

# VOTE SUMMARY REPORT

REPORTING PERIOD: 01/01/2021 to 12/31/2021

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION ACCOUNTS

## Voting Statistics

	Total	Percent
Votable Meetings	711	
Meetings Voted	657	92.41%
Meetings with One or More Votes Against Management	263	36.99%
Votable Ballots	3710	
Ballots Voted	3459	93.23%

Note: A meeting is votable when one or more ballots are eligible to vote at the meeting, and differences in votable meetings and ballots occurs when multiple ballots are available to vote for the same meeting.

	Management Proposals		Shareholder Proposals		All Proposals	
	Total	Percent	Total	Percent	Total	Percent
Votable Proposals	10877		314		11191	
Proposals Voted	9802	90.12% +	279	88.85%	10081	90.08%
FOR Votes	9331	85.79% +	188	59.87%	9519	85.06%
AGAINST Votes	420	3.86% +	90	28.66%	510	4.56%
ABSTAIN Votes	15	0.14% +	0	0.00%	15	0.13%
WITHHOLD Votes	29	0.27% +	1	0.32%	30	0.27%
Votes WITH Management	9371	86.15%	117	37.26%	9488	84.78%
Votes AGAINST Management	431	3.96%	162	51.59%	593	5.30%

Note: Instructions of Do Not Vote are not considered voted; Frequency on Pay votes of 1, 2 or 3 Years are only reflected statistically, where applicable, but present in the underlying detail; and in cases of different votes submitted across ballots for a given meeting, votes cast are distinctly counted by type per proposal where total votes submitted may be higher than unique proposals voted.

## Proposal Statistics

	Votable Proposals		Proposals Voted		Votes Against Management		
	Total	Percent	Total	Percent	Total	Percent	
M A N A G E M E N T	Preferred/Bondholder	56	0.51%	0	0.00%	0	0.00%
	Routine/Business	2342	21.53%	2031	18.67%	42	0.39%
	Directors Related	5473	50.32%	4901	45.06%	155	1.43%
	Capitalization	1424	13.09%	1374	12.63%	45	0.41%
	Reorg. and Mergers	86	0.79%	85	0.78%	5	0.05%
	Non-Salary Comp.	1239	11.39%	1161	10.67%	175	1.61%
	Antitakeover Related	212	1.95%	211	1.94%	8	0.07%
	Miscellaneous	25	0.23%	25	0.23%	0	0.00%
	Other/Misc	20	0.18%	14	0.13%	1	0.01%
	Social Proposal	0	0.00%	0	0.00%	0	0.00%
	Director Election	0	0.00%	0	0.00%	0	0.00%
	Directors Related II	0	0.00%	0	0.00%	0	0.00%
	Compensation	0	0.00%	0	0.00%	0	0.00%
<b>Total</b>	<b>10877</b>	<b>100.00%</b>	<b>9802</b>	<b>90.12%</b>	<b>431</b>	<b>3.96%</b>	
S H A R E H O L D E R	SH-Routine/Business	35	11.15%	29	9.24%	17	5.41%
	SH-Dirs' Related	99	31.53%	93	29.62%	61	19.43%
	SH-Corp Governance	21	6.69%	21	6.69%	7	2.23%
	SH-Soc./Human Rights	6	1.91%	6	1.91%	2	0.64%
	SH-Compensation	17	5.41%	16	5.10%	5	1.59%
	SH-Gen Econ Issues	1	0.32%	1	0.32%	1	0.32%
	SH-Health/Environ.	53	16.88%	36	11.46%	19	6.05%
	SH-Other/misc.	71	22.61%	67	21.34%	43	13.69%
	SH-Social Proposal	11	3.50%	10	3.18%	7	2.23%
<b>Total</b>	<b>314</b>	<b>100.00%</b>	<b>279</b>	<b>88.85%</b>	<b>162</b>	<b>51.59%</b>	

## Primary Health Properties Plc \$

**Meeting Date:** 01/04/2021

**Country:** United Kingdom

**Ticker:** PHP

**Record Date:** 12/30/2020

**Meeting Type:** Special

**Primary Security ID:** G7240B186

**Voting Policy:** ISS

**Shares Voted:** 1,265,224

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Matters Relating to the Acquisition by the Company of the Entire Issued Share Capital of Nexus Tradeco Holdings Limited	Mgmt	For	For	No
2	Adopt New Articles of Association	Mgmt	For	For	No

## BIM Birlesik Magazalar AS

**Meeting Date:** 01/06/2021

**Country:** Turkey

**Ticker:** BIMAS

**Record Date:**

**Meeting Type:** Special

**Primary Security ID:** M2014F102

**Voting Policy:** ISS

**Shares Voted:** 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Special Meeting Agenda	Mgmt			
1	Open Meeting, Elect Presiding Council of Meeting and Authorize Presiding Council to Sign Meeting Minutes	Mgmt	For	Do Not Vote	No
2	Approve Special Dividend	Mgmt	For	Do Not Vote	No
3	Receive Information on Share Repurchase Program	Mgmt			
4	Wishes and Close Meeting	Mgmt			

## Cairn Energy Plc

**Meeting Date:** 01/08/2021

**Country:** United Kingdom

**Ticker:** CNE

**Record Date:** 01/06/2021

**Meeting Type:** Special

**Primary Security ID:** G17528269

**Voting Policy:** ISS

**Shares Voted:** 1,410,807

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Special Dividend and Share Consolidation	Mgmt	For	For	No
2	Amend 2017 Long Term Incentive Plan	Mgmt	For	For	No

**Meeting Date:** 01/12/2021

**Country:** France

**Ticker:** SW

**Record Date:** 01/08/2021

**Meeting Type:** Annual

**Primary Security ID:** F84941123

**Voting Policy:** ISS

**Shares Voted:** 4,690

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	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 Sophie Bellon as Director	Mgmt	For	For	No
5	Reelect Nathalie Bellon-Szabo as Director	Mgmt	For	For	No
6	Reelect Francoise Brouher as Director	Mgmt	For	For	No
7	Elect Federico J Gonzalez Tejera as Director	Mgmt	For	For	No
8	Renew Appointment of KPMG as Auditor	Mgmt	For	For	No
9	Approve Compensation Reports of Corporate Officers	Mgmt	For	For	No
10	Approve Compensation of Sophie Bellon, Chairman of the Board	Mgmt	For	For	No
11	Approve Compensation of Denis Machuel, CEO	Mgmt	For	For	No
12	Approve Remuneration Policy of Directors	Mgmt	For	For	No
13	Approve Remuneration Policy for Chairman of the Board	Mgmt	For	For	No
14	Approve Remuneration Policy for CEO	Mgmt	For	For	No
15	Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Mgmt	For	For	No
16	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	No

## Future Plc

**Meeting Date:** 01/14/2021

**Country:** United Kingdom

**Ticker:** FUTR

**Record Date:** 01/12/2021

**Meeting Type:** Special

**Primary Security ID:** G37005132

**Voting Policy:** ISS

**Shares Voted:** 45,593

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Matters Relating to the Acquisition of Goco Group Plc	Mgmt	For	For	No

## Micron Technology, Inc. \$

**Meeting Date:** 01/14/2021

**Country:** USA

**Ticker:** MU

**Record Date:** 11/18/2020

**Meeting Type:** Annual

**Primary Security ID:** 595112103

**Voting Policy:** ISS

**Shares Voted:** 85,973

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Richard M. Beyer	Mgmt	For	For	No
1b	Elect Director Lynn A. Dugle	Mgmt	For	For	No
1c	Elect Director Steven J. Gomo	Mgmt	For	For	No
1d	Elect Director Mary Pat McCarthy	Mgmt	For	For	No
1e	Elect Director Sanjay Mehrotra	Mgmt	For	For	No
1f	Elect Director Robert E. Switz	Mgmt	For	For	No
1g	Elect Director MaryAnn Wright	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Amend Omnibus Stock Plan	Mgmt	For	For	No
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No

## ConocoPhillips

**Meeting Date:** 01/15/2021

**Country:** USA

**Ticker:** COP

**Record Date:** 12/11/2020

**Meeting Type:** Special

**Primary Security ID:** 20825C104

**Voting Policy:** ISS

**Shares Voted:** 45,731

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Issue Shares in Connection with Merger	Mgmt	For	For	No

## RSA Insurance Group Plc

**Meeting Date:** 01/18/2021

**Country:** United Kingdom

**Ticker:** RSA

**Record Date:** 01/14/2021

**Meeting Type:** Special

**Primary Security ID:** G7705H157

**Voting Policy:** ISS

**Shares Voted:** 34,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Matters Relating to the Recommended Cash Acquisition of RSA Insurance Group plc by Regent Bidco Limited	Mgmt	For	For	No

## RSA Insurance Group Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
2	Approve Re-registration of the Company as a Private Limited Company by the Name of RSA Insurance Group Limited; Adopt New Articles of Association	Mgmt	For	For	No

## RSA Insurance Group Plc

**Meeting Date:** 01/18/2021      **Country:** United Kingdom      **Ticker:** RSA  
**Record Date:** 01/14/2021      **Meeting Type:** Court  
**Primary Security ID:** G7705H157

**Voting Policy:** ISS

**Shares Voted:** 34,200

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

## Tracsis Plc

**Meeting Date:** 01/19/2021      **Country:** United Kingdom      **Ticker:** TRCS  
**Record Date:** 01/15/2021      **Meeting Type:** Annual  
**Primary Security ID:** G90029102

**Voting Policy:** ISS

**Shares Voted:** 934,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Appoint Grant Thornton UK LLP as Auditors	Mgmt	For	For	No
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
5	Re-elect Lisa Charles-Jones as Director	Mgmt	For	For	No
6	Re-elect Macdonald Andrade as Director	Mgmt	For	For	No
7	Authorise Issue of Equity	Mgmt	For	For	No
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
9	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No

# Costco Wholesale Corporation \$

**Meeting Date:** 01/21/2021

**Country:** USA

**Ticker:** COST

**Record Date:** 11/12/2020

**Meeting Type:** Annual

**Primary Security ID:** 22160K105

**Voting Policy:** ISS

**Shares Voted:** 29,793

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Susan L. Decker	Mgmt	For	For	No
1.2	Elect Director Kenneth D. Denman	Mgmt	For	For	No
1.3	Elect Director Richard A. Galanti	Mgmt	For	For	No
1.4	Elect Director W. Craig Jelinek	Mgmt	For	For	No
1.5	Elect Director Sally Jewell	Mgmt	For	For	No
1.6	Elect Director Charles T. Munger	Mgmt	For	For	No
1.7	Elect Director Jeffrey S. Raikes	Mgmt	For	For	No
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No

# Intuit Inc.

**Meeting Date:** 01/21/2021

**Country:** USA

**Ticker:** INTU

**Record Date:** 11/23/2020

**Meeting Type:** Annual

**Primary Security ID:** 461202103

**Voting Policy:** ISS

**Shares Voted:** 9,750

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Eve Burton	Mgmt	For	For	No
1b	Elect Director Scott D. Cook	Mgmt	For	For	No
1c	Elect Director Richard L. Dalzell	Mgmt	For	For	No
1d	Elect Director Sasan K. Goodarzi	Mgmt	For	For	No
1e	Elect Director Deborah Liu	Mgmt	For	For	No
1f	Elect Director Tekedra Mawakana	Mgmt	For	For	No
1g	Elect Director Suzanne Nora Johnson	Mgmt	For	For	No
1h	Elect Director Dennis D. Powell	Mgmt	For	For	No
1i	Elect Director Brad D. Smith	Mgmt	For	For	No
1j	Elect Director Thomas Szkutak	Mgmt	For	For	No
1k	Elect Director Raul Vazquez	Mgmt	For	For	No
1l	Elect Director Jeff Weiner	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No

## Intuit Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For +	For	No

## Melrose Industries Plc

**Meeting Date:** 01/21/2021      **Country:** United Kingdom      **Ticker:** MRO  
**Record Date:** 01/19/2021      **Meeting Type:** Special  
**Primary Security ID:** G5973J178

**Voting Policy:** ISS

**Shares Voted:** 6,606,584

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Employee Share Plan	Mgmt	For +	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is considered warranted:* While a cap on the number of shares that can be awarded has been introduced, the incentive plan continues to provide for high levels of reward which are tied to a single, market-related performance metric; and* The scheme mechanics are complex, with less clear line-of-sight on the potential value being offered to the participants as compared to typical equity incentive schemes. +</i>					
2 +	Approve Amendments to the Remuneration Policy	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the proposed amendments is considered warranted:* While a cap on the number of shares that can be awarded has been introduced, the incentive plan continues to provide for high levels of reward which are tied to a single, market-related performance metric; and* The scheme mechanics are complex, with less clear line-of-sight on the potential value being offered to the participants as compared to typical equity incentive schemes.</i>					

## Cineworld Group Plc

**Meeting Date:** 01/25/2021      **Country:** United Kingdom      **Ticker:** CINE  
**Record Date:** 01/23/2021      **Meeting Type:** Special  
**Primary Security ID:** G219AH100

**Voting Policy:** ISS

**Shares Voted:** 463,213

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Remuneration Policy	Mgmt	For +	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is considered warranted:* This scheme will provide a large block award to executives that is linked only to share price performance, vesting in full if share price returns broadly to pre-pandemic levels within three years.* The quantum of the award raises significant concerns, as do the share price targets, given that the Company's share price performance is largely contingent upon external factors outside of the executives' control.* On a change in control, the default treatment is for awards to vest without any apparent reference to performance. +</i>					
2 +	Approve Long Term Incentive Plan	Mgmt	For	Against	Yes

## Becton, Dickinson and Company

**Meeting Date:** 01/26/2021      **Country:** USA      **Ticker:** BDX  
**Record Date:** 12/07/2020      **Meeting Type:** Annual  
**Primary Security ID:** 075887109

Voting Policy: ISS

Shares Voted: 60,231

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Catherine M. Burzik	Mgmt	For	For	No
1b	Elect Director R. Andrew Eckert	Mgmt	For	For	No
1c	Elect Director Vincent A. Forlenza	Mgmt	For	For	No
1d	Elect Director Claire M. Fraser	Mgmt	For	For	No
1e	Elect Director Jeffrey W. Henderson	Mgmt	For	For	No
1f	Elect Director Christopher Jones	Mgmt	For	For	No
1g	Elect Director Marshall O. Larsen	Mgmt	For	For	No
1h	Elect Director David F. Melcher	Mgmt	For	For	No
1i	Elect Director Thomas E. Polen	Mgmt	For	For	No
1j	Elect Director Claire Pomeroy	Mgmt	For	For	No
1k	Elect Director Rebecca W. Rimel	Mgmt	For	For	No
1l	Elect Director Timothy M. Ring	Mgmt	For	For	No
1m	Elect Director Bertram L. Scott	Mgmt	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. As a result of the impact of the pandemic, certain NEOs, other than the CEO, received one-time grants of stock appreciation rights following the end of the fiscal year to offset a portion of the lower value of recently earned or in-flight performance shares. The use of one-time awards as a replacement for forfeited or underperforming performance-based awards is problematic and sufficient mitigating factors have not been identified.</i></p>					
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	Yes

*Voting Policy Rationale: A vote FOR this proposal is warranted as a lower threshold would enhance the current shareholder right to call special meetings.*

Visa Inc.

Meeting Date: 01/26/2021

Country: USA

Ticker: V

Record Date: 11/27/2020

Meeting Type: Annual

Primary Security ID: 92826C839

Voting Policy: ISS

Shares Voted: 15,812

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Lloyd A. Carney	Mgmt	For	For	No
1b	Elect Director Mary B. Cranston	Mgmt	For	For	No
1c	Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	For	For	No
1d	Elect Director Alfred F. Kelly, Jr.	Mgmt	For	For	No



## Visa Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1e	Elect Director Ramon Laguarta	Mgmt	For	For	No
1f	Elect Director John F. Lundgren	Mgmt	For	For	No
1g	Elect Director Robert W. Matschullat	Mgmt	For	For	No
1h	Elect Director Denise M. Morrison	Mgmt	For	For	No
1i	Elect Director Suzanne Nora Johnson	Mgmt	For	For	No
1j	Elect Director Linda J. Rendle	Mgmt	For	For	No
1k	Elect Director John A. C. Swainson	Mgmt	For	For	No
1l	Elect Director Maynard G. Webb, Jr.	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	No
4	Amend Omnibus Stock Plan	Mgmt	For	For	No
5	Provide Holders of At Least 15% Class A Common Stock Right to Call Special Meeting	Mgmt	For	For	No
6	Provide Right to Act by Written Consent	SH	Against	For	Yes
<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 Principles of Executive Compensation Program	SH	Against	Against	No

## Life Healthcare Group Holdings Ltd.

**Meeting Date:** 01/27/2021

**Country:** South Africa

**Ticker:** LHC

**Record Date:** 01/22/2021

**Meeting Type:** Annual

**Primary Security ID:** S4682C100

**Voting Policy:** ISS

**Shares Voted:** 185,905

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Resolutions	Mgmt			
1	Reappoint Deloitte & Touche (Deloitte) as Auditors with Bongisipho Nyembe as the Individual Designated Auditor	Mgmt	For	For	No
2.1	Re-elect Marian Jacobs as Director	Mgmt	For	For	No
2.2	Elect Victor Lithakanyane as Director	Mgmt	For	For	No
2.3	Re-elect Audrey Mothupi as Director	Mgmt	For	For	No
2.4	Re-elect Mahlape Sello as Director	Mgmt	For	For	No
2.5	Re-elect Royden Vice as Director	Mgmt	For	For	No
2.6	Elect Peter Wharton-Hood as Director	Mgmt	For	For	No
3.1	Re-elect Peter Golesworthy as Chairman of the Audit Committee	Mgmt	For	For	No

## Life Healthcare Group Holdings Ltd. \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
3.2 +	Re-elect Audrey Mothupi as Member of the Audit Committee	Mgmt	For	For	No
3.3 +	Re-elect Garth Solomon as Member of the Audit Committee	Mgmt	For	For	No
3.4 +	Re-elect Royden Vice as Member of the Audit Committee	Mgmt	For	For	No
4.1 +	Approve Remuneration Policy	Mgmt	For	For	No
4.2 +	Approve Remuneration Implementation Report	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted.* Certain payments were made during the year to account for the impact of COVID-19 on Group performance, sizes of which are not accompanied by compelling rationale. Such payments were made in a year of overall negative shareholder and employee experience.</i></p>					
5	Authorise Ratification of Approved Resolutions	Mgmt	For	For	No
	Special Resolutions	Mgmt			
1	Approve Non-executive Directors' Remuneration	Mgmt	For	For	No
2	Approve Financial Assistance in Terms of Sections 44 and 45 of the Companies Act	Mgmt	For	For	No
3	Authorise Repurchase of Issued Share Capital	Mgmt	For	For	No

## Marston's Plc

**Meeting Date:** 01/27/2021      **Country:** United Kingdom      **Ticker:** MARS  
**Record Date:** 01/25/2021      **Meeting Type:** Annual  
**Primary Security ID:** G5852L104

**Voting Policy:** ISS

**Shares Voted:** 14,999,401

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Re-elect Andrew Andrea as Director	Mgmt	For	For	No
4	Re-elect Carolyn Bradley as Director	Mgmt	For	For	No
5	Re-elect Ralph Findlay as Director	Mgmt	For	For	No
6	Re-elect Bridget Lea as Director	Mgmt	For	For	No
7	Re-elect Octavia Morley as Director	Mgmt	For	For	No
8	Re-elect Matthew Roberts as Director	Mgmt	For	For	No
9	Re-elect William Rucker as Director	Mgmt	For	For	No
10	Reappoint KPMG LLP as Auditors	Mgmt	For	For	No
11	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No

## Marston's Plc

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

## Air Products and Chemicals, Inc.

Meeting Date: 01/28/2021

Country: USA

Ticker: APD

Record Date: 11/30/2020

Meeting Type: Annual

Primary Security ID: 009158106

Voting Policy: ISS

Shares Voted: 2,423

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

## Britvic Plc

Meeting Date: 01/28/2021

Country: United Kingdom

Ticker: BVIC

Record Date: 01/26/2021

Meeting Type: Annual

Primary Security ID: G17387104

Voting Policy: ISS

Shares Voted: 3,239,572

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

## Britvic Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
3	Approve Remuneration Policy	Mgmt	For	For	No
4	Approve Remuneration Report	Mgmt	For	For	No
5	Amend Performance Share Plan	Mgmt	For	For	No
6	Amend Executive Share Option Plan	Mgmt	For	For	No
7	Re-elect John Daly as Director	Mgmt	For	For	No
8	Re-elect Simon Litherland as Director	Mgmt	For	For	No
9	Re-elect Joanne Wilson as Director	Mgmt	For	For	No
10	Re-elect Suniti Chauhan as Director	Mgmt	For	For	No
11	Re-elect Sue Clark as Director	Mgmt	For	For	No
12	Re-elect William Eccleshare as Director	Mgmt	For	For	No
13	Re-elect Ian McHoul as Director	Mgmt	For	For	No
14	Re-elect Euan Sutherland as Director	Mgmt	For	For	No
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	No
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
17	Authorise EU Political Donations and Expenditure	Mgmt	For	For	No
18	Authorise Issue of Equity	Mgmt	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
23	Approve Matters Relating to the Distributable Reserves Amendment	Mgmt	None	For	No

## Kerry Group Plc

**Meeting Date:** 01/28/2021

**Country:** Ireland

**Ticker:** KRZ

**Record Date:** 01/26/2021

**Meeting Type:** Special

**Primary Security ID:** G52416107

**Voting Policy:** ISS

**Shares Voted:** 14,581

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Migration of the Participating Securities to Euroclear Bank's Central Securities Depository	Mgmt	For	For	No
2	Amend Articles of Association	Mgmt	For	For	No

## Kerry Group Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
3	Authorise Company to Take All Actions to Implement the Migration	Mgmt	For	For	No

## OSB Group Plc

**Meeting Date:** 01/28/2021      **Country:** United Kingdom      **Ticker:** OSB  
**Record Date:** 01/26/2021      **Meeting Type:** Special  
**Primary Security ID:** G6S36L101

**Voting Policy:** ISS

**Shares Voted:** 727,042

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Capital Reduction	Mgmt	For	For	No

## RDI REIT Plc

**Meeting Date:** 01/28/2021      **Country:** Isle of Man      **Ticker:** RDI  
**Record Date:** 01/26/2021      **Meeting Type:** Annual  
**Primary Security ID:** G7392E103

**Voting Policy:** ISS

**Shares Voted:** 622,280

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Re-elect Gavin Tipper as Director	Mgmt	For	Abstain	Yes

*Voting Policy Rationale: Item 3An ABSTENTION on the re-election of Gavin Tipper is warranted because:\* 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.It is however noted that Gavin Tipper intends to retire from the Board at the 2022 AGM.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 4-8A vote FOR the election/re-election of Susan (Sue) Ford, Elizabeth (Liz) Peace, Matthew Parrott, Stephen Oakenfull and Donald Grant is warranted as no significant concerns have been identified.*

4	Re-elect Sue Ford as Director	Mgmt	For	For	No
5	Re-elect Elizabeth Peace as Director	Mgmt	For	For	No
6	Elect Matthew Parrott as Director	Mgmt	For	For	No
7	Elect Stephen Oakenfull as Director	Mgmt	For	For	No
8	Re-elect Donald Grant as Director	Mgmt	For	For	No
9	Reappoint KPMG LLP as Auditors	Mgmt	For	For	No
10	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
11	Authorise Issue of Equity	Mgmt	For	For	No

## RDI REIT Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
12	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
14	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
15	Adopt New Articles of Association	Mgmt	For	For	No

## Walgreens Boots Alliance, Inc.

**Meeting Date:** 01/28/2021      **Country:** USA      **Ticker:** WBA  
**Record Date:** 11/30/2020      **Meeting Type:** Annual  
**Primary Security ID:** 931427108

**Voting Policy:** ISS

**Shares Voted:** 61,544

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Jose E. Almeida	Mgmt	For	For	No
1b	Elect Director Janice M. Babiak	Mgmt	For	For	No
1c	Elect Director David J. Brailer	Mgmt	For	For	No
1d	Elect Director William C. Foote	Mgmt	For	For	No
1e	Elect Director Ginger L. Graham	Mgmt	For	For	No
1f	Elect Director Valerie B. Jarrett	Mgmt	For	For	No
1g	Elect Director John A. Lederer	Mgmt	For	For	No
1h	Elect Director Dominic P. Murphy	Mgmt	For	For	No
1i	Elect Director Stefano Pessina	Mgmt	For	For	No
1j	Elect Director Nancy M. Schlichting	Mgmt	For	For	No
1k	Elect Director James A. Skinner	Mgmt	For	For	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company's supplemental filing provides additional information on the company's rationale for FY20 pay adjustments. However, the modification to yield payouts despite failure to achieve threshold performance may be viewed as counter to a pay-for-performance philosophy, especially in the context of negative short- and long-term shareholder returns. While annual incentives remained below target after the committee's discretionary adjustments, closing-cycle PSUs were deemed earned slightly above target. Investors have indicated that increases to long-term incentive payouts, particularly for performance cycles ending in 2020, are generally viewed as problematic. Meanwhile, overall equity awards to NEOs other than the CEO were majority time-based in FY20, and the lack of disclosed STI results and forward-looking LTI targets inhibits an assessment of goal rigor.</i></p>					
4	Approve Omnibus Stock Plan	Mgmt	For	For	No

## Walgreens Boots Alliance, Inc. \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
5	Require Independent Board Chair	SH	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. While the company's supplemental filing states that the current board structure and governance practices promote "effective, independent Board oversight", the company has underperformed industry-group peers over the short and long term, and significant concerns are raised with respect to the board's administration of the compensation program. 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.</i></p>					
6	Report on Health Risks of Continued In-Store Tobacco Sales in the Age of COVID 2021	SH	Against	Against	No

## Avon Rubber Plc

**Meeting Date:** 01/29/2021      **Country:** United Kingdom      **Ticker:** AVON  
**Record Date:** 01/27/2021      **Meeting Type:** Annual  
**Primary Security ID:** G06860103

**Voting Policy:** ISS

**Shares Voted:** 147,897

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because:* The salaries of the CEO and the CFO will be increased by 22% and 23%, respectively, in FY2021. Concerns are exacerbated by the fact that the maximum award levels under the bonus scheme and the LTI will be increased under the proposed remuneration policy. Together with the significant increases in maximum variable remuneration, the salary increases will result to a significant increase in the executives' total remuneration. Further, it is noted that the salaries of the CEO and the CFO have also been increased in recent years.</i></p>					
3	Approve Remuneration Policy	Mgmt	For	For	No
4	Approve Final Dividend	Mgmt	For	For	No
5	Re-elect Chloe Ponsonby as Director	Mgmt	For	For	No
6	Re-elect Paul McDonald as Director	Mgmt	For	For	No
7	Re-elect Nick Keveth as Director	Mgmt	For	For	No
8	Elect Bruce Thompson as Director	Mgmt	For	For	No
9	Elect Bindi Foyle as Director	Mgmt	For	For	No
10	Elect Victor Chavez as Director	Mgmt	For	For	No
11	Reappoint KPMG LLP as Auditors	Mgmt	For	For	No
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
13	Authorise EU Political Donations and Expenditure	Mgmt	For	For	No
14	Adopt New Articles of Association	Mgmt	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No

## Avon Rubber Plc

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

## Hollywood Bowl Group Plc

**Meeting Date:** 01/29/2021      **Country:** United Kingdom      **Ticker:** BOWL  
**Record Date:** 01/27/2021      **Meeting Type:** Annual  
**Primary Security ID:** G45655100

**Voting Policy:** ISS

**Shares Voted:** 6,761,014

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is considered because:* The Remuneration Committee has exercised its discretion to retrospectively reduce the performance period attached to the 2018 LTIP award, in turn increasing the vest from nil to 81%.</i>					
3	Re-elect Nick Backhouse as Director	Mgmt	For	For	No
4	Re-elect Peter Boddy as Director	Mgmt	For	For	No
5	Re-elect Stephen Burns as Director	Mgmt	For	For	No
6	Re-elect Laurence Keen as Director	Mgmt	For	For	No
7	Re-elect Ivan Schofield as Director	Mgmt	For	For	No
8	Re-elect Claire Tiney as Director	Mgmt	For	For	No
9	Reappoint KPMG LLP as Auditors	Mgmt	For	For	No
10	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
11	Authorise Issue of Equity	Mgmt	For	For	No
12	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
14	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No



# Yoma Strategic Holdings Ltd. \$

Meeting Date: 01/29/2021

Country: Singapore

Ticker: Z59

Record Date:

Meeting Type: Annual

Primary Security ID: Y9841J113

Voting Policy: ISS

Shares Voted: 692,027

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	No
2	Approve Directors' Fees from April 1, 2020 to September 30, 2020	Mgmt	For	For	No
3	Approve Directors' Fees for the Financial Year Ending September 30, 2021	Mgmt	For	For	No
4	Approve Grant of Awards and Issuance of Shares to Independent Directors Under the Yoma Performance Share Plan	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The company could be considered a mature company, and the limit under Yoma PSP, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital. * Performance conditions and vesting periods have not been disclosed. * The directors eligible to receive awards under the Yoma PSP are involved in its administration.</i></p>					
5	Elect Serge Pun @ Them Wai as Director	Mgmt	For	For	No
6	Elect Pun Chi Yam Cyrus as Director	Mgmt	For	For	No
7	Elect Wong Su Yen as Director	Mgmt	For	For	No
8	Elect Fernando Miranda Zobel de Ayala as Director	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST the election of Fernando Zobel de Ayala is warranted given that he serves on a total of more than six public company boards. In the absence of any known issues concerning other nominees, a vote FOR these nominees is warranted.</i></p>					
9	Elect Annie Koh as Director	Mgmt	For	For	No
10	Approve Nexia TS Public Accounting Corporation as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	No
11	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because the issuance request without preemptive rights exceeds the recommended limit.</i></p>					
12	Approve Grant of Options and Issuance of Shares Pursuant to the Yoma Strategic Holdings Employee Share Option Scheme 2012	Mgmt	For	Against	Yes
<p><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 YSH ESOS 2012, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital. * YSH ESOS 2012 permits stock options to be issued with an exercise price at a discount to the current market price. * Performance conditions have not been disclosed. * The directors eligible to receive options under the YSH ESOS 2012 are involved in its administration.</i></p>					
13	Approve Issuance of Shares Under the Yoma Performance Share Plan	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The company could be considered a mature company, and the limit under Yoma PSP, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital. * Performance conditions and vesting periods have not been disclosed. * The directors eligible to receive awards under the Yoma PSP are involved in its administration.</i></p>					
14	Approve Mandate for Interested Person Transactions	Mgmt	For	For	No

## TP ICAP Plc \$

**Meeting Date:** 02/01/2021

**Country:** United Kingdom

**Ticker:** TCAP

**Record Date:** 01/28/2021

**Meeting Type:** Special

**Primary Security ID:** G8984B101

**Voting Policy:** ISS

**Shares Voted:** 542,055

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Matters Relating to the Acquisition of Liquidnet Holdings, Inc.	Mgmt	For	For	No

## TP ICAP Plc

**Meeting Date:** 02/01/2021

**Country:** United Kingdom

**Ticker:** TCAP

**Record Date:** 01/28/2021

**Meeting Type:** Court

**Primary Security ID:** G8984B101

**Voting Policy:** ISS

**Shares Voted:** 542,055

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

## TP ICAP Plc

**Meeting Date:** 02/01/2021

**Country:** United Kingdom

**Ticker:** TCAP

**Record Date:** 01/28/2021

**Meeting Type:** Special

**Primary Security ID:** G8984B101

**Voting Policy:** ISS

**Shares Voted:** 542,055

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Matters Relating to the Introduction of a New Holding Company	Mgmt	For	For	No
2	Amend Articles of Association	Mgmt	For	For	No
3	Approve Reduction of Capital	Mgmt	For	For	No

## Emerson Electric Co.

**Meeting Date:** 02/02/2021

**Country:** USA

**Ticker:** EMR

**Record Date:** 11/24/2020

**Meeting Type:** Annual

**Primary Security ID:** 291011104

## Emerson Electric Co. \$

Voting Policy: ISS

Shares Voted: 60,888

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Mark A. Blinn	Mgmt	For	For	No
1.2	Elect Director Arthur F. Golden	Mgmt	For	For	No
1.3	Elect Director Candace Kendle	Mgmt	For	For	No
1.4	Elect Director James S. Turley	Mgmt	For	For	No
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No

## Nuance Communications, Inc.

Meeting Date: 02/02/2021

Country: USA

Ticker: NUAN

Record Date: 12/10/2020

Meeting Type: Annual

Primary Security ID: 67020Y100

Voting Policy: ISS

Shares Voted: 31,832

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Mark Benjamin	Mgmt	For	For	No
1.2	Elect Director Daniel Brennan	Mgmt	For	For	No
1.3	Elect Director Lloyd Carney	Mgmt	For	For	No
1.4	Elect Director Thomas Ebling	Mgmt	For	For	No
1.5	Elect Director Robert Finocchio	Mgmt	For	For	No
1.6	Elect Director Laura S. Kaiser	Mgmt	For	For	No
1.7	Elect Director Michal Katz	Mgmt	For	For	No
1.8	Elect Director Mark Laret	Mgmt	For	For	No
1.9	Elect Director Sanjay Vaswani	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify BDO USA, LLP as Auditors	Mgmt	For	For	No
4	Provide Right to Act by Written Consent	SH	Against	For	Yes

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

## Rockwell Automation, Inc.

Meeting Date: 02/02/2021

Country: USA

Ticker: ROK

Record Date: 12/07/2020

Meeting Type: Annual

Primary Security ID: 773903109

Voting Policy: ISS

Shares Voted: 10,798

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
A1	Elect Director William P. Gipson	Mgmt	For	For	No
A2	Elect Director J. Phillip Holloman	Mgmt	For	For	No
A3	Elect Director Steven R. Kalmanson	Mgmt	For	For	No
A4	Elect Director Lawrence D. Kingsley	Mgmt	For	For	No
A5	Elect Director Lisa A. Payne	Mgmt	For	For	No
B	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
C	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	No

Accenture plc

Meeting Date: 02/03/2021

Country: Ireland

Ticker: ACN

Record Date: 12/07/2020

Meeting Type: Annual

Primary Security ID: G1151C101

Voting Policy: ISS

Shares Voted: 58,130

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Jaime Ardila	Mgmt	For	For	No
1b	Elect Director Herbert Hainer	Mgmt	For	For	No
1c	Elect Director Nancy McKinstry	Mgmt	For	For	No
1d	Elect Director Beth E. Mooney	Mgmt	For	For	No
1e	Elect Director Gilles C. Pelisson	Mgmt	For	For	No
1f	Elect Director Paula A. Price	Mgmt	For	For	No
1g	Elect Director Venkata (Murthy) Renduchintala	Mgmt	For	For	No
1h	Elect Director David Rowland	Mgmt	For	For	No
1i	Elect Director Arun Sarin	Mgmt	For	For	No
1j	Elect Director Julie Sweet	Mgmt	For	For	No
1k	Elect Director Frank K. Tang	Mgmt	For	For	No
1l	Elect Director Tracey T. Travis	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	No
4	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	No
5	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	Mgmt	For	For	No

## Accenture plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
6	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	No

## Codemasters Group Holdings Plc

**Meeting Date:** 02/03/2021      **Country:** United Kingdom      **Ticker:** CDM  
**Record Date:** 02/01/2021      **Meeting Type:** Court  
**Primary Security ID:** G2252A101

**Voting Policy:** ISS

**Shares Voted:** 121,961

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

## Codemasters Group Holdings Plc

**Meeting Date:** 02/03/2021      **Country:** United Kingdom      **Ticker:** CDM  
**Record Date:** 02/01/2021      **Meeting Type:** Special  
**Primary Security ID:** G2252A101

**Voting Policy:** ISS

**Shares Voted:** 121,961

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Matters Relating to the Acquisition of Codemasters Group Holdings plc by Codex Games Limited	Mgmt	For	For	No

## Imperial Brands Plc

**Meeting Date:** 02/03/2021      **Country:** United Kingdom      **Ticker:** IMB  
**Record Date:** 02/01/2021      **Meeting Type:** Annual  
**Primary Security ID:** G4720C107

**Voting Policy:** ISS

**Shares Voted:** 1,590,230

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted.* CEO Stefan Bomhard's salary rate is significantly increased (+12.7%) relative to his predecessor, and the Company has not provided a compelling explanation to justify this.</i>					
3	Approve Remuneration Policy	Mgmt	For	For	No
4	Approve International Sharesave Plan	Mgmt	For	For	No

## Imperial Brands Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
5	Approve Long Term Incentive Plan	Mgmt	For	For	No
6	Approve Deferred Share Bonus Plan	Mgmt	For	For	No
7	Approve Final Dividend	Mgmt	For	For	No
8	Elect Stefan Bomhard as Director	Mgmt	For	For	No
9	Re-elect Susan Clark as Director	Mgmt	For	For	No
10	Re-elect Therese Esperdy as Director	Mgmt	For	For	No
11	Elect Alan Johnson as Director	Mgmt	For	For	No
12	Elect Robert Kunze-Concewitz as Director	Mgmt	For	For	No
13	Re-elect Simon Langelier as Director	Mgmt	For	For	No
14	Elect Pierre-Jean Sivignon as Director	Mgmt	For	For	No
15	Re-elect Steven Stanbrook as Director	Mgmt	For	For	No
16	Re-elect Jonathan Stanton as Director	Mgmt	For	For	No
17	Re-elect Oliver Tant as Director	Mgmt	For	For	No
18	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	No
19	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
20	Authorise EU Political Donations and Expenditure	Mgmt	For	For	No
21	Authorise Issue of Equity	Mgmt	For	For	No
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Siemens AG

**Meeting Date:** 02/03/2021

**Country:** Germany

**Ticker:** SIE

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** D69671218

**Voting Policy:** ISS

**Shares Voted:** 55,545

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Management Proposals	Mgmt			
1	Receive Financial Statements and Statutory Reports for Fiscal 2019/20 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 3.50 per Share	Mgmt	For	For	No
3.1	Approve Discharge of Management Board Member Joe Kaeser for Fiscal 2019/20	Mgmt	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
3.2	Approve Discharge of Management Board Member Roland Busch for Fiscal 2019/20	Mgmt	For	For	No
3.3	Approve Discharge of Management Board Member Lisa Davis (until Feb. 29, 2020) for Fiscal 2019/20	Mgmt	For	For	No
3.4	Approve Discharge of Management Board Member Klaus Helmrich for Fiscal 2019/20	Mgmt	For	For	No
3.5	Approve Discharge of Management Board Member Janina Kugel (until Jan. 31, 2020) for Fiscal 2019/20	Mgmt	For	For	No
3.6	Approve Discharge of Management Board Member Cedrik Neike for Fiscal 2019/20	Mgmt	For	For	No
3.7	Approve Discharge of Management Board Member Michael Sen (until March 31, 2020) for Fiscal 2019/20	Mgmt	For	For	No
3.8	Approve Discharge of Management Board Member Ralf Thomas for Fiscal 2019/20	Mgmt	For	For	No
4.1	Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal 2019/20	Mgmt	For	For	No
4.2	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal 2019/20	Mgmt	For	For	No
4.3	Approve Discharge of Supervisory Board Member Werner Wenning for Fiscal 2019/20	Mgmt	For	For	No
4.4	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal 2019/20	Mgmt	For	For	No
4.5	Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal 2019/20	Mgmt	For	For	No
4.6	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal 2019/20	Mgmt	For	For	No
4.7	Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal 2019/20	Mgmt	For	For	No
4.8	Approve Discharge of Supervisory Board Member Robert Kensbock (until Sep. 25, 2020) for Fiscal 2019/20	Mgmt	For	For	No
4.9	Approve Discharge of Supervisory Board Member Harald Kern for Fiscal 2019/20	Mgmt	For	For	No
4.10	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal 2019/20	Mgmt	For	For	No
4.11	Approve Discharge of Supervisory Board Member Nicola Leibinger-Kammueler for Fiscal 2019/20	Mgmt	For	For	No
4.12	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal 2019/20	Mgmt	For	For	No
4.13	Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal 2019/20	Mgmt	For	For	No
4.14	Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal 2019/20	Mgmt	For	For	No
4.15	Approve Discharge of Supervisory Board Member Nemat Shafik for Fiscal 2019/20	Mgmt	For	For	No

## Siemens AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4.16	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal 2019/20	Mgmt	For	For	No
4.17	Approve Discharge of Supervisory Board Member Michael Sigmund for Fiscal 2019/20	Mgmt	For	For	No
4.18	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal 2019/20	Mgmt	For	For	No
4.19	Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal 2019/20	Mgmt	For	For	No
4.20	Approve Discharge of Supervisory Board Member Gunnar Zukunft for Fiscal 2019/20	Mgmt	For	For	No
5	Ratify Ernst & Young GmbH as Auditors for Fiscal 2020/21	Mgmt	For	For	No
6.1	Elect Grazia Vittadini to the Supervisory Board	Mgmt	For	For	No
6.2	Elect Kasper Rorsted to the Supervisory Board	Mgmt	For	For	No
6.3	Reelect Jim Snabe to the Supervisory Board	Mgmt	For	For	No
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	No
8	Approve Creation of EUR 90 Million Pool of Capital for Employee Stock Purchase Plan	Mgmt	For	For	No
9	Amend Affiliation Agreement with Siemens Bank GmbH	Mgmt	For	For	No
	Shareholder Proposal Submitted by Verein von Belegschaftsaktionären in der Siemens AG, e.V., Munich	Mgmt			
10	Amend Articles Re: Allow Shareholder Questions during the Virtual Meeting	SH	Against	For	Yes

*Voting Policy Rationale: A vote FOR this proposal is warranted because the proposed article amendment would have a positive impact on shareholder rights.*

## Compass Group Plc

**Meeting Date:** 02/04/2021

**Country:** United Kingdom

**Ticker:** CPG

**Record Date:** 02/02/2021

**Meeting Type:** Annual

**Primary Security ID:** G23296208

**Voting Policy:** ISS

**Shares Voted:** 5,276,191

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



## Compass Group Plc \$

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

## Lenovo Group Limited

**Meeting Date:** 02/04/2021

**Country:** Hong Kong

**Ticker:** 992

**Record Date:** 01/29/2021

**Meeting Type:** Special

**Primary Security ID:** Y5257Y107

**Voting Policy:** ISS

**Shares Voted:** 353,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Proposed Issuance and Admission of Chinese Depositary Receipts ("CDRs") and the Specific Mandate	Mgmt	For	For	No
2	Authorize Board and Its Authorized Persons to Deal With All Matters in Relation to the Proposed Issuance and Admission of CDRs	Mgmt	For	For	No
3	Approve Plan for Distribution of Profits Accumulated and Undistributed Before the Proposed Issuance and Admission of CDRs	Mgmt	For	For	No

## Lenovo Group Limited \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4	Approve Price Stabilization Plan of CDRs for Three Years After the Proposed Issuance and Admission of CDRs	Mgmt	For	For	No
5	Approve Dividend Return Plan for Shareholders for Three Years After the Proposed Issuance and Admission of CDRs	Mgmt	For	For	No
6	Approve Use of Proceeds from the Proposed Issuance and Admission of CDRs	Mgmt	For	For	No
7	Approve Risk Alert Regarding Dilution of Immediate Return by the Public Offering of CDRs and Relevant Recovery Measures	Mgmt	For	For	No
8	Approve Binding Measures on Non-Performance of Relevant Undertakings in Connection with the Proposed Issuance and Admission of CDRs	Mgmt	For	For	No
9	Adopt Rules and Procedures Regarding General Meetings of Shareholders	Mgmt	For	For	No
10	Adopt Rules and Procedures Regarding Meetings of Board of Directors	Mgmt	For	For	No
11	Amend Articles of Association and Adopt Amended and Restated Articles of Association	Mgmt	For	For	No

## The Sage Group Plc

**Meeting Date:** 02/04/2021

**Country:** United Kingdom

**Ticker:** SGE

**Record Date:** 02/02/2021

**Meeting Type:** Annual

**Primary Security ID:** G7771K142

**Voting Policy:** ISS

**Shares Voted:** 4,633,074

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Final Dividend	Mgmt	For	For	No
4	Elect Sangeeta Anand as Director	Mgmt	For	For	No
5	Elect Irana Wasti as Director	Mgmt	For	For	No
6	Re-elect Sir Donald Brydon as Director	Mgmt	For	For	No
7	Re-elect Dr John Bates as Director	Mgmt	For	For	No
8	Re-elect Jonathan Bewes as Director	Mgmt	For	For	No
9	Re-elect Annette Court as Director	Mgmt	For	For	No
10	Re-elect Drummond Hall as Director	Mgmt	For	For	No
11	Re-elect Steve Hare as Director	Mgmt	For	For	No
12	Re-elect Jonathan Howell as Director	Mgmt	For	For	No

## The Sage Group Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
13	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	No
14	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
15	Authorise Political Donations and Expenditure	Mgmt	For	For	No
16	Amend Discretionary Share Plan	Mgmt	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
22	Adopt New Articles of Association	Mgmt	For	For	No

## Brewin Dolphin Holdings Plc

**Meeting Date:** 02/05/2021

**Country:** United Kingdom

**Ticker:** BRW

**Record Date:** 02/03/2021

**Meeting Type:** Annual

**Primary Security ID:** G1338M113

**Voting Policy:** ISS

**Shares Voted:** 3,408,061

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Appoint Ernst & Young LLP as Auditors	Mgmt	For	For	No
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
4	Approve Remuneration Report	Mgmt	For	For	No
5	Elect Toby Strauss as Director	Mgmt	For	For	No
6	Elect Robin Beer as Director	Mgmt	For	For	No
7	Re-elect Siobhan Boylan as Director	Mgmt	For	For	No
8	Elect Charles Ferry as Director	Mgmt	For	For	No
9	Re-elect Ian Dewar as Director	Mgmt	For	For	No
10	Elect Phillip Monks as Director	Mgmt	For	For	No
11	Re-elect Caroline Taylor as Director	Mgmt	For	For	No
12	Re-elect Michael Kellard as Director	Mgmt	For	For	No
13	Approve Final Dividend	Mgmt	For	For	No

## Brewin Dolphin Holdings Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
14	Authorise EU Political Donations and Expenditure	Mgmt	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
20	Adopt New Articles of Association	Mgmt	For	For	No

## On The Beach Group Plc

**Meeting Date:** 02/05/2021

**Country:** United Kingdom

**Ticker:** OTB

**Record Date:** 02/03/2021

**Meeting Type:** Annual

**Primary Security ID:** G6754C101

**Voting Policy:** ISS

**Shares Voted:** 4,850,929

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Re-elect Richard Pennycook as Director	Mgmt	For	For	No
4	Re-elect Simon Cooper as Director	Mgmt	For	For	No
5	Elect Shaun Morton as Director	Mgmt	For	For	No
6	Re-elect David Kelly as Director	Mgmt	For	For	No
7	Re-elect Elaine O'Donnell as Director	Mgmt	For	For	No
8	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	No
9	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
10	Authorise Issue of Equity	Mgmt	For	For	No
11	Authorise EU Political Donations and Expenditure	Mgmt	For	For	No
12	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
14	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No

## On The Beach Group Plc \$

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

## CRH Plc

**Meeting Date:** 02/09/2021      **Country:** Ireland      **Ticker:** CRH  
**Record Date:** 02/07/2021      **Meeting Type:** Special  
**Primary Security ID:** G25508105

**Voting Policy:** ISS

**Shares Voted:** 584,317

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Migration of the Migrating Shares to Euroclear Bank's Central Securities Depository	Mgmt	For	For	No
2	Adopt New Articles of Association	Mgmt	For	For	No
3	Authorise Company to Take All Actions to Implement the Migration	Mgmt	For	For	No
4	Adopt New Articles of Association Re: Article 51(d)	Mgmt	For	For	No
5	Approve Capital Reorganisation	Mgmt	For	For	No
6	Amend Articles of Association	Mgmt	For	For	No

## Future Plc

**Meeting Date:** 02/10/2021      **Country:** United Kingdom      **Ticker:** FUTR  
**Record Date:** 02/08/2021      **Meeting Type:** Annual  
**Primary Security ID:** G37005132

**Voting Policy:** ISS

**Shares Voted:** 26,202

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Final Dividend	Mgmt	For	For	No
3	Approve Remuneration Policy	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the remuneration policy is warranted because:* There is an absence of sufficiently compelling rationale for the retentive or motivational effects of the VCP for the Executive Directors and other participants; and* The quantum available for the Executive Directors is considered to be excessive.</i>					
4	Approve Remuneration Report	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted for the following reasons:* The CEO's salary has been increased by c. 21% for FY2021, largely in light of the Company's increased size. It is noted that the size of the Company has been artificially increased through a number of bolt-on acquisitions rather than through organic growth. There is an absence of sufficiently compelling rationale to support the increase. In addition, a significant level of dissent was recorded at the 2020 AGM following a significant salary increase for the then CFO.</i>					
5	Elect Richard Huntingford as Director	Mgmt	For	For	No

## Future Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
6	Re-elect Zillah Byng-Thorne as Director	Mgmt	For	For	No
7	Elect Rachel Addison as Director	Mgmt	For	For	No
8	Elect Meredith Amdur as Director	Mgmt	For	For	No
9	Elect Mark Brooker as Director	Mgmt	For	For	No
10	Re-elect Hugo Drayton as Director	Mgmt	For	For	No
11	Re-elect Rob Hattrell as Director	Mgmt	For	For	No
12	Re-elect Alan Newman as Director	Mgmt	For	For	No
13	Appoint Deloitte LLP as Auditors	Mgmt	For	For	No
14	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	No
16	Authorise EU Political Donations and Expenditure	Mgmt	For	For	No
17	Approve US Employee Stock Purchase Plan	Mgmt	For	For	No
18	Approve Value Creation Plan	Mgmt	For	Against	Yes

*Voting Policy Rationale: A vote AGAINST the proposed VCP is warranted because:\* There is an absence of sufficiently compelling rationale for the retentive or motivational effects of the scheme for the Executive Directors and other participants; and\* The quantum available for the Executive Directors is considered excessive.*

19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
22	Adopt New Articles of Association	Mgmt	For	For	No

## Grainger Plc

**Meeting Date:** 02/10/2021

**Country:** United Kingdom

**Ticker:** GRI

**Record Date:** 02/08/2021

**Meeting Type:** Annual

**Primary Security ID:** G40432117

**Voting Policy:** ISS

**Shares Voted:** 1,640,936

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Final Dividend	Mgmt	For	For	No
4	Re-elect Mark Clare as Director	Mgmt	For	For	No
5	Re-elect Helen Gordon as Director	Mgmt	For	For	No

## Grainger Plc \$

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

## RWS Holdings Plc

**Meeting Date:** 02/10/2021

**Country:** United Kingdom

**Ticker:** RWS

**Record Date:** 02/08/2021

**Meeting Type:** Annual

**Primary Security ID:** G7734E126

**Voting Policy:** ISS

**Shares Voted:** 4,292,454

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The CFO received a significant salary increase during the year under review which was not accompanied with a compelling rationale in the annual report; * The profit targets under the annual bonus were not met. However, the Remuneration Committee exercised discretion and granted bonuses to the executives to recognise their work on the recent acquisitions. * The specific targets under the annual bonus and the LTI are not disclosed in the annual report, which impedes analysis on whether targets are sufficiently stretching.</i></p>					
3	Approve Final Dividend	Mgmt	For	For	No

## RWS Holdings Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4	Re-elect Andrew Brode as Director	Mgmt	For	Abstain	Yes
<p><i>Voting Policy Rationale: Item 4An ABSTENTION on the re-election of Andrew Brode is warranted because:* He is the Executive Chair and is currently a member of the Remuneration Committee, which is not in line with UK best practice recommendations; and* 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.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 to 9A vote FOR the election/re-election of Richard Thompson, Desmond Glass, Lara Boro, Frances Earl and David Clayton is warranted because no significant concerns have been identified.Item 10A vote FOR the re-election of Gordon Stuart is warranted, although it is not without concern because:* He is Chair of the Audit Committee, and the aggregate level of non-audit fees paid during the year exceeds the audit fees for the third consecutive year.Mitigating, the main reason for support is:* This is the first year that he is held responsible for the overseeing matters relating to the audit of the Company and the external auditors. This will be kept under review.</i></p>					
5	Re-elect Richard Thompson as Director	Mgmt	For	For	No
6	Re-elect Desmond Glass as Director	Mgmt	For	For	No
7	Re-elect Lara Boro as Director	Mgmt	For	For	No
8	Elect Frances Earl as Director	Mgmt	For	For	No
9	Elect David Clayton as Director	Mgmt	For	For	No
10	Elect Gordon Stuart as Director	Mgmt	For	For	No
11	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
17	Adopt New Articles of Association	Mgmt	For	For	No

## Siemens Energy AG

**Meeting Date:** 02/10/2021

**Country:** Germany

**Ticker:** ENR

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** D6T47E106

**Voting Policy:** ISS

**Shares Voted:** 35,240

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal 2019/20 (Non-Voting)	Mgmt			
2	Approve Discharge of Management Board for Fiscal 2019/20	Mgmt	For	For	No
3	Approve Discharge of Supervisory Board for Fiscal 2019/20	Mgmt	For	For	No



## Siemens Energy AG \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4	Ratify Ernst & Young GmbH as Auditors for Fiscal 2020/21	Mgmt	For	For	No
5.1	Elect Christine Bortenlaenger to the Supervisory Board	Mgmt	For	For	No
5.2	Elect Sigmar Gabriel to the Supervisory Board	Mgmt	For	For	No
5.3	Elect Joe Kaeser to the Supervisory Board	Mgmt	For	For	No
5.4	Elect Hubert Lienhard to the Supervisory Board	Mgmt	For	For	No
5.5	Elect Hildegard Mueller to the Supervisory Board	Mgmt	For	For	No
5.6	Elect Laurence Mulliez to the Supervisory Board	Mgmt	For	For	No
5.7	Elect Matthias Rebellius to the Supervisory Board	Mgmt	For	For	No
5.8	Elect Ralf Thomas to the Supervisory Board	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: ISS recommends a vote AGAINST the election of Ralf Thomas to the supervisory board (Item 5.8) because he is non-independent and is currently the chair of the audit committee. Moreover, ISS has highlighted the election of Joe Kaeser (Item 5.3) for shareholder attention, given his executive role at Siemens Energy's former parent company and his resultant classification as a non-independent director, considering that he would, if elected, stand for election as chair of the supervisory board.</i></p>					
5.9	Elect Geisha Williams to the Supervisory Board	Mgmt	For	For	No
5.10	Elect Randy Zwirn to the Supervisory Board	Mgmt	For	For	No
6	Approve Remuneration Policy for the Management Board	Mgmt	For	For	No
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	No

## Cerence Inc.

**Meeting Date:** 02/11/2021      **Country:** USA      **Ticker:** CRNC  
**Record Date:** 12/16/2020      **Meeting Type:** Annual  
**Primary Security ID:** 156727109

**Voting Policy:** ISS

**Shares Voted:** 925

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Sanjay Jha	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST compensation committee members Sanjay Jha and Alfred (Al) Nietzel is warranted, in the absence of a say-on-pay proposal, due to the downwards adjustments to performance goals under both the short- and long-term incentive programs, combined with the near maximum payouts, which is problematic.</i></p>					
1.2	Elect Director Alfred Nietzel	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST compensation committee members Sanjay Jha and Alfred (Al) Nietzel is warranted, in the absence of a say-on-pay proposal, due to the downwards adjustments to performance goals under both the short- and long-term incentive programs, combined with the near maximum payouts, which is problematic.</i></p>					
2	Ratify BDO USA, LLP as Auditors	Mgmt	For	For	No

## Euromoney Institutional Investor Plc \$

**Meeting Date:** 02/11/2021

**Country:** United Kingdom

**Ticker:** ERM

**Record Date:** 02/09/2021

**Meeting Type:** Annual

**Primary Security ID:** G31556122

**Voting Policy:** ISS

**Shares Voted:** 697,629

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Final Dividend	Mgmt	For	For	No
4	Re-elect Leslie Van de Walle as Director	Mgmt	For	For	No
5	Re-elect Andrew Rashbass as Director	Mgmt	For	For	No
6	Re-elect Wendy Pallot as Director	Mgmt	For	For	No
7	Re-elect Jan Babiak as Director	Mgmt	For	For	No
8	Re-elect Colin Day as Director	Mgmt	For	For	No
9	Re-elect Imogen Joss as Director	Mgmt	For	For	No
10	Re-elect Tim Pennington as Director	Mgmt	For	For	No
11	Re-elect Lorna Tilbian as Director	Mgmt	For	For	No
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	No
15	Approve Remuneration Policy	Mgmt	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
19	Adopt New Articles of Association	Mgmt	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Nielsen Holdings Plc

**Meeting Date:** 02/11/2021

**Country:** United Kingdom

**Ticker:** NLSN

**Record Date:** 12/23/2020

**Meeting Type:** Special

**Primary Security ID:** G6518L108

## Nielsen Holdings Plc \$

Voting Policy: ISS

Shares Voted: 504,643

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Sale of the Global Connect Business	Mgmt	For	For	No

## Tesco Plc

Meeting Date: 02/11/2021

Country: United Kingdom

Ticker: TSCO

Record Date: 02/09/2021

Meeting Type: Special

Primary Security ID: G87621101

Voting Policy: ISS

Shares Voted: 12,979,058

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Special Dividend	Mgmt	For	For	No
2	Approve Share Consolidation	Mgmt	For	For	No
3	Authorise Issue of Equity	Mgmt	For	For	No
4	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
5	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
6	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No

## Tyson Foods, Inc.

Meeting Date: 02/11/2021

Country: USA

Ticker: TSN

Record Date: 12/14/2020

Meeting Type: Annual

Primary Security ID: 902494103

Voting Policy: ISS

Shares Voted: 56,267

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director John Tyson	Mgmt	For	For	No
1b	Elect Director Les R. Baledge	Mgmt	For	For	No
1c	Elect Director Gaurdie E. Banister, Jr.	Mgmt	For	For	No
1d	Elect Director Dean Banks	Mgmt	For	For	No
1e	Elect Director Mike Beebe	Mgmt	For	For	No
1f	Elect Director Maria Claudia Borrás	Mgmt	For	For	No
1g	Elect Director David J. Bronczek	Mgmt	For	For	No
1h	Elect Director Mikel A. Durham	Mgmt	For	For	No

## Tyson Foods, Inc. \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1i	Elect Director Jonathan D. Mariner	Mgmt	For	For	No
1j	Elect Director Kevin M. McNamara	Mgmt	For	For	No
1k	Elect Director Cheryl S. Miller	Mgmt	For	For	No
1l	Elect Director Jeffrey K. Schomburger	Mgmt	For	For	No
1m	Elect Director Robert Thurber	Mgmt	For	For	No
1n	Elect Director Barbara A. Tyson	Mgmt	For	For	No
1o	Elect Director Noel White	Mgmt	For	For	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
3	Amend Omnibus Stock Plan	Mgmt	For	For	No
4	Report on Human Rights Due Diligence	SH	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information regarding the processes the company uses for human rights due diligence would allow shareholders to better gauge how the company is managing human rights related risks.</i></p>					
5	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	Yes
<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>					
6	Report on Lobbying Payments and Policy	SH	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information regarding the processes the company uses for human rights due diligence would allow shareholders to better gauge how the company is managing human rights related risks.</i></p>					

## Adyen NV

**Meeting Date:** 02/12/2021      **Country:** Netherlands      **Ticker:** ADYEN  
**Record Date:** 01/15/2021      **Meeting Type:** Special  
**Primary Security ID:** N3501V104

**Voting Policy:** ISS

**Shares Voted:** 228

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Special Meeting Agenda	Mgmt			
1	Open Meeting and Announcements	Mgmt			
2	Elect Alexander Matthey to Management Board	Mgmt	For	For	No
3	Elect Caoimhe Treasa Keogan to Supervisory Board	Mgmt	For	For	No
4	Close Meeting	Mgmt			

## FBD Holdings Plc \$

**Meeting Date:** 02/12/2021

**Country:** Ireland

**Ticker:** EG7

**Record Date:** 02/10/2021

**Meeting Type:** Special

**Primary Security ID:** G3335G107

**Voting Policy:** ISS

**Shares Voted:** 430,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Migration of the Migrating Shares to Euroclear Bank's Central Securities Depository	Mgmt	For	For	No
2	Adopt New Articles of Association	Mgmt	For	For	No
3	Authorise Company to Take All Actions to Implement the Migration	Mgmt	For	For	No

