate Officers	Mgmt	For	For		No
5	Approve Compensation of Denis Duverne, Chairman of the Board	Mgmt	For	For		No
6	Approve Compensation of Thomas Buberl, CEO	Mgmt	For	For		No
7	Approve Remuneration Policy of CEO	Mgmt	For	For		No
8	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For		No
9	Approve Remuneration Policy of Directors	Mgmt	For	For		No
10	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For		No
11	Reelect Angélien Kemna as Director	Mgmt	For	For		No
12	Reelect Irene Dorner as Director	Mgmt	For	For		No
13	Elect Isabel Hudson as Director	Mgmt	For	For		No
14	Elect Antoine Gosset-Grainville as Director	Mgmt	For	For		No
15	Elect Marie-France Tschudin as Director	Mgmt	For	For		No
	Shareholder Proposals Submitted by Employees of Axa Group	Mgmt				
16	Elect Helen Browne as Director	SH	For	For		No
A	Elect Jerome Amouyal as Director	SH	Against	Against		No
B	Elect Constance Reschke as Director	SH	Against	Against		No
C	Elect Bamba Sall as Director	SH	Against	Against		No
D	Elect Bruno Guy-Wasier as Director	SH	Against	Against		No
E	Elect Timothy Leary as Director	SH	Against	Against		No
F	Elect Ashitkumar Shah as Director	SH	Against	Against		No
	Ordinary Business	Mgmt				

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### AXA SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For		No
	Extraordinary Business	Mgmt				
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For		No
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	Mgmt	For	For		No
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For		No
21	Amend Article 10 of Bylaws Re: Employee Representatives	Mgmt	For	For		No
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For		No

### L'Oreal SA

**Meeting Date:** 06/30/2020

**Country:** France

**Primary Security ID:** F58149133

**Record Date:** 06/26/2020

**Meeting Type:** Annual/Special

**Ticker:** OR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of EUR 3.85 per Share and an Extra of EUR 0.38 per Share to Long Term Registered Shares	Mgmt	For	For	For	No
4	Elect Nicolas Meyers as Director	Mgmt	For	For	For	No
5	Elect Ilham Kadri as Director	Mgmt	For	For	For	No
6	Reelect Beatrice Guillaume-Grabisch as Director	Mgmt	For	For	For	No
7	Reelect Jean-Victor Meyers as Director	Mgmt	For	For	For	No
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
9	Approve Compensation of Jean-Paul Agon, Chairman and CEO	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### L'Oreal SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
10	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For	For	No
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
12	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
13	Authorize up to 0.6 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For	No
14	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For	No
16	Amend Article 8 of Bylaws Re: Employee Representatives	Mgmt	For	For	For	No
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For		No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For		No
3	Approve Allocation of Income and Dividends of EUR 3.85 per Share and an Extra of EUR 0.38 per Share to Long Term Registered Shares	Mgmt	For	For		No
4	Elect Nicolas Meyers as Director	Mgmt	For	For		No
5	Elect Ilham Kadri as Director	Mgmt	For	For		No
6	Reelect Beatrice Guillaume-Grabisch as Director	Mgmt	For	For		No
7	Reelect Jean-Victor Meyers as Director	Mgmt	For	For		No
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For		No
9	Approve Compensation of Jean-Paul Agon, Chairman and CEO	Mgmt	For	For		No
10	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### L'Oreal SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For		No
	Extraordinary Business	Mgmt				
12	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For		No
13	Authorize up to 0.6 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For		No
14	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For		No
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For		No
16	Amend Article 8 of Bylaws Re: Employee Representatives	Mgmt	For	For		No
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For		No

### LVMH Moët Hennessy Louis Vuitton SE

Meeting Date: 06/30/2020

Country: France

Primary Security ID: F58485115

Record Date: 06/26/2020

Meeting Type: Annual/Special

Ticker: MC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of EUR 4.80 per Share	Mgmt	For	For	For	No
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because the company failed to provide sufficient information with respect to the transaction with Groupe Arnault SEDCS. It is therefore impossible to ascertain that the continuation of this agreement is in shareholders' interests.</i></p>						
5	Reelect Delphine Arnault as Director	Mgmt	For	Against	Against	No

*Voting Policy Rationale: \* Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 8, 9, and 10). \* Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (including all board members: 46.7 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 46.7 percent vs 50 percent recommended) (Items 5, 6, and 7).*

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
6	Reelect Antonio Belloni as Director	Mgmt	For	Against	Against	No
	<i>Voting Policy Rationale: * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 8, 9, and 10). * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (including all board members: 46.7 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 46.7 percent vs 50 percent recommended) (Items 5, 6, and 7).</i>					
7	Reelect Diego Della Valle as Director	Mgmt	For	Against	Against	No
	<i>Voting Policy Rationale: * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 8, 9, and 10). * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (including all board members: 46.7 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 46.7 percent vs 50 percent recommended) (Items 5, 6, and 7).</i>					
8	Reelect Marie-Josée Kravis as Director	Mgmt	For	For	For	No
9	Reelect Marie-Laure Sauty de Chalon as Director	Mgmt	For	For	For	No
10	Elect Natacha Valla as Director	Mgmt	For	For	For	No
11	Appoint Lord Powell of Bayswater as Censor	Mgmt	For	Against	Against	No
	<i>Voting Policy Rationale: A vote AGAINST this item is warranted because the company has failed to provide an adequate rationale for the nomination of a third advisory board member for a period of three years.</i>					
12	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against	No
	<i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted in regard of the level of dissent recorded at last year AGM and the lack of response from the company.</i>					
13	Approve Compensation of Bernard Arnault, Chairman and CEO	Mgmt	For	Against	Against	No
	<i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted because of the lack of disclosure on the level of achievement of the performance conditions of the annual variable remuneration and the LTI vested this year. Furthermore, the performance criteria of the LTI granted do not seem particularly challenging.</i>					
14	Approve Compensation of Antonio Belloni, Vice-CEO	Mgmt	For	Against	Against	No
	<i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted because of the lack of disclosure on the level of achievement of the performance conditions of the annual variable remuneration and the LTI vested this year. Furthermore, the performance criteria of the LTI granted does not seem particularly challenging.</i>					
15	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For	For	No
16	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against	No
	<i>Voting Policy Rationale: Votes AGAINST these remuneration policies are warranted as the cap on the exceptional remuneration is not disclosed, and post-mandate vesting of LTI grant is not explicitly excluded.</i>					
17	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against	Against	No
	<i>Voting Policy Rationale: Votes AGAINST these remuneration policies are warranted as the cap on the exceptional remuneration is not disclosed, and post-mandate vesting of LTI grant is not explicitly excluded.</i>					
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Extraordinary Business	Mgmt				
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
20	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The vesting period is not sufficiently long-term oriented. * The performance period is not disclosed. * The performance condition subjecting the final acquisition of the share allocation is not disclosed.</i></p>						
21	Amend Article 11 of Bylaws Re: Employee Representative	Mgmt	For	For	For	No
22	Amend Article 13 of Bylaws Re: Board Members Deliberation via Written Consultation	Mgmt	For	For	For	No
23	Amend Article 14 of Bylaws Re: Board Powers	Mgmt	For	For	For	No
24	Amend Article 20, 21, 23 and 25 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For		No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For		No
3	Approve Allocation of Income and Dividends of EUR 4.80 per Share	Mgmt	For	For		No
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against		No
5	Reelect Delphine Arnault as Director	Mgmt	For	Against		No
6	Reelect Antonio Belloni as Director	Mgmt	For	Against		No
7	Reelect Diego Della Valle as Director	Mgmt	For	Against		No
8	Reelect Marie-Josée Kravis as Director	Mgmt	For	For		No
9	Reelect Marie-Laure Sauty de Chalon as Director	Mgmt	For	For		No
10	Elect Natacha Valla as Director	Mgmt	For	For		No
11	Appoint Lord Powell of Bayswater as Censor	Mgmt	For	Against		No
12	Approve Compensation Report of Corporate Officers	Mgmt	For	Against		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
13	Approve Compensation of Bernard Arnault, Chairman and CEO	Mgmt	For	Against		No
14	Approve Compensation of Antonio Belloni, Vice-CEO	Mgmt	For	Against		No
15	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For		No
16	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against		No
17	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against		No
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For		No
	Extraordinary Business	Mgmt				
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For		No
20	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against		No
21	Amend Article 11 of Bylaws Re: Employee Representative	Mgmt	For	For		No
22	Amend Article 13 of Bylaws Re: Board Members Deliberation via Written Consultation	Mgmt	For	For		No
23	Amend Article 14 of Bylaws Re: Board Powers	Mgmt	For	For		No
24	Amend Article 20, 21, 23 and 25 of Bylaws to Comply with Legal Changes	Mgmt	For	For		No

### LXI REIT Plc

**Meeting Date:** 06/30/2020

**Country:** United Kingdom

**Primary Security ID:** G57009105

**Record Date:** 06/28/2020

**Meeting Type:** Annual

**Ticker:** LXI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Re-elect Stephen Hubbard as Director	Mgmt	For	For	For	No
4	Re-elect John Cartwright as Director	Mgmt	For	For	For	No
5	Re-elect Jeannette Etherden as Director	Mgmt	For	For	For	No
6	Re-elect Colin Smith as Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### LXI REIT Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
7	Elect Patricia Dimond as Director	Mgmt	For	For	For	No
8	Reappoint BDO LLP as Auditors	Mgmt	For	For	For	No
9	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
10	Authorise Issue of Equity	Mgmt	For	For	For	No
11	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
13	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Matas A/S

Meeting Date: 06/30/2020

Country: Denmark

Primary Security ID: K6S686100

Record Date: 06/23/2020

Meeting Type: Annual

Ticker: MATAS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Report of Board	Mgmt				
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote	No
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	Do Not Vote	No
4	Approve Discharge of Management and Board	Mgmt	For	For	Do Not Vote	No
5	Approve Remuneration of Directors in the Amount of DKK 750,000 for Chairman, DKK 450,000 for Deputy Chairman, and DKK 300,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	Do Not Vote	No
6a	Reelect Lars Vinge Frederiksen as Director	Mgmt	For	For	Do Not Vote	No
6b	Reelect Lars Frederiksen as Director	Mgmt	For	For	Do Not Vote	No
6c	Reelect Signe Trock Hilstrom as Director	Mgmt	For	For	Do Not Vote	No
6d	Reelect Mette Maix as Director	Mgmt	For	For	Do Not Vote	No
6e	Reelect Birgitte Nielsen as Director	Mgmt	For	For	Do Not Vote	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Matas A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
6f	Elect Henrik Taudorf Lorensen as New Director	Mgmt	For	For	Do Not Vote	No
7	Ratify Ernst & Young as Auditors	Mgmt	For	For	Do Not Vote	No
8a	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote	No
8b	Amend Articles Re: Voting on the Company's Remuneration Report at Annual General Meetings	Mgmt	For	For	Do Not Vote	No
8c	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	Against	Do Not Vote	No
8d	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	Do Not Vote	No
9	Other Business	Mgmt				

### QIAGEN NV

**Meeting Date:** 06/30/2020

**Country:** Netherlands

**Primary Security ID:** N72482123

**Record Date:** 06/02/2020

**Meeting Type:** Annual

**Ticker:** QGEN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Annual Meeting Agenda	Mgmt				
1	Open Meeting	Mgmt				
2	Receive Report of Management Board (Non-Voting)	Mgmt				
3	Receive Report of Supervisory Board (Non-Voting)	Mgmt				
4	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For	No
5	Approve Remuneration Report	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because: * Severance payments are in excess of one year base salary for former CEO Schatz; * The separation agreements are considered to be excessive as the equity awards vested with a considered market value of approximately EUR 60 million; * The short term incentives plan lacks disclosure on the maximum award limit and level of achievement of individual and team goals (accounting for 50 percent of the STI)</i></p>						
6	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt				
7	Approve Discharge of Management Board	Mgmt	For	For	For	No
8	Approve Discharge of Supervisory Board	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

## QIAGEN NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
9.a	Reelect Stephane Bancel to Supervisory Board	Mgmt	For	For	For	No
9.b	Reelect Hakan Bjorklund to Supervisory Board	Mgmt	For	For	For	No
9.c	Reelect Metin Colpan to Supervisory Board	Mgmt	For	For	For	No
9.d	Reelect Ross L. Levine to Supervisory Board	Mgmt	For	For	For	No
9.e	Reelect Elaine Mardis to Supervisory Board	Mgmt	For	For	For	No
9.f	Reelect Lawrence A. Rosen to Supervisory Board	Mgmt	For	For	For	No
9.g	Reelect Elizabeth E. Tallett to Supervisory Board	Mgmt	For	For	For	No
10.a	Reelect Roland Sackers to Management Board	Mgmt	For	For	For	No
10.b	Reelect Thierry Bernard to Management Board	Mgmt	For	For	For	No
11	Adopt Remuneration Policy for Management Board	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because: * The variable incentive plans lack clear disclosure on (maximum) award levels to understand rigor of target setting; * The STI component includes an individual objective that has undisclosed metrics; * The change in control agreement would allow for accelerated vesting and an award of 3 times annual base salary for Mr. Sackers totaling EUR 27,589,595 which is considered to be excessive.</i></p>						
12.a	Adopt Remuneration Policy for Supervisory Board	Mgmt	For	For	For	No
12.b	Approve Remuneration of Supervisory Board	Mgmt	For	For	For	No
13	Ratify KPMG as Auditors	Mgmt	For	For	For	No
14.a	Grant Board Authority to Issue Shares	Mgmt	For	For	For	No
14.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For	No
14.c	Authorize Board to Exclude Preemptive Rights from Share Issuances in Connection to Mergers, Acquisitions or Strategic Alliances	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because it is not in line with commonly used safeguards regarding volume (i.e. the management board would be able to issue share up to 20 percent of the issued share capital).</i></p>						
15	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
16	Receive Explanation on the Recommended Offer Made by Thermo Fisher through QuebecB.V	Mgmt				
17	Amend Articles of Association (Part I)	Mgmt	For	For	For	No
18	Approve Conditional Back-End Resolution	Mgmt	For	For	For	No
19.a	Approve Conditional Reappointment of Hakan Bjorklund to Supervisory Board	Mgmt	For	For	For	No
19.b	Approve Conditional Reappointment of Michael A. Boxer to Supervisory Board	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### QIAGEN NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
19.c	Approve Conditional Reappointment of Paul G. Parker to Supervisory Board	Mgmt	For	For	For	No
19.d	Approve Conditional Reappointment of Gianluca Pettiti to Supervisory Board	Mgmt	For	For	For	No
19.e	Approve Conditional Reappointment of Anthony H. Smith to Supervisory Board	Mgmt	For	For	For	No
19.f	Approve Conditional Reappointment of Barbara W. Wall to Supervisory Board	Mgmt	For	For	For	No
19.g	Approve Conditional Reappointment of Stefan Wolf to Supervisory Board	Mgmt	For	For	For	No
20	Accept Conditional Resignation and Discharge of Supervisory Board Members	Mgmt	For	For	For	No
21	Amend Articles of Association (Part III)	Mgmt	For	For	For	No
22	Allow Questions	Mgmt				
23	Close Meeting	Mgmt				

### SIG Plc

Meeting Date: 06/30/2020

Country: United Kingdom

Primary Security ID: G80797106

Record Date: 06/26/2020

Meeting Type: Annual

Ticker: SHI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Re-elect Andrew Allner as Director	Mgmt	For	For	For	No
4	Elect Steve Francis as Director	Mgmt	For	For	For	No
5	Elect Kath Kearney-Croft as Director	Mgmt	For	For	For	No
6	Elect Kate Allum as Director	Mgmt	For	For	For	No
7	Re-elect Ian Duncan as Director	Mgmt	For	For	For	No
8	Elect Gillian Kent as Director	Mgmt	For	For	For	No
9	Re-elect Alan Lovell as Director	Mgmt	For	For	For	No
10	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
11	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
12	Authorise Issue of Equity	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### SIG Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Tissue Regenix Group Plc

**Meeting Date:** 06/30/2020      **Country:** United Kingdom      **Primary Security ID:** G8887U107  
**Record Date:** 06/28/2020      **Meeting Type:** Annual      **Ticker:** TRX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Re-elect Alan Miller as Director	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: Item 2A vote AGAINST the re-election of Alan Miller is warranted because:* Potential independence issues have been identified and he currently sits on the Audit and the Remuneration Committees, and the composition of these Committees does not adhere to UK best practice recommendations for a company of this size.Items 3 – 4A vote FOR the re-election of Jonathan Glenn and Shervanthi Homer-Vanniasinkam is warranted because no significant concerns have been identified.</i>						
3	Re-elect Jonathan Glenn as Director	Mgmt	For	For	For	No
4	Re-elect Shervanthi Homer-Vanniasinkam as Director	Mgmt	For	For	For	No
5	Reappoint RSM UK Audit LLP as Auditors	Mgmt	For	For	For	No
6	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
7	Authorise Issue of Equity	Mgmt	For	For	For	No
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
9	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

### trivago NV

**Meeting Date:** 06/30/2020      **Country:** Netherlands      **Primary Security ID:** 89686D105  
**Record Date:** 05/15/2020      **Meeting Type:** Annual      **Ticker:** TRVG

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### trivago NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Meeting for ADR Holders	Mgmt				
1	Open Meeting	Mgmt				
2	Discuss Annual Report (Non-Voting)	Mgmt				
3	Discuss Implementation of Remuneration Policy	Mgmt				
4	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For	No
5	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt				
6	Ratify Ernst & Young as Auditors	Mgmt	For	For	For	No
7	Approve Discharge of Management Board	Mgmt	For	For	For	No
8	Approve Discharge of Supervisory Board	Mgmt	For	For	For	No
9	Elect J.A. Carter to Management Board	Mgmt	For	For	For	No
10	Elect M.M. Tillmann to Management Board	Mgmt	For	For	For	No
11	Elect A. Gorin to Supervisory Board	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote FOR Rolf Schromgens these elections is warranted because:* The nominees are elected for a period not exceeding four years;* The candidates appear to possess the necessary qualifications for board membership; and* There is no known controversy concerning the candidates.A vote AGAINST the non-independent nominees (Ariane Gorin) who serves on the remuneration committee, as the committee lacks sufficient independence among its members.</i></p>						
12	Elect R.T.J. Schromgens to Supervisory Board	Mgmt	For	For	For	No
13	Increase Maximum Number of Shares	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted because:* Non-executive directors participate in the plan;* Total potential dilution exceeds 10 percent;* Performance conditions have not been attached to the plan and the vesting period is below three years.</i></p>						
14	Approve Amended and Restated Omnibus Incentive Plan	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted because:* Non-executive directors participate in the plan;* Total potential dilution exceeds 10 percent;* Performance conditions have not been attached to the plan and the vesting period is below three years.</i></p>						
15	Authorize Repurchase of Shares	Mgmt	For	For	For	No
16	Close Meeting	Mgmt				

### Vonovia SE

Meeting Date: 06/30/2020

Country: Germany

Primary Security ID: D9581T100

Record Date:

Meeting Type: Annual

Ticker: VNA



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Vonovia SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 1.57 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For	For	No
5	Ratify KPMG AG as Auditors for Fiscal 2020	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 1.57 per Share	Mgmt	For	For		No
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For		No
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For		No
5	Ratify KPMG AG as Auditors for Fiscal 2020	Mgmt	For	For		No

### BR MALLS Participacoes SA

Meeting Date: 07/02/2020

Country: Brazil

Primary Security ID: P1908S102

Record Date:

Meeting Type: Annual

Ticker: BRML3

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2019	Mgmt	For	For	Do Not Vote	No
2	Approve Allocation of Income and Dividends	Mgmt	For	For	Do Not Vote	No
3	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Mgmt	None	Abstain	Do Not Vote	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### BR MALLS Participacoes SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
4	Fix Number of Directors at Seven	Mgmt	For	For	Do Not Vote	No
5	Elect Directors	Mgmt	For	For	Do Not Vote	No
6	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	Mgmt	None	Against	Do Not Vote	No
7	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Mgmt	None	For	Do Not Vote	No
	APPLIES ONLY IF CUMULATIVE VOTING IS ADOPTED - If You Vote FOR on Item 7, Votes Will Be Automatically Distributed in Equal % Amongst The Nominees voted FOR below. If You Vote AGST, Contact Your Client Service Rep to Disproportionately Allocate % of Votes	Mgmt				
8.1	Percentage of Votes to Be Assigned - Elect Silvio Jose Genesini Junior as Independent Director and Marina da Fontoura Azambuja as Alternate	Mgmt	None	For	Do Not Vote	No
8.2	Percentage of Votes to Be Assigned - Elect Joao Roberto Goncalves Teixeira as Independent Director and Marina da Fontoura Azambuja as Alternate	Mgmt	None	For	Do Not Vote	No
8.3	Percentage of Votes to Be Assigned - Elect Jose Afonso Alves Castanheira as Independent Director and Marina da Fontoura Azambuja as Alternate	Mgmt	None	For	Do Not Vote	No
8.4	Percentage of Votes to Be Assigned - Elect Luiz Alberto Quinta as Director and Marina da Fontoura Azambuja as Alternate	Mgmt	None	For	Do Not Vote	No
8.5	Percentage of Votes to Be Assigned - Elect Luiz Antonio de Sampaio Campos as Independent Director and Marina da Fontoura Azambuja as Alternate	Mgmt	None	For	Do Not Vote	No
8.6	Percentage of Votes to Be Assigned - Elect Mauro Rodrigues da Cunha as Independent Director and Marina da Fontoura Azambuja as Alternate	Mgmt	None	For	Do Not Vote	No
8.7	Percentage of Votes to Be Assigned - Elect Gerauld Dinu Reiss as Independent Director and Marina da Fontoura Azambuja as Alternate	Mgmt	None	For	Do Not Vote	No
9	Approve Remuneration of Company's Management	Mgmt	For	For	Do Not Vote	No
10	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Mgmt	None	For	Do Not Vote	No
11.1	Elect Helena Penna as Fiscal Council Member and Joao Pedro Barroso as Alternate	Mgmt	For	For	Do Not Vote	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### BR MALLS Participacoes SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
11.2	Elect Ana Siqueira as Fiscal Council Member and Silvia Maura Rodrigues as Alternate	Mgmt	For	For	Do Not Vote	No
11.3	Elect Marcelo Otavio Wagner as Fiscal Council Member and Antonio Carlos Bizzo Lima as Alternate	Mgmt	For	For	Do Not Vote	No
12	In the Event of a Second Call, the Voting Instructions Contained in this Remote Voting Card May Also be Considered for the Second Call?	Mgmt	None	For	Do Not Vote	No

### BR MALLS Participacoes SA

**Meeting Date:** 07/02/2020      **Country:** Brazil      **Primary Security ID:** P1908S102  
**Record Date:**      **Meeting Type:** Special      **Ticker:** BRML3

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Amend Article 5 to Reflect Changes in Capital	Mgmt	For	For	Do Not Vote	No
2	Approve Increase in Authorized Capital and Amend Article 6 Accordingly	Mgmt	For	For	Do Not Vote	No
3	Amend Article 14	Mgmt	For	For	Do Not Vote	No
4	In the Event of a Second Call, the Voting Instructions Contained in this Remote Voting Card May Also be Considered for the Second Call?	Mgmt	None	For	Do Not Vote	No

### J Sainsbury Plc

**Meeting Date:** 07/02/2020      **Country:** United Kingdom      **Primary Security ID:** G77732173  
**Record Date:** 06/30/2020      **Meeting Type:** Annual      **Ticker:** SBRY

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### J Sainsbury Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
4	Elect Tanuj Kapilashrami as Director	Mgmt	For	For	For	No
5	Elect Simon Roberts as Director	Mgmt	For	For	For	No
6	Elect Keith Weed as Director	Mgmt	For	For	For	No
7	Re-elect Brian Cassin as Director	Mgmt	For	For	For	No
8	Re-elect Jo Harlow as Director	Mgmt	For	For	For	No
9	Re-elect David Keens as Director	Mgmt	For	For	For	No
10	Re-elect Kevin O'Byrne as Director	Mgmt	For	For	For	No
11	Re-elect Dame Susan Rice as Director	Mgmt	For	For	For	No
12	Re-elect Martin Scicluna as Director	Mgmt	For	For	For	No
13	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
18	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
20	Approve Share Incentive Plan Rules and Trust Deed	Mgmt	For	For	For	No
21	Adopt New Articles of Association	Mgmt	For	For	For	No
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Ubisoft Entertainment SA

Meeting Date: 07/02/2020

Country: France

Primary Security ID: F9396N106

Record Date: 06/30/2020

Meeting Type: Annual/Special

Ticker: UBI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Ubisoft Entertainment SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Treatment of Losses	Mgmt	For	For	For	No
3	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For	No
5	Approve Compensation of Corporate Officers	Mgmt	For	For	For	No
6	Approve Compensation of Yves Guillemot, Chairman and CEO	Mgmt	For	For	For	No
7	Approve Compensation of Claude Guillemot, Vice-CEO	Mgmt	For	For	For	No
8	Approve Compensation of Michel Guillemot, Vice-CEO	Mgmt	For	For	For	No
9	Approve Compensation of Gerard Guillemot, Vice-CEO	Mgmt	For	For	For	No
10	Approve Compensation of Christian Guillemot, Vice-CEO	Mgmt	For	For	For	No
11	Approve Remuneration Policy for Chairman and CEO	Mgmt	For	For	For	No
12	Approve Remuneration Policy for Vice-CEOs	Mgmt	For	For	For	No
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No
14	Reelect Yves Guillemot as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: * A vote FOR the reelection of this independent nominee is warranted in the absence of specific concerns (Item 16). * A vote FOR the election of this non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 41.7 percent vs 33.3 percent recommended; excluding employee representatives and employee shareholder representatives: 50.0 percent vs 50 percent recommended) and the absence of specific concerns (Item 17). * The number of outside mandates held by Yves Guillemot and Gerard Guillemot is in excess of recommended guidelines for non-executive directors and executive directors or those in comparable roles. Therefore, their reelection warrants votes AGAINST (Items 14-15). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Yves Guillemot (Item 14) is warranted.</i></p>						
15	Reelect Gerard Guillemot as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: * A vote FOR the reelection of this independent nominee is warranted in the absence of specific concerns (Item 16). * A vote FOR the election of this non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 41.7 percent vs 33.3 percent recommended; excluding employee representatives and employee shareholder representatives: 50.0 percent vs 50 percent recommended) and the absence of specific concerns (Item 17). * The number of outside mandates held by Yves Guillemot and Gerard Guillemot is in excess of recommended guidelines for non-executive directors and executive directors or those in comparable roles. Therefore, their reelection warrants votes AGAINST (Items 14-15). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Yves Guillemot (Item 14) is warranted.</i></p>						
16	Reelect Florence Naviner as Director	Mgmt	For	For	For	No
17	Elect John Parkes as Representative of Employee Shareholders to the Board	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Ubisoft Entertainment SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
20	Authorize Capitalization of Reserves of Up to EUR 10 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For	No
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 1.45 Million	Mgmt	For	For	For	No
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 0.85 Million	Mgmt	For	For	For	No
23	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 0.85 Million	Mgmt	For	For	For	No
24	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For	No
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans (International Subsidiaries)	Mgmt	For	For	For	No
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans, Reserved for Employees and Corporate Officers of International Subsidiaries (Specific Countries)	Mgmt	For	For	For	No
28	Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans to Employees, Excluding Corporate Executive Officers	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because the performance criteria attached to the stock-option plan are not disclosed. However, the group undertakes to disclose the nature and the achievement of the performance condition(s) in the universal registration document to be published in respect of the financial year when the vesting date occurs. As this plan benefits also to members of the executive committee, this limited disclosure falls short market standards.</i></p>						
29	Authorize up to 0.2 Percent of Issued Capital for Use in Stock Option Plans to Corporate Executive Officers	Mgmt	For	For	For	No
30	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 21-27 at EUR 4 Million	Mgmt	For	For	For	No
31	Amend Article 8 of Bylaws Re: Employee Representatives	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Ubisoft Entertainment SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
32	Amend Article 12 of Bylaws Re: CEO and Vice-CEO Age Limit	Mgmt	For	For	For	No
33	Amend Articles of Bylaws to Comply with Legal Changes	Mgmt	For	For	For	No
34	Delegate Powers to the Board to Amend Bylaws to Comply with Legal Changes	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: * Votes FOR Items 31 and 33 are warranted as the proposed amendments are deemed non-contentious and have a neutral impact on shareholders' interest. However, under Item 33, the adoption of the new articles does not allow piecemeal voting by shareholders, who are presented with an all-or-nothing choice. * A QUALIFIED FOR Item 32 is warranted as it would allow the CEO to remain in his functions after the expiry of his director's term, although the company sets up an age limit at 80. * A vote AGAINST Item 34 is warranted as the board would be able to implement bylaws' amendments that are neither mandatory nor necessary nor in compliance with shareholders' interest.</i></p>						
35	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For		No
2	Approve Treatment of Losses	Mgmt	For	For		No
3	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For		No
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For		No
5	Approve Compensation of Corporate Officers	Mgmt	For	For		No
6	Approve Compensation of Yves Guillemot, Chairman and CEO	Mgmt	For	For		No
7	Approve Compensation of Claude Guillemot, Vice-CEO	Mgmt	For	For		No
8	Approve Compensation of Michel Guillemot, Vice-CEO	Mgmt	For	For		No
9	Approve Compensation of Gerard Guillemot, Vice-CEO	Mgmt	For	For		No
10	Approve Compensation of Christian Guillemot, Vice-CEO	Mgmt	For	For		No
11	Approve Remuneration Policy for Chairman and CEO	Mgmt	For	For		No
12	Approve Remuneration Policy for Vice-CEOs	Mgmt	For	For		No
13	Approve Remuneration Policy of Directors	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Ubisoft Entertainment SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
14	Reelect Yves Guillemot as Director	Mgmt	For	Against		No
15	Reelect Gerard Guillemot as Director	Mgmt	For	Against		No
16	Reelect Florence Naviner as Director	Mgmt	For	For		No
17	Elect John Parkes as Representative of Employee Shareholders to the Board	Mgmt	For	For		No
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For		No
	Extraordinary Business	Mgmt				
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For		No
20	Authorize Capitalization of Reserves of Up to EUR 10 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For		No
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 1.45 Million	Mgmt	For	For		No
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 0.85 Million	Mgmt	For	For		No
23	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 0.85 Million	Mgmt	For	For		No
24	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For		No
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For		No
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans (International Subsidiaries)	Mgmt	For	For		No
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans, Reserved for Employees and Corporate Officers of International Subsidiaries (Specific Countries)	Mgmt	For	For		No
28	Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans to Employees, Excluding Corporate Executive Officers	Mgmt	For	Against		No
29	Authorize up to 0.2 Percent of Issued Capital for Use in Stock Option Plans to Corporate Executive Officers	Mgmt	For	For		No
30	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 21-27 at EUR 4 Million	Mgmt	For	For		No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Ubisoft Entertainment SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
31	Amend Article 8 of Bylaws Re: Employee Representatives	Mgmt	For	For		No
32	Amend Article 12 of Bylaws Re: CEO and Vice-CEO Age Limit	Mgmt	For	For		No
33	Amend Articles of Bylaws to Comply with Legal Changes	Mgmt	For	For		No
34	Delegate Powers to the Board to Amend Bylaws to Comply with Legal Changes	Mgmt	For	Against		No
35	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For		No

### Warehouse REIT Plc

**Meeting Date:** 07/06/2020

**Country:** United Kingdom

**Primary Security ID:** G94437103

**Record Date:** 07/02/2020

**Meeting Type:** Special

**Ticker:** WHR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	This Meeting is Originally Scheduled on 23 March 2020	Mgmt				
1	Authorise Issue of Equity in Connection with the Issue	Mgmt	For	For	For	No
2	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Issue	Mgmt	For	For	For	No
3	Authorise Issue of Equity	Mgmt	For	For	For	No
4	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
5	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: Items 3 &amp; 4A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits. Item 5A vote AGAINST this resolution is warranted because: * The proposed amount is in addition to the proposed authority in Item 4, which when added together exceeds recommended limits of 5 percent of issued share capital and no commitment has been given that shares would be issued at or above net asset value.</i>						
6	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
7	Approve Cancellation of Share Premium Account	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Assura Plc

**Meeting Date:** 07/07/2020

**Country:** United Kingdom

**Primary Security ID:** G2386T109

**Record Date:** 07/03/2020

**Meeting Type:** Annual

**Ticker:** AGR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Share Incentive Plan	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
5	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
6	Re-elect Ed Smith as Director	Mgmt	For	For	For	No
7	Re-elect Louise Fowler as Director	Mgmt	For	For	For	No
8	Re-elect Jonathan Murphy as Director	Mgmt	For	For	For	No
9	Re-elect Jenefer Greenwood as Director	Mgmt	For	For	For	No
10	Re-elect Jayne Cottam as Director	Mgmt	For	For	For	No
11	Re-elect Jonathan Davies as Director	Mgmt	For	For	For	No
12	Authorise Issue of Equity	Mgmt	For	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Whitbread Plc

**Meeting Date:** 07/07/2020

**Country:** United Kingdom

**Primary Security ID:** G9606P197

**Record Date:** 07/03/2020

**Meeting Type:** Annual

**Ticker:** WTB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Whitbread Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Elect Horst Baier as Director	Mgmt	For	For	For	No
4	Re-elect David Atkins as Director	Mgmt	For	For	For	No
5	Re-elect Alison Brittain as Director	Mgmt	For	For	For	No
6	Re-elect Nicholas Cadbury as Director	Mgmt	For	For	For	No
7	Re-elect Adam Crozier as Director	Mgmt	For	For	For	No
8	Re-elect Frank Fiskers as Director	Mgmt	For	For	For	No
9	Re-elect Richard Gillingwater as Director	Mgmt	For	For	For	No
10	Re-elect Chris Kennedy as Director	Mgmt	For	For	For	No
11	Re-elect Deanna Oppenheimer as Director	Mgmt	For	For	For	No
12	Re-elect Louise Smalley as Director	Mgmt	For	For	For	No
13	Re-elect Susan Martin as Director	Mgmt	For	For	For	No
14	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
16	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Alstom SA

**Meeting Date:** 07/08/2020

**Country:** France

**Primary Security ID:** F0259M475

**Record Date:** 07/06/2020

**Meeting Type:** Annual/Special

**Ticker:** ALO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Alstom SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For	For	For	No
4	Approve Transaction with Bouygues Re: Acquisition of Bombardier Transport	Mgmt	For	For	For	No
5	Reelect Yann Delabriere as Director	Mgmt	For	For	For	No
6	Elect Frank Mastiaux as Director	Mgmt	For	For	For	No
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
8	Approve Compensation of Chairman and CEO	Mgmt	For	For	For	No
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For	No
10	Approve Remuneration Policy of Board Members	Mgmt	For	For	For	No
11	Ratify Change Location of Registered Office to Saint-Ouen-sur-Seine	Mgmt	For	For	For	No
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
13	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 510 Million	Mgmt	For	For	For	No
14	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 155 Million	Mgmt	For	For	For	No
15	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 155 Million	Mgmt	For	For	For	No
16	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For	No
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For	No
18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to 10 Percent of Issued Capital	Mgmt	For	For	For	No
19	Authorize Capital Increase of Up to EUR 155 Million for Future Exchange Offers	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Alstom SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
20	Approve Issuance of Equity or Equity-Linked Securities for Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 155 Million	Mgmt	For	For	For	No
21	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For	No
24	Amend Article 9 of Bylaws Re: Employee Representative	Mgmt	For	For	For	No
25	Amend Article 10 of Bylaws Re: Board Members Deliberation via Written Consultation	Mgmt	For	For	For	No
26	Amend Bylaws to Comply with Legal Changes	Mgmt	For	For	For	No
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For		No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For		No
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For	For		No
4	Approve Transaction with Bouygues Re: Acquisition of Bombardier Transport	Mgmt	For	For		No
5	Reelect Yann Delabriere as Director	Mgmt	For	For		No
6	Elect Frank Mastiaux as Director	Mgmt	For	For		No
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For		No
8	Approve Compensation of Chairman and CEO	Mgmt	For	For		No
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For		No
10	Approve Remuneration Policy of Board Members	Mgmt	For	For		No
11	Ratify Change Location of Registered Office to Saint-Ouen-sur-Seine	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Alstom SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For		No
	Extraordinary Business	Mgmt				
13	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 510 Million	Mgmt	For	For		No
14	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 155 Million	Mgmt	For	For		No
15	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 155 Million	Mgmt	For	For		No
16	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For		No
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For		No
18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to 10 Percent of Issued Capital	Mgmt	For	For		No
19	Authorize Capital Increase of Up to EUR 155 Million for Future Exchange Offers	Mgmt	For	For		No
20	Approve Issuance of Equity or Equity-Linked Securities for Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 155 Million	Mgmt	For	For		No
21	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For		No
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For		No
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For		No
24	Amend Article 9 of Bylaws Re: Employee Representative	Mgmt	For	For		No
25	Amend Article 10 of Bylaws Re: Board Members Deliberation via Written Consultation	Mgmt	For	For		No
26	Amend Bylaws to Comply with Legal Changes	Mgmt	For	For		No
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

## Daimler AG

**Meeting Date:** 07/08/2020

**Country:** Germany

**Primary Security ID:** D1668R123

**Record Date:**

**Meeting Type:** Annual

**Ticker:** DAI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 0.90 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For	For	No
5.1	Ratify KPMG AG as Auditors for Fiscal 2020	Mgmt	For	For	For	No
5.2	Ratify KPMG AG as Auditors for the 2021 Interim Financial Statements Until the 2021 AGM	Mgmt	For	For	For	No
6	Approve Remuneration Policy	Mgmt	For	For	For	No
7	Elect Timotheus Hoettges to the Supervisory Board	Mgmt	For	For	For	No
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For	No
9	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For	No
10	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 10 Billion; Approve Creation of EUR 500 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For	No
11.1	Amend Articles Re: AGM Video and Audio Transmission	Mgmt	For	For	For	No
11.2	Amend Articles Re: Electronic Participation of Shareholders	Mgmt	For	For	For	No
12.1	Amend Articles Re: Annulment of the Majority Requirement Clause for Passing Resolutions at General Meetings	Mgmt	For	For	For	No
12.2	Amend Articles Re: Majority Requirement for Passing Resolutions at General Meetings	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: Item 11.1A vote FOR the proposed article amendment is warranted. Item 11.2A vote AGAINST the proposed article amendment is warranted because it would introduce a supermajority requirement for the removal of supervisory board members.</i>						
13	Approve Affiliation Agreement with Mercedes-Benz Bank AG	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

## Daimler AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 0.90 per Share	Mgmt	For	For		No
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For		No
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For		No
5.1	Ratify KPMG AG as Auditors for Fiscal 2020	Mgmt	For	For		No
5.2	Ratify KPMG AG as Auditors for the 2021 Interim Financial Statements Until the 2021 AGM	Mgmt	For	For		No
6	Approve Remuneration Policy	Mgmt	For	For		No
7	Elect Timotheus Hoettges to the Supervisory Board	Mgmt	For	For		No
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For		No
9	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For		No
10	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 10 Billion; Approve Creation of EUR 500 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For		No
11.1	Amend Articles Re: AGM Video and Audio Transmission	Mgmt	For	For		No
11.2	Amend Articles Re: Electronic Participation of Shareholders	Mgmt	For	For		No
12.1	Amend Articles Re: Annulment of the Majority Requirement Clause for Passing Resolutions at General Meetings	Mgmt	For	For		No
12.2	Amend Articles Re: Majority Requirement for Passing Resolutions at General Meetings	Mgmt	For	Against		No
13	Approve Affiliation Agreement with Mercedes-Benz Bank AG	Mgmt	For	For		No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### First Derivatives Plc

**Meeting Date:** 07/08/2020

**Country:** United Kingdom

**Primary Security ID:** G3466Z106

**Record Date:** 07/07/2020

**Meeting Type:** Annual

**Ticker:** FDP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve No Final Dividend	Mgmt	For	For	For	No
4	Re-elect Graham Ferguson as Director	Mgmt	For	For	For	No
5	Re-elect Seamus Keating as Director	Mgmt	For	For	For	No
6	Re-elect Keith MacDonald as Director	Mgmt	For	For	For	No
7	Re-elect Virginia Gambale as Director	Mgmt	For	For	For	No
8	Re-elect Donna Troy as Director	Mgmt	For	For	For	No
9	Reappoint Deloitte (NI) Limited as Auditors and Authorise Their Remuneration	Mgmt	For	For	For	No
10	Authorise Issue of Equity	Mgmt	For	For	For	No
11	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
13	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Anadolu Efes Biracilik ve Malt Sanayii A.S.