## Siemens Healthineers AG

**Meeting Date:** 02/12/2021

**Country:** Germany

**Ticker:** SHL

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** D6T479107

**Voting Policy:** ISS

**Shares Voted:** 27,785

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal 2020 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.80 per Share	Mgmt	For	For	No
3.1	Approve Discharge of Management Board Member Bernhard Montag for Fiscal 2020	Mgmt	For	For	No
3.2	Approve Discharge of Management Board Member Jochen Schmitz for Fiscal 2020	Mgmt	For	For	No
3.3	Approve Discharge of Management Board Member Christoph Zindel for Fiscal 2020	Mgmt	For	For	No
4.1	Approve Discharge of Supervisory Board Member Ralf Thomas for Fiscal 2020	Mgmt	For	For	No
4.2	Approve Discharge of Supervisory Board Member Norbert Gaus for Fiscal 2020	Mgmt	For	For	No
4.3	Approve Discharge of Supervisory Board Member Roland Busch (from Feb. 12, 2020) for Fiscal 2020	Mgmt	For	For	No
4.4	Approve Discharge of Supervisory Board Member Marion Helmes for Fiscal 2020	Mgmt	For	For	No
4.5	Approve Discharge of Supervisory Board Member Andreas Hoffmann for Fiscal 2020	Mgmt	For	For	No
4.6	Approve Discharge of Supervisory Board Member Philipp Roesler for Fiscal 2020	Mgmt	For	For	No
4.7	Approve Discharge of Supervisory Board Member Nathalie Von Siemens for Fiscal 2020	Mgmt	For	For	No

## Siemens Healthineers AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4.8	Approve Discharge of Supervisory Board Member Gregory Sorensen for Fiscal 2020	Mgmt	For	For	No
4.9	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal 2020	Mgmt	For	For	No
4.10	Approve Discharge of Supervisory Board Member Michael Sen (until Feb. 12, 2020) for Fiscal 2020	Mgmt	For	For	No
5	Ratify Ernst & Young GmbH as Auditors for Fiscal 2021	Mgmt	For	For	No
6	Amend Articles Re: Information for Registration in the Share Register	Mgmt	For	For	No
7	Approve Increase in Size of Board to Ten Members	Mgmt	For	For	No
8	Elect Peer Schatz to the Supervisory Board	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the board nominee Peer Schatz is warranted as his proposed term of office exceeds four years.</i>					
9	Approve Remuneration Policy	Mgmt	For	For	No
10	Approve Remuneration of Supervisory Board	Mgmt	For	For	No
11	Approve Creation of EUR 537.5 Million Pool of Capital without Preemptive Rights	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the proposed authorization is warranted because the issuance request would allow for a capital increase without preemptive rights for up to 50 percent of the issued share capital.</i>					
12	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 107.5 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	No
13	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	No

## Applegreen Plc

**Meeting Date:** 02/17/2021      **Country:** Ireland      **Ticker:** APGN  
**Record Date:** 02/15/2021      **Meeting Type:** Special  
**Primary Security ID:** G04145101

**Voting Policy:** ISS

**Shares Voted:** 154,374

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Acquisition of Applegreen plc by Causeway Consortium Limited	Mgmt	For	For	No
2	Amend Articles of Association	Mgmt	For	For	No
3	Amend Share Plans	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because:* Outstanding awards of Directors may fully vest without regard to time served and performance achieved; and* Options under the 2015 Long Term Incentive Plan will be repriced.</i>					

## Applegreen Plc \$

Meeting Date: 02/17/2021

Country: Ireland

Ticker: APGN

Record Date: 02/15/2021

Meeting Type: Court

Primary Security ID: G04145101

Voting Policy: ISS

Shares Voted: 154,374

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

## Applegreen Plc

Meeting Date: 02/17/2021

Country: Ireland

Ticker: APGN

Record Date: 02/15/2021

Meeting Type: Court

Primary Security ID: G04145101

Voting Policy: ISS

Shares Voted: 154,374

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

## Apple Inc.

Meeting Date: 02/23/2021

Country: USA

Ticker: AAPL

Record Date: 12/28/2020

Meeting Type: Annual

Primary Security ID: 037833100

Voting Policy: ISS

Shares Voted: 1,224,442

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director James Bell	Mgmt	For	For	No
1b	Elect Director Tim Cook	Mgmt	For	For	No
1c	Elect Director Al Gore	Mgmt	For	For	No
1d	Elect Director Andrea Jung	Mgmt	For	For	No
1e	Elect Director Art Levinson	Mgmt	For	For	No
1f	Elect Director Monica Lozano	Mgmt	For	For	No
1g	Elect Director Ron Sugar	Mgmt	For	For	No
1h	Elect Director Sue Wagner	Mgmt	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No

## Apple Inc. \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4	Proxy Access Amendments	SH	Against	For	Yes
<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	Improve Principles of Executive Compensation Program	SH	Against	Against	No

## Deere & Company

**Meeting Date:** 02/24/2021      **Country:** USA      **Ticker:** DE  
**Record Date:** 12/31/2020      **Meeting Type:** Annual  
**Primary Security ID:** 244199105

**Voting Policy:** ISS

**Shares Voted:** 17,731

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Tamra A. Erwin	Mgmt	For	For	No
1b	Elect Director Alan C. Heuberger	Mgmt	For	For	No
1c	Elect Director Charles O. Holliday, Jr.	Mgmt	For	For	No
1d	Elect Director Dipak C. Jain	Mgmt	For	For	No
1e	Elect Director Michael O. Johanns	Mgmt	For	For	No
1f	Elect Director Clayton M. Jones	Mgmt	For	For	No
1g	Elect Director John C. May	Mgmt	For	For	No
1h	Elect Director Gregory R. Page	Mgmt	For	For	No
1i	Elect Director Sherry M. Smith	Mgmt	For	For	No
1j	Elect Director Dmitri L. Stockton	Mgmt	For	For	No
1k	Elect Director Sheila G. Talton	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	No

## Paragon Banking Group Plc

**Meeting Date:** 02/24/2021      **Country:** United Kingdom      **Ticker:** PAG  
**Record Date:** 02/22/2021      **Meeting Type:** Annual  
**Primary Security ID:** G6376N154

**Voting Policy:** ISS

**Shares Voted:** 208,300

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



## Paragon Banking Group Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Final Dividend	Mgmt	For	For	No
4	Elect Peter Hill as Director	Mgmt	For	For	No
5	Elect Alison Morris as Director	Mgmt	For	For	No
6	Re-elect Fiona Clutterbuck as Director	Mgmt	For	For	No
7	Re-elect Nigel Terrington as Director	Mgmt	For	For	No
8	Re-elect Richard Woodman as Director	Mgmt	For	For	No
9	Re-elect Barbara Ridpath as Director	Mgmt	For	For	No
10	Re-elect Hugo Tudor as Director	Mgmt	For	For	No
11	Re-elect Graeme Yorston as Director	Mgmt	For	For	No
12	Reappoint KPMG LLP as Auditors	Mgmt	For	For	No
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
14	Authorise EU Political Donations and Expenditure	Mgmt	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
19	Authorise Issue of Equity in Relation to Additional Tier 1 Securities	Mgmt	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights in Relation to Additional Tier 1 Securities	Mgmt	For	For	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
22	Adopt New Articles of Association	Mgmt	For	For	No
23	Approve Maximum Ratio of Variable to Fixed Remuneration	Mgmt	For	For	No

## Infineon Technologies AG

**Meeting Date:** 02/25/2021

**Country:** Germany

**Ticker:** IFX

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** D35415104

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>	<b>Vote Against Mgmt</b>
1	Receive Financial Statements and Statutory Reports for Fiscal 2020 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.22 per Share	Mgmt	For	For	No
3.1	Approve Discharge of Management Board Member Reinhard Ploss for Fiscal 2020	Mgmt	For	For	No
3.2	Approve Discharge of Management Board Member Helmut Gassel for Fiscal 2020	Mgmt	For	For	No
3.3	Approve Discharge of Management Board Member Jochen Hanebeck for Fiscal 2020	Mgmt	For	For	No
3.4	Approve Discharge of Management Board Member Sven Schneider for Fiscal 2020	Mgmt	For	For	No
4.1	Approve Discharge of Supervisory Board Member Wolfgang Eder for Fiscal 2020	Mgmt	For	For	No
4.2	Approve Discharge of Supervisory Board Member Peter Bauer (until Feb. 20, 2020) for Fiscal 2020	Mgmt	For	For	No
4.3	Approve Discharge of Supervisory Board Member Xiaoqun Clever (from Feb. 20, 2020) for Fiscal 2020	Mgmt	For	For	No
4.4	Approve Discharge of Supervisory Board Member Johann Dechant for Fiscal 2020	Mgmt	For	For	No
4.5	Approve Discharge of Supervisory Board Member Herbert Diess (until Feb. 20, 2020) for Fiscal 2020	Mgmt	For	For	No
4.6	Approve Discharge of Supervisory Board Member Friedrich Eichiner (from Feb. 20, 2020) for Fiscal 2020	Mgmt	For	For	No
4.7	Approve Discharge of Supervisory Board Member Annette Engelfried for Fiscal 2020	Mgmt	For	For	No
4.8	Approve Discharge of Supervisory Board Member Peter Gruber for Fiscal 2020	Mgmt	For	For	No
4.9	Approve Discharge of Supervisory Board Member Gerhard Hobbach (until Feb. 20, 2020) for Fiscal 2020	Mgmt	For	For	No
4.10	Approve Discharge of Supervisory Board Member Hans-Ulrich Holdenried for Fiscal 2020	Mgmt	For	For	No
4.11	Approve Discharge of Supervisory Board Member Renate Koecher (until Feb. 20, 2020) for Fiscal 2020	Mgmt	For	For	No
4.12	Approve Discharge of Supervisory Board Member Susanne Lachenmann for Fiscal 2020	Mgmt	For	For	No
4.13	Approve Discharge of Supervisory Board Member Geraldine Picaud for Fiscal 2020	Mgmt	For	For	No
4.14	Approve Discharge of Supervisory Board Member Manfred Puffer for Fiscal 2020	Mgmt	For	For	No

## Infinion Technologies AG \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4.15	Approve Discharge of Supervisory Board Member Melanie Riedl (from Feb. 20, 2020) for Fiscal 2020	Mgmt	For	For	No
4.16	Approve Discharge of Supervisory Board Member Kerstin Schulzendorf for Fiscal 2020	Mgmt	For	For	No
4.17	Approve Discharge of Supervisory Board Member Juergen Scholz for Fiscal 2020	Mgmt	For	For	No
4.18	Approve Discharge of Supervisory Board Member Ulrich Spiesshofer (from Feb. 20, 2020) for Fiscal 2020	Mgmt	For	For	No
4.19	Approve Discharge of Supervisory Board Member Margret Suckale (from Feb. 20, 2020) for Fiscal 2020	Mgmt	For	For	No
4.20	Approve Discharge of Supervisory Board Member Eckart Suenner (until Feb. 20, 2020) for Fiscal 2020	Mgmt	For	For	No
4.21	Approve Discharge of Supervisory Board Member Diana Vitale for Fiscal 2020	Mgmt	For	For	No
5	Ratify KPMG AG as Auditors for Fiscal 2021	Mgmt	For	For	No
6	Approve Remuneration Policy	Mgmt	For	For	No
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	No
8	Approve Creation of EUR 30 Million Pool of Capital for Employee Stock Purchase Plan	Mgmt	For	For	No
9	Amend Articles Re: Information for Registration in the Share Register	Mgmt	For	For	No
10	Amend Articles Re: Supervisory Board's Rules of Procedure	Mgmt	For	For	No

## Shaftesbury Plc

**Meeting Date:** 02/25/2021

**Country:** United Kingdom

**Ticker:** SHB

**Record Date:** 02/23/2021

**Meeting Type:** Annual

**Primary Security ID:** G80603106

**Voting Policy:** ISS

**Shares Voted:** 96,469

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Elect Ruth Anderson as Director	Mgmt	For	For	No
4	Re-elect Jonathan Nicholls as Director	Mgmt	For	For	No
5	Re-elect Brian Bickell as Director	Mgmt	For	For	No
6	Re-elect Simon Quayle as Director	Mgmt	For	For	No
7	Re-elect Christopher Ward as Director	Mgmt	For	For	No

## Shaftesbury Plc \$

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

## Aberdeen Standard SICAV I - Asia Pacific Equity Fund

**Meeting Date:** 02/26/2021

**Country:** Luxembourg

**Ticker:** S95Y8P.F

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** L0020Y330

**Voting Policy:** ISS

**Shares Voted:** 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Audited Annual Report for the Fund	Mgmt	For		No
2	Approve Allocation of Income	Mgmt	For		No
3	Approve Discharge of Directors	Mgmt	For		No
4	Re-Elect Christopher Little as Director	Mgmt	For		No
5	Approve Resignation of Bob Hutcheson as Director	Mgmt	For		No
6	Approve Resignation of Lynn Birdsong as Director	Mgmt	For		No
7	Approve Resignation of Roger Barker as Director	Mgmt	For		No
8	Re-Elect Martin Gilbert as Director	Mgmt	For		No
9	Re-Elect Gary Marshall as Director	Mgmt	For		No
10	Re-Elect Hugh Young as Director	Mgmt	For		No
11	Approve Resignation of Ian MacDonald as Director	Mgmt	For		No
12	Re-Elect Soraya Hashimzai as Director	Mgmt	For		No

## Aberdeen Standard SICAV I - Asia Pacific Equity Fund \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
13	Re-Elect Andrey Berzins as Director	Mgmt	For		No
14	Elect Nadya Wells as Director	Mgmt	For		No
15	Elect Ian Boyland as Director	Mgmt	For		No
16	Renew Appointment of KPMG as Auditor	Mgmt	For		No
17	Approve Remuneration of Directors	Mgmt	For		No

## Kromek Group Plc

**Meeting Date:** 03/01/2021      **Country:** United Kingdom      **Ticker:** KMK  
**Record Date:** 02/25/2021      **Meeting Type:** Special  
**Primary Security ID:** G5317Z102

**Voting Policy:** ISS

**Shares Voted:** 1,260,218

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Authorise Issue of Equity Pursuant to the Transaction	Mgmt	For	For	No
2	Authorise Issue of Equity without Pre-emptive Rights Pursuant to the Transaction	Mgmt	For	For	No

## Orsted A/S

**Meeting Date:** 03/01/2021      **Country:** Denmark      **Ticker:** ORSTED  
**Record Date:** 02/22/2021      **Meeting Type:** Annual  
**Primary Security ID:** K7653Q105

**Voting Policy:** ISS

**Shares Voted:** 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote	No
3	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Do Not Vote	No
4	Approve Discharge of Management and Board	Mgmt	For	Do Not Vote	No
5	Approve Allocation of Income and Dividends of DKK 11.50 Per Share	Mgmt	For	Do Not Vote	No
6	Authorize Share Repurchase Program	Mgmt	For	Do Not Vote	No
7.1	Approve Director Indemnification Scheme	Mgmt	For	Do Not Vote	No

## Orsted A/S \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
7.2	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	Do Not Vote	No
7.3	Allow Shareholder Meetings to be Held by Electronic Means Only	Mgmt	For	Do Not Vote	No
7.4	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	Do Not Vote	No
8	Other Proposals from Shareholders (None Submitted)	Mgmt			
9.1	Determine Number of Members (8) and Deputy Members of Board	Mgmt	For	Do Not Vote	No
9.2	Reelect Thomas Thune Andersen (Chair) as Director	Mgmt	For	Do Not Vote	No
9.3	Reelect Lene Skole (Vice Chair) as Director	Mgmt	For	Do Not Vote	No
9.4a	Reelect Lynda Armstrong as Director	Mgmt	For	Do Not Vote	No
9.4b	Reelect Jorgen Kildah as Director	Mgmt	For	Do Not Vote	No
9.4c	Reelect Peter Korsholm as Director	Mgmt	For	Do Not Vote	No
9.4d	Reelect Dieter Wemmer as Director	Mgmt	For	Do Not Vote	No
9.4e	Elect Julia King as New Director	Mgmt	For	Do Not Vote	No
9.4f	Elect Henrik Poulsen as New Director	Mgmt	For	Do Not Vote	No
10	Approve Remuneration of Directors; Approve Remuneration for Committee Work	Mgmt	For	Do Not Vote	No
11	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	Do Not Vote	No
12	Other Business	Mgmt			

## Target Healthcare REIT Plc

**Meeting Date:** 03/01/2021

**Country:** United Kingdom

**Ticker:** THRL

**Record Date:** 02/25/2021

**Meeting Type:** Special

**Primary Security ID:** G8672Z105

**Voting Policy:** ISS

**Shares Voted:** 297,861

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Authorise Issue of Equity in Connection with the Initial Issues and Subsequent Placing Programme	Mgmt	For	For	No
2	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Initial Issues and Subsequent Placing Programme	Mgmt	For	For	No

## Target Healthcare REIT Plc

## Aberforth Smaller Cos. Trust Plc

**Meeting Date:** 03/02/2021

**Country:** United Kingdom

**Ticker:** ASL

**Record Date:** 02/26/2021

**Meeting Type:** Annual

**Primary Security ID:** G8198E107

**Voting Policy:** ISS

**Shares Voted:** 792,203

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

## Kone Oyj

**Meeting Date:** 03/02/2021

**Country:** Finland

**Ticker:** KNEBV

**Record Date:** 02/18/2021

**Meeting Type:** Annual

**Primary Security ID:** X4551T105

**Voting Policy:** ISS

**Shares Voted:** 21,712

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
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
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
8	Approve Allocation of Income and Dividends of EUR 1.7475 per Class A Share and EUR 1.75 per Class B Share; Approve Extra Dividends of EUR 0.4975 per Class A Share and EUR 0.50 per Class B Share	Mgmt	For	For	No
9	Approve Discharge of Board and President	Mgmt	For	For	No
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because:* The remuneration report lacks disclosure regarding the STIP and the LTIP; and* The LTIP features may promote short-termism.</i>					
11	Approve Remuneration of Directors in the Amount of EUR 220,000 for Chairman, EUR 125,000 for Vice Chairman, and EUR 110,000 for Other Directors	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted as the proposed director fees are increased excessively without rationale and deviate significantly from comparable domestic peers.</i>					
12	Fix Number of Directors at Eight	Mgmt	For	For	No
13	Reelect Matti Alahuhta, Susan Duinhoven, Antti Herlin, Iris Herlin, Jussi Herlin, Ravi Kant and Juhani Kaskeala as Directors; Elect Jennifer Xin-Zhe Li as New Director	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to:* insufficient independence level on the board of directors;* the presence of an executive on the audit and remuneration committees; and* insufficient independence level on the audit and remuneration committees.</i>					
14	Approve Remuneration of Auditors	Mgmt	For	For	No
15	Elect One Auditor for the Term Ending on the Conclusion of AGM 2020	Mgmt	For	For	No
16	Ratify Ernst & Young as Auditors	Mgmt	For	For	No
17	Authorize Share Repurchase Program	Mgmt	For	For	No
18	Approve Issuance of Shares and Options without Preemptive Rights	Mgmt	For	For	No
19	Close Meeting	Mgmt			

Novartis AG

Meeting Date: 03/02/2021

Country: Switzerland

Ticker: NOVN

Record Date:

Meeting Type: Annual

Primary Security ID: H5820Q150

Voting Policy: ISS

Shares Voted: 138,184

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
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 Dividends of CHF 3.00 per Share	Mgmt	For	For	No



<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>	<b>Vote Against Mgmt</b>
4	Approve CHF 16.3 Million Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	No
5	Authorize Repurchase of up to CHF 10 Billion in Issued Share Capital	Mgmt	For	For	No
6.1	Approve Remuneration of Directors in the Amount of CHF 8.6 Million	Mgmt	For	For	No
6.2	Approve Maximum Remuneration of Executive Committee in the Amount of CHF 91 Million	Mgmt	For	For	No
6.3	Approve Remuneration Report	Mgmt	For	For	No
7.1	Reelect Joerg Reinhardt as Director and Board Chairman	Mgmt	For	For	No
7.2	Reelect Nancy Andrews as Director	Mgmt	For	For	No
7.3	Reelect Ton Buechner as Director	Mgmt	For	For	No
7.4	Reelect Patrice Bula as Director	Mgmt	For	For	No
7.5	Reelect Elizabeth Doherty as Director	Mgmt	For	For	No
7.6	Reelect Ann Fudge as Director	Mgmt	For	For	No
7.7	Reelect Bridgette Heller as Director	Mgmt	For	For	No
7.8	Reelect Frans van Houten as Director	Mgmt	For	For	No
7.9	Reelect Simon Moroney as Director	Mgmt	For	For	No
7.10	Reelect Andreas von Planta as Director	Mgmt	For	For	No
7.11	Reelect Charles Sawyers as Director	Mgmt	For	For	No
7.12	Elect Enrico Vanni as Director	Mgmt	For	For	No
7.13	Reelect William Winters as Director	Mgmt	For	For	No
8.1	Reappoint Patrice Bula as Member of the Compensation Committee	Mgmt	For	For	No
8.2	Reappoint Bridgette Heller as Member of the Compensation Committee	Mgmt	For	For	No
8.3	Reappoint Enrico Vanni as Member of the Compensation Committee	Mgmt	For	For	No
8.4	Reappoint William Winters as Member of the Compensation Committee	Mgmt	For	For	No
8.5	Appoint Simon Moroney as Member of the Compensation Committee	Mgmt	For	For	No
9	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	No
10	Designate Peter Zahn as Independent Proxy	Mgmt	For	For	No
11	Amend Articles Re: Board of Directors Tenure	Mgmt	For	For	No
12	Transact Other Business (Voting)	Mgmt	For	Against	Yes

*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.*

## ECO Animal Health Group Plc \$

**Meeting Date:** 03/04/2021

**Country:** United Kingdom

**Ticker:** EAH

**Record Date:** 03/02/2021

**Meeting Type:** Annual

**Primary Security ID:** G3039F108

**Voting Policy:** ISS

**Shares Voted:** 798,666

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Elect Frank Armstrong as Director	Mgmt	For	For	No
3	Re-elect Christopher Wilks as Director	Mgmt	For	For	No
4	Reappoint BDO LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	No
5	Authorise Issue of Equity	Mgmt	For	For	No
6	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
7	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No

## ECO Animal Health Group Plc

**Meeting Date:** 03/04/2021

**Country:** United Kingdom

**Ticker:** EAH

**Record Date:** 03/02/2021

**Meeting Type:** Special

**Primary Security ID:** G3039F108

**Voting Policy:** ISS

**Shares Voted:** 798,666

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Long Term Incentive Plan	Mgmt	For	Against	Yes
2	Approve Deferred Bonus Plan	Mgmt	For	Against	Yes

## Haier Smart Home Co., Ltd.

**Meeting Date:** 03/05/2021

**Country:** China

**Ticker:** 6690

**Record Date:** 03/01/2021

**Meeting Type:** Special

**Primary Security ID:** Y298BN100

**Voting Policy:** ISS

**Shares Voted:** 199,788

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	EGM BALLOT FOR HOLDERS OF H SHARES	Mgmt			
1	Amend Articles of Association	Mgmt	For	For	No
2	Approve Appointment of International Accounting Standards Auditor for 2020	Mgmt	For	For	No

## Haier Smart Home Co., Ltd. \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
3 +	Approve General Mandate for the Repurchase of H Shares	Mgmt	For	For	No
	ELECT DIRECTORS VIA CUMULATIVE VOTING +	Mgmt +			
4.1 +	Elect Xie Ju Zhi as Director	Mgmt	For	For	No
4.2 +	Elect Yu Hon To, David as Director	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST the election of Hon To (David) Yu is warranted as he serves on a total of more than six public company boards. A vote FOR the remaining nominees is warranted.</i></p>					
4.3	Elect Eva Li Kam Fun as Director	Mgmt	For	For	No
5	Elect Li Shipeng as Director	Mgmt	For	For	No

## Haier Smart Home Co., Ltd.

**Meeting Date:** 03/05/2021      **Country:** China      **Ticker:** 6690  
**Record Date:** 03/01/2021      **Meeting Type:** Special  
**Primary Security ID:** Y298BN100

**Voting Policy:** ISS

**Shares Voted:** 199,788

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	CLASS MEETING FOR HOLDERS OF H SHARES	Mgmt			
1	Approve General Mandate for the Repurchase of H Shares	Mgmt	For	For	No

## Integratin Holdings Plc

**Meeting Date:** 03/08/2021      **Country:** United Kingdom      **Ticker:** IHP  
**Record Date:** 03/04/2021      **Meeting Type:** Annual  
**Primary Security ID:** G4796T109

**Voting Policy:** ISS

**Shares Voted:** 5,280,323

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Re-elect Richard Cranfield as Director	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST the re-election of Neil Holden as a Non-Executive Director is considered warranted as a potential independence issue has been identified and he currently sits on the Audit and Remuneration Committees, resulting in the compositions of these Committees to not adhere to UK best practice recommendations for a company of this size.</i></p>					
3	Re-elect Caroline Banzky as Director	Mgmt	For	For	No
4	Re-elect Victoria Cochrane as Director	Mgmt	For	For	No
5	Elect Jonathan Gunby as Director	Mgmt	For	For	No

## Integratin Holdings Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
6	Re-elect Neil Holden as Director	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST the re-election of Neil Holden as a Non-Executive Director is considered warranted as a potential independence issue has been identified and he currently sits on the Audit and Remuneration Committees, resulting in the compositions of these Committees to not adhere to UK best practice recommendations for a company of this size.</i></p>					
7	Re-elect Michael Howard as Director	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST the re-election of Neil Holden as a Non-Executive Director is considered warranted as a potential independence issue has been identified and he currently sits on the Audit and Remuneration Committees, resulting in the compositions of these Committees to not adhere to UK best practice recommendations for a company of this size.</i></p>					
8	Re-elect Charles Robert Lister as Director	Mgmt	For	For	No
9	Re-elect Christopher Munro as Director	Mgmt	For	For	No
10	Re-elect Alexander Scott as Director	Mgmt	For	For	No
11	Approve Remuneration Report	Mgmt	For	For	No
12	Reappoint BDO LLP as Auditors	Mgmt	For	For	No
13	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
14	Authorise EU Political Donations and Expenditure	Mgmt	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Shandong Weigao Group Medical Polymer Company Limited

**Meeting Date:** 03/08/2021

**Country:** China

**Ticker:** 1066

**Record Date:** 03/01/2021

**Meeting Type:** Special

**Primary Security ID:** Y76810103

**Voting Policy:** ISS

**Shares Voted:** 235,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Grant of Share Awards	Mgmt	For	For	No
2	Amend Articles of Association	Mgmt	For	For	No
3	Elect Chen Lin as Director	Mgmt	For	For	No
4	Elect Tang Zheng Peng as Director	Mgmt	For	For	No

# The Walt Disney Company \$

**Meeting Date:** 03/09/2021

**Country:** USA

**Ticker:** DIS

**Record Date:** 01/11/2021

**Meeting Type:** Annual

**Primary Security ID:** 254687106

**Voting Policy:** ISS

**Shares Voted:** 205,721

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Susan E. Arnold	Mgmt	For	For	No
1b	Elect Director Mary T. Barra	Mgmt	For	For	No
1c	Elect Director Safra A. Catz	Mgmt	For	For	No
1d	Elect Director Robert A. Chapek	Mgmt	For	For	No
1e	Elect Director Francis A. deSouza	Mgmt	For	For	No
1f	Elect Director Michael B.G. Froman	Mgmt	For	For	No
1g	Elect Director Robert A. Iger	Mgmt	For	For	No
1h	Elect Director Maria Elena Lagomasino	Mgmt	For	For	No
1i	Elect Director Mark G. Parker	Mgmt	For	For	No
1j	Elect Director Derica W. Rice	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	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. CEO pay and company performance are reasonably aligned for the year in review given the significant reduction in the new CEO's total pay as compared to that of his predecessor. Nevertheless, concerns are raised regarding the compensation committee's responsiveness to several years of low say-on-pay support as well as the continued large size of the former CEO's pay in his current role as executive chairman. The company reached out to and engaged with a broad portion of shareholders and made certain changes to the program surrounding new CEO Chapek's pay. However, the proxy does not disclose shareholders' specific concerns as they relate to the previous year's low vote result. Without specific feedback disclosed in the proxy, shareholders' ability to fully evaluate the committee's responses is significantly inhibited. It is also concerning that no target pay opportunity adjustments were made to Robert Iger's pay in connection with his transition from CEO to executive chairman. As such, he will remain the most highly compensated NEO, with relatively outsized pay opportunities, that do not appropriately reflect the change in role.</i></p>					
4	Report on Lobbying Payments and Policy	SH	Against	For	Yes
<p><i>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.</i></p>					
5	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	SH	Against	Against	No

# Toll Brothers, Inc.

**Meeting Date:** 03/09/2021

**Country:** USA

**Ticker:** TOL

**Record Date:** 01/14/2021

**Meeting Type:** Annual

**Primary Security ID:** 889478103

## Toll Brothers, Inc. \$

Voting Policy: ISS

Shares Voted: 136,875

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Robert I. Toll	Mgmt	For	For	No
1.2	Elect Director Douglas C. Yearley, Jr.	Mgmt	For	For	No
1.3	Elect Director Richard J. Braemer	Mgmt	For	For	No
1.4	Elect Director Stephen F. East	Mgmt	For	For	No
1.5	Elect Director Christine N. Garvey	Mgmt	For	For	No
1.6	Elect Director Karen H. Grimes	Mgmt	For	For	No
1.7	Elect Director Carl B. Marbach	Mgmt	For	For	No
1.8	Elect Director John A. McLean	Mgmt	For	For	No
1.9	Elect Director Wendell E. Pritchett	Mgmt	For	For	No
1.10	Elect Director Paul E. Shapiro	Mgmt	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No

## LXI REIT Plc

Meeting Date: 03/10/2021

Country: United Kingdom

Ticker: LXI

Record Date: 03/08/2021

Meeting Type: Special

Primary Security ID: G57009105

Voting Policy: ISS

Shares Voted: 2,298,887

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Authorise Issue of Shares in Connection with the Initial Issue and the Share Issuance Programme	Mgmt	For	For	No
2	Authorise Issue of Shares without Pre-emptive Rights in Connection with the Initial Issue and the Share Issuance Programme	Mgmt	For	For	No

## QUALCOMM Incorporated

Meeting Date: 03/10/2021

Country: USA

Ticker: QCOM

Record Date: 01/11/2021

Meeting Type: Annual

Primary Security ID: 747525103

Voting Policy: ISS

Shares Voted: 162,760

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Sylvia Acevedo	Mgmt	For	For	No
1b	Elect Director Mark Fields	Mgmt	For	For	No
1c	Elect Director Jeffrey W. Henderson	Mgmt	For	For	No
1d	Elect Director Gregory N. Johnson	Mgmt	For	For	No
1e	Elect Director Ann M. Livermore	Mgmt	For	For	No
1f	Elect Director Harish Manwani	Mgmt	For	For	No
1g	Elect Director Mark D. McLaughlin	Mgmt	For	For	No
1h	Elect Director Jamie S. Miller	Mgmt	For	For	No
1i	Elect Director Steve Mollenkopf	Mgmt	For	For	No
1j	Elect Director Clark T. "Sandy" Randt, Jr.	Mgmt	For	For	No
1k	Elect Director Irene B. Rosenfeld	Mgmt	For	For	No
1l	Elect Director Kornelis "Neil" Smit	Mgmt	For	For	No
1m	Elect Director Jean-Pascal Tricoire	Mgmt	For	For	No
1n	Elect Director Anthony J. Vinciquerra	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

Applied Materials, Inc.

Meeting Date: 03/11/2021

Country: USA

Ticker: AMAT

Record Date: 01/14/2021

Meeting Type: Annual

Primary Security ID: 038222105

Voting Policy: ISS

Shares Voted: 115,378

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Rani Borkar	Mgmt	For	For	No
1b	Elect Director Judy Bruner	Mgmt	For	For	No
1c	Elect Director Xun (Eric) Chen	Mgmt	For	For	No
1d	Elect Director Aart J. de Geus	Mgmt	For	For	No
1e	Elect Director Gary E. Dickerson	Mgmt	For	For	No
1f	Elect Director Thomas J. Iannotti	Mgmt	For	For	No
1g	Elect Director Alexander A. Karsner	Mgmt	For	For	No
1h	Elect Director Adrianna C. Ma	Mgmt	For	For	No

## Applied Materials, Inc. \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1i	Elect Director Yvonne McGill	Mgmt	For	For	No
1j	Elect Director Scott A. McGregor	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	No
4	Amend Omnibus Stock Plan	Mgmt	For	For	No
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	No
6	Require Independent Board Chairman	SH	Against	Against	No
7	Improve Executive Compensation Program and Policy	SH	Against	Against	No

## Novozymes A/S

**Meeting Date:** 03/11/2021

**Country:** Denmark

**Ticker:** NZYM.B

**Record Date:** 03/04/2021

**Meeting Type:** Annual

**Primary Security ID:** K7317J133

**Voting Policy:** ISS

**Shares Voted:** 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote	No
3	Approve Allocation of Income and Dividends of DKK 5.25 Per Share	Mgmt	For	Do Not Vote	No
4	Approve Remuneration Report	Mgmt	For	Do Not Vote	No
5	Approve Remuneration of Directors in the Amount of DKK 1.53 Million for Chairman, DKK1.02 Million for Vice Chairman and DKK 510,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	Do Not Vote	No
6	Reelect Jorgen Buhl Rasmussen (Chair) as Director	Mgmt	For	Do Not Vote	No
7	Reelect Cornelis de Jong (Vice Chair) as Director	Mgmt	For	Do Not Vote	No
8a	Reelect Heine Dalsgaard as Director	Mgmt	For	Do Not Vote	No
8b	Elect Sharon James as Director	Mgmt	For	Do Not Vote	No
8c	Reelect Kasim Kutay as Director	Mgmt	For	Do Not Vote	No
8d	Reelect Kim Stratton as Director	Mgmt	For	Do Not Vote	No
8e	Reelect Mathias Uhlen as Director	Mgmt	For	Do Not Vote	No



## Novozymes A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
9	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	Do Not Vote	No
10a	Approve Creation of DKK 56.4 Million Pool of Capital in B Shares without Preemptive Rights; DKK 56.4 Million Pool of Capital with Preemptive Rights; and Pool of Capital in Warrants without Preemptive Rights	Mgmt	For	Do Not Vote	No
10b	Approve DKK 6 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	Do Not Vote	No
10c	Authorize Share Repurchase Program	Mgmt	For	Do Not Vote	No
10d	Allow Shareholder Meetings to be Held by Electronic Means Only	Mgmt	For	Do Not Vote	No
10e	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	Do Not Vote	No
10f	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	Do Not Vote	No
11	Other Business	Mgmt			

## S&P Global Inc.

**Meeting Date:** 03/11/2021      **Country:** USA      **Ticker:** SPGI  
**Record Date:** 01/19/2021      **Meeting Type:** Special  
**Primary Security ID:** 78409V104

**Voting Policy:** ISS

**Shares Voted:** 11,540

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Issue Shares in Connection with Merger	Mgmt	For	For	No

## Carlsberg A/S

**Meeting Date:** 03/15/2021      **Country:** Denmark      **Ticker:** CARL.B  
**Record Date:** 03/08/2021      **Meeting Type:** Annual  
**Primary Security ID:** K36628137

**Voting Policy:** ISS

**Shares Voted:** 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	Mgmt	For	Do Not Vote	No
3	Approve Allocation of Income and Dividends of DKK 22 Per Share	Mgmt	For	Do Not Vote	No

## Carlsberg A/S \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Do Not Vote	No
5a	Approve Remuneration of Directors in the Amount of DKK 1.9 Million for Chairman, DKK 618,000 for Vice Chair and DKK 412,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	Do Not Vote	No
5b	Approve DKK 58 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	Do Not Vote	No
5c	Allow Shareholder Meetings to be Held by Electronic Means Only	Mgmt	For	Do Not Vote	No
	Shareholder Proposal Submitted by AkademikerPension and LD Fonde	Mgmt			
5d	Instruct Board to Complete an Assessment of the Ability of Carlsberg to Publish Corporate Country-by-Country Tax Reporting in Line with the Global Reporting Initiative's Standard (GRI 207: Tax 2019)	SH	For	Do Not Vote	No
	Management Proposals	Mgmt			
6a	Reelect Flemming Besenbacher as Director	Mgmt	For	Do Not Vote	No
6b	Reelect Lars Fruergaard Jorgensen as Director	Mgmt	For	Do Not Vote	No
6c	Reelect Carl Bache as Director	Mgmt	For	Do Not Vote	No
6d	Reelect Magdi Batato as Director	Mgmt	For	Do Not Vote	No
6e	Reelect Lilian Fossum Biner as Director	Mgmt	For	Do Not Vote	No
6f	Reelect Richard Burrows as Director	Mgmt	For	Do Not Vote	No
6g	Reelect Soren-Peter Fuchs Olesen as Director	Mgmt	For	Do Not Vote	No
6h	Reelect Majken Schultz as Director	Mgmt	For	Do Not Vote	No
6i	Reelect Lars Stemmerik as Director	Mgmt	For	Do Not Vote	No
6j	Elect Henrik Poulsen as New Director	Mgmt	For	Do Not Vote	No
6	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	Do Not Vote	No

## DSV Panalpina A/S

**Meeting Date:** 03/15/2021

**Country:** Denmark

**Ticker:** DSV

**Record Date:** 03/08/2021

**Meeting Type:** Annual

**Primary Security ID:** K31864117

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote	No
3	Approve Remuneration Report	Mgmt	For	Do Not Vote	No
4	Approve Remuneration of Directors	Mgmt	For	Do Not Vote	No
5	Approve Allocation of Income and Dividends of DKK 4.00 Per Share	Mgmt	For	Do Not Vote	No
6.1	Reelect Thomas Plenborg as Director	Mgmt	For	Do Not Vote	No
6.2	Reelect Annette Sadolin as Director	Mgmt	For	Do Not Vote	No
6.3	Reelect Birgit Norgaard as Director	Mgmt	For	Do Not Vote	No
6.4	Reelect Jorgen Moller as Director	Mgmt	For	Do Not Vote	No
6.5	Reelect Malou Aamund as Director	Mgmt	For	Do Not Vote	No
6.6	Reelect Beat Walti as Director	Mgmt	For	Do Not Vote	No
6.7	Reelect Niels Smedegaard as Director	Mgmt	For	Do Not Vote	No
7	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	Do Not Vote	No
8.1	Approve DKK 6 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	Do Not Vote	No
8.2	Authorize Share Repurchase Program	Mgmt	For	Do Not Vote	No
8.3	Allow Shareholder Meetings to be Held by Electronic Means Only	Mgmt	For	Do Not Vote	No
8.4	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	Do Not Vote	No
	Shareholder Proposal Submitted by AkademikerPension and LD Fonde	Mgmt			
8.5	Reporting on Climate-Related Financial Risks and Opportunities	SH	For	Do Not Vote	No
9	Other Business	Mgmt			

Danske Bank A/S

Meeting Date: 03/16/2021

Country: Denmark

Ticker: DANSKE

Record Date: 03/09/2021

Meeting Type: Annual

Primary Security ID: K22272114

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote	No
3	Approve Allocation of Income and Dividends of DKK 2 Per Share	Mgmt	For	Do Not Vote	No
4.a	Reelect Martin Blessing as Director	Mgmt	For	Do Not Vote	No
4.b	Reelect Lars-Erik Brenoe as Director	Mgmt	For	Do Not Vote	No
4.c	Reelect Karsten Dybvad as Director	Mgmt	For	Do Not Vote	No
4.d	Reelect Raija-Leena Hankonen as Director	Mgmt	For	Do Not Vote	No
4.e	Reelect Bente Avnung Landsnes as Director	Mgmt	For	Do Not Vote	No
4.f	Reelect Jan Thorsgaard Nielsen as Director	Mgmt	For	Do Not Vote	No
4.g	Reelect Carol Sergeant as Director	Mgmt	For	Do Not Vote	No
4.h	Reelect Gerrit Zalm as Director	Mgmt	For	Do Not Vote	No
4.i	Elect Topi Manner as Director	Mgmt	For	Do Not Vote	No
	Shareholder Proposal	Mgmt			
4.j	Elect Lars Wismann as New Director	SH	Abstain	Do Not Vote	No
	Management Proposals	Mgmt			
5	Ratify Deloitte as Auditors	Mgmt	For	Do Not Vote	No
6.a	Approve Creation of DKK 1.72 Billion Pool of Capital with Preemptive Rights	Mgmt	For	Do Not Vote	No
6.b	Approve Creation of DKK 1.5 Billion Pool of Capital without Preemptive Rights	Mgmt	For	Do Not Vote	No
7	Authorize Share Repurchase Program	Mgmt	For	Do Not Vote	No
8	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Do Not Vote	No
9	Approve Remuneration of Directors in the Amount of DKK 2.6 Million for Chairman, DKK 1.3 Million for Vice Chair and DKK 660,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	Do Not Vote	No
10	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	Do Not Vote	No

## Danske Bank A/S \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
11	Approve Indemnification of Directors and Officers as of the 2020 Annual General Meeting until the 2022 Annual General Meeting	Mgmt	For	Do Not Vote	No
	Shareholder Proposal Submitted by Gunnar Mikkelsen	Mgmt			
12.1	Criminal Complaint and Legal Proceedings Against Danske Bank's Board of Directors, Executive Leadership Team, Other Former and Current Members of Management, External Auditors as well as Signing Auditors	SH	Against	Do Not Vote	No
	Management Proposals	Mgmt			
13	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	Do Not Vote	No
14	Other Business	Mgmt			

## Safestore Holdings Plc

**Meeting Date:** 03/17/2021      **Country:** United Kingdom      **Ticker:** SAFE  
**Record Date:** 03/15/2021      **Meeting Type:** Annual  
**Primary Security ID:** G77733106

**Voting Policy:** ISS

**Shares Voted:** 381,763

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	No
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
5	Approve Final Dividend	Mgmt	For	For	No
6	Elect Gert van de Weerdhof as Director	Mgmt	For	For	No
7	Re-elect David Hearn as Director	Mgmt	For	For	No
8	Re-elect Frederic Vecchioli as Director	Mgmt	For	For	No
9	Re-elect Andy Jones as Director	Mgmt	For	For	No
10	Re-elect Ian Krieger as Director	Mgmt	For	For	No
11	Re-elect Joanne Kenrick as Director	Mgmt	For	For	No
12	Re-elect Claire Balmforth as Director	Mgmt	For	For	No
13	Re-elect Bill Oliver as Director	Mgmt	For	For	No
14	Authorise EU Political Donations and Expenditure	Mgmt	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	No

## Safestore Holdings Plc \$

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

## Samsung Electronics Co., Ltd.

**Meeting Date:** 03/17/2021      **Country:** South Korea      **Ticker:** 005930  
**Record Date:** 12/31/2020      **Meeting Type:** Annual  
**Primary Security ID:** Y74718100

**Voting Policy:** ISS

**Shares Voted:** 21,204

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	No
2.1.1	Elect Park Byung-gook as Outside Director	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST incumbent directors Byung-gook Park (Item 2.1.1), Jeong Kim (Item 2.1.2), and Sun-uk Kim (Item 3) are warranted, as they collectively have failed to remove criminally convicted directors from the board. The inaction is indicative of a material failure of governance and oversight at the company. Despite being incumbent directors, votes FOR Kinam Kim (Item 2.2.1), Hyun-suk Kim (Item 2.2.2), and Dong-jin Koh (Item 2.2.3) are warranted at this time, as removing the company's CEOs may be detrimental to the company's operation, as well as shareholder value.</i>					
2.1.2	Elect Kim Jeong as Outside Director	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST incumbent directors Byung-gook Park (Item 2.1.1), Jeong Kim (Item 2.1.2), and Sun-uk Kim (Item 3) are warranted, as they collectively have failed to remove criminally convicted directors from the board. The inaction is indicative of a material failure of governance and oversight at the company. Despite being incumbent directors, votes FOR Kinam Kim (Item 2.2.1), Hyun-suk Kim (Item 2.2.2), and Dong-jin Koh (Item 2.2.3) are warranted at this time, as removing the company's CEOs may be detrimental to the company's operation, as well as shareholder value.</i>					
2.2.1	Elect Kim Kinam as Inside Director	Mgmt	For	For	No
2.2.2	Elect Kim Hyun-suk as Inside Director	Mgmt	For	For	No
2.2.3	Elect Koh Dong-jin as Inside Director	Mgmt	For	For	No
3	Elect Kim Sun-uk as Outside Director to Serve as an Audit Committee Member	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST incumbent directors Byung-gook Park (Item 2.1.1), Jeong Kim (Item 2.1.2), and Sun-uk Kim (Item 3) are warranted, as they collectively have failed to remove criminally convicted directors from the board. The inaction is indicative of a material failure of governance and oversight at the company. Despite being incumbent directors, votes FOR Kinam Kim (Item 2.2.1), Hyun-suk Kim (Item 2.2.2), and Dong-jin Koh (Item 2.2.3) are warranted at this time, as removing the company's CEOs may be detrimental to the company's operation, as well as shareholder value.</i>					
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	No

## Starbucks Corporation

**Meeting Date:** 03/17/2021      **Country:** USA      **Ticker:** SBUX  
**Record Date:** 01/08/2021      **Meeting Type:** Annual  
**Primary Security ID:** 855244109

Voting Policy: ISS

Shares Voted: 85,497

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Richard E. Allison, Jr.	Mgmt	For	For	No
1b	Elect Director Rosalind G. Brewer *Withdrawn Resolution*	Mgmt			
1c	Elect Director Andrew Campion	Mgmt	For	For	No
1d	Elect Director Mary N. Dillon	Mgmt	For	For	No
1e	Elect Director Isabel Ge Mahe	Mgmt	For	For	No
1f	Elect Director Melody Hobson	Mgmt	For	For	No
1g	Elect Director Kevin R. Johnson	Mgmt	For	For	No
1h	Elect Director Jorgen Vig Knudstorp	Mgmt	For	For	No
1i	Elect Director Satya Nadella	Mgmt	For	For	No
1j	Elect Director Joshua Cooper Ramo	Mgmt	For	For	No
1k	Elect Director Clara Shih	Mgmt	For	For	No
1l	Elect Director Javier G. Teruel	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The stated rationale for the CEO's special performance-cash award is insufficient considering the exceedingly large target and maximum opportunities under the award and the fact that this is the second consecutive year CEO Johnson has been granted a special performance award.</i></p>					
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	No
4	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	SH	Against	Against	No

## Samsung Life Insurance Co., Ltd.

Meeting Date: 03/18/2021

Country: South Korea

Ticker: 032830

Record Date: 12/31/2020

Meeting Type: Annual

Primary Security ID: Y74860100

Voting Policy: ISS

Shares Voted: 4,948

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	No
2.1.1	Elect Kang Yoon-gu as Outside Director	Mgmt	For	For	No
2.1.2	Elect Cho Bae-suk as Outside Director	Mgmt	For	For	No
2.2.1	Elect Jang Deok-hui as Inside Director	Mgmt	For	For	No
3	Elect Cho Bae-suk as a Member of Audit Committee	Mgmt	For	For	No

## Samsung Life Insurance Co., Ltd. \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	No

## Tullow Oil Plc

**Meeting Date:** 03/18/2021      **Country:** United Kingdom      **Ticker:** TLW  
**Record Date:** 03/16/2021      **Meeting Type:** Special  
**Primary Security ID:** G91235104

**Voting Policy:** ISS

**Shares Voted:** 887,860

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Disposal of Tullow Equatorial Guinea Limited	Mgmt	For	For	No

## Amorepacific Corp.

**Meeting Date:** 03/19/2021      **Country:** South Korea      **Ticker:** 090430  
**Record Date:** 12/31/2020      **Meeting Type:** Annual  
**Primary Security ID:** Y01258105

**Voting Policy:** ISS

**Shares Voted:** 2,356

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	No
2	Amend Articles of Incorporation	Mgmt	For	For	No
3.1	Elect Seo Gyeong-bae as Inside Director	Mgmt	For	For	No
3.2	Elect Ahn Se-hong as Inside Director	Mgmt	For	For	No
3.3	Elect Lee Dong-soon as Inside Director	Mgmt	For	For	No
4	Elect Cho Seong-jin as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	No
5	Approve Terms of Retirement Pay	Mgmt	For	For	No
6	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	No

## Crest Nicholson Holdings Plc

**Meeting Date:** 03/23/2021      **Country:** United Kingdom      **Ticker:** CRST  
**Record Date:** 03/19/2021      **Meeting Type:** Annual  
**Primary Security ID:** G25425102



Voting Policy: ISS

Shares Voted: 433,800

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

## SGS SA

Meeting Date: 03/23/2021

Country: Switzerland

Ticker: SGSN

Record Date:

Meeting Type: Annual

Primary Security ID: H7485A108

Voting Policy: ISS

Shares Voted: 338

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1 +	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
1.2 +	Approve Remuneration Report (Non-Binding)	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 80.00 per Share	Mgmt	For	For	No
4.1a	Reelect Calvin Grieder as Director	Mgmt	For +	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4.1b	Reelect Sami Atiya as Director	Mgmt	For	For	No
4.1c	Reelect Paul Desmarais as Director	Mgmt	For	For	No
4.1d	Reelect Ian Gallienne as Director	Mgmt	For	For	No
4.1e	Reelect Shelby du Pasquier as Director	Mgmt	For	For	No
4.1f	Reelect Kory Sorenson as Director	Mgmt	For	For	No
4.1g	Reelect Tobias Hartmann as Director	Mgmt	For	For	No
4.1h	Elect Janet Vergis as Director	Mgmt	For	For	No
4.2	Reelect Calvin Grieder as Board Chairman	Mgmt	For	For	No
4.3.1	Reappoint Ian Gallienne as Member of the Compensation Committee	Mgmt	For	Against	Yes
<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	Reappoint Shelby du Pasquier as Member of the Compensation Committee	Mgmt	For	Against	Yes
<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 +	Reappoint Kory Sorenson as Member of the Compensation Committee	Mgmt	For	For	No
4.4 +	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For	No
4.5 +	Designate Jeandin & Defacqz as Independent Proxy	Mgmt	For	For	No
5.1 +	Approve Remuneration of Directors in the Amount of CHF 2.3 Million	Mgmt	For	For	No
5.2 +	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 14 Million	Mgmt	For	For	No
5.3 +	Approve Variable Remuneration of Executive Committee in the Amount of CHF 3.1 Million	Mgmt	For	For	No
5.4 +	Approve Long Term Incentive Plan for Executive Committee in the Amount of CHF 26 Million	Mgmt	For	For	No
6 +	Approve CHF 70,700 Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	No
7 +	Approve Creation of CHF 500,000 Pool of Capital without Preemptive Rights	Mgmt	For	For	No
8 +	Transact Other Business (Voting)	Mgmt	For	Against	Yes
<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>					

# Wal-Mart de Mexico SAB de CV \$

Meeting Date: 03/23/2021

Country: Mexico

Ticker: WALMEX

Record Date: 03/12/2021

Meeting Type: Annual

Primary Security ID: P98180188

Voting Policy: ISS

Shares Voted: 200,260

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Approve Report of Audit and Corporate Practices Committees	Mgmt	For	For	No
1b	Approve CEO's Report and Board Opinion on CEO's Report	Mgmt	For	For	No
1c	Approve Board of Directors' Report	Mgmt	For	For	No
2	Approve Consolidated Financial Statements	Mgmt	For	For	No
3	Approve Allocation of Income and Dividends of MXN 1.63 Per Share	Mgmt	For	For	No
4	Approve Report and Resolutions Re: Employee Stock Purchase Plan	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted because 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.</i></p>					
5	Approve Report on Share Repurchase Reserves	Mgmt	For	For	No
6a1	Elect or Ratify Enrique Ostale as Director	Mgmt	For	For	No
6a2	Elect or Ratify Richard Mayfield as Director	Mgmt	For	For	No
6a3	Elect or Ratify Amanda Whalen as Director	Mgmt	For	For	No
6a4	Elect or Ratify Tom Ward as Director	Mgmt	For	For	No
6a5	Elect or Ratify Kirsten Evans as Director	Mgmt	For	For	No
6a6	Elect or Ratify Guilherme Loureiro as Director	Mgmt	For	For	No
6a7	Elect or Ratify Adolfo Cerezo as Director	Mgmt	For	For	No
6a8	Elect or Ratify Blanca Trevino as Director	Mgmt	For	For	No
6a9	Elect or Ratify Roberto Newell as Director	Mgmt	For	For	No
6a10	Elect or Ratify Ernesto Cervera as Director	Mgmt	For	For	No
6a11	Elect or Ratify Eric Perez Grovas as Director	Mgmt	For	For	No
6b1	Elect or Ratify Adolfo Cerezo as Chairman of Audit and Corporate Practices Committees	Mgmt	For	For	No
6b2	Approve Discharge of Board of Directors and Officers	Mgmt	For	For	No
6b3	Approve Directors and Officers Liability	Mgmt	For	For	No
6c1	Approve Remuneration of Board Chairman	Mgmt	For	For	No
6c2	Approve Remuneration of Director	Mgmt	For	For	No
6c3	Approve Remuneration of Chairman of Audit and Corporate Practices Committees	Mgmt	For	For	No
6c4	Approve Remuneration of Member of Audit and Corporate Practices Committees	Mgmt	For	For	No

## Wal-Mart de Mexico SAB de CV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
7	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	No

## Hyundai Motor Co., Ltd.

**Meeting Date:** 03/24/2021      **Country:** South Korea      **Ticker:** 005380  
**Record Date:** 12/31/2020      **Meeting Type:** Annual  
**Primary Security ID:** Y38472109

**Voting Policy:** ISS

**Shares Voted:** 2,356

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	No
2.1	Amend Articles of Incorporation (Change in Committee Name)	Mgmt	For	For	No
2.2	Amend Articles of Incorporation (Establishment of Safety and Health Plans)	Mgmt	For	For	No
2.3	Amend Articles of Incorporation (Bylaws)	Mgmt	For	For	No
3.1	Elect Sim Dal-hun as Outside Director	Mgmt	For	For	No
3.2.1	Elect Ha Eon-tae as Inside Director	Mgmt	For	For	No
3.2.2	Elect Jang Jae-hun as Inside Director	Mgmt	For	For	No
3.2.3	Elect Seo Gang-hyeon as Inside Director	Mgmt	For	For	No
4	Elect Lee Ji-yoon as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	No
5	Elect Sim Dal-hun as a Member of Audit Committee	Mgmt	For	For	No
6	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	No

## LG Electronics, Inc.

**Meeting Date:** 03/24/2021      **Country:** South Korea      **Ticker:** 066570  
**Record Date:** 12/31/2020      **Meeting Type:** Annual  
**Primary Security ID:** Y5275H177

**Voting Policy:** ISS

**Shares Voted:** 8,482

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	No
2	Amend Articles of Incorporation	Mgmt	For	For	No
3	Elect Bae Doo Yong as Inside Director	Mgmt	For	For	No

## LG Electronics, Inc. \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4	Elect Kang Soo Jin as Outside Director to Serve as a Member of Audit Committee	Mgmt	For	For	No
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	No
6	Approve Split-Off Agreement	Mgmt	For	For	No

## NAVER Corp.

**Meeting Date:** 03/24/2021      **Country:** South Korea      **Ticker:** 035420  
**Record Date:** 12/31/2020      **Meeting Type:** Annual  
**Primary Security ID:** Y62579100

**Voting Policy:** ISS

**Shares Voted:** 3,652

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	No
2.1	Amend Articles of Incorporation (Company Address)	Mgmt	For	For	No
2.2	Amend Articles of Incorporation (Transfer Agent)	Mgmt	For	For	No
2.3	Amend Articles of Incorporation (Register of Shareholders)	Mgmt	For	For	No
2.4	Amend Articles of Incorporation (Register of Shareholders)	Mgmt	For	For	No
2.5	Amend Articles of Incorporation (Directors' Term of Office)	Mgmt	For	For	No
3	Elect Choi In-hyuk as Inside Director	Mgmt	For	For	No
4	Elect Lee In-moo as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	No
5	Elect Lee Geon-hyeok as Outside Director	Mgmt	For	For	No
6	Elect Lee Geon-hyeok as a Member of Audit Committee	Mgmt	For	For	No
7	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	No
8	Approve Stock Option Grants	Mgmt	For	For	No
9	Approve Stock Option Grants	Mgmt	For	For	No

## Nordea Bank Abp

**Meeting Date:** 03/24/2021      **Country:** Finland      **Ticker:** NDA.SE  
**Record Date:** 03/12/2021      **Meeting Type:** Annual  
**Primary Security ID:** X5S8VL105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
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; Authorize Board to Decide on the Distribution of Dividends of up to EUR 0.72 Per Share	Mgmt	For	For	No
9	Approve Discharge of Board and President	Mgmt	For	For	No
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	No
11	Approve Remuneration of Directors in the Amount of EUR 312,000 for Chairman, EUR 150,800 for Vice Chairman, and EUR 98,800 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	No
12	Determine Number of Members (10) and Deputy Members (0) of Board	Mgmt	For	For	No
13	Reelect Torbjorn Magnusson (Chair), Nigel Hinshelwood, Birger Steen, Sarah Russell, Robin Lawther, Kari Jordan, Petra van Hoeken, John Maltby and Jonas Synnergren as Directors; Elect Claudia Dill as New Director	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * Torbjorn Magnusson is overboarded.* The chairman of the audit committee has been re-classified as non-independent.</i></p>					
14	Approve Remuneration of Auditors	Mgmt	For	For	No
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	No
16	Approve Issuance of Convertible Instruments without Preemptive Rights	Mgmt	For	For	No
17	Authorize Share Repurchase Program in the Securities Trading Business	Mgmt	For	For	No
18	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	No
19	Authorize Share Repurchase Program and Reissuance of Repurchased Shares of Repurchased Shares	Mgmt	For	For	No
20	Approve Issuance of up to 30 Million Shares without Preemptive Rights	Mgmt	For	For	No
21	Close Meeting	Mgmt			

Meeting Date: 03/24/2021

Country: Sweden

Ticker: SHB.A

Record Date: 03/16/2021

Meeting Type: Annual

Primary Security ID: W9112U104

Voting Policy: ISS

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	Do Not Vote	No
3.1	Designate Carina Sverin as Inspector of Minutes of Meeting	Mgmt	For	Do Not Vote	No
3.2	Designate Carina Silberg as Inspector of Minutes of Meeting	Mgmt	For	Do Not Vote	No
4	Prepare and Approve List of Shareholders	Mgmt	For	Do Not Vote	No
5	Approve Agenda of Meeting	Mgmt	For	Do Not Vote	No
6	Acknowledge Proper Convening of Meeting	Mgmt	For	Do Not Vote	No
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote	No
9	Approve Allocation of Income and Dividends of SEK 4.10 Per Share	Mgmt	For	Do Not Vote	No
10	Approve Remuneration Report	Mgmt	For	Do Not Vote	No
11.1	Approve Discharge of Board Member Jon Fredrik Baksaas	Mgmt	For	Do Not Vote	No
11.2	Approve Discharge of Board Member Hans Biorck	Mgmt	For	Do Not Vote	No
11.3	Approve Discharge of Board Chairman Par Boman	Mgmt	For	Do Not Vote	No
11.4	Approve Discharge of Board Member Kerstin Hessius	Mgmt	For	Do Not Vote	No
11.5	Approve Discharge of Board Member Lisa Kaae	Mgmt	For	Do Not Vote	No
11.6	Approve Discharge of Board Member Fredrik Lundberg	Mgmt	For	Do Not Vote	No
11.7	Approve Discharge of Board Member Ulf Riese	Mgmt	For	Do Not Vote	No
11.8	Approve Discharge of Board Member Arja Taaveniku	Mgmt	For	Do Not Vote	No
11.9	Approve Discharge of Board Member Carina Akerstrom	Mgmt	For	Do Not Vote	No
11.10	Approve Discharge of Board Member Jan-Erik Hoog	Mgmt	For	Do Not Vote	No
11.11	Approve Discharge of Board Member Ole Johansson	Mgmt	For	Do Not Vote	No

# Svenska Handelsbanken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
11.12	Approve Discharge of Board Member Bente Rathe	Mgmt	For	Do Not Vote	No
11.13	Approve Discharge of Board Member Charlotte Skog	Mgmt	For	Do Not Vote	No
11.14	Approve Discharge of Employee Representative Anna Hjelmberg	Mgmt	For	Do Not Vote	No
11.15	Approve Discharge of Employee Representative Lena Renstrom	Mgmt	For	Do Not Vote	No
11.16	Approve Discharge of Employee Representative, Deputy Stefan Henricson	Mgmt	For	Do Not Vote	No
11.17	Approve Discharge of Employee Representative, Deputy Charlotte Uriz	Mgmt	For	Do Not Vote	No
11.18	Approve Discharge of President Carina Akerstrom	Mgmt	For	Do Not Vote	No
12	Authorize Repurchase of up to 120 Million Class A and/or B Shares and Reissuance of Repurchased Shares	Mgmt	For	Do Not Vote	No
13	Authorize Share Repurchase Program	Mgmt	For	Do Not Vote	No
14	Approve Issuance of Convertible Capital Instruments Corresponding to a Maximum of 198 Million Shares without Preemptive Rights	Mgmt	For	Do Not Vote	No
15	Amend Articles of Association Re: Postal Ballots; Editorial Changes	Mgmt	For	Do Not Vote	No
16	Determine Number of Directors (9)	Mgmt	For	Do Not Vote	No
17	Determine Number of Auditors (2)	Mgmt	For	Do Not Vote	No
18.1	Approve Remuneration of Directors in the Amount of SEK 3.5 Million for Chairman, SEK 1 Million for Vice Chairman, and SEK 715,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	Do Not Vote	No
18.2	Approve Remuneration of Auditors	Mgmt	For	Do Not Vote	No
19.1	Reelect Jon-Fredrik Baksaas as Director	Mgmt	For	Do Not Vote	No
19.2	Elect Stina Bergfors as New Director	Mgmt	For	Do Not Vote	No
19.3	Reelect Hans Biorck as Director	Mgmt	For	Do Not Vote	No
19.4	Reelect Par Boman as Director	Mgmt	For	Do Not Vote	No
19.5	Reelect Kerstin Hessius as Director	Mgmt	For	Do Not Vote	No
19.6	Reelect Fredrik Lundberg as Director	Mgmt	For	Do Not Vote	No
19.7	Reelect Ulf Riese as Director	Mgmt	For	Do Not Vote	No
19.8	Reelect Arja Taaveniku as Director	Mgmt	For	Do Not Vote	No



# Svenska Handelsbanken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
19.9	Reelect Carina Akerstrom as Director	Mgmt	For	Do Not Vote	No
20	Reelect Par Boman as Chairman	Mgmt	For	Do Not Vote	No
21.1	Ratify Ernst & Young as Auditors	Mgmt	For	Do Not Vote	No
21.2	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	Do Not Vote	No
22	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Do Not Vote	No
23	Appoint Auditors in Foundations without Own Management	Mgmt	For	Do Not Vote	No
24	Close Meeting	Mgmt			

# ABB Ltd.

**Meeting Date:** 03/25/2021

**Country:** Switzerland

**Ticker:** ABBN

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H0010V101

**Voting Policy:** ISS

**Shares Voted:** 144,653

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	No
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	No
4	Approve Allocation of Income and Dividends of CHF 0.80 per Share	Mgmt	For	For	No
5	Approve CHF 13.8 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	No
6	Approve Creation of CHF 24 Million Pool of Capital without Preemptive Rights	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST the proposed authorization is warranted because:* The issuance request, when combined with the existing conditional capital, would allow for a capital increase without preemptive rights for up to 18.8 percent of the issued share capital. +</i></p>					
7.1 +	Approve Remuneration of Directors in the Amount of CHF 4.4 Million	Mgmt	For	For	No
7.2 +	Approve Remuneration of Executive Committee in the Amount of CHF 40 Million	Mgmt	For	For	No
8.1 +	Reelect Gunnar Brock as Director	Mgmt	For	For	No
8.2 +	Reelect David Constable as Director	Mgmt	For	For	No
8.3 +	Reelect Frederico Curado as Director	Mgmt	For	For	No

## ABB Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
8.4	Reelect Lars Foerberg as Director	Mgmt	For	For	No
8.5	Reelect Jennifer Xin-Zhe Li as Director	Mgmt	For	For	No
8.6	Reelect Geraldine Matchett as Director	Mgmt	For	For	No
8.7	Reelect David Meline as Director	Mgmt	For	For	No
8.8	Reelect Satish Pai as Director	Mgmt	For	For	No
8.9	Reelect Jacob Wallenberg as Director	Mgmt	For	For	No
8.10	Reelect Peter Voser as Director and Board Chairman	Mgmt	For	For	No
9.1	Appoint David Constable as Member of the Compensation Committee	Mgmt	For	For	No
9.2	Appoint Frederico Curado as Member of the Compensation Committee	Mgmt	For	For	No
9.3	Appoint Jennifer Xin-Zhe Li as Member of the Compensation Committee	Mgmt	For	For	No
10	Designate Hans Zehnder as Independent Proxy	Mgmt	For	For	No
11	Ratify KPMG AG as Auditors	Mgmt	For	For	No
12	Transact Other Business (Voting)	Mgmt	For	Against	Yes

*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.*

## Banco Santander SA

**Meeting Date:** 03/25/2021

**Country:** Spain

**Ticker:** SAN

**Record Date:** 03/19/2021

**Meeting Type:** Annual

**Primary Security ID:** E19790109

**Voting Policy:** ISS

**Shares Voted:** 1,367,689

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.A	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	No
1.B	Approve Non-Financial Information Statement	Mgmt	For	For	No
1.C	Approve Discharge of Board	Mgmt	For	For	No
2	Approve Treatment of Net Loss	Mgmt	For	For	No
3.A	Fix Number of Directors at 15	Mgmt	For	For	No
3.B	Ratify Appointment of and Elect Gina Lorenza Diez Barroso as Director	Mgmt	For	For	No
3.C	Reelect Homaira Akbari as Director	Mgmt	For	For	No
3.D	Reelect Alvaro Antonio Cardoso de Souza as Director	Mgmt	For	For	No

## Banco Santander SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
3.E	Reelect Javier Botin-Sanz de Sautuola y O'Shea as Director	Mgmt	For	For	No
3.F	Reelect Ramiro Mato Garcia-Ansorena as Director	Mgmt	For	For	No
3.G	Reelect Bruce Carnegie-Brown as Director	Mgmt	For	For	No
4	Ratify Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	No
5.A	Amend Articles Re: Non-Convertible Debentures	Mgmt	For	For	No
5.B	Amend Article 20 Re: Competences of General Meetings	Mgmt	For	For	No
5.C	Amend Articles Re: Shareholders' Participation at General Meetings	Mgmt	For	For	No
5.D	Amend Articles Re: Remote Voting	Mgmt	For	For	No
6.A	Amend Article 2 of General Meeting Regulations Re: Issuance of Debentures	Mgmt	For	For	No
6.B	Amend Article 2 of General Meeting Regulations Re: Share-Based Compensation	Mgmt	For	For	No
6.C	Amend Article 8 of General Meeting Regulations Re: Proxy Representation	Mgmt	For	For	No
6.D	Amend Article 20 of General Meeting Regulations Re: Remote Voting	Mgmt	For	For	No
6.E	Amend Article 26 of General Meeting Regulations Re: Publication of Resolutions	Mgmt	For	For	No
7	Authorize Issuance of Non-Convertible Debt Securities up to EUR 50 Billion	Mgmt	For	For	No
8	Approve Remuneration Policy	Mgmt	For	For	No
9	Approve Remuneration of Directors	Mgmt	For	For	No
10	Fix Maximum Variable Compensation Ratio	Mgmt	For	For	No
11.A	Approve Deferred Multiyear Objectives Variable Remuneration Plan	Mgmt	For	For	No
11.B	Approve Deferred and Conditional Variable Remuneration Plan	Mgmt	For	For	No
11.C	Approve Digital Transformation Award	Mgmt	For	For	No
11.D	Approve Buy-out Policy	Mgmt	For	For	No
11.E	Approve Employee Stock Purchase Plan	Mgmt	For	For	No
12	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	No
13	Advisory Vote on Remuneration Report	Mgmt	For	For	No

## Essity AB

**Meeting Date:** 03/25/2021

**Country:** Sweden

**Ticker:** ESSITY.B

**Record Date:** 03/17/2021

**Meeting Type:** Annual

**Primary Security ID:** W3R06F100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting; Elect Chairman of Meeting	Mgmt	For	Do Not Vote	No
2.1	Designate Madeleine Wallmark as Inspector of Minutes of Meeting	Mgmt	For	Do Not Vote	No
2.2	Designate Anders Oscarsson as Inspector of Minutes of Meeting	Mgmt	For	Do Not Vote	No
3	Prepare and Approve List of Shareholders	Mgmt	For	Do Not Vote	No
4	Acknowledge Proper Convening of Meeting	Mgmt	For	Do Not Vote	No
5	Approve Agenda of Meeting	Mgmt	For	Do Not Vote	No
6	Receive Financial Statements and Statutory Reports	Mgmt			
7.a	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote	No
7.b	Approve Allocation of Income and Dividends of SEK 6.75 Per Share	Mgmt	For	Do Not Vote	No
7.c1	Approve Discharge of Board Member Ewa Bjorling	Mgmt	For	Do Not Vote	No
7.c2	Approve Discharge of Board Member Par Boman	Mgmt	For	Do Not Vote	No
7.c3	Approve Discharge of Board Member Majja-Lisa Friman	Mgmt	For	Do Not Vote	No
7.c4	Approve Discharge of Board Member Annemarie Gardshol	Mgmt	For	Do Not Vote	No
7.c5	Approve Discharge of Board Member Magnus Groth	Mgmt	For	Do Not Vote	No
7.c6	Approve Discharge of Board Member Susanna Lind	Mgmt	For	Do Not Vote	No
7.c7	Approve Discharge of Board Member Bert Nordberg	Mgmt	For	Do Not Vote	No
7.c8	Approve Discharge of Board Member Louise Svanberg	Mgmt	For	Do Not Vote	No
7.c9	Approve Discharge of Board Member Orjan Svensson	Mgmt	For	Do Not Vote	No
7.c10	Approve Discharge of Board Member Lars Rebien Sorensen	Mgmt	For	Do Not Vote	No
7.c11	Approve Discharge of Board Member Barbara Milian Thoralfsson	Mgmt	For	Do Not Vote	No
7.c12	Approve Discharge of Board Member Niclas Thulin	Mgmt	For	Do Not Vote	No
7.c13	Approve Discharge of President and Board Member Magnus Groth	Mgmt	For	Do Not Vote	No
8	Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	For	Do Not Vote	No

## Essity AB \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
9	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	Do Not Vote	No
10.a	Approve Remuneration of Directors in the Amount of SEK 2.4 Million for Chairman and SEK 815,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	Do Not Vote	No
10.b	Approve Remuneration of Auditors	Mgmt	For	Do Not Vote	No
11.a	Reelect Ewa Bjorling as Director	Mgmt	For	Do Not Vote	No
11.b	Reelect Par Boman as Director	Mgmt	For	Do Not Vote	No
11.c	Reelect Annemarie Gardshol as Director	Mgmt	For	Do Not Vote	No
11.d	Reelect Magnus Groth as Director	Mgmt	For	Do Not Vote	No
11.e	Reelect Bert Nordberg as Director	Mgmt	For	Do Not Vote	No
11.f	Reelect Louise Svanberg as Director	Mgmt	For	Do Not Vote	No
11.g	Reelect Lars Rebien Sorensen as Director	Mgmt	For	Do Not Vote	No
11.h	Reelect Barbara M. Thoralfsson as Director	Mgmt	For	Do Not Vote	No
11.i	Elect Torbjorn Loof as New Director	Mgmt	For	Do Not Vote	No
12	Reelect Par Boman as Board Chairman	Mgmt	For	Do Not Vote	No
13	Ratify Ernst & Young as Auditors	Mgmt	For	Do Not Vote	No
14	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Do Not Vote	No
15	Approve Remuneration Report	Mgmt	For	Do Not Vote	No
16.a	Authorize Share Repurchase Program	Mgmt	For	Do Not Vote	No
16.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	Do Not Vote	No
17	Amend Articles of Association Re: Editorial Changes; Proxies and Postal Ballot	Mgmt	For	Do Not Vote	No

## Givaudan SA

**Meeting Date:** 03/25/2021

**Country:** Switzerland

**Ticker:** GIVN

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H3238Q102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
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 CHF 64 per Share	Mgmt	For	For	No
4	Approve Discharge of Board of Directors	Mgmt	For	For	No
5.1.1	Reelect Victor Balli as Director	Mgmt	For	For	No
5.1.2	Reelect Werner Bauer as Director	Mgmt	For	For	No
5.1.3	Reelect Lilian Biner as Director	Mgmt	For	For	No
5.1.4	Reelect Michael Carlos as Director	Mgmt	For	For	No
5.1.5	Reelect Ingrid Deltenre as Director	Mgmt	For	For	No
5.1.6	Reelect Olivier Filliol as Director	Mgmt	For	For	No
5.1.7	Reelect Sophie Gasperment as Director	Mgmt	For	For	No
5.1.8	Reelect Calvin Grieder as Director and Board Chairman	Mgmt	For	For	No
5.2.1	Reappoint Werner Bauer as Member of the Compensation Committee	Mgmt	For	For	No
5.2.2	Reappoint Ingrid Deltenre as Member of the Compensation Committee	Mgmt	For	For	No
5.2.3	Reappoint Victor Balli as Member of the Compensation Committee	Mgmt	For	For	No
5.3	Designate Manuel Isler as Independent Proxy	Mgmt	For	For	No
5.4	Ratify Deloitte AG as Auditors	Mgmt	For	For	No
6.1	Approve Remuneration of Directors in the Amount of CHF 3.3 Million	Mgmt	For	For	No
6.2.1	Approve Short Term Variable Remuneration of Executive Committee in the Amount of CHF 4.8 Million	Mgmt	For	For	No
6.2.2	Approve Fixed and Long Term Variable Remuneration of Executive Committee in the Amount of CHF 15.4 Million	Mgmt	For	For	No
7	Transact Other Business (Voting)	Mgmt	For	Against	Yes

*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.*

## Novo Nordisk A/S

**Meeting Date:** 03/25/2021

**Country:** Denmark

**Ticker:** NOVO.B

**Record Date:** 03/18/2021

**Meeting Type:** Annual

**Primary Security ID:** K72807132

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>	<b>Vote Against Mgmt</b>
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote	No
3	Approve Allocation of Income and Dividends of DKK 5.85 Per Share	Mgmt	For	Do Not Vote	No
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Do Not Vote	No
5.1	Approve Remuneration of Directors for 2020 in the Aggregate Amount of DKK 17 Million	Mgmt	For	Do Not Vote	No
5.2	Approve Remuneration of Directors for 2021 in the Amount of DKK 2.2 Million for the Chairman, DKK 1.47 Million for the Vice Chairman, and DKK 736,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	Do Not Vote	No
6.1	Reelect Helge Lund as Director and Board Chairman	Mgmt	For	Do Not Vote	No
6.2	Reelect Jeppe Christiansen as Director and Vice Chairman	Mgmt	For	Do Not Vote	No
6.3a	Reelect Laurence Debroux as Director	Mgmt	For	Do Not Vote	No
6.3b	Reelect Andreas Fibig as Director	Mgmt	For	Do Not Vote	No
6.3c	Reelect Sylvie Gregoire as Director	Mgmt	For	Do Not Vote	No
6.3d	Reelect Kasim Kutay as Director	Mgmt	For	Do Not Vote	No
6.3e	Reelect Martin Mackay as Director	Mgmt	For	Do Not Vote	No
6.3f	Elect Henrik Poulsen as New Director	Mgmt	For	Do Not Vote	No
7	Ratify Deloitte as Auditors	Mgmt	For	Do Not Vote	No
8.1	Approve DKK 8 Million Reduction in Share Capital via B Share Cancellation	Mgmt	For	Do Not Vote	No
8.2	Authorize Share Repurchase Program	Mgmt	For	Do Not Vote	No
8.3a	Amend Articles Re: Delete Authorization to Increase Share Capital	Mgmt	For	Do Not Vote	No
8.3b	Approve Creation of DKK 46.2 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 46.2 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 46.2 Million	Mgmt	For	Do Not Vote	No
8.4a	Approve Indemnification of Members of the Board of Directors	Mgmt	For	Do Not Vote	No
8.4b	Approve Indemnification of Members of Executive Management	Mgmt	For	Do Not Vote	No

## Novo Nordisk A/S \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
8.5	Amend Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	Do Not Vote	No
8.6a	Allow Shareholder Meetings to be Held Partially or Fully by Electronic Means	Mgmt	For	Do Not Vote	No
8.6b	Allow Electronic Distribution of Company Communication	Mgmt	For	Do Not Vote	No
8.6c	Amend Articles Re: Differentiation of Votes	Mgmt	For	Do Not Vote	No
	Shareholder Proposals Submitted by Kritiske Aktionaerer	Mgmt			
8.7	Initiate Plan for Changed Ownership	SH	Against	Do Not Vote	No
	Management Proposals	Mgmt			
9	Other Business	Mgmt			

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

**Meeting Date:** 03/25/2021

**Country:** China

**Ticker:** 2318

**Record Date:** 03/17/2021

**Meeting Type:** Annual

**Primary Security ID:** Y69790106

**Voting Policy:** ISS

**Shares Voted:** 63,612

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	AGM BALLOT FOR HOLDERS OF H SHARES	Mgmt			
1	Approve 2020 Report of the Board of Directors	Mgmt	For	For	No
2	Approve 2020 Report of the Supervisory Committee	Mgmt	For	For	No
3	Approve 2020 Annual Report and Its Summary	Mgmt	For	For	No
4	Approve 2020 Financial Statements and Statutory Reports	Mgmt	For	For	No
5	Approve 2020 Profit Distribution Plan and Distribution of Final Dividends	Mgmt	For	For	No
6	Approve Ernst & Young Hua Ming LLP as PRC Auditor and Ernst & Young as International Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	No
7	Approve 2020 Performance Evaluation Report of Independent Non-Executive Directors	Mgmt	For	For	No
	ELECT DIRECTORS	Mgmt			
8.01	Elect Ma Mingzhe as Director	Mgmt	For	For	No
8.02	Elect Xie Yonglin as Director	Mgmt	For	For	No
8.03	Elect Tan Sin Yin as Director	Mgmt	For	For	No



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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
8.04	Elect Yao Jason Bo as Director	Mgmt	For	For	No
8.05	Elect Cai Fangfang as Director	Mgmt	For	For	No
8.06	Elect Soopakij Chearavanont as Director	Mgmt	For	For	No
8.07	Elect Yang Xiaoping as Director	Mgmt	For	For	No
8.08	Elect Wang Yongjian as Director	Mgmt	For	For	No
8.09	Elect Huang Wei as Director	Mgmt	For	For	No
8.10	Elect Ouyang Hui as Director	Mgmt	For	For	No
8.11	Elect Ng Sing Yip as Director	Mgmt	For	For	No
8.12	Elect Chu Yiyun as Director	Mgmt	For	For	No
8.13	Elect Liu Hong as Director	Mgmt	For	For	No
8.14	Elect Jin Li as Director	Mgmt	For	For	No
8.15	Elect Ng Kong Ping Albert as Director	Mgmt	For	For	No
	ELECT SUPERVISORS	Mgmt			
9.01	Elect Gu Liji as Supervisor	Mgmt	For	For	No
9.02	Elect Huang Baokui as Supervisor	Mgmt	For	For	No
9.03	Elect Zhang Wangjin as Supervisor	Mgmt	For	For	No
10	Approve Issuance of Debt Financing Instruments	Mgmt	For	For	No
11	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for H Shares	Mgmt	For	Against	Yes
12	Amend Articles of Association	Mgmt	For	For	No

## Repsol SA

**Meeting Date:** 03/25/2021

**Country:** Spain

**Ticker:** REP

**Record Date:** 03/19/2021

**Meeting Type:** Annual

**Primary Security ID:** E8471S130

**Voting Policy:** ISS

**Shares Voted:** 309,768

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	No
2	Approve Allocation of Income and Dividends	Mgmt	For	For	No
3	Approve Non-Financial Information Statement	Mgmt	For	For	No
4	Approve Discharge of Board	Mgmt	For	For	No
5	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	No

## Repsol SA \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
6	Approve Dividends Charged Against Reserves	Mgmt	For	For	No
7	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	No
8	Authorize Issuance of Non-Convertible and/or Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 8.4 Billion with Exclusion of Preemptive Rights up to 10 Percent of Capital	Mgmt	For	For	No
9	Reelect Manuel Manrique Cecilia as Director	Mgmt	For	For	No
10	Reelect Mariano Marzo Carpio as Director	Mgmt	For	For	No
11	Reelect Isabel Torremocha Ferrezuelo as Director	Mgmt	For	For	No
12	Reelect Luis Suarez de Lezo Mantilla as Director	Mgmt	For	For	No
13	Ratify Appointment of and Elect Rene Dahan as Director	Mgmt	For	For	No
14	Elect Aurora Cata Sala as Director	Mgmt	For	For	No
15	Amend Articles	Mgmt	For	For	No
16	Amend Articles of General Meeting Regulations	Mgmt	For	For	No
17	Advisory Vote on Remuneration Report	Mgmt	For	For	No
18	Approve Remuneration Policy	Mgmt	For	For	No
19	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	No

## SSP Group Plc

**Meeting Date:** 03/25/2021

**Country:** United Kingdom

**Ticker:** SSPG

**Record Date:** 03/23/2021

**Meeting Type:** Annual

**Primary Security ID:** G8402N125

**Voting Policy:** ISS

**Shares Voted:** 5,871,698

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	No
4	Approve Restricted Share Plan	Mgmt	For	For	No
5	Re-elect Mike Clasper as Director	Mgmt	For	For	No
6	Re-elect Simon Smith as Director	Mgmt	For	For	No
7	Re-elect Jonathan Davies as Director	Mgmt	For	For	No
8	Re-elect Carolyn Bradley as Director	Mgmt	For	For	No

## SSP Group Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
9	Re-elect Ian Dyson as Director	Mgmt	For	For	No
10	Elect Judy Vezmar as Director	Mgmt	For	For	No
11	Elect Tim Lodge as Director	Mgmt	For	For	No
12	Reappoint KPMG LLP as Auditors	Mgmt	For	For	No
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
14	Authorise EU Political Donations and Expenditure	Mgmt	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## KB Financial Group, Inc.

**Meeting Date:** 03/26/2021

**Country:** South Korea

**Ticker:** 105560

**Record Date:** 12/31/2020

**Meeting Type:** Annual

**Primary Security ID:** Y46007103

**Voting Policy:** ISS

**Shares Voted:** 11,780

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	No
2.1	Elect Stuart B. Solomon as Outside Director	Mgmt	For	For	No
2.2	Elect Sonu Suk Ho as Outside Director	Mgmt	For	For	No
2.3	Elect Choi Myung Hee as Outside Director	Mgmt	For	For	No
2.4	Elect Jeong Kouwhan as Outside Director	Mgmt	For	For	No
3	Elect Kim Kyung Ho as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	No
4.1	Elect Sonu Suk Ho as a Member of Audit Committee	Mgmt	For	For	No
4.2	Elect Choi Myung Hee as a Member of Audit Committee	Mgmt	For	For	No
4.3	Elect Oh Gyutaeg as a Member of Audit Committee	Mgmt	For	For	No
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	No

## Sigma Capital Group Plc \$

**Meeting Date:** 03/26/2021

**Country:** United Kingdom

**Ticker:** SGM

**Record Date:** 03/24/2021

**Meeting Type:** Annual

**Primary Security ID:** G8124S105

**Voting Policy:** ISS

**Shares Voted:** 1,494,014

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Re-elect Gwynn Thomson as Director	Mgmt	For	For	No
3	Re-elect Duncan Sutherland as Director	Mgmt	For	For	No
4	Approve Remuneration Report	Mgmt	For	Against	Yes
<p><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.* Vesting of long-term incentive awards granted to the Executive Directors during the year is not conditional on the achievement of performance hurdles.</i></p>					
5	Reappoint BDO LLP as Auditors	Mgmt	For	For	No
6	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
7	Authorise Issue of Equity	Mgmt	For	For	No
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
9	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
10	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No

## Turk Hava Yollari AO

**Meeting Date:** 03/26/2021

**Country:** Turkey

**Ticker:** THYAO

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** M8926R100

**Voting Policy:** ISS

**Shares Voted:** 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt			
1	Open Meeting and Elect Presiding Council of Meeting	Mgmt	For	Do Not Vote	No
2	Accept Board Report	Mgmt	For	Do Not Vote	No
3	Accept Audit Report	Mgmt	For	Do Not Vote	No
4	Accept Financial Statements	Mgmt	For	Do Not Vote	No
5	Approve Discharge of Board	Mgmt	For	Do Not Vote	No

## Turk Hava Yollari AO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
6	Approve Allocation of Income	Mgmt	For	Do Not Vote	No
7	Approve Director Remuneration	Mgmt	For	Do Not Vote	No
8	Ratify Director Appointment	Mgmt	For	Do Not Vote	No
9	Elect Directors	Mgmt	For	Do Not Vote	No
10	Ratify External Auditors	Mgmt	For	Do Not Vote	No
11	Receive Information on Guarantees, Pledges and Mortgages Provided to Third Parties	Mgmt			
12	Approve Upper Limit of Donations for 2021 and Receive Information on Donations Made in 2020	Mgmt	For	Do Not Vote	No
13	Wishes	Mgmt			

## The Restaurant Group Plc

**Meeting Date:** 03/29/2021

**Country:** United Kingdom

**Ticker:** RTN

**Record Date:** 03/25/2021

**Meeting Type:** Special

**Primary Security ID:** G7535J118

**Voting Policy:** ISS

**Shares Voted:** 5,362,268

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Issuance of Shares to Threadneedle Pursuant to the Capital Raising	Mgmt	For	For	No
2	Authorise Issue of Equity Pursuant to the Capital Raising	Mgmt	For	For	No

## Vivendi SA

**Meeting Date:** 03/29/2021

**Country:** France

**Ticker:** VIV

**Record Date:** 03/25/2021

**Meeting Type:** Special

**Primary Security ID:** F97982106

**Voting Policy:** ISS

**Shares Voted:** 111,529

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Extraordinary Business	Mgmt			
1	Amend Article 20 of Bylaws Re: Allocation of Income and Dividends	Mgmt	For	For	No
2	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	No

# Avanza Bank Holding AB \$

Meeting Date: 03/30/2021

Country: Sweden

Ticker: AZA

Record Date: 03/22/2021

Meeting Type: Annual

Primary Security ID: W1R78Z269

Voting Policy: ISS

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Elect Chairman of Meeting	Mgmt	For	Do Not Vote	No
2	Prepare and Approve List of Shareholders	Mgmt	For	Do Not Vote	No
3	Approve Agenda of Meeting	Mgmt	For	Do Not Vote	No
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	Do Not Vote	No
5	Acknowledge Proper Convening of Meeting	Mgmt	For	Do Not Vote	No
6	Receive Financial Statements and Statutory Reports	Mgmt			
7.a	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote	No
7.b	Approve Allocation of Income and Dividends of SEK 0.85 Per Share	Mgmt	For	Do Not Vote	No
7.c1	Approve Discharge of Board Member Magnus Dybeck	Mgmt	For	Do Not Vote	No
7.c2	Approve Discharge of Board Member Catharina Eklof	Mgmt	For	Do Not Vote	No
7.c3	Approve Discharge of Board Member Viktor Fritzen	Mgmt	For	Do Not Vote	No
7.c4	Approve Discharge of Board Member Jonas Hagstromer	Mgmt	For	Do Not Vote	No
7.c5	Approve Discharge of Board Member Sven Hagstromer	Mgmt	For	Do Not Vote	No
7.c6	Approve Discharge of Board Member Birgitta Klasen	Mgmt	For	Do Not Vote	No
7.c7	Approve Discharge of Board Member Mattias Miksche	Mgmt	For	Do Not Vote	No
7.c8	Approve Discharge of Board Member Johan Roos	Mgmt	For	Do Not Vote	No
7.c9	Approve Discharge of Board Member Hans Toll	Mgmt	For	Do Not Vote	No
7.c10	Approve Discharge of Board Member Jacqueline Winberg	Mgmt	For	Do Not Vote	No
7.c11	Approve Discharge of Board Member Rikard Josefson	Mgmt	For	Do Not Vote	No
8	Determine Number of Members (9) and Deputy Members of Board	Mgmt	For	Do Not Vote	No
9.1	Approve Remuneration of Directors in the Amount of SEK 460,000 For Each Director Except Sven Hagstroer (Chair), Jonas Hagstromer and Magnus Dybeck	Mgmt	For	Do Not Vote	No

# Avanza Bank Holding AB \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
9.2	Approve Remuneration of Directors in the Amount of SEK 368,000 For Each Director Sven Hagstroer (Chair), Jonas Hagstromer and Magnus Dybeck	Mgmt	For	Do Not Vote	No
9.3	Approve Remuneration for Chairman of the Audit, Risk and Capital Committee	Mgmt	For	Do Not Vote	No
9.4	Approve Remuneration for the Audit, Risk and Capital Committee	Mgmt	For	Do Not Vote	No
9.5	Approve Remuneration for the Credit Committee	Mgmt	For	Do Not Vote	No
9.6	Approve Remuneration for the Remuneration Committee	Mgmt	For	Do Not Vote	No
9.7	Approve Remuneration for the IT Committee	Mgmt	For	Do Not Vote	No
10	Approve Remuneration of Auditors	Mgmt	For	Do Not Vote	No
11.1	Reelect Magnus Dybeck as Directors	Mgmt	For	Do Not Vote	No
11.2	Reelect Catharina Eklof as Directors	Mgmt	For	Do Not Vote	No
11.3	Reelect Viktor Fritzen as Directors	Mgmt	For	Do Not Vote	No
11.4	Reelect Jonas Hagstromer as Directors	Mgmt	For	Do Not Vote	No
11.5	Reelect Sven Hagstromer as Directors	Mgmt	For	Do Not Vote	No
11.6	Reelect Mattias Miksche as Directors	Mgmt	For	Do Not Vote	No
11.7	Reelect Johan Roos as Directors	Mgmt	For	Do Not Vote	No
11.8	Reelect Hans Toll as Directors	Mgmt	For	Do Not Vote	No
11.9	Elect Leemon Wu as New Directors	Mgmt	For	Do Not Vote	No
12	Reelect Sven Hagstromer as Board Chairman	Mgmt	For	Do Not Vote	No
13	Ratify KPMG as Auditors	Mgmt	For	Do Not Vote	No
14	Amend Articles	Mgmt	For	Do Not Vote	No
15.a	Approve Warrants Plan for Key Employees; Incentive Program, Series 2021/2024	Mgmt	For	Do Not Vote	No
15.b	Approve Warrants Plan for Key Employees; Incentive Program, Series 2022/2025	Mgmt	For	Do Not Vote	No
15.c	Approve Warrants Plan for Key Employees; Incentive Program, Series 2023/2026	Mgmt	For	Do Not Vote	No
16	Authorize Share Repurchase Program	Mgmt	For	Do Not Vote	No
17	Approve Remuneration Report	Mgmt	For	Do Not Vote	No

**Meeting Date:** 03/30/2021

**Country:** Sweden

**Ticker:** SEB.A

**Record Date:** 03/22/2021

**Meeting Type:** Annual

**Primary Security ID:** W25381141

**Voting Policy:** ISS

**Shares Voted:** 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	Do Not Vote	No
3.1	Designate Ossian Ekdahl as Inspector of Minutes of Meeting	Mgmt	For	Do Not Vote	No
3.2	Designate Per Colleen as Inspector of Minutes of Meeting	Mgmt	For	Do Not Vote	No
4	Prepare and Approve List of Shareholders	Mgmt	For	Do Not Vote	No
5	Approve Agenda of Meeting	Mgmt	For	Do Not Vote	No
6	Acknowledge Proper Convening of Meeting	Mgmt	For	Do Not Vote	No
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote	No
9	Approve Allocation of Income and Dividends of SEK 4.10 Per Share	Mgmt	For	Do Not Vote	No
10.1	Approve Discharge of Johan H. Andresen	Mgmt	For	Do Not Vote	No
10.2	Approve Discharge of Signhild Arnegard Hansen	Mgmt	For	Do Not Vote	No
10.3	Approve Discharge of Anne-Catherine Berner	Mgmt	For	Do Not Vote	No
10.4	Approve Discharge of Samir Brikho	Mgmt	For	Do Not Vote	No
10.5	Approve Discharge of Winnie Fok	Mgmt	For	Do Not Vote	No
10.6	Approve Discharge of Anna-Karin Glimstrom	Mgmt	For	Do Not Vote	No
10.7	Approve Discharge of Annika Dahlberg	Mgmt	For	Do Not Vote	No
10.8	Approve Discharge of Charlotta Lindholm	Mgmt	For	Do Not Vote	No
10.9	Approve Discharge of Sven Nyman	Mgmt	For	Do Not Vote	No
10.10	Approve Discharge of Magnus Olsson	Mgmt	For	Do Not Vote	No
10.11	Approve Discharge of Lars Ottersgard	Mgmt	For	Do Not Vote	No
10.12	Approve Discharge of Jesper Ovesen	Mgmt	For	Do Not Vote	No



# Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
10.13	Approve Discharge of Helena Saxon	Mgmt	For	Do Not Vote	No
10.14	Approve Discharge of Johan Torgeby (as Board Member)	Mgmt	For	Do Not Vote	No
10.15	Approve Discharge of Marcus Wallenberg	Mgmt	For	Do Not Vote	No
10.16	Approve Discharge of Hakan Westerberg	Mgmt	For	Do Not Vote	No
10.17	Approve Discharge of Johan Torgeby (as President)	Mgmt	For	Do Not Vote	No
11	Determine Number of Members (9) and Deputy Members of Board	Mgmt	For	Do Not Vote	No
12	Determine Number of Auditors (1) and Deputy Auditors	Mgmt	For	Do Not Vote	No
13.1	Approve Remuneration of Directors in the Amount of SEK 3.2 Million for Chairman, SEK 1 Million for Vice Chairman, and SEK 775,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	Do Not Vote	No
13.2	Approve Remuneration of Auditors	Mgmt	For	Do Not Vote	No
14.1	Reelect Signhild Arnegard Hansen as Director	Mgmt	For	Do Not Vote	No
14.2	Reelect Anne-Catherine Berner as Director	Mgmt	For	Do Not Vote	No
14.3	Reelect Winnie Fok as Director	Mgmt	For	Do Not Vote	No
14.4	Reelect Sven Nyman as Director	Mgmt	For	Do Not Vote	No
14.5	Reelect Lars Ottersgard as Director	Mgmt	For	Do Not Vote	No
14.6	Reelect Jesper Ovesen as Director	Mgmt	For	Do Not Vote	No
14.7	Reelect Helena Saxon as Director	Mgmt	For	Do Not Vote	No
14.8	Reelect Johan Torgeby as Director	Mgmt	For	Do Not Vote	No
14.9	Reelect Marcus Wallenberg as Director	Mgmt	For	Do Not Vote	No
14.10	Reelect Marcus Wallenberg as Board Chairman	Mgmt	For	Do Not Vote	No
15	Ratify Ernst & Young as Auditors	Mgmt	For	Do Not Vote	No
16	Approve Remuneration Report	Mgmt	For	Do Not Vote	No
17.1	Approve SEB All Employee Program 2021 for All Employees in Most of the Countries where SEB Operates	Mgmt	For	Do Not Vote	No
17.2	Approve SEB Share Deferral Program 2021 for Group Executive Committee, Senior Managers and Key Employees	Mgmt	For	Do Not Vote	No

## Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
17.3	Approve SEB Restricted Share Program 2021 for Some Employees in Certain Business Units	Mgmt	For	Do Not Vote	No
18.1	Authorize Share Repurchase Program	Mgmt	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	Do Not Vote	No
18.3	Approve Transfer of Class A Shares to Participants in 2021 Long-Term Equity Programs	Mgmt	For	Do Not Vote	No
19	Approve Issuance of Convertibles without Preemptive Rights	Mgmt	For	Do Not Vote	No
20	Approve Proposal Concerning the Appointment of Auditors in Foundations Without Own Management	Mgmt	For	Do Not Vote	No
21	Amend Articles Re: Editorial Changes; Participation at General Meetings; Location of General Meetings; Attendance of Persons not being Shareholders at General Meetings	Mgmt	For	Do Not Vote	No
	Shareholder Proposals Submitted by Elisabeth Dahlerus Dahlin	Mgmt			
22.1	The Bank Immediately shall Work for the Exclusion of Fossil Companies as Borrowers in the Bank	SH	None	Do Not Vote	No
22.2	The Bank shall Exclude Fossil Fuels as Investment Objects	SH	None	Do Not Vote	No
	Shareholder Proposals Submitted by Rolf Lindahl	Mgmt			
23.1	By 2025, the Bank will Only Finance those Companies and Projects that are in Line with what Science Requires for the World to Stay below 1.5 Degree Celsius	SH	None	Do Not Vote	No
23.2	The Board of Directors of the Bank shall Report back on how this has been Implemented at the Latest at the 2022 AGM and thereafter Annually until it has been Fully Implemented	SH	None	Do Not Vote	No
24	Close Meeting	Mgmt			

## Telefonaktiebolaget LM Ericsson

**Meeting Date:** 03/30/2021

**Country:** Sweden

**Ticker:** ERIC.B

**Record Date:** 03/22/2021

**Meeting Type:** Annual

**Primary Security ID:** W26049119

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Elect Chairman of Meeting	Mgmt	For	Do Not Vote	No
2	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	Do Not Vote	No
3	Prepare and Approve List of Shareholders	Mgmt	For	Do Not Vote	No
4	Approve Agenda of Meeting	Mgmt	For	Do Not Vote	No
5	Acknowledge Proper Convening of Meeting	Mgmt	For	Do Not Vote	No
6	Receive Financial Statements and Statutory Reports	Mgmt			
7.1	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote	No
7.2	Approve Remuneration Report	Mgmt	For	Do Not Vote	No
7.3a	Approve Discharge of Board Chairman Ronnie Leten	Mgmt	For	Do Not Vote	No
7.3b	Approve Discharge of Board Member Helena Stjernholm	Mgmt	For	Do Not Vote	No
7.3c	Approve Discharge of Board Member Jacob Wallenberg	Mgmt	For	Do Not Vote	No
7.3d	Approve Discharge of Board Member Jon Fredrik Baksaa	Mgmt	For	Do Not Vote	No
7.3e	Approve Discharge of Board Member Jan Carlson	Mgmt	For	Do Not Vote	No
7.3f	Approve Discharge of Board Member Nora Denzel	Mgmt	For	Do Not Vote	No
7.3g	Approve Discharge of Board Member Borje Ekholm	Mgmt	For	Do Not Vote	No
7.3h	Approve Discharge of Board Member Eric A. Elzvik	Mgmt	For	Do Not Vote	No
7.3i	Approve Discharge of Board Member Kurt Jofs	Mgmt	For	Do Not Vote	No
7.3j	Approve Discharge of Board Member Kristin S. Rinne	Mgmt	For	Do Not Vote	No
7.3k	Approve Discharge of Employee Representative Torbjorn Nyman	Mgmt	For	Do Not Vote	No
7.3l	Approve Discharge of Employee Representative Kjell-Ake Soting	Mgmt	For	Do Not Vote	No
7.3m	Approve Discharge of Employee Representative Roger Svensson	Mgmt	For	Do Not Vote	No
7.3n	Approve Discharge of Deputy Employee Representative Per Holmberg	Mgmt	For	Do Not Vote	No
7.3o	Approve Discharge of Deputy Employee Representative Anders Ripa	Mgmt	For	Do Not Vote	No

# Telefonaktiebolaget LM Ericsson \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
7.3p	Approve Discharge of Deputy Employee Representative Loredana Roslund	Mgmt	For	Do Not Vote	No
7.3q	Approve Discharge of President Borje Ekholm	Mgmt	For	Do Not Vote	No
7.4	Approve Allocation of Income and Dividends of SEK 2 Per Share	Mgmt	For	Do Not Vote	No
8	Determine Number of Directors (10) and Deputy Directors (0) of Board	Mgmt	For	Do Not Vote	No
9	Approve Remuneration of Directors in the Amount of SEK 4.2 Million for Chairman and SEK 1.06 Million for Other Directors, Approve Remuneration for Committee Work	Mgmt	For	Do Not Vote	No
10.1	Reelect Jon Fredrik Baksaas as Director	Mgmt	For	Do Not Vote	No
10.2	Reelect Jan Carlson as Director	Mgmt	For	Do Not Vote	No
10.3	Reelect Nora Denzel as Director	Mgmt	For	Do Not Vote	No
10.4	Reelect Borje Ekholm as Director	Mgmt	For	Do Not Vote	No
10.5	Reelect Eric A. Elzvik as Director	Mgmt	For	Do Not Vote	No
10.6	Reelect Kurt Jofs as Director	Mgmt	For	Do Not Vote	No
10.7	Reelect Ronnie Leten as Director	Mgmt	For	Do Not Vote	No
10.8	Reelect Kristin S. Rinne as Director	Mgmt	For	Do Not Vote	No
10.9	Reelect Helena Stjernholm as Director	Mgmt	For	Do Not Vote	No
10.10	Reelect Jacob Wallenberg as Director	Mgmt	For	Do Not Vote	No
11	Reelect Ronnie Leten as Board Chair	Mgmt	For	Do Not Vote	No
12	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	Do Not Vote	No
13	Approve Remuneration of Auditors	Mgmt	For	Do Not Vote	No
14	Ratify Deloitte as Auditors	Mgmt	For	Do Not Vote	No
15	Amend Articles Re: Editorial Changes; Collecting of Proxies and Postal Voting; Participation at General Meetings	Mgmt	For	Do Not Vote	No
16.1	Approve Long-Term Variable Compensation Program 2021 (LTV 2021)	Mgmt	For	Do Not Vote	No
16.2	Approve Equity Plan Financing of LTV 2021	Mgmt	For	Do Not Vote	No
16.3	Approve Alternative Equity Plan Financing of LTV 2021, if Item 16.2 is Not Approved	Mgmt	For	Do Not Vote	No
17	Approve Equity Plan Financing of LTV 2020	Mgmt	For	Do Not Vote	No

# Telefonaktiebolaget LM Ericsson \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
18	Approve Equity Plan Financing of LTV 2018 and 2019	Mgmt	For	Do Not Vote	No

## UPM-Kymmene Oyj

**Meeting Date:** 03/30/2021      **Country:** Finland      **Ticker:** UPM  
**Record Date:** 03/18/2021      **Meeting Type:** Annual  
**Primary Security ID:** X9518S108

**Voting Policy:** ISS

**Shares Voted:** 40,615

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
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 Dividends of EUR 1.30 Per Share	Mgmt	For	For	No
9	Approve Discharge of Board and President	Mgmt	For	For	No
10	Approve Remuneration Report	Mgmt	For	For	No
11	Remuneration of Directors in the Amount of EUR 195,000 for Chairman, EUR 140,000 for Deputy Chairman and EUR 115,000 for Other Directors; Approve Compensation for Committee Work	Mgmt	For	For	No
12	Fix Number of Directors at Nine	Mgmt	For	For	No
13	Reelect Berndt Brunow, Henrik Ehrnrooth, Piia-Noora Kauppi, Marjan Oudeman, Kim Wahl, Bjorn Wahlroos, Emma FitzGerald and Martin a Porta as Directors; Elect Jari Gustafsson as New Director	Mgmt	For	For	No
14	Approve Remuneration of Auditors	Mgmt	For	For	No
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	No
16	Approve Issuance of up to 25 Million Shares without Preemptive Rights	Mgmt	For	For	No
17	Authorize Share Repurchase Program	Mgmt	For	For	No
18	Authorize Charitable Donations	Mgmt	For	For	No
19	Close Meeting	Mgmt			

## Daimler AG \$

**Meeting Date:** 03/31/2021

**Country:** Germany

**Ticker:** DAI

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** D1668R123

**Voting Policy:** ISS

**Shares Voted:** 40,026

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.35 per Share	Mgmt	For	For	No
3	Approve Discharge of Management Board for Fiscal Year 2020	Mgmt	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	No
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2021	Mgmt	For	For	No
5.2	Ratify KPMG AG as Auditors for the 2022 Interim Financial Statements until the 2022 AGM	Mgmt	For	For	No
5.3	Ratify KPMG AG as Auditors of the Final Balance Sheets Required under the German Reorganization Act	Mgmt	For	For	No
6.1	Elect Elizabeth Centoni to the Supervisory Board	Mgmt	For	For	No
6.2	Elect Ben van Beurden to the Supervisory Board	Mgmt	For	For	No
6.3	Elect Martin Brudermueller to the Supervisory Board	Mgmt	For	For	No
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	No
8	Amend Articles Re: Supervisory Board Meetings and Resolutions	Mgmt	For	For	No
9	Amend Articles Re: Place of Jurisdiction	Mgmt	For	For	No

## Turkiye Garanti Bankasi AS

**Meeting Date:** 03/31/2021

**Country:** Turkey

**Ticker:** GARAN

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** M4752S106

**Voting Policy:** ISS

**Shares Voted:** 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt			
1	Open Meeting, Elect Presiding Council of Meeting and Authorize Presiding Council to Sign Minutes of Meeting	Mgmt	For	Do Not Vote	No
2	Accept Board Report	Mgmt	For	Do Not Vote	No

## Turkiye Garanti Bankasi AS \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
3	Accept Audit Report	Mgmt	For	Do Not Vote	No
4	Accept Financial Statements	Mgmt	For	Do Not Vote	No
5	Approve Discharge of Board	Mgmt	For	Do Not Vote	No
6	Approve Allocation of Income	Mgmt	For	Do Not Vote	No
7	Elect Directors	Mgmt	For	Do Not Vote	No
8	Ratify External Auditors	Mgmt	For	Do Not Vote	No
9	Receive Information on Remuneration Policy	Mgmt			
10	Approve Director Remuneration	Mgmt	For	Do Not Vote	No
11	Approve Upper Limit of Donations for 2021 and Receive Information on Donations Made in 2020	Mgmt	For	Do Not Vote	No
12	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose	Mgmt	For	Do Not Vote	No
13	Receive Information in Accordance to Article 1.3.6 of Capital Market Board Corporate Governance Principles	Mgmt			

## Volvo AB

**Meeting Date:** 03/31/2021      **Country:** Sweden      **Ticker:** VOLV.B  
**Record Date:** 03/23/2021      **Meeting Type:** Annual  
**Primary Security ID:** 928856301

**Voting Policy:** ISS

**Shares Voted:** 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Elect Chairman of Meeting	Mgmt	For	Do Not Vote	No
2.1	Designate Erik Sjoman as Inspector of Minutes of Meeting	Mgmt	For	Do Not Vote	No
2.2	Designate Martin Jonasson as Inspector of Minutes of Meeting	Mgmt	For	Do Not Vote	No
3	Prepare and Approve List of Shareholders	Mgmt	For	Do Not Vote	No
4	Approve Agenda of Meeting	Mgmt	For	Do Not Vote	No
5	Acknowledge Proper Convening of Meeting	Mgmt	For	Do Not Vote	No
6	Receive Financial Statements and Statutory Reports; Receive President's Report	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
7	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote	No
8	Approve Allocation of Income and Dividends of SEK 6 Per Share and an Extra Dividend of SEK 9 Per Share	Mgmt	For	Do Not Vote	No
9.1	Approve Discharge of Matti Alahuhta	Mgmt	For	Do Not Vote	No
9.2	Approve Discharge of Eckhard Cordes	Mgmt	For	Do Not Vote	No
9.3	Approve Discharge of Eric Elzvik	Mgmt	For	Do Not Vote	No
9.4	Approve Discharge of Kurt Jofs	Mgmt	For	Do Not Vote	No
9.5	Approve Discharge of James W. Griffith	Mgmt	For	Do Not Vote	No
9.6	Approve Discharge of Martin Lundstedt (as Board Member)	Mgmt	For	Do Not Vote	No
9.7	Approve Discharge of Kathryn V. Marinello	Mgmt	For	Do Not Vote	No
9.8	Approve Discharge of Martina Merz	Mgmt	For	Do Not Vote	No
9.9	Approve Discharge of Hanne de Mora	Mgmt	For	Do Not Vote	No
9.10	Approve Discharge of Helena Stjernholm	Mgmt	For	Do Not Vote	No
9.11	Approve Discharge of Carl-Henric Svanberg	Mgmt	For	Do Not Vote	No
9.12	Approve Discharge of Lars Ask (Employee Representative)	Mgmt	For	Do Not Vote	No
9.13	Approve Discharge of Mats Henning (Employee Representative)	Mgmt	For	Do Not Vote	No
9.14	Approve Discharge of Mikael Sallstrom (Employee Representative)	Mgmt	For	Do Not Vote	No
9.15	Approve Discharge of Camilla Johansson (Deputy Employee Representative)	Mgmt	For	Do Not Vote	No
9.16	Approve Discharge of Mari Larsson (Deputy Employee Representative)	Mgmt	For	Do Not Vote	No
9.17	Approve Discharge of Martin Lundstedt (as CEO)	Mgmt	For	Do Not Vote	No
10.1	Determine Number of Members (11) of Board	Mgmt	For	Do Not Vote	No
10.2	Determine Number of Deputy Members (0) of Board	Mgmt	For	Do Not Vote	No
11	Approve Remuneration of Directors in the Amount of SEK 3.7 Million for Chairman and SEK 1.1 Million for Other Directors except CEO; Approve Remuneration for Committee Work	Mgmt	For	Do Not Vote	No
12.1	Reelect Matti Alahuhta as Director	Mgmt	For	Do Not Vote	No



## Volvo AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
12.2	Reelect Eckhard Cordes as Director	Mgmt	For	Do Not Vote	No
12.3	Reelect Eric Elzvik as Director	Mgmt	For	Do Not Vote	No
12.4	Elect Martha Finn Brooks as New Director	Mgmt	For	Do Not Vote	No
12.5	Reelect Kurt Jofs as Director	Mgmt	For	Do Not Vote	No
12.6	Reelect Martin Lundstedt as Director	Mgmt	For	Do Not Vote	No
12.7	Reelect Kathryn Marinello as Director	Mgmt	For	Do Not Vote	No
12.8	Reelect Martina Merz as Director	Mgmt	For	Do Not Vote	No
12.9	Reelect Hanne de Mora as Director	Mgmt	For	Do Not Vote	No
12.10	Reelect Helena Stjernholm as Director	Mgmt	For	Do Not Vote	No
12.11	Reelect Carl-Henric Svenberg as Director	Mgmt	For	Do Not Vote	No
13	Reelect Carl-Henric Svanberg as Board Chairman	Mgmt	For	Do Not Vote	No
14.1	Elect Bengt Kjell to Serve on Nomination Committee	Mgmt	For	Do Not Vote	No
14.2	Elect Anders Oscarsson to Serve on Nomination Committee	Mgmt	For	Do Not Vote	No
14.3	Elect Ramsay Brufer to Serve on Nomination Committee	Mgmt	For	Do Not Vote	No
14.4	Elect Carine Smith Ihenacho to Serve on Nomination Committee	Mgmt	For	Do Not Vote	No
14.5	Elect Chairman of the Board to Serve on Nomination Committee	Mgmt	For	Do Not Vote	No
15	Approve Remuneration Report	Mgmt	For	Do Not Vote	No
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Do Not Vote	No
17	Amend Articles Re: Auditors	Mgmt	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	Do Not Vote	No

## Beiersdorf AG

**Meeting Date:** 04/01/2021

**Country:** Germany

**Ticker:** BEI

**Record Date:** 03/10/2021

**Meeting Type:** Annual

**Primary Security ID:** D08792109

Voting Policy: ISS

Shares Voted: 10,078

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (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 Year 2020	Mgmt	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	No
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2021	Mgmt	For	For	No
6	Approve Remuneration Policy	Mgmt	For	For	No
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	No

Deutsche Telekom AG

Meeting Date: 04/01/2021

Country: Germany

Ticker: DTE

Record Date:

Meeting Type: Annual

Primary Security ID: D2035M136

Voting Policy: ISS

Shares Voted: 246,488

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Management Proposals	Mgmt			
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (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 Year 2020	Mgmt	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	No
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	Mgmt	For	For	No
5.2	Ratify PricewaterhouseCoopers GmbH as Auditors for the 2021 Interim Financial Statements	Mgmt	For	For	No
5.3	Ratify PricewaterhouseCoopers GmbH as Auditors for the First Quarter of Fiscal Year 2021	Mgmt	For	For	No
5.4	Ratify PricewaterhouseCoopers GmbH as Auditors for the Third Quarter of Fiscal Year 2021 and First Quarter of Fiscal Year 2022	Mgmt	For	For	No
6	Elect Helga Jung to the Supervisory Board	Mgmt	For	For	No

## Deutsche Telekom AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	No
8	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	No
9	Approve Remuneration Policy	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because:* The proposed policy contains significant scope for discretion via extraordinary bonuses and a modifier under the STI, which falls short of market best practice standards.</i>					
10	Approve Remuneration of Supervisory Board	Mgmt	For	For	No
	Shareholder Proposal Submitted by Deutsche Schutzvereinigung fuer Wertpapierbesitz e.V. (DSW)	Mgmt			
11	Amend Articles Re: Shareholders' Right to Participation during the Virtual Meeting	SH	Against	For	Yes
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because the proposed article amendment would have a positive impact on shareholder rights.</i>					

## St. Modwen Properties Plc

**Meeting Date:** 04/01/2021      **Country:** United Kingdom      **Ticker:** SMP  
**Record Date:** 03/30/2021      **Meeting Type:** Annual  
**Primary Security ID:** G61824101

**Voting Policy:** ISS

**Shares Voted:** 274,626

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Final Dividend	Mgmt	For	For	No
4	Re-elect Ian Bull as Director	Mgmt	For	For	No
5	Re-elect Simon Clarke as Director	Mgmt	For	For	No
6	Re-elect Danuta Gray as Director	Mgmt	For	For	No
7	Re-elect Jenefer Greenwood as Director	Mgmt	For	For	No
8	Re-elect Jamie Hopkins as Director	Mgmt	For	For	No
9	Re-elect Rob Hudson as Director	Mgmt	For	For	No
10	Re-elect Sarah Whitney as Director	Mgmt	For	For	No
11	Elect Dame Alison Nimmo as Director	Mgmt	For	For	No
12	Elect Sarwjit Sambhi as Director	Mgmt	For	For	No
13	Reappoint KPMG LLP as Auditors	Mgmt	For	For	No
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	No

## St. Modwen Properties Plc \$

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

## Broadcom Inc.

**Meeting Date:** 04/05/2021      **Country:** USA      **Ticker:** AVGO  
**Record Date:** 02/08/2021      **Meeting Type:** Annual  
**Primary Security ID:** 11135F101

**Voting Policy:** ISS

**Shares Voted:** 20,397

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Diane M. Bryant	Mgmt	For	For	No
1b	Elect Director Gayla J. Delly	Mgmt	For	For	No
1c	Elect Director Raul J. Fernandez	Mgmt	For	For	No
1d	Elect Director Eddy W. Hartenstein	Mgmt	For	For	No
1e	Elect Director Check Kian Low	Mgmt	For	For	No
1f	Elect Director Justine F. Page	Mgmt	For	For	No
1g	Elect Director Henry Samueli	Mgmt	For	For	No
1h	Elect Director Hock E. Tan	Mgmt	For	For	No
1i	Elect Director Harry L. You	Mgmt	For	For	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
3	Amend Omnibus Stock Plan	Mgmt	For	Against	Yes
<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 plan permits liberal recycling of shares</i>					
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No

## SSP Group Plc

**Meeting Date:** 04/06/2021      **Country:** United Kingdom      **Ticker:** SSPG  
**Record Date:** 04/01/2021      **Meeting Type:** Special  
**Primary Security ID:** G8402N125

## SSP Group Plc \$

Voting Policy: ISS

Shares Voted: 5,853,757

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Authorise Issue of Equity in Connection with the Rights Issue	Mgmt	For	For	No
2	Approve the Terms of the Rights Issue	Mgmt	For	For	No

## Schlumberger N.V.

Meeting Date: 04/07/2021

Country: Curacao

Ticker: SLB

Record Date: 02/17/2021

Meeting Type: Annual

Primary Security ID: 806857108

Voting Policy: ISS

Shares Voted: 227,598

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Patrick de La Chevardiere	Mgmt	For	For	No
1.2	Elect Director Miguel M. Galuccio	Mgmt	For	For	No
1.3	Elect Director Olivier Le Peuch	Mgmt	For	For	No
1.4	Elect Director Tatiana A. Mitrova	Mgmt	For	For	No
1.5	Elect Director Maria Moræus Hanssen	Mgmt	For	For	No
1.6	Elect Director Mark G. Papa	Mgmt	For	For	No
1.7	Elect Director Henri Seydoux	Mgmt	For	For	No
1.8	Elect Director Jeff W. Sheets	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Adopt and Approve Financials and Dividends	Mgmt	For	For	No
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
5	Amend Omnibus Stock Plan	Mgmt	For	For	No
6	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	No
7	Amend Non-Employee Director Restricted Stock Plan	Mgmt	For	For	No

## Zurich Insurance Group AG

Meeting Date: 04/07/2021

Country: Switzerland

Ticker: ZURN

Record Date:

Meeting Type: Annual

Primary Security ID: H9870Y105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	No
2	Approve Allocation of Income and Dividends of CHF 20.00 per Share	Mgmt	For	For	No
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	No
4.1a	Reelect Michel Lies as Director and Board Chairman	Mgmt	For	For	No
4.1b	Reelect Joan Amble as Director	Mgmt	For	For	No
4.1c	Reelect Catherine Bessant as Director	Mgmt	For	For	No
4.1d	Reelect Dame Carnwath as Director	Mgmt	For	For	No
4.1e	Reelect Christoph Franz as Director	Mgmt	For	For	No
4.1f	Reelect Michael Halbherr as Director	Mgmt	For	For	No
4.1g	Reelect Jeffrey Hayman as Director (pro-forma vote as Jeffrey Hayman is not available for appointment)	Mgmt	For	For	No
4.1h	Reelect Monica Maechler as Director	Mgmt	For	For	No
4.1i	Reelect Kishore Mahbubani as Director	Mgmt	For	For	No
4.1j	Reelect Jasmin Staiblin as Director	Mgmt	For	For	No
4.1k	Reelect Barry Stowe as Director	Mgmt	For	For	No
4.1l	Elect Sabine Keller-Busse as Director	Mgmt	For	For	No
4.2.1	Reappoint Michel Lies as Member of the Compensation Committee	Mgmt	For	For	No
4.2.2	Reappoint Catherine Bessant as Member of the Compensation Committee	Mgmt	For	For	No
4.2.3	Reappoint Christoph Franz as Member of the Compensation Committee	Mgmt	For	For	No
4.2.4	Reappoint Kishore Mahbubani as Member of the Compensation Committee	Mgmt	For	For	No
4.2.5	Reappoint Jasmin Staiblin as Member of the Compensation Committee	Mgmt	For	For	No
4.2.6	Appoint Sabine Keller-Busse as Member of the Compensation Committee	Mgmt	For	For	No
4.3	Designate Keller KLG as Independent Proxy	Mgmt	For	For	No
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	No
5.1	Approve Remuneration of Directors in the Amount of CHF 5.9 Million	Mgmt	For	For	No
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 79.8 Million	Mgmt	For	For	No

## Zurich Insurance Group AG \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
6	Approve Extension of Existing Authorized Capital Pool of CHF 4.5 Million with Partial Exclusion of Preemptive Rights and Approve Amendment to Existing Conditional Capital Pool	Mgmt	For	For	No
7	Transact Other Business (Voting)	Mgmt	For	Against	Yes

*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.*

## Adecco Group AG

**Meeting Date:** 04/08/2021

**Country:** Switzerland

**Ticker:** ADEN

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H00392318

**Voting Policy:** ISS

**Shares Voted:** 8,597

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
1.2	Approve Remuneration Report	Mgmt	For	For	No
2	Approve Allocation of Income and Dividends of CHF 2.50 per Share	Mgmt	For	For	No
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	No
4.1	Approve Remuneration of Directors in the Amount of CHF 5.1 Million	Mgmt	For	For	No
4.2	Approve Remuneration of Executive Committee in the Amount of CHF 32 Million	Mgmt	For	For	No
5.1.1	Reelect Jean-Christophe Deslarzes as Director and Board Chairman	Mgmt	For	For	No
5.1.2	Reelect Ariane Gorin as Director	Mgmt	For	For	No
5.1.3	Reelect Alexander Gut as Director	Mgmt	For	For	No
5.1.4	Reelect Didier Lamouche as Director	Mgmt	For	For	No
5.1.5	Reelect David Prince as Director	Mgmt	For	For	No
5.1.6	Reelect Kathleen Taylor as Director	Mgmt	For	For	No
5.1.7	Reelect Regula Wallimann as Director	Mgmt	For	For	No
5.1.8	Elect Rachel Duan as Director	Mgmt	For	For	No
5.2.1	Reappoint Kathleen Taylor as Member of the Compensation Committee	Mgmt	For	For	No
5.2.2	Reappoint Didier Lamouche as Member of the Compensation Committee	Mgmt	For	For	No
5.2.3	Appoint Rachel Duan as Member of the Compensation Committee	Mgmt	For	For	No