**Meeting Date:** 07/09/2020

**Country:** Turkey

**Primary Security ID:** M10225106

**Record Date:**

**Meeting Type:** Special

**Ticker:** AEFES

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Special Meeting Agenda	Mgmt				
1	Open Meeting and Elect Presiding Council of Meeting	Mgmt	For	For	Do Not Vote	No
2	Approve Dividends	Mgmt	For	For	Do Not Vote	No
3	Close Meeting	Mgmt				

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Land Securities Group Plc

**Meeting Date:** 07/09/2020

**Country:** United Kingdom

**Primary Security ID:** G5375M142

**Record Date:** 07/07/2020

**Meeting Type:** Annual

**Ticker:** LAND

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Elect Mark Allan as Director	Mgmt	For	For	For	No
4	Re-elect Martin Greenslade as Director	Mgmt	For	For	For	No
5	Re-elect Colette O'Shea as Director	Mgmt	For	For	For	No
6	Re-elect Edward Bonham Carter as Director	Mgmt	For	For	For	No
7	Re-elect Nicholas Cadbury as Director	Mgmt	For	For	For	No
8	Re-elect Madeleine Cosgrave as Director	Mgmt	For	For	For	No
9	Re-elect Christophe Evain as Director	Mgmt	For	For	For	No
10	Re-elect Cressida Hogg as Director	Mgmt	For	For	For	No
11	Re-elect Stacey Rauch as Director	Mgmt	For	For	For	No
12	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
14	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

### Lenovo Group Limited

**Meeting Date:** 07/09/2020

**Country:** Hong Kong

**Primary Security ID:** Y5257Y107

**Record Date:** 07/02/2020

**Meeting Type:** Annual

**Ticker:** 992

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Lenovo Group Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3a	Elect Yang Yuanqing as Director	Mgmt	For	For	For	No
3b	Elect William O. Grabe as Director	Mgmt	For	For	For	No
3c	Elect William Tudor Brown as Director	Mgmt	For	For	For	No
3d	Elect Yang Lan as Director	Mgmt	For	For	For	No
3e	Authorize Board Not to Fill Up Vacated Office Resulting From Retirement of Nobuyuki Idei as Director	Mgmt	For	For	For	No
3f	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
4	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following:* The aggregate share issuance limit is greater than 10 percent.* The company has not specified the discount limit.</i>						
6	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following:* The aggregate share issuance limit is greater than 10 percent.* The company has not specified the discount limit.</i>						

### Pets At Home Group Plc

**Meeting Date:** 07/09/2020

**Country:** United Kingdom

**Primary Security ID:** G7041J107

**Record Date:** 07/07/2020

**Meeting Type:** Annual

**Ticker:** PETS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Pets At Home Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
5A	Re-elect Peter Pritchard as Director	Mgmt	For	For	For	No
5B	Re-elect Mike Iddon as Director	Mgmt	For	For	For	No
5C	Re-elect Dennis Millard as Director	Mgmt	For	For	For	No
5D	Re-elect Sharon Flood as Director	Mgmt	For	For	For	No
5E	Re-elect Stanislas Laurent as Director	Mgmt	For	For	For	No
5F	Re-elect Susan Dawson as Director	Mgmt	For	For	For	No
6	Elect Ian Burke as Director	Mgmt	For	For	For	No
7	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
8	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
9	Authorise Issue of Equity	Mgmt	For	For	For	No
10	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
11	Approve Restricted Stock Plan	Mgmt	For	Abstain	Abstain	No
<i>Voting Policy Rationale: An ABSTENTION is warranted on this item:* This resolution will be withdrawn, having been included in the notice of meeting "due to an administrative error"A vote FOR this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise abstention as a valid option.</i>						
12	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
14	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
16	Adopt New Articles of Association	Mgmt	For	For	For	No

### Siemens AG

Meeting Date: 07/09/2020

Country: Germany

Primary Security ID: D69671218

Record Date:

Meeting Type: Special

Ticker: SIE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Spin-Off and Takeover Agreement with Siemens Energy AG	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Siemens AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Spin-Off and Takeover Agreement with Siemens Energy AG	Mgmt	For	For		No

### SIG Plc

**Meeting Date:** 07/09/2020      **Country:** United Kingdom      **Primary Security ID:** G80797106  
**Record Date:** 07/07/2020      **Meeting Type:** Special      **Ticker:** SHI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve the Terms of the Proposed Issue of Shares to CD&R Sunshine S.a r.l, Firm Places, Conditional Places and Qualifying Shareholders and to Certain Directors and Senior Management	Mgmt	For	For	For	No
2	Authorise Issue of Equity in Connection with the CD&R Investment, the Firm Placing and the Placing and Open Offer and the Director and Senior Management Subscriptions	Mgmt	For	For	For	No
3	Authorise Issue of Equity without Pre-emptive Rights in Connection with the CD&R Investment, the Firm Placing and the Placing and Open Offer and the Director and Senior Management Subscriptions	Mgmt	For	For	For	No
4	Authorise Issue of Shares in Connection with the Firm Placing and Placing and Open Offer to IKO Enterprises Limited (and/or any of its associates)	Mgmt	For	For	For	No
5	Approve One-off Payment to Steve Francis	Mgmt	For	Against	Against	No

*Voting Policy Rationale: A vote AGAINST this resolution is warranted: \* Ad hoc payments of this nature are considered poor practice in the UK market; and\* While a portion of the award will be invested in shares, the bulk of the award will be remitted in cash.*

### UEM Sunrise Berhad

**Meeting Date:** 07/09/2020      **Country:** Malaysia      **Primary Security ID:** Y90347124  
**Record Date:** 06/30/2020      **Meeting Type:** Annual      **Ticker:** 5148

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### UEM Sunrise Berhad

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Elect Anwar Syahrin Abdul Ajib as Director	Mgmt	For	For	For	No
2	Elect Mohd Izani Ghani as Director	Mgmt	For	For	For	No
3	Elect Effizal Faiz Zulkify as Director	Mgmt	For	For	For	No
4	Approve Director's Fees	Mgmt	For	For	For	No
5	Approve Director's Benefits (Excluding Directors' Fees)	Mgmt	For	For	For	No
6	Approve Ernst & Young PLT as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
7	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For	No

### Workspace Group Plc

Meeting Date: 07/09/2020

Country: United Kingdom

Primary Security ID: G5595E136

Record Date: 07/07/2020

Meeting Type: Annual

Ticker: WKP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Re-elect Stephen Hubbard as Director	Mgmt	For	For	For	No
6	Re-elect Graham Clemett as Director	Mgmt	For	For	For	No
7	Re-elect Dr Maria Moloney as Director	Mgmt	For	For	For	No
8	Re-elect Chris Girling as Director	Mgmt	For	For	For	No
9	Re-elect Damon Russell as Director	Mgmt	For	For	For	No
10	Re-elect Ishbel Macpherson as Director	Mgmt	For	For	For	No
11	Elect Suzi Williams as Director	Mgmt	For	For	For	No
12	Elect David Benson as Director	Mgmt	For	For	For	No
13	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Workspace Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Urban Logistics REIT Plc

**Meeting Date:** 07/10/2020

**Country:** United Kingdom

**Primary Security ID:** G6853M109

**Record Date:** 07/08/2020

**Meeting Type:** Annual

**Ticker:** SHED

**Meeting Notes:**

Item11: Fund Manager felt that share issuance was justified by management rationale that it was required for portfolio growth.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Re-elect Nigel Rich as Director	Mgmt	For	For	For	No
3	Re-elect Jonathan Gray as Director	Mgmt	For	For	For	No
4	Re-elect Bruce Anderson as Director	Mgmt	For	For	For	No
5	Re-elect Richard Moffitt as Director	Mgmt	For	For	For	No
6	Re-elect Mark Johnson as Director	Mgmt	For	For	For	No
7	Elect Heather Hancock as Director	Mgmt	For	For	For	No
8	Reappoint Nexia Smith & Williamson as Auditors	Mgmt	For	For	For	No
9	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
10	Authorise Issue of Equity	Mgmt	For	For	For	No
11	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Against	For	Yes
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
13	Approve Cancellation of the Share Premium Account	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

## Continental AG

**Meeting Date:** 07/14/2020

**Country:** Germany

**Primary Security ID:** D16212140

**Record Date:** 06/22/2020

**Meeting Type:** Annual

**Ticker:** CON

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 3.00 per Share	Mgmt	For	For	For	No
3.1	Approve Discharge of Management Board Member Elmar Degenhart for Fiscal 2019	Mgmt	For	For	For	No
3.2	Approve Discharge of Management Board Member Hans-Juergen Duensing for Fiscal 2019	Mgmt	For	For	For	No
3.3	Approve Discharge of Management Board Member Frank Jourdan for Fiscal 2019	Mgmt	For	For	For	No
3.4	Approve Discharge of Management Board Member Christian Koetz for Fiscal 2019	Mgmt	For	For	For	No
3.5	Approve Discharge of Management Board Member Helmut Matschi for Fiscal 2019	Mgmt	For	For	For	No
3.6	Approve Discharge of Management Board Member Ariane Reinhart for Fiscal 2019	Mgmt	For	For	For	No
3.7	Approve Discharge of Management Board Member Wolfgang Schaefer for Fiscal 2019	Mgmt	For	For	For	No
3.8	Approve Discharge of Management Board Member Nikolai Setzer for Fiscal 2019	Mgmt	For	For	For	No
4.1	Approve Discharge of Supervisory Board Member Wolfgang Reitzle for Fiscal 2019	Mgmt	For	For	For	No
4.2	Approve Discharge of Supervisory Board Member Hasan Allak for Fiscal 2019	Mgmt	For	For	For	No
4.3	Approve Discharge of Supervisory Board Member Christiane Benner for Fiscal 2019	Mgmt	For	For	For	No
4.4	Approve Discharge of Supervisory Board Member Gunter Dunkel for Fiscal 2019	Mgmt	For	For	For	No
4.5	Approve Discharge of Supervisory Board Member Francesco Grioli for Fiscal 2019	Mgmt	For	For	For	No
4.6	Approve Discharge of Supervisory Board Member Peter Gutzmer for Fiscal 2019	Mgmt	For	For	For	No
4.7	Approve Discharge of Supervisory Board Member Michael Iglhaut for Fiscal 2019	Mgmt	For	For	For	No
4.8	Approve Discharge of Supervisory Board Member Satish Khatu for Fiscal 2019	Mgmt	For	For	For	No
4.9	Approve Discharge of Supervisory Board Member Isabel Knauf for Fiscal 2019	Mgmt	For	For	For	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

## Continental AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
4.10	Approve Discharge of Supervisory Board Member Klaus Mangold for Fiscal 2019	Mgmt	For	For	For	No
4.11	Approve Discharge of Supervisory Board Member Sabine Neuss for Fiscal 2019	Mgmt	For	For	For	No
4.12	Approve Discharge of Supervisory Board Member Rolf Nonnenmacher for Fiscal 2019	Mgmt	For	For	For	No
4.13	Approve Discharge of Supervisory Board Member Dirk Nordmann for Fiscal 2019	Mgmt	For	For	For	No
4.14	Approve Discharge of Supervisory Board Member Lorenz Pfau for Fiscal 2019	Mgmt	For	For	For	No
4.15	Approve Discharge of Supervisory Board Member Klaus Rosenfeld for Fiscal 2019	Mgmt	For	For	For	No
4.16	Approve Discharge of Supervisory Board Member Georg Schaeffler for Fiscal 2019	Mgmt	For	For	For	No
4.17	Approve Discharge of Supervisory Board Member Maria-Elisabeth Schaeffler-Thumann for Fiscal 2019	Mgmt	For	For	For	No
4.18	Approve Discharge of Supervisory Board Member Joerg Schoenfelder for Fiscal 2019	Mgmt	For	For	For	No
4.19	Approve Discharge of Supervisory Board Member Stefan Scholz for Fiscal 2019	Mgmt	For	For	For	No
4.20	Approve Discharge of Supervisory Board Member Gudrun Valten for Fiscal 2019	Mgmt	For	For	For	No
4.21	Approve Discharge of Supervisory Board Member Kirsten Voerkel for Fiscal 2019	Mgmt	For	For	For	No
4.22	Approve Discharge of Supervisory Board Member Elke Volkmann for Fiscal 2019	Mgmt	For	For	For	No
4.23	Approve Discharge of Supervisory Board Member Erwin Woerle for Fiscal 2019	Mgmt	For	For	For	No
4.24	Approve Discharge of Supervisory Board Member Siegfried Wolf for Fiscal 2019	Mgmt	For	For	For	No
5	Ratify KPMG AG as Auditors for Fiscal 2020	Mgmt	For	For	For	No
6	Approve Remuneration Policy	Mgmt	For	For	For	No
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 3.00 per Share	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

## Continental AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3.1	Approve Discharge of Management Board Member Elmar Degenhart for Fiscal 2019	Mgmt	For	For		No
3.2	Approve Discharge of Management Board Member Hans-Juergen Duensing for Fiscal 2019	Mgmt	For	For		No
3.3	Approve Discharge of Management Board Member Frank Jourdan for Fiscal 2019	Mgmt	For	For		No
3.4	Approve Discharge of Management Board Member Christian Koetz for Fiscal 2019	Mgmt	For	For		No
3.5	Approve Discharge of Management Board Member Helmut Matschi for Fiscal 2019	Mgmt	For	For		No
3.6	Approve Discharge of Management Board Member Ariane Reinhart for Fiscal 2019	Mgmt	For	For		No
3.7	Approve Discharge of Management Board Member Wolfgang Schaefer for Fiscal 2019	Mgmt	For	For		No
3.8	Approve Discharge of Management Board Member Nikolai Setzer for Fiscal 2019	Mgmt	For	For		No
4.1	Approve Discharge of Supervisory Board Member Wolfgang Reitzle for Fiscal 2019	Mgmt	For	For		No
4.2	Approve Discharge of Supervisory Board Member Hasan Allak for Fiscal 2019	Mgmt	For	For		No
4.3	Approve Discharge of Supervisory Board Member Christiane Benner for Fiscal 2019	Mgmt	For	For		No
4.4	Approve Discharge of Supervisory Board Member Gunter Dunkel for Fiscal 2019	Mgmt	For	For		No
4.5	Approve Discharge of Supervisory Board Member Francesco Grioli for Fiscal 2019	Mgmt	For	For		No
4.6	Approve Discharge of Supervisory Board Member Peter Gutzmer for Fiscal 2019	Mgmt	For	For		No
4.7	Approve Discharge of Supervisory Board Member Michael Iglhaut for Fiscal 2019	Mgmt	For	For		No
4.8	Approve Discharge of Supervisory Board Member Satish Khatu for Fiscal 2019	Mgmt	For	For		No
4.9	Approve Discharge of Supervisory Board Member Isabel Knauf for Fiscal 2019	Mgmt	For	For		No
4.10	Approve Discharge of Supervisory Board Member Klaus Mangold for Fiscal 2019	Mgmt	For	For		No
4.11	Approve Discharge of Supervisory Board Member Sabine Neuss for Fiscal 2019	Mgmt	For	For		No
4.12	Approve Discharge of Supervisory Board Member Rolf Nonnenmacher for Fiscal 2019	Mgmt	For	For		No
4.13	Approve Discharge of Supervisory Board Member Dirk Nordmann for Fiscal 2019	Mgmt	For	For		No
4.14	Approve Discharge of Supervisory Board Member Lorenz Pfau for Fiscal 2019	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Continental AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
4.15	Approve Discharge of Supervisory Board Member Klaus Rosenfeld for Fiscal 2019	Mgmt	For	For		No
4.16	Approve Discharge of Supervisory Board Member Georg Schaeffler for Fiscal 2019	Mgmt	For	For		No
4.17	Approve Discharge of Supervisory Board Member Maria-Elisabeth Schaeffler-Thumann for Fiscal 2019	Mgmt	For	For		No
4.18	Approve Discharge of Supervisory Board Member Joerg Schoenfelder for Fiscal 2019	Mgmt	For	For		No
4.19	Approve Discharge of Supervisory Board Member Stefan Scholz for Fiscal 2019	Mgmt	For	For		No
4.20	Approve Discharge of Supervisory Board Member Gudrun Valten for Fiscal 2019	Mgmt	For	For		No
4.21	Approve Discharge of Supervisory Board Member Kirsten Voerkel for Fiscal 2019	Mgmt	For	For		No
4.22	Approve Discharge of Supervisory Board Member Elke Volkmann for Fiscal 2019	Mgmt	For	For		No
4.23	Approve Discharge of Supervisory Board Member Erwin Woerle for Fiscal 2019	Mgmt	For	For		No
4.24	Approve Discharge of Supervisory Board Member Siegfried Wolf for Fiscal 2019	Mgmt	For	For		No
5	Ratify KPMG AG as Auditors for Fiscal 2020	Mgmt	For	For		No
6	Approve Remuneration Policy	Mgmt	For	For		No
7	Approve Remuneration of Supervisory Board	Mgmt	For	For		No

### easyJet Plc

**Meeting Date:** 07/14/2020      **Country:** United Kingdom      **Primary Security ID:** G3030S109  
**Record Date:** 07/10/2020      **Meeting Type:** Special      **Ticker:** EZJ

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Capital Raising	Mgmt	For	For	For	No

### Industria de Diseno Textil SA

**Meeting Date:** 07/14/2020      **Country:** Spain      **Primary Security ID:** E6282J125  
**Record Date:** 07/09/2020      **Meeting Type:** Annual      **Ticker:** ITX

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Industria de Diseno Textil SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Standalone Financial Statements	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Discharge of Board	Mgmt	For	For	For	No
3	Approve Non-Financial Information Statement	Mgmt	For	For	For	No
4	Approve Allocation of Income	Mgmt	For	For	For	No
5	Approve Dividends Charged Against Unrestricted Reserves	Mgmt	For	For	For	No
6.a	Reelect Pontegadea Inversiones SL as Director	Mgmt	For	For	For	No
6.b	Reelect Denise Patricia Kingsmill as Director	Mgmt	For	For	For	No
6.c	Ratify Appointment of and Elect Anne Lange as Director	Mgmt	For	For	For	No
7	Renew Appointment of Deloitte as Auditor	Mgmt	For	For	For	No
8.a	Amend Articles Re: Remote Attendance to General Meetings	Mgmt	For	For	For	No
8.b	Approve Restated Articles of Association	Mgmt	For	For	For	No
9.a	Amend Article 6 of General Meeting Regulations Re: Competences of General Meetings	Mgmt	For	For	For	No
9.b	Amend Articles of General Meeting Regulations Re: Remote Attendance	Mgmt	For	For	For	No
9.c	Approve Restated General Meeting Regulations	Mgmt	For	For	For	No
10	Advisory Vote on Remuneration Report	Mgmt	For	For	For	No
11	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No
12	Receive Amendments to Board of Directors Regulations	Mgmt				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Standalone Financial Statements	Mgmt	For	For		No
2	Approve Consolidated Financial Statements and Discharge of Board	Mgmt	For	For		No
3	Approve Non-Financial Information Statement	Mgmt	For	For		No
4	Approve Allocation of Income	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Industria de Diseno Textil SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
5	Approve Dividends Charged Against Unrestricted Reserves	Mgmt	For	For		No
6.a	Reelect Pontegadea Inversiones SL as Director	Mgmt	For	For		No
6.b	Reelect Denise Patricia Kingsmill as Director	Mgmt	For	For		No
6.c	Ratify Appointment of and Elect Anne Lange as Director	Mgmt	For	For		No
7	Renew Appointment of Deloitte as Auditor	Mgmt	For	For		No
8.a	Amend Articles Re: Remote Attendance to General Meetings	Mgmt	For	For		No
8.b	Approve Restated Articles of Association	Mgmt	For	For		No
9.a	Amend Article 6 of General Meeting Regulations Re: Competences of General Meetings	Mgmt	For	For		No
9.b	Amend Articles of General Meeting Regulations Re: Remote Attendance	Mgmt	For	For		No
9.c	Approve Restated General Meeting Regulations	Mgmt	For	For		No
10	Advisory Vote on Remuneration Report	Mgmt	For	For		No
11	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For		No
12	Receive Amendments to Board of Directors Regulations	Mgmt				

### Burberry Group Plc

**Meeting Date:** 07/15/2020

**Country:** United Kingdom

**Primary Security ID:** G1700D105

**Record Date:** 07/13/2020

**Meeting Type:** Annual

**Ticker:** BRBY

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Re-elect Dr Gerry Murphy as Director	Mgmt	For	For	For	No
5	Re-elect Marco Gobbetti as Director	Mgmt	For	For	For	No
6	Re-elect Julie Brown as Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Burberry Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
7	Re-elect Fabiola Arredondo as Director	Mgmt	For	For	For	No
8	Elect Sam Fischer as Director	Mgmt	For	For	For	No
9	Re-elect Ron Frasch as Director	Mgmt	For	For	For	No
10	Re-elect Matthew Key as Director	Mgmt	For	For	For	No
11	Elect Debra Lee as Director	Mgmt	For	For	For	No
12	Re-elect Dame Carolyn McCall as Director	Mgmt	For	For	For	No
13	Re-elect Orna NiChionna as Director	Mgmt	For	For	For	No
14	Appoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
16	Approve Burberry Share Plan	Mgmt	For	For	For	No
17	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
18	Authorise Issue of Equity	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Tullow Oil Plc

**Meeting Date:** 07/15/2020      **Country:** United Kingdom      **Primary Security ID:** G91235104  
**Record Date:** 07/13/2020      **Meeting Type:** Special      **Ticker:** TLW

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Sale of the Entire Stake in Lake Albert Development Project in Uganda	Mgmt	For	For	For	No

### BT Group Plc

**Meeting Date:** 07/16/2020      **Country:** United Kingdom      **Primary Security ID:** G16612106  
**Record Date:** 07/14/2020      **Meeting Type:** Annual      **Ticker:** BT.A

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### BT Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Re-elect Jan du Plessis as Director	Mgmt	For	For	For	No
5	Re-elect Philip Jansen as Director	Mgmt	For	For	For	No
6	Re-elect Simon Lowth as Director	Mgmt	For	For	For	No
7	Re-elect Iain Conn as Director	Mgmt	For	For	For	No
8	Re-elect Isabel Hudson as Director	Mgmt	For	For	For	No
9	Re-elect Mike Inglis as Director	Mgmt	For	For	For	No
10	Re-elect Matthew Key as Director	Mgmt	For	For	For	No
11	Re-elect Allison Kirkby as Director	Mgmt	For	For	For	No
12	Elect Adel Al-Saleh as Director	Mgmt	For	For	For	No
13	Elect Sir Ian Cheshire as Director	Mgmt	For	For	For	No
14	Elect Leena Nair as Director	Mgmt	For	For	For	No
15	Elect Sara Weller as Director	Mgmt	For	For	For	No
16	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
17	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
18	Authorise Issue of Equity	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
23	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
24	Approve Employee Sharesave Plan	Mgmt	For	For	For	No
25	Approve International Employee Sharesave Plan	Mgmt	For	For	For	No
26	Approve Employee Stock Purchase Plan	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### BT Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
27	Approve Restricted Share Plan	Mgmt	For	For	For	No
28	Approve Deferred Bonus Plan	Mgmt	For	For	For	No
29	Adopt New Articles of Association	Mgmt	For	For	For	No

### KION GROUP AG

Meeting Date: 07/16/2020

Country: Germany

Primary Security ID: D4S14D103

Record Date: 06/24/2020

Meeting Type: Annual

Ticker: KGX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 0.04 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For	For	No
5	Ratify Deloitte GmbH as Auditors for Fiscal 2020	Mgmt	For	For	For	No
6.1	Elect Jiang Kui to the Supervisory Board	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Votes AGAINST the non-independent nominees, Jiang Kui and Ping Xu, are warranted because of the failure to establish a sufficiently independent board. Votes FOR the independent nominees Christina Reuter and Hans Peter Ring are warranted because their presence helps to increase the independence of the board. )</i></p>						
6.2 )	Elect Christina Reuter to the Supervisory Board	Mgmt	For	For	For	No
6.3 )	Elect Hans Ring to the Supervisory Board	Mgmt	For	For	For	No
6.4 )	Elect Xu Ping to the Supervisory Board	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Votes AGAINST the non-independent nominees, Jiang Kui and Ping Xu, are warranted because of the failure to establish a sufficiently independent board. Votes FOR the independent nominees Christina Reuter and Hans Peter Ring are warranted because their presence helps to increase the independence of the board.</i></p>						
7	Approve Creation of EUR 11.8 Million Pool of Capital with Preemptive Rights	Mgmt	For	For	For	No
8	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds with Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Billion; Approve Creation of EUR 11.8 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For	No
9	Amend Corporate Purpose	Mgmt	For )	For	For	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### KION GROUP AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
10	Amend Articles Re: Supervisory Board Remuneration	Mgmt	For	For	For	No
11	Approve Affiliation Agreement with Dematic Holdings GmbH	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 0.04 per Share	Mgmt	For	For		No
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For		No
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For		No
5	Ratify Deloitte GmbH as Auditors for Fiscal 2020	Mgmt	For	For		No
6.1	Elect Jiang Kui to the Supervisory Board	Mgmt	For	Against		No
6.2	Elect Christina Reuter to the Supervisory Board	Mgmt	For	For		No
6.3	Elect Hans Ring to the Supervisory Board	Mgmt	For	For		No
6.4	Elect Xu Ping to the Supervisory Board	Mgmt	For	Against		No
7	Approve Creation of EUR 11.8 Million Pool of Capital with Preemptive Rights	Mgmt	For	For		No
8	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds with Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Billion; Approve Creation of EUR 11.8 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For		No
9	Amend Corporate Purpose	Mgmt	For	For		No
10	Amend Articles Re: Supervisory Board Remuneration	Mgmt	For	For		No
11	Approve Affiliation Agreement with Dematic Holdings GmbH	Mgmt	For	For		No

### Nationwide Building Society

**Meeting Date:** 07/16/2020

**Country:** United Kingdom

**Primary Security ID:** G6S178103

**Record Date:** 07/14/2020

**Meeting Type:** Annual

**Ticker:** NBS

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Nationwide Building Society

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Refer		No
2	Approve Remuneration Report	Mgmt	For	Refer		No
3	Approve Remuneration Policy	Mgmt	For	Refer		No
4	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	Refer		No
5	Approve Amendments to the Rules of the Society	Mgmt	For	Refer		No
6	Elect Phil Rivett as Director	Mgmt	For	Refer		No
7	Re-elect Rita Clifton as Director	Mgmt	For	Refer		No
8	Re-elect Mai Fyfield as Director	Mgmt	For	Refer		No
9	Re-elect Joe Garner as Director	Mgmt	For	Refer		No
10	Re-elect Albert Hitchcock as Director	Mgmt	For	Refer		No
11	Re-elect Kevin Parry as Director	Mgmt	For	Refer		No
12	Re-elect Chris Rhodes as Director	Mgmt	For	Refer		No
13	Re-elect David Roberts as Director	Mgmt	For	Refer		No
14	Re-elect Tim Tookey as Director	Mgmt	For	Refer		No
15	Re-elect Gunn Waersted as Director	Mgmt	For	Refer		No

### PT Lippo Karawaci Tbk

**Meeting Date:** 07/17/2020

**Country:** Indonesia

**Primary Security ID:** Y7129W186

**Record Date:** 06/24/2020

**Meeting Type:** Annual

**Ticker:** LPKR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Financial Statements, Statutory Reports, and Discharge of Directors and Commissioners	Mgmt	For	For	For	No
2	Approve Allocation of Income	Mgmt	For	For	For	No
3	Approve Auditors	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### PT Lippo Karawaci Tbk

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
4	Approve Changes in Board of Company and Approve Remuneration of Directors and Commissioners	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information to make an informed voting decision.</i>						
5	Accept Report on the Use of Proceeds	Mgmt	For	For	For	No
6	Approve Treasury Shares Through Management and Employee Stock Option Plan (MESOP)	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information to make an informed voting decision.</i>						

### Turkiye Garanti Bankasi AS

Meeting Date: 07/17/2020

Country: Turkey

Primary Security ID: M4752S106

Record Date:

Meeting Type: Annual

Ticker: GARAN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Annual Meeting Agenda	Mgmt				
1	Open Meeting, Elect Presiding Council of Meeting and Authorize Presiding Council to Sign Minutes of Meeting	Mgmt	For	For	Do Not Vote	No
2	Accept Board Report	Mgmt	For	For	Do Not Vote	No
3	Accept Audit Report	Mgmt	For	For	Do Not Vote	No
4	Accept Financial Statements	Mgmt	For	Against	Do Not Vote	No
5	Amend Article 7 Re: Capital Related	Mgmt	For	Against	Do Not Vote	No
6	Approve Discharge of Board	Mgmt	For	Against	Do Not Vote	No
7	Approve Allocation of Income	Mgmt	For	For	Do Not Vote	No
8	Ratify Director Appointment	Mgmt	For	Against	Do Not Vote	No
9	Receive Information on Director Appointment	Mgmt				
10	Ratify External Auditors	Mgmt	For	For	Do Not Vote	No
11	Receive Information on Remuneration Policy	Mgmt				

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Turkiye Garanti Bankasi AS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
12	Approve Director Remuneration	Mgmt	For	Against	Do Not Vote	No
13	Approve Upper Limit of Donations for 2020 and Receive Information on Donations Made in 2019	Mgmt	For	For	Do Not Vote	No
14	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose	Mgmt	For	For	Do Not Vote	No
15	Receive Information in Accordance to Article 1.3.6 of Capital Market Board Corporate Governance Principles	Mgmt				

### Bloomsbury Publishing Plc

**Meeting Date:** 07/21/2020

**Country:** United Kingdom

**Primary Security ID:** G1179Q132

**Record Date:** 07/17/2020

**Meeting Type:** Annual

**Ticker:** BMY

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Re-elect Steven Hall as Director	Mgmt	For	For	For	No
6	Re-elect Sir Richard Lambert as Director	Mgmt	For	For	For	No
7	Re-elect Nigel Newton as Director	Mgmt	For	For	For	No
8	Re-elect Leslie-Ann Reed as Director	Mgmt	For	For	For	No
9	Re-elect Penny Scott-Bayfield as Director	Mgmt	For	For	For	No
10	Re-elect John Warren as Director	Mgmt	For	For	For	No
11	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Bloomsbury Publishing Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
17	Adopt New Articles of Association	Mgmt	For	For	For	No

### Intermediate Capital Group Plc

**Meeting Date:** 07/21/2020      **Country:** United Kingdom      **Primary Security ID:** G4807D192  
**Record Date:** 07/17/2020      **Meeting Type:** Annual      **Ticker:** ICP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Appoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
5	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
6	Approve Final Dividend	Mgmt	For	For	For	No
7	Re-elect Vijay Bharadia as Director	Mgmt	For	For	For	No
8	Re-elect Benoit Durteste as Director	Mgmt	For	For	For	No
9	Re-elect Virginia Holmes as Director	Mgmt	For	For	For	No
10	Re-elect Michael Nelligan as Director	Mgmt	For	For	For	No
11	Re-elect Kathryn Purves as Director	Mgmt	For	For	For	No
12	Re-elect Amy Schioldager as Director	Mgmt	For	For	For	No
13	Re-elect Andrew Sykes as Director	Mgmt	For	For	For	No
14	Re-elect Stephen Welton as Director	Mgmt	For	For	For	No
15	Elect Lord Davies of Abersoch as Director	Mgmt	For	For	For	No
16	Elect Antje Hensel-Roth as Director	Mgmt	For	For	For	No
17	Approve Omnibus Plan	Mgmt	For	For	For	No
18	Approve Deal Vintage Bonus Plan	Mgmt	For	For	For	No
19	Authorise Issue of Equity	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Intermediate Capital Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
24	Adopt New Articles of Association	Mgmt	For	For	For	No