## Adecco Group AG \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
5.3	Designate Keller KLG as Independent Proxy	Mgmt	For	For	No
5.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	No
6	Approve Creation of CHF 815,620 Pool of Capital without Preemptive Rights	Mgmt	For	For	No
7	Transact Other Business (Voting)	Mgmt	For	Against	Yes

*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.*

## Ferrovial SA

**Meeting Date:** 04/08/2021      **Country:** Spain      **Ticker:** FER  
**Record Date:** 04/01/2021      **Meeting Type:** Annual  
**Primary Security ID:** E49512119

**Voting Policy:** ISS

**Shares Voted:** 42,218

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	No
1.2	Approve Non-Financial Information Statement	Mgmt	For	For	No
2	Approve Allocation of Income	Mgmt	For	For	No
3	Approve Discharge of Board	Mgmt	For	For	No
4	Approve Scrip Dividends	Mgmt	For	For	No
5	Approve Scrip Dividends	Mgmt	For	For	No
6	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	No
7.1	Advisory Vote on Company's Greenhouse Gas Emissions Reduction Plan	Mgmt	For	For	No
7.2	Advisory Vote, as from the 2022 AGM, on the Company's Climate Strategy Report	Mgmt	For	For	No
8	Approve Remuneration Policy	Mgmt	For	For	No
9	Advisory Vote on Remuneration Report	Mgmt	For	For	No
10	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	No
11	Receive Amendments to Board of Directors Regulations	Mgmt			

## Nokia Oyj

**Meeting Date:** 04/08/2021      **Country:** Finland      **Ticker:** NOKIA  
**Record Date:** 03/25/2021      **Meeting Type:** Annual  
**Primary Security ID:** X61873133



Voting Policy: ISS

Shares Voted: 747,579

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
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 Treatment of Net Loss	Mgmt	For	For	No
9	Approve Discharge of Board and President	Mgmt	For	For	No
10	Approve Remuneration Report (Advisory Vote)	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
12	Fix Number of Directors at Eight	Mgmt	For	For	No
13	Reelect Sari Baldauf, Bruce Brown, Thomas Dannenfeldt, Jeanette Horan, Edward Kozel, Soren Skou, Carla Smits-Nusteling, and Kari Stadigh as Directors	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because Kari Stadigh is overboarded.</i>					
14	Approve Remuneration of Auditors	Mgmt	For	For	No
15	Ratify Deloitte as Auditors	Mgmt	For	For	No
16	Authorize Share Repurchase Program	Mgmt	For	For	No
17	Approve Issuance of up to 550 Million Shares without Preemptive Rights	Mgmt	For	For	No
18	Close Meeting	Mgmt			

## The Siam Commercial Bank Public Company Limited

Meeting Date: 04/08/2021

Country: Thailand

Ticker: SCB

Record Date: 03/04/2021

Meeting Type: Annual

Primary Security ID: Y7905M105

Voting Policy: ISS

Shares Voted: 58,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Acknowledge Annual Report	Mgmt			

## The Siam Commercial Bank Public Company Limited \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
2	Approve Financial Statements	Mgmt	For	For	No
3	Acknowledge Allocation of Income and Approve Dividend Payment	Mgmt	For	For	No
4.1	Elect Vichit Suraphongchai as Director	Mgmt	For	For	No
4.2	Elect Weerawong Chittmittrapap as Director	Mgmt	For	For	No
4.3	Elect Pailin Chuchottaworn as Director	Mgmt	For	For	No
4.4	Elect Jareeporn Jarukornsakul as Director	Mgmt	For	For	No
4.5	Elect Arthid Nanthawithaya as Director	Mgmt	For	For	No
4.6	Elect Pantip Sripimol as Director	Mgmt	For	For	No
5	Approve Remuneration of Directors for the Year 2021 and Bonus of Directors for the Year 2020	Mgmt	For	For	No
6	Approve KPMG Phoomchai Audit Limited as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	No

## UBS Group AG

**Meeting Date:** 04/08/2021

**Country:** Switzerland

**Ticker:** UBSG

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H42097107

**Voting Policy:** ISS

**Shares Voted:** 260,643

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
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 0.37 per Share	Mgmt	For	For	No
4	Approve Discharge of Board and Senior Management for Fiscal Year 2020, 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 Mark Hughes as Director	Mgmt	For	For	No
5.7	Reelect Nathalie Rachou as Director	Mgmt	For	For	No
5.8	Reelect Julie Richardson as Director	Mgmt	For	For	No
5.9	Reelect Dieter Wemmer as Director	Mgmt	For	For	No

## UBS Group AG \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
5.10	Reelect Jeanette Wong as Director	Mgmt	For	For	No
6.1	Elect Claudia Boeckstiegel as Director	Mgmt	For	For	No
6.2	Elect Patrick Firmenich as Director	Mgmt	For	For	No
7.1	Reappoint Julie Richardson as Member of the Compensation Committee	Mgmt	For	For	No
7.2	Reappoint Reto Francioni as Member of the Compensation Committee	Mgmt	For	For	No
7.3	Reappoint Dieter Wemmer as Member of the Compensation Committee	Mgmt	For	For	No
7.4	Reappoint 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 85 Million	Mgmt	For	For	No
8.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 33 Million	Mgmt	For	For	No
9.1	Designate ADB Altorfer Duss & Beilstein AG as Independent Proxy	Mgmt	For	For	No
9.2	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	No
9.3	Ratify BDO AG as Special Auditors	Mgmt	For	For	No
10	Amend Articles Re: Voting Majority for Board Resolutions	Mgmt	For	For	No
11	Approve CHF 15.7 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	No
12	Authorize Repurchase of up to CHF 4 Billion in Issued Share Capital	Mgmt	For	For	No
13	Transact Other Business (Voting)	Mgmt	None	Against	No

## Vestas Wind Systems A/S

**Meeting Date:** 04/08/2021

**Country:** Denmark

**Ticker:** VWS

**Record Date:** 04/01/2021

**Meeting Type:** Annual

**Primary Security ID:** K9773J201

**Voting Policy:** ISS

**Shares Voted:** 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote	No
3	Approve Allocation of Income and Dividends of DKK 8.45 Per Share	Mgmt	For	Do Not Vote	No

## Vestas Wind Systems A/S \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Do Not Vote	No
5	Approve Remuneration of Directors in the Amount of DKK 1.3 Million for Chairman, DKK 892,500 for Vice Chairman and DKK 446,250 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	Do Not Vote	No
6.a	Reelect Anders Runevad as Director	Mgmt	For	Do Not Vote	No
6.b	Reelect Bert Nordberg as Director	Mgmt	For	Do Not Vote	No
6.c	Reelect Bruce Grant as Director	Mgmt	For	Do Not Vote	No
6.d	Reelect Eva Merete Sofelde Berneke as Director	Mgmt	For	Do Not Vote	No
6.e	Reelect Helle Thorning-Schmidt as Director	Mgmt	For	Do Not Vote	No
6.f	Reelect Karl-Henrik Sundstrom as Director	Mgmt	For	Do Not Vote	No
6.g	Reelect Lars Josefsson as Director	Mgmt	For	Do Not Vote	No
6.h	Elect Kentaro Hosomi as New Director	Mgmt	For	Do Not Vote	No
7	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	Do Not Vote	No
8.1	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	Do Not Vote	No
8.2	Amend Articles Re: Change Par Value from DKK 1 to DKK 0.01 or Multiples Thereof	Mgmt	For	Do Not Vote	No
8.3	Approve Creation of DKK 20.2 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 20.2 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 20.2 Million	Mgmt	For	Do Not Vote	No
8.4	Allow Shareholder Meetings to be Held by Electronic Means Only	Mgmt	For	Do Not Vote	No
8.5	Allow Electronic Distribution of Company Communication	Mgmt	For	Do Not Vote	No
8.6	Authorize Board to Decide on the Distribution of Extraordinary Dividends	Mgmt	For	Do Not Vote	No
8.7	Authorize Share Repurchase Program	Mgmt	For	Do Not Vote	No
9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	Do Not Vote	No
10	Other Business	Mgmt			

Meeting Date: 04/08/2021

Country: France

Ticker: DG

Record Date: 04/06/2021

Meeting Type: Annual/Special

Primary Security ID: F5879X108

Voting Policy: ISS

Shares Voted: 26,189

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	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 2.04 per Share	Mgmt	For	For	No
4	Reelect Yannick Assouad as Director	Mgmt	For	For	No
5	Reelect Graziella Gavezotti 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 Directors	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
11	Approve Company's Environmental Transition Plan	Mgmt	For	For	No
	Extraordinary Business	Mgmt			
12	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	No
13	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	For	For	No
14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 300 Million	Mgmt	For	For	No
15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 150 Million	Mgmt	For	For	No
16	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 150 Million	Mgmt	For	For	No
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 14-16	Mgmt	For	For	No
18	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	No
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	No
21	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	No
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	No

## Rio Tinto Plc

**Meeting Date:** 04/09/2021

**Country:** United Kingdom

**Ticker:** RIO

**Record Date:** 04/07/2021

**Meeting Type:** Annual

**Primary Security ID:** G75754104

**Voting Policy:** ISS

**Shares Voted:** 1,425,478

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	No
3	Approve Remuneration Report for UK Law Purposes	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this item is considered warranted:* The Company has allowed the former CEO to retain a significant proportion of his outstanding LTIP awards, subject to pro-rating for time and performance. The failures in risk oversight and governance at the Juukan site clearly constitute a "catastrophic environment event" which has "had a material effect on the reputation" of Rio Tinto, as defined in the malus and clawback provisions of the 2018 remuneration policy. In this light, it is unclear why these provisions have not been more comprehensively applied.</i></p>					
4	Approve Remuneration Report for Australian Law Purposes	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this item is considered warranted:* The Company has allowed the former CEO to retain a significant proportion of his outstanding LTIP awards, subject to pro-rating for time and performance. The failures in risk oversight and governance at the Juukan site clearly constitute a "catastrophic environment event" which has "had a material effect on the reputation" of Rio Tinto, as defined in the malus and clawback provisions of the 2018 remuneration policy. In this light, it is unclear why these provisions have not been more comprehensively applied.</i></p>					
5	Re-elect Megan Clark as Director	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: Item 5A vote AGAINST the re-election of Megan Clark is warranted:* As Chair of the Sustainability Committee, she is accountable for the failures in governance and risk management that contributed to the Juukan Gorge incident, including the lack of effective controls to properly manage the social and environmental risks and the relationships with indigenous communities.Items 6-7, 9-11, 13A vote FOR these candidates is warranted as no significant concerns have been identified.Item 8A vote FOR the re-election of Sam Laidlaw, Chair of the Remuneration Committee, is warranted, although it is not without concern for shareholders:* Significant concerns around remuneration governance in connection with the treatment of the outstanding LTIP awards belonging to the former CEO and other senior executives, given their roles in, and accountability for, the Juukan Gorge incident.The main reason for support is:* As Senior Independent Director, Laidlaw is leading the succession process for Simon Thompson as Board Chair. As such, a voting sanction is not considered to be in the best interests of the Company and its shareholders at this time.Item 12A vote FOR the re-election of Simon Thompson is considered warranted, although it is not without concern for shareholders:* As Board Chair, he is ultimately accountable for the Juukan Gorge incident, which represents a significant and irreparable failure in risk oversight and governance.The main reason for support is:* He intends to step down at the 2022 AGM. The extension of his tenure until the next AGM will provide stability and continuity during a period of transition for the Company.</i></p>					
6	Re-elect Hinda Gharbi as Director	Mgmt	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
7	Re-elect Simon Henry as Director	Mgmt	For	For	No
8	Re-elect Sam Laidlaw as Director	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: Item 5A vote AGAINST the re-election of Megan Clark is warranted: * As Chair of the Sustainability Committee, she is accountable for the failures in governance and risk management that contributed to the Juukan Gorge incident, including the lack of effective controls to properly manage the social and environmental risks and the relationships with indigenous communities. Items 6-7, 9-11, 13A vote FOR these candidates is warranted as no significant concerns have been identified. Item 8A vote FOR the re-election of Sam Laidlaw, Chair of the Remuneration Committee, is warranted, although it is not without concern for shareholders: * Significant concerns around remuneration governance in connection with the treatment of the outstanding LTIP awards belonging to the former CEO and other senior executives, given their roles in, and accountability for, the Juukan Gorge incident. The main reason for support is: * As Senior Independent Director, Laidlaw is leading the succession process for Simon Thompson as Board Chair. As such, a voting sanction is not considered to be in the best interests of the Company and its shareholders at this time. Item 12A vote FOR the re-election of Simon Thompson is considered warranted, although it is not without concern for shareholders: * As Board Chair, he is ultimately accountable for the Juukan Gorge incident, which represents a significant and irreparable failure in risk oversight and governance. The main reason for support is: * He intends to step down at the 2022 AGM. The extension of his tenure until the next AGM will provide stability and continuity during a period of transition for the Company.</i></p>					
9	Re-elect Simon McKeon as Director	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: Item 5A vote AGAINST the re-election of Megan Clark is warranted: * As Chair of the Sustainability Committee, she is accountable for the failures in governance and risk management that contributed to the Juukan Gorge incident, including the lack of effective controls to properly manage the social and environmental risks and the relationships with indigenous communities. Items 6-7, 9-11, 13A vote FOR these candidates is warranted as no significant concerns have been identified. Item 8A vote FOR the re-election of Sam Laidlaw, Chair of the Remuneration Committee, is warranted, although it is not without concern for shareholders: * Significant concerns around remuneration governance in connection with the treatment of the outstanding LTIP awards belonging to the former CEO and other senior executives, given their roles in, and accountability for, the Juukan Gorge incident. The main reason for support is: * As Senior Independent Director, Laidlaw is leading the succession process for Simon Thompson as Board Chair. As such, a voting sanction is not considered to be in the best interests of the Company and its shareholders at this time. Item 12A vote FOR the re-election of Simon Thompson is considered warranted, although it is not without concern for shareholders: * As Board Chair, he is ultimately accountable for the Juukan Gorge incident, which represents a significant and irreparable failure in risk oversight and governance. The main reason for support is: * He intends to step down at the 2022 AGM. The extension of his tenure until the next AGM will provide stability and continuity during a period of transition for the Company.</i></p>					
10	Re-elect Jennifer Nason as Director	Mgmt	For	For	No
11	Re-elect Jakob Stausholm as Director	Mgmt	For	For	No
12	Re-elect Simon Thompson as Director	Mgmt	For	For	No
13	Re-elect Ngaire Woods as Director	Mgmt	For	For	No
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For	No
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
17	Approve Global Employee Share Plan	Mgmt	None	For	No
18	Approve UK Share Plan	Mgmt	For	For	No
19	Authorise Issue of Equity	Mgmt	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Cineworld Group Plc \$

Meeting Date: 04/12/2021

Country: United Kingdom

Ticker: CINE

Record Date: 04/10/2021

Meeting Type: Special

Primary Security ID: G219AH100

Voting Policy: ISS

Shares Voted: 125,817

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Temporary Suspension of the Borrowing Limit in the Articles of Association	Mgmt	For	For	No

## The Bank of New York Mellon Corporation

Meeting Date: 04/13/2021

Country: USA

Ticker: BK

Record Date: 02/16/2021

Meeting Type: Annual

Primary Security ID: 064058100

Voting Policy: ISS

Shares Voted: 159,060

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Linda Z. Cook	Mgmt	For	For	No
1b	Elect Director Joseph J. Echevarria	Mgmt	For	For	No
1c	Elect Director Thomas P. "Todd" Gibbons	Mgmt	For	For	No
1d	Elect Director M. Amy Gilliland	Mgmt	For	For	No
1e	Elect Director Jeffrey A. Goldstein	Mgmt	For	For	No
1f	Elect Director K. Guru Gowrappan	Mgmt	For	For	No
1g	Elect Director Ralph Izzo	Mgmt	For	For	No
1h	Elect Director Edmund F. "Ted" Kelly	Mgmt	For	For	No
1i	Elect Director Elizabeth E. Robinson	Mgmt	For	For	No
1j	Elect Director Samuel C. Scott, III	Mgmt	For	For	No
1k	Elect Director Frederick O. Terrell	Mgmt	For	For	No
1l	Elect Director Alfred W. "Al" Zollar	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	No
4	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent	SH	Against	For	Yes

*Voting Policy Rationale: A vote FOR this proposal is warranted. A reduction in the ownership threshold required to request a record date to initiate written consent would provide for a more meaningful written consent right for shareholders.*



Meeting Date: 04/14/2021

Country: Netherlands

Ticker: AIR

Record Date: 03/17/2021

Meeting Type: Annual

Primary Security ID: N0280G100

Voting Policy: ISS

Shares Voted: 35,754

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	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	No
4.2	Approve Discharge of Non-Executive Members of the Board of Directors	Mgmt	For	For	No
4.3	Approve Discharge of Executive Members of the Board of Directors	Mgmt	For	For	No
4.4	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For	No
4.5	Approve Implementation of Remuneration Policy	Mgmt	For	For	No
4.6	Reelect Rene Obermann as Non-Executive Director	Mgmt	For	For	No
4.7	Reelect Amparo Moraleda as Non-Executive Director	Mgmt	For	For	No
4.8	Reelect Victor Chu as Non-Executive Director	Mgmt	For	For	No
4.9	Reelect Jean-Pierre Clamadieu as Non-Executive Director	Mgmt	For	For	No
4.10	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	No
4.11	Grant Board Authority to Issue Shares Up To 1.15 Percent of Issued Capital and Exclude Preemptive Rights Re: Company Funding	Mgmt	For	For	No
4.12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	No
4.13	Approve Cancellation of Repurchased Shares	Mgmt	For	For	No
5	Close Meeting	Mgmt			

## Koninklijke Ahold Delhaize NV

Meeting Date: 04/14/2021

Country: Netherlands

Ticker: AD

Record Date: 03/17/2021

Meeting Type: Annual

Primary Security ID: N0074E105

Voting Policy: ISS

Shares Voted: 43,283

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	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	No
5	Approve Dividends of EUR 0.90 Per Share	Mgmt	For	For	No
6	Approve Remuneration Report	Mgmt	For	For	No
7	Approve Discharge of Management Board	Mgmt	For	For	No
8	Approve Discharge of Supervisory Board	Mgmt	For	For	No
9	Elect Jan Zijderveld to Supervisory Board	Mgmt	For	For	No
10	Elect Bala Subramanian to Supervisory Board	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	Mgmt	For	For	No
13	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	No
14	Authorize Board to Acquire Common Shares	Mgmt	For	For	No
15	Approve Cancellation of Repurchased Shares	Mgmt	For	For	No
16	Close Meeting	Mgmt			

## Royal KPN NV

Meeting Date: 04/14/2021

Country: Netherlands

Ticker: KPN

Record Date: 03/17/2021

Meeting Type: Annual

Primary Security ID: N4297B146

Voting Policy: ISS

Shares Voted: 20,266

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt			
1	Open Meeting and Announcements	Mgmt			
2	Receive Report of Management Board (Non-Voting)	Mgmt			
3	Adopt Financial Statements	Mgmt	For	For	No
4	Approve Remuneration Report	Mgmt	For	For	No

## Royal KPN NV \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
5	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
6	Approve Dividends of EUR 0.13 Per Share	Mgmt	For	For	No
7	Approve Discharge of Management Board	Mgmt	For	For	No
8	Approve Discharge of Supervisory Board	Mgmt	For	For	No
9	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For	No
10	Opportunity to Make Recommendations	Mgmt			
11	Elect E.J.C. Overbeek to Supervisory Board	Mgmt	For	For	No
12	Elect G.J.A. van de Aast to Supervisory Board	Mgmt	For	For	No
13	Announce Vacancies on the Supervisory Board	Mgmt			
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	No
15	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	No
16	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	No
17	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	No
18	Other Business (Non-Voting)	Mgmt			
19	Close Meeting	Mgmt			

## Smith & Nephew Plc

**Meeting Date:** 04/14/2021

**Country:** United Kingdom

**Ticker:** SN

**Record Date:** 04/12/2021

**Meeting Type:** Annual

**Primary Security ID:** G82343164

**Voting Policy:** ISS

**Shares Voted:** 3,665,907

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Final Dividend	Mgmt	For	For	No
4	Re-elect Roland Diggelmann as Director	Mgmt	For	For	No
5	Re-elect Erik Engstrom as Director	Mgmt	For	For	No
6	Re-elect Robin Freestone as Director	Mgmt	For	For	No
7	Elect John Ma as Director	Mgmt	For	For	No
8	Elect Katarzyna Mazur-Hofsaess as Director	Mgmt	For	For	No

## Smith & Nephew Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
9	Elect Rick Medlock as Director	Mgmt	For	For	No
10	Elect Anne-Francoise Nesmes as Director	Mgmt	For	For	No
11	Re-elect Marc Owen as Director	Mgmt	For	For	No
12	Re-elect Roberto Quarta as Director	Mgmt	For	For	No
13	Re-elect Angie Risley as Director	Mgmt	For	For	No
14	Elect Bob White as Director	Mgmt	For	For	No
15	Reappoint KPMG LLP as Auditors	Mgmt	For	For	No
16	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
22	Adopt New Articles of Association	Mgmt	For	For	No

## Sulzer AG

**Meeting Date:** 04/14/2021

**Country:** Switzerland

**Ticker:** SUN

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H83580284

**Voting Policy:** ISS

**Shares Voted:** 4,510

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	No
2	Approve Allocation of Income and Dividends of CHF 4.00 per Share	Mgmt	For	For	No
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	No
4.1	Approve Remuneration of Directors in the Amount of CHF 3 Million	Mgmt	For	For	No
4.2	Approve Remuneration of Executive Committee in the Amount of CHF 19.5 Million	Mgmt	For	For	No
5.1	Reelect Peter Loescher as Director and Board Chairman	Mgmt	For	For	No
5.2.1	Reelect Hanne Sorensen as Director	Mgmt	For	For	No

## Sulzer AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
5.2.2	Reelect Matthias Bichsel as Director	Mgmt	For	For	No
5.2.3	Reelect Mikhail Lifshitz as Director	Mgmt	For	For	No
5.2.4	Reelect Alexey Moskov as Director	Mgmt	For	For	No
5.2.5	Reelect Gerhard Roiss as Director	Mgmt	For	For	No
5.3.1	Elect Suzanne Thoma as Director	Mgmt	For	For	No
5.3.2	Elect David Metzger as Director	Mgmt	For	For	No
6.1.1	Reappoint Hanne Sorensen as Member of the Compensation Committee	Mgmt	For	For	No
6.1.2	Reappoint Gerhard Roiss as Member of the Compensation Committee	Mgmt	For	For	No
6.2	Appoint Suzanne Thoma as Member of the Compensation Committee	Mgmt	For	For	No
7	Ratify KPMG AG as Auditors	Mgmt	For	For	No
8	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For	No
9	Approve Creation of CHF 17,000 Pool of Conditional Capital for Bonds or Similar Debt Instruments	Mgmt	For	For	No
10	Transact Other Business (Voting)	Mgmt	For	Against	Yes

*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.*

## CNH Industrial NV

**Meeting Date:** 04/15/2021

**Country:** Netherlands

**Ticker:** CNHI

**Record Date:** 03/18/2021

**Meeting Type:** Annual

**Primary Security ID:** N20944109

**Voting Policy:** ISS

**Shares Voted:** 174,215

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	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	No
2.c +	Approve Dividends of EUR 0.11 Per Share	Mgmt	For	For	No
2.d +	Approve Discharge of Directors	Mgmt	For	For	No

## CNH Industrial NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
3	Approve Remuneration Report	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because: * An excessive one-time lump sum award that compensates for the STI 2020 award but is without further information. * A one time share award without compelling rationale and reduced vesting period. However, we do acknowledge that the remuneration report is in line with market practice regarding disclosure and the company provided clear disclosure on the applicable targets during the 2020 performance year and forward looking targets for the 2021 STI plan. +</i></p>					
4.a +	Reelect Suzanne Heywood as Executive Director	Mgmt	For	For	No
4.b +	Elect Scott W. Wine as Executive Director	Mgmt	For	For	No
4.c +	Reelect Howard W. Buffett as Non-Executive Director	Mgmt	For	For	No
4.d +	Reelect Tufan Erginbilgic as Non-Executive Director	Mgmt	For	For	No
4.e +	Reelect Leo W. Houle as Non-Executive Director	Mgmt	For	For	No
4.f +	Reelect John B. Lanaway as Non-Executive Director	Mgmt	For	For	No
4.g +	Reelect Alessandro Nasi as Non-Executive Director	Mgmt	For	For	No
4.h +	Reelect Lorenzo Simonelli as Non-Executive Director	Mgmt	For	For	No
4.i +	Reelect Vagn Sorensen as Non-Executive Director	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote FOR the elections of Scott Wine, Suzanne (Lady) Heywood, Leo Houle, Howard Buffett, Tufan Erginbilgic, John Lanaway, Alessandro Nasi and Lorenzo Simonelli 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 nominee Vagn Soerensen is warranted as the nominee is considered to be overboarded. +</i></p>					
5 +	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For	No
6 +	Authorize Repurchase of Up to 10 Percent of Issued Common Shares	Mgmt	For	For	No
7 +	Close Meeting	Mgmt			

## Dow Inc.

**Meeting Date:** 04/15/2021

**Country:** USA

**Ticker:** DOW

**Record Date:** 02/22/2021

**Meeting Type:** Annual

**Primary Security ID:** 260557103

**Voting Policy:** ISS

**Shares Voted:** 152,615

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Samuel R. Allen	Mgmt	For	For	No
1b	Elect Director Gaurdie Banister, Jr.	Mgmt	For	For	No
1c	Elect Director Wesley G. Bush	Mgmt	For	For	No
1d	Elect Director Richard K. Davis	Mgmt	For	For	No

## Dow Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1e	Elect Director Debra L. Dial	Mgmt	For	For	No
1f	Elect Director Jeff M. Fetting	Mgmt	For	For	No
1g	Elect Director Jim Fitterling	Mgmt	For	For	No
1h	Elect Director Jacqueline C. Hinman	Mgmt	For	For	No
1i	Elect Director Luis A. Moreno	Mgmt	For	For	No
1j	Elect Director Jill S. Wyant	Mgmt	For	For	No
1k	Elect Director Daniel W. Yohannes	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Amend Omnibus Stock Plan	Mgmt	For	For	No
4	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	No
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	No
6	Provide Right to Act by Written Consent	SH	Against	For	Yes

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

## LVMH Moët Hennessy Louis Vuitton SE

**Meeting Date:** 04/15/2021

**Country:** France

**Ticker:** MC

**Record Date:** 04/13/2021

**Meeting Type:** Annual/Special

**Primary Security ID:** F58485115

**Voting Policy:** ISS

**Shares Voted:** 17,065

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	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 6.00 per Share	Mgmt	For	For	No
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Yes

*Voting Policy Rationale: A vote AGAINST this proposal is warranted because:\* The Company receives consulting services from Sophie Chassat, a non-executive director; and\* The Company failed to provide enough information with respect to the transaction with Agache, important shareholder. It is therefore impossible to ascertain that the continuation of this agreement is in shareholders' interests.*

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
5	Reelect Antoine Arnault as Director	Mgmt	For	Against	Yes
	<p><i>Voting Policy Rationale: * The number of outside mandates held by Nicolas Bazire is in excess of recommended guidelines for executive directors. Therefore, his (re)election warrants a vote AGAINST (Item 6). Furthermore, the company failed to indicate how it took into account the fact that, in June 2020, he was sentenced to five years in jail — two of them suspended — and also fined €300,000 in the "Karachi affair" (court's ruling was appealed). * 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: 41.2 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 5-7). * A vote FOR the (re)election of this independent nominee is warranted in the absence of specific concerns (Item 8).</i></p>				
6	Reelect Nicolas Bazire as Director	Mgmt	For	Against	Yes
	<p><i>Voting Policy Rationale: * The number of outside mandates held by Nicolas Bazire is in excess of recommended guidelines for executive directors. Therefore, his (re)election warrants a vote AGAINST (Item 6). Furthermore, the company failed to indicate how it took into account the fact that, in June 2020, he was sentenced to five years in jail — two of them suspended — and also fined €300,000 in the "Karachi affair" (court's ruling was appealed). * 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: 41.2 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 5-7). * A vote FOR the (re)election of this independent nominee is warranted in the absence of specific concerns (Item 8).</i></p>				
7	Reelect Charles de Croisset as Director	Mgmt	For	Against	Yes
	<p><i>Voting Policy Rationale: * The number of outside mandates held by Nicolas Bazire is in excess of recommended guidelines for executive directors. Therefore, his (re)election warrants a vote AGAINST (Item 6). Furthermore, the company failed to indicate how it took into account the fact that, in June 2020, he was sentenced to five years in jail — two of them suspended — and also fined €300,000 in the "Karachi affair" (court's ruling was appealed). * 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: 41.2 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 5-7). * A vote FOR the (re)election of this independent nominee is warranted in the absence of specific concerns (Item 8).</i></p>				
8	Reelect Yves-Thibault de Silguy as Director	Mgmt	For	For	No
9	Appoint Olivier Lenel as Alternate Auditor	Mgmt	For	For	No
10	Approve Amendment of Remuneration Policy of Directors Re: FY 2020	Mgmt	For	For	No
11	Approve Amendment of Remuneration Policy of Executive Corporate Officers Re: FY 2020	Mgmt	For	Against	Yes
	<p><i>Voting Policy Rationale: * A vote FOR the amendment to the non-executive directors' 2020 remuneration policy is warranted as it is not deemed contentious (Item 10). * A vote AGAINST the amendment to the 2020 executive directors' remuneration policy is warranted because of the potential misalignment between performance and payout resulting from the amended LTIP structure (Item 11).</i></p>				
12	Approve Compensation of Corporate Officers	Mgmt	For	Against	Yes
	<p><i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted in regard of* the high level of dissent recorded at last year AGM and the lack of response from the company.* the limited perimeter used for the pay ratio.</i></p>				
13	Approve Compensation of Bernard Arnault, Chairman and CEO	Mgmt	For	Against	Yes
	<p><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 LTIP that vested this year. Furthermore, the performance criteria of the LTI granted do not seem particularly challenging.</i></p>				
14	Approve Compensation of Antonio Belloni, Vice-CEO	Mgmt	For	Against	Yes
	<p><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 LTIP that vested this year. Furthermore, the performance criteria of the LTI granted do not seem particularly challenging.</i></p>				
15	Approve Remuneration Policy of Directors	Mgmt	For	For	No



# LVMH Moët Hennessy Louis Vuitton SE \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
16	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: Votes AGAINST these remuneration policies are warranted because: * The Company does not disclose the targets of the annual bonus; * The nature of the LTIP criteria, the vesting scales and the performance period are not disclosed; * Post-mandate vesting of LTI grant is not explicitly excluded; * The derogation policy of the board is deemed too broad; and * The cap on the exceptional remuneration is not disclosed.</i></p>					
17	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: Votes AGAINST these remuneration policies are warranted because: * The Company does not disclose the targets of the annual bonus; * The nature of the LTIP criteria, the vesting scales and the performance period are not disclosed; * Post-mandate vesting of LTI grant is not explicitly excluded; * The derogation policy of the board is deemed too broad; and * The cap on the exceptional remuneration is not disclosed.</i></p>					
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 20 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 20 Million	Mgmt	For	For	No
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: * Votes FOR the authorizations under Items 21 and 26 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * Votes AGAINST the authorizations under Items 22-25 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * A vote FOR the total limit proposed under Item 29 is warranted as it limits shareholder dilution.</i></p>					
23	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: * Votes FOR the authorizations under Items 21 and 26 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * Votes AGAINST the authorizations under Items 22-25 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * A vote FOR the total limit proposed under Item 29 is warranted as it limits shareholder dilution.</i></p>					
24	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: * Votes FOR the authorizations under Items 21 and 26 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * Votes AGAINST the authorizations under Items 22-25 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * A vote FOR the total limit proposed under Item 29 is warranted as it limits shareholder dilution.</i></p>					
25	Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: * Votes FOR the authorizations under Items 21 and 26 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * Votes AGAINST the authorizations under Items 22-25 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * A vote FOR the total limit proposed under Item 29 is warranted as it limits shareholder dilution.</i></p>					

## LVMH Moët Hennessy Louis Vuitton SE \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
26	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	No
27	Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because:* No information is available on the existence of performance conditions;* The vesting period is not disclosed; and* The performance period is not disclosed.</i>					
28	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	No
29	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 21-26 at EUR 20 Million	Mgmt	For	For	No
30	Amend Article 22 of Bylaws Re: Auditors	Mgmt	For	For	No

## Nestle SA

**Meeting Date:** 04/15/2021      **Country:** Switzerland      **Ticker:** NESN  
**Record Date:**      **Meeting Type:** Annual  
**Primary Security ID:** H57312649

**Voting Policy:** ISS

**Shares Voted:** 173,351

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
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 2.75 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 Pablo Isla as Director	Mgmt	For	For	No
4.1.f	Reelect Ann Veneman as Director	Mgmt	For	For	No
4.1.g	Reelect Eva Cheng as Director	Mgmt	For	For	No
4.1.h	Reelect Patrick Aebischer as Director	Mgmt	For	For	No
4.1.i	Reelect Kasper Rorsted as Director	Mgmt	For	For	No
4.1.j	Reelect Kimberly Ross as Director	Mgmt	For	For	No
4.1.k	Reelect Dick Boer as Director	Mgmt	For	For	No
4.1.l	Reelect Dinesh Paliwal as Director	Mgmt	For	For	No

## Nestle SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4.1.m	Reelect Hanne Jimenez de Mora as Director	Mgmt	For	For	No
4.2	Elect Lindiwe Sibanda as Director	Mgmt	For	For	No
4.3.1	Appoint Pablo Isla as Member of the Compensation Committee	Mgmt	For	For	No
4.3.2	Appoint Patrick Aebischer as Member of the Compensation Committee	Mgmt	For	For	No
4.3.3	Appoint Dick Boer as Member of the Compensation Committee	Mgmt	For	For	No
4.3.4	Appoint Kasper Rorsted 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
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 57.5 Million	Mgmt	For	For	No
6	Approve CHF 6.6 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	No
7	Approve Climate Action Plan	Mgmt	For	For	No
8	Transact Other Business (Voting)	Mgmt	Against	Against	No

## Stellantis NV

**Meeting Date:** 04/15/2021      **Country:** Netherlands      **Ticker:** STLA  
**Record Date:** 03/18/2021      **Meeting Type:** Annual  
**Primary Security ID:** N82405106

**Voting Policy:** ISS

**Shares Voted:** 54,750

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Report of Management Board (Non-Voting)	Mgmt			
2.b	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
2.c	Approve Remuneration Report	Mgmt	For	Against	Yes

*Voting Policy Rationale: A vote AGAINST is warranted because:\* The company does not disclose sufficient information on the STI performance metrics. This level of disclosure does not contribute to an understanding of how pay relates to the performance of the company, and is below general market practice. Moreover, we note that compared to the 2019 remuneration report this is a serious step back in transparency on pay-for-performance alignment;\* The company approved a cash retention plan for the CEO and CFO as part of the merger where their outstanding RSUs and PSUs to vest in 2021, 2022, 2023, will be settled against a cash payment whereas we raise concern over early vesting and the magnitude of the award.*

## Stellantis NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
2.d	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	No
2.e	Approve Capital Distribution of EUR 0.32 per Share	Mgmt	For	For	No
2.f	Approve Discharge of Directors	Mgmt	For	For	No
3	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For	No
4.a	Amend Remuneration Policy	Mgmt	For	For	No
4.b	Approve Equity Incentive Plan and Grant Board Authority to Issue Shares and Exclude Preemptive Rights in Connection with Equity Incentive Plan	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because as part of this equity plan the CEO is awarded a one-time equity grant without further disclosure on the size of the grant. Although we recognize the company is introducing CO2 emission reduction targets as part of the LTIP, under the TSR measure the LTIP is paying out from 75th percentile ranking. We recognize that the overall equity plan is long-term in nature and does not raise particular concerns, but does not entirely mitigate our concerns with respect to the above mentioned elements.</i></p>					
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	No
6	Approve Cancellation of Class B Special Voting Shares	Mgmt	For	For	No
7	Close Meeting	Mgmt			

## UniCredit SpA

**Meeting Date:** 04/15/2021

**Country:** Italy

**Ticker:** UCG

**Record Date:** 04/06/2021

**Meeting Type:** Annual/Special

**Primary Security ID:** T9T23L642

**Voting Policy:** ISS

**Shares Voted:** 183,256

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	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	Increase Legal Reserve	Mgmt	For	For	No
4	Approve Elimination of Negative Reserves	Mgmt	For	For	No
5	Approve Dividend Distribution	Mgmt	For	For	No
6	Authorize Share Repurchase Program	Mgmt	For	For	No
7	Fix Number of Directors	Mgmt	For	For	No
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt			
8.1	Slate 1 Submitted by Management	Mgmt	For	For	No

## UniCredit SpA \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
8.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	Against	No
9	Approve Remuneration of Directors	Mgmt	For	For	No
	Shareholder Proposal Submitted by Institutional Investors (Assogestioni)	Mgmt			
10	Appoint Ciro Di Carluccio as Alternate Auditor	SH	None	For	No
	Management Proposals	Mgmt			
11	Approve 2021 Group Incentive System	Mgmt	For	For	No
12	Approve Remuneration Policy	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: This item warrants a vote AGAINST because of the problematic pay package of the new CEO, which may imply a significant increase compared to the remuneration of the previous CEO and would feature a fully guaranteed bonus for 2021.</i></p>					
13	Approve Severance Payments Policy	Mgmt	For	For	No
14	Approve Second Section of the Remuneration Report	Mgmt	For	For	No
15	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	No
	Extraordinary Business	Mgmt			
1	Authorize Board to Increase Capital to Service 2021 Group Incentive System	Mgmt	For	For	No
2	Amend Company Bylaws Re: Clause 6	Mgmt	For	For	No
3	Authorize Cancellation of Repurchased Shares	Mgmt	For	For	No
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against	No

## Covestro AG

**Meeting Date:** 04/16/2021

**Country:** Germany

**Ticker:** 1COV

**Record Date:** 03/25/2021

**Meeting Type:** Annual

**Primary Security ID:** D15349109

**Voting Policy:** ISS

**Shares Voted:** 24,708

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.30 per Share	Mgmt	For	For	No
3	Approve Discharge of Management Board for Fiscal Year 2020	Mgmt	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	No

## Covestro AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
5	Ratify KPMG AG as Auditors for Fiscal Year 2021	Mgmt	For	For	No
6	Elect Lise Kingo to the Supervisory Board	Mgmt	For	For	No
7	Approve Creation of EUR 58 Million Pool of Capital with Partial Exclusion of Preemptive Rights	Mgmt	For	For	No
8	Approve Remuneration Policy	Mgmt	For	For	No
9	Approve Remuneration of Supervisory Board	Mgmt	For	For	No

## Elekta AB

**Meeting Date:** 04/16/2021      **Country:** Sweden      **Ticker:** EKTA.B  
**Record Date:** 04/08/2021      **Meeting Type:** Special  
**Primary Security ID:** W2479G107

**Voting Policy:** ISS

**Shares Voted:** 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Elect Chairman of Meeting	Mgmt	For	Do Not Vote	No
2	Prepare and Approve List of Shareholders	Mgmt	For	Do Not Vote	No
3	Approve Agenda of Meeting	Mgmt	For	Do Not Vote	No
4.1	Designate Per Colleen as Inspector of Minutes of Meeting	Mgmt	For	Do Not Vote	No
4.2	Designate Caroline Sjosten as Inspector of Minutes of Meeting	Mgmt	For	Do Not Vote	No
5	Acknowledge Proper Convening of Meeting	Mgmt	For	Do Not Vote	No
6	Approve Extra Dividends of SEK 0.90 Per Share	Mgmt	For	Do Not Vote	No

## Swiss Re AG

**Meeting Date:** 04/16/2021      **Country:** Switzerland      **Ticker:** SREN  
**Record Date:**      **Meeting Type:** Annual  
**Primary Security ID:** H8431B109

**Voting Policy:** ISS

**Shares Voted:** 6,363

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

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>	<b>Vote Against Mgmt</b>
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 15.1 Million	Mgmt	For	For	No
4	Approve Discharge of Board of Directors	Mgmt	For	For	No
5.1.a	Reelect Sergio Ermotti 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 Joachim Oechslin as Director	Mgmt	For	For	No
5.1.f	Reelect Deanna Ong as Director	Mgmt	For	For	No
5.1.g	Reelect Jay Ralph as Director	Mgmt	For	For	No
5.1.h	Reelect Joerg Reinhardt as Director	Mgmt	For	For	No
5.1.i	Reelect Philip Ryan as Director	Mgmt	For	For	No
5.1.j	Reelect Paul Tucker as Director	Mgmt	For	For	No
5.1.k	Reelect Jacques de Vaucleroy as Director	Mgmt	For	For	No
5.1.l	Reelect Susan Wagner as Director	Mgmt	For	For	No
5.1.m	Reelect Larry Zimpleman 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 Karen Gavan as Member of the Compensation Committee	Mgmt	For	For	No
5.2.4	Reappoint Joerg Reinhardt as Member of the Compensation Committee	Mgmt	For	For	No
5.2.5	Reappoint Jacques de Vaucleroy 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	Ratify KPMG as Auditors	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 36.5 Million	Mgmt	For	For	No
7	Approve Renewal of CHF 8.5 Million Pool of Authorized Share Capital with Partial Exclusion of Preemptive Rights	Mgmt	For	For	No

## Swiss Re AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
8	Transact Other Business (Voting)	Mgmt	For	Against	Yes

*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.*

## Vonovia SE

**Meeting Date:** 04/16/2021      **Country:** Germany      **Ticker:** VNA  
**Record Date:**      **Meeting Type:** Annual  
**Primary Security ID:** D9581T100

**Voting Policy:** ISS

**Shares Voted:** 31,316

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.69 per Share	Mgmt	For	For	No
3	Approve Discharge of Management Board for Fiscal Year 2020	Mgmt	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	No
5	Ratify KPMG AG as Auditors for Fiscal Year 2021	Mgmt	For	For	No
6	Approve Remuneration Policy	Mgmt	For	For	No
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	No
8	Approve Creation of EUR 283 Million Pool of Capital 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 12 Billion; Approve Creation of EUR 283 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	No

## Banco Bilbao Vizcaya Argentaria SA

**Meeting Date:** 04/19/2021      **Country:** Spain      **Ticker:** BBVA  
**Record Date:** 04/15/2021      **Meeting Type:** Annual  
**Primary Security ID:** E11805103



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	No
1.2	Approve Non-Financial Information Statement	Mgmt	For	For	No
1.3	Approve Treatment of Net Loss	Mgmt	For	For	No
1.4	Approve Discharge of Board	Mgmt	For	For	No
2.1	Reelect Jose Miguel Andres Torrecillas as Director	Mgmt	For	For	No
2.2	Reelect Jaime Felix Caruana Lacorte as Director	Mgmt	For	For	No
2.3	Reelect Belen Garjio Lopez as Director	Mgmt	For	For	No
2.4	Reelect Jose Maldonado Ramos as Director	Mgmt	For	For	No
2.5	Reelect Ana Cristina Peralta Moreno as Director	Mgmt	For	For	No
2.6	Reelect Juan Pi Llorens as Director	Mgmt	For	For	No
2.7	Reelect Jan Paul Marie Francis Verplancke as Director	Mgmt	For	For	No
3	Approve Dividends	Mgmt	For	For	No
4	Approve Special Dividends	Mgmt	For	For	No
5	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities without Preemptive Rights up to EUR 8 Billion	Mgmt	For	For	No
6	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	No
7	Approve Remuneration Policy	Mgmt	For	For	No
8	Fix Maximum Variable Compensation Ratio	Mgmt	For	For	No
9	Renew Appointment of KPMG Auditores as Auditor	Mgmt	For	For	No
10	Amend Article 21 Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	Mgmt	For	For	No
11	Amend Article 5 of General Meeting Regulations Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	Mgmt	For	For	No
12	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	No
13	Advisory Vote on Remuneration Report	Mgmt	For	For	No

**Carrier Global Corp.**
**Meeting Date:** 04/19/2021

**Country:** USA

**Ticker:** CARR

**Record Date:** 02/22/2021

**Meeting Type:** Annual

**Primary Security ID:** 14448C104

Voting Policy: ISS

Shares Voted: 57,338

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director John V. Faraci	Mgmt	For	For	No
1b	Elect Director Jean-Pierre Garnier	Mgmt	For	For	No
1c	Elect Director David Gitlin	Mgmt	For	For	No
1d	Elect Director John J. Greisch	Mgmt	For	For	No
1e	Elect Director Charles M. Holley, Jr.	Mgmt	For	For	No
1f	Elect Director Michael M. McNamara	Mgmt	For	For	No
1g	Elect Director Michael A. Todman	Mgmt	For	For	No
1h	Elect Director Virginia M. Wilson	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	No

## Adobe Inc.

Meeting Date: 04/20/2021

Country: USA

Ticker: ADBE

Record Date: 02/22/2021

Meeting Type: Annual

Primary Security ID: 00724F101

Voting Policy: ISS

Shares Voted: 23,999

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Amy Banse	Mgmt	For	For	No
1b	Elect Director Melanie Boulden	Mgmt	For	For	No
1c	Elect Director Frank Calderoni	Mgmt	For	For	No
1d	Elect Director James Daley	Mgmt	For	For	No
1e	Elect Director Laura Desmond	Mgmt	For	For	No
1f	Elect Director Shantanu Narayen	Mgmt	For	For	No
1g	Elect Director Kathleen Oberg	Mgmt	For	For	No
1h	Elect Director Dheeraj Pandey	Mgmt	For	For	No
1i	Elect Director David Ricks	Mgmt	For	For	No
1j	Elect Director Daniel Rosensweig	Mgmt	For	For	No
1k	Elect Director John Warnock	Mgmt	For	For	No
2	Amend Omnibus Stock Plan	Mgmt	For	For	No
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	No

## Adobe Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No

## Bank of America Corporation

**Meeting Date:** 04/20/2021      **Country:** USA      **Ticker:** BAC  
**Record Date:** 03/01/2021      **Meeting Type:** Annual  
**Primary Security ID:** 060505104

**Voting Policy:** ISS

**Shares Voted:** 962,135

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Sharon L. Allen	Mgmt	For	For	No
1b	Elect Director Susan S. Bies	Mgmt	For	For	No
1c	Elect Director Frank P. Bramble, Sr.	Mgmt	For	For	No
1d	Elect Director Pierre J.P. de Weck	Mgmt	For	For	No
1e	Elect Director Arnold W. Donald	Mgmt	For	For	No
1f	Elect Director Linda P. Hudson	Mgmt	For	For	No
1g	Elect Director Monica C. Lozano	Mgmt	For	For	No
1h	Elect Director Thomas J. May	Mgmt	For	For	No
1i	Elect Director Brian T. Moynihan	Mgmt	For	For	No
1j	Elect Director Lionel L. Nowell, III	Mgmt	For	For	No
1k	Elect Director Denise L. Ramos	Mgmt	For	For	No
1l	Elect Director Clayton S. Rose	Mgmt	For	For	No
1m	Elect Director Michael D. White	Mgmt	For	For	No
1n	Elect Director Thomas D. Woods	Mgmt	For	For	No
1o	Elect Director R. David Yost	Mgmt	For	For	No
1p	Elect Director Maria T. Zuber	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
4	Amend Omnibus Stock Plan	Mgmt	For	For	No
5	Amend Proxy Access Right	SH	Against	For	Yes
<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	Provide Right to Act by Written Consent	SH	Against	For	Yes
<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	Approve Change in Organizational Form	SH	Against	Against	No

## Bank of America Corporation \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
8	Request on Racial Equity Audit	SH	Against	Against	No

## Carnival Corporation

**Meeting Date:** 04/20/2021      **Country:** Panama      **Ticker:** CCL  
**Record Date:** 02/19/2021      **Meeting Type:** Annual  
**Primary Security ID:** 143658300

**Voting Policy:** ISS

**Shares Voted:** 42,070

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Re-elect Micky Arison as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	For	For	No
2	Re-elect Jonathon Band as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	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	No
4	Re-elect Helen Deeble as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	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	No
6	Re-elect Jeffrey J. Gearhart as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	For	For	No
7	Re-elect Richard J. Glasier as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	For	For	No
8	Re-elect Katie Lahey as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	For	For	No
9	Re-elect John Parker as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	For	For	No
10	Re-elect Stuart Subotnick as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	For	For	No
11	Re-elect Laura Weil as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	For	For	No
12	Re-elect Randall J. Weisenburger as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	For	For	No
13	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
14	Approve Directors' Remuneration Report (in accordance with legal requirements applicable to UK companies)	Mgmt	For	For	No

## Carnival Corporation \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
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	No
16	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	For	No
17	Receive the UK Accounts and Reports of the Directors and Auditors of Carnival plc for the year ended November 30, 2020 (in accordance with legal requirements applicable to UK companies).	Mgmt	For	For	No
18	Approve Issuance of Equity	Mgmt	For	For	No
19	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	No
20	Authorize Share Repurchase Program	Mgmt	For	For	No
21	Amend Omnibus Stock Plan	Mgmt	For	For	No

## Carnival Plc

**Meeting Date:** 04/20/2021

**Country:** United Kingdom

**Ticker:** CCL

**Record Date:** 04/16/2021

**Meeting Type:** Annual

**Primary Security ID:** G19081101

**Voting Policy:** ISS

**Shares Voted:** 503,780

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

## Carnival Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
10	Re-elect Stuart Subotnick as Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	No
11	Re-elect Laura Weil as Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	No
12	Re-elect Randall Weisenburger as Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	No
13	Advisory Vote to Approve Executive Compensation	Mgmt	For	For	No
14	Approve Remuneration Report	Mgmt	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	No
16	Authorise the Audit Committee of Carnival plc to Fix Remuneration of Auditors	Mgmt	For	For	No
17	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
18	Authorise Issue of Equity	Mgmt	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
21	Amend 2020 Stock Plan	Mgmt	For	For	No

## L'Oreal SA

**Meeting Date:** 04/20/2021

**Country:** France

**Ticker:** OR

**Record Date:** 04/16/2021

**Meeting Type:** Annual/Special

**Primary Security ID:** F58149133

**Voting Policy:** ISS

**Shares Voted:** 31,037

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	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 per Share and an Extra of EUR 0.40 per Share to Long Term Registered Shares	Mgmt	For	For	No
4	Elect Nicolas Hieronimus as Director	Mgmt	For	For	No
5	Elect Alexandre Ricard as Director	Mgmt	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
6	Reelect Francoise Bettencourt Meyers as Director	Mgmt	For	For	No
7	Reelect Paul Bulcke as Director	Mgmt	For	For	No
8	Reelect Virginie Morgon as Director	Mgmt	For	For	No
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	No
10	Approve Compensation of Jean-Paul Agon, Chairman and CEO	Mgmt	For	For	No
11	Approve Remuneration Policy of Directors	Mgmt	For	For	No
12	Approve Remuneration Policy of Jean-Paul Agon, Chairman and CEO Until April 30, 2021	Mgmt	For	For	No
13	Approve Remuneration Policy of Nicolas Hieronimus, CEO Since May 1, 2021	Mgmt	For	For	No
14	Approve Remuneration Policy of Jean-Paul Agon, Chairman of the Board Since May 1, 2021	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this remuneration policy is warranted because the proposed remuneration is deemed high and exceeds market practice with no compelling rationale to support such a level of compensation for a non-executive board chairman.</i></p>					
15	Approve Amendment of Employment Contract of Nicolas Hieronimus, CEO Since May 1, 2021	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: This proposal warrants a vote AGAINST because the total amount of severance payments that may be granted to Nicolas Hieronimus in title of his suspended employment contract could potentially exceed twice his last annual cash remuneration and would not be subject to performance conditions.</i></p>					
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 a Maximum Nominal Share Capital value of EUR 156,764,042.40	Mgmt	For	For	No
18	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	For	For	No
19	Authorize Capital Increase of up to 2 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 Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	No
22	Amend Article 9.2 of Bylaws Re: Written Consultation	Mgmt	For	For	No
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	No

Meeting Date: 04/20/2021

Country: Switzerland

Ticker: SIKA

Record Date:

Meeting Type: Annual

Primary Security ID: H7631K273

Voting Policy: ISS

Shares Voted: 5,304

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Allocation of Income and Dividends of CHF 2.50 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
4.1.2	Reelect Monika Ribar as Director	Mgmt	For	For	No
4.1.3	Reelect Daniel Sauter as Director	Mgmt	For	For	No
4.1.4	Reelect Christoph Tobler as Director	Mgmt	For	For	No
4.1.5	Reelect Justin Howell as Director	Mgmt	For	For	No
4.1.6	Reelect Thierry Vanlancker as Director	Mgmt	For	For	No
4.1.7	Reelect Viktor Balli as Director	Mgmt	For	For	No
4.2	Elect Paul Schuler as Director	Mgmt	For	For	No
4.3	Reelect Paul Haelg as Board Chairman	Mgmt	For	For	No
4.4.1	Appoint Daniel Sauter as Member of the Nomination and Compensation Committee	Mgmt	For	For	No
4.4.2	Appoint Justin Howell as Member of the Nomination and Compensation Committee	Mgmt	For	For	No
4.4.3	Appoint Thierry Vanlancker as Member of the Nomination and Compensation Committee	Mgmt	For	For	No
4.5	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	No
4.6	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 21.5 Million	Mgmt	For	For	No
6	Transact Other Business (Voting)	Mgmt	For	Against	Yes

*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.*



## The Boeing Company \$

Meeting Date: 04/20/2021

Country: USA

Ticker: BA

Record Date: 02/19/2021

Meeting Type: Annual

Primary Security ID: 097023105

Voting Policy: ISS

Shares Voted: 69,872

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Robert A. Bradway	Mgmt	For	For	No
1b	Elect Director David L. Calhoun	Mgmt	For	For	No
1c	Elect Director Lynne M. Doughtie	Mgmt	For	For	No
1d	Elect Director Edmund P. Giambastiani, Jr.	Mgmt	For	For	No
1e	Elect Director Lynn J. Good	Mgmt	For	For	No
1f	Elect Director Akhil Johri	Mgmt	For	For	No
1g	Elect Director Lawrence W. Kellner	Mgmt	For	For	No
1h	Elect Director Steven M. Mollenkopf	Mgmt	For	For	No
1i	Elect Director John M. Richardson	Mgmt	For	For	No
1j	Elect Director Ronald A. Williams	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	No
4	Report on Lobbying Payments and Policy	SH	Against	For	Yes
<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 would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i></p>					
5	Provide Right to Act by Written Consent	SH	Against	For	Yes
<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>					

## The Coca-Cola Company

Meeting Date: 04/20/2021

Country: USA

Ticker: KO

Record Date: 02/19/2021

Meeting Type: Annual

Primary Security ID: 191216100

Voting Policy: ISS

Shares Voted: 270,925

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Herbert A. Allen	Mgmt	For	For	No
1.2	Elect Director Marc Bolland	Mgmt	For	For	No
1.3	Elect Director Ana Botin	Mgmt	For	For	No
1.4	Elect Director Christopher C. Davis	Mgmt	For	For	No
1.5	Elect Director Barry Diller	Mgmt	For	For	No

## The Coca-Cola Company \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.6	Elect Director Helene D. Gayle	Mgmt	For	For	No
1.7	Elect Director Alexis M. Herman	Mgmt	For	For	No
1.8	Elect Director Robert A. Kotick	Mgmt	For	For	No
1.9	Elect Director Maria Elena Lagomasino	Mgmt	For	For	No
1.10	Elect Director James Quincey	Mgmt	For	For	No
1.11	Elect Director Caroline J. Tsay	Mgmt	For	For	No
1.12	Elect Director David B. Weinberg	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify Ernst & Young LLP as Auditor	Mgmt	For	For	No
4	Report on Sugar and Public Health	SH	Against	Against	No

## U.S. Bancorp

**Meeting Date:** 04/20/2021      **Country:** USA      **Ticker:** USB  
**Record Date:** 02/23/2021      **Meeting Type:** Annual  
**Primary Security ID:** 902973304

**Voting Policy:** ISS

**Shares Voted:** 151,673

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Warner L. Baxter	Mgmt	For	For	No
1b	Elect Director Dorothy J. Bridges	Mgmt	For	For	No
1c	Elect Director Elizabeth L. Buse	Mgmt	For	For	No
1d	Elect Director Andrew Cecere	Mgmt	For	For	No
1e	Elect Director Kimberly N. Ellison-Taylor	Mgmt	For	For	No
1f	Elect Director Kimberly J. Harris	Mgmt	For	For	No
1g	Elect Director Roland A. Hernandez	Mgmt	For	For	No
1h	Elect Director Olivia F. Kirtley	Mgmt	For	For	No
1i	Elect Director Karen S. Lynch	Mgmt	For	For	No
1j	Elect Director Richard P. McKenney	Mgmt	For	For	No
1k	Elect Director Yusuf I. Mehdi	Mgmt	For	For	No
1l	Elect Director John P. Wiehoff	Mgmt	For	For	No
1m	Elect Director Scott W. Wine	Mgmt	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No

**Meeting Date:** 04/21/2021

**Country:** United Kingdom

**Ticker:** BNZL

**Record Date:** 04/19/2021

**Meeting Type:** Annual

**Primary Security ID:** G16968110

**Voting Policy:** ISS

**Shares Voted:** 244,819

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Final Dividend	Mgmt	For	For	No
3	Re-elect Peter Ventress as Director	Mgmt	For	For	No
4	Re-elect Frank van Zanten as Director	Mgmt	For	For	No
5	Re-elect Richard Howes as Director	Mgmt	For	For	No
6	Re-elect Vanda Murray as Director	Mgmt	For	For	No
7	Re-elect Lloyd Pitchford as Director	Mgmt	For	For	No
8	Re-elect Stephan Nanninga as Director	Mgmt	For	For	No
9	Elect Vin Murria as Director	Mgmt	For	For	No
10	Elect Maria Fernanda Mejia as Director	Mgmt	For	For	No
11	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
13	Approve Remuneration Policy	Mgmt	For	For	No
14	Approve Remuneration Report	Mgmt	For	For	No
15	Amend Long-Term Incentive Plan	Mgmt	For	For	No
16	Approve US Employee Stock Purchase Plan	Mgmt	For	For	No
17	Amend Savings Related Share Option Scheme	Mgmt	For	For	No
18	Authorise Issue of Equity	Mgmt	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
23	Adopt New Articles of Association	Mgmt	For	For	No

## Hunting Plc \$

**Meeting Date:** 04/21/2021

**Country:** United Kingdom

**Ticker:** HTG

**Record Date:** 04/19/2021

**Meeting Type:** Annual

**Primary Security ID:** G46648104

**Voting Policy:** ISS

**Shares Voted:** 908,714

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	No
3	Approve Remuneration Report	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is considered warranted: * Executive Directors received bonus awards in FY2020 in a year in which business performance declined significantly, the Group received GBP 3.6 million in government support funds from furlough and employee schemes, and headcount was reduced by 35%. * Executive Directors have received the full value of their fixed pay during the pandemic, which is not in line with UK market practice for companies that have taken on government support. Most UK companies in this situation have either reduced fixed pay for a set period, paid no bonus, or in many cases, have taken both measures to curb executive pay.</i></p>					
4	Approve Final Dividend	Mgmt	For	For	No
5	Re-elect Annell Bay as Director	Mgmt	For	For	No
6	Re-elect Carol Chesney as Director	Mgmt	For	For	No
7	Re-elect Bruce Ferguson as Director	Mgmt	For	For	No
8	Re-elect John Glick as Director	Mgmt	For	For	No
9	Re-elect Richard Hunting as Director	Mgmt	For	For	No
10	Re-elect Jim Johnson as Director	Mgmt	For	For	No
11	Re-elect Keith Lough as Director	Mgmt	For	For	No
12	Reappoint Deloitte LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## MTU Aero Engines AG

**Meeting Date:** 04/21/2021

**Country:** Germany

**Ticker:** MTX

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** D5565H104

**Voting Policy:** ISS

**Shares Voted:** 2,850

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.25 per Share	Mgmt	For	For	No
3	Approve Discharge of Management Board for Fiscal Year 2020	Mgmt	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	No
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2021	Mgmt	For	For	No
6	Elect Rainer Martens to the Supervisory Board	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the non-independent nominee is warranted because of the failure to establish a sufficiently independent board.</i>					
7	Approve Remuneration Policy	Mgmt	For	For	No
8	Approve Remuneration of Supervisory Board	Mgmt	For	For	No
9	Approve Creation of EUR 16 Million Pool of Capital with Partial Exclusion of Preemptive Rights	Mgmt	For	For	No
10	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds with Partial Exclusion of Preemptive Rights up to Aggregate Nominal Amount of EUR 600 Million; Approve Creation of EUR 2.6 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	No
11	Amend Articles Re: Registration Moratorium	Mgmt	For	For	No