### Experian Plc

Meeting Date: 07/22/2020

Country: Jersey

Primary Security ID: G32655105

Record Date: 07/20/2020

Meeting Type: Annual

Ticker: EXPN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Re-elect Dr Ruba Borno as Director	Mgmt	For	For	For	No
5	Re-elect Brian Cassin as Director	Mgmt	For	For	For	No
6	Re-elect Caroline Donahue as Director	Mgmt	For	For	For	No
7	Re-elect Luiz Fleury as Director	Mgmt	For	For	For	No
8	Re-elect Deirdre Mahlan as Director	Mgmt	For	For	For	No
9	Re-elect Lloyd Pitchford as Director	Mgmt	For	For	For	No
10	Re-elect Mike Rogers as Director	Mgmt	For	For	For	No
11	Re-elect George Rose as Director	Mgmt	For	For	For	No
12	Re-elect Kerry Williams as Director	Mgmt	For	For	For	No
13	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Experian Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

### LondonMetric Property Plc

Meeting Date: 07/22/2020

Country: United Kingdom

Primary Security ID: G5689W109

Record Date: 07/20/2020

Meeting Type: Annual

Ticker: LMP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
6	Re-elect Patrick Vaughan as Director	Mgmt	For	For	For	No
7	Re-elect Andrew Jones as Director	Mgmt	For	For	For	No
8	Re-elect Martin McGann as Director	Mgmt	For	For	For	No
9	Re-elect James Dean as Director	Mgmt	For	For	For	No
10	Re-elect Rosalyn Wilton as Director	Mgmt	For	For	For	No
11	Re-elect Andrew Livingston as Director	Mgmt	For	For	For	No
12	Re-elect Suzanne Avery as Director	Mgmt	For	For	For	No
13	Re-elect Robert Fowlds as Director	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Shandong Weigao Group Medical Polymer Company Limited

**Meeting Date:** 07/22/2020

**Country:** China

**Primary Security ID:** Y76810103

**Record Date:** 06/22/2020

**Meeting Type:** Annual

**Ticker:** 1066

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve 2019 Audited Consolidated Financial Statements	Mgmt	For	For	For	No
2	Approve 2019 Report of the Board of Directors	Mgmt	For	For	For	No
3	Approve 2019 Report of the Supervisory Committee	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Approve Deloitte Touche Tohmatsu as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
6	Authorize Board to Fix Remuneration of Directors, Supervisors and Senior Management	Mgmt	For	For	For	No
7	Elect Zhang Hua Wei as Director	Mgmt	For	For	For	No
8	Elect Wang Yi as Director	Mgmt	For	For	For	No
9	Elect Zhou Shu Hua as Director	Mgmt	For	For	For	No
10	Elect Hu Yun Yong as Supervisor	Mgmt	For	For	For	No
11	Elect Gu Mei Jun as Supervisor	Mgmt	For	For	For	No
12	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for H Shares	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST the general share issuance mandate is warranted for the following:* The share issuance limit is greater than 10 percent.* The company has not specified the discount limit.</i>						
13	Authorize Repurchase of Issued H Share Capital	Mgmt	For	For	For	No
14	Amend Articles of Association	Mgmt	For	For	For	No

### Cyrela Brazil Realty SA Empreendimentos e Participacoes

**Meeting Date:** 07/23/2020

**Country:** Brazil

**Primary Security ID:** P34085103

**Record Date:**

**Meeting Type:** Annual

**Ticker:** CYRE3



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Cyrela Brazil Realty SA Empreendimentos e Participacoes

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2019	Mgmt	For	For	Do Not Vote	No
2	Accept Management Statements for Fiscal Year Ended Dec. 31, 2019	Mgmt	For	For	Do Not Vote	No
3	Approve Allocation of Income and Dividends	Mgmt	For	For	Do Not Vote	No
4	Fix Number of Directors at Seven	Mgmt	For	For	Do Not Vote	No
5	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Mgmt	None	Abstain	Do Not Vote	No
6	Elect Directors	Mgmt	For	Against	Do Not Vote	No
7	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	Mgmt	None	Against	Do Not Vote	No
8	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Mgmt	None	Abstain	Do Not Vote	No
	APPLIES ONLY IF CUMULATIVE VOTING IS ADOPTED - If You Vote FOR on Item 8, Votes Will Be Automatically Distributed in Equal % Amongst The Nominees voted FOR below. If You Vote AGST, Contact Your Client Service Rep to Disproportionately Allocate % of Votes	Mgmt				
9.1	Percentage of Votes to Be Assigned - Elect Elie Horn as Director	Mgmt	None	Abstain	Do Not Vote	No
9.2	Percentage of Votes to Be Assigned - Elect Rogerio Frota Melzi as Director	Mgmt	None	Abstain	Do Not Vote	No
9.3	Percentage of Votes to Be Assigned - Elect Rafael Novelino as Director	Mgmt	None	Abstain	Do Not Vote	No
9.4	Percentage of Votes to Be Assigned - Elect George Zauzner as Director	Mgmt	None	Abstain	Do Not Vote	No
9.5	Percentage of Votes to Be Assigned - Elect Fernando Goldsztein as Director	Mgmt	None	Abstain	Do Not Vote	No
9.6	Percentage of Votes to Be Assigned - Elect Jose Guimaraes Monforte as Independent Director	Mgmt	None	Abstain	Do Not Vote	No
9.7	Percentage of Votes to Be Assigned - Elect Joao Cesar de Queiroz Tourinho as Independent Director	Mgmt	None	Abstain	Do Not Vote	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Cyrela Brazil Realty SA Empreendimentos e Participacoes

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
10	As an Ordinary Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Mgmt	None	For	Do Not Vote	No
11	Elect Two Board Chairman	Mgmt	For	For	Do Not Vote	No
12	Approve Classification of Joao Cesar de Queiroz Tourinho and Jose Guimaraes Monforte as Independent Directors	Mgmt	For	For	Do Not Vote	No
13	Approve Remuneration of Company's Management	Mgmt	For	Against	Do Not Vote	No
14	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Mgmt	None	For	Do Not Vote	No

### Helical Plc

**Meeting Date:** 07/23/2020

**Country:** United Kingdom

**Primary Security ID:** G43904195

**Record Date:** 07/21/2020

**Meeting Type:** Annual

**Ticker:** HLCL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Re-elect Richard Grant as Director	Mgmt	For	For	For	No
4	Re-elect Gerald Kaye as Director	Mgmt	For	For	For	No
5	Re-elect Tim Murphy as Director	Mgmt	For	For	For	No
6	Re-elect Matthew Bonning-Snook as Director	Mgmt	For	For	For	No
7	Re-elect Sue Clayton as Director	Mgmt	For	For	For	No
8	Re-elect Richard Cotton as Director	Mgmt	For	For	For	No
9	Re-elect Joe Lister as Director	Mgmt	For	For	For	No
10	Re-elect Sue Farr as Director	Mgmt	For	For	For	No
11	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
12	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
13	Approve Remuneration Report	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Helical Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
14	Authorise Issue of Equity	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Intu Debenture Plc

Meeting Date: 07/23/2020

Country: United Kingdom

Primary Security ID: G18508AJ3

Record Date: 07/23/2020

Meeting Type: Debenture Holder

Ticker: N/A

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Meeting of Holders of the Outstanding GBP 354,876,000 5.562 per cent. First Mortgage Debenture Stock due 2027	Mgmt				
1	Approve Extraordinary Resolution as per Meeting Notice	Mgmt	For	Refer		No

### Johnson Matthey Plc

Meeting Date: 07/23/2020

Country: United Kingdom

Primary Security ID: G51604166

Record Date: 07/21/2020

Meeting Type: Annual

Ticker: JMAT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Amend Performance Share Plan	Mgmt	For	For	For	No
5	Approve Final Dividend	Mgmt	For	For	For	No
6	Elect Doug Webb as Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Johnson Matthey Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
7	Re-elect Jane Griffiths as Director	Mgmt	For	For	For	No
8	Re-elect Xiaozhi Liu as Director	Mgmt	For	For	For	No
9	Re-elect Robert MacLeod as Director	Mgmt	For	For	For	No
10	Re-elect Anna Manz as Director	Mgmt	For	For	For	No
11	Re-elect Chris Mottershead as Director	Mgmt	For	For	For	No
12	Re-elect John O'Higgins as Director	Mgmt	For	For	For	No
13	Re-elect Patrick Thomas as Director	Mgmt	For	For	For	No
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
16	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### McKay Securities Plc

**Meeting Date:** 07/23/2020

**Country:** United Kingdom

**Primary Security ID:** G59332117

**Record Date:** 07/21/2020

**Meeting Type:** Annual

**Ticker:** MCKS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Re-elect Richard Grainger as Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### McKay Securities Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
6	Re-elect Simon Perkins as Director	Mgmt	For	For	For	No
7	Re-elect Giles Salmon as Director	Mgmt	For	For	For	No
8	Re-elect Tom Elliott as Director	Mgmt	For	For	For	No
9	Re-elect Jon Austen as Director	Mgmt	For	For	For	No
10	Re-elect Jeremy Bates as Director	Mgmt	For	For	For	No
11	Re-elect Nick Shepherd as Director	Mgmt	For	For	For	No
12	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Silence Therapeutics Plc

**Meeting Date:** 07/23/2020

**Country:** United Kingdom

**Primary Security ID:** G8128Y157

**Record Date:** 07/21/2020

**Meeting Type:** Special

**Ticker:** SLN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Restatement of 2018 Employee Long Term Incentive Plan and Non-Employee Long Term Incentive Plan	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted for the following reasons:* As the Company will retain its AIM listing, it is expected to continue to comply with relevant UK market standards where overall dilution is expected to not exceed 10% of issued share capital under all incentive schemes in any 10-year rolling period and 5% in 10 years for discretionary schemes. Under the restatement, the ordinary shares that can be issued under the Share Reserve is above these limits.* Executive Directors may participate in the Employee Long Term Incentive Plan under which awards may not be subject to performance.</i>						
2	Approve US Employee Sub-Plan	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted for the following reason:* This proposal relates to the approval of the US Employee Sub-Plan to the Employee LTIP. Given concerns identified with the Employee LTIP as discussed under Item 1, support for this resolution is not warranted.</i>						

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Silence Therapeutics Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3	Adopt New Articles of Association	Mgmt	For	For	For	No

### Great Portland Estates Plc

**Meeting Date:** 07/24/2020      **Country:** United Kingdom      **Primary Security ID:** G40712211  
**Record Date:** 07/22/2020      **Meeting Type:** Annual      **Ticker:** GPOR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Approve Remuneration Policy	Mgmt	For	For	For	No
5	Re-elect Toby Courtauld as Director	Mgmt	For	For	For	No
6	Re-elect Nick Sanderson as Director	Mgmt	For	For	For	No
7	Re-elect Richard Mully as Director	Mgmt	For	For	For	No
8	Re-elect Charles Philipps as Director	Mgmt	For	For	For	No
9	Re-elect Wendy Becker as Director	Mgmt	For	For	For	No
10	Elect Vicky Jarman as Director	Mgmt	For	For	For	No
11	Re-elect Nick Hampton as Director	Mgmt	For	For	For	No
12	Re-elect Alison Rose as Director	Mgmt	For	For	For	No
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
20	Approve Increase in the Maximum Aggregate Fees Payable to Non-executive Directors	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Great Portland Estates Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
21	Approve Deferred Share Bonus Plan	Mgmt	For	For	For	No
22	Approve Long Term Incentive Plan	Mgmt	For	For	For	No
23	Approve Save As You Earn Plan	Mgmt	For	For	For	No
24	Approve Share Incentive Plan	Mgmt	For	For	For	No

### Kingfisher Plc

**Meeting Date:** 07/24/2020

**Country:** United Kingdom

**Primary Security ID:** G5256E441

**Record Date:** 07/22/2020

**Meeting Type:** Annual

**Ticker:** KGF

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Elect Bernard Bot as Director	Mgmt	For	For	For	No
4	Elect Thierry Garnier as Director	Mgmt	For	For	For	No
5	Re-elect Andrew Cosslett as Director	Mgmt	For	For	For	No
6	Re-elect Claudia Arney as Director	Mgmt	For	For	For	No
7	Re-elect Jeff Carr as Director	Mgmt	For	For	For	No
8	Re-elect Sophie Gasperment as Director	Mgmt	For	For	For	No
9	Re-elect Rakhi Goss-Custard as Director	Mgmt	For	For	For	No
10	Re-elect Mark Seligman as Director	Mgmt	For	For	For	No
11	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
13	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Kingfisher Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Linde plc

**Meeting Date:** 07/27/2020      **Country:** Ireland      **Primary Security ID:** G5494J103  
**Record Date:** 07/25/2020      **Meeting Type:** Annual      **Ticker:** LIN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Wolfgang H. Reitzle	Mgmt	For	For	For	No
1b	Elect Director Stephen F. Angel	Mgmt	For	For	For	No
1c	Elect Director Ann-Kristin Achleitner	Mgmt	For	For	For	No
1d	Elect Director Clemens A. H. Borsig	Mgmt	For	For	For	No
1e	Elect Director Nance K. Dicciani	Mgmt	For	For	For	No
1f	Elect Director Thomas Enders	Mgmt	For	For	For	No
1g	Elect Director Franz Fehrenbach	Mgmt	For	For	For	No
1h	Elect Director Edward G. Galante	Mgmt	For	For	For	No
1i	Elect Director Larry D. McVay	Mgmt	For	For	For	No
1j	Elect Director Victoria E. Ossadnik	Mgmt	For	For	For	No
1k	Elect Director Martin H. Richenhagen	Mgmt	For	For	For	No
1l	Elect Director Robert L. Wood	Mgmt	For	For	For	No
2a	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For	No
2b	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
3	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For	No
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No

### National Grid Plc

**Meeting Date:** 07/27/2020      **Country:** United Kingdom      **Primary Security ID:** G6S9A7120  
**Record Date:** 07/24/2020      **Meeting Type:** Annual      **Ticker:** NG



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### National Grid Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Re-elect Sir Peter Gershon as Director	Mgmt	For	For	For	No
4	Re-elect John Pettigrew as Director	Mgmt	For	For	For	No
5	Re-elect Andy Agg as Director	Mgmt	For	For	For	No
6	Re-elect Nicola Shaw as Director	Mgmt	For	For	For	No
7	Re-elect Mark Williamson as Director	Mgmt	For	For	For	No
8	Re-elect Jonathan Dawson as Director	Mgmt	For	For	For	No
9	Re-elect Therese Esperdy as Director	Mgmt	For	For	For	No
10	Re-elect Paul Golby as Director	Mgmt	For	For	For	No
11	Elect Liz Hewitt as Director	Mgmt	For	For	For	No
12	Re-elect Amanda Mesler as Director	Mgmt	For	For	For	No
13	Re-elect Earl Shipp as Director	Mgmt	For	For	For	No
14	Re-elect Jonathan Silver as Director	Mgmt	For	For	For	No
15	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
17	Approve Remuneration Report	Mgmt	For	For	For	No
18	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
19	Authorise Issue of Equity	Mgmt	For	For	For	No
20	Reapprove Share Incentive Plan	Mgmt	For	For	For	No
21	Reapprove Sharesave Plan	Mgmt	For	For	For	No
22	Approve Increase in Borrowing Limit	Mgmt	For	For	For	No
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
24	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
26	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Codemasters Group Holdings Plc

**Meeting Date:** 07/28/2020

**Country:** United Kingdom

**Primary Security ID:** G2252A101

**Record Date:** 07/24/2020

**Meeting Type:** Annual

**Ticker:** CDM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Re-elect Gerhard Florin as Director	Mgmt	For	Abstain	Abstain	No
<i>Voting Policy Rationale: Item 2An ABSTENTION on the re-election of Gerhard Florin is warranted because:* Potential independence issues have been identified and he currently sits on the Audit and Remuneration Committees, and the composition of these Committees does not adhere to UK best practice recommendations for a company of this size.Furthermore, he is the Board Chair who is considered to be ultimately responsible for the Company's corporate governance practices, and the following deviation from best practice has been identified:* The Board lacks sufficient independent representation.A vote FOR this resolution is warranted for those shareholders in markets who have a fiduciary responsibility to vote either in favour or against and who do not recognise an abstention as a valid option.Items 3 – 4A vote FOR the election of Ian Bell and Lisa Thomas is warranted because no significant concerns have been identified</i>						
3	Elect Ian Bell as Director	Mgmt	For	For	For	No
4	Elect Lisa Thomas as Director	Mgmt	For	For	For	No
5	Reappoint Grant Thornton UK LLP as Auditors	Mgmt	For	For	For	No
6	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
7	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
8	Authorise Issue of Equity	Mgmt	For	For	For	No
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
10	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

### Vodafone Group Plc

**Meeting Date:** 07/28/2020

**Country:** United Kingdom

**Primary Security ID:** G93882192

**Record Date:** 07/24/2020

**Meeting Type:** Annual

**Ticker:** VOD

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Elect Jean-Francois van Boxmeer as Director	Mgmt	For	For	For	No
3	Re-elect Gerard Kleisterlee as Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Vodafone Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
4	Re-elect Nick Read as Director	Mgmt	For	For	For	No
5	Re-elect Margherita Della Valle as Director	Mgmt	For	For	For	No
6	Re-elect Sir Crispin Davis as Director	Mgmt	For	For	For	No
7	Re-elect Michel Demare as Director	Mgmt	For	For	For	No
8	Re-elect Dame Clara Furse as Director	Mgmt	For	For	For	No
9	Re-elect Valerie Gooding as Director	Mgmt	For	For	For	No
10	Re-elect Renee James as Director	Mgmt	For	For	For	No
11	Re-elect Maria Amparo Moraleda Martinez as Director	Mgmt	For	For	For	No
12	Re-elect Sanjiv Ahuja as Director	Mgmt	For	For	For	No
13	Re-elect David Thodey as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Items 2-12 &amp; 14A vote FOR these Directors is warranted as no significant concerns have been identified. Item 13A vote AGAINST the re-election of David Thodey is considered warranted: * In addition to his role as a NED of Vodafone, he holds board positions at three other publicly listed companies, including two board chair roles. This is a significant number of outside time commitments and may raise questions regarding his ability to devote sufficient time to his role at Vodafone.</i></p>						
14	Re-elect David Nish as Director	Mgmt	For	For	For	No
15	Approve Final Dividend	Mgmt	For	For	For	No
16	Approve Remuneration Policy	Mgmt	For	For	For	No
17	Approve Remuneration Report	Mgmt	For	For	For	No
18	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
19	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
20	Authorise Issue of Equity	Mgmt	For	For	For	No
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
24	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
26	Approve Share Incentive Plan	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Ferguson Plc

**Meeting Date:** 07/29/2020

**Country:** Jersey

**Primary Security ID:** G3421J106

**Record Date:** 07/27/2020

**Meeting Type:** Special

**Ticker:** FERG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Adopt New Articles of Association	Mgmt	For	For	For	No

### The British Land Co. Plc

**Meeting Date:** 07/29/2020

**Country:** United Kingdom

**Primary Security ID:** G15540118

**Record Date:** 07/27/2020

**Meeting Type:** Annual

**Ticker:** BLND

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Re-elect Simon Carter as Director	Mgmt	For	For	For	No
4	Re-elect Lynn Gladden as Director	Mgmt	For	For	For	No
5	Re-elect Chris Grigg as Director	Mgmt	For	For	For	No
6	Re-elect Alastair Hughes as Director	Mgmt	For	For	For	No
7	Re-elect William Jackson as Director	Mgmt	For	For	For	No
8	Re-elect Nicholas Macpherson as Director	Mgmt	For	For	For	No
9	Re-elect Preben Prebensen as Director	Mgmt	For	For	For	No
10	Re-elect Tim Score as Director	Mgmt	For	For	For	No
11	Re-elect Laura Wade-Gery as Director	Mgmt	For	For	For	No
12	Re-elect Rebecca Worthington as Director	Mgmt	For	For	For	No
13	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### The British Land Co. Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Card Factory Plc

**Meeting Date:** 07/30/2020

**Country:** United Kingdom

**Primary Security ID:** G1895H101

**Record Date:** 07/28/2020

**Meeting Type:** Annual

**Ticker:** CARD

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Re-elect Paul Moody as Director	Mgmt	For	For	For	No
3	Re-elect Karen Hubbard as Director	Mgmt	For	For	For	No
4	Re-elect Kristian Lee as Director	Mgmt	For	For	For	No
5	Re-elect Octavia Morley as Director	Mgmt	For	For	For	No
6	Re-elect David Stead as Director	Mgmt	For	For	For	No
7	Re-elect Paul McCrudden as Director	Mgmt	For	For	For	No
8	Re-elect Roger Whiteside as Director	Mgmt	For	For	For	No
9	Elect Nathan Lane as Director	Mgmt	For	For	For	No
10	Approve Remuneration Report	Mgmt	For	For	For	No
11	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

## Covestro AG

**Meeting Date:** 07/30/2020

**Country:** Germany

**Primary Security ID:** D15349109

**Record Date:** 07/08/2020

**Meeting Type:** Annual

**Ticker:** 1COV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 1.20 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For	For	No
5	Ratify KPMG AG as Auditors for Fiscal 2020	Mgmt	For	For	For	No
6.1	Elect Christine Bortenlaenger to the Supervisory Board	Mgmt	For	For	For	No
6.2	Elect Rolf Nonnenmacher to the Supervisory Board	Mgmt	For	For	For	No
6.3	Elect Richard Pott to the Supervisory Board	Mgmt	For	For	For	No
6.4	Elect Regine Stachelhaus to the Supervisory Board	Mgmt	For	For	For	No
6.5	Elect Patrick Thomas to the Supervisory Board	Mgmt	For	For	For	No
6.6	Elect Ferdinando Falco Beccalli to the Supervisory Board	Mgmt	For	For	For	No
7	Approve Creation of EUR 73.2 Million Pool of Capital with Partial Exclusion of Preemptive Rights	Mgmt	For	For	For	No
8	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds with Partial Exclusion of Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billion; Approve Creation of EUR 18.3 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For	No
9	Amend Articles Re: Fiscal Year, Announcements, Transmission of Information, Place of Jurisdiction; AGM Convocation; Proof of Entitlement	Mgmt	For	For	For	No
10	Amend Articles Re: Passing Supervisory Board Resolutions by Electronic Means of Communication	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
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## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Covestro AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 1.20 per Share	Mgmt	For	For		No
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For		No
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For		No
5	Ratify KPMG AG as Auditors for Fiscal 2020	Mgmt	For	For		No
6.1	Elect Christine Bortenlaenger to the Supervisory Board	Mgmt	For	For		No
6.2	Elect Rolf Nonnenmacher to the Supervisory Board	Mgmt	For	For		No
6.3	Elect Richard Pott to the Supervisory Board	Mgmt	For	For		No
6.4	Elect Regine Stachelhaus to the Supervisory Board	Mgmt	For	For		No
6.5	Elect Patrick Thomas to the Supervisory Board	Mgmt	For	For		No
6.6	Elect Ferdinando Falco Beccalli to the Supervisory Board	Mgmt	For	For		No
7	Approve Creation of EUR 73.2 Million Pool of Capital with Partial Exclusion of Preemptive Rights	Mgmt	For	For		No
8	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds with Partial Exclusion of Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billion; Approve Creation of EUR 18.3 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For		No
9	Amend Articles Re: Fiscal Year, Announcements, Transmission of Information, Place of Jurisdiction; AGM Convocation; Proof of Entitlement	Mgmt	For	For		No
10	Amend Articles Re: Passing Supervisory Board Resolutions by Electronic Means of Communication	Mgmt	For	For		No

### FBD Holdings Plc

Meeting Date: 07/31/2020

Country: Ireland

Primary Security ID: G3335G107

Record Date: 07/29/2020

Meeting Type: Annual

Ticker: EG7

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### FBD Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3a	Re-elect Walter Bogaerts as Director	Mgmt	For	For	For	No
3b	Re-elect Mary Brennan as Director	Mgmt	For	For	For	No
3c	Elect Sylvia Cronin as Director	Mgmt	For	For	For	No
3d	Elect Paul D'Alton as Director	Mgmt	For	For	For	No
3e	Re-elect Liam Herlihy as Director	Mgmt	For	For	For	No
3f	Re-elect David O'Connor as Director	Mgmt	For	For	For	No
3g	Re-elect John O'Grady as Director	Mgmt	For	For	For	No
3h	Elect Richard Pike as Director	Mgmt	For	For	For	No
3i	Re-elect Padraig Walshe as Director	Mgmt	For	For	For	No
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
5	Approve Profit Sharing Scheme	Mgmt	For	For	For	No
6	Authorise Issue of Equity	Mgmt	For	For	For	No
7	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
8	Authorise Market Purchase of Shares	Mgmt	For	For	For	No
9	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For	No
10	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Sirius Real Estate Ltd.

**Meeting Date:** 07/31/2020

**Country:** Guernsey

**Primary Security ID:** G8187C104

**Record Date:** 07/29/2020

**Meeting Type:** Annual

**Ticker:** SRE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Sirius Real Estate Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
2	Elect Caroline Britton as Director	Mgmt	For	For	For	No
3	Re-elect Mark Cherry as Director	Mgmt	For	For	For	No
4	Elect Kelly Cleveland as Director	Mgmt	For	For	For	No
5	Re-elect Andrew Coombs as Director	Mgmt	For	For	For	No
6	Re-elect Daniel Kitchen as Director	Mgmt	For	For	For	No
7	Re-elect Alistair Marks as Director	Mgmt	For	For	For	No
8	Re-elect James Peggie as Director	Mgmt	For	For	For	No
9	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
10	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
11	Approve Dividend	Mgmt	For	For	For	No
12	Approve Remuneration Policy	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: This is the annual advisory vote on the Group's remuneration policy as required by the JSE Listings Requirements. A vote AGAINST this item is warranted:* The LTIP scheme and remuneration policy provide for awards to be made which encompass earlier years as part of each successive grant's performance period, effectively acting as a block award dispersed over a three to five-year period.* The maximum cap of annual LTIP grant size as a multiple of salary is considered to be excessive for a Company of this size.</i>						
13	Approve Implementation Report	Mgmt	For	For	For	No
14	Approve Scrip Dividend	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

### Babcock International Group Plc

**Meeting Date:** 08/04/2020

**Country:** United Kingdom

**Primary Security ID:** G0689Q152

**Record Date:** 07/31/2020

**Meeting Type:** Annual

**Ticker:** BAB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Babcock International Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Re-elect Ruth Cairnie as Director	Mgmt	For	For	For	No
5	Re-elect Sir David Omand as Director	Mgmt	For	For	For	No
6	Re-elect Victoire de Margerie as Director	Mgmt	For	For	For	No
7	Re-elect Lucy Dimes as Director	Mgmt	For	For	For	No
8	Re-elect Myles Lee as Director	Mgmt	For	For	For	No
9	Re-elect Kjersti Wiklund as Director	Mgmt	For	For	For	No
10	Re-elect Archie Bethel as Director	Mgmt	For	For	For	No
11	Re-elect Franco Martinelli as Director	Mgmt	For	For	For	No
12	Elect Russ Houlden as Director	Mgmt	For	For	For	No
13	Elect Carl-Peter Forster as Director	Mgmt	For	For	For	No
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
15	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
16	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Tune Protect Group Berhad

**Meeting Date:** 08/04/2020

**Country:** Malaysia

**Primary Security ID:** Y9003S109

**Record Date:** 07/27/2020

**Meeting Type:** Annual

**Ticker:** 5230

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Elect Mohamed Rashdi Bin Mohamed Ghazalli as Director	Mgmt	For	For	For	No
2	Elect Aireen Omar as Director	Mgmt	For	For	For	No
3	Elect Kelvin Desmond Malayapillay as Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Tune Protect Group Berhad

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
4	Approve Directors' Fees	Mgmt	For	For	For	No
5	Approve Directors' Benefits	Mgmt	For	For	For	No
6	Approve Ernst & Young PLT as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
7	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For	No
8	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions	Mgmt	For	For	For	No
9	Authorize Share Repurchase Program	Mgmt	For	For	For	No

### Regional REIT Ltd.

**Meeting Date:** 08/05/2020

**Country:** Guernsey

**Primary Security ID:** G7418M105

**Record Date:** 08/03/2020

**Meeting Type:** Annual

**Ticker:** RGL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Ratify RSM UK Audit LLP as Auditors	Mgmt	For	For	For	No
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
4	Re-elect William Eason as Director	Mgmt	For	For	For	No
5	Re-elect Stephen Inglis as Director	Mgmt	For	For	For	No
6	Re-elect Kevin McGrath as Director	Mgmt	For	For	For	No
7	Re-elect Daniel Taylor as Director	Mgmt	For	For	For	No
8	Re-elect Tim Bee as Director	Mgmt	For	For	For	No
9	Re-elect Frances Daley as Director	Mgmt	For	For	For	No
10	Authorise the Company to Use Electronic Communications	Mgmt	For	For	For	No
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
12	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Capital & Counties Properties Plc

**Meeting Date:** 08/10/2020

**Country:** United Kingdom

**Primary Security ID:** G19406100

**Record Date:** 08/06/2020

**Meeting Type:** Special

**Ticker:** CAPC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Acquisition of Ordinary Shares in Shaftesbury plc	Mgmt	For	Against	Against	No

*Voting Policy Rationale: A vote AGAINST the proposed transaction is warranted because:\* The environment appears to have significantly altered relative to the announcement; the target price has declined and the offer price is now at a premium. It is unclear why shareholders should accept to pay a substantial premium to the 5.3% holding in SHB still held by Samuel Tak Lee.*

### GB Group Plc

**Meeting Date:** 08/10/2020

**Country:** United Kingdom

**Primary Security ID:** G3770M106

**Record Date:** 08/06/2020

**Meeting Type:** Annual

**Ticker:** GBG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Elect Natalie Gammon as Director	Mgmt	For	For	For	No
3	Re-elect David Rasche as Director	Mgmt	For	For	For	No
4	Re-elect Christopher Clark as Director	Mgmt	For	For	For	No
5	Approve Remuneration Report	Mgmt	For	For	For	No
6	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
7	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
8	Authorise Issue of Equity	Mgmt	For	For	For	No
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
12	Adopt New Articles of Association	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### iEnergizer Ltd.

**Meeting Date:** 08/10/2020

**Country:** Guernsey

**Primary Security ID:** G47461101

**Record Date:** 08/06/2020

**Meeting Type:** Annual

**Ticker:** IBPO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Ratify Grant Thornton as Auditors and Authorise Their Remuneration	Mgmt	For	For	For	No
3	Re-elect Anil Aggarwal as Director	Mgmt	For	For	For	No

### adidas AG

**Meeting Date:** 08/11/2020

**Country:** Germany

**Primary Security ID:** D0066B185

**Record Date:**

**Meeting Type:** Annual

**Ticker:** ADS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For	For	No
5	Amend Articles Re: Electronic Participation	Mgmt	For	For	For	No
6	Elect Christian Klein to the Supervisory Board	Mgmt	For	For	For	No
7	Ratify KPMG AG as Auditors for Fiscal 2020	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For		No
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### adidas AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For		No
5	Amend Articles Re: Electronic Participation	Mgmt	For	For		No
6	Elect Christian Klein to the Supervisory Board	Mgmt	For	For		No
7	Ratify KPMG AG as Auditors for Fiscal 2020	Mgmt	For	For		No

### PT Global Mediacom Tbk

**Meeting Date:** 08/11/2020      **Country:** Indonesia      **Primary Security ID:** Y7119T144  
**Record Date:** 07/17/2020      **Meeting Type:** Annual      **Ticker:** BMTR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Directors' Report	Mgmt	For	For	For	No
2	Approve Financial Statements and Discharge of Directors and Commissioners	Mgmt	For	For	For	No
3	Approve Allocation of Income	Mgmt	For	For	For	No
4	Approve Changes in Boards of Company	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information to make an informed voting decision.</i>						
5	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

### PT Global Mediacom Tbk

**Meeting Date:** 08/11/2020      **Country:** Indonesia      **Primary Security ID:** Y7119T144  
**Record Date:** 07/17/2020      **Meeting Type:** Special      **Ticker:** BMTR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Cancellation of EMSOP	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information to make an informed voting decision.</i>						
2	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### PT Global Mediacom Tbk

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3	Amend Articles of Association	Mgmt	For	Against	Against	No

*Voting Policy Rationale: A vote AGAINST this resolution is warranted due to lack of information.*

### SSE Plc

**Meeting Date:** 08/12/2020

**Country:** United Kingdom

**Primary Security ID:** G8842P102

**Record Date:** 08/10/2020

**Meeting Type:** Annual

**Ticker:** SSE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect Gregor Alexander as Director	Mgmt	For	For	For	No
5	Re-elect Sue Bruce as Director	Mgmt	For	For	For	No
6	Re-elect Tony Cocker as Director	Mgmt	For	For	For	No
7	Re-elect Crawford Gillies as Director	Mgmt	For	For	For	No
8	Re-elect Richard Gillingwater as Director	Mgmt	For	For	For	No
9	Re-elect Peter Lynas as Director	Mgmt	For	For	For	No
10	Re-elect Helen Mahy as Director	Mgmt	For	For	For	No
11	Re-elect Alistair Phillips-Davies as Director	Mgmt	For	For	For	No
12	Re-elect Martin Pibworth as Director	Mgmt	For	For	For	No
13	Re-elect Melanie Smith as Director	Mgmt	For	For	For	No
14	Elect Angela Strank as Director	Mgmt	For	For	For	No
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### NewRiver REIT Plc

**Meeting Date:** 08/14/2020

**Country:** United Kingdom

**Primary Security ID:** G64950101

**Record Date:** 08/12/2020

**Meeting Type:** Annual

**Ticker:** NRR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Re-elect Margaret Ford as Director	Mgmt	For	For	For	No
4	Re-elect Colin Rutherford as Director	Mgmt	For	For	For	No
5	Re-elect Allan Lockhart as Director	Mgmt	For	For	For	No
6	Re-elect Mark Davies as Director	Mgmt	For	For	For	No
7	Re-elect Kay Chaldecott as Director	Mgmt	For	For	For	No
8	Re-elect Alastair Miller as Director	Mgmt	For	For	For	No
9	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
10	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
11	Authorise the Directors to Declare and Pay All Dividends of the Company as Interim Dividends	Mgmt	For	For	For	No
12	Approve Remuneration Policy	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
16	Approve Scrip Dividend Scheme	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Prosus NV