## Aggreko Plc

**Meeting Date:** 04/22/2021

**Country:** United Kingdom

**Ticker:** AGK

**Record Date:** 04/20/2021

**Meeting Type:** Annual

**Primary Security ID:** G0116S185

**Voting Policy:** ISS

**Shares Voted:** 178,785

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	No
4	Approve Final Dividend	Mgmt	For	For	No
5	Elect Mark Clare as Director	Mgmt	For	For	No
6	Re-elect Ken Hanna as Director	Mgmt	For	For	No

## Aggreko Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
7	Re-elect Chris Weston as Director	Mgmt	For	For	No
8	Re-elect Heath Drewett as Director	Mgmt	For	For	No
9	Re-elect Dame Nicola Brewer as Director	Mgmt	For	For	No
10	Re-elect Barbara Jeremiah as Director	Mgmt	For	For	No
11	Re-elect Uwe Krueger as Director	Mgmt	For	For	No
12	Re-elect Sarah Kuijlaars as Director	Mgmt	For	For	No
13	Re-elect Ian Marchant as Director	Mgmt	For	For	No
14	Re-elect Miles Roberts as Director	Mgmt	For	For	No
15	Reappoint KPMG LLP as Auditors	Mgmt	For	For	No
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	No
18	Approve Restricted Stock Plan	Mgmt	For	For	No
19	Adopt New Articles of Association	Mgmt	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Akzo Nobel NV

**Meeting Date:** 04/22/2021

**Country:** Netherlands

**Ticker:** AKZA

**Record Date:** 03/25/2021

**Meeting Type:** Annual

**Primary Security ID:** N01803308

**Voting Policy:** ISS

**Shares Voted:** 20,049

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	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	No
3.b +	Discuss on the Company's Dividend Policy	Mgmt			
3.c +	Approve Dividends of EUR 1.95 Per Share	Mgmt	For	For	No

## Akzo Nobel NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
3.d	Approve Remuneration Report	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because:* The board used discretionary power to evaluate performance against the ROI target (&gt;20%) communicated in February 2020, whereas the ROI target communicated at the start of the performance period was 25%, without this changed consideration for the in-flight 2018-2020 plan being accompanied by a compelling rationale; and* The company has not disclosed the performance assessment on the non-financial metric under the STI plan, in deviation of SRD II disclosure requirements. +</i></p>					
4.a +	Approve Discharge of Management Board	Mgmt	For	For	No
4.b +	Approve Discharge of Supervisory Board	Mgmt	For	For	No
5.a +	Amend Remuneration Policy for Management Board	Mgmt	For	For	No
5.b +	Amend Remuneration Policy for Supervisory Board	Mgmt	For	For	No
6.a +	Reelect T.F.J. Vanlancker to Management Board	Mgmt	For	For	No
7.a +	Reelect P.W. Thomas to Supervisory Board	Mgmt	For	For	No
8.a +	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	No
8.b +	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	No
9 +	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	No
10 +	Authorize Cancellation of Repurchased Shares	Mgmt	For	For	No
11 +	Close Meeting	Mgmt			

## CLS Holdings Plc

**Meeting Date:** 04/22/2021      **Country:** United Kingdom      **Ticker:** CLI  
**Record Date:** 04/20/2021      **Meeting Type:** Annual

**Primary Security ID:** G2212D187

**Voting Policy:** ISS

**Shares Voted:** 1,799,437

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Final Dividend	Mgmt	For	For	No
4	Re-elect Lennart Sten as Director	Mgmt	For	For	No
5	Re-elect Anna Seeley as Director	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: Items 4 and 6-10A vote FOR these candidates is warranted as no significant concerns have been identified. Items 5, 11 and 12A vote AGAINST these resolutions is warranted because:* The Directors are non-independent NEDs and the Board's composition is not compliant with the Code for a Company of this size. +</i></p>					
6 +	Re-elect Fredrik Widlund as Director	Mgmt	For	For	No
7 +	Re-elect Andrew Kirkman as Director	Mgmt	For	For	No

## CLS Holdings Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
8	Re-elect Elizabeth Edwards as Director	Mgmt	For	For	No
9	Re-elect Bill Holland as Director	Mgmt	For	For	No
10	Re-elect Denise Jagger as Director	Mgmt	For	For	No
11	Re-elect Christopher Jarvis as Director	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: Items 4 and 6-10A vote FOR these candidates is warranted as no significant concerns have been identified. Items 5, 11 and 12A vote AGAINST these resolutions is warranted because: * The Directors are non-independent NEDs and the Board's composition is not compliant with the Code for a Company of this size.</i></p>					
12	Re-elect Bengt Mortstedt as Director	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: Items 4 and 6-10A vote FOR these candidates is warranted as no significant concerns have been identified. Items 5, 11 and 12A vote AGAINST these resolutions is warranted because: * The Directors are non-independent NEDs and the Board's composition is not compliant with the Code for a Company of this size.</i></p>					
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	No
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Coventry Building Society

**Meeting Date:** 04/22/2021      **Country:** United Kingdom      **Ticker:** CVBP  
**Record Date:** 04/20/2021      **Meeting Type:** Annual  
**Primary Security ID:** G2479PHJ7

**Voting Policy:** ISS

**Shares Voted:** 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For		No
2	Approve Remuneration Report	Mgmt	For		No
3	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For		No
4	Re-elect Iraj Amiri as Director	Mgmt	For		No
5	Re-elect Catherine Doran as Director	Mgmt	For		No
6	Re-elect Peter Frost as Director	Mgmt	For		No
7	Re-elect Gary Hoffman as Director	Mgmt	For		No
8	Re-elect Joanne Kenrick as Director	Mgmt	For		No
9	Re-elect Shamira Mohammed as Director	Mgmt	For		No
10	Re-elect Martin Stewart as Director	Mgmt	For		No



## Coventry Building Society \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
11	Elect Stephen Hughes as Director	Mgmt	For		No
12	Elect Brendan O'Connor as Director	Mgmt	For		No

## Domino's Pizza Group Plc

**Meeting Date:** 04/22/2021      **Country:** United Kingdom      **Ticker:** DOM  
**Record Date:** 04/20/2021      **Meeting Type:** Annual  
**Primary Security ID:** G28113101

**Voting Policy:** ISS

**Shares Voted:** 833,741

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
3	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
4	Approve Final Dividend	Mgmt	For	For	No
5	Re-elect Matt Shattock as Director	Mgmt	For	For	No
6	Re-elect Colin Halpern as Director	Mgmt	For	For	No
7	Re-elect Ian Bull as Director	Mgmt	For	For	No
8	Re-elect Dominic Paul as Director	Mgmt	For	For	No
9	Re-elect Kevin Higgins as Director	Mgmt	For	For	No
10	Re-elect Usman Nabi as Director	Mgmt	For	For	No
11	Re-elect Elias Diaz Sese as Director	Mgmt	For	For	No
12	Elect Neil Smith as Director	Mgmt	For	For	No
13	Elect Lynn Fordham as Director	Mgmt	For	For	No
14	Elect Natalia Barseguyan as Director	Mgmt	For	For	No
15	Elect Stella David as Director	Mgmt	For	For	No
16	Approve Remuneration Report	Mgmt	For	Against	Yes

*Voting Policy Rationale: A vote AGAINST this proposal is warranted: \* CEO Dominic Paul and CFO Neil Smith's salary rates are significantly increased (+41% and +30% , respectively) relative to their predecessors, and the CEO's LTIP has been set at the maximum normal limit of 200% of salary, as compared to the previous award policy of 175% of salary for the CEO. The Company has not provided a compelling explanation to justify these arrangements. \* The fee for the new Chair, Matt Shattock, has been set at GBP 480,000, a 109% increase over the previous fee. This fee level is exceptionally high for a constituent of the FTSE 250.*

17	Authorise Issue of Equity	Mgmt	For	For	No
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No

## Domino's Pizza Group Plc \$

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

## Eurofins Scientific SE

**Meeting Date:** 04/22/2021      **Country:** Luxembourg      **Ticker:** ERF  
**Record Date:** 04/08/2021      **Meeting Type:** Annual/Special  
**Primary Security ID:** L31839134

**Voting Policy:** ISS

**Shares Voted:** 7,080

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt			
1	Receive and Approve Board's Reports	Mgmt	For	For	No
2	Receive and Approve Director's Special Report Re: Operations Carried Out Under the Authorized Capital Established	Mgmt	For	For	No
3	Receive and Approve Auditor's Reports	Mgmt	For	For	No
4	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	No
5	Approve Financial Statements	Mgmt	For	For	No
6	Approve Allocation of Income	Mgmt	For	For	No
7	Approve Discharge of Directors	Mgmt	For	For	No
8	Approve Discharge of Auditors	Mgmt	For	For	No
9	Approve Remuneration Report	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST is warranted, because:* there is a clear lack of general disclosure to understand the pay for performance alignments as the company has not disclosed the target levels of performance metrics nor the level of achievement relative to set targets for STI and LTI.* The company operates LTI plans resulting in three different LTI awards (stock options, free shares, warrants), of which one type of award is not attached to performance conditions.</i></p>					
10	Reelect Pascal Rakovsky as Director	Mgmt	For	For	No
11	Elect Ivo Rauh as Director	Mgmt	For	For	No
12	Elect Evie Roos as Director	Mgmt	For	For	No
13	Renew Appointment of Deloitte Audit as Auditor	Mgmt	For	For	No
14	Approve Remuneration of Directors	Mgmt	For	For	No
15	Acknowledge Information on Repurchase Program	Mgmt	For	For	No

## Eurofins Scientific SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
16	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	No
	Special Meeting Agenda	Mgmt			
1	Increase Authorized Share Capital and Amend Articles of Association	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted as the proposal to increase authorized share capital without preemptive rights appears to be excessive, and does not respect shareholders' interests.</i>					
2	Approve Creation of Class C Beneficiary Units and Amend Articles of Association	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because the creation of class C beneficiary units deviates from the one-share-one-vote principle, because loyal shareholders get an additional loyalty share that has one vote.</i>					
3	Amend Articles 15.3, 16.3, and 21 of the Articles of Association	Mgmt	For	For	No
4	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	No

## Fugro NV

**Meeting Date:** 04/22/2021

**Country:** Netherlands

**Ticker:** FUR

**Record Date:** 03/25/2021

**Meeting Type:** Annual

**Primary Security ID:** N3385Q320

**Voting Policy:** ISS

**Shares Voted:** 133,404

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Report of Supervisory Board (Non-Voting)	Mgmt			
2.b	Approve Remuneration Report	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted as the company paid a sizeable reward for the STI component despite reducing the company's workforce by approximately 10 percent, receiving EUR 14.9 million in government support and various capital increases with support of investors. +</i>					
3 +	Receive Report of Management Board (Non-Voting)	Mgmt			
4 +	Adopt Financial Statements	Mgmt	For	For	No
5.a +	Approve Discharge of Management Board	Mgmt	For	For	No
5.b +	Approve Discharge of Supervisory Board	Mgmt	For	For	No
6 +	Amend Articles Re: Proposed Termination of the Certification of Ordinary Shares in the Share Capital of Fugro	Mgmt	For	For	No
7 +	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For	No
8.a +	Grant Board Authority to Issue Shares up to 10 Percent of Issued Capital	Mgmt	For	For	No

## Fugro NV \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
8.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	No
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	No
10	Other Business (Non-Voting)	Mgmt			
11	Close Meeting	Mgmt			

## Heineken NV

**Meeting Date:** 04/22/2021      **Country:** Netherlands      **Ticker:** HEIA  
**Record Date:** 03/25/2021      **Meeting Type:** Annual  
**Primary Security ID:** N39427211

**Voting Policy:** ISS

**Shares Voted:** 30,687

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt			
1.a	Receive Report of Management Board (Non-Voting)	Mgmt			
1.b	Approve Remuneration Report	Mgmt	For	For	No
1.c	Adopt Financial Statements	Mgmt	For	For	No
1.d	Receive Explanation on Company's Dividend Policy	Mgmt			
1.e	Approve Dividends of EUR 0.70 Per Share	Mgmt	For	For	No
1.f	Approve Discharge of Management Board	Mgmt	For	For	No
1.g	Approve Discharge of Supervisory Board	Mgmt	For	For	No
2.a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	No
2.b	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	No
2.c	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 2.b	Mgmt	For	For	No
3	Elect Harold van den Broek to Management Board	Mgmt	For	For	No
4.a	Reelect Maarten Das to Supervisory Board	Mgmt	For	For	No
4.b	Elect Nitin Paranjpe to Supervisory Board	Mgmt	For	For	No
5	Ratify Deloitte Accountants B.V as Auditors	Mgmt	For	For	No

## Ibstock Plc

**Meeting Date:** 04/22/2021      **Country:** United Kingdom      **Ticker:** IBST  
**Record Date:** 04/20/2021      **Meeting Type:** Annual  
**Primary Security ID:** G46956135

Voting Policy: ISS

Shares Voted: 1,762,951

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Final Dividend	Mgmt	For	For	No
4	Re-elect Jonathan Nicholls as Director	Mgmt	For	For	No
5	Re-elect Louis Eperjesi as Director	Mgmt	For	For	No
6	Re-elect Tracey Graham as Director	Mgmt	For	For	No
7	Re-elect Claire Hawkings as Director	Mgmt	For	For	No
8	Re-elect Joe Hudson as Director	Mgmt	For	For	No
9	Re-elect Chris McLeish as Director	Mgmt	For	For	No
10	Re-elect Justin Read as Director	Mgmt	For	For	No
11	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	No
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
13	Approve Long-Term Incentive Plan	Mgmt	For	For	No
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Johnson & Johnson

Meeting Date: 04/22/2021

Country: USA

Ticker: JNJ

Record Date: 02/23/2021

Meeting Type: Annual

Primary Security ID: 478160104

Voting Policy: ISS

Shares Voted: 239,725

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Mary C. Beckerle	Mgmt	For	For	No
1b	Elect Director D. Scott Davis	Mgmt	For	For	No
1c	Elect Director Ian E. L. Davis	Mgmt	For	For	No

## Johnson & Johnson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1d	Elect Director Jennifer A. Doudna	Mgmt	For	For	No
1e	Elect Director Alex Gorsky	Mgmt	For	For	No
1f	Elect Director Marillyn A. Hewson	Mgmt	For	For	No
1g	Elect Director Hubert Joly	Mgmt	For	For	No
1h	Elect Director Mark B. McClellan	Mgmt	For	For	No
1i	Elect Director Anne M. Mulcahy	Mgmt	For	For	No
1j	Elect Director Charles Prince	Mgmt	For	For	No
1k	Elect Director A. Eugene Washington	Mgmt	For	For	No
1l	Elect Director Mark A. Weinberger	Mgmt	For	For	No
1m	Elect Director Nadja Y. West	Mgmt	For	For	No
1n	Elect Director Ronald A. Williams	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company has provided insufficient disclosure in the proxy statement regarding multiple years of large litigation-related expenses, including \$4 billion charges in each of 2019 and 2020 for opioid-related litigation and Talc-related litigation, respectively, and an additional \$1 billion in 2020 related to opioid litigation. While adjusted incentive metrics are commonly used in incentive programs, investors may expect recognition and explanation by the committee of the magnitude of the adjustment to 2019 and 2020 incentive program metric results and the impact on executives' awards.</i></p>					
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
4	Report on Government Financial Support and Access to COVID-19 Vaccines and Therapeutics	SH	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as reporting on the impact of public funding on the company's pricing and access plans would allow shareholders to better assess the company's management of related risks throughout the expected lifetime of the vaccine.</i></p>					
5	Require Independent Board Chair	SH	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. The material financial accruals resulting from the ongoing talc product liability claims and the proposed opioid settlement agreement, in addition to ongoing reputational risks facing the company, suggest that shareholders would benefit from the most robust form of independent board oversight, in the form of an independent board chair, at the next CEO transition.</i></p>					
6	Report on Civil Rights Audit	SH	Against	Against	No
7	Adopt Policy on Bonus Banking	SH	Against	Against	No

## Kering SA

**Meeting Date:** 04/22/2021

**Country:** France

**Ticker:** KER

**Record Date:** 04/20/2021

**Meeting Type:** Annual/Special

**Primary Security ID:** F5433L103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	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 Francois-Henri Pinault as Director	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: REFER to recommendations presented in Items 4-7 below.</i>					
5	Reelect Jean-Francois Palus as Director	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: REFER to recommendations presented in Items 4-7 below.</i>					
6	Reelect Financiere Pinault as Director	Mgmt	For	For	No
7	Reelect Baudouin Prot as Director	Mgmt	For	For	No
8	Approve Compensation of Corporate Officers	Mgmt	For	For	No
9	Approve Compensation of Francois-Henri Pinault, Chairman and CEO	Mgmt	For	For	No
10	Approve Compensation of Jean-Francois Palus, Vice-CEO	Mgmt	For	For	No
11	Approve Remuneration Policy of Executive Corporate Officers	Mgmt	For	For	No
12	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For	No
13	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.4 Million	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 200 Million	Mgmt	For	For	No
17	Authorize Capitalization of Reserves of Up to EUR 200 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	No
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	For	No
19	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors or Restricted Number of Investors, up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	For	No

## Kering SA \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
20	Authorize Board to Set Issue Price for 5 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights Under Items 18 and 19	Mgmt	For	For	No
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16, 18 and 19	Mgmt	For	For	No
22	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	No
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	No
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	No

## Lockheed Martin Corporation

**Meeting Date:** 04/22/2021      **Country:** USA      **Ticker:** LMT  
**Record Date:** 02/26/2021      **Meeting Type:** Annual

**Primary Security ID:** 539830109

**Voting Policy:** ISS

**Shares Voted:** 15,565

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Daniel F. Akerson	Mgmt	For	For	No
1.2	Elect Director David B. Burritt	Mgmt	For	For	No
1.3	Elect Director Bruce A. Carlson	Mgmt	For	For	No
1.4	Elect Director Joseph F. Dunford, Jr.	Mgmt	For	For	No
1.5	Elect Director James O. Ellis, Jr.	Mgmt	For	For	No
1.6	Elect Director Thomas J. Falk	Mgmt	For	For	No
1.7	Elect Director Ilene S. Gordon	Mgmt	For	For	No
1.8	Elect Director Vicki A. Hollub	Mgmt	For	For	No
1.9	Elect Director Jeh C. Johnson	Mgmt	For	For	No
1.10	Elect Director Debra L. Reed-Klages	Mgmt	For	For	No
1.11	Elect Director James D. Taidet	Mgmt	For	For	No
2	Ratify Ernst & Young 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	Yes

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



## Lockheed Martin Corporation \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
5	Report on Human Rights Due Diligence	SH	Against	For	Yes

*Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information regarding policies the company has implemented regarding human rights risks in its operations, including the sale of its products, would allow shareholders to better gauge how well Lockheed Martin is managing related risks.*

## National Grid Plc

**Meeting Date:** 04/22/2021      **Country:** United Kingdom      **Ticker:** NG  
**Record Date:** 04/20/2021      **Meeting Type:** Special  
**Primary Security ID:** G6S9A7120

**Voting Policy:** ISS

**Shares Voted:** 5,115,662

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Acquisition of PPL WPD Investments Limited	Mgmt	For	For	No
2	Approve Increase in Borrowing Limit Under the Company's Articles of Association	Mgmt	For	For	No

## Pfizer Inc.

**Meeting Date:** 04/22/2021      **Country:** USA      **Ticker:** PFE  
**Record Date:** 02/24/2021      **Meeting Type:** Annual  
**Primary Security ID:** 717081103

**Voting Policy:** ISS

**Shares Voted:** 641,728

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Ronald E. Blaylock	Mgmt	For	For	No
1.2	Elect Director Albert Bourla	Mgmt	For	For	No
1.3	Elect Director Susan Desmond-Hellmann	Mgmt	For	For	No
1.4	Elect Director Joseph J. Echevarria	Mgmt	For	For	No
1.5	Elect Director Scott Gottlieb	Mgmt	For	For	No
1.6	Elect Director Helen H. Hobbs	Mgmt	For	For	No
1.7	Elect Director Susan Hockfield	Mgmt	For	For	No
1.8	Elect Director Dan R. Littman	Mgmt	For	For	No
1.9	Elect Director Shantanu Narayen	Mgmt	For	For	No
1.10	Elect Director Suzanne Nora Johnson	Mgmt	For	For	No
1.11	Elect Director James Quincey	Mgmt	For	For	No
1.12	Elect Director James C. Smith	Mgmt	For	For	No
2	Ratify KPMG LLP as Auditor	Mgmt	For	For	No

## Pfizer Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
4	Require Independent Board Chair	SH	Against	Against	No
5	Report on Political Contributions and Expenditures	SH	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as more comprehensive information regarding Pfizer's political contribution spending and nonprofit organization participation would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political partnerships.</i></p>					
6	Report on Access to COVID-19 Products	SH	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as shareholders would benefit from more information about company decisions impacting access to the COVID-19 vaccine and how it is managing related risks.</i></p>					

## PT Astra International Tbk

**Meeting Date:** 04/22/2021      **Country:** Indonesia      **Ticker:** ASII  
**Record Date:** 03/30/2021      **Meeting Type:** Annual  
**Primary Security ID:** Y7117N172

**Voting Policy:** ISS

**Shares Voted:** 942,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Amend Articles of Association	Mgmt	For	For	No
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
3	Approve Allocation of Income	Mgmt	For	For	No
4	Approve Changes in Board of Commissioners and Approve Remuneration of Directors and Commissioners	Mgmt	For	For	No
5	Approve Auditors	Mgmt	For	For	No

## RELX Plc

**Meeting Date:** 04/22/2021      **Country:** United Kingdom      **Ticker:** REL  
**Record Date:** 04/20/2021      **Meeting Type:** Annual  
**Primary Security ID:** G7493L105

**Voting Policy:** ISS

**Shares Voted:** 4,836,250

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	Against	Yes
3	Approve Final Dividend	Mgmt	For	For	No
4	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	No

## RELX Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
5	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
6	Elect Paul Walker as Director	Mgmt	For	For	No
7	Elect June Felix as Director	Mgmt	For	For	No
8	Re-elect Erik Engstrom as Director	Mgmt	For	For	No
9	Re-elect Wolfhart Hauser as Director	Mgmt	For	For	No
10	Re-elect Charlotte Hogg as Director	Mgmt	For	For	No
11	Re-elect Marike van Lier Lels as Director	Mgmt	For	For	No
12	Re-elect Nick Luff as Director	Mgmt	For	For	No
13	Re-elect Robert MacLeod as Director	Mgmt	For	For	No
14	Re-elect Linda Sanford as Director	Mgmt	For	For	No
15	Re-elect Andrew Sukawaty as Director	Mgmt	For	For	No
16	Re-elect Suzanne Wood as Director	Mgmt	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## SEGRO Plc

**Meeting Date:** 04/22/2021

**Country:** United Kingdom

**Ticker:** SGRO

**Record Date:** 04/20/2021

**Meeting Type:** Annual

**Primary Security ID:** G80277141

**Voting Policy:** ISS

**Shares Voted:** 4,770,378

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

## SEGRO Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
8	Re-elect Carol Fairweather as Director	Mgmt	For	For	No
9	Re-elect Christopher Fisher as Director	Mgmt	For	For	No
10	Re-elect Andy Gulliford as Director	Mgmt	For	For	No
11	Re-elect Martin Moore as Director	Mgmt	For	For	No
12	Re-elect David Sleath as Director	Mgmt	For	For	No
13	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
21	Approve Savings-Related Share Option Plan	Mgmt	For	For	No
22	Approve Share Incentive Plan	Mgmt	For	For	No
23	Authorise Board to Offer Scrip Dividend	Mgmt	For	For	No

## Taylor Wimpey Plc

**Meeting Date:** 04/22/2021

**Country:** United Kingdom

**Ticker:** TW

**Record Date:** 04/20/2021

**Meeting Type:** Annual

**Primary Security ID:** G86954107

**Voting Policy:** ISS

**Shares Voted:** 4,433,511

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Final Dividend	Mgmt	For	For	No
3	Re-elect Irene Dorner as Director	Mgmt	For	For	No
4	Re-elect Pete Redfern as Director	Mgmt	For	For	No
5	Re-elect Chris Carney as Director	Mgmt	For	For	No
6	Re-elect Jennie Daly as Director	Mgmt	For	For	No
7	Re-elect Gwyn Burr as Director	Mgmt	For	For	No

## Taylor Wimpey Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
8	Re-elect Angela Knight as Director	Mgmt	For	For	No
9	Re-elect Robert Noel as Director	Mgmt	For	For	No
10	Re-elect Humphrey Singer as Director	Mgmt	For	For	No
11	Elect Lord Jitesh Gadhia as Director	Mgmt	For	For	No
12	Elect Scilla Grimble as Director	Mgmt	For	For	No
13	Appoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
19	Approve Remuneration Report	Mgmt	For	For	No
20	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
22	Adopt New Articles of Association	Mgmt	For	For	No

## Telefonica SA

**Meeting Date:** 04/22/2021

**Country:** Spain

**Ticker:** TEF

**Record Date:** 04/16/2021

**Meeting Type:** Annual

**Primary Security ID:** 879382109

**Voting Policy:** ISS

**Shares Voted:** 771,020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1 +	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	No
1.2 +	Approve Non-Financial Information Statement	Mgmt	For	For	No
1.3 +	Approve Discharge of Board	Mgmt	For	For	No
2 +	Approve Treatment of Net Loss	Mgmt	For	For	No
3 +	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	No

# Telefonica SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4.1	Reelect Jose Maria Alvarez-Pallete Lopez as Director	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST the reelection of Jose Maria Alvarez-Pallete Lopez under Item 4.1 is warranted because he is not proposed for interim term only and the company has failed to disclose any plans to separate CEO and chairman positions in the near term. A vote FOR Item 4.2 is warranted due to a lack of concerns about the independent director nominee. A vote FOR the reelection of BBVA representative Ignacio Moreno under Item 4.3 is warranted, although BBVA is overrepresented on the board. A vote AGAINST the reelection of I-NED Francisco Riberas under Item 4.4 is warranted, as he holds an excessive number of directorships in listed companies. +</i></p>					
4.2 +	Reelect Carmen Garcia de Andres as Director	Mgmt	For	For	No
4.3 +	Reelect Ignacio Moreno Martinez as Director	Mgmt	For	For	No
4.4 +	Reelect Francisco Jose Riberas Mera as Director	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST the reelection of Jose Maria Alvarez-Pallete Lopez under Item 4.1 is warranted because he is not proposed for interim term only and the company has failed to disclose any plans to separate CEO and chairman positions in the near term. A vote FOR Item 4.2 is warranted due to a lack of concerns about the independent director nominee. A vote FOR the reelection of BBVA representative Ignacio Moreno under Item 4.3 is warranted, although BBVA is overrepresented on the board. A vote AGAINST the reelection of I-NED Francisco Riberas under Item 4.4 is warranted, as he holds an excessive number of directorships in listed companies. +</i></p>					
5 +	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	No
6.1 +	Approve Scrip Dividends	Mgmt	For	For	No
6.2 +	Approve Scrip Dividends	Mgmt	For	For	No
7.1 +	Amend Articles Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	Mgmt	For	For	No
7.2 +	Amend Articles Re: Possibility of Granting Proxies and Casting Votes Prior to the Meeting by Telephone	Mgmt	For	For	No
8.1 +	Amend Articles of General Meeting Regulations Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	Mgmt	For	For	No
8.2 +	Amend Articles of General Meeting Regulations Re: Possibility of Granting Proxies and Casting Votes Prior to the Meeting by Telephone	Mgmt	For	For	No
9 +	Approve Remuneration Policy	Mgmt	For	For	No
10 +	Approve Restricted Stock Plan	Mgmt	For	For	No
11 +	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	No
12 +	Advisory Vote on Remuneration Report	Mgmt	For	For	No

# Teleperformance SE

**Meeting Date:** 04/22/2021

**Country:** France

**Ticker:** TEP

**Record Date:** 04/20/2021

**Meeting Type:** Annual/Special

**Primary Security ID:** F9120F106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	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	Against	Yes
<p><i>Voting Policy Rationale: Votes AGAINST these remuneration reports are warranted because:*</i> The company amended targets for the bonus and the LTI given the pandemic following the guidance review but without lowering the maximum cap, which resulted in the full payout of the bonus (Items 6-7). As such, it is not possible to conclude that the executives' remuneration is aligned with the company's performance as it completely erased any Covid-19 effects.* The company awarded a full achievement for the bonus criterion related to the pandemic's management without considering any negative events occurred during FY2020 (Items 6-7);* The structure of some criteria of the bonus and LTIP raise concerns (Items 6-7);* The value of the 2020 LTIP granted appears beyond common market practices in France, and in increase compared to 2019 grant (Items 6-7); and* A significant part of the vice-CEO's cash remuneration, due under his employment contract, is not subject to shareholders' approval (Item 7).</p>					
7	Approve Compensation of Olivier Rigaudy, Vice-CEO	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: Votes AGAINST these remuneration reports are warranted because:*</i> The company amended targets for the bonus and the LTI given the pandemic following the guidance review but without lowering the maximum cap, which resulted in the full payout of the bonus (Items 6-7). As such, it is not possible to conclude that the executives' remuneration is aligned with the company's performance as it completely erased any Covid-19 effects.* The company awarded a full achievement for the bonus criterion related to the pandemic's management without considering any negative events occurred during FY2020 (Items 6-7);* The structure of some criteria of the bonus and LTIP raise concerns (Items 6-7);* The value of the 2020 LTIP granted appears beyond common market practices in France, and in increase compared to 2019 grant (Items 6-7); and* A significant part of the vice-CEO's cash remuneration, due under his employment contract, is not subject to shareholders' approval (Item 7).</p>					
8	Approve Remuneration Policy of Directors	Mgmt	For	For	No
9	Approve Remuneration Policy of the Chairman and CEO	Mgmt	For	For	No
10	Approve Remuneration Policy of the Vice-CEO	Mgmt	For	For	No
11	Reelect Daniel Julien as Director	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: * Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 12-15).* As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Daniel Julien (Item 11) is warranted.</i></p>					
12	Reelect Emily Abrera as Director	Mgmt	For	For	No
13	Reelect Alain Boulet as Director	Mgmt	For	For	No
14	Reelect Robert Paszczak as Director	Mgmt	For	For	No
15	Reelect Stephen Winningham as Director	Mgmt	For	For	No
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	No

## Teleperformance SE \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Extraordinary Business	Mgmt			
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	No
18	Authorize Capitalization of Reserves of Up to EUR 142 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	No
19	Amend Article 21 of Bylaws Re: Transactions	Mgmt	For	For	No
20	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	No

## Texas Instruments Incorporated

**Meeting Date:** 04/22/2021

**Country:** USA

**Ticker:** TXN

**Record Date:** 02/22/2021

**Meeting Type:** Annual

**Primary Security ID:** 882508104

**Voting Policy:** ISS

**Shares Voted:** 36,714

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Mark A. Blinn	Mgmt	For	For	No
1b	Elect Director Todd M. Bluedorn	Mgmt	For	For	No
1c	Elect Director Janet F. Clark	Mgmt	For	For	No
1d	Elect Director Carrie S. Cox	Mgmt	For	For	No
1e	Elect Director Martin S. Craighead	Mgmt	For	For	No
1f	Elect Director Jean M. Hobby	Mgmt	For	For	No
1g	Elect Director Michael D. Hsu	Mgmt	For	For	No
1h	Elect Director Ronald Kirk	Mgmt	For	For	No
1i	Elect Director Pamela H. Patsley	Mgmt	For	For	No
1j	Elect Director Robert E. Sanchez	Mgmt	For	For	No
1k	Elect Director Richard K. Templeton	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No
4	Provide Right to Act by Written Consent	SH	Against	For	Yes

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

## Veolia Environnement SA

**Meeting Date:** 04/22/2021

**Country:** France

**Ticker:** VIE

**Record Date:** 04/20/2021

**Meeting Type:** Annual/Special

**Primary Security ID:** F9686M107



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	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 Non-Deductible Expenses	Mgmt	For	For	No
4	Approve Allocation of Income and Dividends of EUR 0.70 per Share	Mgmt	For	For	No
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	No
6	Reelect Caisse des Depots et Consignations as Director	Mgmt	For	For	No
7	Reelect Marion Guillou as Director	Mgmt	For	For	No
8	Elect Pierre-Andre de Chalendar as Director	Mgmt	For	For	No
9	Approve Amendment of the Economic Performance Criterion Related to the Acquisition of Performance Shares Allocated to the Chairman and CEO under Plan No. 1	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST Item 9 is warranted since the neutralization of FY2020 would enable a total acquisition of shares under plan n. 1. The proposed adjustment would completely erase the effects of the Covid-19 crisis for the 2018 LTI plan, which would therefore be in disconnection with the company's performance and shareholders' interests. QUALIFIED FOR Items 10 and 11 are warranted since the proposed adjustment would partly erase the effects of the Covid-19 crisis for the 2019 and 2020 LTI plans. This negative feature is mitigated by the following reasons:* The company still needs to manage the recovery process in 2021 and 2022; and* The negative features are mitigated by the decrease of LTI grants and the presence of other performance criteria.</i></p>					
10	Approve Amendment of the Economic Performance Criterion Related to the Acquisition of Performance Shares Allocated to the Chairman and CEO under Plan No. 2	Mgmt	For	For	No
11	Approve Amendment of the Economic Performance Criterion Related to the Acquisition of Performance Shares Allocated to the Chairman and CEO under Plan No. 3	Mgmt	For	For	No
12	Approve Compensation of Antoine Frerot, Chairman and CEO	Mgmt	For	Against	Yes
13	Approve Compensation of Corporate Officers	Mgmt	For	For	No
14	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	No
15	Approve Remuneration Policy of Corporate Officers	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 868 Million	Mgmt	For	For	No

## Veolia Environnement SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 868 Million	Mgmt	For	For	No
19	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17 and 18	Mgmt	For	For	No
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	No
21	Approve Issuance of Equity or Equity-Linked Securities Reserved for Employees and Corporate Officers, up to Aggregate Nominal Amount of EUR 17,358,340	Mgmt	For	For	No
22	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	No
23	Amend Article 11 of Bylaws Re: Employee Representative	Mgmt	For	For	No
24	Amend Article 11.2 of Bylaws Re: Board Composition	Mgmt	For	For	No
25	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	No

## Wolters Kluwer NV

**Meeting Date:** 04/22/2021      **Country:** Netherlands      **Ticker:** WKL  
**Record Date:** 03/25/2021      **Meeting Type:** Annual  
**Primary Security ID:** N9643A197

**Voting Policy:** ISS

**Shares Voted:** 14,912

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	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	For	No
3.a	Adopt Financial Statements	Mgmt	For	For	No
3.b	Receive Explanation on Company's Dividend Policy	Mgmt			
3.c	Approve Dividends of EUR 1.36 Per Share	Mgmt	For	For	No
4.a	Approve Discharge of Management Board	Mgmt	For	For	No
4.b	Approve Discharge of Supervisory Board	Mgmt	For	For	No
5.a	Reelect Frans Cremers to Supervisory Board	Mgmt	For	For	No

## Wolters Kluwer NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
5.b	Reelect Ann Ziegler to Supervisory Board	Mgmt	For	For	No
6	Reelect Kevin Entricken to Management Board	Mgmt	For	For	No
7	Approve Remuneration Policy for Management Board	Mgmt	For	For	No
8.a	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	No
8.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	No
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	No
10	Authorize Cancellation of Repurchased Shares	Mgmt	For	For	No
11	Other Business (Non-Voting)	Mgmt			
12	Close Meeting	Mgmt			

## Abbott Laboratories

**Meeting Date:** 04/23/2021

**Country:** USA

**Ticker:** ABT

**Record Date:** 02/24/2021

**Meeting Type:** Annual

**Primary Security ID:** 002824100

**Voting Policy:** ISS

**Shares Voted:** 189,499

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Robert J. Alpern	Mgmt	For	For	No
1.2	Elect Director Roxanne S. Austin	Mgmt	For	For	No
1.3	Elect Director Sally E. Blount	Mgmt	For	For	No
1.4	Elect Director Robert B. Ford	Mgmt	For	For	No
1.5	Elect Director Michelle A. Kumbier	Mgmt	For	For	No
1.6	Elect Director Darren W. McDew	Mgmt	For	For	No
1.7	Elect Director Nancy McKinstry	Mgmt	For	For	No
1.8	Elect Director William A. Osborn	Mgmt	For	For	No
1.9	Elect Director Michael F. Roman	Mgmt	For	For	No
1.10	Elect Director Daniel J. Starks	Mgmt	For	For	No
1.11	Elect Director John G. Stratton	Mgmt	For	For	No
1.12	Elect Director Glenn F. Tilton	Mgmt	For	For	No
1.13	Elect Director Miles D. White	Mgmt	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No

## Abbott Laboratories

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4a	Adopt Majority Voting Standard for Amendments of the Articles of Incorporation and Effect Other Ministerial Changes	Mgmt	For	For	No
4b	Adopt Majority Voting Standard for Certain Extraordinary Transactions	Mgmt	For	For	No
5	Report on Lobbying Payments and Policy	SH	Against	Against	No
6	Report on Racial Justice	SH	Against	For	Yes
<p><i>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.</i></p>					
7	Require Independent Board Chair	SH	Against	Against	No

## Merck KGaA

**Meeting Date:** 04/23/2021      **Country:** Germany      **Ticker:** MRK  
**Record Date:** 04/01/2021      **Meeting Type:** Annual  
**Primary Security ID:** D5357W103

**Voting Policy:** ISS

**Shares Voted:** 7,485

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt			
2	Accept Financial Statements and Statutory Reports for Fiscal Year 2020	Mgmt	For	For	No
3	Approve Allocation of Income and Dividends of EUR 1.40 per Share	Mgmt	For	For	No
4	Approve Discharge of Executive Board Fiscal Year 2020	Mgmt	For	For	No
5	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	No
6	Ratify KPMG AG as Auditors for Fiscal Year 2021	Mgmt	For	For	No
7	Amend Articles Re: Supervisory Board Approval of Transactions with Related Parties	Mgmt	For	For	No
8	Approve Remuneration Policy	Mgmt	For	For	No
9	Approve Remuneration of Supervisory Board	Mgmt	For	For	No
10	Approve Eleven Affiliation Agreements	Mgmt	For	For	No

## Powszechna Kasa Oszczednosci Bank Polski SA

**Meeting Date:** 04/23/2021      **Country:** Poland      **Ticker:** PKO  
**Record Date:** 04/07/2021      **Meeting Type:** Special  
**Primary Security ID:** X6919X108

## Powszechna Kasa Oszczedności Bank Polski SA \$

Voting Policy: ISS

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt			
2	Elect Meeting Chairman	Mgmt	For	Do Not Vote	No
3	Acknowledge Proper Convening of Meeting	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	Do Not Vote	No
5	Approve Allocation of Supplementary Capital to Special Fund to Cover Losses from Settlements on Mortgage Loan Agreements	Mgmt	For	Do Not Vote	No
6	Authorize Share Repurchase Program; Approve Creation of Reserve Capital for Purposes of Share Repurchase Program	Mgmt	For	Do Not Vote	No
7	Close Meeting	Mgmt			

## Sberbank Russia PJSC

Meeting Date: 04/23/2021

Country: Russia

Ticker: SBER

Record Date: 03/23/2021

Meeting Type: Annual

Primary Security ID: X76317100

Voting Policy: ISS

Shares Voted: 40,052

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Meeting for ADR/GDR Holders	Mgmt			
1	Approve Annual Report	Mgmt	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	No
3	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	No
	Elect 14 Directors by Cumulative Voting	Mgmt			
4.1	Elect Esko Tapani Aho as Director	Mgmt	None	For	No
4.2	Elect Natalie Alexandra Braginsky Mounier as Director	Mgmt	None	For	No
4.3	Elect Herman Gref as Director	Mgmt	None	Against	No
4.4	Elect Bella Zlatkis as Director	Mgmt	None	Against	No
4.5	Elect Sergei Ignatev as Director	Mgmt	None	Against	No
4.6	Elect Mikhail Kovalchuk as Director	Mgmt	None	Against	No
4.7	Elect Vladimir Kolychev as Director	Mgmt	None	Against	No
4.8	Elect Nikolai Kudriavtsev as Director	Mgmt	None	For	No
4.9	Elect Aleksandr Kuleshov as Director	Mgmt	None	For	No

## Sberbank Russia PJSC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4.10	Elect Gennadii Melikian as Director	Mgmt	None	Against	No
4.11	Elect Maksim Oreshkin as Director	Mgmt	None	Against	No
4.12	Elect Anton Siluanov as Director	Mgmt	None	Against	No
4.13	Elect Dmitrii Chernyshenko as Director	Mgmt	None	Against	No
4.14	Elect Nadya Wells as Director	Mgmt	None	Against	No
5	Approve New Edition of Charter	Mgmt	For	For	No
6	Approve Related-Party Transaction Re: Liability Insurance for Directors, Executives, and Company	Mgmt	For	For	No
7	Approve Remuneration of Directors	Mgmt	For	For	No
8	Amend Regulations on Remuneration of Directors	Mgmt	For	For	No

## Swiss Life Holding AG

**Meeting Date:** 04/23/2021

**Country:** Switzerland

**Ticker:** SLHN

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H8404J162

**Voting Policy:** ISS

**Shares Voted:** 2,590

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
1.2	Approve Remuneration Report	Mgmt	For	For	No
2	Approve Allocation of Income and Dividends of CHF 21.00 per Share	Mgmt	For	For	No
3	Approve Discharge of Board of Directors	Mgmt	For	For	No
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 3.7 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

## Swiss Life Holding AG \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
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 Franziska Sauber as Director	Mgmt	For	For	No
5.11	Reelect Klaus Tschuetscher as Director	Mgmt	For	For	No
5.12	Appoint Martin Schmid as Member of the Compensation Committee	Mgmt	For	For	No
5.13	Reappoint Franziska Sauber as Member of the Compensation Committee	Mgmt	For	For	No
5.14	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 CHF 48,582 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	No
9	Transact Other Business (Voting)	Mgmt	For	Against	Yes

*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.*

## Fastenal Company

**Meeting Date:** 04/24/2021

**Country:** USA

**Ticker:** FAST

**Record Date:** 02/24/2021

**Meeting Type:** Annual

**Primary Security ID:** 311900104

**Voting Policy:** ISS

**Shares Voted:** 76,770

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Scott A. Satterlee	Mgmt	For	For	No
1b	Elect Director Michael J. Ancius	Mgmt	For	For	No
1c	Elect Director Stephen L. Eastman	Mgmt	For	For	No
1d	Elect Director Daniel L. Florness	Mgmt	For	For	No
1e	Elect Director Rita J. Heise	Mgmt	For	For	No
1f	Elect Director Hsenghung Sam Hsu	Mgmt	For	For	No
1g	Elect Director Daniel L. Johnson	Mgmt	For	For	No
1h	Elect Director Nicholas J. Lundquist	Mgmt	For	For	No
1i	Elect Director Reyne K. Wisecup	Mgmt	For	For	No

## Fastenal Company \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No

## Aggreko Plc

**Meeting Date:** 04/26/2021      **Country:** United Kingdom      **Ticker:** AGK  
**Record Date:** 04/22/2021      **Meeting Type:** Special  
**Primary Security ID:** G0116S185

**Voting Policy:** ISS

**Shares Voted:** 178,785

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1A	Approve Recommended Cash Acquisition of Aggreko plc by Albion Acquisitions Limited	Mgmt	For	For	No
1B	Amend Articles of Association	Mgmt	For	For	No

## Aggreko Plc

**Meeting Date:** 04/26/2021      **Country:** United Kingdom      **Ticker:** AGK  
**Record Date:** 04/22/2021      **Meeting Type:** Court  
**Primary Security ID:** G0116S185

**Voting Policy:** ISS

**Shares Voted:** 178,785

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

## Assicurazioni Generali SpA

**Meeting Date:** 04/26/2021      **Country:** Italy      **Ticker:** G  
**Record Date:** 04/15/2021      **Meeting Type:** Annual/Special  
**Primary Security ID:** T05040109

**Voting Policy:** ISS

**Shares Voted:** 70,271

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Business	Mgmt			
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
1b	Approve Allocation of Income	Mgmt	For	For	No
	Extraordinary Business	Mgmt			



## Assicurazioni Generali SpA \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
2a	Amend Company Bylaws Re: Articles 8.1, 8.4, 8.5, 8.6, and 8.7	Mgmt	For	For	No
2b	Amend Company Bylaws Re: Article 9.1 Ordinary Business	Mgmt Mgmt	For	For	No
3a	Approve Remuneration Policy	Mgmt	For	For	No
3b	Approve Second Section of the Remuneration Report	Mgmt	For	For	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 Extraordinary Business	Mgmt Mgmt	For	For	No
4c	Authorize Board to Increase Capital to Service Group Long Term Incentive Plan	Mgmt	For	For	No

## ING Groep NV

**Meeting Date:** 04/26/2021      **Country:** Netherlands      **Ticker:** INGA  
**Record Date:** 03/29/2021      **Meeting Type:** Annual  
**Primary Security ID:** N4578E595

**Voting Policy:** ISS

**Shares Voted:** 328,328

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2A	Receive Report of Executive Board (Non-Voting)	Mgmt			
2B	Receive Announcements on Sustainability	Mgmt			
2C	Receive Report of Supervisory Board (Non-Voting)	Mgmt			
2D	Approve Remuneration Report	Mgmt	For	For	No
2E	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	No
3A	Receive Explanation on Profit Retention and Distribution Policy	Mgmt			
3B	Approve Dividends of EUR 0.12 Per Share	Mgmt	For	For	No
4A	Approve Discharge of Executive Board	Mgmt	For	For	No
4B	Approve Discharge of Supervisory Board	Mgmt	For	For	No
5	Approve Increase Maximum Ratio Between Fixed and Variable Components of Remuneration	Mgmt	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
6	Amend Articles Re: Implementation of the Dutch Management and Supervision of Legal Entities Act	Mgmt	For	For	No
7A	Reelect Steven van Rijswijk to Executive Board	Mgmt	For	For	No
7B	Elect Ljiljana Cortan to Executive Board	Mgmt	For	For	No
8A	Reelect Hans Wijers to Supervisory Board	Mgmt	For	For	No
8B	Reelect Margarete Haase to Supervisory Board	Mgmt	For	For	No
8C	Elect Lodewijk Hijmans van den Bergh to Supervisory Board	Mgmt	For	For	No
9A	Grant Board Authority to Issue Shares	Mgmt	For	For	No
9B	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Restricting/Excluding Preemptive Rights	Mgmt	For	For	No
10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	No

## Public Storage

**Meeting Date:** 04/26/2021

**Country:** USA

**Ticker:** PSA

**Record Date:** 02/23/2021

**Meeting Type:** Annual

**Primary Security ID:** 74460D109

**Voting Policy:** ISS

**Shares Voted:** 14,122

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Ronald L. Havner, Jr.	Mgmt	For	For	No
1b	Elect Director Tamara Hughes Gustavson	Mgmt	For	For	No
1c	Elect Director Leslie S. Heisz	Mgmt	For	For	No
1d	Elect Director Michelle (Meka) Millstone-Shroff	Mgmt	For	For	No
1e	Elect Director Shankh S. Mitra	Mgmt	For	For	No
1f	Elect Director David J. Neithercut	Mgmt	For	For	No
1g	Elect Director Rebecca Owen	Mgmt	For	For	No
1h	Elect Director Kristy M. Pipes	Mgmt	For	For	No
1i	Elect Director Avedick B. Poladian	Mgmt	For	For	No
1j	Elect Director John Reyes	Mgmt	For	For	No
1k	Elect Director Joseph D. Russell, Jr.	Mgmt	For	For	No
1l	Elect Director Tariq M. Shaukat	Mgmt	For	For	No
1m	Elect Director Ronald P. Spogli	Mgmt	For	For	No
1n	Elect Director Paul S. Williams	Mgmt	For	For	No

## Public Storage \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No
4	Approve Omnibus Stock Plan	Mgmt	For	For	No
5	Eliminate Cumulative Voting	Mgmt	For	For	No

## Raytheon Technologies Corporation

**Meeting Date:** 04/26/2021      **Country:** USA      **Ticker:** RTX  
**Record Date:** 03/02/2021      **Meeting Type:** Annual  
**Primary Security ID:** 75513E101

**Voting Policy:** ISS

**Shares Voted:** 154,087

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Tracy A. Atkinson	Mgmt	For	For	No
1b	Elect Director Gregory J. Hayes	Mgmt	For	For	No
1c	Elect Director Thomas A. Kennedy	Mgmt	For	For	No
1d	Elect Director Marshall O. Larsen	Mgmt	For	For	No
1e	Elect Director George R. Oliver	Mgmt	For	For	No
1f	Elect Director Robert K. (Kelly) Ortberg	Mgmt	For	For	No
1g	Elect Director Margaret L. O'Sullivan	Mgmt	For	For	No
1h	Elect Director Dinesh C. Paliwal	Mgmt	For	For	No
1i	Elect Director Ellen M. Pawlikowski	Mgmt	For	For	No
1j	Elect Director Denise L. Ramos	Mgmt	For	For	No
1k	Elect Director Fredric G. Reynolds	Mgmt	For	For	No
1l	Elect Director Brian C. Rogers	Mgmt	For	For	No
1m	Elect Director James A. Winnefeld, Jr.	Mgmt	For	For	No
1n	Elect Director Robert O. Work	Mgmt	For	Against	Yes

*Voting Policy Rationale: A vote AGAINST governance committee chairman Robert Work is warranted given the lack of responsiveness to a majority supported shareholder proposal at the 2020 annual meeting. A vote FOR the remaining director nominees is warranted.*

2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
4	Approve Executive Incentive Bonus Plan	Mgmt	For	For	No
5	Amend Omnibus Stock Plan	Mgmt	For	For	No
6	Amend Proxy Access Right	SH	Against	For	Yes

*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.*

## Skipton Building Society \$

**Meeting Date:** 04/26/2021

**Country:** United Kingdom

**Ticker:** SKIP

**Record Date:** 04/26/2021

**Meeting Type:** Annual

**Primary Security ID:** G8175CEY0

**Voting Policy:** ISS

**Shares Voted:** 0

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

## Alfa Laval AB

**Meeting Date:** 04/27/2021

**Country:** Sweden

**Ticker:** ALFA

**Record Date:** 04/19/2021

**Meeting Type:** Annual

**Primary Security ID:** W04008152

**Voting Policy:** ISS

**Shares Voted:** 0

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

# Alfa Laval AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
6	Receive Financial Statements and Statutory Reports	Mgmt			
7a	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote	No
7b	Approve Allocation of Income and Dividends of SEK 5.50 Per Share	Mgmt	For	Do Not Vote	No
7c1	Approve Discharge of CEO Tom Erixon	Mgmt	For	Do Not Vote	No
7c2	Approve Discharge of Board Member and Chairman Dennis Jonsson	Mgmt	For	Do Not Vote	No
7c3	Approve Discharge of Board Member Maria Moraeus Hanssen	Mgmt	For	Do Not Vote	No
7c4	Approve Discharge of Board Member Henrik Lange	Mgmt	For	Do Not Vote	No
7c5	Approve Discharge of Board Member Ray Mauritsson	Mgmt	For	Do Not Vote	No
7c6	Approve Discharge of Board Member Helene Mellquist	Mgmt	For	Do Not Vote	No
7c7	Approve Discharge of Board Member Finn Rausing	Mgmt	For	Do Not Vote	No
7c8	Approve Discharge of Board Member Jorn Rausing	Mgmt	For	Do Not Vote	No
7c9	Approve Discharge of Board Member Ulf Wiinberg	Mgmt	For	Do Not Vote	No
7c10	Approve Discharge of Former Board Member and Chairman Anders Narvinger	Mgmt	For	Do Not Vote	No
7c11	Approve Discharge of Board Member Anna Ohlsson-Leijon	Mgmt	For	Do Not Vote	No
7c12	Approve Discharge of Employee Representative Bror Garcia Lantz	Mgmt	For	Do Not Vote	No
7c13	Approve Discharge of Employee Representative Susanne Jonsson	Mgmt	For	Do Not Vote	No
7c14	Approve Discharge of Employee Representative Henrik Nielsen	Mgmt	For	Do Not Vote	No
7c15	Approve Discharge of Deputy Employee Representative Leif Norkvist	Mgmt	For	Do Not Vote	No
7c16	Approve Discharge of Deputy Employee Representative Stefan Sandell	Mgmt	For	Do Not Vote	No
7c17	Approve Discharge of Deputy Employee Representative Johnny Hulthen	Mgmt	For	Do Not Vote	No
8	Approve Remuneration Report	Mgmt	For	Do Not Vote	No
9.1	Determine Number of Directors (9) and Deputy Directors (0) of Board	Mgmt	For	Do Not Vote	No
9.2	Fix Number of Auditors (2) and Deputy Auditors (2)	Mgmt	For	Do Not Vote	No
10.1	Approve Remuneration of Directors in the Amount of SEK 1.85 Million to the Chairman and SEK 615,000 to Other Directors	Mgmt	For	Do Not Vote	No

## Alfa Laval AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
10.2	Approve Remuneration of Committee Work	Mgmt	For	Do Not Vote	No
10.3	Approve Remuneration of Auditors	Mgmt	For	Do Not Vote	No
11.1	Reelect Maria Moraeus Hanssen as Director	Mgmt	For	Do Not Vote	No
11.2	Reelect Dennis Jonsson as Director	Mgmt	For	Do Not Vote	No
11.3	Reelect Henrik Lange as Director	Mgmt	For	Do Not Vote	No
11.4	Reelect Ray Maurittsson as Director	Mgmt	For	Do Not Vote	No
11.5	Reelect Helene Mellquist as Director	Mgmt	For	Do Not Vote	No
11.6	Reelect Finn Rausing as Director	Mgmt	For	Do Not Vote	No
11.7	Reelect Jorn Rausing as Director	Mgmt	For	Do Not Vote	No
11.8	Reelect Ulf Wiinberg as Director	Mgmt	For	Do Not Vote	No
11.9	Elect Lilian Fossum Biner as New Director	Mgmt	For	Do Not Vote	No
11.10	Reelect Dennis Jonsson as Board Chairman	Mgmt	For	Do Not Vote	No
11.11	Ratify Staffan Landen as Auditor	Mgmt	For	Do Not Vote	No
11.12	Ratify Karoline Tedevall as Auditor	Mgmt	For	Do Not Vote	No
11.13	Ratify Henrik Jonzen as Deputy Auditor	Mgmt	For	Do Not Vote	No
11.14	Ratify Andreas Mast as Deputy Auditor	Mgmt	For	Do Not Vote	No
12	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Do Not Vote	No
13	Authorize Share Repurchase Program	Mgmt	For	Do Not Vote	No
14	Amend Articles Re: Proxies; Postal Voting	Mgmt	For	Do Not Vote	No
15	Close Meeting	Mgmt			

## Atlas Copco AB

**Meeting Date:** 04/27/2021

**Country:** Sweden

**Ticker:** ATCO.A

**Record Date:** 04/19/2021

**Meeting Type:** Annual

**Primary Security ID:** W1R924161

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Opening of Meeting; Elect Chairman of Meeting	Mgmt	For	Do Not Vote	No
2	Prepare and Approve List of Shareholders	Mgmt	For	Do Not Vote	No
3	Approve Agenda of Meeting	Mgmt	For	Do Not Vote	No
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	Do Not Vote	No
5	Acknowledge Proper Convening of Meeting	Mgmt	For	Do Not Vote	No
6	Receive Financial Statements and Statutory Reports	Mgmt			
7.a	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote	No
7.b1	Approve Discharge of Staffan Bohman	Mgmt	For	Do Not Vote	No
7.b2	Approve Discharge of Tina Donikowski	Mgmt	For	Do Not Vote	No
7.b3	Approve Discharge of Johan Forssell	Mgmt	For	Do Not Vote	No
7.b4	Approve Discharge of Anna Ohlsson-Leijon	Mgmt	For	Do Not Vote	No
7.b5	Approve Discharge of Mats Rahmstrom	Mgmt	For	Do Not Vote	No
7.b6	Approve Discharge of Gordon Riske	Mgmt	For	Do Not Vote	No
7.b7	Approve Discharge of Hans Straberg	Mgmt	For	Do Not Vote	No
7.b8	Approve Discharge of Peter Wallenberg Jr	Mgmt	For	Do Not Vote	No
7.b9	Approve Discharge of Sabine Neuss	Mgmt	For	Do Not Vote	No
7.b10	Approve Discharge of Mikael Bergstedt	Mgmt	For	Do Not Vote	No
7.b11	Approve Discharge of Benny Larsson	Mgmt	For	Do Not Vote	No
7.b12	Approve Discharge of President Mats Rahmstrom	Mgmt	For	Do Not Vote	No
7.c	Approve Allocation of Income and Dividends of SEK 7.30 Per Share	Mgmt	For	Do Not Vote	No
7.d	Approve Record Date for Dividend Payment	Mgmt	For	Do Not Vote	No
8.a	Determine Number of Members (8) and Deputy Members of Board (0)	Mgmt	For	Do Not Vote	No
8.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	Do Not Vote	No

## Atlas Copco AB \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
9.a1	Reelect Staffan Bohman as Director	Mgmt	For	Do Not Vote	No
9.a2	Reelect Tina Donikowski as Director	Mgmt	For	Do Not Vote	No
9.a3	Reelect Johan Forssell as Director	Mgmt	For	Do Not Vote	No
9.a4	Reelect Anna Ohlsson-Leijon as Director	Mgmt	For	Do Not Vote	No
9.a5	Reelect Mats Rahmstrom as Director	Mgmt	For	Do Not Vote	No
9.a6	Reelect Gordon Riske as Director	Mgmt	For	Do Not Vote	No
9.a7	Reelect Hans Straberg as Director	Mgmt	For	Do Not Vote	No
9.a8	Reelect Peter Wallenberg Jr as Director	Mgmt	For	Do Not Vote	No
9.b	Reelect Hans Straberg as Board Chairman	Mgmt	For	Do Not Vote	No
9.c	Ratify Ernst & Young as Auditors	Mgmt	For	Do Not Vote	No
10.a	Approve Remuneration of Directors in the Amount of SEK 2.6 Million to Chair and SEK 825,000 to Other Directors; Approve Remuneration for Committee Work; Approve Delivering Part of Remuneration in form of Synthetic Shares	Mgmt	For	Do Not Vote	No
10.b	Approve Remuneration of Auditors	Mgmt	For	Do Not Vote	No
11.a	Approve Remuneration Report	Mgmt	For	Do Not Vote	No
11.b	Approve Stock Option Plan 2021 for Key Employees	Mgmt	For	Do Not Vote	No
12.a	Acquire Class A Shares Related to Personnel Option Plan for 2021	Mgmt	For	Do Not Vote	No
12.b	Acquire Class A Shares Related to Remuneration of Directors in the Form of Synthetic Shares	Mgmt	For	Do Not Vote	No
12.c	Transfer Class A Shares Related to Personnel Option Plan for 2021	Mgmt	For	Do Not Vote	No
12.d	Sell Class A Shares to Cover Costs Related to Synthetic Shares to the Board	Mgmt	For	Do Not Vote	No
12.e	Sell Class A to Cover Costs in Relation to the Personnel Option Plans for 2016, 2017 and 2018	Mgmt	For	Do Not Vote	No
13	Close Meeting	Mgmt			

## Bausch Health Companies Inc.

**Meeting Date:** 04/27/2021

**Country:** Canada

**Ticker:** BHC

**Record Date:** 03/01/2021

**Meeting Type:** Annual

**Primary Security ID:** 071734107



**Voting Policy:** ISS

**Shares Voted:** 382,720

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>	<b>Vote Against Mgmt</b>
1a	Elect Director Richard U. De Schutter	Mgmt	For	For	No
1b	Elect Director D. Robert Hale	Mgmt	For	For	No
1c	Elect Director Brett Icahn	Mgmt	For	For	No
1d	Elect Director Argeris (Jerry) N. Karabelas	Mgmt	For	For	No
1e	Elect Director Sarah B. Kavanagh	Mgmt	For	For	No
1f	Elect Director Steven D. Miller	Mgmt	For	For	No
1g	Elect Director Joseph C. Papa	Mgmt	For	For	No
1h	Elect Director John A. Paulson	Mgmt	For	For	No
1i	Elect Director Robert N. Power	Mgmt	For	For	No
1j	Elect Director Russel C. Robertson	Mgmt	For	For	No
1k	Elect Director Thomas W. Ross, Sr.	Mgmt	For	For	No
1l	Elect Director Andrew C. von Eschenbach	Mgmt	For	For	No
1m	Elect Director Amy B. Wechsler	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	No