**Meeting Date:** 08/18/2020

**Country:** Netherlands

**Primary Security ID:** N7163R103

**Record Date:** 07/21/2020

**Meeting Type:** Annual

**Ticker:** PRX



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Prosus NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Annual Meeting Agenda	Mgmt				
1	Receive Report of Management Board (Non-Voting)	Mgmt				
2	Approve Remuneration Report	Mgmt	For	Against	Against	No
	<i>Voting Policy Rationale: A vote AGAINST this item is warranted because:* The quantum of long term incentives awarded is high, with a large portion not subject to performance conditions.* The quantum of the overall realized package for FY 2019/2020 is considered excessive (USD 42 million) where this is mainly driven by the SAR plan that is not sufficiently transparent.* A substantial part of the LTI awards vest before the third anniversary in deviation of best practice recommendations.* Scope for increased disclosure of performance targets under the variable pay framework.</i>					
3	Adopt Financial Statements	Mgmt	For	For	For	No
4.a	Approve Dividends of EUR 0.602 Per Share	Mgmt	For	For	For	No
4.b	Approve Capital Increase and Capital Reduction	Mgmt	For	For	For	No
5	Approve Remuneration Policy for Executive Directors	Mgmt	For	Against	Against	No
	<i>Voting Policy Rationale: A vote AGAINST this item is warranted:* The remuneration policy includes a significant proportion of long-term incentives that are not performance-related;* A substantial portion of the LTI vests before the third anniversary and start vesting after the first anniversary of the grant;* Absence of termination agreements with executives to mitigate risks of excessive termination payments;</i>					
6	Approve Remuneration Policy for Non-Executive Directors	Mgmt	For	For	For	No
7	Approve Discharge of Executive Directors	Mgmt	For	For	For	No
8	Approve Discharge of Non-Executive Directors	Mgmt	For	For	For	No
9	Elect Y Xu as Non-Executive Director	Mgmt	For	For	For	No
10.1	Reelect D G Eriksson as Non-Executive Director	Mgmt	For	For	For	No
10.2	Reelect M R Sorour as Non-Executive Director	Mgmt	For	For	For	No
10.3	Reelect E M Choi as Non-Executive Director	Mgmt	For	For	For	No
10.4	Reelect M Girotra as Non-Executive Director	Mgmt	For	For	For	No
10.5	Reelect R C C Jafta as Non-Executive Director	Mgmt	For	For	For	No
11	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For	For	No
12	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Restrict/Exclude Preemptive Rights	Mgmt	For	For	For	No
13	Authorize Repurchase of Shares	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Prosus NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
14	Amend Prosus Share Award Plan	Mgmt	For	Against	Against	No
	<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The proposed Prosus share plan appears different from the current LTI plan based on granting shares in controlling shareholder Naspers. Instead, it is proposed that participants receive shares in Prosus. The proposed plan does not contain relevant details on how performance is measured for the applicable PSUs. * The vesting period is spread over four years, where one fourth vests each year and as such a substantial part may vest before the third anniversary and not necessarily subject to performance measure. * Under the plan it is also not clear what portion of the awards are either performance based or are merely time based.</i></p>					
15	Other Business (Non-Voting)	Mgmt				
16	Voting Results	Mgmt				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Annual Meeting Agenda	Mgmt				
1	Receive Report of Management Board (Non-Voting)	Mgmt				
2	Approve Remuneration Report	Mgmt	For	Against		No
3	Adopt Financial Statements	Mgmt	For	For		No
4.a	Approve Dividends of EUR 0.602 Per Share	Mgmt	For	For		No
4.b	Approve Capital Increase and Capital Reduction	Mgmt	For	For		No
5	Approve Remuneration Policy for Executive Directors	Mgmt	For	Against		No
6	Approve Remuneration Policy for Non-Executive Directors	Mgmt	For	For		No
7	Approve Discharge of Executive Directors	Mgmt	For	For		No
8	Approve Discharge of Non-Executive Directors	Mgmt	For	For		No
9	Elect Y Xu as Non-Executive Director	Mgmt	For	For		No
10.1	Reelect D G Eriksson as Non-Executive Director	Mgmt	For	For		No
10.2	Reelect M R Sorour as Non-Executive Director	Mgmt	For	For		No
10.3	Reelect E M Choi as Non-Executive Director	Mgmt	For	For		No
10.4	Reelect M Girotra as Non-Executive Director	Mgmt	For	For		No
10.5	Reelect R C C Jafta as Non-Executive Director	Mgmt	For	For		No
11	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For		No
12	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Restrict/Exclude Preemptive Rights	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Prosus NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
13	Authorize Repurchase of Shares	Mgmt	For	For		No
14	Amend Prosus Share Award Plan	Mgmt	For	Against		No
15	Other Business (Non-Voting)	Mgmt				
16	Voting Results	Mgmt				

### Want Want China Holdings Limited

**Meeting Date:** 08/18/2020      **Country:** Cayman Islands      **Primary Security ID:** G9431R103  
**Record Date:** 08/12/2020      **Meeting Type:** Annual      **Ticker:** 151

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2a	Approve Final Dividend	Mgmt	For	For	For	No
2b	Approve Special Dividend	Mgmt	For	For	For	No
3a1	Elect Tsai Eng-Meng as Director	Mgmt	For	For	For	No
3a2	Elect Tsai Wang-Chia as Director	Mgmt	For	For	For	No
3a3	Elect Liao Ching-Tsun as Director	Mgmt	For	For	For	No
3a4	Elect Hsieh Tien-Jen as Director	Mgmt	For	For	For	No
3a5	Elect Lee Kwok Ming as Director	Mgmt	For	For	For	No
3a6	Elect Pan Chih-Chiang as Director	Mgmt	For	For	For	No
3b	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
4	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
5	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following:* The aggregate share issuance limit is greater than 10 percent.* The company has not specified the discount limit.</i>						
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	No

*Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following:\* The aggregate share issuance limit is greater than 10 percent.\* The company has not specified the discount limit.*

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### discoverIE Group Plc

**Meeting Date:** 08/19/2020

**Country:** United Kingdom

**Primary Security ID:** G2887F103

**Record Date:** 08/17/2020

**Meeting Type:** Annual

**Ticker:** DSCV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Re-elect Malcolm Diamond as Director	Mgmt	For	For	For	No
4	Re-elect Nick Jefferies as Director	Mgmt	For	For	For	No
5	Re-elect Simon Gibbins as Director	Mgmt	For	For	For	No
6	Re-elect Bruce Thompson as Director	Mgmt	For	For	For	No
7	Re-elect Tracey Graham as Director	Mgmt	For	For	For	No
8	Elect Clive Watson as Director	Mgmt	For	For	For	No
9	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
10	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
11	Authorise Issue of Equity	Mgmt	For	For	For	No
12	Authorise Issue of Equity with Pre-emptive Rights in Connection with a Rights Issue	Mgmt	For	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with a Rights Issue	Mgmt	For	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
17	Authorise Board to Offer Scrip Dividend	Mgmt	For	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
19	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
20	Approve Share Option Plan	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Bang & Olufsen A/S

**Meeting Date:** 08/20/2020

**Country:** Denmark

**Primary Security ID:** K07774126

**Record Date:** 08/13/2020

**Meeting Type:** Annual

**Ticker:** BO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Report of Board	Mgmt				
2	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	Mgmt	For	For	Do Not Vote	No
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	Do Not Vote	No
4.1	Approve Remuneration of Directors in the Amount of DKK 900,000 for Chair, DKK 450,000 for Deputy Chair, and DKK 300,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	Do Not Vote	No
4.2	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	Do Not Vote	No
4.3	Amend Articles Re: Equity-Related	Mgmt	For	For	Do Not Vote	No
4.4	Amend Articles Re: Register of Shareholders	Mgmt	For	For	Do Not Vote	No
4.5	Amend Articles Re: Add Item Regarding Presentation of and Advisory Vote on the Remuneration Report to the Agenda for the Annual General Meeting	Mgmt	For	For	Do Not Vote	No
4.6	Amend Articles Re: Remuneration Policy	Mgmt	For	For	Do Not Vote	No
4.7	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote	No
4.8	Approve Creation of DKK 61.4 Million Pool of Capital with Preemptive Rights	Mgmt	For	For	Do Not Vote	No
4.9	Approve Creation of DKK 61.4 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	Do Not Vote	No
4.10	Approve Cap of DKK 61.4 Million for Share Capital Increases	Mgmt	For	For	Do Not Vote	No
4.11	Amend Articles Re: Capital Structure	Mgmt	For	For	Do Not Vote	No
5.1	Reelect Juha Christensen as Director	Mgmt	For	For	Do Not Vote	No
5.2	Reelect Jesper Jarlbaek as Director	Mgmt	For	For	Do Not Vote	No
5.3	Reelect Anders Colding Friis as Director	Mgmt	For	For	Do Not Vote	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Bang & Olufsen A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
5.4	Reelect Tuula Ryttila as New Director	Mgmt	For	For	Do Not Vote	No
5.5	Reelect M. Claire Chung as New Director	Mgmt	For	For	Do Not Vote	No
5.6	Elect Albert Bensoussan as Director	Mgmt	For	For	Do Not Vote	No
6	Ratify Ernst & Young as Auditors	Mgmt	For	For	Do Not Vote	No
7	Other Business	Mgmt				

### Centrica Plc

Meeting Date: 08/20/2020

Country: United Kingdom

Primary Security ID: G2018Z143

Record Date: 08/18/2020

Meeting Type: Special

Ticker: CNA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Sale of Direct Energy Group to NRG Energy, Inc.	Mgmt	For	For	For	No

### Luk Fook Holdings (International) Limited

Meeting Date: 08/20/2020

Country: Bermuda

Primary Security ID: G5695X125

Record Date: 08/14/2020

Meeting Type: Annual

Ticker: 590

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3.1a	Elect Wong Wai Sheung as Director	Mgmt	For	For	For	No
3.1b	Elect Wong Hau Yeung as Director	Mgmt	For	Against	Against	No

*Voting Policy Rationale: A vote AGAINST non-independent director nominees Li Hon Hung and Wong Hau Yeung is warranted as the board is expected to be less than one-third independent immediately after this AGM. A vote FOR the remaining nominees is warranted.*

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Luk Fook Holdings (International) Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3.1c	Elect Li Hon Hung as Director	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST non-independent director nominees Li Hon Hung and Wong Hau Yeung is warranted as the board is expected to be less than one-third independent immediately after this AGM. A vote FOR the remaining nominees is warranted.</i>						
3.1d	Elect Wong Yu Pok, Marina as Director	Mgmt	For	For	For	No
3.2	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
4	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent. * The company has not specified the discount limit.</i>						
6	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent. * The company has not specified the discount limit.</i>						

### Naspers Ltd.

**Meeting Date:** 08/21/2020

**Country:** South Africa

**Primary Security ID:** S53435103

**Record Date:** 08/14/2020

**Meeting Type:** Annual

**Ticker:** NPN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Resolutions	Mgmt				
1	Accept Financial Statements and Statutory Reports for the Year Ended 31 March 2020	Mgmt	For	For	For	No
2	Approve Dividends for N Ordinary and A Ordinary Shares	Mgmt	For	For	For	No
3	Reappoint PricewaterhouseCoopers Inc as Auditors of the Company with V Myburgh as the Individual Registered Auditor	Mgmt	For	For	For	No
4.1	Elect Manisha Girotra as Director	Mgmt	For	For	For	No
4.2	Elect Ying Xu as Director	Mgmt	For	For	For	No
5.1	Re-elect Don Eriksson as Director	Mgmt	For	For	For	No
5.2	Re-elect Mark Sorour as Director	Mgmt	For	For	For	No
5.3	Re-elect Emilie Choi as Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Naspers Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
5.4 )	Re-elect Rachel Jafta as Director	Mgmt	For	For	For	No
6.1 )	Re-elect Don Eriksson as Member of the Audit Committee	Mgmt	For	For	For	No
6.2 )	Re-elect Rachel Jafta as Member of the Audit Committee	Mgmt	For	For	For	No
6.3 )	Elect Manisha Girotra as Member of the Audit Committee	Mgmt	For	For	For	No
6.4 )	Elect Steve Pacak as Member of the Audit Committee	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Items 6.1-6.3A vote FOR these items is considered warranted, in the absence of any significant concerns. Item 6.4A vote AGAINST the election of this Director is considered warranted.* Steve Pacak is a non-independent Audit Committee member.</i></p>						
7	Approve Remuneration Policy	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted.* The remuneration policy includes elements in the long-term incentive plans which are not performance-related, and which vest after only one year.</i></p>						
8	Approve Implementation of the Remuneration Policy	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted.* EDs' received additional bonus awards to reward a completed transaction;* LTIP award quantum is high, and comprises a large portion that is not subject to performance conditions.</i></p>						
9	Approve Amendments to the Trust Deed constituting the Naspers Restricted Stock Plan Trust and the Share Scheme envisaged by such Trust Deed	Mgmt	For	For	For	No
10	Approve Amendments to the Trust Deed constituting the MIH Services FZ LLC Share Trust and the Share Scheme envisaged by such Trust Deed	Mgmt	For	For	For	No
11	Approve Amendments to the Trust Deed constituting the MIH Holdings Share Trust and the Share Scheme envisaged by such Trust Deed	Mgmt	For	For	For	No
12	Approve Amendments to the Trust Deed constituting the Naspers Share Incentive Trust and the Share Scheme envisaged by such Trust Deed	Mgmt	For	For	For	No
13	Place Authorised but Unissued Shares under Control of Directors	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted.* The proposed authority could result in significant levels of dilution and would give the Board the ability to make significant decisions that ought to be presented for specific shareholder approval.* The authority could involve the issues of new A ordinary shares, which have multiple voting rights, and therefore perpetuate the Company's dual-class share structure.</i></p>						
14	Authorise Board to Issue Shares for Cash	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted.* The proposed authority could involve the issue of new A ordinary shares, which have multiple voting rights, and therefore perpetuate the Company's dual-class share structure.</i></p>						
15	Authorise Ratification of Approved Resolutions	Mgmt	For	For	For	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Naspers Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Special Resolutions	Mgmt				
1.1	Approve Fees of the Board Chairman	Mgmt	For	For	For	No
1.2	Approve Fees of the Board Member	Mgmt	For	For	For	No
1.3	Approve Fees of the Audit Committee Chairman	Mgmt	For	For	For	No
1.4	Approve Fees of the Audit Committee Member	Mgmt	For	For	For	No
1.5	Approve Fees of the Risk Committee Chairman	Mgmt	For	For	For	No
1.6	Approve Fees of the Risk Committee Member	Mgmt	For	For	For	No
1.7	Approve Fees of the Human Resources and Remuneration Committee Chairman	Mgmt	For	For	For	No
1.8	Approve Fees of the Human Resources and Remuneration Committee Member	Mgmt	For	For	For	No
1.9	Approve Fees of the Nomination Committee Chairman	Mgmt	For	For	For	No
1.10	Approve Fees of the Nomination Committee Member	Mgmt	For	For	For	No
1.11	Approve Fees of the Social, Ethics and Sustainability Committee Chairman	Mgmt	For	For	For	No
1.12	Approve Fees of the Social, Ethics and Sustainability Committee Member	Mgmt	For	For	For	No
1.13	Approve Fees of the Trustees of Group Share Schemes/Other Personnel Funds	Mgmt	For	For	For	No
2	Approve Financial Assistance in Terms of Section 44 of the Companies Act	Mgmt	For	For	For	No
3	Approve Financial Assistance in Terms of Section 45 of the Companies Act	Mgmt	For	For	For	No
4	Authorise Repurchase of N Ordinary Shares	Mgmt	For	For	For	No
5	Authorise Specific Repurchase of N Ordinary Shares from Holders of N Ordinary Shares	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this item is considered warranted.* The accelerated repurchase authority is in addition to the general authority to repurchase up to 20% of the issued N share capital with no obvious benefits or details of the repurchase set out for investor attention.</i></p>						
6	Authorise Repurchase of A Ordinary Shares	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted.* The Company does not specify how the purchase price for A ordinary shares would be determined or whether any limit applies to repurchases. In addition, potential conflicts of interest could exist.</i></p>						

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Oxurion NV

**Meeting Date:** 08/24/2020      **Country:** Belgium      **Primary Security ID:** B6S90T102  
**Record Date:** 08/10/2020      **Meeting Type:** Special      **Ticker:** OXUR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Special Meeting Agenda	Mgmt				
1	Receive Special Board Report Re: Reduction in Share Capital	Mgmt				
2	Approve Discharge of Losses Through Reduction in Share Capital	Mgmt	For	For	For	No
3	Approve Creation of Reserve to Cover Loss Through Reduction in Share Capital	Mgmt	For	For	For	No
4	Amend Articles Re: Items 2 and 3	Mgmt	For	For	For	No
5	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For	No

### Eurocash SA

**Meeting Date:** 08/25/2020      **Country:** Poland      **Primary Security ID:** X2382S106  
**Record Date:** 08/09/2020      **Meeting Type:** Annual      **Ticker:** EUR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Open Meeting	Mgmt				
2	Acknowledge Proper Convening of Meeting	Mgmt				
3	Elect Meeting Chairman	Mgmt	For	For	Do Not Vote	No
4	Prepare List of Shareholders	Mgmt				
5	Approve Agenda of Meeting	Mgmt	For	For	Do Not Vote	No
6	Receive Financial Statements and Management Board Report on Company's Operations	Mgmt				
7	Receive Consolidated Financial Statements and Management Board Report on Group's Operations	Mgmt				
8	Receive Supervisory Board Report	Mgmt				

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Eurocash SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
9	Approve Financial Statements and Management Board Report on Company's Operations	Mgmt	For	For	Do Not Vote	No
10	Approve Consolidated Financial Statements and Management Board Report on Group's Operations	Mgmt	For	For	Do Not Vote	No
11	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	Do Not Vote	No
12.1	Approve Discharge of Luis Manuel Conceicao do Amaral (CEO)	Mgmt	For	For	Do Not Vote	No
12.2	Approve Discharge of Katarzyna Kopaczewska (Management Board Member)	Mgmt	For	For	Do Not Vote	No
12.3	Approve Discharge of Rui Amaral (Management Board Member)	Mgmt	For	For	Do Not Vote	No
12.4	Approve Discharge of Arnaldo Guerreiro (Management Board Member)	Mgmt	For	For	Do Not Vote	No
12.5	Approve Discharge of Pedro Martinho (Management Board Member)	Mgmt	For	For	Do Not Vote	No
12.6	Approve Discharge of Jacek Owczarek (Management Board Member)	Mgmt	For	For	Do Not Vote	No
12.7	Approve Discharge of Przemyslaw Cias (Management Board Member)	Mgmt	For	For	Do Not Vote	No
13.1	Approve Discharge of Hans Joachim Koerber (Supervisory Board Chairman)	Mgmt	For	For	Do Not Vote	No
13.2	Approve Discharge of Francisco Jose Valente Hipolito dos Santos (Supervisory Board Member)	Mgmt	For	For	Do Not Vote	No
13.3	Approve Discharge of Jorge Mora (Supervisory Board Membe)	Mgmt	For	For	Do Not Vote	No
13.4	Approve Discharge of Renato Arie (Supervisory Board Member)	Mgmt	For	For	Do Not Vote	No
13.5	Approve Discharge of Elwald Raben (Supervisory Board Member)	Mgmt	For	For	Do Not Vote	No
13.6	Approve Discharge of Joao Borges de Assuncao (Supervisory Board Chairman)	Mgmt	For	For	Do Not Vote	No
13.7	Approve Discharge of Jacek Sz wajcowski (Supervisory Board Member)	Mgmt	For	For	Do Not Vote	No
13.8	Approve Discharge of Alicja Kornasiewicz (Supervisory Board Member)	Mgmt	For	For	Do Not Vote	No
14.1	Amend Statute Re: Corporate Purpose	Mgmt	For	For	Do Not Vote	No
14.2	Amend Statute Re: Supervisory Board	Mgmt	For	For	Do Not Vote	No
15	Approve Consolidated Text of Statute	Mgmt	For	For	Do Not Vote	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Eurocash SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
16	Amend Regulations on Supervisory Board	Mgmt	For	For	Do Not Vote	No
17	Approve Remuneration Policy	Mgmt	For	Against	Do Not Vote	No
18	Close Meeting	Mgmt				

### Aon Plc

**Meeting Date:** 08/26/2020      **Country:** Ireland      **Primary Security ID:** G0403H108  
**Record Date:** 06/30/2020      **Meeting Type:** Special      **Ticker:** AON

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve the Issuance of the Aggregate Scheme Consideration	Mgmt	For	For	For	No
2	Adjourn Meeting	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve the Issuance of the Aggregate Scheme Consideration	Mgmt	For	For		No
2	Adjourn Meeting	Mgmt	For	For		No

### Elekta AB

**Meeting Date:** 08/26/2020      **Country:** Sweden      **Primary Security ID:** W2479G107  
**Record Date:** 08/20/2020      **Meeting Type:** Annual      **Ticker:** EKTA.B

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Elect Chairman of Meeting	Mgmt	For	For	Do Not Vote	No
2	Prepare and Approve List of Shareholders	Mgmt	For	For	Do Not Vote	No
3	Approve Agenda of Meeting	Mgmt	For	For	Do Not Vote	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Elekta AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
4.1	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	Do Not Vote	No
4.2	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	Do Not Vote	No
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	Do Not Vote	No
6	Receive Financial Statements and Statutory Reports	Mgmt				
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote	No
8	Approve Allocation of Income and Dividends of SEK 0.90 Per Share	Mgmt	For	For	Do Not Vote	No
9.1	Approve Discharge of Board Member and Chair Laurent Leksell	Mgmt	For	For	Do Not Vote	No
9.2	Approve Discharge of Board Member Caroline Leksell Cooke	Mgmt	For	For	Do Not Vote	No
9.3	Approve Discharge of Board Member Johan Malmquist	Mgmt	For	For	Do Not Vote	No
9.4	Approve Discharge of Board Member Tomas Puusepp	Mgmt	For	For	Do Not Vote	No
9.5	Approve Discharge of Board Member Wolfgang Reim	Mgmt	For	For	Do Not Vote	No
9.6	Approve Discharge of Board Member Jan Secher	Mgmt	For	For	Do Not Vote	No
9.7	Approve Discharge of Board Member Birgitta Stymne Goransson	Mgmt	For	For	Do Not Vote	No
9.8	Approve Discharge of Board Member Cecilia Wikstrom	Mgmt	For	For	Do Not Vote	No
9.9	Approve Discharge of President and CEO Richard Hausmann	Mgmt	For	For	Do Not Vote	No
10.1	Determine Number of Members (7) of Board	Mgmt	For	For	Do Not Vote	No
10.2	Determine Number Deputy Members (0) of Board	Mgmt	For	For	Do Not Vote	No
11.1	Approve Remuneration of Directors in the Aggregate Amount of SEK 4.6 Million	Mgmt	For	For	Do Not Vote	No
11.2	Approve Remuneration of Auditors	Mgmt	For	For	Do Not Vote	No
12.1	Reelect Laurent Leksell as Director	Mgmt	For	For	Do Not Vote	No
12.2	Reelect Caroline Leksell Cooke as Director	Mgmt	For	For	Do Not Vote	No
12.3	Reelect Johan Malmquist as Director	Mgmt	For	For	Do Not Vote	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Elekta AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
12.4	Reelect Wolfgang Reim as Director	Mgmt	For	For	Do Not Vote	No
12.5	Reelect Jan Secher as Director	Mgmt	For	For	Do Not Vote	No
12.6	Reelect Birgitta Stymne Goransson as Director	Mgmt	For	For	Do Not Vote	No
12.7	Reelect Cecilia Wikstrom as Director	Mgmt	For	For	Do Not Vote	No
12.8	Elect Laurent Leksell as Board Chair	Mgmt	For	For	Do Not Vote	No
13	Ratify Ernst & Young as Auditors	Mgmt	For	For	Do Not Vote	No
14	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	Do Not Vote	No
15.a	Approve Performance Share Plan 2020	Mgmt	For	For	Do Not Vote	No
15.b	Approve Equity Plan Financing	Mgmt	For	For	Do Not Vote	No
16	Approve Equity Plan Financing of 2018, 2019 and 2020 Performance Share Plans	Mgmt	For	Against	Do Not Vote	No
17.a	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote	No
17.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	Do Not Vote	No
18	Authorize Chairman of Board and Representatives of Four of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	For	Do Not Vote	No
19	Amend Articles	Mgmt	For	For	Do Not Vote	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Elect Chairman of Meeting	Mgmt	For	For		No
2	Prepare and Approve List of Shareholders	Mgmt	For	For		No
3	Approve Agenda of Meeting	Mgmt	For	For		No
4.1	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For		No
4.2	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For		No
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Elekta AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
6	Receive Financial Statements and Statutory Reports	Mgmt				
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For		No
8	Approve Allocation of Income and Dividends of SEK 0.90 Per Share	Mgmt	For	For		No
9.1	Approve Discharge of Board Member and Chair Laurent Leksell	Mgmt	For	For		No
9.2	Approve Discharge of Board Member Caroline Leksell Cooke	Mgmt	For	For		No
9.3	Approve Discharge of Board Member Johan Malmquist	Mgmt	For	For		No
9.4	Approve Discharge of Board Member Tomas Puusepp	Mgmt	For	For		No
9.5	Approve Discharge of Board Member Wolfgang Reim	Mgmt	For	For		No
9.6	Approve Discharge of Board Member Jan Secher	Mgmt	For	For		No
9.7	Approve Discharge of Board Member Birgitta Stymne Goransson	Mgmt	For	For		No
9.8	Approve Discharge of Board Member Cecilia Wikstrom	Mgmt	For	For		No
9.9	Approve Discharge of President and CEO Richard Hausmann	Mgmt	For	For		No
10.1	Determine Number of Members (7) of Board	Mgmt	For	For		No
10.2	Determine Number Deputy Members (0) of Board	Mgmt	For	For		No
11.1	Approve Remuneration of Directors in the Aggregate Amount of SEK 4.6 Million	Mgmt	For	For		No
11.2	Approve Remuneration of Auditors	Mgmt	For	For		No
12.1	Reelect Laurent Leksell as Director	Mgmt	For	For		No
12.2	Reelect Caroline Leksell Cooke as Director	Mgmt	For	For		No
12.3	Reelect Johan Malmquist as Director	Mgmt	For	For		No
12.4	Reelect Wolfgang Reim as Director	Mgmt	For	For		No
12.5	Reelect Jan Secher as Director	Mgmt	For	For		No
12.6	Reelect Birgitta Stymne Goransson as Director	Mgmt	For	For		No
12.7	Reelect Cecilia Wikstrom as Director	Mgmt	For	For		No
12.8	Elect Laurent Leksell as Board Chair	Mgmt	For	For		No
13	Ratify Ernst & Young as Auditors	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Elekta AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
14	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For		No
15.a	Approve Performance Share Plan 2020	Mgmt	For	For		No
15.b	Approve Equity Plan Financing	Mgmt	For	For		No
16	Approve Equity Plan Financing of 2018, 2019 and 2020 Performance Share Plans	Mgmt	For	Against		No
17.a	Authorize Share Repurchase Program	Mgmt	For	For		No
17.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	For		No
18	Authorize Chairman of Board and Representatives of Four of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	For		No
19	Amend Articles	Mgmt	For	For		No

### Powszechna Kasa Oszczednosci Bank Polski SA

Meeting Date: 08/26/2020

Country: Poland

Primary Security ID: X6919X108

Record Date: 08/10/2020

Meeting Type: Annual

Ticker: PKO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Open Meeting	Mgmt				
2	Elect Meeting Chairman	Mgmt	For	For	Do Not Vote	No
3	Acknowledge Proper Convening of Meeting	Mgmt				
4	Approve Agenda of Meeting	Mgmt	For	For	Do Not Vote	No
5	Receive Financial Statements and Management Board Proposal on Allocation of Income and Covering of Loss from Previous Years	Mgmt				
6	Receive Management Board Report on Company's and Group's Operations, and Consolidated Financial Statements	Mgmt				
7	Receive Supervisory Board Report	Mgmt				
8.1	Approve Financial Statements	Mgmt	For	For	Do Not Vote	No
8.2	Approve Management Board Report on Company's and Group's Operations	Mgmt	For	For	Do Not Vote	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Powszechna Kasa Oszczednosci Bank Polski SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
8.3	Approve Consolidated Financial Statements	Mgmt	For	For	Do Not Vote	No
8.4	Approve Supervisory Board Report	Mgmt	For	For	Do Not Vote	No
8.5	Approve Allocation of Income and Omission of Dividends; Approve Treatment of Net Loss from Previous Years	Mgmt	For	For	Do Not Vote	No
8.6	Approve Allocation of Income from Previous Years	Mgmt	For	For	Do Not Vote	No
8.7a	Approve Discharge of Zbigniew Jagiello (CEO)	Mgmt	For	For	Do Not Vote	No
8.7b	Approve Discharge of Rafal Antczak (Deputy CEO)	Mgmt	For	For	Do Not Vote	No
8.7c	Approve Discharge of Rafal Kozlowski (Deputy CEO)	Mgmt	For	For	Do Not Vote	No
8.7d	Approve Discharge of Maks Krackowski (Deputy CEO)	Mgmt	For	For	Do Not Vote	No
8.7e	Approve Discharge of Mieczyslaw Krol (Deputy CEO)	Mgmt	For	For	Do Not Vote	No
8.7f	Approve Discharge of Adam Marciniak (Deputy CEO)	Mgmt	For	For	Do Not Vote	No
8.7g	Approve Discharge of Piotr Mazur (Deputy CEO)	Mgmt	For	For	Do Not Vote	No
8.7h	Approve Discharge of Jakub Papierski (Deputy CEO)	Mgmt	For	For	Do Not Vote	No
8.7i	Approve Discharge of Jan Rosciszewski (Deputy CEO)	Mgmt	For	For	Do Not Vote	No
8.8a	Approve Discharge of Piotr Sadownik (Supervisory Board Chairman)	Mgmt	For	For	Do Not Vote	No
8.8b	Approve Discharge of Grazyna Ciurzynska (Supervisory Board Deputy Chairman)	Mgmt	For	For	Do Not Vote	No
8.8c	Approve Discharge of Zbigniew Hajlasz (Supervisory Board Secretary)	Mgmt	For	For	Do Not Vote	No
8.8d	Approve Discharge of Mariusz Andrzejewski (Supervisory Board Member)	Mgmt	For	For	Do Not Vote	No
8.8e	Approve Discharge of Miroslaw Barszcz (Supervisory Board Member)	Mgmt	For	For	Do Not Vote	No
8.8f	Approve Discharge of Adam Budnikowski (Supervisory Board Member)	Mgmt	For	For	Do Not Vote	No
8.8g	Approve Discharge of Wojciech Jasinski (Supervisory Board Member)	Mgmt	For	For	Do Not Vote	No
8.8h	Approve Discharge of Andrzej Kisielewicz (Supervisory Board Member)	Mgmt	For	For	Do Not Vote	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Powszechna Kasa Oszczednosci Bank Polski SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
8.8i	Approve Discharge of Elzbieta Maczynska-Ziemacka (Supervisory Board Member)	Mgmt	For	For	Do Not Vote	No
8.8j	Approve Discharge of Krzysztof Michalski (Supervisory Board Member)	Mgmt	For	For	Do Not Vote	No
8.8k	Approve Discharge of Dariusz Gorski (Supervisory Board Member)	Mgmt	For	For	Do Not Vote	No
8.8l	Approve Discharge of Janusz Ostaszewski (Supervisory Board Member)	Mgmt	For	For	Do Not Vote	No
8.9a	Amend Statute	Mgmt	For	For	Do Not Vote	No
8.9b	Amend Statute Re: Reserve Capital	Mgmt	For	For	Do Not Vote	No
8.10	Approve Regulations on Supervisory Board	Mgmt	For	For	Do Not Vote	No
8.11	Approve Regulations on General Meetings	Mgmt	For	For	Do Not Vote	No
8.12a	Approve Policy on Assessment of Suitability of Supervisory Board Members	Mgmt	For	For	Do Not Vote	No
8.12b	Approve Suitability of Supervisory Board Members	Mgmt	For	For	Do Not Vote	No
8.13	Approve Remuneration Policy	Mgmt	For	Against	Do Not Vote	No
9	Receive Supervisory Board Report on Remuneration Policy and Compliance with Corporate Governance Principles	Mgmt				
10	Elect Supervisory Board Members	Mgmt	For	Against	Do Not Vote	No
11	Close Meeting	Mgmt				

### Deutsche Post AG

**Meeting Date:** 08/27/2020

**Country:** Germany

**Primary Security ID:** D19225107

**Record Date:**

**Meeting Type:** Annual

**Ticker:** DPW

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 1.15 per Share	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Deutsche Post AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For	For	No
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal 2020	Mgmt	For	For	For	No
6.1	Elect Joerg Kukies to the Supervisory Board	Mgmt	For	For	For	No
6.2	Elect Lawrence Rosen to the Supervisory Board	Mgmt	For	For	For	No
7	Approve Stock Option Plan for Key Employees; Approve Creation of EUR 12 Million Pool of Conditional Capital to Guarantee Conversion Rights	Mgmt	For	For	For	No
8	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 1.5 Billion; Approve Creation of EUR 40 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For	No
9.1	Amend Articles Re: Online Participation	Mgmt	For	For	For	No
9.2	Amend Articles Re: Interim Dividend	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 1.15 per Share	Mgmt	For	For		No
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For		No
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For		No
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal 2020	Mgmt	For	For		No
6.1	Elect Joerg Kukies to the Supervisory Board	Mgmt	For	For		No
6.2	Elect Lawrence Rosen to the Supervisory Board	Mgmt	For	For		No
7	Approve Stock Option Plan for Key Employees; Approve Creation of EUR 12 Million Pool of Conditional Capital to Guarantee Conversion Rights	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Deutsche Post AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
8	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 1.5 Billion; Approve Creation of EUR 40 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For		No
9.1	Amend Articles Re: Online Participation	Mgmt	For	For		No
9.2	Amend Articles Re: Interim Dividend	Mgmt	For	For		No

### Fresenius Medical Care AG & Co. KGaA

Meeting Date: 08/27/2020

Country: Germany

Primary Security ID: D2734Z107

Record Date: 08/05/2020

Meeting Type: Annual

Ticker: FME

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports for Fiscal 2019	Mgmt	For	For	For	No
2	Approve Allocation of Income and Dividends of EUR 1.20 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Personally Liable Partner for Fiscal 2019	Mgmt	For	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For	For	No
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal 2020	Mgmt	For	For	For	No
6	Approve Remuneration Policy for the Management Board	Mgmt	For	For	For	No
7	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For	No
8	Approve Creation of Two Pools of Capital with Partial Exclusion of Preemptive Rights	Mgmt	For	For	For	No
9	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports for Fiscal 2019	Mgmt	For	For		No
2	Approve Allocation of Income and Dividends of EUR 1.20 per Share	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Fresenius Medical Care AG & Co. KGaA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3	Approve Discharge of Personally Liable Partner for Fiscal 2019	Mgmt	For	For		No
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For		No
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal 2020	Mgmt	For	For		No
6	Approve Remuneration Policy for the Management Board	Mgmt	For	For		No
7	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For		No
8	Approve Creation of Two Pools of Capital with Partial Exclusion of Preemptive Rights	Mgmt	For	For		No
9	Amend Articles Re: Proof of Entitlement	Mgmt	For	For		No

### International Flavors & Fragrances Inc.

Meeting Date: 08/27/2020

Country: USA

Primary Security ID: 459506101

Record Date: 07/13/2020

Meeting Type: Special

Ticker: IFF

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Issue Shares in Connection with Merger	Mgmt	For	For	For	No
2	Adjourn Meeting	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Issue Shares in Connection with Merger	Mgmt	For	For		No
2	Adjourn Meeting	Mgmt	For	For		No

### Fresenius SE & Co. KGaA

Meeting Date: 08/28/2020

Country: Germany

Primary Security ID: D27348263

Record Date: 08/06/2020

Meeting Type: Annual

Ticker: FRE

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Fresenius SE & Co. KGaA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports for Fiscal 2019	Mgmt	For	For	For	No
2	Approve Allocation of Income and Dividends of EUR 0.84 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Personally Liable Partner for Fiscal 2019	Mgmt	For	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For	For	No
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal 2020	Mgmt	For	For	For	No
6	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports for Fiscal 2019	Mgmt	For	For		No
2	Approve Allocation of Income and Dividends of EUR 0.84 per Share	Mgmt	For	For		No
3	Approve Discharge of Personally Liable Partner for Fiscal 2019	Mgmt	For	For		No
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For		No
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal 2020	Mgmt	For	For		No
6	Amend Articles Re: Proof of Entitlement	Mgmt	For	For		No

### Applegreen Plc

Meeting Date: 09/01/2020

Country: Ireland

Primary Security ID: G04145101

Record Date: 08/30/2020

Meeting Type: Annual

Ticker: APGN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2a	Re-elect Daniel Kitchen as Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Applegreen Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
2b	Re-elect Joseph Barrett as Director	Mgmt	For	For	For	No
2c	Re-elect Niall Dolan as Director	Mgmt	For	For	For	No
2d	Re-elect Robert Etchingham as Director	Mgmt	For	For	For	No
2e	Re-elect Brian Geraghty as Director	Mgmt	For	For	For	No
2f	Re-elect Howard Millar as Director	Mgmt	For	For	For	No
2g	Re-elect Martin Southgate as Director	Mgmt	For	For	For	No
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
4	Authorise Issue of Equity	Mgmt	For	For	For	No
5	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
6	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
7	Authorise Market Purchase of Shares	Mgmt	For	For	For	No
8	Determine the Price Range at which Treasury Shares may be Re-issued Off-Market	Mgmt	For	For	For	No

### Hammerson Plc

Meeting Date: 09/01/2020

Country: United Kingdom

Primary Security ID: G4273Q107

Record Date: 08/27/2020

Meeting Type: Special

Ticker: HMSO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Matters Relating to the Sale by the Group of its Aggregate 50% Interest in VIA Outlets Joint Venture	Mgmt	For	For	For	No
2	Authorise Issue of Equity in Connection with the Rights Issue	Mgmt	For	For	For	No
3	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Rights Issue	Mgmt	For	For	For	No
4	Approve Capital Reorganisation	Mgmt	For	For	For	No
5	Amend Articles of Association	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

## International Consolidated Airlines Group SA

**Meeting Date:** 09/07/2020

**Country:** Spain

**Primary Security ID:** E67674106

**Record Date:** 09/03/2020

**Meeting Type:** Annual

**Ticker:** IAG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For	No
2	Approve Non-Financial Information Statement	Mgmt	For	For	For	No
3	Approve Discharge of Board	Mgmt	For	For	For	No
4	Reappoint Ernst & Young SL as Auditors	Mgmt	For	For	For	No
5	Appoint KPMG Auditores SL as Auditors	Mgmt	For	For	For	No
6	Approve Allocation of Income	Mgmt	For	For	For	No
7a	Re-elect Antonio Vazquez as Director	Mgmt	For	For	For	No
7b	Re-elect Margaret Ewing as Director	Mgmt	For	For	For	No
7c	Re-elect Javier Ferran as Director	Mgmt	For	For	For	No
7d	Re-elect Stephen Gunning as Director	Mgmt	For	For	For	No
7e	Re-elect Deborah Kerr as Director	Mgmt	For	For	For	No
7f	Re-elect Maria Fernanda Mejia as Director	Mgmt	For	For	For	No
7g	Re-elect Emilio Saracho as Director	Mgmt	For	For	For	No
7h	Re-elect Nicola Shaw as Director	Mgmt	For	For	For	No
7i	Re-elect Alberto Terol as Director	Mgmt	For	For	For	No
7j	Elect Luis Gallego as Director	Mgmt	For	For	For	No
7k	Elect Giles Agutter as Director	Mgmt	For	For	For	No
7l	Elect Robin Phillips as Director	Mgmt	For	For	For	No
7m	Fix Number of Directors	Mgmt	For	For	For	No
8	Approve Remuneration Report	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted.* Significant bonuses were awarded to the Executive Directors respective of FY2019. The payment of these bonuses raises concerns, given the current uncertainties facing the Company and the airline industry, and in view of the broader stakeholder experience.</i>						
9	Amend Articles and the Sole Additional Provision of the Corporate Bylaws	Mgmt	For	For	For	No
10	Approve Reduction in Share Capital by Reducing the Par Value of the Shares	Mgmt	For	For	For	No
11	Authorise Market Purchase of Shares	Mgmt	For	For	For	No
12	Authorise Issue of Equity	Mgmt	For	For	For	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### International Consolidated Airlines Group SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
13	Authorise Issue of Convertible Bonds, Debentures, Warrants, and Other Debt Securities	Mgmt	For	For	For	No
14	Authorise Issue of Convertible Bonds, Debentures, Warrants, and Other Debt Securities without Pre-emptive Rights	Mgmt	For	For	For	No
15	Approve Share Capital Increase	Mgmt	For	For	For	No
16	Authorise Company to Call EGM with 15 Days' Notice	Mgmt	For	For	For	No
17	Authorise Ratification of Approved Resolutions	Mgmt	For	For	For	No

### Ashtead Group Plc

**Meeting Date:** 09/08/2020

**Country:** United Kingdom

**Primary Security ID:** G05320109

**Record Date:** 09/04/2020

**Meeting Type:** Annual

**Ticker:** AHT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect Paul Walker as Director	Mgmt	For	For	For	No
5	Re-elect Brendan Horgan as Director	Mgmt	For	For	For	No
6	Re-elect Michael Pratt as Director	Mgmt	For	For	For	No
7	Re-elect Angus Cockburn as Director	Mgmt	For	For	For	No
8	Re-elect Lucinda Riches as Director	Mgmt	For	For	For	No
9	Re-elect Tanya Fratto as Director	Mgmt	For	For	For	No
10	Re-elect Lindsley Ruth as Director	Mgmt	For	For	For	No
11	Elect Jill Easterbrook as Director	Mgmt	For	For	For	No
12	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Ashtead Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
19	Approve Reduction of Capital	Mgmt	For	For	For	No

### DS Smith Plc

Meeting Date: 09/08/2020

Country: United Kingdom

Primary Security ID: G2848Q123

Record Date: 09/06/2020

Meeting Type: Annual

Ticker: SMDS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Re-elect Gareth Davis as Director	Mgmt	For	For	For	No
5	Re-elect Miles Roberts as Director	Mgmt	For	For	For	No
6	Re-elect Adrian Marsh as Director	Mgmt	For	For	For	No
7	Elect Celia Baxter as Director	Mgmt	For	For	For	No
8	Elect Geoff Drabble as Director	Mgmt	For	For	For	No
9	Elect Alina Kessel as Director	Mgmt	For	For	For	No
10	Re-elect David Robbie as Director	Mgmt	For	For	For	No
11	Re-elect Louise Smalley as Director	Mgmt	For	For	For	No
12	Re-elect Rupert Soames as Director	Mgmt	For	For	For	No
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Approve Sharesave Plan	Mgmt	For	For	For	No
16	Approve Stock Purchase Plan	Mgmt	For	For	For	No
17	Approve the French Schedule to the Performance Share Plan	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### DS Smith Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
18	Authorise Issue of Equity	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Oxford Instruments Plc

Meeting Date: 09/08/2020

Country: United Kingdom

Primary Security ID: G6838N107

Record Date: 09/04/2020

Meeting Type: Annual

Ticker: OXIG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Re-elect Neil Carson as Director	Mgmt	For	For	For	No
3	Re-elect Ian Barkshire as Director	Mgmt	For	For	For	No
4	Re-elect Gavin Hill as Director	Mgmt	For	For	For	No
5	Re-elect Stephen Blair as Director	Mgmt	For	For	For	No
6	Re-elect Mary Waldner as Director	Mgmt	For	For	For	No
7	Re-elect Thomas Geitner as Director	Mgmt	For	For	For	No
8	Re-elect Richard Friend as Director	Mgmt	For	For	For	No
9	Elect Alison Wood as Director	Mgmt	For	For	For	No
10	Appoint BDO LLP as Auditors	Mgmt	For	For	For	No
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
12	Approve Remuneration Policy	Mgmt	For	For	For	No
13	Approve Remuneration Report	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Oxford Instruments Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
19	Adopt New Articles of Association	Mgmt	For	For	For	No

### Royal Mail Plc

Meeting Date: 09/08/2020

Country: United Kingdom

Primary Security ID: G7368G108

Record Date: 09/04/2020

Meeting Type: Annual

Ticker: RMG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Re-elect Keith Williams as Director	Mgmt	For	For	For	No
5	Re-elect Stuart Simpson as Director	Mgmt	For	For	For	No
6	Re-elect Maria da Cunha as Director	Mgmt	For	For	For	No
7	Re-elect Michael Findlay as Director	Mgmt	For	For	For	No
8	Re-elect Rita Griffin as Director	Mgmt	For	For	For	No
9	Re-elect Simon Thompson as Director	Mgmt	For	For	For	No
10	Elect Baroness Sarah Hogg as Director	Mgmt	For	For	For	No
11	Elect Lynne Peacock as Director	Mgmt	For	For	For	No
12	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
13	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
14	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Royal Mail Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### XPS Pensions Group Plc

**Meeting Date:** 09/08/2020

**Country:** United Kingdom

**Primary Security ID:** G9829Q105

**Record Date:** 09/04/2020

**Meeting Type:** Annual

**Ticker:** XPS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Approve Remuneration Policy	Mgmt	For	For	For	No
5	Re-elect Tom Cross Brown as Director	Mgmt	For	For	For	No
6	Re-elect Alan Bannatyne as Director	Mgmt	For	For	For	No
7	Re-elect Ben Bramhall as Director	Mgmt	For	For	For	No
8	Re-elect Paul Cuff as Director	Mgmt	For	For	For	No
9	Re-elect Sarah Ing as Director	Mgmt	For	For	For	No
10	Re-elect Snehal Shah as Director	Mgmt	For	For	For	No
11	Re-elect Margaret Snowdon as Director	Mgmt	For	For	For	No
12	Reappoint BDO LLP as Auditors	Mgmt	For	For	For	No
13	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### XPS Pensions Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Compagnie Financiere Richemont SA

**Meeting Date:** 09/09/2020      **Country:** Switzerland      **Primary Security ID:** H25662182  
**Record Date:**      **Meeting Type:** Annual      **Ticker:** CFR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Allocation of Income and Dividends of CHF 1.00 per Registered A Share and CHF 0.10 per Registered B Share	Mgmt	For	For	For	No
3	Approve Creation of CHF 24.2 Million Pool of Conditional Capital to Cover Exercise of Warrants	Mgmt	For	For	For	No
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For	No
5.1	Reelect Johann Rupert as Director and Board Chairman	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Board of directors elections (Items 5.1-5.20) Votes AGAINST the non-independent nominees: Johann Rupert, Nikesh Arora, Nicolas Bos, Jean-Blaise Eckert, Burkhardt Grund, Ruggero Magnoni, Josua Malherbe, Alan Quasha, Jan Rupert, Anton Rupert, Gary Saage, and Cyrille Vigneron are warranted because of the failure to establish a sufficiently independent board. Audit committee chair: A vote AGAINST Josua Malherbe is further warranted because he is non-independent and is currently the chair of the audit committee. Overboarded director: A vote AGAINST Johann Rupert is further warranted because he holds an excessive number of mandates at listed companies. Votes FOR the independent nominees: Clayton Brendish, Keyu Jin, Jeff Moss, Vesna Nevistic, Guillaume Pictet, Maria Ramos, and Wendy Luhabe, as well as Jerome Lambert (current CEO) are warranted. Compensation committee elections (Items 6.1-6.4) Votes FOR the independent nominees are warranted.</i></p>						
5.2	Reelect Josua Malherbe as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Board of directors elections (Items 5.1-5.20) Votes AGAINST the non-independent nominees: Johann Rupert, Nikesh Arora, Nicolas Bos, Jean-Blaise Eckert, Burkhardt Grund, Ruggero Magnoni, Josua Malherbe, Alan Quasha, Jan Rupert, Anton Rupert, Gary Saage, and Cyrille Vigneron are warranted because of the failure to establish a sufficiently independent board. Audit committee chair: A vote AGAINST Josua Malherbe is further warranted because he is non-independent and is currently the chair of the audit committee. Overboarded director: A vote AGAINST Johann Rupert is further warranted because he holds an excessive number of mandates at listed companies. Votes FOR the independent nominees: Clayton Brendish, Keyu Jin, Jeff Moss, Vesna Nevistic, Guillaume Pictet, Maria Ramos, and Wendy Luhabe, as well as Jerome Lambert (current CEO) are warranted. Compensation committee elections (Items 6.1-6.4) Votes FOR the independent nominees are warranted.</i></p>						

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Compagnie Financiere Richemont SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
5.3	Reelect Nikesh Arora as Director	Mgmt	For	Against	Against	No
	<p><i>Voting Policy Rationale: Board of directors elections (Items 5.1-5.20)Votes AGAINST the non-independent nominees: Johann Rupert, Nikesh Arora, Nicolas Bos, Jean-Blaise Eckert, Burkhardt Grund, Ruggero Magnoni, Josua Malherbe, Alan Quasha, Jan Rupert, Anton Rupert, Gary Saage, and Cyrille Vigneron are warranted because of the failure to establish a sufficiently independent board.Audit committee chair: A vote AGAINST Josua Malherbe is further warranted because he is non-independent and is currently the chair of the audit committee.Overboarded director: A vote AGAINST Johann Rupert is further warranted because he holds an excessive number of mandates at listed companies.Votes FOR the independent nominees: Clayton Brendish, Keyu Jin, Jeff Moss, Vesna Nevistic, Guillaume Pictet, Maria Ramos, and Wendy Luhabe, as well as Jerome Lambert (current CEO) are warranted. Compensation committee elections (Items 6.1-6.4)Votes FOR the independent nominees are warranted.</i></p>					
5.4	Reelect Nicolas Bos as Director	Mgmt	For	Against	Against	No
	<p><i>Voting Policy Rationale: Board of directors elections (Items 5.1-5.20)Votes AGAINST the non-independent nominees: Johann Rupert, Nikesh Arora, Nicolas Bos, Jean-Blaise Eckert, Burkhardt Grund, Ruggero Magnoni, Josua Malherbe, Alan Quasha, Jan Rupert, Anton Rupert, Gary Saage, and Cyrille Vigneron are warranted because of the failure to establish a sufficiently independent board.Audit committee chair: A vote AGAINST Josua Malherbe is further warranted because he is non-independent and is currently the chair of the audit committee.Overboarded director: A vote AGAINST Johann Rupert is further warranted because he holds an excessive number of mandates at listed companies.Votes FOR the independent nominees: Clayton Brendish, Keyu Jin, Jeff Moss, Vesna Nevistic, Guillaume Pictet, Maria Ramos, and Wendy Luhabe, as well as Jerome Lambert (current CEO) are warranted. Compensation committee elections (Items 6.1-6.4)Votes FOR the independent nominees are warranted.</i></p>					
5.5	Reelect Clay Brendish as Director	Mgmt	For	For	For	No
5.6	Reelect Jean-Blaise Eckert as Director	Mgmt	For	Against	Against	No
	<p><i>Voting Policy Rationale: Board of directors elections (Items 5.1-5.20)Votes AGAINST the non-independent nominees: Johann Rupert, Nikesh Arora, Nicolas Bos, Jean-Blaise Eckert, Burkhardt Grund, Ruggero Magnoni, Josua Malherbe, Alan Quasha, Jan Rupert, Anton Rupert, Gary Saage, and Cyrille Vigneron are warranted because of the failure to establish a sufficiently independent board.Audit committee chair: A vote AGAINST Josua Malherbe is further warranted because he is non-independent and is currently the chair of the audit committee.Overboarded director: A vote AGAINST Johann Rupert is further warranted because he holds an excessive number of mandates at listed companies.Votes FOR the independent nominees: Clayton Brendish, Keyu Jin, Jeff Moss, Vesna Nevistic, Guillaume Pictet, Maria Ramos, and Wendy Luhabe, as well as Jerome Lambert (current CEO) are warranted. Compensation committee elections (Items 6.1-6.4)Votes FOR the independent nominees are warranted.</i></p>					
5.7	Reelect Burkhardt Grund as Director	Mgmt	For	Against	Against	No
	<p><i>Voting Policy Rationale: Board of directors elections (Items 5.1-5.20)Votes AGAINST the non-independent nominees: Johann Rupert, Nikesh Arora, Nicolas Bos, Jean-Blaise Eckert, Burkhardt Grund, Ruggero Magnoni, Josua Malherbe, Alan Quasha, Jan Rupert, Anton Rupert, Gary Saage, and Cyrille Vigneron are warranted because of the failure to establish a sufficiently independent board.Audit committee chair: A vote AGAINST Josua Malherbe is further warranted because he is non-independent and is currently the chair of the audit committee.Overboarded director: A vote AGAINST Johann Rupert is further warranted because he holds an excessive number of mandates at listed companies.Votes FOR the independent nominees: Clayton Brendish, Keyu Jin, Jeff Moss, Vesna Nevistic, Guillaume Pictet, Maria Ramos, and Wendy Luhabe, as well as Jerome Lambert (current CEO) are warranted. Compensation committee elections (Items 6.1-6.4)Votes FOR the independent nominees are warranted.</i></p>					
5.8	Reelect Keyu Jin as Director	Mgmt	For	For	For	No
5.9	Reelect Jerome Lambert as Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Compagnie Financiere Richemont SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
5.10	Reelect Ruggero Magnoni as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Board of directors elections (Items 5.1-5.20)Votes AGAINST the non-independent nominees: Johann Rupert, Nikesh Arora, Nicolas Bos, Jean-Blaise Eckert, Burkhardt Grund, Ruggero Magnoni, Josua Malherbe, Alan Quasha, Jan Rupert, Anton Rupert, Gary Saage, and Cyrille Vigneron are warranted because of the failure to establish a sufficiently independent board.Audit committee chair: A vote AGAINST Josua Malherbe is further warranted because he is non-independent and is currently the chair of the audit committee.Overboarded director: A vote AGAINST Johann Rupert is further warranted because he holds an excessive number of mandates at listed companies.Votes FOR the independent nominees: Clayton Brendish, Keyu Jin, Jeff Moss, Vesna Nevistic, Guillaume Pictet, Maria Ramos, and Wendy Luhabe, as well as Jerome Lambert (current CEO) are warranted. Compensation committee elections (Items 6.1-6.4)Votes FOR the independent nominees are warranted.</i></p>						
5.11	Reelect Jeff Moss as Director	Mgmt	For	For	For	No
5.12	Reelect Vesna Nevistic as Director	Mgmt	For	For	For	No
5.13	Reelect Guillaume Pictet as Director	Mgmt	For	For	For	No
5.14	Reelect Alan Quasha as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Board of directors elections (Items 5.1-5.20)Votes AGAINST the non-independent nominees: Johann Rupert, Nikesh Arora, Nicolas Bos, Jean-Blaise Eckert, Burkhardt Grund, Ruggero Magnoni, Josua Malherbe, Alan Quasha, Jan Rupert, Anton Rupert, Gary Saage, and Cyrille Vigneron are warranted because of the failure to establish a sufficiently independent board.Audit committee chair: A vote AGAINST Josua Malherbe is further warranted because he is non-independent and is currently the chair of the audit committee.Overboarded director: A vote AGAINST Johann Rupert is further warranted because he holds an excessive number of mandates at listed companies.Votes FOR the independent nominees: Clayton Brendish, Keyu Jin, Jeff Moss, Vesna Nevistic, Guillaume Pictet, Maria Ramos, and Wendy Luhabe, as well as Jerome Lambert (current CEO) are warranted. Compensation committee elections (Items 6.1-6.4)Votes FOR the independent nominees are warranted.</i></p>						
5.15	Reelect Maria Ramos as Director	Mgmt	For	For	For	No
5.16	Reelect Anton Rupert as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Board of directors elections (Items 5.1-5.20)Votes AGAINST the non-independent nominees: Johann Rupert, Nikesh Arora, Nicolas Bos, Jean-Blaise Eckert, Burkhardt Grund, Ruggero Magnoni, Josua Malherbe, Alan Quasha, Jan Rupert, Anton Rupert, Gary Saage, and Cyrille Vigneron are warranted because of the failure to establish a sufficiently independent board.Audit committee chair: A vote AGAINST Josua Malherbe is further warranted because he is non-independent and is currently the chair of the audit committee.Overboarded director: A vote AGAINST Johann Rupert is further warranted because he holds an excessive number of mandates at listed companies.Votes FOR the independent nominees: Clayton Brendish, Keyu Jin, Jeff Moss, Vesna Nevistic, Guillaume Pictet, Maria Ramos, and Wendy Luhabe, as well as Jerome Lambert (current CEO) are warranted. Compensation committee elections (Items 6.1-6.4)Votes FOR the independent nominees are warranted.</i></p>						
5.17	Reelect Jan Rupert as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Board of directors elections (Items 5.1-5.20)Votes AGAINST the non-independent nominees: Johann Rupert, Nikesh Arora, Nicolas Bos, Jean-Blaise Eckert, Burkhardt Grund, Ruggero Magnoni, Josua Malherbe, Alan Quasha, Jan Rupert, Anton Rupert, Gary Saage, and Cyrille Vigneron are warranted because of the failure to establish a sufficiently independent board.Audit committee chair: A vote AGAINST Josua Malherbe is further warranted because he is non-independent and is currently the chair of the audit committee.Overboarded director: A vote AGAINST Johann Rupert is further warranted because he holds an excessive number of mandates at listed companies.Votes FOR the independent nominees: Clayton Brendish, Keyu Jin, Jeff Moss, Vesna Nevistic, Guillaume Pictet, Maria Ramos, and Wendy Luhabe, as well as Jerome Lambert (current CEO) are warranted. Compensation committee elections (Items 6.1-6.4)Votes FOR the independent nominees are warranted.</i></p>						



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Compagnie Financiere Richemont SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
5.18	Reelect Gary Saage as Director	Mgmt	For	Against	Against	No
	<p><i>Voting Policy Rationale: Board of directors elections (Items 5.1-5.20)Votes AGAINST the non-independent nominees: Johann Rupert, Nikesh Arora, Nicolas Bos, Jean-Blaise Eckert, Burkhardt Grund, Ruggero Magnoni, Josua Malherbe, Alan Quasha, Jan Rupert, Anton Rupert, Gary Saage, and Cyrille Vigneron are warranted because of the failure to establish a sufficiently independent board.Audit committee chair: A vote AGAINST Josua Malherbe is further warranted because he is non-independent and is currently the chair of the audit committee.Overboarded director: A vote AGAINST Johann Rupert is further warranted because he holds an excessive number of mandates at listed companies.Votes FOR the independent nominees: Clayton Brendish, Keyu Jin, Jeff Moss, Vesna Nevistic, Guillaume Pictet, Maria Ramos, and Wendy Luhabe, as well as Jerome Lambert (current CEO) are warranted. Compensation committee elections (Items 6.1-6.4)Votes FOR the independent nominees are warranted.</i></p>					
5.19	Reelect Cyrille Vigneron as Director	Mgmt	For	Against	Against	No
	<p><i>Voting Policy Rationale: Board of directors elections (Items 5.1-5.20)Votes AGAINST the non-independent nominees: Johann Rupert, Nikesh Arora, Nicolas Bos, Jean-Blaise Eckert, Burkhardt Grund, Ruggero Magnoni, Josua Malherbe, Alan Quasha, Jan Rupert, Anton Rupert, Gary Saage, and Cyrille Vigneron are warranted because of the failure to establish a sufficiently independent board.Audit committee chair: A vote AGAINST Josua Malherbe is further warranted because he is non-independent and is currently the chair of the audit committee.Overboarded director: A vote AGAINST Johann Rupert is further warranted because he holds an excessive number of mandates at listed companies.Votes FOR the independent nominees: Clayton Brendish, Keyu Jin, Jeff Moss, Vesna Nevistic, Guillaume Pictet, Maria Ramos, and Wendy Luhabe, as well as Jerome Lambert (current CEO) are warranted. Compensation committee elections (Items 6.1-6.4)Votes FOR the independent nominees are warranted.</i></p>					
5.20	Elect Wendy Luhabe as Director	Mgmt	For	For	For	No
6.1	Reappoint Clay Brendish as Member of the Compensation Committee	Mgmt	For	For	For	No
6.2	Reappoint Keyu Jin as Member of the Compensation Committee	Mgmt	For	For	For	No
6.3	Reappoint Guillaume Pictet as Member of the Compensation Committee	Mgmt	For	For	For	No
6.4	Reappoint Maria Ramos as Member of the Compensation Committee	Mgmt	For	For	For	No
7	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For	For	No
8	Designate Etude Gampert Demierre Moreno as Independent Proxy	Mgmt	For	For	For	No
9.1	Approve Remuneration of Directors in the Amount of CHF 6.7 Million	Mgmt	For	For	For	No
9.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 15.8 Million	Mgmt	For	For	For	No
9.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 38.3 Million	Mgmt	For	Against	Against	No
	<p><i>Voting Policy Rationale: Fixed compensation (Item 9.2)A vote FOR this item is warranted because the proposal appears to be in line with market practice and does not raise significant concerns.Variable compensation (Item 9.3)A vote AGAINST this proposal is warranted because:* The proposal represents a significant potential increase in long-term variable compensation, and the company has not provided a detailed explanation therefor.* The board retains discretion to adjust the final value of long-term incentive awards.</i></p>					

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Compagnie Financiere Richemont SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
10	Transact Other Business (Voting)	Mgmt	For	Against	Against	No

*Voting Policy Rationale: A vote AGAINST is warranted because:\* This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and\* The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

### Dixons Carphone Plc

**Meeting Date:** 09/10/2020

**Country:** United Kingdom

**Primary Security ID:** G2903R107

**Record Date:** 09/08/2020

**Meeting Type:** Annual

**Ticker:** DC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Re-elect Alex Baldock as Director	Mgmt	For	For	For	No
4	Re-elect Eileen Burbidge as Director	Mgmt	For	For	For	No
5	Re-elect Tony DeNunzio as Director	Mgmt	For	For	For	No
6	Re-elect Andrea Gisle Joosen as Director	Mgmt	For	For	For	No
7	Re-elect Lord Livingston of Parkhead as Director	Mgmt	For	For	For	No
8	Re-elect Jonny Mason as Director	Mgmt	For	For	For	No
9	Re-elect Fiona McBain as Director	Mgmt	For	For	For	No
10	Re-elect Gerry Murphy as Director	Mgmt	For	For	For	No
11	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
13	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
14	Amend Long-Term Incentive Plan	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### NetApp, Inc.

**Meeting Date:** 09/10/2020

**Country:** USA

**Primary Security ID:** 64110D104

**Record Date:** 07/17/2020

**Meeting Type:** Annual

**Ticker:** NTAP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director T. Michael Nevens	Mgmt	For	For	For	No
1b	Elect Director Deepak Ahuja	Mgmt	For	For	For	No
1c	Elect Director Gerald Held	Mgmt	For	For	For	No
1d	Elect Director Kathryn M. Hill	Mgmt	For	For	For	No
1e	Elect Director Deborah L. Kerr	Mgmt	For	For	For	No
1f	Elect Director George Kurian	Mgmt	For	For	For	No
1g	Elect Director Scott F. Schenkel	Mgmt	For	For	For	No
1h	Elect Director George T. Shaheen	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No
4	Provide Right to Act by Written Consent	SH	Against	For	For	No

*Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.*

### Royal KPN NV

**Meeting Date:** 09/10/2020

**Country:** Netherlands

**Primary Security ID:** N4297B146

**Record Date:** 08/13/2020

**Meeting Type:** Special

**Ticker:** KPN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Special Meeting Agenda	Mgmt				
1	Open Meeting	Mgmt				
2	Opportunity to Make Recommendations for the Appointment of a Member of the Supervisory Board	Mgmt				
3	Elect Alejandro Douglass Plater to Supervisory Board	Mgmt	For	For	For	No
4	Close Meeting	Mgmt				

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Argentex Group Plc

**Meeting Date:** 09/11/2020

**Country:** United Kingdom

**Primary Security ID:** G053A6107

**Record Date:** 09/09/2020

**Meeting Type:** Annual

**Ticker:** AGFX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Elect Lord Digby Jones as Director	Mgmt	For	For	For	No
4	Elect Harry Adams as Director	Mgmt	For	For	For	No
5	Elect Carl Jani as Director	Mgmt	For	For	For	No
6	Elect Sam Williams as Director	Mgmt	For	For	For	No
7	Elect Henry Beckwith as Director	Mgmt	For	For	For	No
8	Elect Jonathan Gray as Director	Mgmt	For	For	For	No
9	Elect Nigel Railton as Director	Mgmt	For	For	For	No
10	Elect Lena Wilson as Director	Mgmt	For	For	For	No
11	Appoint Nexia Smith & Williamson Audit Limited as Auditors and Authorise Their Remuneration	Mgmt	For	For	For	No
12	Authorise Issue of Equity	Mgmt	For	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
14	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

### Warehouse REIT Plc

**Meeting Date:** 09/14/2020

**Country:** United Kingdom

**Primary Security ID:** G94437103

**Record Date:** 09/10/2020

**Meeting Type:** Annual

**Ticker:** WHR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Re-elect Stephen Barrow as Director	Mgmt	For	For	For	No
4	Re-elect Simon Hope as Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Warehouse REIT Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
5	Re-elect Neil Kirton as Director	Mgmt	For	For	For	No
6	Re-elect Lynette Lackey as Director	Mgmt	For	For	For	No
7	Re-elect Martin Meech as Director	Mgmt	For	For	For	No
8	Re-elect Aimee Pitman as Director	Mgmt	For	For	For	No
9	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
10	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
11	Approve Dividend Policy	Mgmt	For	For	For	No
12	Authorise Issue of Equity	Mgmt	For	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
17	Amend Company's Investment Policy	Mgmt	For	For	For	No

### Halfords Group Plc

**Meeting Date:** 09/15/2020

**Country:** United Kingdom

**Primary Security ID:** G4280E105

**Record Date:** 09/11/2020

**Meeting Type:** Annual

**Ticker:** HFD

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Re-elect Keith Williams as Director	Mgmt	For	For	For	No
5	Re-elect David Adams as Director	Mgmt	For	For	For	No
6	Re-elect Helen Jones as Director	Mgmt	For	For	For	No
7	Re-elect Jill Caseberry as Director	Mgmt	For	For	For	No
8	Re-elect Graham Stapleton as Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Halfords Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
9	Re-elect Loraine Woodhouse as Director	Mgmt	For	For	For	No
10	Reappoint BDO LLP as Auditors	Mgmt	For	For	For	No
11	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
12	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
17	Adopt New Articles of Association	Mgmt	For	For	For	No

### Auto Trader Group Plc

**Meeting Date:** 09/16/2020

**Country:** United Kingdom

**Primary Security ID:** G06708104

**Record Date:** 09/14/2020

**Meeting Type:** Annual

**Ticker:** AUTO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Re-elect Ed Williams as Director	Mgmt	For	For	For	No
4	Re-elect Nathan Coe as Director	Mgmt	For	For	For	No
5	Re-elect David Keens as Director	Mgmt	For	For	For	No
6	Re-elect Jill Easterbrook as Director	Mgmt	For	For	For	No
7	Re-elect Jeni Mundy as Director	Mgmt	For	For	For	No
8	Re-elect Catherine Faiers as Director	Mgmt	For	For	For	No
9	Elect Jamie Warner as Director	Mgmt	For	For	For	No
10	Elect Sigga Sigurdardottir as Director	Mgmt	For	For	For	No
11	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Auto Trader Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
13	Authorise Issue of Equity	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Mgmt	For	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
18	Adopt New Articles of Association	Mgmt	For	For	For	No

### IG Group Holdings Plc

**Meeting Date:** 09/17/2020

**Country:** United Kingdom

**Primary Security ID:** G4753Q106

**Record Date:** 09/15/2020

**Meeting Type:** Annual

**Ticker:** IGG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Re-elect June Felix as Director	Mgmt	For	For	For	No
6	Re-elect Sally-Ann Hibberd as Director	Mgmt	For	For	For	No
7	Re-elect Malcolm Le May as Director	Mgmt	For	For	For	No
8	Re-elect Bridget Messer as Director	Mgmt	For	For	For	No
9	Re-elect Jonathan Moulds as Director	Mgmt	For	For	For	No
10	Re-elect Jim Newman as Director	Mgmt	For	For	For	No
11	Re-elect Jon Noble as Director	Mgmt	For	For	For	No
12	Elect Andrew Didham as Director	Mgmt	For	For	For	No
13	Elect Mike McTighe as Director	Mgmt	For	For	For	No
14	Elect Helen Stevenson as Director	Mgmt	For	For	For	No
15	Elect Charlie Rozes as Director	Mgmt	For	For	For	No
16	Elect Rakesh Bhasin as Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### IG Group Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
17	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
18	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
19	Authorise Issue of Equity	Mgmt	For	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
24	Authorise the Appropriation of the Relevant Distributable Profits of the Company and Release Any and All Claims Against its Shareholders, Directors and Former Directors in Respect of the Relevant Dividends	Mgmt	For	For	For	No

### NIKE, Inc.

Meeting Date: 09/17/2020

Country: USA

Primary Security ID: 654106103

Record Date: 07/17/2020

Meeting Type: Annual

Ticker: NKE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Alan B. Graf, Jr.	Mgmt	For	For	For	No
1b	Elect Director Peter B. Henry	Mgmt	For	For	For	No
1c	Elect Director Michelle A. Peluso	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The compensation committee awarded large discretionary bonuses to executives when payouts were not earned under the 2020 annual incentive program and 2018-2020 long-term incentive program, without sufficient explanation. While CEO Donahoe joined the company during the second half of fiscal 2020 he received a discretionary bonus of \$6.75 million, in part due to receiving a target payout opportunity of \$5 million for the 2018-2020 LTIP performance period. Donahoe has a similar \$5 million target payout opportunity for the 2019-2021 performance period. Awarding payout opportunities to newly hired executives for which a significant portion of the measurement period has already elapsed undermines the connection between pay and performance.</i>						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
4	Amend Omnibus Stock Plan	Mgmt	For	For	For	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### NIKE, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
5	Report on Political Contributions Disclosure	SH	Against	For	For	No

*Voting Policy Rationale: A vote FOR this proposal is warranted, as more comprehensive information regarding Nike's political contribution spending and nonprofit organization participation would enable shareholders to have a more comprehensive understanding of the company's political activities.*

### Pearson Plc

**Meeting Date:** 09/18/2020      **Country:** United Kingdom      **Primary Security ID:** G69651100  
**Record Date:** 09/16/2020      **Meeting Type:** Special      **Ticker:** PSON

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Amend Remuneration Policy	Mgmt	For	Against	Against	No

*Voting Policy Rationale: A vote AGAINST the proposed amendment to the remuneration policy is considered warranted because:\* The amendment of the current remuneration policy is being proposed to allow the grant of a Co-Investment Award to Andy Bird following his prospective appointment as CEO. The proposed Co-Investment Award is significant in value, is outside the remuneration policy approved by shareholders in April 2020 and it is not considered that the Company has provided a compelling rationale for the award.\* There are also concerns about the rigour of the performance underpins for the vesting of the awards.\* Further, it is highlighted that the employment of Andy Bird as CEO is presented as subject to the approval of this resolution, presenting shareholders with an all-or-nothing decision which is itself considered poor practice.*

### FedEx Corporation

**Meeting Date:** 09/21/2020      **Country:** USA      **Primary Security ID:** 31428X106  
**Record Date:** 07/27/2020      **Meeting Type:** Annual      **Ticker:** FDX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Marvin R. Ellison	Mgmt	For	For	For	No
1b	Elect Director Susan Patricia Griffith	Mgmt	For	For	For	No
1c	Elect Director John C. (Chris) Inglis	Mgmt	For	For	For	No
1d	Elect Director Kimberly A. Jabal	Mgmt	For	For	For	No
1e	Elect Director Shirley Ann Jackson	Mgmt	For	For	For	No
1f	Elect Director R. Brad Martin	Mgmt	For	For	For	No
1g	Elect Director Joshua Cooper Ramo	Mgmt	For	For	For	No
1h	Elect Director Susan C. Schwab	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### FedEx Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1i	Elect Director Frederick W. Smith	Mgmt	For	For	For	No
1j	Elect Director David P. Steiner	Mgmt	For	For	For	No
1k	Elect Director Rajesh Subramaniam	Mgmt	For	For	For	No
1l	Elect Director Paul S. Walsh	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify Ernst &Young LLP as Auditors	Mgmt	For	For	For	No
4	Report on Lobbying Payments and Policy	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional information on the company's lobbying expenses and trade association memberships, payments, and oversight mechanisms would give shareholders a comprehensive understanding of the company's management of its lobbying activities and any related risks and benefits.</i>						
5	Report on Political Contributions Disclosure	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as fuller disclosure regarding FedEx's political contribution spending and oversight would enable shareholders to better gauge risks related to the company's political activities.</i>						
6	Report on Employee Representation on the Board of Directors	SH	Against	Against	Against	No
7	Provide Right to Act by Written Consent	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>						
8	Report on Integrating ESG Metrics Into Executive Compensation Program	SH	Against	Against	Against	No