**Bayer AG**

**Meeting Date:** 04/27/2021

**Country:** Germany

**Ticker:** BAYN

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** D0712D163

**Voting Policy:** ISS

**Shares Voted:** 82,560

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>	<b>Vote Against Mgmt</b>
1	Receive Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of EUR 2.00 per Share for Fiscal Year 2020	Mgmt	For	For	No
2	Approve Discharge of Management Board for Fiscal Year 2020	Mgmt	For	For	No
3	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	No
4.1	Elect Fei-Fei Li to the Supervisory Board	Mgmt	For	For	No
4.2	Elect Alberto Weisser to the Supervisory Board	Mgmt	For	For	No
5	Approve Remuneration of Supervisory Board	Mgmt	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
6	Ratify Deloitte GmbH as Auditors for Fiscal Year 2021	Mgmt	For	For	No

## Charter Communications, Inc.

**Meeting Date:** 04/27/2021      **Country:** USA      **Ticker:** CHTR  
**Record Date:** 02/26/2021      **Meeting Type:** Annual  
**Primary Security ID:** 16119P108

**Voting Policy:** ISS

**Shares Voted:** 3,136

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director W. Lance Conn	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST Steven Miron is warranted for serving as a non-independent member of a key board committee. A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. In the absence of a say-on-pay proposal, a vote AGAINST compensation committee members W. Lance Conn, Greg Maffei, Steven Miron, Mauricio Ramos, and Eric Zinterhofer due to the approval of sizable multi-year guaranteed equity awards to the CEO, along with a problematic modified single-trigger severance provision in his recently amended employment agreement. In addition, all NEO equity awards were purely time based, and the COO's employment-agreement grant was substantial in magnitude. A vote FOR the remaining nominees is warranted.</i></p>					
1b	Elect Director Kim C. Goodman	Mgmt	For	For	No
1c	Elect Director Craig A. Jacobson	Mgmt	For	For	No
1d	Elect Director Gregory B. Maffei	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST Steven Miron is warranted for serving as a non-independent member of a key board committee. A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. In the absence of a say-on-pay proposal, a vote AGAINST compensation committee members W. Lance Conn, Greg Maffei, Steven Miron, Mauricio Ramos, and Eric Zinterhofer due to the approval of sizable multi-year guaranteed equity awards to the CEO, along with a problematic modified single-trigger severance provision in his recently amended employment agreement. In addition, all NEO equity awards were purely time based, and the COO's employment-agreement grant was substantial in magnitude. A vote FOR the remaining nominees is warranted.</i></p>					
1e	Elect Director John D. Markley, Jr.	Mgmt	For	For	No
1f	Elect Director David C. Merritt	Mgmt	For	For	No
1g	Elect Director James E. Meyer	Mgmt	For	For	No
1h	Elect Director Steven A. Miron	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST Steven Miron is warranted for serving as a non-independent member of a key board committee. A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. In the absence of a say-on-pay proposal, a vote AGAINST compensation committee members W. Lance Conn, Greg Maffei, Steven Miron, Mauricio Ramos, and Eric Zinterhofer due to the approval of sizable multi-year guaranteed equity awards to the CEO, along with a problematic modified single-trigger severance provision in his recently amended employment agreement. In addition, all NEO equity awards were purely time based, and the COO's employment-agreement grant was substantial in magnitude. A vote FOR the remaining nominees is warranted.</i></p>					
1i	Elect Director Balan Nair	Mgmt	For	For	No
1j	Elect Director Michael A. Newhouse	Mgmt	For	For	No

## Charter Communications, Inc. \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1k	Elect Director Mauricio Ramos	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST Steven Miron is warranted for serving as a non-independent member of a key board committee. A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. In the absence of a say-on-pay proposal, a vote AGAINST compensation committee members W. Lance Conn, Greg Maffei, Steven Miron, Mauricio Ramos, and Eric Zinterhofer due to the approval of sizable multi-year guaranteed equity awards to the CEO, along with a problematic modified single-trigger severance provision in his recently amended employment agreement. In addition, all NEO equity awards were purely time based, and the COO's employment-agreement grant was substantial in magnitude. A vote FOR the remaining nominees is warranted.</i></p>					
1l	Elect Director Thomas M. Rutledge	Mgmt	For	For	No
1m	Elect Director Eric L. Zinterhofer	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST Steven Miron is warranted for serving as a non-independent member of a key board committee. A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. In the absence of a say-on-pay proposal, a vote AGAINST compensation committee members W. Lance Conn, Greg Maffei, Steven Miron, Mauricio Ramos, and Eric Zinterhofer due to the approval of sizable multi-year guaranteed equity awards to the CEO, along with a problematic modified single-trigger severance provision in his recently amended employment agreement. In addition, all NEO equity awards were purely time based, and the COO's employment-agreement grant was substantial in magnitude. A vote FOR the remaining nominees is warranted.</i></p>					
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	No
3	Report on Lobbying Payments and Policy	SH	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional reporting on the company's lobbying practices and policies, including its trade association memberships and payments, would benefit shareholders in assessing its management of related risks.</i></p>					
4	Require Independent Board Chair	SH	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the lead directors' duties are not considered robust, there is a concern regarding the lack of a fully independent key board committee, and concerns are noted regarding certain executive compensation decisions in FY20, suggesting that shareholders would benefit from the most robust form of independent oversight in the form of an independent board chair.</i></p>					
5	Publish Annually a Report Assessing Diversity, Equity, and Inclusion Efforts	SH	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as reporting quantitative, comparable diversity data would allow shareholders to better assess the effectiveness of Charter's diversity, equity and inclusion efforts and management of related risks.</i></p>					
6	Report on Greenhouse Gas Emissions Disclosure	SH	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information on the company's GHG emissions and reduction plans and an annual advisory vote on these plans is warranted, as it would allow shareholders to better assess and express their opinions on the climate risk management practices of the company.</i></p>					
7	Adopt Policy to Annually Disclose EEO-1 Data	SH	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal 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>					

## Citigroup Inc.

**Meeting Date:** 04/27/2021

**Country:** USA

**Ticker:** C

**Record Date:** 03/01/2021

**Meeting Type:** Annual

**Primary Security ID:** 172967424

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Ellen M. Costello	Mgmt	For	For	No
1b	Elect Director Grace E. Dailey	Mgmt	For	For	No
1c	Elect Director Barbara J. Desoer	Mgmt	For	For	No
1d	Elect Director John C. Dugan	Mgmt	For	For	No
1e	Elect Director Jane N. Fraser	Mgmt	For	For	No
1f	Elect Director Duncan P. Hennes	Mgmt	For	For	No
1g	Elect Director Peter B. Henry	Mgmt	For	For	No
1h	Elect Director S. Leslie Ireland	Mgmt	For	For	No
1i	Elect Director Lew W. (Jay) Jacobs, IV	Mgmt	For	For	No
1j	Elect Director Renee J. James	Mgmt	For	For	No
1k	Elect Director Gary M. Reiner	Mgmt	For	For	No
1l	Elect Director Diana L. Taylor	Mgmt	For	For	No
1m	Elect Director James S. Turley	Mgmt	For	For	No
1n	Elect Director Deborah C. Wright	Mgmt	For	For	No
1o	Elect Director Alexander R. Wynaendts	Mgmt	For	For	No
1p	Elect Director Ernesto Zedillo Ponce de Leon	Mgmt	For	For	No
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
4	Amend Omnibus Stock Plan	Mgmt	For	For	No
5	Amend Proxy Access Right	SH	Against	For	Yes
<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	Require Independent Board Chair	SH	Against	Against	No
7	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	SH	Against	Against	No
8	Report on Lobbying Payments and Policy	SH	Against	Against	No
9	Report on Racial Equity Audit	SH	Against	Against	No
10	Amend Certificate of Incorporation to Become a Public Benefit Corporation	SH	Against	Against	No

## Diversified Gas & Oil Plc

**Meeting Date:** 04/27/2021

**Country:** United Kingdom

**Ticker:** DGOC

**Record Date:** 04/23/2021

**Meeting Type:** Annual

**Primary Security ID:** G2891G105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Final Dividend	Mgmt	For	For	No
3	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
5	Re-elect David Johnson as Director	Mgmt	For	For	No
6	Re-elect Robert Hutson Jr as Director	Mgmt	For	For	No
7	Re-elect Bradley Gray as Director	Mgmt	For	For	No
8	Re-elect Martin Thomas as Director	Mgmt	For	For	No
9	Re-elect David Turner Jr as Director	Mgmt	For	For	No
10	Re-elect Sandra Stash as Director	Mgmt	For	For	No
11	Re-elect Melanie Little as Director	Mgmt	For	For	No
12	Authorise Issue of Equity	Mgmt	For	For	No
13	Approve Remuneration Report	Mgmt	For	For	No
14	Approve Remuneration Policy	Mgmt	For	For	No
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
16	Amend 2017 Equity Incentive Plan	Mgmt	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
20	Approve Change of Company Name to Diversified Energy Company plc	Mgmt	For	For	No
21	Adopt New Articles of Association	Mgmt	For	For	No
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Eurocash SA

Meeting Date: 04/27/2021

Country: Poland

Ticker: EUR

Record Date: 04/11/2021

Meeting Type: Annual

Primary Security ID: X2382S106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt			
2	Acknowledge Proper Convening of Meeting	Mgmt			
3	Elect Meeting Chairman	Mgmt	For	Do Not Vote	No
4	Prepare List of Shareholders	Mgmt			
5	Approve Agenda of Meeting	Mgmt	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			
9	Approve Financial Statements and Management Board Report on Company's Operations	Mgmt	For	Do Not Vote	No
10	Approve Consolidated Financial Statements and Management Board Report on Group's Operations	Mgmt	For	Do Not Vote	No
11	Approve Allocation of Income and Dividends of PLN 0.48 per Share	Mgmt	For	Do Not Vote	No
12.1	Approve Discharge of Luis Manuel Conceicao Pais do Amaral (CEO)	Mgmt	For	Do Not Vote	No
12.2	Approve Discharge of Katarzyna Kopaczewska (Management Board Member)	Mgmt	For	Do Not Vote	No
12.3	Approve Discharge of Rui Amaral (Management Board Member)	Mgmt	For	Do Not Vote	No
12.4	Approve Discharge of Arnaldo Guerreiro (Management Board Member)	Mgmt	For	Do Not Vote	No
12.5	Approve Discharge of Pedro Martinho (Management Board Member)	Mgmt	For	Do Not Vote	No
12.6	Approve Discharge of Jacek Owczarek (Management Board Member)	Mgmt	For	Do Not Vote	No
12.7	Approve Discharge of Przemyslaw Cias (Management Board Member)	Mgmt	For	Do Not Vote	No
12.8	Approve Discharge of Noel Collett (Management Board Member)	Mgmt	For	Do Not Vote	No
13.1	Approve Discharge of Hans Joachim Koerber (Supervisory Board Chairman)	Mgmt	For	Do Not Vote	No
13.2	Approve Discharge of Francisco Jose Valente Hipolito dos Santos (Supervisory Board Member)	Mgmt	For	Do Not Vote	No
13.3	Approve Discharge of Jorge Mora (Supervisory Board Membe)	Mgmt	For	Do Not Vote	No
13.4	Approve Discharge of Renato Arie (Supervisory Board Member)	Mgmt	For	Do Not Vote	No

## Eurocash SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
13.5	Approve Discharge of Elwald Raben (Supervisory Board Member)	Mgmt	For	Do Not Vote	No
13.6	Approve Discharge of Przemyslaw Budkowski (Supervisory Board Member)	Mgmt	For	Do Not Vote	No
14	Approve Remuneration Report	Mgmt	For	Do Not Vote	No
15	Close Meeting	Mgmt			

## Exelon Corporation

Meeting Date: 04/27/2021

Country: USA

Ticker: EXC

Record Date: 03/01/2021

Meeting Type: Annual

Primary Security ID: 30161N101

Voting Policy: ISS

Shares Voted: 75,046

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Anthony Anderson	Mgmt	For	For	No
1b	Elect Director Ann Berzin	Mgmt	For	For	No
1c	Elect Director Laurie Brlas	Mgmt	For	For	No
1d	Elect Director Marjorie Rodgers Cheshire	Mgmt	For	For	No
1e	Elect Director Christopher Crane	Mgmt	For	For	No
1f	Elect Director Yves de Balmann	Mgmt	For	For	No
1g	Elect Director Linda Jojo	Mgmt	For	For	No
1h	Elect Director Paul Joskow	Mgmt	For	For	No
1i	Elect Director Robert Lawless	Mgmt	For	For	No
1j	Elect Director John Richardson	Mgmt	For	For	No
1k	Elect Director Mayo Shattuck, III	Mgmt	For	For	No
1l	Elect Director John Young	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
4	Report on Child Labor Audit	SH	Against	Against	No

## International Business Machines Corporation

Meeting Date: 04/27/2021

Country: USA

Ticker: IBM

Record Date: 02/26/2021

Meeting Type: Annual

Primary Security ID: 459200101

# International Business Machines Corporation \$

Voting Policy: ISS

Shares Voted: 21,080

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Thomas Buberl	Mgmt	For	For	No
1b	Elect Director Michael L. Eskew	Mgmt	For	For	No
1c	Elect Director David N. Farr	Mgmt	For	For	No
1d	Elect Director Alex Gorsky	Mgmt	For	For	No
1e	Elect Director Michelle J. Howard	Mgmt	For	For	No
1f	Elect Director Arvind Krishna	Mgmt	For	For	No
1g	Elect Director Andrew N. Liveris	Mgmt	For	For	No
1h	Elect Director Frederick William McNabb, III	Mgmt	For	For	No
1i	Elect Director Martha E. Pollack	Mgmt	For	For	No
1j	Elect Director Joseph R. Swedish	Mgmt	For	For	No
1k	Elect Director Peter R. Voser	Mgmt	For	For	No
1l	Elect Director Frederick H. Waddell	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	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Annual incentives were largely determined by objective metrics and a majority of annually granted equity awards were performance-conditioned. However, significant concerns are raised regarding the retention award of RPSUs granted to NEO Whitehurst. While granted in connection with signing a non-competition agreement, the award is relatively large, and Whitehurst will receive a minimum of 80 percent of the performance-modified portion. Shareholders generally prefer that if special one-time awards are granted, a significant portion of the award is at risk and subject to rigorous performance goals.</i></p>					
4	Require Independent Board Chair	SH	Against	For	Yes
<p><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, there are concerns noted regarding certain executive compensation decisions in FY20. 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></p>					
5	Lower Ownership Threshold for Action by Written Consent	SH	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the threshold required to exercise written consent would enhance shareholder rights.</i></p>					
6	Publish Annually a Report Assessing Diversity, Equity, and Inclusion Efforts	SH	For	For	No

## Knowles Corporation

Meeting Date: 04/27/2021

Country: USA

Ticker: KN

Record Date: 03/01/2021

Meeting Type: Annual

Primary Security ID: 49926D109



**Voting Policy:** ISS

**Shares Voted:** 340,749

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>	<b>Vote Against Mgmt</b>
1a	Elect Director Keith Barnes	Mgmt	For	For	No
1b	Elect Director Hermann Eul	Mgmt	For	For	No
1c	Elect Director Didier Hirsch	Mgmt	For	For	No
1d	Elect Director Ronald Jankov	Mgmt	For	For	No
1e	Elect Director Ye Jane Li	Mgmt	For	For	No
1f	Elect Director Donald Macleod	Mgmt	For	For	No
1g	Elect Director Jeffrey Niew	Mgmt	For	For	No
1h	Elect Director Cheryl Shavers	Mgmt	For	For	No
1i	Elect Director Michael Wishart	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

**Otis Worldwide Corporation**

**Meeting Date:** 04/27/2021

**Country:** USA

**Ticker:** OTIS

**Record Date:** 03/03/2021

**Meeting Type:** Annual

**Primary Security ID:** 68902V107

**Voting Policy:** ISS

**Shares Voted:** 36,494

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>	<b>Vote Against Mgmt</b>
1a	Elect Director Jeffrey H. Black	Mgmt	For	For	No
1b	Elect Director Kathy Hopinkah Hannan	Mgmt	For	For	No
1c	Elect Director Shailesh G. Jejurikar	Mgmt	For	For	No
1d	Elect Director Christopher J. Kearney	Mgmt	For	For	No
1e	Elect Director Judith F. Marks	Mgmt	For	For	No
1f	Elect Director Harold W. McGraw, III	Mgmt	For	For	No
1g	Elect Director Margaret M. V. Preston	Mgmt	For	For	No
1h	Elect Director Shelley Stewart, Jr.	Mgmt	For	For	No
1i	Elect Director John H. Walker	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	No
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No

Meeting Date: 04/27/2021

Country: Sweden

Ticker: SAND

Record Date: 04/19/2021

Meeting Type: Annual

Primary Security ID: W74857165

Voting Policy: ISS

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Elect Chairman of Meeting	Mgmt	For	Do Not Vote	No
2.A	Designate Ann Grevelius as Inspector of Minutes of Meeting	Mgmt	For	Do Not Vote	No
2.B	Designate Anders Oscarsson as Inspector of Minutes of Meeting	Mgmt	For	Do Not Vote	No
3	Prepare and Approve List of Shareholders	Mgmt	For	Do Not Vote	No
4	Approve Agenda of Meeting	Mgmt	For	Do Not Vote	No
5	Acknowledge Proper Convening of Meeting	Mgmt	For	Do Not Vote	No
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote	No
8.1	Approve Discharge of Board Chairman Johan Molin	Mgmt	For	Do Not Vote	No
8.2	Approve Discharge of Board Member Jennifer Allerton	Mgmt	For	Do Not Vote	No
8.3	Approve Discharge of Board Member Claes Boustedt	Mgmt	For	Do Not Vote	No
8.4	Approve Discharge of Board Member Marika Fredriksson	Mgmt	For	Do Not Vote	No
8.5	Approve Discharge of Board Member Johan Karlstrom	Mgmt	For	Do Not Vote	No
8.6	Approve Discharge of Board Member Helena Stjernholm	Mgmt	For	Do Not Vote	No
8.7	Approve Discharge of Board Member Lars Westerberg	Mgmt	For	Do Not Vote	No
8.8	Approve Discharge of Board Member and CEO Stefan Widing	Mgmt	For	Do Not Vote	No
8.9	Approve Discharge of Board Member Kai Warn	Mgmt	For	Do Not Vote	No
8.10	Approve Discharge of Employee Representative Tomas Karnstrom	Mgmt	For	Do Not Vote	No
8.11	Approve Discharge of Employee Representative Thomas Lilja	Mgmt	For	Do Not Vote	No
8.12	Approve Discharge of Deputy Employee Representative Thomas Andersson	Mgmt	For	Do Not Vote	No
8.13	Approve Discharge of Deputy Employee Representative Mats Lundberg	Mgmt	For	Do Not Vote	No
8.14	Approve Discharge of Former Board Member and CEO Bjorn Rosengren	Mgmt	For	Do Not Vote	No

## Sandvik Aktiebolag \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
9	Approve Allocation of Income and Dividends of SEK 6.5 Per Share	Mgmt	For	Do Not Vote	No
10	Determine Number of Directors (8) and Deputy Directors (0) of Board; Determine Number of Auditors (1) and Deputy Auditors	Mgmt	For	Do Not Vote	No
11	Approve Remuneration of Directors in the Amount of SEK 2.6 Million for Chairman and SEK 710,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration for Auditor	Mgmt	For	Do Not Vote	No
12.1	Elect Andreas Nordbrandt as New Director	Mgmt	For	Do Not Vote	No
12.2	Reelect Jennifer Allerton as Director	Mgmt	For	Do Not Vote	No
12.3	Reelect Claes Boustedt as Director	Mgmt	For	Do Not Vote	No
12.4	Reelect Marika Fredriksson as Director	Mgmt	For	Do Not Vote	No
12.5	Reelect Johan Molin as Director	Mgmt	For	Do Not Vote	No
12.6	Reelect Helena Stjernholm as Director	Mgmt	For	Do Not Vote	No
12.7	Reelect Stefan Widing as Director	Mgmt	For	Do Not Vote	No
12.8	Reelect Kai Warn as Director	Mgmt	For	Do Not Vote	No
13	Reelect Johan Molin as Chairman of the Board	Mgmt	For	Do Not Vote	No
14	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	Do Not Vote	No
15	Approve Remuneration Report	Mgmt	For	Do Not Vote	No
16	Approve Performance Share Matching Plan for Key Employees	Mgmt	For	Do Not Vote	No
17	Authorize Share Repurchase Program	Mgmt	For	Do Not Vote	No
18	Amend Articles Re: Editorial Changes to Article 1; Participation at General Meeting; Postal Voting; Share Registrar	Mgmt	For	Do Not Vote	No

## The PNC Financial Services Group, Inc.

**Meeting Date:** 04/27/2021

**Country:** USA

**Ticker:** PNC

**Record Date:** 01/29/2021

**Meeting Type:** Annual

**Primary Security ID:** 693475105

**Voting Policy:** ISS

**Shares Voted:** 35,965

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Joseph Alvarado	Mgmt	For	For	No

## The PNC Financial Services Group, Inc. \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1b	Elect Director Charles E. Bunch	Mgmt	For	For	No
1c	Elect Director Debra A. Cafaro	Mgmt	For	For	No
1d	Elect Director Marjorie Rodgers Cheshire	Mgmt	For	For	No
1e	Elect Director David L. Cohen	Mgmt	For	For	No
1f	Elect Director William S. Demchak	Mgmt	For	For	No
1g	Elect Director Andrew T. Feldstein	Mgmt	For	For	No
1h	Elect Director Richard J. Harshman	Mgmt	For	For	No
1i	Elect Director Daniel R. Hesse	Mgmt	For	For	No
1j	Elect Director Linda R. Medler	Mgmt	For	For	No
1k	Elect Director Martin Pfingraff	Mgmt	For	For	No
1l	Elect Director Toni Townes-Whitley	Mgmt	For	For	No
1m	Elect Director Michael J. Ward	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	Report on Risk Management and Nuclear Weapon Industry	SH	Against	Against	No

## Truist Financial Corporation

**Meeting Date:** 04/27/2021

**Country:** USA

**Ticker:** TFC

**Record Date:** 02/18/2021

**Meeting Type:** Annual

**Primary Security ID:** 89832Q109

**Voting Policy:** ISS

**Shares Voted:** 208,233

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Jennifer S. Banner	Mgmt	For	For	No
1b	Elect Director K. David Boyer, Jr.	Mgmt	For	For	No
1c	Elect Director Agnes Bundy Scanlan	Mgmt	For	For	No
1d	Elect Director Anna R. Cablik	Mgmt	For	For	No
1e	Elect Director Dallas S. Clement	Mgmt	For	For	No
1f	Elect Director Paul D. Donahue	Mgmt	For	For	No
1g	Elect Director Paul R. Garcia	Mgmt	For	For	No
1h	Elect Director Patrick C. Graney, III	Mgmt	For	For	No
1i	Elect Director Linnie M. Haynesworth	Mgmt	For	For	No
1j	Elect Director Kelly S. King	Mgmt	For	For	No
1k	Elect Director Easter A. Maynard	Mgmt	For	For	No

## Truist Financial Corporation \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1l	Elect Director Donna S. Morea	Mgmt	For	For	No
1m	Elect Director Charles A. Patton	Mgmt	For	For	No
1n	Elect Director Nido R. Qubein	Mgmt	For	For	No
1o	Elect Director David M. Ratcliffe	Mgmt	For	For	No
1p	Elect Director William H. Rogers, Jr.	Mgmt	For	For	No
1q	Elect Director Frank P. Scruggs, Jr.	Mgmt	For	For	No
1r	Elect Director Christine Sears	Mgmt	For	For	No
1s	Elect Director Thomas E. Skains	Mgmt	For	For	No
1t	Elect Director Bruce L. Tanner	Mgmt	For	For	No
1u	Elect Director Thomas N. Thompson	Mgmt	For	For	No
1v	Elect Director Steven C. Voorhees	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

## Wells Fargo & Company

**Meeting Date:** 04/27/2021

**Country:** USA

**Ticker:** WFC

**Record Date:** 02/26/2021

**Meeting Type:** Annual

**Primary Security ID:** 949746101

**Voting Policy:** ISS

**Shares Voted:** 362,916

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Steven D. Black	Mgmt	For	For	No
1b	Elect Director Mark A. Chancy	Mgmt	For	For	No
1c	Elect Director Celeste A. Clark	Mgmt	For	For	No
1d	Elect Director Theodore F. Craver, Jr.	Mgmt	For	For	No
1e	Elect Director Wayne M. Hewett	Mgmt	For	For	No
1f	Elect Director Maria R. Morris	Mgmt	For	For	No
1g	Elect Director Charles H. Noski	Mgmt	For	For	No
1h	Elect Director Richard B. Payne, Jr.	Mgmt	For	For	No
1i	Elect Director Juan A. Pujadas	Mgmt	For	For	No
1j	Elect Director Ronald L. Sargent	Mgmt	For	For	No
1k	Elect Director Charles W. Scharf	Mgmt	For	For	No
1l	Elect Director Suzanne M. Vautrinot	Mgmt	For	For	No

## Wells Fargo & Company \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Although CEO pay declined amid lagging company performance, there are compensation program design concerns, including relatively high NEO base salaries and continued reliance on committee discretion. Even though total incentives are guided by a performance assessment with key financial highlights consistent year-over-year, the incentive pay program continues to significantly rely on committee discretion, and lacks clear safeguards that provide assurances to investors, such as per-metric weightings or pre-set target goals. Further, the committee decided not to apply hurdle goals that were required for any FY20 bonus payout to occur when the hurdles were not met, which resulted in bonus payout at 83 percent of target for the CEO and further weakens the link between pay and performance. In addition, the CEO received only half of his LTI in time-based equity after several years in which the CEO received 100 percent performance-based awards. Also concerning is that the large shift to time-based equity is accompanied with a less rigorous relative TSR governor that caps the performance share earnouts.</i></p>					
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	No
4	Amend Proxy Access Right	SH	Against	For	Yes
<p><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></p>					
5	Amend Certificate of Incorporation to Become a Delaware Public Benefit Corporation	SH	Against	Against	No
6	Report on Incentive-Based Compensation and Risks of Material Losses	SH	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this 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 controversies that caused financial and reputational harm at the company.</i></p>					
7	Report on Racial Equity Audit	SH	Against	Against	No

## Alcon Inc.

**Meeting Date:** 04/28/2021      **Country:** Switzerland      **Ticker:** ALC  
**Record Date:**                      **Meeting Type:** Annual

**Primary Security ID:** H01301128

**Voting Policy:** ISS

**Shares Voted:** 26,911

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
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 Dividends of CHF 0.10 per Share	Mgmt	For	For	No
4.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * The company has made discretionary adjustments to the remuneration system, which might potentially lead to excessive pay practices.* The company's level of disclosure makes it difficult to assess the rigor of the underlying remuneration system.</i></p>					
4.2	Approve Remuneration of Directors in the Amount of CHF 3.3 Million	Mgmt	For	For	No

## Alcon Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4.3	Approve Remuneration of Executive Committee in the Amount of CHF 38.4 Million	Mgmt	For	For	No
5.1	Reelect Michael Ball as Director and Board Chairman	Mgmt	For	For	No
5.2	Reelect Lynn Bleil as Director	Mgmt	For	For	No
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 Grossman as Director	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: Board elections (Items 5.1-5.10)A vote AGAINST the reelection of Keith Grossman to the board is warranted because he holds an excessive number of mandates at listed companies.Votes FOR the remaining board nominees are warranted.Compensation committee elections (Items 6.1-6.4)A vote AGAISNT Keith Grossman is further warranted as his election to the board does not warrant support.Votes FOR the remaining compensation committee nominees are warranted due to a lack of concerns. +</i></p>					
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 Grossman as Member of the Compensation Committee	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: Board elections (Items 5.1-5.10)A vote AGAINST the reelection of Keith Grossman to the board is warranted because he holds an excessive number of mandates at listed companies.Votes FOR the remaining board nominees are warranted.Compensation committee elections (Items 6.1-6.4)A vote AGAISNT Keith Grossman is further warranted as his election to the board does not warrant support.Votes FOR the remaining compensation committee nominees are warranted due to a lack of concerns. +</i></p>					
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	Yes
<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>					

## Anheuser-Busch InBev SA/NV

**Meeting Date:** 04/28/2021

**Country:** Belgium

**Ticker:** ABI

**Record Date:** 04/14/2021

**Meeting Type:** Annual/Special

**Primary Security ID:** B639CJ108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Annual/Special Meeting	Mgmt			
	Special Meeting Agenda	Mgmt			
A1	Authorize Repurchase of Up to 20 Percent of Issued Share Capital	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted.* The proposal is not in line with the commonly used safeguard.* The authorization would allow the company to repurchase 20 percent of the outstanding share capital, which can be considered as excessive</i>					
	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 0.50 per Share	Mgmt	For	For	No
B6	Approve Discharge of Directors	Mgmt	For	For	No
B7	Approve Discharge of Auditors	Mgmt	For	For	No
B8a	Reelect Martin J. Barrington as Director	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the reelection of Martin Barrington, William (Billy) Gifford Jr., and Alejandro Santo Domingo Davila (items B8.a To B8.c) is warranted because the nominees are non-independent while the board is only 20 percent independent.</i>					
B8b	Reelect William F. Gifford, Jr. as Director	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the reelection of Martin Barrington, William (Billy) Gifford Jr., and Alejandro Santo Domingo Davila (items B8.a To B8.c) is warranted because the nominees are non-independent while the board is only 20 percent independent.</i>					
B8c	Reelect Alejandro Santo Domingo Davila as Director	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the reelection of Martin Barrington, William (Billy) Gifford Jr., and Alejandro Santo Domingo Davila (items B8.a To B8.c) is warranted because the nominees are non-independent while the board is only 20 percent independent.</i>					
B9	Approve Remuneration policy	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted as the majority of the LTI plans contain no (clear) performance objectives or disclosure thereof and;* The LTI plans do not have a clearly defined maximum award limit contrary to best practice* The remuneration policy can lead to pay for failure and an excessive pay package compared to that of peer group median.* The multitude of LTI plans increase the overall complexity of the remuneration policy not supporting a good understanding of the company's remuneration policy.</i>					
B10	Approve Remuneration Report	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted* Due to a lack of disclosure of the performance metrics and the subsequent targets and level of achievement, especially as part of the various LTI plans;* Exceptional stock option and RSU grants to executives without a compelling rationale ('retention') whereas the pay package should already aim to attract, reward and retain executives;* in 2020 the non-executive directors real pay is substantially higher than that of peers.However, we also recognize executives took a 20 percent cut in fixed pay and no 2020 bonus as a result of Covid19 impact</i>					
B11	Approve Change-of-Control Clause Re: Revolving Credit and Swingline Facilities Agreement	Mgmt	For	For	No



## Anheuser-Busch InBev SA/NV \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
C12	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	No

## Assa Abloy AB

**Meeting Date:** 04/28/2021      **Country:** Sweden      **Ticker:** ASSA.B  
**Record Date:** 04/20/2021      **Meeting Type:** Annual  
**Primary Security ID:** W0817X204

**Voting Policy:** ISS

**Shares Voted:** 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Elect Chairman of Meeting	Mgmt	For	Do Not Vote	No
2a	Designate Johan Hjertonsson as Inspector of Minutes of Meeting	Mgmt	For	Do Not Vote	No
2b	Designate Liselott Ledin as Inspector of Minutes of Meeting	Mgmt	For	Do Not Vote	No
3	Prepare and Approve List of Shareholders	Mgmt	For	Do Not Vote	No
4	Approve Agenda of Meeting	Mgmt	For	Do Not Vote	No
5	Acknowledge Proper Convening of Meeting	Mgmt	For	Do Not Vote	No
6a	Receive Financial Statements and Statutory Reports	Mgmt			
6b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
7a	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote	No
7b	Approve Allocation of Income and Dividends of SEK 3.90 Per Share	Mgmt	For	Do Not Vote	No
7c.1	Approve Discharge of Board Chairman Lars Renstrom	Mgmt	For	Do Not Vote	No
7c.2	Approve Discharge of Carl Douglas	Mgmt	For	Do Not Vote	No
7c.3	Approve Discharge of Eva Karlsson	Mgmt	For	Do Not Vote	No
7c.4	Approve Discharge of Birgitta Klasen	Mgmt	For	Do Not Vote	No
7c.5	Approve Discharge of Lena Olving	Mgmt	For	Do Not Vote	No
7c.6	Approve Discharge of Sofia Schorling Hogberg	Mgmt	For	Do Not Vote	No
7c.7	Approve Discharge of Jan Svensson	Mgmt	For	Do Not Vote	No

## Assa Abloy AB \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
7c.8	Approve Discharge of Joakim Weidemanis	Mgmt	For	Do Not Vote	No
7c.9	Approve Discharge of Employee Representative Rune Hjalm	Mgmt	For	Do Not Vote	No
7c.10	Approve Discharge of Employee Representative Mats Persson	Mgmt	For	Do Not Vote	No
7c.11	Approve Discharge of Employee Representative Bjarne Johansson	Mgmt	For	Do Not Vote	No
7c.12	Approve Discharge of Employee Representative Nadja Wikstrom	Mgmt	For	Do Not Vote	No
7c.13	Approve Discharge of President Nico Delvaux	Mgmt	For	Do Not Vote	No
8	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	Do Not Vote	No
9a	Approve Remuneration of Directors in the Amount of SEK 2.7 million for Chairman, SEK 1 Million for Vice Chairman and SEK 800,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	Do Not Vote	No
9b	Approve Remuneration of Auditors	Mgmt	For	Do Not Vote	No
10	Reelect Lars Renstrom (Chairman), Carl Douglas (Vice Chair), Eva Karlsson, , Lena Olving, Sofia Schorling Hogberg and Joakim Weidemanis as Directors; Elect Johan Hjertonsson and Susanne Pahlen Aklundh as New Directors	Mgmt	For	Do Not Vote	No
11	Ratify Ernst & Young as Auditors	Mgmt	For	Do Not Vote	No
12	Approve Remuneration Report	Mgmt	For	Do Not Vote	No
13	Authorize Class B Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	Do Not Vote	No
14	Approve Performance Share Matching Plan LTI 2021	Mgmt	For	Do Not Vote	No

## British American Tobacco plc

**Meeting Date:** 04/28/2021

**Country:** United Kingdom

**Ticker:** BATS

**Record Date:** 04/26/2021

**Meeting Type:** Annual

**Primary Security ID:** G1510J102

**Voting Policy:** ISS

**Shares Voted:** 3,642,968

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

## British American Tobacco plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
2	Approve Remuneration Report	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted on account of: * CFO Tadeu Marroco's salary has been increased by a total of 7% in FY2020, having received an uplift of 3% in April 2020 in line with the Company's UK workforce and a further 4% increase in October 2020 following the expansion of his role to Finance and Transformation Director. Subject to continued development and sustained performance in the role, he may receive a further increase of 3% above the UK workforce in April 2022. * CEO Jack Bowles' salary has been increased by 3%. Although this is said to be aligned with the workforce, it follows a 9.5% increase last year and a significant protest vote against executive pay by shareholders at the 2020 AGM. Moreover, his total non-cash benefits for FY2020 were valued at GBP 592,000, which stands out as unusually high in the UK market absent a one-off exceptional event (e.g. relocation).</i></p>					
3	Reappoint KPMG LLP as Auditors	Mgmt	For	For	No
4	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
5	Re-elect Luc Jobin as Director	Mgmt	For	For	No
6	Re-elect Jack Bowles as Director	Mgmt	For	For	No
7	Re-elect Tadeu Marroco as Director	Mgmt	For	For	No
8	Re-elect Sue Farr as Director	Mgmt	For	For	No
9	Re-elect Jeremy Fowden as Director	Mgmt	For	Abstain	Yes
<p><i>Voting Policy Rationale: Items 5-8, 10-15A vote FOR these Directors is warranted as no significant concerns have been identified. Item 9A ABSTAIN vote on this item is warranted: * This proposal has been withdrawn by 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.</i></p>					
10	Re-elect Dr Marion Helmes as Director	Mgmt	For	For	No
11	Re-elect Holly Keller Koepfel as Director	Mgmt	For	For	No
12	Re-elect Savio Kwan as Director	Mgmt	For	For	No
13	Re-elect Dimitri Panayotopoulos as Director	Mgmt	For	For	No
14	Elect Karen Guerra as Director	Mgmt	For	For	No
15	Elect Darrell Thomas as Director	Mgmt	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## DuPont de Nemours, Inc.

Meeting Date: 04/28/2021

Country: USA

Ticker: DD

Record Date: 03/08/2021

Meeting Type: Annual

Primary Security ID: 26614N102

Voting Policy: ISS

Shares Voted: 64,329

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Amy G. Brady	Mgmt	For	For	No
1b	Elect Director Edward D. Breen	Mgmt	For	For	No
1c	Elect Director Ruby R. Chandy	Mgmt	For	For	No
1d	Elect Director Franklin K. Clyburn, Jr.	Mgmt	For	For	No
1e	Elect Director Terrence R. Curtin	Mgmt	For	For	No
1f	Elect Director Alexander M. Cutler	Mgmt	For	For	No
1g	Elect Director Eleuthere I. du Pont	Mgmt	For	For	No
1h	Elect Director Luther C. Kissam	Mgmt	For	For	No
1i	Elect Director Frederick M. Lowery	Mgmt	For	For	No
1j	Elect Director Raymond J. Milchovich	Mgmt	For	For	No
1k	Elect Director Deanna M. Mulligan	Mgmt	For	For	No
1l	Elect Director Steven M. Sterin	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Mgmt	For	For	No
5	Provide Right to Act by Written Consent	SH	Against	For	Yes
<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	Adopt Policy to Annually Disclose EEO-1 Data	SH	Against	For	Yes
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional diversity-related disclosure would allow shareholders to better assess the effectiveness of the company's diversity efforts and its management of related risks. +</i>					
7	Report on Plastic Pollution	SH	Against	For	Yes
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information on how the company is reducing the amount of plastic materials discharged into the environment and effectively managing this risk.</i>					

Fortum Oyj

Meeting Date: 04/28/2021

Country: Finland

Ticker: FORTUM

Record Date: 04/16/2021

Meeting Type: Annual

Primary Security ID: X2978Z118

Voting Policy: ISS

Shares Voted: 21,713

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

## Fortum Oyj \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against 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 Dividends of EUR 1.12 Per Share	Mgmt	For	For	No
9	Approve Discharge of Board and President	Mgmt	For	For	No
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	No
11	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
12	Fix Number of Directors at Seven	Mgmt	For	For	No
13	Reelect Essimari Kairisto, Anja McAlister (Deputy Chair), Teppo Paavola, Veli-Matti Reinikkala (Chair), Philipp Rosler and Annette Stube as Directors; Elect Luisa Delgado as New Director	Mgmt	For	For	No
14	Approve Remuneration of Auditors	Mgmt	For	For	No
15	Ratify Deloitte as Auditors	Mgmt	For	For	No
16	Authorize Share Repurchase Program	Mgmt	For	For	No
17	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	No
18	Approve Charitable Donations	Mgmt	For	For	No
19	Close Meeting	Mgmt			

## Intesa Sanpaolo SpA

**Meeting Date:** 04/28/2021

**Country:** Italy

**Ticker:** ISP

**Record Date:** 04/19/2021

**Meeting Type:** Annual/Special

**Primary Security ID:** T55067101

**Voting Policy:** ISS

**Shares Voted:** 859,608

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Business	Mgmt			
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
1b	Approve Allocation of Income	Mgmt	For	For	No

## Intesa Sanpaolo SpA \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
2a	Approve Remuneration Policy	Mgmt	For	For	No
2b	Approve Second Section of the Remuneration Report	Mgmt	For	For	No
2c	Approve Fixed-Variable Compensation Ratio	Mgmt	For	For	No
2d	Approve Annual Incentive Plan	Mgmt	For	For	No
2e	Amend POP Long-Term Incentive Plan	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: This proposal warrants a vote AGAINST because the proposed retesting of performance conditions is not supported by a sufficiently strong rationale.</i></p>					
2f	Approve Director, Officer, and Internal Auditors Liability and Indemnity Insurance	Mgmt	For	For	No
3a	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Incentive Plan	Mgmt	For	For	No
3b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	No
	Extraordinary Business	Mgmt			
1	Amend Company Bylaws	Mgmt	For	For	No

## Lancashire Holdings Ltd.

**Meeting Date:** 04/28/2021

**Country:** Bermuda

**Ticker:** LRE

**Record Date:** 03/31/2021

**Meeting Type:** Annual

**Primary Security ID:** G5361W104

**Voting Policy:** ISS

**Shares Voted:** 118,022

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted because:* Bonus outcomes were primarily driven by the June 2020 placing, which materially increased the fully converted book value per share (FCBVS). However, fundamental concerns have been identified regarding the mechanism used to facilitate the capital raise, raising questions as to the appropriateness of the bonus outcomes. FCBVS is also used as a performance measure in the LTIP.</i></p>					
3	Approve Final Dividend	Mgmt	For	For	No
4	Re-elect Peter Clarke as Director	Mgmt	For	For	No
5	Re-elect Michael Dawson as Director	Mgmt	For	For	No
6	Re-elect Simon Fraser as Director	Mgmt	For	For	No
7	Re-elect Samantha Hoe-Richardson as Director	Mgmt	For	For	No
8	Re-elect Robert Lusardi as Director	Mgmt	For	For	No
9	Re-elect Alex Maloney as Director	Mgmt	For	For	No
10	Re-elect Sally Williams as Director	Mgmt	For	For	No

## Lancashire Holdings Ltd. \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
11	Re-elect Natalie Kershaw as Director	Mgmt	For	For	No
12	Reappoint KPMG LLP as Auditors	Mgmt	For	For	No
13	Authorise Board to Fix Remuneration of the Auditors	Mgmt	For	For	No
14	Authorise Issue of Equity	Mgmt	For	Against	Yes
<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 Lancashire Holdings warranted a circumvention of shareholders' pre-emption rights at the time.</i></p>					
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Against	Yes
<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 Lancashire Holdings warranted a circumvention of shareholders' pre-emption rights at the time.</i></p>					
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Against	Yes
<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 Lancashire Holdings warranted a circumvention of shareholders' pre-emption rights at the time.</i></p>					
17	Authorise Issue of Equity without Pre-emptive Rights (Additional Authority)	Mgmt	For	Against	Yes
<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 Lancashire Holdings warranted a circumvention of shareholders' pre-emption rights at the time.</i></p>					
18	Authorise Market Purchase of Common Shares	Mgmt	For	For	No

## London Stock Exchange Group Plc

**Meeting Date:** 04/28/2021      **Country:** United Kingdom      **Ticker:** LSEG  
**Record Date:** 04/26/2021      **Meeting Type:** Annual  
**Primary Security ID:** G5689U103

**Voting Policy:** ISS

**Shares Voted:** 154,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Final Dividend	Mgmt	For	For	No
3	Approve Remuneration Report	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The CEO was awarded a significant salary increase of 25% in light of the Refinitiv acquisition, which is not considered sufficiently merited, notwithstanding the strategic benefits of the transaction. * The new CFO's base salary and maximum LTIP opportunity were set at higher levels than that of her predecessor, and no rationale for the increases has been provided by the Company in the annual report.</i></p>					
4	Re-elect Jacques Aigrain as Director	Mgmt	For	For	No

## London Stock Exchange Group Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
5	Re-elect Dominic Blakemore as Director	Mgmt	For	For	No
6	Re-elect Kathleen DeRose as Director	Mgmt	For	For	No
7	Re-elect Cressida Hogg as Director	Mgmt	For	For	No
8	Re-elect Stephen O'Connor as Director	Mgmt	For	For	No
9	Re-elect Val Rahmani as Director	Mgmt	For	For	No
10	Re-elect Don Robert as Director	Mgmt	For	For	No
11	Re-elect David Schwimmer as Director	Mgmt	For	For	No
12	Elect Martin Brand as Director	Mgmt	For	For	No
13	Elect Erin Brown as Director	Mgmt	For	For	No
14	Elect Anna Manz as Director	Mgmt	For	For	No
15	Elect Douglas Steenland as Director	Mgmt	For	For	No
16	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	No
17	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
18	Authorise Issue of Equity	Mgmt	For	For	No
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
20	Approve SAYE Option Plan	Mgmt	For	For	No
21	Adopt New Articles of Association	Mgmt	For	For	No
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
24	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Muenchener Rueckversicherungs-Gesellschaft AG

**Meeting Date:** 04/28/2021

**Country:** Germany

**Ticker:** MUV2

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** D55535104

**Voting Policy:** ISS

**Shares Voted:** 7,878

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 9.80 per Share	Mgmt	For	For	No



## Muenchener Rueckversicherungs-Gesellschaft AG \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
3	Approve Discharge of Management Board for Fiscal Year 2020	Mgmt	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	No
5	Elect Carinne Knoche-Brouillon to the Supervisory Board	Mgmt	For	For	No
6	Approve Remuneration Policy	Mgmt	For	For	No
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	No
8	Approve Creation of EUR 117.5 Million Pool of Capital with Partial Exclusion of Preemptive Rights	Mgmt	For	For	No
9.1	Approve Affiliation Agreement with MR Beteiligungen 20. GmbH	Mgmt	For	For	No
9.2	Approve Affiliation Agreement with MR Beteiligungen 21. GmbH	Mgmt	For	For	No
9.3	Approve Affiliation Agreement with MR Beteiligungen 22. GmbH	Mgmt	For	For	No

## NatWest Group Plc

**Meeting Date:** 04/28/2021

**Country:** United Kingdom

**Ticker:** NWG

**Record Date:** 04/26/2021

**Meeting Type:** Annual

**Primary Security ID:** G6422B105

**Voting Policy:** ISS

**Shares Voted:** 5,882,675

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Final Dividend	Mgmt	For	For	No
4	Re-elect Howard Davies as Director	Mgmt	For	For	No
5	Re-elect Alison Rose-Slade as Director	Mgmt	For	For	No
6	Re-elect Katie Murray as Director	Mgmt	For	For	No
7	Re-elect Frank Dangeard as Director	Mgmt	For	For	No
8	Re-elect Patrick Flynn as Director	Mgmt	For	For	No
9	Re-elect Morten Friis as Director	Mgmt	For	For	No
10	Re-elect Robert Gillespie as Director	Mgmt	For	For	No
11	Re-elect Yasmin Jetha as Director	Mgmt	For	For	No
12	Re-elect Mike Rogers as Director	Mgmt	For	For	No
13	Re-elect Mark Seligman as Director	Mgmt	For	For	No
14	Re-elect Lena Wilson as Director	Mgmt	For	For	No

## NatWest Group Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	No
16	Authorise the Group Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
20	Authorise Issue of Equity in Connection with Equity Convertible Notes	Mgmt	For	For	No
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with Equity Convertible Notes	Mgmt	For	For	No
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
23	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
24	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
25	Authorise Off-Market Purchase of Ordinary Shares	Mgmt	For	For	No
26	Authorise Off-Market Purchase of Preference Shares	Mgmt	For	For	No
27	Adopt New Articles of Association	Mgmt	For	For	No
28	Authorise Board to Offer Scrip Dividend	Mgmt	For	For	No

## RPS Group Plc

**Meeting Date:** 04/28/2021

**Country:** United Kingdom

**Ticker:** RPS

**Record Date:** 04/26/2021

**Meeting Type:** Annual

**Primary Security ID:** G7701P104

**Voting Policy:** ISS

**Shares Voted:** 8,016,924

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted on account of:* The Company did not formally serve notice for outgoing CFO, Gary Young, at the time that his leaving date was announced. This results in an unnecessary overpayment in terms of his severance package.</i></p>					
3	Re-elect Allison Bainbridge as Director	Mgmt	For	For	No
4	Re-elect Judith Cottrell as Director	Mgmt	For	For	No
5	Re-elect John Douglas as Director	Mgmt	For	For	No
6	Re-elect Catherine Glickman as Director	Mgmt	For	For	No

## RPS Group Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
7	Re-elect Ken Lever as Director	Mgmt	For	For	No
8	Re-elect Michael McKelvy as Director	Mgmt	For	For	No
9	Re-elect Elizabeth Peace as Director	Mgmt	For	For	No
10	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	No
11	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
12	Authorise Issue of Equity	Mgmt	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## RWE AG

**Meeting Date:** 04/28/2021

**Country:** Germany

**Ticker:** RWE

**Record Date:** 04/06/2021

**Meeting Type:** Annual

**Primary Security ID:** D6629K109

**Voting Policy:** ISS

**Shares Voted:** 56,577

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.85 per Share	Mgmt	For	For	No
3	Approve Discharge of Management Board for Fiscal Year 2020	Mgmt	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	No
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	Mgmt	For	For	No
6.1	Elect Werner Brandt to the Supervisory Board	Mgmt	For	For	No
6.2	Elect Hans Buenting to the Supervisory Board	Mgmt	For	For	No
6.3	Elect Ute Gerbaulet to the Supervisory Board	Mgmt	For	For	No
6.4	Elect Hans-Peter Keitel to the Supervisory Board	Mgmt	For	For	No
6.5	Elect Monika Kircher to the Supervisory Board	Mgmt	For	For	No

## RWE AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
6.6	Elect Guenther Schartz to the Supervisory Board	Mgmt	For	For	No
6.7	Elect Erhard Schippleit to the Supervisory Board	Mgmt	For	For	No
6.8	Elect Ullrich Sierau to the Supervisory Board	Mgmt	For	For	No
6.9	Elect Hauke Stars to the Supervisory Board	Mgmt	For	For	No
6.10	Elect Helle Valentin to the Supervisory Board	Mgmt	For	For	No
7	Approve Remuneration Policy	Mgmt	For	For	No
8	Approve Remuneration of Supervisory Board	Mgmt	For	For	No
9	Approve Creation of EUR 346.2 Million Pool of Capital with Partial Exclusion of Preemptive Rights	Mgmt	For	For	No
10	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 173.1 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	No
11	Amend Articles Re: By-elections to the Supervisory Board	Mgmt	For	For	No
12	Amend Articles Re: Election of Chairman and Deputy Chairman of the Supervisory Board	Mgmt	For	For	No
13	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	No

## Schneider Electric SE

**Meeting Date:** 04/28/2021

**Country:** France

**Ticker:** SU

**Record Date:** 04/26/2021

**Meeting Type:** Annual/Special

**Primary Security ID:** F86921107

**Voting Policy:** ISS

**Shares Voted:** 32,611

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	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 2.60 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 Report of Corporate Officers	Mgmt	For	For	No
6	Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO	Mgmt	For	For	No

# Schneider Electric SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
7	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	No
8	Approve Remuneration Policy of Directors	Mgmt	For	For	No
9	Reelect Jean-Pascal Tricoire as Director	Mgmt	For	For	No
10	Elect Anna Ohlsson-Leijon as Director	Mgmt	For	For	No
11	Elect Thierry Jacquet as Representative of Employee Shareholders to the Board	Mgmt	Against	Against	No
12	Elect Zennia Csikos as Representative of Employee Shareholders to the Board	Mgmt	Against	Against	No
13	Reelect Xiaoyun Ma as Representative of Employee Shareholders to the Board	Mgmt	For	For	No
14	Elect Malene Kvist Kristensen as Representative of Employee Shareholders to the Board	Mgmt	Against	Against	No
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	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 800 Million	Mgmt	For	For	No
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 224 Million	Mgmt	For	For	No
18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 120 Million	Mgmt	For	For	No
19	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16-18	Mgmt	For	For	No
20	Authorize Capital Increase of up to 9.88 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	No
21	Authorize Capitalization of Reserves of Up to EUR 800 Million 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 Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	No
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	No
25	Amend Article 13 of Bylaws Re: Editorial Change	Mgmt	For	For	No
26	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	No

## Spirent Communications Plc \$

**Meeting Date:** 04/28/2021

**Country:** United Kingdom

**Ticker:** SPT

**Record Date:** 04/26/2021

**Meeting Type:** Annual

**Primary Security ID:** G83562101

**Voting Policy:** ISS

**Shares Voted:** 3,313,447

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	No
4	Approve Final Dividend	Mgmt	For	For	No
5	Approve Special Dividend	Mgmt	For	For	No
6	Re-elect Paula Bell as Director	Mgmt	For	For	No
7	Re-elect Gary Bullard as Director	Mgmt	For	For	No
8	Re-elect Wendy Koh as Director	Mgmt	For	For	No
9	Re-elect Edgar Masri as Director	Mgmt	For	For	No
10	Re-elect Jonathan Silver as Director	Mgmt	For	For	No
11	Re-elect Sir Bill Thomas as Director	Mgmt	For	For	No
12	Re-elect Eric Updyke as Director	Mgmt	For	For	No
13	Appoint Deloitte as Auditors	Mgmt	For	For	No
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
19	Adopt New Articles of Association	Mgmt	For	For	No
20	Approve US Employee Stock Purchase Plan and Global Employee Share Purchase Plan	Mgmt	For	For	No
21	Approve Sharesave Plan	Mgmt	For	For	No

## ASML Holding NV

**Meeting Date:** 04/29/2021

**Country:** Netherlands

**Ticker:** ASML

**Record Date:** 04/01/2021

**Meeting Type:** Annual

**Primary Security ID:** N07059202

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	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	No
3.b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	No
3.c	Receive Clarification on Company's Reserves and Dividend Policy	Mgmt			
3.d	Approve Dividends of EUR 2.75 Per Share	Mgmt	For	For	No
4.a	Approve Discharge of Management Board	Mgmt	For	For	No
4.b	Approve Discharge of Supervisory Board	Mgmt	For	For	No
5	Approve Number of Shares for Management Board	Mgmt	For	For	No
6	Approve Certain Adjustments to the Remuneration Policy for Management Board	Mgmt	For	For	No
7	Approve Certain Adjustments to the Remuneration Policy for Supervisory Board	Mgmt	For	For	No
8	Receive Information on the Composition of the Management Board	Mgmt			
9.a	Elect B. Conix to Supervisory Board	Mgmt	For	For	No
9.b	Receive Information on the Composition of the Supervisory Board	Mgmt			
10	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For	No
11.a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital for General Purposes	Mgmt	For	For	No
11.b	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 11.a	Mgmt	For	For	No
11.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	No
11.d	Authorize Board to Exclude Preemptive Rights from Share Issuances under 11.c	Mgmt	For	For	No
12.a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	No
12.b	Authorize Additional Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	No
13	Authorize Cancellation of Repurchased Shares	Mgmt	For	For	No
14	Other Business (Non-Voting)	Mgmt			
15	Close Meeting	Mgmt			

**Meeting Date:** 04/29/2021

**Country:** France

**Ticker:** CS

**Record Date:** 04/27/2021

**Meeting Type:** Annual/Special

**Primary Security ID:** F06106102

**Voting Policy:** ISS

**Shares Voted:** 53,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	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 1.43 per Share	Mgmt	For	For	No
4	Approve Compensation Report 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	Against	Yes
<p><i>Voting Policy Rationale: Despite notable improvements a vote AGAINST this remuneration report is warranted because:* The justifications of the adjustments made to neutralize the impact of Covid-19 on the STI and LTI are not deemed compelling enough;* The increased number of shares granted during FY20 along with the change in the plan's grant date triggers a potential windfall effect. While the decision to change the plan's grant date was announced in 2019 before the sanitary crisis (plans were previously implemented in June), the company has not disclosed how this potential risk of windfall effect had been taken into account when shares were granted. This is all the more problematic as it is also proposed to revise performance conditions attached to this plan to take into account the impact of the sanitary crisis.* The options of the 2017 plan that should have vested this year have seem to have failed the performance criteria for the initial performance period and are being retested on upcoming exercises.</i></p>					
7	Approve Amendment of Remuneration Policy of CEO Re: GM 2019 and 2020	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
10	Approve Remuneration Policy of Directors	Mgmt	For	For	No
11	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	No
12	Reelect Ramon de Oliveira as Director	Mgmt	For	For	No
13	Elect Guillaume Faury as Director	Mgmt	For	For	No
14	Elect Ramon Fernandez as Director	Mgmt	For	For	No
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	No
	Extraordinary Business	Mgmt			
16	Authorize Capitalization of Reserves of Up to EUR 1 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For	No
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billions	Mgmt	For	For	No



## AXA SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 550 Million	Mgmt	For	For	No
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 550 Million	Mgmt	For	For	No
20	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
21	Authorize Capital Increase of Up to EUR 550 Million for Future Exchange Offers	Mgmt	For	For	No
22	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	No
23	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 550 Million	Mgmt	For	For	No
24	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities with Preemptive Rights for Up to EUR 2 Billion	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 Reserved for Employees of International Subsidiaries	Mgmt	For	For	No
27	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	No
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	No

## BASF SE

**Meeting Date:** 04/29/2021

**Country:** Germany

**Ticker:** BAS

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** D06216317

**Voting Policy:** ISS

**Shares Voted:** 67,241

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (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 Year 2020	Mgmt	For	For	No
4	Approve Discharge of Management Board for Fiscal Year 2020	Mgmt	For	For	No

## BASF SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
5	Ratify KPMG AG as Auditors for Fiscal Year 2021	Mgmt	For	For	No
6	Elect Liming Chen to the Supervisory Board	Mgmt	For	For	No

## Continental AG

**Meeting Date:** 04/29/2021      **Country:** Germany      **Ticker:** CON  
**Record Date:** 04/07/2021      **Meeting Type:** Annual  
**Primary Security ID:** D16212140

**Voting Policy:** ISS

**Shares Voted:** 12,096

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	No
3.1	Approve Discharge of Management Board Member Nikolai Setzer for Fiscal Year 2020	Mgmt	For	For	No
3.2	Approve Discharge of Management Board Member Elmar Degenhart for Fiscal Year 2020	Mgmt	For	For	No
3.3	Approve Discharge of Management Board Member Hans-Juergen Duensing for Fiscal Year 2020	Mgmt	For	For	No
3.4	Approve Discharge of Management Board Member Frank Jourdan for Fiscal Year 2020	Mgmt	For	For	No
3.5	Approve Discharge of Management Board Member Christian Koetz for Fiscal Year 2020	Mgmt	For	For	No
3.6	Approve Discharge of Management Board Member Helmut Matschi for Fiscal Year 2020	Mgmt	For	For	No
3.7	Approve Discharge of Management Board Member Ariane Reinhart for Fiscal Year 2020	Mgmt	For	For	No
3.8	Approve Discharge of Management Board Member Wolfgang Schaefer for Fiscal Year 2020	Mgmt	For	For	No
3.9	Approve Discharge of Management Board Member Andreas Wolf for Fiscal Year 2020	Mgmt	For	For	No
4.1	Approve Discharge of Supervisory Board Member Wolfgang Reitzle for Fiscal Year 2020	Mgmt	For	For	No
4.2	Approve Discharge of Supervisory Board Member Hasan Allak for Fiscal Year 2020	Mgmt	For	For	No
4.3	Approve Discharge of Supervisory Board Member Christiane Benner for Fiscal Year 2020	Mgmt	For	For	No
4.4	Approve Discharge of Supervisory Board Member Gunter Dunkel for Fiscal Year 2020	Mgmt	For	For	No

# Continental AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4.5	Approve Discharge of Supervisory Board Member Francesco Grioli for Fiscal Year 2020	Mgmt	For	For	No
4.6	Approve Discharge of Supervisory Board Member Michael Iglhaut for Fiscal Year 2020	Mgmt	For	For	No
4.7	Approve Discharge of Supervisory Board Member Satish Khatu for Fiscal Year 2020	Mgmt	For	For	No
4.8	Approve Discharge of Supervisory Board Member Isabel Knauf for Fiscal Year 2020	Mgmt	For	For	No
4.9	Approve Discharge of Supervisory Board Member Sabine Neuss for Fiscal Year 2020	Mgmt	For	For	No
4.10	Approve Discharge of Supervisory Board Member Rolf Nonnenmacher for Fiscal Year 2020	Mgmt	For	For	No
4.11	Approve Discharge of Supervisory Board Member Dirk Nordmann for Fiscal Year 2020	Mgmt	For	For	No
4.12	Approve Discharge of Supervisory Board Member Lorenz Pfau for Fiscal Year 2020	Mgmt	For	For	No
4.13	Approve Discharge of Supervisory Board Member Klaus Rosenfeld for Fiscal Year 2020	Mgmt	For	For	No
4.14	Approve Discharge of Supervisory Board Member Georg Schaeffler for Fiscal Year 2020	Mgmt	For	For	No
4.15	Approve Discharge of Supervisory Board Member Maria-Elisabeth Schaeffler-Thumann for Fiscal Year 2020	Mgmt	For	For	No
4.16	Approve Discharge of Supervisory Board Member Joerg Schoenfelder for Fiscal Year 2020	Mgmt	For	For	No
4.17	Approve Discharge of Supervisory Board Member Stefan Scholz for Fiscal Year 2020	Mgmt	For	For	No
4.18	Approve Discharge of Supervisory Board Member Kirsten Voerkelfor for Fiscal Year 2020	Mgmt	For	For	No
4.19	Approve Discharge of Supervisory Board Member Elke Volkmann for Fiscal Year 2020	Mgmt	For	For	No
4.20	Approve Discharge of Supervisory Board Member Siegfried Wolf for Fiscal Year 2020	Mgmt	For	For	No
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	Mgmt	For	For	No
6	Amend Articles of Association	Mgmt	For	For	No
7	Approve Spin-Off and Takeover Agreement with Vitesco Technologies Group Aktiengesellschaft	Mgmt	For	For	No