### Unilever NV

**Meeting Date:** 09/21/2020

**Country:** Netherlands

**Primary Security ID:** N8981F289

**Record Date:** 08/24/2020

**Meeting Type:** Special

**Ticker:** UNA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Special Meeting Agenda	Mgmt				
1	Amend Articles Re: Unification	Mgmt	For	For	For	No
2	Approve Unification	Mgmt	For	For	For	No
3	Approve Discharge of Executive Directors	Mgmt	For	For	For	No
4	Approve Discharge of Non-Executive Directors	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Alpha Financial Markets Consulting Plc

**Meeting Date:** 09/23/2020

**Country:** United Kingdom

**Primary Security ID:** G021AC101

**Record Date:** 09/21/2020

**Meeting Type:** Annual

**Ticker:** AFM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Elect Jill May as Director	Mgmt	For	For	For	No
3	Re-elect Ken Fry as Director	Mgmt	For	For	For	No
4	Re-elect Euan Fraser as Director	Mgmt	For	For	For	No
5	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
6	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
7	Authorise Issue of Equity	Mgmt	For	For	For	No
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
9	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
10	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

### Cairn Energy Plc

**Meeting Date:** 09/23/2020

**Country:** United Kingdom

**Primary Security ID:** G17528269

**Record Date:** 09/21/2020

**Meeting Type:** Special

**Ticker:** CNE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Matters Relating to the Sale of Company's Interest in the RSSD PSC and RSSD JOA	Mgmt	For	For	For	No

### Joules Group Plc

**Meeting Date:** 09/23/2020

**Country:** United Kingdom

**Primary Security ID:** G5186P102

**Record Date:** 09/21/2020

**Meeting Type:** Annual

**Ticker:** JOUL

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Joules Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because:* The Company has participated in the UK Government Coronavirus Job Retention Scheme, and granted one-off share awards in lieu of salary waived to certain Executive Directors; and* Vesting of the share options is not conditional on the achievement of performance hurdles and feature a vesting period of less than three years.</i>						
3	Re-elect Ian Filby as Director	Mgmt	For	For	For	No
4	Re-elect Tom Joule as Director	Mgmt	For	For	For	No
5	Re-elect Marc Dench as Director	Mgmt	For	For	For	No
6	Re-elect Jill Little as Director	Mgmt	For	For	For	No
7	Elect Nick Jones as Director	Mgmt	For	For	For	No
8	Re-elect David Stead as Director	Mgmt	For	For	For	No
9	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
10	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
11	Authorise Issue of Equity	Mgmt	For	For	For	No
12	Authorise Political Donations and Expenditure	Mgmt	For	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

### Kainos Group Plc

**Meeting Date:** 09/24/2020

**Country:** United Kingdom

**Primary Security ID:** G5209U104

**Record Date:** 09/22/2020

**Meeting Type:** Annual

**Ticker:** KNOS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Kainos Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3	Re-elect Dr Brendan Mooney as Director	Mgmt	For	For	For	No
4	Re-elect Richard McCann as Director	Mgmt	For	For	For	No
5	Re-elect Paul Gannon as Director	Mgmt	For	For	For	No
6	Re-elect Andy Malpass as Director	Mgmt	For	For	For	No
7	Re-elect Chris Cowan as Director	Mgmt	For	For	For	No
8	Re-elect Tom Burnet as Director	Mgmt	For	For	For	No
9	Elect Katie Davis as Director	Mgmt	For	For	For	No
10	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
11	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
12	Authorise Issue of Equity	Mgmt	For	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Mercia Asset Management Plc

Meeting Date: 09/24/2020

Country: United Kingdom

Primary Security ID: G6S114108

Record Date: 09/22/2020

Meeting Type: Annual

Ticker: MERC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Re-elect Julian Viggars as Director	Mgmt	For	For	For	No
4	Re-elect Dr Jonathan Pell as Director	Mgmt	For	For	For	No
5	Reappoint Deloitte LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For	No
6	Authorise Issue of Equity	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Mercia Asset Management Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
7	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
8	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

### Rocket Internet SE

Meeting Date: 09/24/2020

Country: Germany

Primary Security ID: D6S914104

Record Date: 09/11/2020

Meeting Type: Special

Ticker: RKET

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve EUR 69.4 Million Reduction in Share Capital via Redemption of Shares to Be Acquired; Authorize Acquisition of Treasury Shares	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this transaction is warranted because the company failed to demonstrate that its delisting offer is in the best interest of minority shareholders.</i>						
2	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares; Authorize Share Capital Reduction	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this transaction is warranted because the company failed to demonstrate that its delisting offer is in the best interest of minority shareholders.</i>						

### Sberbank Russia PJSC

Meeting Date: 09/25/2020

Country: Russia

Primary Security ID: X76317100

Record Date: 08/25/2020

Meeting Type: Annual

Ticker: SBER

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Meeting for ADR/GDR Holders	Mgmt				
1	Approve Annual Report	Mgmt	For	For	For	No
2	Approve Allocation of Income and Dividends of RUB 18.70 per Ordinary Share and RUB 18.70 per Preferred Share	Mgmt	For	For	For	No
3	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	For	No
	Elect 14 Directors by Cumulative Voting	Mgmt				
4.1	Elect Esko Tapani Aho as Director	Mgmt	None	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Sberbank Russia PJSC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
4.2	Elect Leonid Boguslavskii as Director	Mgmt	None	For	For	No
4.3	Elect Herman Gref as Director	Mgmt	None	Against	Against	No
4.4	Elect Bella Zlatkis as Director	Mgmt	None	Against	Against	No
4.5	Elect Sergei Ignatev as Director	Mgmt	None	Against	Against	No
4.6	Elect Mikhail Kovalchuk as Director	Mgmt	None	Against	Against	No
4.7	Elect Vladimir Kolychev as Director	Mgmt	None	Against	Against	No
4.8	Elect Nikolai Kudriavtsev as Director	Mgmt	None	For	For	No
4.9	Elect Aleksandr Kuleshov as Director	Mgmt	None	For	For	No
4.10	Elect Gennadii Melikian as Director	Mgmt	None	For	For	No
4.11	Elect Maksim Oreshkin as Director	Mgmt	None	Against	Against	No
4.12	Elect Anton Siluanov as Director	Mgmt	None	Against	Against	No
4.13	Elect Dmitrii Chernyshenko as Director	Mgmt	None	Against	Against	No
4.14	Elect Nadya Wells as Director	Mgmt	None	For	For	No
5	Approve Related-Party Transaction Re: Liability Insurance for Directors, Executives, and Company	Mgmt	For	For	For	No
6	Amend Charter	Mgmt	For	For	For	No

### Avon Rubber Plc

**Meeting Date:** 09/28/2020      **Country:** United Kingdom      **Primary Security ID:** G06860103  
**Record Date:** 09/24/2020      **Meeting Type:** Special      **Ticker:** AVON

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Acquisition of All Membership Interests of Team Wendy, LLC by Avon Protection Systems, Inc.	Mgmt	For	For	For	No
2	Amend Articles of Association	Mgmt	For	For	For	No

### Diageo Plc

**Meeting Date:** 09/28/2020      **Country:** United Kingdom      **Primary Security ID:** G42089113  
**Record Date:** 09/24/2020      **Meeting Type:** Annual      **Ticker:** DGE

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Diageo Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Elect Melissa Bethell as Director	Mgmt	For	For	For	No
6	Re-elect Javier Ferran as Director	Mgmt	For	For	For	No
7	Re-elect Susan Kilsby as Director	Mgmt	For	For	For	No
8	Re-elect Lady Mendelsohn as Director	Mgmt	For	For	For	No
9	Re-elect Ivan Menezes as Director	Mgmt	For	For	For	No
10	Re-elect Kathryn Mikells as Director	Mgmt	For	For	For	No
11	Re-elect Alan Stewart as Director	Mgmt	For	For	For	No
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
14	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Amend Diageo 2001 Share Incentive Plan	Mgmt	For	For	For	No
17	Approve Diageo 2020 Sharesave Plan	Mgmt	For	For	For	No
18	Approve Diageo Deferred Bonus Share Plan	Mgmt	For	For	For	No
19	Authorise the Company to Establish International Share Plans	Mgmt	For	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
23	Adopt New Articles of Association	Mgmt	For	For	For	No
24	Authorise 2019 Share Buy-backs and Employee Benefit and Share Ownership Trust Transactions	Mgmt	For	For	For	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### PetroChina Company Limited

**Meeting Date:** 09/28/2020      **Country:** China      **Primary Security ID:** Y6883Q104  
**Record Date:** 08/28/2020      **Meeting Type:** Special      **Ticker:** 857

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	EGM BALLOT FOR HOLDERS OF H SHARES	Mgmt				
1	Approve Transactions and Authorize the Chairman to Deal with All Related Matters	Mgmt	For	For	For	No
2	Elect Huang Yongzhang as Director	Mgmt	For	For	For	No

### Integratin Holdings Plc

**Meeting Date:** 09/30/2020      **Country:** United Kingdom      **Primary Security ID:** G4796T109  
**Record Date:** 09/28/2020      **Meeting Type:** Special      **Ticker:** IHP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Adopt New Articles of Association	Mgmt	For	For	For	No

### Intu Debenture Plc

**Meeting Date:** 09/30/2020      **Country:** United Kingdom      **Primary Security ID:** G18508AJ3  
**Record Date:**      **Meeting Type:** Debenture Holder      **Ticker:** N/A

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Meeting of Holders of the Outstanding GBP 354,876,000 5.562 per cent. First Mortgage Debenture Stock due 2027	Mgmt				
1	Approve Extraordinary Resolution as per Meeting Notice	Mgmt	For	Refer	For	No

### LSR Group PJSC

**Meeting Date:** 09/30/2020      **Country:** Russia      **Primary Security ID:** X32441101  
**Record Date:** 09/08/2020      **Meeting Type:** Special      **Ticker:** LSRG

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### LSR Group PJSC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Meeting for GDR Holders Approve Interim Dividends of RUB 20 per Share for First Six Months of Fiscal 2020	Mgmt	For	For	For	No

### TheWorks.co.uk Plc

**Meeting Date:** 09/30/2020      **Country:** United Kingdom      **Primary Security ID:** G9541C103  
**Record Date:** 09/28/2020      **Meeting Type:** Annual      **Ticker:** WRKS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Re-elect Dean Hoyle as Director	Mgmt	For	For	For	No
4	Re-elect Gavin Peck as Director	Mgmt	For	For	For	No
5	Re-elect Catherine Glickman as Director	Mgmt	For	For	For	No
6	Re-elect Harry Morley as Director	Mgmt	For	For	For	No
7	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
8	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
9	Authorise Issue of Equity	Mgmt	For	For	For	No
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
11	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
13	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### ZTE Corporation

**Meeting Date:** 09/30/2020

**Country:** China

**Primary Security ID:** Y0004F105

**Record Date:** 09/24/2020

**Meeting Type:** Special

**Ticker:** 763

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	EGM BALLOT FOR HOLDERS OF H SHARES	Mgmt				
1.00	Approve Acquisition of Equity Interests in ZTE Microelectronics by Renxing Technology and the Waiver of Preemptive Subscription Rights by the Company	Mgmt	For	For	For	No
2.00	Approve Cooperation Agreement with Hengjian Xinxin and Huitong Rongxin	Mgmt	For	For	For	No

### Saga Plc

**Meeting Date:** 10/02/2020

**Country:** United Kingdom

**Primary Security ID:** G7770H108

**Record Date:** 09/30/2020

**Meeting Type:** Special

**Ticker:** SAGA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Authorise Issue of Equity to Roger De Haan Pursuant to the First Firm Placing, Second Firm Placing and Placing and Open Offer	Mgmt	For	For	For	No
2	Authorise Issue of Equity in Connection with the Firm Placing and the Placing and Open Offer	Mgmt	For	For	For	No
3	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Placing and Open Offer	Mgmt	For	For	For	No
4	Approve Share Consolidation	Mgmt	For	For	For	No

### Supermarket Income REIT Plc

**Meeting Date:** 10/05/2020

**Country:** United Kingdom

**Primary Security ID:** G8586X105

**Record Date:** 10/01/2020

**Meeting Type:** Special

**Ticker:** SUPR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Authorise Issue of Equity In Connection with the Initial Issue and the Placing Programme	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Supermarket Income REIT Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
2	Authorise Issue of Equity without Pre-emptive Rights In Connection with the Initial Issue and the Placing Programme	Mgmt	For	For	For	No

### Just Eat Takeaway.com NV

**Meeting Date:** 10/07/2020

**Country:** Netherlands

**Primary Security ID:** N4753E105

**Record Date:** 09/09/2020

**Meeting Type:** Special

**Ticker:** TKWY

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Special Meeting Agenda	Mgmt				
1	Open Meeting	Mgmt				
2A	Approve All-Share Combination with Grubhub Inc. in Accordance with the Merger Agreement	Mgmt	For	For	For	No
2B	Grant Board Authority to Issue Shares and/or Grant Rights to Acquire Shares in Connection with the Transaction	Mgmt	For	For	For	No
2C	Authorize Board to Exclude or Limit Preemptive Rights in Connection with the Transaction	Mgmt	For	For	For	No
2D	Elect Matthew Maloney to Management Board	Mgmt	For	For	For	No
2E	Elect Lloyd Frink to Supervisory Board	Mgmt	For	For	For	No
2F	Elect David Fisher to Supervisory Board	Mgmt	For	For	For	No
2G	Approve Supplement to the Remuneration Policy of the Management Board in Respect of Matthew Maloney	Mgmt	For	Against	Against	No

*Voting Policy Rationale: A vote AGAINST is warranted because: \* No performance criteria are attached to the LTIP and is in deviation of best market practice; \* Vesting period for options and RSUs is less than three years; and \* The CEO may resign within 12 months after completion and receive increased severance payment and full vesting applies.*

3	Other Business (Non-Voting)	Mgmt				
4	Close Meeting	Mgmt				

### Grifols SA

**Meeting Date:** 10/08/2020

**Country:** Spain

**Primary Security ID:** E5706X215

**Record Date:** 10/02/2020

**Meeting Type:** Annual

**Ticker:** GRF

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Grifols SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Standalone Financial Statements, Allocation of Income, and Dividend Payment for Class B Shares	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements	Mgmt	For	For	For	No
3	Approve Non-Financial Information Statement	Mgmt	For	For	For	No
4	Approve Discharge of Board	Mgmt	For	For	For	No
5	Renew Appointment of KPMG Auditores as Auditor of Standalone Financial Statements and Renew Appointment of Grant Thornton as Co-Auditor	Mgmt	For	For	For	No
6	Renew Appointment of KPMG Auditores as Auditor of Consolidated Financial Statements	Mgmt	For	For	For	No
7.1	Dismiss Luis Isasi Fernandez de Bobadilla as Director	Mgmt				
7.2	Elect James Costos as Director	Mgmt	For	For	For	No
7.3	Reelect Victor Grifols Deu as Director	Mgmt	For	For	For	No
7.4	Reelect Thomas Glanzmann as Director	Mgmt	For	For	For	No
7.5	Reelect Steven F. Mayer as Director	Mgmt	For	For	For	No
8	Amend Article 16 Re: General Meetings	Mgmt	For	For	For	No
9	Add Article 11.bis of General Meeting Regulations Re: Remote Attendance to General Meetings	Mgmt	For	For	For	No
10	Advisory Vote on Remuneration Report	Mgmt	For	Against	Against	No
	<i>Voting Policy Rationale: A vote AGAINST this item is warranted because: * One-year lag disclosure of bonus payouts; * Termination benefits in a CIC event for executive directors are considered excessive * Every two deferred shares are matched with one additional share, not subject to additional performance conditions; and * The company has been insufficiently responsive to shareholder concerns.</i>					
11	Approve Remuneration Policy	Mgmt	For	Against	Against	No
	<i>Voting Policy Rationale: A vote AGAINST this item is warranted because the proposed policy maintains problematic pay practices.</i>					
12	Authorize Share Repurchase Program	Mgmt	For	For	For	No
13	Approve Listing of Class A Shares on NASDAQ; Void Previous Authorization	Mgmt	For	For	For	No
14	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Hargreaves Lansdown Plc

**Meeting Date:** 10/08/2020

**Country:** United Kingdom

**Primary Security ID:** G43940108

**Record Date:** 10/06/2020

**Meeting Type:** Annual

**Ticker:** HL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Approve Remuneration Policy	Mgmt	For	For	For	No
5	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
6	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
7	Re-elect Deanna Oppenheimer as Director	Mgmt	For	For	For	No
8	Re-elect Christopher Hill as Director	Mgmt	For	For	For	No
9	Re-elect Philip Johnson as Director	Mgmt	For	For	For	No
10	Re-elect Shirley Garrood as Director	Mgmt	For	For	For	No
11	Re-elect Dan Olley as Director	Mgmt	For	For	For	No
12	Re-elect Roger Perkin as Director	Mgmt	For	For	For	No
13	Elect John Troiano as Director	Mgmt	For	For	For	No
14	Elect Andrea Blance as Director	Mgmt	For	For	For	No
15	Elect Moni Mannings as Director	Mgmt	For	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
20	Adopt New Articles of Association	Mgmt	For	For	For	No
21	Amend Sustained Performance Plan 2017	Mgmt	For	For	For	No

### The Restaurant Group Plc

**Meeting Date:** 10/08/2020

**Country:** United Kingdom

**Primary Security ID:** G7535J118

**Record Date:** 10/06/2020

**Meeting Type:** Special

**Ticker:** RTN

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### The Restaurant Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Remuneration Policy	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST the remuneration policy is considered warranted on account of:* The proposed policy replaces a performance-based long-term incentive structure with a non-performance based one, leading to higher certainty of reward outcomes. The change is not considered to be accompanied with a sufficient reduction in quantum opportunity.</i>						
2	Approve Restricted Share Plan	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST the Restricted Share Plan is considered warranted on account of:* The proposed award of non-performance based restricted shares forms part of the restructured remuneration policy. The change is not considered to be accompanied with a sufficient reduction in quantum opportunity.</i>						

### RWS Holdings Plc

**Meeting Date:** 10/09/2020      **Country:** United Kingdom      **Primary Security ID:** G7734E126  
**Record Date:** 10/07/2020      **Meeting Type:** Special      **Ticker:** RWS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Authorise Issue of Equity in Connection with the Proposed Combination of the Company with SDL plc; Approve Employee Benefit Trust	Mgmt	For	For	For	No

### Unilever Plc

**Meeting Date:** 10/12/2020      **Country:** United Kingdom      **Primary Security ID:** G92087165  
**Record Date:** 10/10/2020      **Meeting Type:** Special      **Ticker:** ULVR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Matters Relating to the Unification of the Unilever Group under a Single Parent Company	Mgmt	For	For	For	No

### Unilever Plc

**Meeting Date:** 10/12/2020      **Country:** United Kingdom      **Primary Security ID:** G92087165  
**Record Date:** 10/10/2020      **Meeting Type:** Court      **Ticker:** ULVR

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Unilever Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Court Meeting Approve the Cross-Border Merger between Unilever PLC and Unilever N.V.	Mgmt	For	For	For	No

### The Procter & Gamble Company

**Meeting Date:** 10/13/2020      **Country:** USA      **Primary Security ID:** 742718109  
**Record Date:** 08/14/2020      **Meeting Type:** Annual      **Ticker:** PG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Francis S. Blake	Mgmt	For	For	For	No
1b	Elect Director Angela F. Braly	Mgmt	For	For	For	No
1c	Elect Director Amy L. Chang	Mgmt	For	For	For	No
1d	Elect Director Joseph Jimenez	Mgmt	For	For	For	No
1e	Elect Director Debra L. Lee	Mgmt	For	For	For	No
1f	Elect Director Terry J. Lundgren	Mgmt	For	For	For	No
1g	Elect Director Christine M. McCarthy	Mgmt	For	For	For	No
1h	Elect Director W. James McNerney, Jr.	Mgmt	For	For	For	No
1i	Elect Director Nelson Peltz	Mgmt	For	For	For	No
1j	Elect Director David S. Taylor	Mgmt	For	For	For	No
1k	Elect Director Margaret C. Whitman	Mgmt	For	For	For	No
1l	Elect Director Patricia A. Woertz	Mgmt	For	For	For	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For	No
5	Report on Efforts to Eliminate Deforestation	SH	Against	For	For	No

*Voting Policy Rationale: A vote FOR this resolution is warranted, as shareholders would benefit from additional information on the company's strategy to manage its supply chain's impact on deforestation.*



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### The Procter & Gamble Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
6	Publish Annually a Report Assessing Diversity and Inclusion Efforts	SH	Against	For	For	No

*Voting Policy Rationale: A vote FOR this resolution is warranted, as reporting quantitative and comparable diversity statistics would allow shareholders to better assess the effectiveness of the company's diversity initiatives and its management of related risks.*

### Shandong Weigao Group Medical Polymer Company Limited

**Meeting Date:** 10/14/2020      **Country:** China      **Primary Security ID:** Y76810103  
**Record Date:** 10/08/2020      **Meeting Type:** Special      **Ticker:** 1066

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Distribution of Interim Dividend	Mgmt	For	For	For	No

### Shandong Weigao Group Medical Polymer Company Limited

**Meeting Date:** 10/14/2020      **Country:** China      **Primary Security ID:** Y76810103  
**Record Date:** 10/08/2020      **Meeting Type:** Special      **Ticker:** 1066

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Logistic and Distribution Services Framework Agreement, Annual Caps and Related Transactions	Mgmt	For	For	For	No
2	Approve Purchase Framework Agreement, Annual Caps and Related Transactions	Mgmt	For	For	For	No

### Watches of Switzerland Group Plc

**Meeting Date:** 10/14/2020      **Country:** United Kingdom      **Primary Security ID:** G94648105  
**Record Date:** 10/12/2020      **Meeting Type:** Annual      **Ticker:** WOSG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Watches of Switzerland Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Re-elect Brian Duffy as Director	Mgmt	For	For	For	No
4	Re-elect Anders Romberg as Director	Mgmt	For	For	For	No
5	Re-elect Tea Colaiani as Director	Mgmt	For	For	For	No
6	Re-elect Rosa Monckton as Director	Mgmt	For	For	For	No
7	Re-elect Robert Moorhead as Director	Mgmt	For	For	For	No
8	Re-elect Fabrice Nottin as Director	Mgmt	For	For	For	No
9	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
10	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
11	Authorise Issue of Equity	Mgmt	For	For	For	No
12	Authorise Political Donations and Expenditure	Mgmt	For	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### BHP Group Plc

**Meeting Date:** 10/15/2020

**Country:** United Kingdom

**Primary Security ID:** G10877127

**Record Date:** 10/13/2020

**Meeting Type:** Annual

**Ticker:** BHP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Management Proposals	Mgmt				
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
3	Authorise the Risk and Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
4	Authorise Issue of Equity	Mgmt	For	For	For	No
5	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### BHP Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
6	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
7	Approve Remuneration Report for UK Law Purposes	Mgmt	For	For	For	No
8	Approve Remuneration Report for Australian Law Purposes	Mgmt	For	For	For	No
9	Approve Grant of Awards under the Group's Incentive Plans to Mike Henry	Mgmt	For	For	For	No
10	Approve Leaving Entitlements	Mgmt	For	For	For	No
11	Elect Xiaoqun Clever as Director	Mgmt	For	For	For	No
12	Elect Gary Goldberg as Director	Mgmt	For	For	For	No
13	Elect Mike Henry as Director	Mgmt	For	For	For	No
14	Elect Christine O'Reilly as Director	Mgmt	For	For	For	No
15	Elect Dion Weisler as Director	Mgmt	For	For	For	No
16	Re-elect Terry Bowen as Director	Mgmt	For	For	For	No
17	Re-elect Malcolm Broomhead as Director	Mgmt	For	For	For	No
18	Re-elect Ian Cockerill as Director	Mgmt	For	For	For	No
19	Re-elect Anita Frew as Director	Mgmt	For	For	For	No
20	Re-elect Susan Kilsby as Director	Mgmt	For	For	For	No
21	Re-elect John Mogford as Director	Mgmt	For	For	For	No
22	Re-elect Ken MacKenzie as Director	Mgmt	For	For	For	No
	Shareholder Proposals	Mgmt				
23	Amend Constitution of BHP Group Limited	SH	Against	Against	Against	No
24	Adopt Interim Cultural Heritage Protection Measures	SH	Against	Against	Against	No
25	Approve Suspension of Memberships of Industry Associations where COVID-19 Related Advocacy is Inconsistent with Paris Agreement Goals	SH	Against	Against	Against	No

### Urban Logistics REIT Plc

**Meeting Date:** 10/15/2020

**Country:** United Kingdom

**Primary Security ID:** G6853M109

**Record Date:** 10/13/2020

**Meeting Type:** Special

**Ticker:** SHED

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Urban Logistics REIT Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Authorise Issue of Equity Pursuant to the Issue	Mgmt	For	For	For	No
2	Authorise Issue of Equity without Pre-emptive Rights Pursuant to the Issue	Mgmt	For	For	For	No

### Eurocash SA

**Meeting Date:** 10/20/2020

**Country:** Poland

**Primary Security ID:** X2382S106

**Record Date:** 10/04/2020

**Meeting Type:** Special

**Ticker:** EUR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Open Meeting	Mgmt				
2	Acknowledge Proper Convening of Meeting	Mgmt				
3	Elect Meeting Chairman	Mgmt	For	For	Do Not Vote	No
4	Prepare List of Shareholders	Mgmt				
5	Approve Agenda of Meeting	Mgmt	For	For	Do Not Vote	No
6	Elect Supervisory Board Member	Mgmt	For	Against	Do Not Vote	No
7	Approve Merger by Absorption with DEF sp. z o.o.	Mgmt	For	For	Do Not Vote	No
8	Cancel Apr. 25, 2017, AGM, Resolutions Re: Approve Stock Option Plan	Mgmt	For	For	Do Not Vote	No
9	Close Meeting	Mgmt				

### NCC Group Plc

**Meeting Date:** 10/20/2020

**Country:** United Kingdom

**Primary Security ID:** G64319109

**Record Date:** 10/16/2020

**Meeting Type:** Annual

**Ticker:** NCC

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### NCC Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted: * The Remuneration Committee exercised discretion to amend the financial underpin for the FY2020 annual bonus so that the gateway financial targets would be achieved, and the payouts under the strategic element could be awarded. While the use of such discretion is permitted under the remuneration policy, concerns are being raised on the appropriateness of its application for FY2020 and the lack of a compelling rationale behind this approach.</i></p>						
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
6	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
7	Re-elect Adam Palsler as Director	Mgmt	For	For	For	No
8	Re-elect Chris Stone as Director	Mgmt	For	For	For	No
9	Re-elect Jonathan Brooks as Director	Mgmt	For	For	For	No
10	Re-elect Chris Batterham as Director	Mgmt	For	For	For	No
11	Re-elect Jennifer Duvalier as Director	Mgmt	For	For	For	No
12	Re-elect Mike Ettling as Director	Mgmt	For	For	For	No
13	Re-elect Tim Kowalski as Director	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
19	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
20	Approve Long Term Incentive Plan	Mgmt	For	For	For	No
21	Approve Restricted Share Plan	Mgmt	For	For	For	No
22	Approve Deferred Annual Bonus Share Plan	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Indus Gas Ltd.

**Meeting Date:** 10/23/2020

**Country:** Guernsey

**Primary Security ID:** G47956100

**Record Date:** 10/20/2020

**Meeting Type:** Annual

**Ticker:** INDI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Re-elect Peter Cockburn and Jonathan Keeling as Directors	Mgmt	For	Against	Against	No
3	Ratify Grant Thornton as Auditors and Authorise Their Remuneration	Mgmt	For	Against	Against	No

*Voting Policy Rationale: A vote AGAINST this resolution is warranted because:\* Information on the audit and non-audit fees paid to the auditors in respect of the year under review was not disclosed in the annual report.*

### Banco Santander SA

**Meeting Date:** 10/26/2020

**Country:** Spain

**Primary Security ID:** E19790109

**Record Date:** 10/21/2020

**Meeting Type:** Special

**Ticker:** SAN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Allocation of Income and Dividends	Mgmt	For	For	For	No
2.A	Fix Number of Directors at 15	Mgmt	For	For	For	No
2.B	Elect Ramon Martin Chavez Marquez as Director	Mgmt	For	For	For	No
3.A	Approve Company's Balance Sheet as of June 30, 2020	Mgmt	For	For	For	No
3.B	Approve Bonus Share Issue	Mgmt	For	For	For	No
4	Approve Distribution of Share Issuance Premium	Mgmt	For	For	For	No
5	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No

### ATOS SE

**Meeting Date:** 10/27/2020

**Country:** France

**Primary Security ID:** F06116101

**Record Date:** 10/23/2020

**Meeting Type:** Special

**Ticker:** ATO

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### ATOS SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Discussion About Medium-Term Orientation of the Company	Mgmt	For	For	For	No
2	Elect Edouard Philippe as Director	Mgmt	For	For	For	No
3	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

### Charoen Pokphand Foods Public Co. Ltd.

Meeting Date: 10/27/2020

Country: Thailand

Primary Security ID: Y1296K174

Record Date: 09/29/2020

Meeting Type: Special

Ticker: CPF

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Minutes of Previous Meeting	Mgmt	For	For	For	No
2	Approve Acquisition of Swine Business in China by a Subsidiary	Mgmt	For	For	For	No
3	Other Business	Mgmt				

### Rolls-Royce Holdings Plc

Meeting Date: 10/27/2020

Country: United Kingdom

Primary Security ID: G76225104

Record Date: 10/23/2020

Meeting Type: Special

Ticker: RR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Authorise Issue of Equity in Connection with the Rights Issue	Mgmt	For	For	For	No

### Hargreaves Services Plc

Meeting Date: 10/28/2020

Country: United Kingdom

Primary Security ID: G4394K104

Record Date: 10/26/2020

Meeting Type: Annual

Ticker: HSP

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Hargreaves Services Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because:* An Executive Director received a guaranteed bonus.</i>						
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect Gordon Banham as Director	Mgmt	For	For	For	No
5	Re-elect Nigel Halkes as Director	Mgmt	For	For	For	No
6	Elect Christopher Jones as Director	Mgmt	For	For	For	No
7	Appoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
8	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
9	Authorise Issue of Equity	Mgmt	For	For	For	No
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

### Alstom SA

**Meeting Date:** 10/29/2020

**Country:** France

**Primary Security ID:** F0259M475

**Record Date:** 10/27/2020

**Meeting Type:** Special

**Ticker:** ALO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Elect Caisse de Depot et Placement du Quebec as Director	Mgmt	For	For	For	No
2	Elect Serge Godin as Director	Mgmt	For	For	For	No
3	Approve Amendment of Remuneration Policy of Chairman and CEO	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Alstom SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
4	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 790 Million to be issued in Connection with Acquisition	Mgmt	For	For	For	No
5	Authorize New Class of Preferred Stock and Amend Bylaws Accordingly	Mgmt	For	For	For	No
6	Authorization of Capital Issuance of Class B Preferred Shares without Preemptive Rights Reserved for CDP Investissements Inc. to Aggregate Nominal Amount of EUR 570 Million to be issued in Connection with Acquisition	Mgmt	For	For	For	No
7	Authorization of Capital Issuance of Ordinary Shares without Preemptive Rights Reserved for CDP Investissements Inc. to Aggregate Nominal Amount of EUR 570 Million to be issued in Connection with Acquisition	Mgmt	For	For	For	No
8	Authorization of Capital Issuance of Ordinary Shares without Preemptive Rights Reserved for Bombardier UK Holding Limited to Aggregate Nominal Amount of 120 Million to be Issued in Connection with Acquisition	Mgmt	For	For	For	No
9	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
10	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
11	Remove Double-Voting Rights for Long-Term Registered Shareholders and Amend Article 15 of Bylaws Accordingly	Mgmt	For	For	For	No
12	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

### China Railway Group Limited

Meeting Date: 10/30/2020

Country: China

Primary Security ID: Y1509D116

Record Date: 10/23/2020

Meeting Type: Special

Ticker: 390

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	EGM BALLOT FOR HOLDERS OF H SHARES Approve Initial Public Offering and Listing of China Railway High-Speed Electrification Equipment Corporation Limited on the Science and Technology Innovation Board of the Shanghai Stock Exchange	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### China Railway Group Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
2	Approve Preliminary Plan for the Spin-off and Listing on the STAR Market of China Railway High-Speed Electrification Equipment Corporation Limited	Mgmt	For	For	For	No
3	Approve Certain Provisions on Pilot Domestic Listing of Spin-off Subsidiaries of Listed Companies	Mgmt	For	For	For	No
4	Approve Spin-off and Listing of China Railway High-Speed Electrification Equipment Corporation Limited on the STAR Market which Benefits the Safeguarding of Legal Rights and Interests of Shareholders and Creditors	Mgmt	For	For	For	No
5	Approve Ability to Maintain Independence and Sustainable Operation Ability	Mgmt	For	For	For	No
6	Approve Standardized Operation Ability of China Railway High-Speed Electrification Equipment Corporation Limited	Mgmt	For	For	For	No
7	Authorize Board to Handle Matters in Relation to the Listing of China Railway High-Speed Electrification Equipment Corporation Limited on the STAR Market at their Sole Discretion	Mgmt	For	For	For	No
8	Approve Analysis of the Background, Objective, Commercial Rationale, Necessity and Feasibility of the Spin-off and Listing of China Railway High-Speed Electrification Equipment Corporation Limited on the STAR Market	Mgmt	For	For	For	No
9	Approve Statutory Procedures Undertaken and the Validity of the Documents Submitted for the Spin-off and Listing of a Subsidiary of the Company	Mgmt	For	For	For	No
10	Approve Amendments to Articles of Association	Mgmt	For	For	For	No

### Kromek Group Plc

**Meeting Date:** 10/31/2020

**Country:** United Kingdom

**Primary Security ID:** G5317Z102

**Record Date:** 10/29/2020

**Meeting Type:** Annual

**Ticker:** KMK

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Elect Rakesh Sharma as Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Kromek Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3	Re-elect Lawrence Kinet as Director	Mgmt	For	For	For	No
4	Re-elect Jerel Whittingham as Director	Mgmt	For	For	For	No
5	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
6	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
7	Authorise Issue of Equity	Mgmt	For	For	For	No
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
9	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
10	Authorise the Company to Use Electronic Communications	Mgmt	For	For	For	No

### OneSavings Bank Plc

**Meeting Date:** 11/02/2020      **Country:** United Kingdom      **Primary Security ID:** G6769K106  
**Record Date:** 10/29/2020      **Meeting Type:** Court      **Ticker:** OSB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Court Meeting	Mgmt				
1	Approve Scheme of Arrangement	Mgmt	For	For	For	No

### OneSavings Bank Plc

**Meeting Date:** 11/02/2020      **Country:** United Kingdom      **Primary Security ID:** G6769K106  
**Record Date:** 10/29/2020      **Meeting Type:** Special      **Ticker:** OSB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Matters Relating to the Scheme	Mgmt	For	For	For	No
2	Amend Articles of Association with Matters Relating to the Scheme	Mgmt	For	For	For	No
3	Amend Articles of Association	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Coty Inc.