# CRH Plc

**Meeting Date:** 04/29/2021

**Country:** Ireland

**Ticker:** CRH

**Record Date:** 04/25/2021

**Meeting Type:** Annual

**Primary Security ID:** G25508105

Voting Policy: ISS

Shares Voted: 593,437

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Final Dividend	Mgmt	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	No
4a	Re-elect Richie Boucher as Director	Mgmt	For	For	No
4b	Elect Caroline Dowling as Director	Mgmt	For	For	No
4c	Elect Richard Fearon as Director	Mgmt	For	For	No
4d	Re-elect Johan Karlstrom as Director	Mgmt	For	For	No
4e	Re-elect Shaun Kelly as Director	Mgmt	For	For	No
4f	Elect Lamar McKay as Director	Mgmt	For	For	No
4g	Re-elect Albert Manifold as Director	Mgmt	For	For	No
4h	Re-elect Gillian Platt as Director	Mgmt	For	For	No
4i	Re-elect Mary Rhinehart as Director	Mgmt	For	For	No
4j	Re-elect Siobhan Talbot as Director	Mgmt	For	For	No
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
6	Ratify Deloitte Ireland LLP as Auditors	Mgmt	For	For	No
7	Authorise Issue of Equity	Mgmt	For	For	No
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
9	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
10	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
11	Authorise Reissuance of Treasury Shares	Mgmt	For	For	No
12	Approve Scrip Dividend	Mgmt	For	For	No
13	Approve Savings-Related Share Option Schemes	Mgmt	For	For	No
14	Approve Cancellation of Share Premium Account	Mgmt	For	For	No

Voting Policy: ISS

Shares Voted: 0

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

## CRH Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4a	Re-elect Richie Boucher as Director	Mgmt	For		No
4b	Elect Caroline Dowling as Director	Mgmt	For		No
4c	Elect Richard Fearon as Director	Mgmt	For		No
4d	Re-elect Johan Karlstrom as Director	Mgmt	For		No
4e	Re-elect Shaun Kelly as Director	Mgmt	For		No
4f	Elect Lamar McKay as Director	Mgmt	For		No
4g	Re-elect Albert Manifold as Director	Mgmt	For		No
4h	Re-elect Gillian Platt as Director	Mgmt	For		No
4i	Re-elect Mary Rhinehart as Director	Mgmt	For		No
4j	Re-elect Siobhan Talbot as Director	Mgmt	For		No
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For		No
6	Ratify Deloitte Ireland LLP as Auditors	Mgmt	For		No
7	Authorise Issue of Equity	Mgmt	For		No
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For		No
9	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For		No
10	Authorise Market Purchase of Ordinary Shares	Mgmt	For		No
11	Authorise Reissuance of Treasury Shares	Mgmt	For		No
12	Approve Scrip Dividend	Mgmt	For		No
13	Approve Savings-Related Share Option Schemes	Mgmt	For		No
14	Approve Cancellation of Share Premium Account	Mgmt	For		No

## Danone SA

**Meeting Date:** 04/29/2021

**Country:** France

**Ticker:** BN

**Record Date:** 04/27/2021

**Meeting Type:** Annual/Special

**Primary Security ID:** F12033134

**Voting Policy:** ISS

**Shares Voted:** 56,856

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
3	Approve Allocation of Income and Dividends of EUR 1.94 per Share	Mgmt	For	For	No
4	Reelect Guido Barilla as Director	Mgmt	For	For	No
5	Reelect Cecile Cabanis as Director	Mgmt	For	For	No
6	Reelect Michel Landel as Director	Mgmt	For	For	No
7	Reelect Serpil Timuray as Director	Mgmt	For	For	No
8	Ratify Appointment of Gilles Schnepp as Director	Mgmt	For	For	No
9	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	No
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	No
11	Approve Compensation of Emmanuel Faber, Chairman and CEO	Mgmt	For	For	No
12	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For	No
13	Approve Remuneration of Directors Aggregate Amount of EUR 1.25 Million	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	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 60 Million	Mgmt	For	For	No
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights with Binding Priority Right up to Aggregate Nominal Amount of EUR 17 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	Mgmt	For	For	No
19	Authorize Capital Increase of Up to EUR 17 Million for Future Exchange Offers	Mgmt	For	For	No
20	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	No
21	Authorize Capitalization of Reserves of Up to EUR 43 Million 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 Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	No
24	Authorize up to 0.2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	No

## Danone SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
25	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	No
	Ordinary Business	Mgmt			
26	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	No
27	Approve Remuneration Policy of Executive Corporate Officers	Mgmt	For	For	No
28	Approve Compensation Report of Emmanuel Faber, Chairman and CEO Until 14 March 2021	Mgmt	For	For	No
	Shareholder Proposals	Mgmt			
29	Request Directors to Present to Shareholders the Following: Strategic Vision for the Group; Position on Corporate Purpose; Approach to Environmental Matters; Opinion on Companys Governance Organization	SH			

## Devro Plc

**Meeting Date:** 04/29/2021      **Country:** United Kingdom      **Ticker:** DVO  
**Record Date:** 04/27/2021      **Meeting Type:** Annual  
**Primary Security ID:** G2743R101

**Voting Policy:** ISS

**Shares Voted:** 5,144,862

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Final Dividend	Mgmt	For	For	No
3	Re-elect Steve Good as Director	Mgmt	For	For	No
4	Re-elect Rutger Helbing as Director	Mgmt	For	For	No
5	Elect Rohan Cummings as Director	Mgmt	For	For	No
6	Elect Jeremy Burks as Director	Mgmt	For	For	No
7	Elect Chantal Cayuela as Director	Mgmt	For	For	No
8	Elect Lesley Jackson as Director	Mgmt	For	For	No
9	Re-elect Malcolm Swift as Director	Mgmt	For	For	No
10	Reappoint KPMG LLP as Auditors	Mgmt	For	For	No
11	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
12	Approve Remuneration Report	Mgmt	For	For	No
13	Authorise Board to Offer Scrip Dividend	Mgmt	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No

## Devro Plc

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

## EOG Resources, Inc.

**Meeting Date:** 04/29/2021      **Country:** USA      **Ticker:** EOG  
**Record Date:** 03/05/2021      **Meeting Type:** Annual  
**Primary Security ID:** 26875P101

**Voting Policy:** ISS

**Shares Voted:** 49,088

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Janet F. Clark	Mgmt	For	For	No
1b	Elect Director Charles R. Crisp	Mgmt	For	For	No
1c	Elect Director Robert P. Daniels	Mgmt	For	For	No
1d	Elect Director James C. Day	Mgmt	For	For	No
1e	Elect Director C. Christopher Gaut	Mgmt	For	For	No
1f	Elect Director Michael T. Kerr	Mgmt	For	For	No
1g	Elect Director Julie J. Robertson	Mgmt	For	For	No
1h	Elect Director Donald F. Textor	Mgmt	For	For	No
1i	Elect Director William R. Thomas	Mgmt	For	For	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	No
3	Approve Omnibus Stock Plan	Mgmt	For	For	No
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No

## Glencore Plc

**Meeting Date:** 04/29/2021      **Country:** Jersey      **Ticker:** GLEN  
**Record Date:** 04/27/2021      **Meeting Type:** Annual  
**Primary Security ID:** G39420107

**Voting Policy:** ISS

**Shares Voted:** 8,665,195

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



## Glencore Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
2	Approve Reduction of Capital Contribution Reserves	Mgmt	For	For	No
3	Re-elect Anthony Hayward as Director	Mgmt	For	For	No
4	Re-elect Ivan Glasenberg as Director	Mgmt	For	For	No
5	Re-elect Peter Coates as Director	Mgmt	For	For	No
6	Re-elect Martin Gilbert as Director	Mgmt	For	For	No
7	Re-elect Gill Marcus as Director	Mgmt	For	For	No
8	Re-elect Patrice Merrin as Director	Mgmt	For	For	No
9	Re-elect Kalidas Madhavpeddi as Director	Mgmt	For	For	No
10	Elect Cynthia Carroll as Director	Mgmt	For	For	No
11	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	No
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
13	Approve Incentive Plan	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this item is considered warranted:* While a robust holding period is in place, the Incentive Plan permits significant time-based restricted share awards that are not subject to conventional performance conditions. Concerns are raised regarding the overall remuneration levels at the Company.</i></p>					
14	Approve Company's Climate Action Transition Plan	Mgmt	For	For	No
15	Approve Remuneration Policy	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is considered warranted:* The proposed pay package for the incoming CEO is high relative to peers, being driven by a competitively placed salary.* While a robust holding period is in place, the RSP permits significant time-based awards that are not subject to conventional performance conditions.</i></p>					
16	Approve Remuneration Report	Mgmt	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No

## Hexagon AB

**Meeting Date:** 04/29/2021

**Country:** Sweden

**Ticker:** HEXA.B

**Record Date:** 04/21/2021

**Meeting Type:** Annual

**Primary Security ID:** W4R431112

**Voting Policy:** ISS

**Shares Voted:** 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Elect Chairman of Meeting	Mgmt	For	Do Not Vote	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
2	Prepare and Approve List of Shareholders	Mgmt	For	Do Not Vote	No
3	Approve Agenda of Meeting	Mgmt	For	Do Not Vote	No
4.1	Designate Johannes Wingborg as Inspector of Minutes of Meeting	Mgmt	For	Do Not Vote	No
4.2	Designate Fredrik Skoglund as Inspector of Minutes of Meeting	Mgmt	For	Do Not Vote	No
5	Acknowledge Proper Convening of Meeting	Mgmt	For	Do Not Vote	No
6.a	Receive Financial Statements and Statutory Reports	Mgmt			
6.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
6.c	Receive the Board's Dividend Proposal	Mgmt			
7.a	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote	No
7.b	Approve Allocation of Income and Dividends of EUR 0.65 Per Share	Mgmt	For	Do Not Vote	No
7.c1	Approve Discharge of Gun Nilsson	Mgmt	For	Do Not Vote	No
7.c2	Approve Discharge of Marta Schorling Andreen	Mgmt	For	Do Not Vote	No
7.c3	Approve Discharge of John Brandon	Mgmt	For	Do Not Vote	No
7.c4	Approve Discharge of Sofia Schorling Hogberg	Mgmt	For	Do Not Vote	No
7.c5	Approve Discharge of Ulrika Francke	Mgmt	For	Do Not Vote	No
7.c6	Approve Discharge of Henrik Henriksson	Mgmt	For	Do Not Vote	No
7.c7	Approve Discharge of Patrick Soderlund	Mgmt	For	Do Not Vote	No
7.c8	Approve Discharge of President Ola Rollen	Mgmt	For	Do Not Vote	No
8	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	Do Not Vote	No
9.1	Approve Remuneration of Directors in the Amount of SEK 1.9 Million for Chairman, and SEK 645,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	Do Not Vote	No
9.2	Approve Remuneration of Auditors	Mgmt	For	Do Not Vote	No
10.1	Reelect Marta Schorling Andreen as Director	Mgmt	For	Do Not Vote	No
10.2	Reelect John Brandon as Director	Mgmt	For	Do Not Vote	No
10.3	Reelect Sofia Schorling Hogberg as Director	Mgmt	For	Do Not Vote	No

## Hexagon AB \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
10.4	Reelect Ulrika Francke as Director	Mgmt	For	Do Not Vote	No
10.5	Reelect Henrik Henriksson as Director	Mgmt	For	Do Not Vote	No
10.6	Reelect Ola Rollen as Director	Mgmt	For	Do Not Vote	No
10.7	Reelect Gun Nilsson as Director	Mgmt	For	Do Not Vote	No
10.8	Reelect Patrick Soderlund as Director	Mgmt	For	Do Not Vote	No
10.9	Reelect Gun Nilsson as Board Chairman	Mgmt	For	Do Not Vote	No
10.10	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	Do Not Vote	No
11	Reelect Mikael Ekdahl (Chair), Caroline Forsberg and Anders Oscarsson, and Elect Jan Dworsky as Members of Nominating Committee	Mgmt	For	Do Not Vote	No
12	Approve Remuneration Report	Mgmt	For	Do Not Vote	No
13	Approve Performance Share Plan for Key Employees	Mgmt	For	Do Not Vote	No
14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	Do Not Vote	No
15	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	Do Not Vote	No
16	Approve 7:1 Stock Split; Amend Articles Accordingly; Set Minimum (1.4 Billion) and Maximum (5.6 Billion) Number of Shares; Proxies and Postal Voting	Mgmt	For	Do Not Vote	No

## ITV Plc

**Meeting Date:** 04/29/2021

**Country:** United Kingdom

**Ticker:** ITV

**Record Date:** 04/27/2021

**Meeting Type:** Annual

**Primary Security ID:** G4984A110

**Voting Policy:** ISS

**Shares Voted:** 4,315,525

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

## ITV Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
7	Elect Graham Cooke as Director	Mgmt	For	For	No
8	Re-elect Margaret Ewing as Director	Mgmt	For	For	No
9	Re-elect Mary Harris as Director	Mgmt	For	For	No
10	Re-elect Chris Kennedy as Director	Mgmt	For	For	No
11	Re-elect Anna Manz as Director	Mgmt	For	For	No
12	Re-elect Carolyn McCall as Director	Mgmt	For	For	No
13	Elect Sharmila Nebhrajani as Director	Mgmt	For	For	No
14	Re-elect Duncan Painter as Director	Mgmt	For	For	No
15	Appoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
16	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
18	Authorise Issue of Equity	Mgmt	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
23	Adopt New Articles of Association	Mgmt	For	For	No
24	Approve Executive Share Plan	Mgmt	For	For	No

## James Fisher & Sons Plc

**Meeting Date:** 04/29/2021

**Country:** United Kingdom

**Ticker:** FSJ

**Record Date:** 04/27/2021

**Meeting Type:** Annual

**Primary Security ID:** G35056103

**Voting Policy:** ISS

**Shares Voted:** 1,548,908

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	No
4	Re-elect Malcolm Paul as Director	Mgmt	For	For	No
5	Re-elect Eoghan O'Lionaird as Director	Mgmt	For	For	No

## James Fisher & Sons Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
6	Re-elect Stuart Kilpatrick as Director	Mgmt	For	Abstain	Yes
<p><i>Voting Policy Rationale: Items 4, 5 and Items 7 to 10A vote FOR these Directors is warranted as no significant concerns have been identified. Item 6 Re-elect Stuart Kilpatrick as Director 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>					
7	Re-elect Aedamar Comiskey as Director	Mgmt	For	For	No
8	Re-elect Justin Atkinson as Director	Mgmt	For	For	No
9	Re-elect Dr Inken Braunschmidt as Director	Mgmt	For	For	No
10	Re-elect Michael Salter as Director	Mgmt	For	For	No
11	Reappoint KPMG LLP as Auditors	Mgmt	For	For	No
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
13	Approve Long-Term Incentive Plan	Mgmt	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
19	Adopt New Articles of Association	Mgmt	For	For	No

## Kerry Group Plc

**Meeting Date:** 04/29/2021

**Country:** Ireland

**Ticker:** KRZ

**Record Date:** 04/25/2021

**Meeting Type:** Annual

**Primary Security ID:** G52416107

**Voting Policy:** ISS

**Shares Voted:** 15,321

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Final Dividend	Mgmt	For	For	No
3a	Elect Emer Gilvarry as Director	Mgmt	For	For	No
3b	Elect Jinlong Wang as Director	Mgmt	For	For	No
4a	Re-elect Gerry Behan as Director	Mgmt	For	For	No
4b	Re-elect Dr Hugh Brady as Director	Mgmt	For	For	No
4c	Re-elect Gerard Culligan as Director	Mgmt	For	For	No
4d	Re-elect Dr Karin Dorrepaal as Director	Mgmt	For	For	No

## Kerry Group Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4e	Re-elect Marguerite Larkin as Director	Mgmt	For	For	No
4f	Re-elect Tom Moran as Director	Mgmt	For	For	No
4g	Re-elect Con Murphy as Director	Mgmt	For	For	No
4h	Re-elect Christopher Rogers as Director	Mgmt	For	For	No
4i	Re-elect Edmond Scanlon as Director	Mgmt	For	For	No
4j	Re-elect Philip Toomey as Director	Mgmt	For	For	No
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
6	Approve Remuneration Report	Mgmt	For	For	No
7	Approve Remuneration Policy	Mgmt	For	For	No
8	Authorise Issue of Equity	Mgmt	For	For	No
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Mgmt	For	For	No
11	Authorise Market Purchase of A Ordinary Shares	Mgmt	For	For	No
12	Approve Long Term Incentive Plan	Mgmt	For	For	No

## LSR Group PJSC

**Meeting Date:** 04/29/2021      **Country:** Russia      **Ticker:** LSRG  
**Record Date:** 04/06/2021      **Meeting Type:** Annual  
**Primary Security ID:** X32441101

**Voting Policy:** ISS

**Shares Voted:** 246,941

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Meeting for GDR Holders	Mgmt			
1	Approve Annual Report	Mgmt	For	For	No
2	Approve Financial Statements	Mgmt	For	For	No
3	Approve Allocation of Income and Dividends of RUB 39 per Share	Mgmt	For	For	No
4	Fix Number of Directors at Nine	Mgmt	For	For	No
	Elect Directors by Cumulative Voting	Mgmt			
5.1	Elect Dmitrii Goncharov as Director	Mgmt	None	Against	No
5.2	Elect Igor Levit as Director	Mgmt	None	Against	No
5.3	Elect Aleksei Makhnev as Director	Mgmt	None	For	No
5.4	Elect Andrei Molchanov as Director	Mgmt	None	Against	No

## LSR Group PJSC \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
5.5	Elect Egor Molchanov as Director	Mgmt	None	Against	No
5.6	Elect Natalia Nikiforova as Director	Mgmt	None	For	No
5.7	Elect Aleksandr Pogorletskii as Director	Mgmt	None	Against	No
5.8	Elect Vitalii Podolskii as Director	Mgmt	None	For	No
5.9	Elect Aleksandr Prisiazhniuk as Director	Mgmt	None	For	No
	Elect Three Members of Audit Commission	Mgmt			
6.1	Elect Natalia Klevtsova as Member of Audit Commission	Mgmt	For	For	No
6.2	Elect Denis Siniugin as Member of Audit Commission	Mgmt	For	For	No
6.3	Elect Liudmila Fradina as Member of Audit Commission	Mgmt	For	For	No
7.1	Ratify Audit-Service SPb as RAS Auditor	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST these items are warranted because the company has not disclosed the fees paid to each of the audit firms during the last fiscal year.</i>					
7.2	Ratify KPMG as IFRS Auditor	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST these items are warranted because the company has not disclosed the fees paid to each of the audit firms during the last fiscal year.</i>					

## Prologis, Inc.

**Meeting Date:** 04/29/2021      **Country:** USA      **Ticker:** PLD  
**Record Date:** 03/08/2021      **Meeting Type:** Annual

**Primary Security ID:** 74340W103

**Voting Policy:** ISS

**Shares Voted:** 76,001

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Hamid R. Moghadam	Mgmt	For	For	No
1b	Elect Director Cristina G. Bitá	Mgmt	For	For	No
1c	Elect Director George L. Fotiades	Mgmt	For	For	No
1d	Elect Director Lydia H. Kennard	Mgmt	For	For	No
1e	Elect Director Irving F. Lyons, III	Mgmt	For	For	No
1f	Elect Director Avid Modjtabei	Mgmt	For	For	No
1g	Elect Director David P. O'Connor	Mgmt	For	For	No
1h	Elect Director Olivier Piani	Mgmt	For	For	No
1i	Elect Director Jeffrey L. Skelton	Mgmt	For	For	No
1j	Elect Director Carl B. Webb	Mgmt	For	For	No
1k	Elect Director William D. Zollars	Mgmt	For	For	No

## Prologis, Inc. \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company's long-term share price performance no longer mitigates concerns over the sizable year-over-year increase in the value of outperformance awards. The value of the CEO's POP and PPP awards increased by 21 percent year-over-year to \$19.5 million, which is significantly larger than his annual LTI award of \$12.4 million. The structure of the annual LTI program also raises some concern, as up to half of the award may be earned based on individual performance, while the relative metric targets merely the median. In addition, the complex structure arising from multiple long-term incentive programs raises some concern, as it is particularly difficult to assess the rigor of the PPP program under which the CEO's award values have increased substantially for a number of years. These concerns are not mitigated by the modest improvements to the annual program, or the structure of the CEO's salary. The combined value of the CEO's STI award and salary are less than the increase in the value of his PPP awards alone for the year in review, and the annual program lacks complete disclosure of quantified targets.</i></p>					
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	No

## Schroders Plc

**Meeting Date:** 04/29/2021

**Country:** United Kingdom

**Ticker:** SDR

**Record Date:** 04/27/2021

**Meeting Type:** Annual

**Primary Security ID:** G78602136

**Voting Policy:** ISS

**Shares Voted:** 296,117

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Final Dividend	Mgmt	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	No
4	Re-elect Michael Dobson as Director	Mgmt	For	For	No
5	Re-elect Peter Harrison as Director	Mgmt	For	For	No
6	Re-elect Richard Keers as Director	Mgmt	For	For	No
7	Re-elect Ian King as Director	Mgmt	For	For	No
8	Re-elect Sir Damon Buffini as Director	Mgmt	For	For	No
9	Re-elect Rhian Davies as Director	Mgmt	For	For	No
10	Re-elect Rakhi Goss-Custard as Director	Mgmt	For	For	No
11	Re-elect Deborah Waterhouse as Director	Mgmt	For	For	No
12	Re-elect Matthew Westerman as Director	Mgmt	For	For	No
13	Re-elect Claire Howard as Director	Mgmt	For	For	No
14	Re-elect Leonie Schroder as Director	Mgmt	For	For	No
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	No
16	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No



## Schroders Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
19	Authorise Market Purchase of Non-Voting Ordinary Shares	Mgmt	For	For	No
20	Adopt New Articles of Association	Mgmt	For	For	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Synthomer Plc

**Meeting Date:** 04/29/2021      **Country:** United Kingdom      **Ticker:** SYNT  
**Record Date:** 04/27/2021      **Meeting Type:** Annual  
**Primary Security ID:** G8650C102

**Voting Policy:** ISS

**Shares Voted:** 95,385

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Final Dividend	Mgmt	For	For	No
4	Re-elect Calum MacLean as Director	Mgmt	For	For	No
5	Re-elect Stephen Bennett as Director	Mgmt	For	For	No
6	Re-elect Alex Catto as Director	Mgmt	For	For	No
7	Re-elect Dato' Lee Hau Hian as Director	Mgmt	For	For	No
8	Re-elect Dr Just Jansz as Director	Mgmt	For	For	No
9	Re-elect Brendan Connolly as Director	Mgmt	For	For	No
10	Re-elect Holly Van Deursen as Director	Mgmt	For	For	No
11	Re-elect Caroline Johnstone as Director	Mgmt	For	For	No
12	Elect Cynthia Dubin as Director	Mgmt	For	For	No
13	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

**Meeting Date:** 04/29/2021

**Country:** Belgium

**Ticker:** UMI

**Record Date:** 04/15/2021

**Meeting Type:** Annual/Special

**Primary Security ID:** B95505184

**Voting Policy:** ISS

**Shares Voted:** 13,078

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Annual/Special Meeting Agenda	Mgmt			
	Ordinary Shareholders' Meeting Agenda	Mgmt			
1	Receive Directors' and Auditors' Reports (Non-Voting)	Mgmt			
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Financial Statements, Allocation of Income, and Dividends of EUR 0.75 per Share	Mgmt	For	For	No
4	Approve Grant of an Identical Profit Premium to Umicore Employees	Mgmt	For	For	No
5	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
6	Approve Discharge of Members of the Supervisory Board	Mgmt	For	For	No
7	Approve Discharge of Auditors	Mgmt	For	For	No
8.1	Reelect Thomas Leysen as Member of the Supervisory Board	Mgmt	For	For	No
8.2	Reelect Koenraad Debackere as an Independent Member of the Supervisory Board	Mgmt	For	For	No
8.3	Reelect Mark Garrett as an Independent Member of the Supervisory Board	Mgmt	For	For	No
8.4	Reelect Eric Meurice as an Independent Member of the Supervisory Board	Mgmt	For	For	No
8.5	Elect Birgit Behrendt as an Independent Member of the Supervisory Board	Mgmt	For	For	No
9	Approve Remuneration of the Members of the Supervisory Board	Mgmt	For	For	No
10.1	Ratify EY BV as Auditors	Mgmt	For	For	No
10.2	Approve Auditors' Remuneration	Mgmt	For	For	No
	Special Meeting Agenda	Mgmt			
1.1	Approve Change-of-Control Clause Re: Finance Contract with European Investment Bank	Mgmt	For	For	No
1.2	Approve Change-of-Control Clause Re: Revolving Facility Agreement with J.P. Morgan AG	Mgmt	For	For	No
1.3	Approve Change-of-Control Clause Re: Convertible Bonds Maturing on 23 June 2025 (ISIN BE6322623669)	Mgmt	For	For	No

**Meeting Date:** 04/30/2021

**Country:** USA

**Ticker:** T

**Record Date:** 03/02/2021

**Meeting Type:** Annual

**Primary Security ID:** 00206R102

**Voting Policy:** ISS

**Shares Voted:** 619,119

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director William E. Kennard	Mgmt	For	For	No
1b	Elect Director Samuel A. Di Piazza, Jr.	Mgmt	For	For	No
1c	Elect Director Scott T. Ford	Mgmt	For	For	No
1d	Elect Director Glenn H. Hutchins	Mgmt	For	For	No
1e	Elect Director Debra L. Lee	Mgmt	For	For	No
1f	Elect Director Stephen J. Luczo	Mgmt	For	For	No
1g	Elect Director Michael B. McCallister	Mgmt	For	For	No
1h	Elect Director Beth E. Mooney	Mgmt	For	For	No
1i	Elect Director Matthew K. Rose	Mgmt	For	For	No
1j	Elect Director John T. Stankey	Mgmt	For	For	No
1k	Elect Director Cynthia B. Taylor	Mgmt	For	For	No
1l	Elect Director Geoffrey Y. Yang	Mgmt	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Yes

*Voting Policy Rationale: A vote AGAINST this proposal is warranted. Incentive programs are performance-based and there was a reduction in target pay for the new CEO in FY20. However, there are certain concerns surrounding one-time pay decisions made in FY20. Specifically, incoming NEO Kilar's base salary was set at \$2.5 million, which is above that of the current and former CEO. Also, NEO McAtee received a significant time-vesting "career retention grant", valued at \$9 million, the rationale for which is not considered compelling. Most concerning is the magnitude and structure of a sign-on equity award granted to NEO Kilar, valued at \$48 million, which also lacks performance criteria and vests solely over time.*

4	Lower Ownership Threshold for Action by Written Consent	SH	Against	For	Yes
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*Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the threshold required to exercise written consent would enhance shareholder rights.*

**Baloise Holding AG**

**Meeting Date:** 04/30/2021

**Country:** Switzerland

**Ticker:** BALN

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H04530202

**Voting Policy:** ISS

**Shares Voted:** 4,793

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1 +	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
1.2 +	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	No
3	Approve Allocation of Income and Dividends of CHF 6.40 per Share	Mgmt	For	For	No
4.1	Approve CHF 300,000 Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	No
4.2	Approve Creation of CHF 400,000 Pool of Capital without Preemptive Rights	Mgmt	For	For	No
5.1a	Reelect Thomas von Planta as Director and Board Chairman	Mgmt	For	For	No
5.1b	Reelect Andreas Beerli as Director	Mgmt	For	For	No
5.1c	Reelect Christoph Gloor as Director	Mgmt	For	For	No
5.1d	Reelect Hugo Lasat as Director	Mgmt	For	For	No
5.1f	Reelect Christoph Maeder as Director	Mgmt	For	For	No
5.1g	Reelect Markus Neuhaus as Director	Mgmt	For	For	No
5.1h	Reelect Thomas Pleines as Director	Mgmt	For	For	No
5.1i	Reelect Hans-Joerg Schmidt-Trenz as Director	Mgmt	For	For	No
5.1j	Reelect Marie-Noelle Venturi - Zen-Ruffinen as Director	Mgmt	For	For	No
5.1k	Elect Karin Diedenhofen as Director	Mgmt	For	For	No
5.2.1	Appoint Christoph Maeder as Member of the Compensation Committee	Mgmt	For	For	No
5.2.2	Appoint Markus Neuhaus as Member of the Compensation Committee	Mgmt	For	For	No
5.2.3	Appoint Thomas Pleines as Member of the Compensation Committee	Mgmt	For	For	No
5.2.4	Appoint Hans-Joerg Schmidt-Trenz as Member of the Compensation Committee	Mgmt	For	For	No
5.3	Designate Christophe Sarasin as Independent Proxy	Mgmt	For	For	No
5.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	No
6.1	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	Mgmt	For	For	No
6.2.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4 Million	Mgmt	For	For	No
6.2.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 4.8 Million	Mgmt	For	For	No
7	Transact Other Business (Voting)	Mgmt	For	Against	Yes

*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.

## Charoen Pokphand Foods Public Co. Ltd. \$

Meeting Date: 04/30/2021

Country: Thailand

Ticker: CPF

Record Date: 03/12/2021

Meeting Type: Annual

Primary Security ID: Y1296K174

Voting Policy: ISS

Shares Voted: 294,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Minutes of Previous Meeting	Mgmt	For	For	No
2	Acknowledge Operating Results	Mgmt			
3	Approve Financial Statements	Mgmt	For	For	No
4	Approve Allocation of Income and Dividend Payment	Mgmt	For	For	No
5.1	Elect Phongthep Chiaravanont as Director	Mgmt	For	For	No
5.2	Elect Suphachai Chearavanont as Director	Mgmt	For	For	No
5.3	Elect Rungson Sriworasat as Director	Mgmt	For	For	No
5.4	Elect Vatchari Vimooktayon as Director	Mgmt	For	For	No
5.5	Elect Prasit Boondoungprasert as Director	Mgmt	For	For	No
6	Approve Remuneration of Directors	Mgmt	For	For	No
7	Approve KPMG Phoomchai Audit Ltd. as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	No
8	Other Business	Mgmt			

## Credit Suisse Group AG

Meeting Date: 04/30/2021

Country: Switzerland

Ticker: CSGN

Record Date:

Meeting Type: Annual

Primary Security ID: H3698D419

Voting Policy: ISS

Shares Voted: 8,170

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
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 [Item Withdrawn]	Mgmt	None	Abstain	No
3	Approve Allocation of Income and Dividends of CHF 0.10 per Share	Mgmt	For	For	No
4	Approve Creation of CHF 5 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	No
5.1.a	Elect Antonio Horta-Osorio as Director and Board Chairman	Mgmt	For	For	No
5.1.b	Reelect Iris Bohnet as Director	Mgmt	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
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 Richard Meddings as Director	Mgmt	For	For	No
5.1.i	Reelect Kai Nargolwala as Director	Mgmt	For	For	No
5.1.j	Reelect Ana Pessoa as Director	Mgmt	For	For	No
5.1.k	Reelect Severin Schwan as Director	Mgmt	For	For	No
5.1.l	Elect Clare Brady as Director	Mgmt	For	For	No
5.1.m	Elect Blythe Masters 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
5.2.5	Appoint Blythe Masters 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 15.7 Million [Item Withdrawn]	Mgmt	None	Abstain	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 25.1 Million [Item Withdrawn]	Mgmt	None	Abstain	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	Yes

*Voting Policy Rationale: Votes AGAINST are 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 (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 this item on a precautionary basis.*

Meeting Date: 04/30/2021

Country: United Kingdom

Ticker: PSON

Record Date: 04/28/2021

Meeting Type: Annual

Primary Security ID: G69651100

Voting Policy: ISS

Shares Voted: 719,916

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Final Dividend	Mgmt	For	For	No
3	Elect Andy Bird as Director	Mgmt	For	For	No
4	Re-elect Elizabeth Corley as Director	Mgmt	For	For	No
5	Re-elect Sherry Coutu as Director	Mgmt	For	For	No
6	Re-elect Sally Johnson as Director	Mgmt	For	For	No
7	Re-elect Linda Lorimer as Director	Mgmt	For	For	No
8	Re-elect Graeme Pitkethly as Director	Mgmt	For	For	No
9	Re-elect Tim Score as Director	Mgmt	For	For	No
10	Re-elect Sidney Taurel as Director	Mgmt	For	For	No
11	Re-elect Lincoln Wallen as Director	Mgmt	For	For	No
12	Approve Remuneration Report	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted because: * Concerns are raised regarding the quantum of CEO Andy Bird's remuneration package, including the salary rate and the one-off co-investment award approved at the Company's GM in September 2020. While shareholders were provided a vote on the co-investment award, they did so with the knowledge that if the resolution were to be defeated, Bird would not agree to become CEO, leading to further instability. * Despite this, the vote faced heavy shareholder dissent, with 33% of votes cast against the proposal. The Company's response to this vote was primarily to augment the underpin conditions, which is a welcome development but nonetheless the award remains a significant deviation from good practice in the UK market.</i></p>					
13	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is considered warranted: * During the period in review, the Company called a general meeting on less than 21 clear days' notice to seek shareholder approval for the new CEO's remuneration package. This is not considered to be an appropriate use of the shorter notice period that was approved by shareholders at the previous AGM.</i></p>					
20	Adopt New Articles of Association	Mgmt	For	For	No

Meeting Date: 04/30/2021

Country: France

Ticker: SAN

Record Date: 04/28/2021

Meeting Type: Annual/Special

Primary Security ID: F5548N101

Voting Policy: ISS

Shares Voted: 65,831

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	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 3.20 per Share	Mgmt	For	For	No
4	Ratify Appointment of Gilles Schnepf as Director	Mgmt	For	For	No
5	Reelect Fabienne Lecorvaisier as Director	Mgmt	For	For	No
6	Reelect Melanie Lee as Director	Mgmt	For	For	No
7	Elect Barbara Lavernos as Director	Mgmt	For	For	No
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	No
9	Approve Compensation of Serge Weinberg, Chairman of the Board	Mgmt	For	For	No
10	Approve Compensation of Paul Hudson, CEO	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	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 997 Million	Mgmt	For	For	No
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 240 Million	Mgmt	For	For	No
18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 240 Million	Mgmt	For	For	No
19	Approve Issuance of Debt Securities Giving Access to New Shares of Subsidiaries and/or Debt Securities, up to Aggregate Amount of EUR 7 Billion	Mgmt	For	For	No



# Sanofi

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	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 Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	No
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	No
24	Authorize up to 5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	No
25	Amend Article 13 of Bylaws Re: Written Consultation	Mgmt	For	For	No
26	Amend Articles 14 and 17 of Bylaws Re: Board Powers and Censors	Mgmt	For	For	No
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	No

# Berkshire Hathaway Inc.

**Meeting Date:** 05/01/2021      **Country:** USA      **Ticker:** BRK.B  
**Record Date:** 03/03/2021      **Meeting Type:** Annual  
**Primary Security ID:** 084670702

**Voting Policy:** ISS

**Shares Voted:** 143,331

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Warren E. Buffett	Mgmt	For	For	No
1.2	Elect Director Charles T. Munger	Mgmt	For	For	No
1.3	Elect Director Gregory E. Abel	Mgmt	For	For	No
1.4	Elect Director Howard G. Buffett	Mgmt	For	For	No
1.5	Elect Director Stephen B. Burke	Mgmt	For	For	No
1.6	Elect Director Kenneth I. Chenault	Mgmt	For	For	No
1.7	Elect Director Susan L. Decker	Mgmt	For	Withhold	Yes

*Voting Policy Rationale: WITHHOLD votes are warranted for compensation committee members Susan (Sue) Decker, David Gottesman, Walter Scott Jr., and Meryl Witmer in the absence of a management say-on-pay proposal. CEO Buffett's compensation continues to be minimal, but two NEOs each continue to receive base salaries of \$16.0 million, which are some of the largest base salaries paid to any executive at a U.S. public company, and overall executive pay lacks a measurable link to company performance. Pay disclosure continues to be minimal, leaving shareholders with little information to assess decisions regarding, or committee oversight of, compensation determinations for executives. In addition, a cautionary vote FOR board chairman Buffett is warranted because the company's BHE subsidiary is a laggard in its industry as it does not set near-term and long-term GHG emissions targets, commit to being net-zero by 2050, or report its climate-related risks and opportunities along TCFD guidelines. A vote FOR the remaining director nominees is warranted.*

## Berkshire Hathaway Inc. \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.8	Elect Director David S. Gottesman	Mgmt	For	Withhold	Yes
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for compensation committee members Susan (Sue) Decker, David Gottesman, Walter Scott Jr., and Meryl Witmer in the absence of a management say-on-pay proposal. CEO Buffett's compensation continues to be minimal, but two NEOs each continue to receive base salaries of \$16.0 million, which are some of the largest base salaries paid to any executive at a U.S. public company, and overall executive pay lacks a measurable link to company performance. Pay disclosure continues to be minimal, leaving shareholders with little information to assess decisions regarding, or committee oversight of, compensation determinations for executives. In addition, a cautionary vote FOR board chairman Buffett is warranted because the company's BHE subsidiary is a laggard in its industry as it does not set near-term and long-term GHG emissions targets, commit to being net-zero by 2050, or report its climate-related risks and opportunities along TCFD guidelines. A vote FOR the remaining director nominees is warranted.</i></p>					
1.9	Elect Director Charlotte Guyman	Mgmt	For	For	No
1.10	Elect Director Ajit Jain	Mgmt	For	For	No
1.11	Elect Director Thomas S. Murphy	Mgmt	For	For	No
1.12	Elect Director Ronald L. Olson	Mgmt	For	For	No
1.13	Elect Director Walter Scott, Jr.	Mgmt	For	Withhold	Yes
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for compensation committee members Susan (Sue) Decker, David Gottesman, Walter Scott Jr., and Meryl Witmer in the absence of a management say-on-pay proposal. CEO Buffett's compensation continues to be minimal, but two NEOs each continue to receive base salaries of \$16.0 million, which are some of the largest base salaries paid to any executive at a U.S. public company, and overall executive pay lacks a measurable link to company performance. Pay disclosure continues to be minimal, leaving shareholders with little information to assess decisions regarding, or committee oversight of, compensation determinations for executives. In addition, a cautionary vote FOR board chairman Buffett is warranted because the company's BHE subsidiary is a laggard in its industry as it does not set near-term and long-term GHG emissions targets, commit to being net-zero by 2050, or report its climate-related risks and opportunities along TCFD guidelines. A vote FOR the remaining director nominees is warranted.</i></p>					
1.14	Elect Director Meryl B. Witmer	Mgmt	For	Withhold	Yes
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for compensation committee members Susan (Sue) Decker, David Gottesman, Walter Scott Jr., and Meryl Witmer in the absence of a management say-on-pay proposal. CEO Buffett's compensation continues to be minimal, but two NEOs each continue to receive base salaries of \$16.0 million, which are some of the largest base salaries paid to any executive at a U.S. public company, and overall executive pay lacks a measurable link to company performance. Pay disclosure continues to be minimal, leaving shareholders with little information to assess decisions regarding, or committee oversight of, compensation determinations for executives. In addition, a cautionary vote FOR board chairman Buffett is warranted because the company's BHE subsidiary is a laggard in its industry as it does not set near-term and long-term GHG emissions targets, commit to being net-zero by 2050, or report its climate-related risks and opportunities along TCFD guidelines. A vote FOR the remaining director nominees is warranted.</i></p>					
2	Report on Climate-Related Risks and Opportunities	SH	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, as an assessment of the company's climate-related risks and opportunities would allow shareholders to better understand how the company is managing systemic risks posed by climate change and the transition to a low carbon economy.</i></p>					
3	Publish Annually a Report Assessing Diversity and Inclusion Efforts	SH	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted due to:* the absence of information regarding comprehensive company diversity-related policies, programs or metrics; and* the potential benefits for shareholders of increased reporting of diversity-related efforts and program effectiveness.</i></p>					

## Eli Lilly and Company

**Meeting Date:** 05/03/2021

**Country:** USA

**Ticker:** LLY

**Record Date:** 02/22/2021

**Meeting Type:** Annual

**Primary Security ID:** 532457108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Katherine Baicker	Mgmt	For	For	No
1b	Elect Director J. Erik Fyrwald	Mgmt	For	For	No
1c	Elect Director Jamere Jackson	Mgmt	For	For	No
1d	Elect Director Gabrielle Sulzberger	Mgmt	For	For	No
1e	Elect Director Jackson P. Tai	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST Jackson Tai 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>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No
4	Declassify the Board of Directors	Mgmt	For	For	No
5	Eliminate Supermajority Vote Requirement	Mgmt	For	For	No
6	Report on Lobbying Payments and Policy	SH	Against	For	Yes
<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 would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i></p>					
7	Require Independent Board Chair	SH	Against	For	Yes
<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>					
8	Adopt Policy on Bonus Banking	SH	Against	For	Yes
<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>					
9	Clawback Disclosure of Recoupment Activity from Senior Officers	SH	Against	For	Yes
<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>					

## Air Liquide SA

Meeting Date: 05/04/2021

Country: France

Ticker: AI

Record Date: 04/30/2021

Meeting Type: Annual/Special

Primary Security ID: F01764103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	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 2.75 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 Xavier Huillard as Director	Mgmt	For	For	No
6	Elect Pierre Breber as Director	Mgmt	For	For	No
7	Elect Aiman Ezzat as Director	Mgmt	For	For	No
8	Elect Bertrand Dumazy as Director	Mgmt	For	For	No
9	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of the New Transactions	Mgmt	For	For	No
10	Approve Compensation of Benoit Potier	Mgmt	For	For	No
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	No
12	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For	No
13	Approve Remuneration Policy of Directors	Mgmt	For	For	No
	Extraordinary Business	Mgmt			
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	No
15	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 470 Million	Mgmt	For	For	No
16	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	No
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	No
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	No
	Ordinary Business	Mgmt			
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	No

## American Express Company \$

**Meeting Date:** 05/04/2021

**Country:** USA

**Ticker:** AXP

**Record Date:** 03/08/2021

**Meeting Type:** Annual

**Primary Security ID:** 025816109

**Voting Policy:** ISS

**Shares Voted:** 126,326

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Thomas J. Baltimore	Mgmt	For	For	No
1b	Elect Director Charlene Barshefsky	Mgmt	For	For	No
1c	Elect Director John J. Brennan	Mgmt	For	For	No
1d	Elect Director Peter Chernin	Mgmt	For	For	No
1e	Elect Director Ralph de la Vega	Mgmt	For	For	No
1f	Elect Director Michael O. Leavitt	Mgmt	For	For	No
1g	Elect Director Theodore J. Leonsis	Mgmt	For	For	No
1h	Elect Director Karen L. Parkhill	Mgmt	For	For	No
1i	Elect Director Charles E. Phillips	Mgmt	For	For	No
1j	Elect Director Lynn A. Pike	Mgmt	For	For	No
1k	Elect Director Stephen J. Squeri	Mgmt	For	For	No
1l	Elect Director Daniel L. Vasella	Mgmt	For	For	No
1m	Elect Director Lisa W. Wardell	Mgmt	For	For	No
1n	Elect Director Ronald A. Williams	Mgmt	For	For	No
1o	Elect Director Christopher D. Young	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	Yes
<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>					
5	Publish Annually a Report Assessing Diversity, Equity, and Inclusion Efforts	SH	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, as reporting quantitative, comparable diversity data would allow shareholders to better assess the effectiveness of the company's diversity, equity and inclusion efforts and management of related risks.</i></p>					

## Barrick Gold Corporation

**Meeting Date:** 05/04/2021

**Country:** Canada

**Ticker:** GOLD

**Record Date:** 03/05/2021

**Meeting Type:** Annual/Special

**Primary Security ID:** 067901108

# Barrick Gold Corporation \$

Voting Policy: ISS

Shares Voted: 408,820

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director D. Mark Bristow	Mgmt	For	For	No
1.2	Elect Director Gustavo A. Cisneros	Mgmt	For	For	No
1.3	Elect Director Christopher L. Coleman	Mgmt	For	For	No
1.4	Elect Director J. Michael Evans	Mgmt	For	For	No
1.5	Elect Director Brian L. Greenspun	Mgmt	For	For	No
1.6	Elect Director J. Brett Harvey	Mgmt	For	For	No
1.7	Elect Director Anne N. Kabagambe	Mgmt	For	For	No
1.8	Elect Director Andrew J. Quinn	Mgmt	For	For	No
1.9	Elect Director M. Loreto Silva	Mgmt	For	For	No
1.10	Elect Director John L. Thornton	Mgmt	For	For	No
2	Approve Pricewaterhousecoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	No
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	No
4	Approve Reduction in Stated Capital	Mgmt	For	For	No

# Bristol-Myers Squibb Company

Meeting Date: 05/04/2021

Country: USA

Ticker: BMY

Record Date: 03/15/2021

Meeting Type: Annual

Primary Security ID: 110122108

Voting Policy: ISS

Shares Voted: 262,891

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1A	Elect Director Peter J. Arduini	Mgmt	For	For	No
1B	Elect Director Michael W. Bonney	Mgmt	For	For	No
1C	Elect Director Giovanni Caforio	Mgmt	For	For	No
1D	Elect Director Julia A. Haller	Mgmt	For	For	No
1E	Elect Director Paula A. Price	Mgmt	For	For	No
1F	Elect Director Derica W. Rice	Mgmt	For	For	No
1G	Elect Director Theodore R. Samuels	Mgmt	For	For	No
1H	Elect Director Gerald L. Storch	Mgmt	For	For	No
1I	Elect Director Karen H. Vousden	Mgmt	For	For	No
1J	Elect Director Phyllis R. Yale	Mgmt	For	For	No

## Bristol-Myers Squibb Company \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Approve Omnibus Stock Plan	Mgmt	For	For	No
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	No
5	Reduce Ownership Threshold for Special Shareholder Meetings to 15%	Mgmt	For	For	No
6	Require Independent Board Chair	SH	Against	For	Yes
<i>Voting Policy Rationale: A vote FOR this non-binding proposal is warranted, as shareholders would benefit from the most robust form of independent board oversight, in the form of an independent chair, at the next CEO transition.</i>					
7	Provide Right to Act by Written Consent	SH	Against	For	Yes
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as a written consent right would provide shareholders with an additional means of acting in between annual meetings.</i>					
8	Reduce Ownership Threshold for Special Shareholder Meetings to 10%	SH	Against	For	Yes
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Lowering the ownership threshold from 25 percent (or 15 percent, if Item 5 is approved) 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>					

## Deutsche Lufthansa AG

**Meeting Date:** 05/04/2021

**Country:** Germany

**Ticker:** LHA

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** D1908N106

**Voting Policy:** ISS

**Shares Voted:** 1,230

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt			
2	Approve Discharge of Management Board for Fiscal Year 2020	Mgmt	For	For	No
3	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	No
4.1	Elect Angela Titzrath to the Supervisory Board	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: Votes FOR Michael Kerkloh and Britta Seeger are warranted due to a lack of concerns. A vote AGAINST Angela Titzrath is warranted because if elected, she would hold an excessive number of mandates at listed companies per ISS' guidelines. +</i>					
4.2 +	Elect Michael Kerkloh to the Supervisory Board	Mgmt	For	For	No
4.3 +	Elect Britta Seeger to the Supervisory Board	Mgmt	For	For	No
5 +	Approve Remuneration of Supervisory Board	Mgmt	For	For	No
6 +	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 153 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	No

## Deutsche Lufthansa AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
7	Approve Creation of EUR 5.5 Billion Pool of Capital with Preemptive Rights	Mgmt	For	For	No
8	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2021	Mgmt	For	For	No

Voting Policy: ISS

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1 +	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt +			
2 +	Approve Discharge of Management Board for Fiscal Year 2020	Mgmt	For		No
3 +	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For		No
4.1 +	Elect Angela Titzrath to the Supervisory Board	Mgmt	For		No
4.2 +	Elect Michael Kerkloh to the Supervisory Board	Mgmt	For		No
4.3 +	Elect Britta Seeger to the Supervisory Board	Mgmt	For		No
5 +	Approve Remuneration of Supervisory Board	Mgmt	For		No
6 +	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 153 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For		No
7 +	Approve Creation of EUR 5.5 Billion Pool of Capital with Preemptive Rights	Mgmt	For		No
8 +	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2021	Mgmt	For		No

## Edwards Lifesciences Corporation

Meeting Date: 05/04/2021

Country: USA

Ticker: EW

Record Date: 03/10/2021

Meeting Type: Annual

Primary Security ID: 28176E108

Voting Policy: ISS

Shares Voted: 50,250

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Kieran T. Gallahue	Mgmt	For +	For	No
1.2	Elect Director Leslie S. Heisz	Mgmt	For +	For	No
1.3	Elect Director Paul A. LaViolette	Mgmt	For +	For	No
1.4	Elect Director Steven R. Loranger	Mgmt	For +	For	No
1.5	Elect Director Martha H. Marsh	Mgmt	For +	For	No



## Edwards Lifesciences Corporation \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.6	Elect Director Michael A. Mussallem	Mgmt	For	For	No
1.7	Elect Director Ramona Sequeira	Mgmt	For	For	No
1.8	Elect Director Nicholas J. Valeriani	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	No
4	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	No
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
6	Provide Right to Act by Written Consent	SH	Against	Against	No
7	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	SH	Against	Against	No

## General Electric Company

**Meeting Date:** 05/04/2021

**Country:** USA

**Ticker:** GE

**Record Date:** 03/08/2021

**Meeting Type:** Annual

**Primary Security ID:** 369604103

**Voting Policy:** ISS

**Shares Voted:** 1,555,287

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Sebastien Bazin	Mgmt	For	For	No
1b	Elect Director Ashton Carter	Mgmt	For	For	No
1c	Elect Director H. Lawrence Culp, Jr.	Mgmt	For	For	No
1d	Elect Director Francisco D'Souza	Mgmt	For	For	No
1e	Elect Director Edward Garden	Mgmt	For	For	No
1f	Elect Director Thomas Horton	Mgmt	For	For	No
1g	Elect Director Risa Lavizzo-Mourey	Mgmt	For	For	No
1h	Elect Director Catherine Lesjak	Mgmt	For	For	No
1i	Elect Director Paula Rosput Reynolds	Mgmt	For	For	No
1j	Elect Director Leslie Seidman	Mgmt	For	For	No
1k	Elect Director James Tisch	Mgmt	For	For	No

## General Electric Company \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The compensation committee replaced the CEO's 2018 new hire award with a \$57 million grant which requires a lower stock price goal than the original award. Mid-cycle adjustments to performance equity grants are generally considered to be problematic, particularly when the changes both increase the value of the award and decrease the performance level needed to earn it. In addition, although none of the corporate financial thresholds in the annual incentive program were met, the committee used its discretion to fund the bonus pool at 80 percent of target. Lastly, the company provided the new head of the aviation business with an unusual \$2.5 million one-time housing allowance, in connection with his other relocation benefits.</i></p>					
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	No
4	Approve Reverse Stock Split	Mgmt	For	For	No
5	Require More Director Nominations Than Open Seats	SH	Against	Against	No
6	Require Independent Board Chair	SH	Against	For	Yes
<p><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 concerns about board actions related to executive compensation, suggest that shareholders would benefit from the most robust form of independent boardroom oversight, provided by an independent board chair.</i></p>					
7	Report on Meeting the Criteria of the Net Zero Indicator	SH	For	For	No

## Hammerson Plc

**Meeting Date:** 05/04/2021      **Country:** United Kingdom      **Ticker:** HMSO  
**Record Date:** 04/29/2021      **Meeting Type:** Annual  
**Primary Security ID:** G4273Q164

**Voting Policy:** ISS

**Shares Voted:** 1,768,720

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Final Dividend	Mgmt	For	For	No
4	Approve Enhanced Scrip Dividend Alternative	Mgmt	For	For	No
5	Elect Mike Butterworth as Director	Mgmt	For	For	No
6	Elect Desmond de Beer as Director	Mgmt	For	For	No
7	Elect Rita-Rose Gagne as Director	Mgmt	For	For	No
8	Elect Robert Noel as Director	Mgmt	For	For	No
9	Re-elect James Lenton as Director	Mgmt	For	Abstain	Yes
<p><i>Voting Policy Rationale: Items 5-8 and 10 to 14A vote FOR these directors is warranted as no significant concerns have been identified. Item 9An ABSTAIN vote on this item is warranted.* This proposal has been withdrawn by 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.</i></p>					
10	Re-elect Meka Brunel as Director	Mgmt	For	For	No
11	Re-elect Gwyn Burr as Director	Mgmt	For	For	No

## Hammerson Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
12	Re-elect Andrew Formica as Director	Mgmt	For	For	No
13	Re-elect Adam Metz as Director	Mgmt	For	For	No
14	Re-elect Carol Welch as Director	Mgmt	For	For	No
15	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
21	Authorise Board to Offer Scrip Dividend Alternative Scheme	Mgmt	For	For	No
22	Adopt New Articles of Association	Mgmt	For	For	No

## Hermes International SCA

**Meeting Date:** 05/04/2021

**Country:** France

**Ticker:** RMS

**Record Date:** 05/03/2021

**Meeting Type:** Annual/Special

**Primary Security ID:** F48051100

**Voting Policy:** ISS

**Shares Voted:** 158

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	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 Discharge of General Managers	Mgmt	For	For	No
4	Approve Allocation of Income and Dividends of EUR 4.55 per Share	Mgmt	For	For	No
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Yes
<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	Yes

*Voting Policy Rationale: This resolution warrants a vote AGAINST as the share repurchase program can be continued during a takeover period.*

# Hermes International SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
7	Approve Compensation of Corporate Officers	Mgmt	For	Against	Yes
	<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>				
8	Approve Compensation of Axel Dumas, General Manager	Mgmt	For	Against	Yes
	<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>				
9	Approve Compensation of Emile Hermes SARL, General Manager	Mgmt	For	Against	Yes
	<i>Voting Policy Rationale: Votes AGAINST these remuneration reports are 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>				
10	Approve Compensation of Eric de Seynes, Chairman of the Supervisory Board	Mgmt	For	For	No
11	Approve Remuneration Policy of General Managers	Mgmt	For	Against	Yes
	<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>				
12	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	No
13	Reelect Matthieu Dumas as Supervisory Board Member	Mgmt	For	Against	Yes
	<i>Voting Policy Rationale: * A vote FOR the (re)election of this independent nominee is warranted in the absence of specific concerns (Item 16). * 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 13 to 15).</i>				
14	Reelect Blaise Guerrand as Supervisory Board Member	Mgmt	For	Against	Yes
	<i>Voting Policy Rationale: * A vote FOR the (re)election of this independent nominee is warranted in the absence of specific concerns (Item 16). * 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 13 to 15).</i>				
15	Reelect Olympia Guerrand as Supervisory Board Member	Mgmt	For	Against	Yes
	<i>Voting Policy Rationale: * A vote FOR the (re)election of this independent nominee is warranted in the absence of specific concerns (Item 16). * 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 13 to 15).</i>				
16	Reelect Alexandre Viros as Supervisory Board Member	Mgmt	For	For	No
	Extraordinary Business	Mgmt			
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	No
18	Authorize Capitalization of Reserves of up to 40 Percent of Issued Capital for Bonus Issue or Increase in Par Value	Mgmt	For	For	No
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital	Mgmt	For	Against	Yes
	<i>Voting Policy Rationale: * Votes AGAINST the authorizations under Items 20 and 22 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * Votes AGAINST Items 19, 20, 22, and 23 are warranted as the resolutions explicitly allow share issuances during takeover periods.</i>				

## Hermes International SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 40 Percent of Issued Capital	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: * Votes AGAINST the authorizations under Items 20 and 22 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights.* Votes AGAINST Items 19, 20, 22, and 23 are warranted as the resolutions explicitly allow share issuances during takeover periods.</i></p>					
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	No
22	Approve Issuance of Equity or Equity-Linked Securities up to 20 Percent of Issued Capital Per Year for Private Placements	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: * Votes AGAINST the authorizations under Items 20 and 22 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights.* Votes AGAINST Items 19, 20, 22, and 23 are warranted as the resolutions explicitly allow share issuances during takeover periods.</i></p>					
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: * Votes AGAINST the authorizations under Items 20 and 22 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights.* Votes AGAINST Items 19, 20, 22, and 23 are warranted as the resolutions explicitly allow share issuances during takeover periods.</i></p>					
24	Delegate Powers to the Management Board to Implement Spin-Off Agreements	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: Votes AGAINST these delegations are warranted as they are not considered in shareholders' interests.</i></p>					
25	Delegate Powers to the Management Board to Issue Shares in Connection with Item 24 Above	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: Votes AGAINST these delegations are warranted as they are not considered in shareholders' interests.</i></p>					
26	Amend Articles of Bylaws Re. Change of Corporate Form of Emile Hermes SARL	Mgmt	For	For	No
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	No

## LafargeHolcim Ltd.

**Meeting Date:** 05/04/2021

**Country:** Switzerland

**Ticker:** LHN

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H3816Q102

**Voting Policy:** ISS

**Shares Voted:** 42,686

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
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
3.2 +	Approve Dividends of CHF 2.00 per Share from Capital Contribution Reserves	Mgmt	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4.1	Change Company Name to Holcim Ltd	Mgmt	For	For	No
4.2	Change Location of Registered Office/Headquarters to Zug, Switzerland	Mgmt	For	For	No
5.1a	Reelect Beat Hess as Director and Board Chairman	Mgmt	For	For	No
5.1b	Reelect Philippe Block as Director	Mgmt	For	For	No
5.1c	Reelect Kim Fausing as Director	Mgmt	For	For	No
5.1d	Reelect Colin Hall as Director	Mgmt	For	For	No
5.1e	Reelect Naina Kidwai as Director	Mgmt	For	For	No
5.1f	Reelect Patrick Kron as Director	Mgmt	For	For	No
5.1g	Reelect Adrian Loader as Director	Mgmt	For	For	No
5.1h	Reelect Juerg Oleas as Director	Mgmt	For	For	No
5.1i	Reelect Claudia Ramirez as Director	Mgmt	For	For	No
5.1j	Reelect Hanne Sorensen as Director	Mgmt	For	For	No
5.1k	Reelect Dieter Spaelti as Director	Mgmt	For	For	No
5.2	Elect Jan Jenisch as Director	Mgmt	For	For	No
5.3.1	Reappoint Colin Hall as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For	No
5.3.2	Reappoint Adrian Loader as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For	No
5.3.3	Reappoint Claudia Ramirez as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For	No
5.3.4	Appoint Hanne Sorensen as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For	No
5.4	Appoint Dieter Spaelti as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For	No
5.5.1	Ratify Deloitte AG as Auditors	Mgmt	For	For	No
5.5.2	Designate Sabine Burkhalter Kaimakliotis as Independent Proxy	Mgmt	For	For	No
6.1	Approve Remuneration of Directors in the Amount of CHF 5.2 Million	Mgmt	For	For	No
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 42.5 Million	Mgmt	For	For	No
7	Transact Other Business (Voting)	Mgmt	For	Against	Yes

*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.*

## Oxurion NV \$

**Meeting Date:** 05/04/2021

**Country:** Belgium

**Ticker:** OXUR

**Record Date:** 04/20/2021

**Meeting Type:** Annual

**Primary Security ID:** B6S90T102

**Voting Policy:** ISS

**Shares Voted:** 39,235

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt			
1	Receive Directors' and Auditors' Reports (Non-Voting)	Mgmt			
2	Approve Remuneration Report	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because: * 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 mentions that as a result of Covid19 impact the 2020 bonus was forfeited but may be awarded in 2021, without clear information if this means a double bonus can be awarded in 2021.</i></p>					
3	Approve Financial Statements and Allocation of Income	Mgmt	For	For	No
4	Approve Remuneration Policy	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because: * The remuneration policy does not disclose clear performance criteria for the short-term incentive plan, especially regarding the weighting of each metrics; * Discretionary mandate to adjust outcomes of the STI beyond the foreseen derogation clause by SRD II; * Warrants can vest before the third anniversary; and * Non executives directors are entitled to receive a variable remuneration in cash.</i></p>					
5	Approve Discharge of Directors	Mgmt	For	For	No
6	Approve Discharge of Auditors	Mgmt	For	For	No
7	Reelect Thomas Clay as Director	Mgmt	For	For	No
8	Reelect Adrienne Graves as Director	Mgmt	For	For	No
9	Indicate David Guyer as Independent Board Member	Mgmt	For	For	No
10	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	No