**Meeting Date:** 11/03/2020

**Country:** USA

**Primary Security ID:** 222070203

**Record Date:** 09/09/2020

**Meeting Type:** Annual

**Ticker:** COTY

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Beatrice Ballini	Mgmt	For	Withhold	Withhold	No
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for compensation committee members Beatrice Ballini, Johannes Huth, Paul Michaels, and Erhard Schoewel, in light of the board's insufficient response to low shareholder support for the 2019 say-on-pay proposal. A vote FOR the remaining director nominees is warranted. )</i>					
1.2	Elect Director Joachim Creus	Mgmt	For	For	For	No
1.3	Elect Director Nancy G. Ford	Mgmt	For	For	For	No
1.4	Elect Director Olivier Goudet	Mgmt	For	For	For	No
1.5	Elect Director Peter Harf	Mgmt	For	For	For	No
1.6	Elect Director Johannes Huth	Mgmt	For	Withhold	Withhold	No
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for compensation committee members Beatrice Ballini, Johannes Huth, Paul Michaels, and Erhard Schoewel, in light of the board's insufficient response to low shareholder support for the 2019 say-on-pay proposal. A vote FOR the remaining director nominees is warranted. )</i>					
1.7	Elect Director Paul S. Michaels	Mgmt	For	Withhold	Withhold	No
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for compensation committee members Beatrice Ballini, Johannes Huth, Paul Michaels, and Erhard Schoewel, in light of the board's insufficient response to low shareholder support for the 2019 say-on-pay proposal. A vote FOR the remaining director nominees is warranted. )</i>					
1.8	Elect Director Sue Y. Nabi	Mgmt	For	For	For	No
1.9	Elect Director Isabelle Parize	Mgmt	For	For	For	No
1.10	Elect Director Erhard Schoewel	Mgmt	For	Withhold	Withhold	No
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for compensation committee members Beatrice Ballini, Johannes Huth, Paul Michaels, and Erhard Schoewel, in light of the board's insufficient response to low shareholder support for the 2019 say-on-pay proposal. A vote FOR the remaining director nominees is warranted. )</i>					
1.11	Elect Director Robert Singer	Mgmt	For	For	For	No
1.12	Elect Director Justine Tan	Mgmt	For	For	For	No
2	Amend Omnibus Stock Plan	Mgmt	For	Against	Against	No
	<i>Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: * The plan has liberal change-in-control ("CIC") vesting risk (overriding factor); * The plan cost is excessive; * The three-year average burn rate is excessive; and * The plan allows broad discretion to accelerate vesting.</i>					
3	Amend Non-Employee Director Restricted Stock Plan	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Coty Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The compensation committee has demonstrated insufficient responsiveness to the prior year's low say-on-pay support. Additionally, former CEO Laubies resigned and received a large severance payment amid weak stock price performance, which shareholders may view as a pay-for-failure situation. Further, CFO Terisse received large transaction awards and FY20 equity awards, including retention equity, lack performance criteria.</i>						
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	No
6	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No

### London Stock Exchange Group Plc

**Meeting Date:** 11/03/2020      **Country:** United Kingdom      **Primary Security ID:** G5689U103  
**Record Date:** 10/30/2020      **Meeting Type:** Special      **Ticker:** LSE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Matters Relating to the Proposed Divestment of London Stock Exchange Group Holdings Italia S.p.A. to Euronext N.V.	Mgmt	For	For	For	No

### GCP Student Living Plc

**Meeting Date:** 11/04/2020      **Country:** United Kingdom      **Primary Security ID:** G37745109  
**Record Date:** 11/02/2020      **Meeting Type:** Annual      **Ticker:** DIGS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Re-elect Gillian Day as Director	Mgmt	For	For	For	No
5	Re-elect Malcolm Naish as Director	Mgmt	For	For	For	No
6	Re-elect Marlene Wood as Director	Mgmt	For	For	For	No
7	Re-elect David Hunter as Director	Mgmt	For	For	For	No
8	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### GCP Student Living Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
9	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
10	Approve the Company's Dividend Policy	Mgmt	For	For	For	No
11	Authorise Issue of Equity	Mgmt	For	For	For	No
12	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
13	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
14	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
15	Approve Cancellation of the Share Premium Account	Mgmt	For	For	For	No

### Oracle Corporation

Meeting Date: 11/04/2020

Country: USA

Primary Security ID: 68389X105

Record Date: 09/08/2020

Meeting Type: Annual

Ticker: ORCL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Jeffrey S. Berg	Mgmt	For	Withhold	Withhold	No
<i>Voting Policy Rationale: WITHHOLD votes are warranted from incumbent Governance Committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. A vote FOR the remaining director nominees is warranted. )</i>						
1.2	Elect Director Michael J. Boskin	Mgmt	For	For	For	No
1.3	Elect Director Safra A. Catz	Mgmt	For	For	For	No
1.4	Elect Director Bruce R. Chizen	Mgmt	For	Withhold	Withhold	No
<i>Voting Policy Rationale: WITHHOLD votes are warranted from incumbent Governance Committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. A vote FOR the remaining director nominees is warranted. )</i>						
1.5	Elect Director George H. Conrades	Mgmt	For	For	For	No
1.6	Elect Director Lawrence J. Ellison	Mgmt	For	For	For	No
1.7	Elect Director Rona A. Fairhead	Mgmt	For	For	For	No
1.8	Elect Director Jeffrey O. Henley	Mgmt	For	For	For	No
1.9	Elect Director Renee J. James	Mgmt	For	For	For	No
1.10	Elect Director Charles W. Moorman, IV	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Oracle Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.11	Elect Director Leon E. Panetta	Mgmt	For	Withhold	Withhold	No
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted from incumbent Governance Committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. A vote FOR the remaining director nominees is warranted.</i></p>						
1.12	Elect Director William G. Parrett	Mgmt	For	Withhold	Withhold	No
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted from incumbent Governance Committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. A vote FOR the remaining director nominees is warranted.</i></p>						
1.13	Elect Director Naomi O. Seligman	Mgmt	For	For	For	No
1.14	Elect Director Vishal Sikka	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: The company made significant improvements to its disclosure surrounding shareholders' concerns and the board's contemplation of them. In addition, the board made a commitment to maintain the existing terms of the outstanding front-loaded awards despite no vesting of any tranches to date, in response to recent shareholder feedback. While the committee demonstrated sufficient responsiveness, pay-for-performance concerns remain at the company for the year in review. Specifically, there are ongoing concerns with the use of a discretionary bonus structure and entirely time-vesting equity awards for certain NEOs. Accordingly, the pay-for-performance misalignment is not mitigated and a vote AGAINST this proposal is warranted.</i></p>						
3	Approve Omnibus Stock Plan	Mgmt	For	For	For	No
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
5	Report on Gender Pay Gap	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information allowing them to measure the progress of the company's diversity and inclusion initiatives.</i></p>						
6	Require Independent Board Chair	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Ongoing concerns regarding the company's compensation practices, the significant pledging by the company's chair, long-term underperformance against peers, and the non-robust lead director role suggest that shareholders may benefit from a board led by an independent chair who could provide better oversight of management.</i></p>						

### Wilmington plc

**Meeting Date:** 11/04/2020

**Country:** United Kingdom

**Primary Security ID:** G9670Q105

**Record Date:** 11/02/2020

**Meeting Type:** Annual

**Ticker:** WIL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Wilmington plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Re-elect Martin Morgan as Director	Mgmt	For	For	For	No
5	Re-elect Mark Milner as Director	Mgmt	For	For	For	No
6	Re-elect Richard Amos as Director	Mgmt	For	For	For	No
7	Re-elect Paul Dollman as Director	Mgmt	For	For	For	No
8	Elect Helen Sachdev as Director	Mgmt	For	For	For	No
9	Reappoint Grant Thornton UK LLP as Auditors	Mgmt	For	For	For	No
10	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
11	Authorise Issue of Equity	Mgmt	For	For	For	No
12	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
13	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
14	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### PetroChina Company Limited

**Meeting Date:** 11/05/2020      **Country:** China      **Primary Security ID:** Y6883Q104  
**Record Date:** 09/30/2020      **Meeting Type:** Special      **Ticker:** 857

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	EGM BALLOT FOR HOLDERS OF H SHARES	Mgmt				
1	Approve New Comprehensive Agreement, Non-Exempt Continuing Connected Transactions, Proposed Annual Caps and Related Transactions	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because the proposed related-party transactions include a financial service agreement with the group finance company, which may expose the company to unnecessary risks.</i>						
2	Elect Lv Bo as Supervisor	SH	For	For	For	No

### Tapestry, Inc.

**Meeting Date:** 11/05/2020      **Country:** USA      **Primary Security ID:** 876030107  
**Record Date:** 09/08/2020      **Meeting Type:** Annual      **Ticker:** TPR



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Tapestry, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director John P. Bilbrey	Mgmt	For	For	For	No
1b	Elect Director Darrell Cavens	Mgmt	For	For	For	No
1c	Elect Director David Denton	Mgmt	For	For	For	No
1d	Elect Director Anne Gates	Mgmt	For	For	For	No
1e	Elect Director Susan Kropf	Mgmt	For	For	For	No
1f	Elect Director Annabelle Yu Long	Mgmt	For	For	For	No
1g	Elect Director Ivan Menezes	Mgmt	For	For	For	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against	No

*Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: \* The plan cost is excessive\* The three-year average burn rate is excessive\* The disclosure of change-in-control ("CIC") vesting treatment is incomplete\* The plan allows broad discretion to accelerate vesting*

### ZTE Corporation

**Meeting Date:** 11/06/2020

**Country:** China

**Primary Security ID:** Y0004F105

**Record Date:** 11/02/2020

**Meeting Type:** Special

**Ticker:** 763

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	EGM BALLOT FOR HOLDERS OF H SHARES	Mgmt				
1	Approve the 2020 Share Option Incentive Scheme (Draft) of ZTE Corporation and Its Summary	Mgmt	For	Against	Against	No
2	Approve 2020 Share Option Incentive Scheme Performance Appraisal System of ZTE Corporation	Mgmt	For	Against	Against	No

*Voting Policy Rationale: A vote AGAINST these resolutions is warranted given the directors eligible to receive options under the 2020 Scheme are involved in the administration of the 2020 Scheme.*

*Voting Policy Rationale: A vote AGAINST these resolutions is warranted given the directors eligible to receive options under the 2020 Scheme are involved in the administration of the 2020 Scheme.*

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### ZTE Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3	Approve Mandate Granted to the Board by the General Meeting to Deal with Matters Pertaining to the 2020 Share Option Incentive Scheme	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted given the directors eligible to receive options under the 2020 Scheme are involved in the administration of the 2020 Scheme.</i>						
4	Approve Management Stock Ownership Scheme (Draft) of ZTE Corporation and Its Summary	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted given the following:* The lack of information on the repurchase cost/subscription price for participants.* The absence of a rigid performance target for the vesting of shares.</i>						
5	Approve Measures for the Administration of the Management Stock Ownership Scheme of ZTE Corporation	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted given the following:* The lack of information on the repurchase cost/subscription price for participants.* The absence of a rigid performance target for the vesting of shares.</i>						
6	Approve the Mandate Granted to the Board by the General Meeting to Deal with Matters Pertaining to the Management Stock Ownership Scheme	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted given the following:* The lack of information on the repurchase cost/subscription price for participants.* The absence of a rigid performance target for the vesting of shares.</i>						

### Unibail-Rodamco-Westfield SE

**Meeting Date:** 11/10/2020

**Country:** France

**Primary Security ID:** F95094581

**Record Date:** 11/06/2020

**Meeting Type:** Special

**Ticker:** URW

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Extraordinary Business	Mgmt				
1	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 3.5 Billion	Mgmt	For	For	For	No
2	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
3	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No
	Shareholder Proposals Submitted by Flagship Retail Investment and Rock Investment	Mgmt				

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Unibail-Rodamco-Westfield SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
A	Elect Leon Bressier as Supervisory Board Member	SH	Against	For	For	No
<i>Voting Policy Rationale: Item 1. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 3.5 BillionA VOTE FOR Item 1 is warranted but it is not without any concerns for shareholders as:* There is a need to hold off on the proposed capital raise and provide an opportunity for a reconstituted board that includes direct shareholder representation to reevaluate its merits with access to non-public information. The main reason for support are :* If, after reassessing available alternatives, the reconstituted board were to conclude that a capital raising is necessary, the company could proceed with the rights issue.* The highly uncertain market environment and the fact that a prolonged crisis that could severely impact the company's operations is not an entirely unrealistic scenario. It may therefore be prudent to grant the company the optionality to raise capital if conditions deteriorate drastically.Shareholder Proposals Submitted by Flagship Retail Investment and Rock InvestmentItems A, B and C. Elect Supervisory Board MembersVotes FOR Items A, B and C are warranted since the addition of three experienced nominees will give the dissidents a strong voice on the board and ensure that their views are heard. Their election would therefore send a powerful signal to the board to hold off on the capital raising and ensure that the reconstituted board has had a chance to review this option in detail.</i>						
B	Elect Susana Gallardo as Supervisory Board Member	SH	Against	For	For	No
<i>Voting Policy Rationale: Item 1. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 3.5 BillionA VOTE FOR Item 1 is warranted but it is not without any concerns for shareholders as:* There is a need to hold off on the proposed capital raise and provide an opportunity for a reconstituted board that includes direct shareholder representation to reevaluate its merits with access to non-public information. The main reason for support are :* If, after reassessing available alternatives, the reconstituted board were to conclude that a capital raising is necessary, the company could proceed with the rights issue.* The highly uncertain market environment and the fact that a prolonged crisis that could severely impact the company's operations is not an entirely unrealistic scenario. It may therefore be prudent to grant the company the optionality to raise capital if conditions deteriorate drastically.Shareholder Proposals Submitted by Flagship Retail Investment and Rock InvestmentItems A, B and C. Elect Supervisory Board MembersVotes FOR Items A, B and C are warranted since the addition of three experienced nominees will give the dissidents a strong voice on the board and ensure that their views are heard. Their election would therefore send a powerful signal to the board to hold off on the capital raising and ensure that the reconstituted board has had a chance to review this option in detail.</i>						
C	Elect Xavier Niel as Supervisory Board Member	SH	Against	For	For	No
<i>Voting Policy Rationale: Item 1. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 3.5 BillionA VOTE FOR Item 1 is warranted but it is not without any concerns for shareholders as:* There is a need to hold off on the proposed capital raise and provide an opportunity for a reconstituted board that includes direct shareholder representation to reevaluate its merits with access to non-public information. The main reason for support are :* If, after reassessing available alternatives, the reconstituted board were to conclude that a capital raising is necessary, the company could proceed with the rights issue.* The highly uncertain market environment and the fact that a prolonged crisis that could severely impact the company's operations is not an entirely unrealistic scenario. It may therefore be prudent to grant the company the optionality to raise capital if conditions deteriorate drastically.Shareholder Proposals Submitted by Flagship Retail Investment and Rock InvestmentItems A, B and C. Elect Supervisory Board MembersVotes FOR Items A, B and C are warranted since the addition of three experienced nominees will give the dissidents a strong voice on the board and ensure that their views are heard. Their election would therefore send a powerful signal to the board to hold off on the capital raising and ensure that the reconstituted board has had a chance to review this option in detail.</i>						

### Hays plc

Meeting Date: 11/11/2020

Country: United Kingdom

Primary Security ID: G4361D109

Record Date: 11/09/2020

Meeting Type: Annual

Ticker: HAS

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Hays plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Re-elect Andrew Martin as Director	Mgmt	For	For	For	No
5	Re-elect Alistair Cox as Director	Mgmt	For	For	For	No
6	Re-elect Paul Venables as Director	Mgmt	For	For	For	No
7	Re-elect Torsten Kreindl as Director	Mgmt	For	For	For	No
8	Re-elect Cheryl Millington as Director	Mgmt	For	For	For	No
9	Re-elect Susan Murray as Director	Mgmt	For	For	For	No
10	Re-elect MT Rainey as Director	Mgmt	For	For	For	No
11	Re-elect Peter Williams as Director	Mgmt	For	For	For	No
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
14	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary shares	Mgmt	For	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Supermarket Income REIT Plc

**Meeting Date:** 11/11/2020

**Country:** United Kingdom

**Primary Security ID:** G8586X105

**Record Date:** 11/09/2020

**Meeting Type:** Annual

**Ticker:** SUPR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Supermarket Income REIT Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve the Company's Dividend Policy	Mgmt	For	For	For	No
4	Re-elect Nick Hewson as Director	Mgmt	For	For	For	No
5	Re-elect Vince Prior as Director	Mgmt	For	For	For	No
6	Re-elect Jon Austen as Director	Mgmt	For	For	For	No
7	Elect Cathryn Vanderspar as Director	Mgmt	For	For	For	No
8	Reappoint BDO LLP as Auditors	Mgmt	For	For	For	No
9	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
10	Approve Scrip Dividend Alternative	Mgmt	For	For	For	No
11	Authorise Issue of Equity	Mgmt	For	For	For	No
12	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
14	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Ricardo Plc

Meeting Date: 11/12/2020

Country: United Kingdom

Primary Security ID: G75528110

Record Date: 11/10/2020

Meeting Type: Annual

Ticker: RCDO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
3	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
4	Re-elect Russell King as Director	Mgmt	For	For	For	No
5	Re-elect Jack Boyer as Director	Mgmt	For	For	For	No
6	Re-elect William (Bill) Spencer as Director	Mgmt	For	For	For	No
7	Re-elect Sir Terry Morgan as Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Ricardo Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
8	Re-elect Ian Gibson as Director	Mgmt	For	For	For	No
9	Re-elect Laurie Bowen as Director	Mgmt	For	For	For	No
10	Re-elect Dave Shemmans as Director	Mgmt	For	For	For	No
11	Re-elect Malin Persson as Director	Mgmt	For	For	For	No
12	Approve Remuneration Report	Mgmt	For	For	For	No
13	Approve Remuneration Policy	Mgmt	For	For	For	No
14	Approve Long Term Incentive Plan	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Eurofins Scientific SE

**Meeting Date:** 11/16/2020      **Country:** Luxembourg      **Primary Security ID:** L31839134  
**Record Date:** 11/02/2020      **Meeting Type:** Special      **Ticker:** ERF

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Special Meeting Agenda	Mgmt				
1	Approve Stock Split	Mgmt	For	For	For	No
2	Amend Articles to Reflect Changes in Capital	Mgmt	For	For	For	No
3	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

### Shoprite Holdings Ltd.

**Meeting Date:** 11/16/2020      **Country:** South Africa      **Primary Security ID:** S76263102  
**Record Date:** 11/06/2020      **Meeting Type:** Annual      **Ticker:** SHP

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Shoprite Holdings Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Resolutions	Mgmt				
1	Accept Financial Statements and Statutory Reports for the Year Ended 30 June 2020	Mgmt	For	For	For	No
2	Reappoint PricewaterhouseCoopers Inc. as Auditors of the Company with MC Hamman as the Individual Registered Auditor	Mgmt	For	For	For	No
3	Elect Wendy Lucas-Bull as Director	Mgmt	For	For	For	No
4	Re-elect Dr Anna Mkgokong as Director	Mgmt	For	For	For	No
5	Re-elect Johannes Basson as Director	Mgmt	For	For	For	No
6	Re-elect Joseph Rock as Director	Mgmt	For	For	For	No
7	Re-elect Johannes Basson as Chairperson of the Audit and Risk Committee	Mgmt	For	For	For	No
8	Re-elect Alice le Roux as Member of the Audit and Risk Committee	Mgmt	For	For	For	No
9	Re-elect Joseph Rock as Member of the Audit and Risk Committee	Mgmt	For	For	For	No
10	Place Authorised but Unissued Shares under Control of Directors	Mgmt	For	For	For	No
11	Authorise Board to Issue Shares for Cash	Mgmt	For	For	For	No
12	Authorise Ratification of Approved Resolutions	Mgmt	For	For	For	No
13.1	Approve Remuneration Policy	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is considered warranted:* Certain of the long-term incentives vest without reference to performance conditions; and* The Company may assist with financing options for participants wishing to purchase co-investment shares.</i></p>						
13.2	Approve Implementation of the Remuneration Policy	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this Item is considered warranted:* There is scope for improved disclosure throughout the remuneration framework, especially in relation to performance targets. Particularly, disclosure and performance against the annual bonus targets remain minimal and the Company has not disclosed prospective performance targets relating to the long-term incentives.</i></p>						
	Special Resolutions	Mgmt				
1a	Approve Fees of the Chairperson of the Board	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Shoprite Holdings Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1b	Approve Fees of the Lead Independent Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Item 1aA vote FOR this resolution is considered warranted although it is not without concern:* A significant increase was applied to the Chair fee. The main reasons for support:* The proposed fees appear to remain in line with what comparable South African companies are offering to their Chairs. Item 1bA vote AGAINST this item is warranted:* The Lead Independent Director fee stands out as excessive following a significant increase in fee. Items 1c to 1kA vote FOR these items is warranted:* The fees paid during the specified period are not considered excessive and are in line with what comparable South African companies have paid to their NEDs. No major concerns are raised.</i></p>						
1c	Approve Fees of the Non-executive Directors	Mgmt	For	For	For	No
1d	Approve Fees of the Chairperson of the Audit and Risk Committee	Mgmt	For	For	For	No
1e	Approve Fees of the Members of the Audit and Risk Committee	Mgmt	For	For	For	No
1f	Approve Fees of the Chairperson of the Remuneration Committee	Mgmt	For	For	For	No
1g	Approve Fees of the Members of the Remuneration Committee	Mgmt	For	For	For	No
1h	Approve Fees of the Chairperson of the Nomination Committee	Mgmt	For	For	For	No
1i	Approve Fees of the Members of the Nomination Committee	Mgmt	For	For	For	No
1j	Approve Fees of the Chairperson of the Social and Ethics Committee	Mgmt	For	For	For	No
1k	Approve Fees of the Members of the Social and Ethics Committee	Mgmt	For	For	For	No
2	Approve Financial Assistance to Subsidiaries, Related and Inter-related Entities	Mgmt	For	For	For	No
3	Authorise Repurchase of Issued Share Capital	Mgmt	For	For	For	No
4	Amend Memorandum of Incorporation	Mgmt	For	For	For	No

### Smiths Group Plc

**Meeting Date:** 11/16/2020

**Country:** United Kingdom

**Primary Security ID:** G82401111

**Record Date:** 11/14/2020

**Meeting Type:** Annual

**Ticker:** SMIN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Smiths Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
4	Elect Pam Cheng as Director	Mgmt	For	For	For	No
5	Elect Karin Hoeing as Director	Mgmt	For	For	For	No
6	Re-elect Sir George Buckley as Director	Mgmt	For	For	For	No
7	Re-elect Dame Ann Dowling as Director	Mgmt	For	For	For	No
8	Re-elect Tanya Fratto as Director	Mgmt	For	For	For	No
9	Re-elect William Seeger as Director	Mgmt	For	For	For	No
10	Re-elect Mark Seligman as Director	Mgmt	For	For	For	No
11	Re-elect John Shipsey as Director	Mgmt	For	For	For	No
12	Re-elect Andrew Reynolds Smith as Director	Mgmt	For	For	For	No
13	Re-elect Noel Tata as Director	Mgmt	For	For	For	No
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
15	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
21	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No

### Compagnie Financiere Richemont SA

**Meeting Date:** 11/17/2020

**Country:** Switzerland

**Primary Security ID:** H25662182

**Record Date:**

**Meeting Type:** Special

**Ticker:** CFR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Creation of CHF 24.2 Million Pool of Conditional Capital to Cover Exercise of Warrants	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Compagnie Financiere Richemont SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
2	Transact Other Business (Voting)	Mgmt	For	Against	Against	No

*Voting Policy Rationale: A vote AGAINST is warranted because:\* This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and\* The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

### Dunelm Group Plc

**Meeting Date:** 11/17/2020

**Country:** United Kingdom

**Primary Security ID:** G2935W108

**Record Date:** 11/13/2020

**Meeting Type:** Annual

**Ticker:** DNLM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Re-elect Will Adderley as Director	Mgmt	For	For	For	No
3	Re-elect Nick Wilkinson as Director	Mgmt	For	For	For	No
4	Re-elect Laura Carr as Director	Mgmt	For	For	For	No
5	Re-elect Andy Harrison as Director	Mgmt	For	For	For	No
6	Re-elect Andy Harrison as Director (Independent Shareholder Vote)	Mgmt	For	For	For	No
7	Re-elect Marion Sears as Director	Mgmt	For	For	For	No
8	Re-elect Marion Sears as Director (Independent Shareholder Vote)	Mgmt	For	For	For	No
9	Re-elect William Reeve as Director	Mgmt	For	For	For	No
10	Re-elect William Reeve as Director (Independent Shareholder Vote)	Mgmt	For	For	For	No
11	Re-elect Peter Ruis as Director	Mgmt	For	For	For	No
12	Re-elect Peter Ruis as Director (Independent Shareholder Vote)	Mgmt	For	For	For	No
13	Re-elect Ian Bull as Director	Mgmt	For	For	For	No
14	Re-elect Ian Bull as Director (Independent Shareholder Vote)	Mgmt	For	For	For	No
15	Re-elect Paula Vennells as Director	Mgmt	For	For	For	No
16	Re-elect Paula Vennells as Director (Independent Shareholder Vote)	Mgmt	For	For	For	No
17	Approve Remuneration Policy	Mgmt	For	For	For	No
18	Approve Implementation Report	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Dunelm Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
19	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
20	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
21	Authorise Issue of Equity	Mgmt	For	For	For	No
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
24	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
25	Approve 2020 Share Plan	Mgmt	For	For	For	No
26	Adopt New Articles of Association	Mgmt	For	For	For	No
27	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Shaftesbury Plc

**Meeting Date:** 11/17/2020

**Country:** United Kingdom

**Primary Security ID:** G80603106

**Record Date:** 11/13/2020

**Meeting Type:** Special

**Ticker:** SHB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Authorise Issue of Equity Pursuant to the Capital Raising	Mgmt	For	For	For	No
2	Authorise Directors to Allot Shares for Cash at a Discount to the Closing Price	Mgmt	For	For	For	No
3	Approve Issuance of Shares to Norges Pursuant to the Capital Raising	Mgmt	For	For	For	No
4	Authorise Issue of Equity without Pre-emptive Rights Pursuant to the Capital Raising	Mgmt	For	For	For	No

### SIG Plc

**Meeting Date:** 11/17/2020

**Country:** United Kingdom

**Primary Security ID:** G80797106

**Record Date:** 11/13/2020

**Meeting Type:** Special

**Ticker:** SHI

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### SIG Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Remuneration Policy	Mgmt	For	For	For	No
2	Approve Restricted Share Plan	Mgmt	For	For	For	No

### Picton Property Income Ltd.

**Meeting Date:** 11/18/2020      **Country:** Guernsey      **Primary Security ID:** G7083C101  
**Record Date:** 11/16/2020      **Meeting Type:** Annual      **Ticker:** PCTN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Ratify KPMG Channel Islands Limited as Auditors	Mgmt	For	For	For	No
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
4	Re-elect Maria Bentley as Director	Mgmt	For	For	For	No
5	Re-elect Mark Batten as Director	Mgmt	For	For	For	No
6	Re-elect Andrew Dewhirst as Director	Mgmt	For	For	For	No
7	Elect Richard Jones as Director	Mgmt	For	For	For	No
8	Re-elect Nicholas Thompson as Director	Mgmt	For	For	For	No
9	Re-elect Michael Morris as Director	Mgmt	For	For	For	No
10	Approve Remuneration Report	Mgmt	For	For	For	No
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
12	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No

### Close Brothers Group Plc

**Meeting Date:** 11/19/2020      **Country:** United Kingdom      **Primary Security ID:** G22120102  
**Record Date:** 11/17/2020      **Meeting Type:** Annual      **Ticker:** CBG

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Close Brothers Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Re-elect Mike Biggs as Director	Mgmt	For	For	For	No
6	Elect Adrian Sainsbury as Director	Mgmt	For	For	For	No
7	Re-elect Mike Morgan as Director	Mgmt	For	For	For	No
8	Re-elect Oliver Corbett as Director	Mgmt	For	For	For	No
9	Re-elect Peter Duffy as Director	Mgmt	For	For	For	No
10	Re-elect Lesley Jones as Director	Mgmt	For	For	For	No
11	Re-elect Bridget Macaskill as Director	Mgmt	For	For	For	No
12	Elect Sally Williams as Director	Mgmt	For	For	For	No
13	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise Issue of Equity in Relation to the Issue of AT1 Securities	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issue of AT1 Securities	Mgmt	For	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
21	Adopt New Articles of Association	Mgmt	For	For	For	No
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### UBS Group AG

**Meeting Date:** 11/19/2020

**Country:** Switzerland

**Primary Security ID:** H42097107

**Record Date:**

**Meeting Type:** Special

**Ticker:** UBSG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Extraordinary Dividend of USD 0.365 per Share	Mgmt	For	For	For	No
2	Transact Other Business (Voting)	Mgmt	For	Against	Against	No

*Voting Policy Rationale: A vote AGAINST is warranted because:\* This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and\* The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

### KB Financial Group, Inc.

**Meeting Date:** 11/20/2020

**Country:** South Korea

**Primary Security ID:** Y46007103

**Record Date:** 10/12/2020

**Meeting Type:** Special

**Ticker:** 105560

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Elect Yoon Jong Kyoo as Inside Director	Mgmt	For	For	For	No
2	Elect Hur Yin as Non-Independent Non-Executive Director	Mgmt	For	For	For	No
3	Elect Yun Sun-jin as Outside Director - Shareholder Proposal	SH	Against	Against	Against	No
4	Elect Ryu Young-jae as Outside Director - Shareholder Proposal	SH	Against	Against	Against	No

### Assa Abloy AB

**Meeting Date:** 11/24/2020

**Country:** Sweden

**Primary Security ID:** W0817X204

**Record Date:** 11/16/2020

**Meeting Type:** Special

**Ticker:** ASSA.B

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Open Meeting	Mgmt				
2	Elect Chairman of Meeting	Mgmt	For	For	Do Not Vote	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Assa Abloy AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3	Prepare and Approve List of Shareholders	Mgmt	For	For	Do Not Vote	No
4	Approve Agenda of Meeting	Mgmt	For	For	Do Not Vote	No
5.1	Designate Axel Martensson as Inspector of Minutes of Meeting	Mgmt	For	For	Do Not Vote	No
5.2	Designate Marianne Nilsson as Inspector of Minutes of Meeting	Mgmt	For	For	Do Not Vote	No
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	Do Not Vote	No
7	Approve Extra Dividends of SEK 1.85 Per Share	Mgmt	For	For	Do Not Vote	No
8	Close Meeting	Mgmt				

### Genus Plc

**Meeting Date:** 11/25/2020

**Country:** United Kingdom

**Primary Security ID:** G3827X105

**Record Date:** 11/23/2020

**Meeting Type:** Annual

**Ticker:** GNS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Elect Iain Ferguson as Director	Mgmt	For	For	For	No
5	Elect Alison Henriksen as Director	Mgmt	For	For	For	No
6	Re-elect Stephen Wilson as Director	Mgmt	For	For	For	No
7	Re-elect Lysanne Gray as Director	Mgmt	For	For	For	No
8	Re-elect Lykele van der Broek as Director	Mgmt	For	For	For	No
9	Re-elect Lesley Knox as Director	Mgmt	For	For	For	No
10	Re-elect Ian Charles as Director	Mgmt	For	For	For	No
11	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
12	Authorise Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Genus Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Atlas Copco AB

**Meeting Date:** 11/26/2020      **Country:** Sweden      **Primary Security ID:** W1R924161  
**Record Date:** 11/18/2020      **Meeting Type:** Special      **Ticker:** ATCO.A

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Elect Chairman of Meeting	Mgmt	For	For	Do Not Vote	No
2	Prepare and Approve List of Shareholders	Mgmt	For	For	Do Not Vote	No
3	Approve Agenda of Meeting	Mgmt	For	For	Do Not Vote	No
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	Do Not Vote	No
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	Do Not Vote	No
6	Approve Special Dividends of SEK 3.50 Per Share	Mgmt	For	For	Do Not Vote	No
7	Amend Articles Re: Editorial Changes; Collection of Proxies and Postal Voting	Mgmt	For	For	Do Not Vote	No
8	Close Meeting	Mgmt				

### Clinigen Group Plc

**Meeting Date:** 11/26/2020      **Country:** United Kingdom      **Primary Security ID:** G2R22L107  
**Record Date:** 11/24/2020      **Meeting Type:** Annual      **Ticker:** CLIN



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Clinigen Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect Peter Allen as Director	Mgmt	For	For	For	No
5	Re-elect Ian Nicholson as Director	Mgmt	For	For	For	No
6	Re-elect Anne Hyland as Director	Mgmt	For	For	For	No
7	Re-elect Alan Boyd as Director	Mgmt	For	For	For	No
8	Re-elect Shaun Chilton as Director	Mgmt	For	For	For	No
9	Re-elect Nick Keher as Director	Mgmt	For	For	For	No
10	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
12	Authorise Political Donations and Expenditure	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No

### Industrial & Commercial Bank of China Limited

Meeting Date: 11/26/2020

Country: China

Primary Security ID: Y3990B112

Record Date: 10/23/2020

Meeting Type: Special

Ticker: 1398

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	EGM BALLOT FOR HOLDERS OF H SHARES	Mgmt				
1	Approve 2021-2023 Capital Planning of ICBC	Mgmt	For	For	For	No
2	Approve Issuance of Undated Additional Tier 1 Capital Bonds	Mgmt	For	For	For	No
3	Approve Payment Plan of Remuneration to Directors for 2019	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Industrial & Commercial Bank of China Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
4	Approve Payment Plan of Remuneration to Supervisors for 2019	Mgmt	For	For	For	No

### Credit Suisse Group AG

**Meeting Date:** 11/27/2020      **Country:** Switzerland      **Primary Security ID:** H3698D419  
**Record Date:**      **Meeting Type:** Special      **Ticker:** CSGN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1 )	Approve Allocation of Income and Dividends of CHF 0.14 per Share	Mgmt	For	For	For	No
2.1 )	Additional Voting Instructions - Shareholder Proposals (Voting)	Mgmt	Against	Against	Against	No
2.2 )	Additional Voting Instructions - Board of Directors Proposals (Voting)	Mgmt	For	Against	Against	No

*Voting Policy Rationale: Votes AGAINST these items are warranted because:\* These items concern additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders (Item 2.1) or the board of directors (Item 2.2); and\* The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against these items on a precautionary basis.*

### Pernod Ricard SA

**Meeting Date:** 11/27/2020      **Country:** France      **Primary Security ID:** F72027109  
**Record Date:** 11/25/2020      **Meeting Type:** Annual/Special      **Ticker:** RI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Extraordinary Business	Mgmt				
1	Amend Articles 35 and 36 of Bylaws Re: AGM and EGM Majority Votes	Mgmt	For	For	For	No
	Ordinary Business	Mgmt				
2	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
4	Approve Allocation of Income and Dividends of EUR 2.66 per Share	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Pernod Ricard SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
5	Reelect Alexandre Ricard as Director	Mgmt	For	Against	Against	No
	<p><i>Voting Policy Rationale: * A vote FOR the election of this independent nominee is warranted in the absence of specific concerns (Item 8). * Votes FOR the reelections of Cesar Giron and Wolfgang Colberg, non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 42.9 percent vs 33.3 percent recommended; excluding employee representatives: 50.0 percent vs 50 percent recommended) and the absence of specific concerns (Items 6-7). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Alexandre Ricard (Item 5) is warranted.</i></p>					
6	Reelect Cesar Giron as Director	Mgmt	For	For	For	No
7	Reelect Wolfgang Colberg as Director	Mgmt	For	For	For	No
8	Elect Virginie Fauvel as Director	Mgmt	For	For	For	No
9	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.25 Million	Mgmt	For	For	For	No
10	Approve Compensation of Alexandre Ricard, Chairman and CEO	Mgmt	For	For	For	No
11	Approve Compensation of Corporate Officers	Mgmt	For	For	For	No
12	Approve Remuneration Policy for Alexandre Ricard, Chairman and CEO	Mgmt	For	For	For	No
13	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For	For	No
14	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For	No
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
16	Change Location of Registered Office to 5, Cours Paul Ricard, 75008 Paris and Amend Article 4 of Bylaws Accordingly	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	Mgmt	For	For	For	No
19	Amend Article 21 of Bylaws Re: Board Members Deliberation via Written Consultation	Mgmt	For	For	For	No
20	Amend Bylaws to Comply with Legal Changes	Mgmt	For	For	For	No
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Fugro NV

**Meeting Date:** 11/30/2020

**Country:** Netherlands

**Primary Security ID:** N3385Q197

**Record Date:** 11/02/2020

**Meeting Type:** Special

**Ticker:** FUR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Special Meeting Agenda	Mgmt				
1	Open Meeting	Mgmt				
2	Grant Board Authority to Issue Shares and Restrict/Exclude Preemptive Rights in Connection with the Proposed Cornerstone Placement and Rights Issue and Amend Articles of Association	Mgmt	For	For	For	No
3	Elect Sj.S. Vollebregt to Supervisory Board	Mgmt	For	For	For	No
4	Other Business (Non-Voting)	Mgmt				
5	Close Meeting	Mgmt				

### Hexagon AB

**Meeting Date:** 12/01/2020

**Country:** Sweden

**Primary Security ID:** W40063104

**Record Date:** 11/23/2020

**Meeting Type:** Special

**Ticker:** HEXA.B

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Open Meeting	Mgmt				
2	Elect Chairman of Meeting	Mgmt	For	For	Do Not Vote	No
3	Prepare and Approve List of Shareholders	Mgmt	For	For	Do Not Vote	No
4	Approve Agenda of Meeting	Mgmt	For	For	Do Not Vote	No
5.1	Designate Johannes Wingborg as Inspector of Minutes of Meeting	Mgmt	For	For	Do Not Vote	No
5.2	Designate Fredrik Skoglund as Inspector of Minutes of Meeting	Mgmt	For	For	Do Not Vote	No
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	Do Not Vote	No
7	Approve Dividends of EUR 0.62 Per Share	Mgmt	For	For	Do Not Vote	No
8	Approve Performance Share Plan for Key Employees	Mgmt	For	Against	Do Not Vote	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Hexagon AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
9	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	Do Not Vote	No
10	Close Meeting	Mgmt				

### Microsoft Corporation

**Meeting Date:** 12/02/2020      **Country:** USA      **Primary Security ID:** 594918104  
**Record Date:** 10/08/2020      **Meeting Type:** Annual      **Ticker:** MSFT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Reid G. Hoffman	Mgmt	For	For	For	No
1.2	Elect Director Hugh F. Johnston	Mgmt	For	For	For	No
1.3	Elect Director Teri L. List-Stoll	Mgmt	For	For	For	No
1.4	Elect Director Satya Nadella	Mgmt	For	For	For	No
1.5	Elect Director Sandra E. Peterson	Mgmt	For	For	For	No
1.6	Elect Director Penny S. Pritzker	Mgmt	For	For	For	No
1.7	Elect Director Charles W. Scharf	Mgmt	For	For	For	No
1.8	Elect Director Arne M. Sorenson	Mgmt	For	For	For	No
1.9	Elect Director John W. Stanton	Mgmt	For	For	For	No
1.10	Elect Director John W. Thompson	Mgmt	For	For	For	No
1.11	Elect Director Emma N. Walmsley	Mgmt	For	For	For	No
1.12	Elect Director Padmasree Warrior	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No
4	Report on Employee Representation on the Board of Directors	SH	Against	Against	Against	No

### Target Healthcare REIT Plc

**Meeting Date:** 12/02/2020      **Country:** United Kingdom      **Primary Security ID:** G8672Z105  
**Record Date:** 11/30/2020      **Meeting Type:** Annual      **Ticker:** THRL

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Target Healthcare REIT Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve the Company's Dividend Policy	Mgmt	For	For	For	No
4	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
6	Elect Alison Fyfe as Director	Mgmt	For	For	For	No
7	Re-elect Malcolm Naish as Director	Mgmt	For	For	For	No
8	Re-elect June Andrews as Director	Mgmt	For	For	For	No
9	Re-elect Gordon Coull as Director	Mgmt	For	For	For	No
10	Re-elect Tom Hutchison III as Director	Mgmt	For	For	For	No
11	Authorise Issue of Equity	Mgmt	For	For	For	No
12	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
13	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
14	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
15	Adopt New Articles of Association	Mgmt	For	Against	Against	No

*Voting Policy Rationale: A vote AGAINST this resolution is warranted because:\* The new Articles appear to provide the possibility for virtual-only shareholder meetings. While there are benefits from allowing participation at shareholder meetings via electronic means, virtual-only meetings may hinder meaningful exchanges between management and shareholders, and enable management to avoid uncomfortable questions.*

### Coloplast A/S

**Meeting Date:** 12/03/2020

**Country:** Denmark

**Primary Security ID:** K16018192

**Record Date:** 11/26/2020

**Meeting Type:** Annual

**Ticker:** COLO.B

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Report of Board	Mgmt				
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Coloplast A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3	Approve Allocation of Income	Mgmt	For	For	Do Not Vote	No
4	Approve Remuneration Report	Mgmt	For	For	Do Not Vote	No
5	Approve Remuneration of Directors in the Amount of DKK 1.35 Million for Chairman, DKK 787,500 for Deputy Chairman, and DKK 450,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	Do Not Vote	No
6.1	Approve Update of the Company's Overall Guidelines for Incentive Pay to the Executive Management	Mgmt	For	For	Do Not Vote	No
6.2.1	Amend Corporate Purpose	Mgmt	For	For	Do Not Vote	No
6.2.2	Amend Articles Re: Electronic General Meetings	Mgmt	For	Against	Do Not Vote	No
	Shareholder Proposal Submitted by AkademikerPension and LD Fonde	Mgmt				
6.3	Instruct Board to Complete an Assessment of the Ability of the Company to Publish Country-by-Country Tax Reporting in line with the Global Reporting Initiative's Standard (GRI 207: Tax 2019) starting from Financial Year 2021/22	SH	For	For	Do Not Vote	No
	Management Proposals	Mgmt				
7.1	Reelect Lars Soren Rasmussen as Director	Mgmt	For	For	Do Not Vote	No
7.2	Reelect Niels Peter Louis-Hansen as Director	Mgmt	For	For	Do Not Vote	No
7.3	Reelect Birgitte Nielsen as Director	Mgmt	For	For	Do Not Vote	No
7.4	Reelect Carsten Hellmann as Director	Mgmt	For	For	Do Not Vote	No
7.5	Reelect Jette Nygaard-Andersen as Director	Mgmt	For	For	Do Not Vote	No
7.6	Elect Marianne Wiinholt as New Director	Mgmt	For	For	Do Not Vote	No
8	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	Do Not Vote	No
9	Other Business	Mgmt				

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

## Ferguson Plc

**Meeting Date:** 12/03/2020

**Country:** Jersey

**Primary Security ID:** G3421J106

**Record Date:** 12/01/2020

**Meeting Type:** Annual

**Ticker:** FERG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this resolution is considered warranted for the following reason:* Significant bonuses have been paid, and it is not clear how the headcount reduction during the health pandemic has been taken into account, if at all, in connection with the scheme outturns.</i>						
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Elect Bill Brundage as Director	Mgmt	For	For	For	No
5	Re-elect Tessa Bamford as Director	Mgmt	For	For	For	No
6	Re-elect Geoff Drabble as Director	Mgmt	For	For	For	No
7	Re-elect Catherine Halligan as Director	Mgmt	For	For	For	No
8	Re-elect Kevin Murphy as Director	Mgmt	For	For	For	No
9	Re-elect Alan Murray as Director	Mgmt	For	For	For	No
10	Re-elect Tom Schmitt as Director	Mgmt	For	For	For	No
11	Re-elect Dr Nadia Shouraboura as Director	Mgmt	For	For	For	No
12	Re-elect Jacqueline Simmonds as Director	Mgmt	For	For	For	No
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### MJ Gleeson Plc

Meeting Date: 12/03/2020

Country: United Kingdom

Primary Security ID: G3926R108

Record Date: 12/01/2020

Meeting Type: Annual

Ticker: GLE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Re-elect Dermot Gleeson as Director	Mgmt	For	For	For	No
3	Re-elect Andrew Coppel as Director	Mgmt	For	For	For	No
4	Re-elect Fiona Goldsmith as Director	Mgmt	For	For	For	No
5	Re-elect Christopher Mills as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Item 2A vote FOR the re-election of Board Chair Dermot Gleeson is considered warranted although it is not without concerns.* He has served on the Board for 45 years and there is no intention to put a succession plan in place in the near future. The UK Code recommends that board chairs should, in general, serve a maximum of nine years in the role. Main reason for support is:* The Company undertook a board refreshment exercise during the year and has also started the search process for another NED.* The position of Senior Independent Director was recently transitioned to Andrew Coppel, who is demonstrably independent, having joined the Board in October 2019. Items 3-4 and 6-7A vote FOR these Directors is warranted as no significant concerns have been identified. Item 5A vote AGAINST the re-election of Christopher Mills is considered warranted because:* In addition to his role as NED of the Company, Christopher Mills also serves on boards of 12 other publicly listed companies, which could potentially compromise his ability to commit sufficient time to his role at MJ Gleeson Plc.</i></p>						
6	Re-elect James Thomson as Director	Mgmt	For	For	For	No
7	Re-elect Stefan Allanson as Director	Mgmt	For	For	For	No
8	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
9	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
10	Approve Remuneration Report	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted.* The Remuneration Committee exercised discretion to amend the performance targets applicable for the FY2017 LTIP, which resulted in maximum vesting of the award. While the use of such discretion is permitted under the remuneration policy, concerns are being raised on the appropriateness of its application and the lack of a compelling rationale behind this approach.* The CFO's bonus opportunity is being increased from 100% of salary to 125% of salary for FY2021, without a compelling rationale.</i></p>						
11	Authorise Issue of Equity	Mgmt	For	For	For	No
12	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
14	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Shandong Weigao Group Medical Polymer Company Limited

**Meeting Date:** 12/03/2020      **Country:** China      **Primary Security ID:** Y76810103  
**Record Date:** 11/30/2020      **Meeting Type:** Special      **Ticker:** 1066

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Purchase Framework Agreement (as Amended by the Supplemental Purchase Framework Agreement), Annual Caps and Related Transactions	Mgmt	For	For	For	No

### Shandong Weigao Group Medical Polymer Company Limited

**Meeting Date:** 12/03/2020      **Country:** China      **Primary Security ID:** Y76810103  
**Record Date:** 11/30/2020      **Meeting Type:** Special      **Ticker:** 1066

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Mandate for the Issuance of Debt Securities	Mgmt	For	Against	Against	No

*Voting Policy Rationale: A vote AGAINST this resolution is warranted given the limited disclosure regarding the proposed issuance of convertible corporate bonds.*

### Associated British Foods Plc

**Meeting Date:** 12/04/2020      **Country:** United Kingdom      **Primary Security ID:** G05600138  
**Record Date:** 12/02/2020      **Meeting Type:** Annual      **Ticker:** ABF

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Re-elect Emma Adamo as Director	Mgmt	For	For	For	No
4	Re-elect Graham Allan as Director	Mgmt	For	For	For	No
5	Re-elect John Bason as Director	Mgmt	For	For	For	No
6	Re-elect Ruth Cairnie as Director	Mgmt	For	For	For	No
7	Re-elect Wolfhart Hauser as Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Associated British Foods Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
8	Re-elect Michael McLintock as Director	Mgmt	For	For	For	No
9	Re-elect Richard Reid as Director	Mgmt	For	For	For	No
10	Re-elect George Weston as Director	Mgmt	For	For	For	No
11	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
13	Authorise Political Donations and Expenditure	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
17	Adopt New Articles of Association	Mgmt	For	For	For	No

### Hammerson Plc

**Meeting Date:** 12/04/2020      **Country:** United Kingdom      **Primary Security ID:** G4273Q164  
**Record Date:** 12/02/2020      **Meeting Type:** Special      **Ticker:** HMSO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Amend Articles of Association	Mgmt	For	For	For	No
2	Approve Enhanced Scrip Dividend Alternative	Mgmt	For	For	For	No

### Warehouse REIT Plc

**Meeting Date:** 12/04/2020      **Country:** United Kingdom      **Primary Security ID:** G94437103  
**Record Date:** 12/02/2020      **Meeting Type:** Special      **Ticker:** WHR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Acquisition of the Entire Issued Share Capital of Greenstone Property Holdings Limited	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Lloyds Banking Group Plc

**Meeting Date:** 12/07/2020      **Country:** United Kingdom      **Primary Security ID:** G5533W248  
**Record Date:**      **Meeting Type:** Bondholder      **Ticker:** LLOY

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Meeting for Holders of Bonds with ISIN XS1043552188	Mgmt				
1	Approve Extraordinary Resolution as per Meeting Notice	Mgmt	For	Refer		No

### Lloyds Banking Group Plc

**Meeting Date:** 12/07/2020      **Country:** United Kingdom      **Primary Security ID:** G5533W248  
**Record Date:**      **Meeting Type:** Bondholder      **Ticker:** LLOY

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Meeting for Holders of Bonds with ISIN XS1043552261	Mgmt				
1	Approve Extraordinary Resolution as per Meeting Notice	Mgmt	For	Refer		No

### CQS Natural Resources Growth & Income Plc

**Meeting Date:** 12/09/2020      **Country:** United Kingdom      **Primary Security ID:** G2166J107  
**Record Date:** 12/07/2020      **Meeting Type:** Annual      **Ticker:** CYN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve the Company's Dividend Policy	Mgmt	For	For	For	No
4	Re-elect Richard Prickett as Director	Mgmt	For	For	For	No
5	Re-elect Carole Cable as Director	Mgmt	For	For	For	No
6	Re-elect Christopher Casey as Director	Mgmt	For	For	For	No
7	Re-elect Alun Evans as Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### CQS Natural Resources Growth & Income Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
8	Re-elect Helen Green as Director	Mgmt	For	For	For	No
9	Reappoint BDO LLP as Auditors	Mgmt	For	For	For	No
10	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
11	Approve Continuation of Company as Investment Trust	Mgmt	For	For	For	No
12	Authorise Issue of Equity	Mgmt	For	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
14	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Haier Electronics Group Co., Ltd.

**Meeting Date:** 12/09/2020

**Country:** Bermuda

**Primary Security ID:** G42313125

**Record Date:** 12/03/2020

**Meeting Type:** Special

**Ticker:** 1169

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Reduction in the Issued Share Capital of the Company by Way of a Cancellation of Fractional Shares	Mgmt	For	For	For	No
2	Approve Scheme of Arrangement and Implementation of the Scheme, Including the Related Reduction of the Issued Share Capital of the Company, Cancellation of Share Premium of the Company and Issuance of New Shares in the Company	Mgmt	For	For	For	No

### Haier Electronics Group Co., Ltd.

**Meeting Date:** 12/09/2020

**Country:** Bermuda

**Primary Security ID:** G42313125

**Record Date:** 12/03/2020

**Meeting Type:** Court

**Ticker:** 1169

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	COURT ORDERED MEETING	Mgmt				

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Haier Electronics Group Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Scheme of Arrangement	Mgmt	For	For	For	No

### Palo Alto Networks, Inc.

**Meeting Date:** 12/09/2020      **Country:** USA      **Primary Security ID:** 697435105  
**Record Date:** 10/13/2020      **Meeting Type:** Annual      **Ticker:** PANW

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Nikesh Arora	Mgmt	For	Withhold	Withhold	No
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for all director nominees, Nikesh Arora, Carl Eschenbach, and Lorraine Twohill, for failing to address the majority withhold votes for director Asheem Chandna at the 2019 annual meeting. WITHHOLD votes are also warranted for Carl Eschenbach for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without disclosing the reason for the absences. WITHHOLD votes are further warranted for Carl Eschenbach and Lorraine Twohill, the only compensation committee members on the ballot, due to a limited degree of responsiveness to last year's failed say-on-pay proposal.</i></p>						
1b	Elect Director Carl Eschenbach	Mgmt	For	Withhold	Withhold	No
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for all director nominees, Nikesh Arora, Carl Eschenbach, and Lorraine Twohill, for failing to address the majority withhold votes for director Asheem Chandna at the 2019 annual meeting. WITHHOLD votes are also warranted for Carl Eschenbach for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without disclosing the reason for the absences. WITHHOLD votes are further warranted for Carl Eschenbach and Lorraine Twohill, the only compensation committee members on the ballot, due to a limited degree of responsiveness to last year's failed say-on-pay proposal.</i></p>						
1c	Elect Director Lorraine Twohill	Mgmt	For	Withhold	Withhold	No
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for all director nominees, Nikesh Arora, Carl Eschenbach, and Lorraine Twohill, for failing to address the majority withhold votes for director Asheem Chandna at the 2019 annual meeting. WITHHOLD votes are also warranted for Carl Eschenbach for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without disclosing the reason for the absences. WITHHOLD votes are further warranted for Carl Eschenbach and Lorraine Twohill, the only compensation committee members on the ballot, due to a limited degree of responsiveness to last year's failed say-on-pay proposal.</i></p>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, given the limited degree of responsiveness and pay-for performance concerns mentioned below. Following two years of failed say-on-pay votes, the company expanded its outreach efforts and held engagements with investors representing nearly one-third of shares outstanding. The company reconstituted most of the compensation committee and disclosed that FY21 equity grants will be 100 percent performance-based, which are improvements. However, the proxy did not disclose commitments regarding equity award magnitude, one of investors' cited concerns, and some may have expected outreach efforts to include a majority of the shareholder base. Additional pay-for-performance concerns are highlighted for the year in review. The incoming CFO received a sizable equity grant that is entirely time-based, and while the CEO did not receive additional equity grants due to the advanced timing of his and other NEOs' fiscal 2020 awards, the president and then-CFO received time-based awards in FY20. Annual incentive targets remain undisclosed, which raises concern surrounding goal rigor, and the committee made discretionary increases to payouts without a fulsome rationale of the considerations that led to the increase.</i></p>						

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Cisco Systems, Inc.

**Meeting Date:** 12/10/2020

**Country:** USA

**Primary Security ID:** 17275R102

**Record Date:** 10/12/2020

**Meeting Type:** Annual

**Ticker:** CSCO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director M. Michele Burns	Mgmt	For	For	For	No
1b	Elect Director Wesley G. Bush	Mgmt	For	For	For	No
1c	Elect Director Michael D. Capellas	Mgmt	For	For	For	No
1d	Elect Director Mark Garrett	Mgmt	For	For	For	No
1e	Elect Director Kristina M. Johnson	Mgmt	For	For	For	No
1f	Elect Director Roderick C. McGeary	Mgmt	For	For	For	No
1g	Elect Director Charles H. Robbins	Mgmt	For	For	For	No
1h	Elect Director Arun Sarin - Withdrawn	Mgmt				
1i	Elect Director Brenton L. Saunders	Mgmt	For	For	For	No
1j	Elect Director Lisa T. Su	Mgmt	For	For	For	No
2	Change State of Incorporation from California to Delaware	Mgmt	For	For	For	No
3	Amend Omnibus Stock Plan	Mgmt	For	For	For	No
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
6	Require Independent Board Chair	SH	Against	Against	Against	No

### Kernel Holding SA

**Meeting Date:** 12/10/2020

**Country:** Luxembourg

**Primary Security ID:** L5829P109

**Record Date:** 11/26/2020

**Meeting Type:** Annual

**Ticker:** KER

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Annual Meeting Agenda	Mgmt				
1	Receive and Approve Board's and Auditor's Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Kernel Holding SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3	Approve Financial Statements	Mgmt	For	For	For	No
4	Approve Dividends	Mgmt	For	For	For	No
5	Approve Discharge of Directors	Mgmt	For	For	For	No
6	Reelect Andrzej Danilczuk as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote FOR these elections of Nathalie Bachich and Sergei Shibaev is warranted because:* The nominees are elected for a period not exceeding four years;* The candidates appear to possess the necessary qualifications for board membership; and* There is no known controversy concerning the candidates.A vote FOR the election of Yevgen Osypov is warranted as he serves as the company's CEO.A vote AGAINST the elections of Andrii Verevskyi, Andrzej Danilczuk, Yuriy Kovalchuk, Victoriia Lukianenko and Anastasiia Usachova is warranted, because the nominees are non-independent, while the board lacks sufficient independence among its members.</i></p>						
7	Reelect Nathalie Bachich as Director	Mgmt	For	For	For	No
8	Reelect Sergei Shibaev as Director	Mgmt	For	For	For	No
9	Reelect Anastasiia Usachova as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote FOR these elections of Nathalie Bachich and Sergei Shibaev is warranted because:* The nominees are elected for a period not exceeding four years;* The candidates appear to possess the necessary qualifications for board membership; and* There is no known controversy concerning the candidates.A vote FOR the election of Yevgen Osypov is warranted as he serves as the company's CEO.A vote AGAINST the elections of Andrii Verevskyi, Andrzej Danilczuk, Yuriy Kovalchuk, Victoriia Lukianenko and Anastasiia Usachova is warranted, because the nominees are non-independent, while the board lacks sufficient independence among its members.</i></p>						
10	Reelect Yuriy Kovalchuk as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote FOR these elections of Nathalie Bachich and Sergei Shibaev is warranted because:* The nominees are elected for a period not exceeding four years;* The candidates appear to possess the necessary qualifications for board membership; and* There is no known controversy concerning the candidates.A vote FOR the election of Yevgen Osypov is warranted as he serves as the company's CEO.A vote AGAINST the elections of Andrii Verevskyi, Andrzej Danilczuk, Yuriy Kovalchuk, Victoriia Lukianenko and Anastasiia Usachova is warranted, because the nominees are non-independent, while the board lacks sufficient independence among its members.</i></p>						
11	Reelect Viktoriia Lukianenko as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote FOR these elections of Nathalie Bachich and Sergei Shibaev is warranted because:* The nominees are elected for a period not exceeding four years;* The candidates appear to possess the necessary qualifications for board membership; and* There is no known controversy concerning the candidates.A vote FOR the election of Yevgen Osypov is warranted as he serves as the company's CEO.A vote AGAINST the elections of Andrii Verevskyi, Andrzej Danilczuk, Yuriy Kovalchuk, Victoriia Lukianenko and Anastasiia Usachova is warranted, because the nominees are non-independent, while the board lacks sufficient independence among its members.</i></p>						
12	Reelect Yevgen Osypov as Director	Mgmt	For	For	For	No
13	Approve Remuneration of Non-Executive Directors	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST these items is warranted because:* The company does not provide individual breakdown of the proposed amounts which does not allow shareholders to assess any sign of excessiveness concerning the board remuneration;* The company has not submitted its remuneration policy to the shareholders, whereas SRD II and Luxembourg law require EU-regulated companies to hold vote on remuneration policy by the shareholders.</i></p>						
14	Approve Remuneration of Executive Directors	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST these items is warranted because:* The company does not provide individual breakdown of the proposed amounts which does not allow shareholders to assess any sign of excessiveness concerning the board remuneration;* The company has not submitted its remuneration policy to the shareholders, whereas SRD II and Luxembourg law require EU-regulated companies to hold vote on remuneration policy by the shareholders.</i></p>						



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Kernel Holding SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
15	Approve Discharge of Auditor	Mgmt	For	For	For	No
16	Renew Appointment of Deloitte as Auditor	Mgmt	For	For	For	No
17	Reelect Andrii Verevskiy as Director	Mgmt	For	Against	Against	No

*Voting Policy Rationale: A vote FOR these elections of Nathalie Bachich and Sergei Shibaev is warranted because:\* The nominees are elected for a period not exceeding four years;\* The candidates appear to possess the necessary qualifications for board membership; and\* There is no known controversy concerning the candidates.A vote FOR the election of Yevgen Osypov is warranted as he serves as the company's CEO.A vote AGAINST the elections of Andrii Verevskiy, Andrzej Danilczuk, Yuriy Kovalchuk, Victoriia Lukianenko and Anastasiia Usachova is warranted, because the nominees are non-independent, while the board lacks sufficient independence among its members.*

### Vanguard Funds plc - Vanguard FTSE North America UCITS ETF

**Meeting Date:** 12/10/2020      **Country:** Ireland      **Primary Security ID:** G9T17W202  
**Record Date:** 12/08/2020      **Meeting Type:** Annual      **Ticker:** VDNR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports and Review the Company's Affairs	Mgmt	For	For	For	No
2	Ratify PricewaterhouseCoopers as Auditors and Authorise Their Remuneration	Mgmt	For	For	For	No
3	Approve Certain Updates to the Company's Memorandum and Articles of Association	Mgmt	For	For	For	No

### Bellway Plc

**Meeting Date:** 12/11/2020      **Country:** United Kingdom      **Primary Security ID:** G09744155  
**Record Date:** 12/09/2020      **Meeting Type:** Annual      **Ticker:** BWY

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Re-elect Paul Hampden Smith as Director	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Bellway Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
6	Re-elect Jason Honeyman as Director	Mgmt	For	For	For	No
7	Re-elect Keith Adey as Director	Mgmt	For	For	For	No
8	Re-elect Denise Jagger as Director	Mgmt	For	For	For	No
9	Re-elect Jill Caseberry as Director	Mgmt	For	For	For	No
10	Re-elect Ian McHoul as Director	Mgmt	For	For	For	No
11	Appoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
18	Adopt New Articles of Association	Mgmt	For	For	For	No

### iShares VII plc - iShares Core S&P 500 UCITS ETF

**Meeting Date:** 12/11/2020

**Country:** Ireland

**Primary Security ID:** G4955H110

**Record Date:** 12/09/2020

**Meeting Type:** Annual

**Ticker:** SXR8

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For		No
2	Ratify Deloitte as Auditors	Mgmt	For	For		No
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For		No
4	Re-elect Ros O'Shea as Director	Mgmt	For	For		No
5	Re-elect Jessica Irschick as Director	Mgmt	For	For		No
6	Re-elect Barry O'Dwyer as Director	Mgmt	For	For		No
7	Re-elect Paul McGowan as Director	Mgmt	For	For		No
8	Re-elect Paul McNaughton as Director	Mgmt	For	For		No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### iShares VII plc - iShares Core S&P 500 UCITS ETF

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
9	Re-elect Deirdre Somers as Director	Mgmt	For	For		No
10	Re-elect Teresa O'Flynn as Director	Mgmt	For	For		No

### Medtronic plc

**Meeting Date:** 12/11/2020      **Country:** Ireland      **Primary Security ID:** G5960L103  
**Record Date:** 10/15/2020      **Meeting Type:** Annual      **Ticker:** MDT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Richard H. Anderson	Mgmt	For	For	For	No
1b	Elect Director Craig Arnold	Mgmt	For	For	For	No
1c	Elect Director Scott C. Donnelly	Mgmt	For	For	For	No
1d	Elect Director Andrea J. Goldsmith	Mgmt	For	For	For	No
1e	Elect Director Randall J. Hogan, III	Mgmt	For	For	For	No
1f	Elect Director Michael O. Leavitt	Mgmt	For	For	For	No
1g	Elect Director James T. Lenehan	Mgmt	For	For	For	No
1h	Elect Director Kevin E. Lofton	Mgmt	For	For	For	No
1i	Elect Director Geoffrey S. Martha	Mgmt	For	For	For	No
1j	Elect Director Elizabeth G. Nabel	Mgmt	For	For	For	No
1k	Elect Director Denise M. O'Leary	Mgmt	For	For	For	No
1l	Elect Director Kendall J. Powell	Mgmt	For	For	For	No
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For	No
5	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	Mgmt	For	For	For	No
6	Authorize Overseas Market Purchases of Ordinary Shares	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Eurocash SA

**Meeting Date:** 12/15/2020      **Country:** Poland      **Primary Security ID:** X2382S106  
**Record Date:** 11/29/2020      **Meeting Type:** Special      **Ticker:** EUR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Open Meeting	Mgmt				
2	Acknowledge Proper Convening of Meeting	Mgmt				
3	Elect Meeting Chairman	Mgmt	For	For	Do Not Vote	No
4	Prepare List of Shareholders	Mgmt				
5	Approve Agenda of Meeting	Mgmt	For	For	Do Not Vote	No
6	Approve Merger by Absorption with Mila Holding SA	Mgmt	For	For	Do Not Vote	No
7	Close Meeting	Mgmt				

### BR MALLS Participacoes SA

**Meeting Date:** 12/17/2020      **Country:** Brazil      **Primary Security ID:** P1908S102  
**Record Date:**      **Meeting Type:** Special      **Ticker:** BRML3

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Amend Articles	Mgmt	For	For	Do Not Vote	No
2	Approve Share Matching Plan	Mgmt	For	For	Do Not Vote	No
3	Approve Restricted Stock Plan	Mgmt	For	For	Do Not Vote	No
4	Authorize Board to Increase the Number of Shares Granted under the Performance Shares Plan in 2020 and 2021	Mgmt	For	Against	Do Not Vote	No

### IQGeo Group Plc

**Meeting Date:** 12/18/2020      **Country:** United Kingdom      **Primary Security ID:** G4939N100  
**Record Date:** 12/16/2020      **Meeting Type:** Special      **Ticker:** IQG

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### IQGeo Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Authorise Issue of Equity in Connection with the Placing and Subscription	Mgmt	For	For	For	No
2	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Placing and Subscription	Mgmt	For	For	For	No

### ZTE Corporation

**Meeting Date:** 12/21/2020      **Country:** China      **Primary Security ID:** Y0004F105  
**Record Date:** 12/15/2020      **Meeting Type:** Special      **Ticker:** 763

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	EGM BALLOT FOR HOLDERS OF H SHARES	Mgmt				
1.00	Approve Fulfillment of Criteria for the Acquisition of Assets by Issuance of Shares and Ancillary Fund-Raising	Mgmt	For	For	For	No
	RESOLUTIONS IN RELATION TO THE COMPANY'S PLAN FOR THE ACQUISITION OF ASSETS BY ISSUANCE OF SHARES AND ANCILLARY FUND-RAISING	Mgmt				
2.01	Approve General Plan	Mgmt	For	For	For	No
	RESOLUTIONS IN RELATION TO THE ACQUISITION OF ASSETS BY ISSUANCE OF SHARES	Mgmt				
2.02	Approve Counterparties	Mgmt	For	For	For	No
2.03	Approve Target Assets	Mgmt	For	For	For	No
2.04	Approve Transaction Price of the Target Assets	Mgmt	For	For	For	No
2.05	Approve Method of Payment	Mgmt	For	For	For	No
2.06	Approve Class and Par Value of Shares to be Issued	Mgmt	For	For	For	No
2.07	Approve Place of Listing	Mgmt	For	For	For	No
2.08	Approve Issue Price and Pricing Principles	Mgmt	For	For	For	No
2.09	Approve Proposal in Relation to the Adjustment of Issue Price	Mgmt	For	For	For	No
2.10	Approve Number of Shares to be Issued	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### ZTE Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
2.11	Approve Lock-up Period Arrangement	Mgmt	For	For	For	No
2.12	Approve Arrangement for the Retained Undistributed Profits	Mgmt	For	For	For	No
2.13	Approve Validity Period of the Resolution	Mgmt	For	For	For	No
	RESOLUTIONS IN RELATION TO THE ANCILLARY FUND-RAISING	Mgmt				
2.14	Approve Class and Par Value of Shares to be Issued	Mgmt	For	For	For	No
2.15	Approve Place of Listing	Mgmt	For	For	For	No
2.16	Approve Target Subscribers	Mgmt	For	For	For	No
2.17	Approve Method of Issuance and Method of Subscription	Mgmt	For	For	For	No
2.18	Approve Issue Price and Pricing Principles	Mgmt	For	For	For	No
2.19	Approve Total Amount of the Ancillary Fund-Raising and Number of Shares to be Issued	Mgmt	For	For	For	No
2.20	Approve Lock-up Period Arrangement	Mgmt	For	For	For	No
2.21	Approve Use of the Ancillary Funds-Raising	Mgmt	For	For	For	No
2.22	Approve Arrangement for the Retained Undistributed Profits	Mgmt	For	For	For	No
2.23	Approve Validity Period of the Resolution	Mgmt	For	For	For	No
3.00	Approve Report on Acquisition of Assets by Issuance of Shares and Ancillary Fund-Raising of ZTE Corporation (Draft) (Revised Version)	Mgmt	For	For	For	No
4.00	Approve Resolution on the Transaction not Constituting a Connected Transaction	Mgmt	For	For	For	No
5.00	Approve Resolution on the Transaction not Constituting a Major Asset Restructuring	Mgmt	For	For	For	No
6.00	Approve Article 13 of the Administrative Measures for the Major Asset Restructuring of Listed Companies	Mgmt	For	For	For	No
7.00	Approve Compliance with Articles 11 and 43 of the Administrative Measures for the Major Asset Restructuring of Listed Companies	Mgmt	For	For	For	No
8.00	Approve Compliance with Article 4 of the Regulations on Certain Issues Concerning the Regulation of Major Asset Restructuring of Listed Companies	Mgmt	For	For	For	No
9.00	Approve Conditional Agreement	Mgmt	For	For	For	No
10.00	Approve Conditional Supplemental Agreement	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### ZTE Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
11.00	Approve Statement of Completeness and Compliance of Statutory Procedures Performed in Relation to the Transaction and the Validity of the Submission of Legal Documents	Mgmt	For	For	For	No
12.00	Approve Statement of Principals Involved in the Transaction not being Subject to Article 13 of the Interim Provisions on Strengthening Regulation over Unusual Trading in Stocks relating to Major Asset Restructuring of Listed Companies	Mgmt	For	For	For	No
13.00	Approve Shares Price Fluctuation under Article 5 of the Notice on the Regulation of Information Disclosure by Listed Companies and Acts of Relevant Parties	Mgmt	For	For	For	No
14.00	Approve Audit Report, the Pro Forma Review Report and the Asset Valuation Report	Mgmt	For	For	For	No
15.00	Approve Independence of the Appraisal Institution, the Reasonableness of the Appraisal Assumptions, the Relevance between the Appraisal Method and the Appraisal Objectives and the Fairness of the Appraisal Consideration	Mgmt	For	For	For	No
16.00	Approve Statement of the Basis for, and Reasonableness and Fairness of, the Consideration for the Transaction	Mgmt	For	For	For	No
17.00	Approve Analysis on Dilution on Returns for the Current Period and Remedial Measures and the Relevant Undertakings in Relation to the Transaction	Mgmt	For	For	For	No
18.00	Authorize Board to Deal with All Matters in Relation to the Transaction	Mgmt	For	For	For	No

### easyJet Plc

**Meeting Date:** 12/23/2020

**Country:** United Kingdom

**Primary Security ID:** G3030S109

**Record Date:** 12/21/2020

**Meeting Type:** Annual

**Ticker:** EZJ

#### Meeting Notes:

Item 9: Following a discussion with the company we decided to vote for the director. Whilst the Wirecard scandal was extremely serious the individual concerned had been a recently appointed there to help address the issues at the company.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No

## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### easyJet Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Re-elect John Barton as Director	Mgmt	For	For	For	No
5	Re-elect Johan Lundgren as Director	Mgmt	For	For	For	No
6	Re-elect Andrew Findlay as Director	Mgmt	For	For	For	No
7	Re-elect Dr Andreas Bierwirth as Director	Mgmt	For	For	For	No
8	Re-elect Catherine Bradley as Director	Mgmt	For	For	For	No
9	Re-elect Dr Anastassia Lauterbach as Director	Mgmt	For	Abstain	For	Yes
10	Re-elect Nick Leeder as Director	Mgmt	For	For	For	No
11	Re-elect Julie Southern as Director	Mgmt	For	For	For	No
12	Elect Sheikh Mansurah Tal-At Mannings as Director	Mgmt	For	For	For	No
13	Elect David Robbie as Director	Mgmt	For	For	For	No
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
16	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
20	Adopt New Articles of Association	Mgmt	For	For	For	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

### Informa Plc

**Meeting Date:** 12/23/2020

**Country:** United Kingdom

**Primary Security ID:** G4770L106

**Record Date:** 12/21/2020

**Meeting Type:** Special

**Ticker:** INF

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	This Meeting is Originally Scheduled on 18 December 2020	Mgmt				



## Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

### Informa Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Remuneration Policy	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this resolution is considered warranted for the following reason:* The Company is replacing performance shares and the deferred portion of the bonus with restricted shares. The quantum of the total package is raised as a concern, given the increased certainty of reward and in the context of recent shareholder votes on previous iterations of the remuneration policy.</i>						
2	Adopt the Informa Equity Revitalisation Plan	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this resolution is considered warranted for the following reason:* The Company is replacing performance shares and the deferred portion of the bonus with restricted shares. The quantum of the total package is raised as a concern, given the increased certainty of reward and in the context of recent shareholder votes on previous iterations of the remuneration policy.</i>						