## Allianz SE

**Meeting Date:** 05/05/2021

**Country:** Germany

**Ticker:** ALV

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** D03080112

**Voting Policy:** ISS

**Shares Voted:** 2,690

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (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 Year 2020	Mgmt	For	For	No

## Allianz SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	No
5	Approve Remuneration Policy	Mgmt	For	For	No
6	Approve Remuneration of Supervisory Board	Mgmt	For	For	No
7	Amend Articles Re: Supervisory Board Term of Office	Mgmt	For	For	No

Voting Policy: ISS

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 9.60 per Share	Mgmt	For		No
3	Approve Discharge of Management Board for Fiscal Year 2020	Mgmt	For		No
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For		No
5	Approve Remuneration Policy	Mgmt	For		No
6	Approve Remuneration of Supervisory Board	Mgmt	For		No
7	Amend Articles Re: Supervisory Board Term of Office	Mgmt	For		No

## Anglo American Plc

Meeting Date: 05/05/2021

Country: United Kingdom

Ticker: AAL

Record Date: 04/30/2021

Meeting Type: Annual

Primary Security ID: G03764134

Voting Policy: ISS

Shares Voted: 1,115,511

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Final Dividend	Mgmt	For	For	No
3	Elect Elisabeth Brinton as Director	Mgmt	For	For	No
4	Elect Hilary Maxson as Director	Mgmt	For	For	No
5	Re-elect Ian Ashby as Director	Mgmt	For	For	No
6	Re-elect Marcelo Bastos as Director	Mgmt	For	For	No
7	Re-elect Stuart Chambers as Director	Mgmt	For	For	No
8	Re-elect Mark Cutifani as Director	Mgmt	For	For	No
9	Re-elect Byron Grote as Director	Mgmt	For	For	No



## Anglo American Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
10	Re-elect Hixonia Nyasulu as Director	Mgmt	For	For	No
11	Re-elect Nonkululeko Nyembezi as Director	Mgmt	For	For	No
12	Re-elect Tony O'Neill as Director	Mgmt	For	For	No
13	Re-elect Stephen Pearce as Director	Mgmt	For	For	No
14	Re-elect Anne Stevens as Director	Mgmt	For	For	No
15	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
16	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
17	Approve Remuneration Report	Mgmt	For	For	No
18	Authorise Issue of Equity	Mgmt	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
21	Adopt New Articles of Association	Mgmt	For	For	No
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Anglo American Plc

**Meeting Date:** 05/05/2021      **Country:** United Kingdom      **Ticker:** AAL  
**Record Date:** 04/30/2021      **Meeting Type:** Court  
**Primary Security ID:** G03764134

**Voting Policy:** ISS

**Shares Voted:** 1,115,511

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

## Anglo American Plc

**Meeting Date:** 05/05/2021      **Country:** United Kingdom      **Ticker:** AAL  
**Record Date:** 04/30/2021      **Meeting Type:** Special  
**Primary Security ID:** G03764134

**Voting Policy:** ISS

**Shares Voted:** 1,115,511

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Matters Relating to the Demerger of Thungela Resources Limited	Mgmt	For	For	No

Meeting Date: 05/05/2021

Country: United Kingdom

Ticker: BARC

Record Date: 04/30/2021

Meeting Type: Annual

Primary Security ID: G08036124

Voting Policy: ISS

Shares Voted: 20,378,878

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Elect Julia Wilson as Director	Mgmt	For	For	No
4	Re-elect Mike Ashley as Director	Mgmt	For	For	No
5	Re-elect Tim Breedon as Director	Mgmt	For	For	No
6	Re-elect Mohamed A. El-Erian as Director	Mgmt	For	For	No
7	Re-elect Dawn Fitzpatrick as Director	Mgmt	For	For	No
8	Re-elect Mary Francis as Director	Mgmt	For	For	No
9	Re-elect Crawford Gillies as Director	Mgmt	For	For	No
10	Re-elect Brian Gilvary as Director	Mgmt	For	For	No
11	Re-elect Nigel Higgins as Director	Mgmt	For	For	No
12	Re-elect Tushar Morzaria as Director	Mgmt	For	For	No
13	Re-elect Diane Schueneman as Director	Mgmt	For	For	No
14	Re-elect James Staley as Director	Mgmt	For	For	No
15	Reappoint KPMG LLP as Auditors	Mgmt	For	For	No
16	Authorise the Board Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
18	Authorise Issue of Equity	Mgmt	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
21	Authorise Issue of Equity in Relation to the Issuance of Contingent Equity Conversion Notes	Mgmt	For	For	No
22	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issuance of Contingent Equity Conversion Notes	Mgmt	For	For	No
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Barclays Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
25	Approve Long Term Incentive Plan	Mgmt	For	For	No
26	Amend Share Value Plan	Mgmt	For	For	No
27	Approve Scrip Dividend Program	Mgmt	For	For	No
28	Adopt New Articles of Association	Mgmt	For	For	No
	Shareholder Proposal	Mgmt			
29	Approve Market Forces Requisitioned Resolution	SH	Against	Against	No

## CME Group Inc.

**Meeting Date:** 05/05/2021

**Country:** USA

**Ticker:** CME

**Record Date:** 03/08/2021

**Meeting Type:** Annual

**Primary Security ID:** 12572Q105

**Voting Policy:** ISS

**Shares Voted:** 26,211

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Terrence A. Duffy	Mgmt	For	For	No
1b	Elect Director Timothy S. Bitsberger	Mgmt	For	For	No
1c	Elect Director Charles P. Carey	Mgmt	For	For	No
1d	Elect Director Dennis H. Chookaszian	Mgmt	For	For	No
1e	Elect Director Bryan T. Durkin	Mgmt	For	For	No
1f	Elect Director Ana Dutra	Mgmt	For	For	No
1g	Elect Director Martin J. Gepsman	Mgmt	For	For	No
1h	Elect Director Larry G. Gerdes	Mgmt	For	For	No
1i	Elect Director Daniel R. Glickman	Mgmt	For	For	No
1j	Elect Director Daniel G. Kaye	Mgmt	For	For	No
1k	Elect Director Phyllis M. Lockett	Mgmt	For	For	No
1l	Elect Director Deborah J. Lucas	Mgmt	For	For	No
1m	Elect Director Terry L. Savage	Mgmt	For	For	No
1n	Elect Director Rahael Seifu	Mgmt	For	For	No
1o	Elect Director William R. Shepard	Mgmt	For	For	No
1p	Elect Director Howard J. Siegel	Mgmt	For	For	No
1q	Elect Director Dennis A. Suskind	Mgmt	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No

## Danaher Corporation \$

Meeting Date: 05/05/2021

Country: USA

Ticker: DHR

Record Date: 03/08/2021

Meeting Type: Annual

Primary Security ID: 235851102

Voting Policy: ISS

Shares Voted: 19,619

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Rainer M. Blair	Mgmt	For	For	No
1b	Elect Director Linda Hefner Filler	Mgmt	For	For	No
1c	Elect Director Teri List	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Walter Lohr Jr., Teri List, and John Schwieters is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i></p>					
1d	Elect Director Walter G. Lohr, Jr.	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Walter Lohr Jr., Teri List, and John Schwieters is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i></p>					
1e	Elect Director Jessica L. Mega	Mgmt	For	For	No
1f	Elect Director Mitchell P. Rales	Mgmt	For	For	No
1g	Elect Director Steven M. Rales	Mgmt	For	For	No
1h	Elect Director Pardis C. Sabeti	Mgmt	For	For	No
1i	Elect Director John T. Schwieters	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Walter Lohr Jr., Teri List, and John Schwieters is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i></p>					
1j	Elect Director Alan G. Spoon	Mgmt	For	For	No
1k	Elect Director Raymond C. Stevens	Mgmt	For	For	No
1l	Elect Director Elias A. Zerhouni	Mgmt	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	Yes
<p><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></p>					

## Dominion Energy, Inc.

Meeting Date: 05/05/2021

Country: USA

Ticker: D

Record Date: 03/05/2021

Meeting Type: Annual

Primary Security ID: 25746U109

# Dominion Energy, Inc. \$

Voting Policy: ISS

Shares Voted: 61,178

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1A	Elect Director James A. Bennett	Mgmt	For	For	No
1B	Elect Director Robert M. Blue	Mgmt	For	For	No
1C	Elect Director Helen E. Dragas	Mgmt	For	For	No
1D	Elect Director James O. Ellis, Jr.	Mgmt	For	For	No
1E	Elect Director D. Maybank Hagood	Mgmt	For	For	No
1F	Elect Director Ronald W. Jibson	Mgmt	For	For	No
1G	Elect Director Mark J. Kington	Mgmt	For	For	No
1H	Elect Director Joseph M. Rigby	Mgmt	For	For	No
1I	Elect Director Pamela J. Royal	Mgmt	For	For	No
1J	Elect Director Robert H. Spilman, Jr.	Mgmt	For	For	No
1K	Elect Director Susan N. Story	Mgmt	For	For	No
1L	Elect Director Michael E. Szymanczyk	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	No
4	Report on Lobbying Payments and Policy	SH	Against	Against	No
5	Require Independent Board Chair	SH	Against	For	Yes
<p><i>Voting Policy Rationale: While there are no governance concerns at this time, and the lead independent director role does appear to be robust, the company has underperformed peers over the long term. Moreover, this non-binding proposal is not overly prescriptive. As such, a vote FOR this proposal is warranted.</i></p>					
6	Amend Proxy Access Right	SH	Against	For	Yes
<p><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></p>					

# General Dynamics Corporation

Meeting Date: 05/05/2021

Country: USA

Ticker: GD

Record Date: 03/08/2021

Meeting Type: Annual

Primary Security ID: 369550108

Voting Policy: ISS

Shares Voted: 13,891

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director James S. Crown	Mgmt	For	For	No
1b	Elect Director Rudy F. deLeon	Mgmt	For	For	No
1c	Elect Director Cecil D. Haney	Mgmt	For	For	No
1d	Elect Director Mark M. Malcolm	Mgmt	For	For	No

## General Dynamics Corporation \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1e	Elect Director James N. Mattis	Mgmt	For	For	No
1f	Elect Director Phebe N. Novakovic	Mgmt	For	For	No
1g	Elect Director C. Howard Nye	Mgmt	For	For	No
1h	Elect Director Catherine B. Reynolds	Mgmt	For	For	No
1i	Elect Director Laura J. Schumacher	Mgmt	For	For	No
1j	Elect Director Robert K. Steel	Mgmt	For	For	No
1k	Elect Director John G. Stratton	Mgmt	For	For	No
1l	Elect Director Peter A. Wall	Mgmt	For	For	No
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	Yes

*Voting Policy Rationale: A vote FOR this proposal is warranted as the reduction in the ownership threshold for shareholders to call a special meeting would improve shareholder rights.*

## GlaxoSmithKline Plc

**Meeting Date:** 05/05/2021      **Country:** United Kingdom      **Ticker:** GSK  
**Record Date:** 04/30/2021      **Meeting Type:** Annual  
**Primary Security ID:** G3910J112

**Voting Policy:** ISS

**Shares Voted:** 10,016,481

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Re-elect Sir Jonathan Symonds as Director	Mgmt	For	For	No
4	Re-elect Dame Emma Walmsley as Director	Mgmt	For	For	No
5	Re-elect Charles Bancroft as Director	Mgmt	For	For	No
6	Re-elect Vindi Banga as Director	Mgmt	For	For	No
7	Re-elect Dr Hal Barron as Director	Mgmt	For	For	No
8	Re-elect Dr Vivienne Cox as Director	Mgmt	For	For	No
9	Re-elect Lynn Elsenhans as Director	Mgmt	For	For	No
10	Re-elect Dr Laurie Glimcher as Director	Mgmt	For	For	No
11	Re-elect Dr Jesse Goodman as Director	Mgmt	For	For	No
12	Re-elect Iain Mackay as Director	Mgmt	For	For	No
13	Re-elect Urs Rohner as Director	Mgmt	For	For	No

## GlaxoSmithKline Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
14	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	No
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
21	Approve the Exemption from Statement of the Name of the Senior Statutory Auditor in Published Copies of the Auditors' Reports	Mgmt	For	For	No
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## International Flavors & Fragrances Inc.

**Meeting Date:** 05/05/2021

**Country:** USA

**Ticker:** IFF

**Record Date:** 03/08/2021

**Meeting Type:** Annual

**Primary Security ID:** 459506101

**Voting Policy:** ISS

**Shares Voted:** 111,460

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Kathryn J. Boor	Mgmt	For	For	No
1b	Elect Director Edward D. Breen	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST Edward Breen is warranted for serving as a non-independent member (per ISS criteria) of the nominating committee. A vote FOR the remaining director nominees is warranted.</i></p>					
1c	Elect Director Carol Anthony Davidson	Mgmt	For	For	No
1d	Elect Director Michael L. Ducker	Mgmt	For	For	No
1e	Elect Director Roger W. Ferguson, Jr.	Mgmt	For	For	No
1f	Elect Director John F. Ferraro	Mgmt	For	For	No
1g	Elect Director Andreas Fibig	Mgmt	For	For	No
1h	Elect Director Christina Gold	Mgmt	For	For	No
1i	Elect Director Ilene Gordon	Mgmt	For	For	No
1j	Elect Director Matthias J. Heinzl	Mgmt	For	For	No
1k	Elect Director Dale F. Morrison	Mgmt	For	For	No
1l	Elect Director Kare Schultz	Mgmt	For	For	No
1m	Elect Director Stephen Williamson	Mgmt	For	For	No

## International Flavors & Fragrances Inc. \$

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

## Investor AB

**Meeting Date:** 05/05/2021      **Country:** Sweden      **Ticker:** INVE.B  
**Record Date:** 04/27/2021      **Meeting Type:** Annual  
**Primary Security ID:** W5R777115

**Voting Policy:** ISS

**Shares Voted:** 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Elect Chairman of Meeting	Mgmt	For	Do Not Vote	No
2a	Designate Marianne Nilsson as Inspector of Minutes of Meeting	Mgmt	For	Do Not Vote	No
2b	Designate Ossian Ekdahl as Inspector of Minutes of Meeting	Mgmt	For	Do Not Vote	No
3	Prepare and Approve List of Shareholders	Mgmt	For	Do Not Vote	No
4	Approve Agenda of Meeting	Mgmt	For	Do Not Vote	No
5	Acknowledge Proper Convening of Meeting	Mgmt	For	Do Not Vote	No
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote	No
8	Approve Remuneration Report	Mgmt	For	Do Not Vote	No
9a	Approve Discharge of Gunnar Brock	Mgmt	For	Do Not Vote	No
9b	Approve Discharge of Johan Forssell	Mgmt	For	Do Not Vote	No
9c	Approve Discharge of Magdalena Gerger	Mgmt	For	Do Not Vote	No
9d	Approve Discharge of Tom Johnstone	Mgmt	For	Do Not Vote	No
9e	Approve Discharge of Sara Mazur	Mgmt	For	Do Not Vote	No
9.f	Approve Discharge of Grace Reksten Skaugen	Mgmt	For	Do Not Vote	No
9g	Approve Discharge of Hans Straberg	Mgmt	For	Do Not Vote	No



# Investor AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
9h	Approve Discharge of Lena Treschow Torell	Mgmt	For	Do Not Vote	No
9i	Approve Discharge of Jacob Wallenberg	Mgmt	For	Do Not Vote	No
9j	Approve Discharge of Marcus Wallenberg	Mgmt	For	Do Not Vote	No
10	Approve Allocation of Income and Dividends of SEK 14.00 Per Share	Mgmt	For	Do Not Vote	No
11a	Determine Number of Members (11) and Deputy Members (0) of Board	Mgmt	For	Do Not Vote	No
11b	Determine Number of Auditors (1) and Deputy Auditors	Mgmt	For	Do Not Vote	No
12a	Approve Remuneration of Directors in the Amount of SEK 2.9 Million for Chairman, SEK 1.7 Million for Deputy Chairman and SEK 780,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	Do Not Vote	No
12b	Approve Remuneration of Auditors	Mgmt	For	Do Not Vote	No
13a	Reelect Gunnar Brock as Director	Mgmt	For	Do Not Vote	No
13.b	Reelect Johan Forssell as Director	Mgmt	For	Do Not Vote	No
13c	Reelect Magdalena Gerger as Director	Mgmt	For	Do Not Vote	No
13d	Reelect Tom Johnstone as Director	Mgmt	For	Do Not Vote	No
13e	Reelect Sara Mazur as Director	Mgmt	For	Do Not Vote	No
13f	Reelect Grace Reksten Skaugen as Director	Mgmt	For	Do Not Vote	No
13g	Reelect Hans Straberg as Director	Mgmt	For	Do Not Vote	No
13h	Reelect Jacob Wallenberg as Director	Mgmt	For	Do Not Vote	No
13i	Reelect Marcus Wallenberg as Director	Mgmt	For	Do Not Vote	No
13j	Elect Isabelle Kocher as New Director	Mgmt	For	Do Not Vote	No
13k	Elect Sven Nyman as New Director	Mgmt	For	Do Not Vote	No
14	Reelect Jacob Wallenberg as Board Chairman	Mgmt	For	Do Not Vote	No
15	Ratify Deloitte as Auditors	Mgmt	For	Do Not Vote	No
16a	Approve Performance Share Matching Plan (LTVR) for Employees in Investor	Mgmt	For	Do Not Vote	No
16b	Approve Performance Share Matching Plan (LTVR) for Employees in Patricia Industries	Mgmt	For	Do Not Vote	No
17a	Authorize Share Repurchase Program	Mgmt	For	Do Not Vote	No

## Investor AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
17b	Approve Equity Plan (LTVR) Financing Through Transfer of Shares to Participants	Mgmt	For	Do Not Vote	No
18	Amend Articles Re: Set Minimum (1.3 Billion) and Maximum (5.2 Billion) Number of Shares; Set Maximum (5.2 Billion) Number of Class A Shares; Set Maximum (5.2 Billion) Number of Class B Shares	Mgmt	For	Do Not Vote	No

## PepsiCo, Inc.

**Meeting Date:** 05/05/2021      **Country:** USA      **Ticker:** PEP  
**Record Date:** 03/01/2021      **Meeting Type:** Annual  
**Primary Security ID:** 713448108

**Voting Policy:** ISS

**Shares Voted:** 175,026

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Segun Agbaje	Mgmt	For	For	No
1b	Elect Director Shona L. Brown	Mgmt	For	For	No
1c	Elect Director Cesar Conde	Mgmt	For	For	No
1d	Elect Director Ian Cook	Mgmt	For	For	No
1e	Elect Director Dina Dublon	Mgmt	For	For	No
1f	Elect Director Michelle Gass	Mgmt	For	For	No
1g	Elect Director Ramon L. Laguarta	Mgmt	For	For	No
1h	Elect Director Dave Lewis	Mgmt	For	For	No
1i	Elect Director David C. Page	Mgmt	For	For	No
1j	Elect Director Robert C. Pohlard	Mgmt	For	For	No
1k	Elect Director Daniel Vasella	Mgmt	For	For	No
1l	Elect Director Darren Walker	Mgmt	For	For	No
1m	Elect Director Alberto Weisser	Mgmt	For	For	No
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	Yes
<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	No
6	Report on External Public Health Costs	SH	Against	Against	No

## Revance Therapeutics, Inc. \$

**Meeting Date:** 05/05/2021

**Country:** USA

**Ticker:** RVNC

**Record Date:** 03/11/2021

**Meeting Type:** Annual

**Primary Security ID:** 761330109

**Voting Policy:** ISS

**Shares Voted:** 213,051

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Angus C. Russell	Mgmt	For	Withhold	Yes
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Angus Russell and Julian Gangolli 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 impact shareholder rights. A vote FOR new director nominee Olivia Ware is warranted.</i></p>					
1.2	Elect Director Julian S. Gangolli	Mgmt	For	Withhold	Yes
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Angus Russell and Julian Gangolli 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 impact shareholder rights. A vote FOR new director nominee Olivia Ware is warranted.</i></p>					
1.3	Elect Director Olivia C. Ware	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	Increase Authorized Common Stock	Mgmt	For	For	No

## S&P Global Inc.

**Meeting Date:** 05/05/2021

**Country:** USA

**Ticker:** SPGI

**Record Date:** 03/22/2021

**Meeting Type:** Annual

**Primary Security ID:** 78409V104

**Voting Policy:** ISS

**Shares Voted:** 2,942

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Marco Alvera	Mgmt	For	For	No
1.2	Elect Director William J. Amelio	Mgmt	For	For	No
1.3	Elect Director William D. Green	Mgmt	For	For	No
1.4	Elect Director Stephanie C. Hill	Mgmt	For	For	No
1.5	Elect Director Rebecca J. Jacoby	Mgmt	For	For	No
1.6	Elect Director Monique F. Leroux	Mgmt	For	For	No
1.7	Elect Director Ian P. Livingston	Mgmt	For	For	No
1.8	Elect Director Maria R. Morris	Mgmt	For	For	No
1.9	Elect Director Douglas L. Peterson	Mgmt	For	For	No
1.10	Elect Director Edward B. Rust, Jr.	Mgmt	For	For	No
1.11	Elect Director Kurt L. Schmoke	Mgmt	For	For	No

## S&P Global Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.12	Elect Director Richard E. Thornburgh	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No
4	Approve Greenhouse Gas (GHG) Emissions Reduction Plan	Mgmt	For	For	No
5	Amend Certificate of Incorporation to Become a Public Benefit Corporation	SH	Against	Against	No

## Symrise AG

**Meeting Date:** 05/05/2021      **Country:** Germany      **Ticker:** SY1  
**Record Date:** 04/13/2021      **Meeting Type:** Annual  
**Primary Security ID:** D827A1108

**Voting Policy:** ISS

**Shares Voted:** 5,712

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.97 per Share	Mgmt	For	For	No
3	Approve Discharge of Management Board for Fiscal Year 2020	Mgmt	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	No
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2021	Mgmt	For	For	No
6.1	Elect Michael Koenig to the Supervisory Board	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: VOTE RECOMMENDATION Votes FOR the nominees Ursula Buck, Bernd Hirsch, Horst-Otto Gerberding, Andrea Pfeifer, and Peter Vanacker are warranted due to a lack of concerns. A vote AGAINST Michael Koenig is warranted because if elected as board chair, he would be overboarded. +</i>					
6.2 +	Elect Ursula Buck to the Supervisory Board	Mgmt	For	For	No
6.3 +	Elect Bernd Hirsch to the Supervisory Board	Mgmt	For	For	No
6.4 +	Elect Horst-Otto Gerberding to the Supervisory Board	Mgmt	For	For	No
6.5 +	Elect Andrea Pfeifer to the Supervisory Board	Mgmt	For	For	No
6.6 +	Elect Peter Vanacker to the Supervisory Board	Mgmt	For	For	No
7 +	Amend Articles Re: Online Participation; Absentee Vote; Virtual General Meeting	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: A precautionary vote AGAINST this proposal is warranted because it entails changes that could provide for virtual-only meetings until June 2024, and there is no commitment that the company would return to a physical or hybrid format in more normal circumstances during that time period. +</i>					
8 +	Approve Remuneration Policy	Mgmt	For	For	No

## Symrise AG \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
9	Approve Remuneration of Supervisory Board	Mgmt	For	For	No

## Tritax Big Box REIT Plc

**Meeting Date:** 05/05/2021      **Country:** United Kingdom      **Ticker:** BBOX  
**Record Date:** 04/30/2021      **Meeting Type:** Annual  
**Primary Security ID:** G9101W101

**Voting Policy:** ISS

**Shares Voted:** 1,992,426

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	No
4	Re-elect Aubrey Adams as Director	Mgmt	For	For	No
5	Re-elect Richard Laing as Director	Mgmt	For	For	No
6	Re-elect Susanne Given as Director	Mgmt	For	For	No
7	Re-elect Alastair Hughes as Director	Mgmt	For	For	No
8	Re-elect Karen Whitworth as Director	Mgmt	For	For	No
9	Reappoint BDO LLP as Auditors	Mgmt	For	For	No
10	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
11	Approve Dividend Policy	Mgmt	For	For	No
12	Authorise Issue of Equity	Mgmt	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Unilever Plc

**Meeting Date:** 05/05/2021      **Country:** United Kingdom      **Ticker:** ULVR  
**Record Date:** 05/03/2021      **Meeting Type:** Annual  
**Primary Security ID:** G92087165

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	No
4	Approve Climate Transition Action Plan	Mgmt	For	For	No
5	Re-elect Nils Andersen as Director	Mgmt	For	For	No
6	Re-elect Laura Cha as Director	Mgmt	For	For	No
7	Re-elect Dr Judith Hartmann as Director	Mgmt	For	For	No
8	Re-elect Alan Jope as Director	Mgmt	For	For	No
9	Re-elect Andrea Jung as Director	Mgmt	For	For	No
10	Re-elect Susan Kilsby as Director	Mgmt	For	For	No
11	Re-elect Strive Masiyiwa as Director	Mgmt	For	For	No
12	Re-elect Youngme Moon as Director	Mgmt	For	For	No
13	Re-elect Graeme Pitkethly as Director	Mgmt	For	For	No
14	Re-elect John Rishton as Director	Mgmt	For	For	No
15	Re-elect Feike Sijbesma as Director	Mgmt	For	For	No
16	Reappoint KPMG LLP as Auditors	Mgmt	For	For	No
17	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
19	Approve SHARES Plan	Mgmt	For	For	No
20	Authorise Issue of Equity	Mgmt	For	For	No
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
25	Adopt New Articles of Association	Mgmt	For	For	No
26	Approve Reduction of the Share Premium Account	Mgmt	For	For	No

Meeting Date: 05/06/2021

Country: United Kingdom

Ticker: AV

Record Date: 05/04/2021

Meeting Type: Annual

Primary Security ID: G0683Q109

Voting Policy: ISS

Shares Voted: 4,614,432

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	No
4	Approve Climate-Related Financial Disclosure	Mgmt	For	For	No
5	Approve Final Dividend	Mgmt	For	For	No
6	Elect Mohit Joshi as Director	Mgmt	For	For	No
7	Elect Pippa Lambert as Director	Mgmt	For	For	No
8	Elect Jim McConville as Director	Mgmt	For	For	No
9	Re-elect Amanda Blanc as Director	Mgmt	For	For	No
10	Re-elect Patricia Cross as Director	Mgmt	For	For	No
11	Re-elect George Culmer as Director	Mgmt	For	For	No
12	Re-elect Patrick Flynn as Director	Mgmt	For	For	No
13	Re-elect Belen Romana Garcia as Director	Mgmt	For	For	No
14	Re-elect Michael Mire as Director	Mgmt	For	For	No
15	Re-elect Jason Windsor as Director	Mgmt	For	For	No
16	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
19	Authorise Issue of Equity	Mgmt	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
22	Authorise Issue of Equity in Relation to Any Issuance of SII Instruments	Mgmt	For	For	No
23	Authorise Issue of Equity without Pre-emptive Rights in Relation to Any Issuance of SII Instruments	Mgmt	For	For	No
24	Approve Annual Bonus Plan	Mgmt	For	For	No
25	Approve Long Term Incentive Plan	Mgmt	For	For	No
26	Approve All-Employee Share Plan	Mgmt	For	For	No

## Aviva Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
27	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
28	Authorise Market Purchase of 8 3/4 % Preference Shares	Mgmt	For	For	No
29	Authorise Market Purchase of 8 3/8 % Preference Shares	Mgmt	For	For	No
30	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## BAE Systems Plc

**Meeting Date:** 05/06/2021

**Country:** United Kingdom

**Ticker:** BA

**Record Date:** 05/04/2021

**Meeting Type:** Annual

**Primary Security ID:** G06940103

**Voting Policy:** ISS

**Shares Voted:** 4,988,812

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration report is considered warranted on account of the following:* The Remuneration Committee exercised discretion to address retention concerns in relation to the CEO. As a result, the CEO was awarded a significant salary increase and received a full vest of the 2018 LTIP award. The additional value of the LTIP award as a result of the discretion applied is approximately GBP 2 million.</i></p>					
3	Approve Final Dividend	Mgmt	For	For	No
4	Re-elect Thomas Arseneault as Director	Mgmt	For	For	No
5	Re-elect Sir Roger Carr as Director	Mgmt	For	For	No
6	Re-elect Dame Elizabeth Corley as Director	Mgmt	For	For	No
7	Re-elect Bradley Greve as Director	Mgmt	For	For	No
8	Re-elect Jane Griffiths as Director	Mgmt	For	For	No
9	Re-elect Christopher Grigg as Director	Mgmt	For	For	No
10	Re-elect Stephen Pearce as Director	Mgmt	For	For	No
11	Re-elect Nicole Piasecki as Director	Mgmt	For	For	No
12	Re-elect Ian Tyler as Director	Mgmt	For	For	No
13	Re-elect Charles Woodburn as Director	Mgmt	For	For	No
14	Elect Nicholas Anderson as Director	Mgmt	For	For	No
15	Elect Dame Carolyn Fairbairn as Director	Mgmt	For	For	No
16	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	No
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No



## BAE Systems Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
19	Authorise Issue of Equity	Mgmt	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
23	Amend Articles of Association	Mgmt	For	For	No

## Boston Scientific Corporation

**Meeting Date:** 05/06/2021

**Country:** USA

**Ticker:** BSX

**Record Date:** 03/12/2021

**Meeting Type:** Annual

**Primary Security ID:** 101137107

**Voting Policy:** ISS

**Shares Voted:** 133,611

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Nelda J. Connors	Mgmt	For	For	No
1b	Elect Director Charles J. Dockendorff	Mgmt	For	For	No
1c	Elect Director Yoshiaki Fujimori	Mgmt	For	For	No
1d	Elect Director Donna A. James	Mgmt	For	For	No
1e	Elect Director Edward J. Ludwig	Mgmt	For	For	No
1f	Elect Director Michael F. Mahoney	Mgmt	For	For	No
1g	Elect Director David J. Roux	Mgmt	For	For	No
1h	Elect Director John E. Sununu	Mgmt	For	For	No
1i	Elect Director Ellen M. Zane	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No
4	Report on Non-Management Employee Representation on the Board of Directors	SH	Against	Against	No

## Deutsche Post AG

**Meeting Date:** 05/06/2021

**Country:** Germany

**Ticker:** DPW

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** D19225107

Voting Policy: ISS

Shares Voted: 63,550

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.35 per Share	Mgmt	For	For	No
3	Approve Discharge of Management Board for Fiscal Year 2020	Mgmt	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	No
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	Mgmt	For	For	No
6.1	Elect Ingrid Deltenre to the Supervisory Board	Mgmt	For	For	No
6.2	Elect Katja Windt to the Supervisory Board	Mgmt	For	For	No
6.3	Elect Nikolaus von Bomhard to the Supervisory Board	Mgmt	For	For	No
7	Approve Creation of EUR 130 Million Pool of Capital without Preemptive Rights	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 Remuneration Policy	Mgmt	For	For	No
11	Approve Remuneration of Supervisory Board	Mgmt	For	For	No

## Duke Energy Corporation

Meeting Date: 05/06/2021

Country: USA

Ticker: DUK

Record Date: 03/08/2021

Meeting Type: Annual

Primary Security ID: 26441C204

Voting Policy: ISS

Shares Voted: 54,253

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Michael G. Browning	Mgmt	For	For	No
1.2	Elect Director Annette K. Clayton	Mgmt	For	For	No
1.3	Elect Director Theodore F. Craver, Jr.	Mgmt	For	For	No
1.4	Elect Director Robert M. Davis	Mgmt	For	For	No
1.5	Elect Director Caroline Dorsa	Mgmt	For	For	No
1.6	Elect Director W. Roy Dunbar	Mgmt	For	For	No
1.7	Elect Director Nicholas C. Fanandakis	Mgmt	For	For	No

# Duke Energy Corporation \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.8	Elect Director Lynn J. Good	Mgmt	For	For	No
1.9	Elect Director John T. Herron	Mgmt	For	For	No
1.10	Elect Director E. Marie McKee	Mgmt	For	For	No
1.11	Elect Director Michael J. Pacilio	Mgmt	For	For	No
1.12	Elect Director Thomas E. Skains	Mgmt	For	For	No
1.13	Elect Director William E. Webster, Jr.	Mgmt	For	For	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
4	Eliminate Supermajority Vote Requirement	Mgmt	For	For	No
5	Require Independent Board Chair	SH	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. The prospective nature of the proposal will allow the board to implement an independent chair role during the next CEO transition. Additionally, given the company's recent performance, ongoing strategic transformation, and lengthy tenure of the current lead independent director, there is merit to the idea that the company and its shareholders could benefit from the strongest form of independent oversight with an independent chair.</i></p>					
6	Report on Political Contributions and Expenditures	SH	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information regarding Duke's political expenditures and trade association activities would benefit shareholders in assessing the company's management of related risks and opportunities.</i></p>					

# EMIS Group Plc

**Meeting Date:** 05/06/2021      **Country:** United Kingdom      **Ticker:** EMIS  
**Record Date:** 05/04/2021      **Meeting Type:** Annual  
**Primary Security ID:** G2898S102

**Voting Policy:** ISS

**Shares Voted:** 2,240,274

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Final Dividend	Mgmt	For	For	No
4	Elect JP Rangaswami as Director	Mgmt	For	For	No
5	Re-elect Patrick De Smedt as Director	Mgmt	For	For	No
6	Re-elect Andy Thorburn as Director	Mgmt	For	For	No
7	Re-elect Peter Southby as Director	Mgmt	For	For	No
8	Re-elect Andy McKeon as Director	Mgmt	For	For	No
9	Re-elect Kevin Boyd as Director	Mgmt	For	For	No
10	Re-elect Jen Byrne as Director	Mgmt	For	For	No
11	Reappoint KPMG LLP as Auditors	Mgmt	For	For	No

## EMIS Group Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	No
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
18	Approve Share Option Plan	Mgmt	For	For	No

## Hennes & Mauritz AB

**Meeting Date:** 05/06/2021

**Country:** Sweden

**Ticker:** HM.B

**Record Date:** 04/28/2021

**Meeting Type:** Annual

**Primary Security ID:** W41422101

**Voting Policy:** ISS

**Shares Voted:** 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	Do Not Vote	No
3.1	Designate Jan Andersson as Inspector of Minutes of Meeting	Mgmt	For	Do Not Vote	No
3.2	Designate Anders Oscarsson as Inspector of Minutes of Meeting	Mgmt	For	Do Not Vote	No
4	Prepare and Approve List of Shareholders	Mgmt	For	Do Not Vote	No
5	Approve Agenda of Meeting	Mgmt	For	Do Not Vote	No
6	Acknowledge Proper Convening of Meeting	Mgmt	For	Do Not Vote	No
7	Receive Financial Statements and Statutory Reports	Mgmt			
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote	No
8.b1	Approve Allocation of Income and Omission of Dividends	Mgmt	For	Do Not Vote	No
	Shareholder Proposal Submitted by Clean Clothes Campaign International Office	Mgmt			
8.b2	Approve Omission of Dividends and Sign Up to the Severance Guarantee Fund	SH	None	Do Not Vote	No
	Management Proposals	Mgmt			

# Hennes & Mauritz AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
8.c1	Approve Discharge of Board Chairman Karl-Johan Persson	Mgmt	For	Do Not Vote	No
8.c2	Approve Discharge of Board Chairman Stefan Persson, Until May 7, 2020	Mgmt	For	Do Not Vote	No
8.c3	Approve Discharge of Board Member Stina Bergfors	Mgmt	For	Do Not Vote	No
8.c4	Approve Discharge of Board Member Anders Dahlvig	Mgmt	For	Do Not Vote	No
8.c5	Approve Discharge of Board Member Danica Kragic Jensfelt	Mgmt	For	Do Not Vote	No
8.c6	Approve Discharge of Board Member Lena Patriksson Keller	Mgmt	For	Do Not Vote	No
8.c7	Approve Discharge of Board Member Christian Sievert	Mgmt	For	Do Not Vote	No
8.c8	Approve Discharge of Board Member Erica Wiking Hager	Mgmt	For	Do Not Vote	No
8.c9	Approve Discharge of Board Member Niklas Zennstrom	Mgmt	For	Do Not Vote	No
8.c10	Approve Discharge of Board Member Ingrid Godin	Mgmt	For	Do Not Vote	No
8.c11	Approve Discharge of Board Member Alexandra Rosenqvist	Mgmt	For	Do Not Vote	No
8.c12	Approve Discharge of Deputy Board Member Helena Isberg	Mgmt	For	Do Not Vote	No
8.c13	Approve Discharge of Deputy Board Member Margareta Welinder	Mgmt	For	Do Not Vote	No
8.c14	Approve Discharge of CEO Helena Helmersson, From Jan. 30, 2020	Mgmt	For	Do Not Vote	No
8.c15	Approve Discharge of CEO Karl-Johan Persson, Until Jan. 29, 2020	Mgmt	For	Do Not Vote	No
9.1	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	Do Not Vote	No
9.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	Do Not Vote	No
10.1	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	Mgmt	For	Do Not Vote	No
10.2	Approve Remuneration of Auditors	Mgmt	For	Do Not Vote	No
11.1	Reelect Stina Bergfors as Director	Mgmt	For	Do Not Vote	No
11.2	Reelect Anders Dahlvig as Director	Mgmt	For	Do Not Vote	No
11.3	Reelect Danica Kragic Jensfelt as Director	Mgmt	For	Do Not Vote	No
11.4	Reelect Lena Patriksson Keller as Director	Mgmt	For	Do Not Vote	No
11.5	Reelect Karl-Johan Persson as Director	Mgmt	For	Do Not Vote	No

## Hennes & Mauritz AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
11.6	Reelect Christian Sievert as Director	Mgmt	For	Do Not Vote	No
11.7	Reelect Erica Wiking Hager as Director	Mgmt	For	Do Not Vote	No
11.8	Reelect Niklas Zennstrom as Director	Mgmt	For	Do Not Vote	No
11.9	Reelect Karl-Johan Persson as Board Chairman	Mgmt	For	Do Not Vote	No
12	Ratify Deloitte as Auditors	Mgmt	For	Do Not Vote	No
13.1	Elect Karl-Johan Persson, Stefan Persson, Lottie Tham, Jan Andersson and Erik Durhan as Members of Nominating Committee	Mgmt	For	Do Not Vote	No
13.2	Approve Procedures for Nominating Committee	Mgmt	For	Do Not Vote	No
14	Approve Remuneration Report	Mgmt	For	Do Not Vote	No
15	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Do Not Vote	No
16	Amend Articles Re: Collecting Proxies and Postal Voting	Mgmt	For	Do Not Vote	No
	Shareholder Proposals Submitted by Fondazione Finanza Etica	Mgmt			
17	Approve Annual Proxy Vote and Report on Climate Change Policy and Strategies	SH	None	Do Not Vote	No
18	Disclose Sustainability Targets to be Achieved in Order for Senior Executives to be Paid Variable Remuneration; Report on the Performance of Senior Executives on Sustainability Targets	SH	None	Do Not Vote	No
19	Close Meeting	Mgmt			

## IMI Plc

**Meeting Date:** 05/06/2021

**Country:** United Kingdom

**Ticker:** IMI

**Record Date:** 05/04/2021

**Meeting Type:** Annual

**Primary Security ID:** G47152114

**Voting Policy:** ISS

**Shares Voted:** 763,476

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

## IMI Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
6	Re-elect Thomas Thune Andersen as Director	Mgmt	For	For	No
7	Re-elect Caroline Dowling as Director	Mgmt	For	For	No
8	Re-elect Carl-Peter Forster as Director	Mgmt	For	For	No
9	Re-elect Katie Jackson as Director	Mgmt	For	For	No
10	Elect Dr Ajai Puri as Director	Mgmt	For	For	No
11	Re-elect Isobel Sharp as Director	Mgmt	For	For	No
12	Re-elect Daniel Shook as Director	Mgmt	For	For	No
13	Re-elect Roy Twite as Director	Mgmt	For	For	No
14	Appoint Deloitte LLP as Auditors	Mgmt	For	For	No
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	No
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
18	Approve IMI Employee Share Ownership Plan	Mgmt	For	For	No
A	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
B	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
C	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
D	Authorise the Company to Call General Meeting with 14 Working Days' Notice	Mgmt	For	For	No

## KBC Group SA/NV

**Meeting Date:** 05/06/2021

**Country:** Belgium

**Ticker:** KBC

**Record Date:** 04/22/2021

**Meeting Type:** Annual/Special

**Primary Security ID:** B5337G162

**Voting Policy:** ISS

**Shares Voted:** 58,882

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Annual/Special Meeting	Mgmt			
	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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
5a	Approve Allocation of Income	Mgmt	For	For	No
5b	Approve Allocation of Income and Dividends of EUR 0.44 per Share	Mgmt	For	For	No
6	Approve Remuneration Report	Mgmt	For	For	No
7	Approve Remuneration Policy	Mgmt	For	For	No
8	Approve Discharge of Directors	Mgmt	For	For	No
9	Approve Discharge of Auditors	Mgmt	For	For	No
10	Approve Auditors' Remuneration	Mgmt	For	For	No
11a	Elect Luc Popelier as Director	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the nominations under Items 11a-11c (Luc Popelier, Katelijn Callewaert and Baron Philippe Vlerick) because the nominees are non-independent whereas the board lack sufficient independence among its members.</i>					
11b	Elect Katelijn Callewaert as Director	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the nominations under Items 11a-11c (Luc Popelier, Katelijn Callewaert and Baron Philippe Vlerick) because the nominees are non-independent whereas the board lack sufficient independence among its members.</i>					
11c	Elect Philippe Vlerick as Director	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the nominations under Items 11a-11c (Luc Popelier, Katelijn Callewaert and Baron Philippe Vlerick) because the nominees are non-independent whereas the board lack sufficient independence among its members.</i>					
12	Transact Other Business	Mgmt			
	Special Meeting Agenda	Mgmt			
1	Receive Special Board Report Re: Article 7:154 of the Code of Companies and Associations	Mgmt			
2	Amend Articles Re: Replace Article 2, Paragraphs 1 to 4	Mgmt	For	For	No
3	Amend Articles Re: Delete Last Sentence of Article 3, Paragraph 1	Mgmt	For	For	No
4	Amend Articles Re: Delete Article 4, Paragraph 2	Mgmt	For	For	No
5	Amend Articles Re: Replace Article 8, Paragraph 3	Mgmt	For	For	No
6	Amend Articles Re: Replace Article 10	Mgmt	For	For	No
7	Amend Articles Re: Replace Article 12, Paragraphs 2 and 3	Mgmt	For	For	No
8	Amend Articles Re: Replace Article 13	Mgmt	For	For	No
9	Amend Articles Re: Add to Article 15, Last Paragraph	Mgmt	For	For	No
10	Amend Articles Re: Replace Last Sentence of Article 16, Paragraph 1	Mgmt	For	For	No
11	Amend Articles Re: Add to Article 16, Last Paragraph	Mgmt	For	For	No
12	Amend Articles Re: Replace Article 20, Paragraphs 2 to 4	Mgmt	For	For	No



## KBC Group SA/NV \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
13	Amend Articles Re: Replace Article 22 and Delete Last Paragraph	Mgmt	For	For	No
14	Amend Articles Re: Add Sentence to Article 27, Paragraph 1	Mgmt	For	For	No
15	Amend Articles Re: Complete the First Sentence of Article 27, Paragraph 2	Mgmt	For	For	No
16	Amend Articles Re: Insert New Article 28bis	Mgmt	For	For	No
1	Amend Articles Re: Add Sentence to Article 30	Mgmt	For	For	No
18	Amend Articles Re: Delete Article 32, Paragraph 3	Mgmt	For	For	No
19	Amend Articles Re: Completion of the First Sentence of Article 35	Mgmt	For	For	No
20	Amend Articles Re: Textual Change and Deletion of Article 36, Paragraphs 2 to 4	Mgmt	For	For	No
21	Amend Articles Re: Replace Article 41	Mgmt	For	For	No
22	Cancellation of Repurchased Shares	Mgmt	For	For	No
23	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	No
24	Authorize Implementation of Approved Resolutions	Mgmt	For	For	No
25	Authorize Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	No

## Koninklijke DSM NV

**Meeting Date:** 05/06/2021

**Country:** Netherlands

**Ticker:** DSM

**Record Date:** 04/08/2021

**Meeting Type:** Annual

**Primary Security ID:** N5017D122

**Voting Policy:** ISS

**Shares Voted:** 8,830

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Amend Articles of Association	Mgmt	For	For	No
3	Receive Report of Management Board (Non-Voting)	Mgmt			
4	Approve Remuneration Report	Mgmt	For	For	No
5	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	No
6.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
6.b	Approve Dividends of EUR 2.40 Per Share	Mgmt	For	For	No

## Koninklijke DSM NV \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
7.a	Approve Discharge of Management Board	Mgmt	For	For	No
7.b	Approve Discharge of Supervisory Board	Mgmt	For	For	No
8	Reelect Dimitri de Vreeze to Management Board	Mgmt	For	For	No
9.a	Reelect Frits van Paasschen to Supervisory Board	Mgmt	For	For	No
9.b	Reelect John Ramsay to Supervisory Board	Mgmt	For	For	No
9.c	Elect Carla Mahieu to Supervisory Board	Mgmt	For	For	No
9.d	Elect Corien M. Wortmann-Kool to Supervisory Board	Mgmt	For	For	No
10	Ratify KPMG Accountants N.V as Auditors	Mgmt	For	For	No
11.a	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	Mgmt	For	For	No
11.b	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital in Connection with a Rights Issue	Mgmt	For	For	No
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	No
13	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	No
14	Other Business (Non-Voting)	Mgmt			
15	Discuss Voting Results	Mgmt			
16	Close Meeting	Mgmt			

## Koninklijke Philips NV

**Meeting Date:** 05/06/2021

**Country:** Netherlands

**Ticker:** PHIA

**Record Date:** 04/08/2021

**Meeting Type:** Annual

**Primary Security ID:** N7637U112

**Voting Policy:** ISS

**Shares Voted:** 88,794

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	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

## Koninklijke Philips NV \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
2.f	Approve Discharge of Supervisory Board	Mgmt	For	For	No
3	Reelect Marnix van Ginneken to Management Board	Mgmt	For	For	No
4.a	Elect Chua Sock Koong to Supervisory Board	Mgmt	For	For	No
4.b	Elect Indra Nooyi 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			

## Lonza Group AG

**Meeting Date:** 05/06/2021

**Country:** Switzerland

**Ticker:** LONN

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H50524133

**Voting Policy:** ISS

**Shares Voted:** 4,027

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	No
4	Approve Allocation of Income and Dividends of CHF 3.00 per Share	Mgmt	For	For	No
5.1.1	Reelect Werner Bauer as Director	Mgmt	For	For	No
5.1.2	Reelect Albert Baehny as Director	Mgmt	For	For	No
5.1.3	Reelect Dorothee Deuring as Director	Mgmt	For	For	No
5.1.4	Reelect Angelica Kohlmann as Director	Mgmt	For	For	No
5.1.5	Reelect Christoph Maeder as Director	Mgmt	For	For	No
5.1.6	Reelect Barbara Richmond as Director	Mgmt	For	For	No
5.1.7	Reelect Juergen Steinemann as Director	Mgmt	For	For	No
5.1.8	Reelect Olivier Verscheure as Director	Mgmt	For	For	No
5.2	Reelect Albert Baehny as Board Chairman	Mgmt	For	For	No
5.3.1	Reappoint Angelica Kohlmann as Member of the Nomination and Compensation Committee	Mgmt	For	For	No

## Lonza Group AG \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
5.3.2	Reappoint Christoph Maeder as Member of the Nomination and Compensation Committee	Mgmt	For	For	No
5.3.3	Reappoint Juergen Steinemann as Member of the Nomination and Compensation Committee	Mgmt	For	For	No
6	Ratify KPMG Ltd as Auditors	Mgmt	For	For	No
7	Designate ThomannFischer as Independent Proxy	Mgmt	For	For	No
8	Approve Remuneration of Directors in the Amount of CHF 2.7 Million	Mgmt	For	For	No
9.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.6 Million for the Period July 1, 2021 - June 30, 2022	Mgmt	For	For	No
9.2	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 3.3 Million for Fiscal Year 2020	Mgmt	For	For	No
9.3	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 10.5 Million for Fiscal Year 2021	Mgmt	For	For	No
10	Approve Renewal of CHF 7.5 Million Pool of Authorized Capital without Preemptive Rights	Mgmt	For	For	No
11	Transact Other Business (Voting)	Mgmt	For	Against	Yes

*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.*

## Malayan Banking Berhad

**Meeting Date:** 05/06/2021

**Country:** Malaysia

**Ticker:** 1155

**Record Date:** 03/31/2021

**Meeting Type:** Annual

**Primary Security ID:** Y54671105

**Voting Policy:** ISS

**Shares Voted:** 117,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Final Dividend	Mgmt	For	For	No
2	Elect Abdul Farid Alias as Director	Mgmt	For	For	No
3	Elect R. Karunakaran as Director	Mgmt	For	For	No
4	Elect Edwin Gerungan as Director	Mgmt	For	For	No
5	Elect Che Zakiah Che Din as Director	Mgmt	For	For	No
6	Elect Zamzamzairani Mohd Isa as Director	Mgmt	For	For	No
7	Approve Directors' Fees	Mgmt	For	For	No
8	Approve Directors' Benefits	Mgmt	For	For	No

## Malayan Banking Berhad \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
9	Approve Ernst & Young PLT as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	No
10	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	No
11	Approve Issuance of New Ordinary Shares Under the Recurrent and Optional Dividend Reinvestment Plan	Mgmt	For	For	No

## Melrose Industries Plc

**Meeting Date:** 05/06/2021

**Country:** United Kingdom

**Ticker:** MRO

**Record Date:** 05/04/2021

**Meeting Type:** Annual

**Primary Security ID:** G5973J178

**Voting Policy:** ISS

**Shares Voted:** 7,081,584

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Final Dividend	Mgmt	For	For	No
4	Re-elect Christopher Miller as Director	Mgmt	For	For	No
5	Re-elect David Roper as Director	Mgmt	For	For	No
6	Re-elect Simon Peckham as Director	Mgmt	For	For	No
7	Re-elect Geoffrey Martin as Director	Mgmt	For	For	No
8	Re-elect Justin Dowley as Director	Mgmt	For	For	No
9	Re-elect Liz Hewitt as Director	Mgmt	For	For	No
10	Re-elect David Lis as Director	Mgmt	For	For	No
11	Re-elect Archie Kane as Director	Mgmt	For	For	No
12	Re-elect Charlotte Twynning as Director	Mgmt	For	For	No
13	Re-elect Funmi Adegoke as Director	Mgmt	For	For	No
14	Elect Peter Dilnot as Director	Mgmt	For	For	No
15	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	No
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No

## Melrose Industries Plc

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

## Melrose Industries Plc

**Meeting Date:** 05/06/2021 **Country:** United Kingdom **Ticker:** MRO  
**Record Date:** 05/04/2021 **Meeting Type:** Special  
**Primary Security ID:** G5973J178

**Voting Policy:** ISS

**Shares Voted:** 7,081,584

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Disposal of Nortek Air Management	Mgmt	For	For	No

## Mondi Plc

**Meeting Date:** 05/06/2021 **Country:** United Kingdom **Ticker:** MNDI  
**Record Date:** 05/04/2021 **Meeting Type:** Annual  
**Primary Security ID:** G6258S107

**Voting Policy:** ISS

**Shares Voted:** 93,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Final Dividend	Mgmt	For	For	No
4	Elect Svein Richard Brandtzaeg as Director	Mgmt	For	For	No
5	Elect Sue Clark as Director	Mgmt	For	For	No
6	Elect Mike Powell as Director	Mgmt	For	For	No
7	Elect Angela Strank as Director	Mgmt	For	For	No
8	Re-elect Tanya Fratto as Director	Mgmt	For	For	No
9	Re-elect Enoch Godongwana as Director	Mgmt	For	For	No
10	Re-elect Andrew King as Director	Mgmt	For	For	No
11	Re-elect Dominique Reiniche as Director	Mgmt	For	For	No
12	Re-elect Philip Yea as Director	Mgmt	For	For	No
13	Re-elect Stephen Young as Director	Mgmt	For	For	No
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No

## Mondi Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
16	Authorise Issue of Equity	Mgmt	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
19	Adopt New Articles of Association	Mgmt	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Rathbone Brothers Plc

**Meeting Date:** 05/06/2021

**Country:** United Kingdom

**Ticker:** RAT

**Record Date:** 05/04/2021

**Meeting Type:** Annual

**Primary Security ID:** G73904107

**Voting Policy:** ISS

**Shares Voted:** 380,481

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	No
4	Approve Executive Share Performance Plan	Mgmt	For	For	No
5	Approve Final Dividend	Mgmt	For	For	No
6	Elect Clive Bannister as Director	Mgmt	For	For	No
7	Re-elect Paul Stockton as Director	Mgmt	For	For	No
8	Re-elect Jennifer Mathias as Director	Mgmt	For	For	No
9	Re-elect Colin Clark as Director	Mgmt	For	For	No
10	Re-elect James Dean as Director	Mgmt	For	For	No
11	Re-elect Terri Duhon as Director	Mgmt	For	For	No
12	Re-elect Sarah Gentleman as Director	Mgmt	For	For	No
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	No
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No

## Rathbone Brothers Plc

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

## Thales SA

**Meeting Date:** 05/06/2021

**Country:** France

**Ticker:** HO

**Record Date:** 05/04/2021

**Meeting Type:** Annual/Special

**Primary Security ID:** F9156M108

**Voting Policy:** ISS

**Shares Voted:** 21,018

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	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 1.76 per Share	Mgmt	For	For	No
4	Reelect French State as Director	Mgmt	For	For	No
5	Renew Appointment Ernst & Young Audit as Auditor	Mgmt	For	For	No
6	Approve Amendment of Remuneration Policy of Chairman and CEO Re: FY 2019	Mgmt	For	For	No
7	Approve Amendment of Remuneration Policy of Chairman and CEO Re: FY 2020	Mgmt	For	For	No
8	Approve Compensation of Patrice Caine, Chairman and CEO	Mgmt	For	For	No
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	No
10	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	No
11	Approve Remuneration Policy of Directors	Mgmt	For	For	No
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	No
	Extraordinary Business	Mgmt			
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



## Thales SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
15	Reelect Bernard Fontana as Director	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: * A vote FOR the reelection of the French State, and its representative Emmanuel Moulin, as director is warranted, but not without concern it view of the overall independence level of the board. (Item 4)* Votes AGAINST the proposed reelection and appointment of the non-independent candidates (Bernard Fontana, Delphine Geny-Stephann and Anne Rigail) are warranted, as the independence level is deemed insufficient for a controlled company (25% vs. 33% recommended). (Items 15-17)* A vote FOR the employees' shareholder representative renewal (Mr. Philippe Lépinay) is warranted, as the terms of his renewal do not warrant concern. (Item 18)</i></p>					
16	Elect Delphine Geny-Stephann as Director	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: * A vote FOR the reelection of the French State, and its representative Emmanuel Moulin, as director is warranted, but not without concern it view of the overall independence level of the board. (Item 4)* Votes AGAINST the proposed reelection and appointment of the non-independent candidates (Bernard Fontana, Delphine Geny-Stephann and Anne Rigail) are warranted, as the independence level is deemed insufficient for a controlled company (25% vs. 33% recommended). (Items 15-17)* A vote FOR the employees' shareholder representative renewal (Mr. Philippe Lépinay) is warranted, as the terms of his renewal do not warrant concern. (Item 18)</i></p>					
17	Elect Anne Rigail as Director	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: * A vote FOR the reelection of the French State, and its representative Emmanuel Moulin, as director is warranted, but not without concern it view of the overall independence level of the board. (Item 4)* Votes AGAINST the proposed reelection and appointment of the non-independent candidates (Bernard Fontana, Delphine Geny-Stephann and Anne Rigail) are warranted, as the independence level is deemed insufficient for a controlled company (25% vs. 33% recommended). (Items 15-17)* A vote FOR the employees' shareholder representative renewal (Mr. Philippe Lépinay) is warranted, as the terms of his renewal do not warrant concern. (Item 18)</i></p>					
18	Reelect Philippe Lepinay as Representative of Employee Shareholders to the Board	Mgmt	For	For	No

## The Vitec Group Plc

**Meeting Date:** 05/06/2021      **Country:** United Kingdom      **Ticker:** VTC  
**Record Date:** 05/04/2021      **Meeting Type:** Annual  
**Primary Security ID:** G93682105

**Voting Policy:** ISS

**Shares Voted:** 592,347

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted:* The Remuneration Committee exercised discretion to use the exceptional limit of 200% of salary under the LTIP scheme in both FY2020 and FY2021. Concerns are being raised on the appropriateness of this approach, particularly given the lack of a compelling rationale.</i></p>					
3	Approve Final Dividend	Mgmt	For	For	No
4	Re-elect Ian McHoul as Director	Mgmt	For	For	No
5	Re-elect Stephen Bird as Director	Mgmt	For	For	No
6	Re-elect Martin Green as Director	Mgmt	For	For	No
7	Re-elect Christopher Humphrey as Director	Mgmt	For	For	No
8	Re-elect Duncan Penny as Director	Mgmt	For	For	No
9	Re-elect Caroline Thomson as Director	Mgmt	For	For	No
10	Re-elect Richard Tyson as Director	Mgmt	For	For	No

## The Vitec Group Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
11	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	No
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No

## AbbVie Inc.

**Meeting Date:** 05/07/2021      **Country:** USA      **Ticker:** ABBV  
**Record Date:** 03/08/2021      **Meeting Type:** Annual  
**Primary Security ID:** 00287Y109

**Voting Policy:** ISS

**Shares Voted:** 215,609

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Roxanne S. Austin	Mgmt	For	For	No
1.2	Elect Director Richard A. Gonzalez	Mgmt	For	For	No
1.3	Elect Director Rebecca B. Roberts	Mgmt	For	For	No
1.4	Elect Director Glenn F. Tilton	Mgmt	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
4	Amend Omnibus Stock Plan	Mgmt	For	For	No
5	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	No
6	Eliminate Supermajority Vote Requirement	Mgmt	For	For	No
7	Report on Lobbying Payments and Policy	SH	Against	For	Yes
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional information on the company's direct and indirect lobbying expenditures 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>					
8	Require Independent Board Chair	SH	Against	Against	No

## Colgate-Palmolive Company

**Meeting Date:** 05/07/2021      **Country:** USA      **Ticker:** CL  
**Record Date:** 03/08/2021      **Meeting Type:** Annual  
**Primary Security ID:** 194162103

Voting Policy: ISS

Shares Voted: 201,560

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director John P. Bilbrey	Mgmt	For	For	No
1b	Elect Director John T. Cahill	Mgmt	For	For	No
1c	Elect Director Lisa M. Edwards	Mgmt	For	For	No
1d	Elect Director C. Martin Harris	Mgmt	For	For	No
1e	Elect Director Martina Hund-Mejean	Mgmt	For	For	No
1f	Elect Director Kimberly A. Nelson	Mgmt	For	For	No
1g	Elect Director Lorrie M. Norrington	Mgmt	For	For	No
1h	Elect Director Michael B. Polk	Mgmt	For	For	No
1i	Elect Director Stephen I. Sadove	Mgmt	For	For	No
1j	Elect Director Noel R. Wallace	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	Require Independent Board Chair	SH	Against	For	Yes
<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	Yes
<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>					

## ConvaTec Group Plc

Meeting Date: 05/07/2021

Country: United Kingdom

Ticker: CTEC

Record Date: 05/05/2021

Meeting Type: Annual

Primary Security ID: G23969101

Voting Policy: ISS

Shares Voted: 6,491,836

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Final Dividend	Mgmt	For	For	No
4	Re-elect Dr John McAdam as Director	Mgmt	For	For	No
5	Re-elect Karim Bitar as Director	Mgmt	For	For	No

## ConvaTec Group Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
6	Re-elect Frank Schulkes as Director	Mgmt	For	For	No
7	Re-elect Margaret Ewing as Director	Mgmt	For	For	No
8	Re-elect Brian May as Director	Mgmt	For	For	No
9	Re-elect Rick Anderson as Director	Mgmt	For	For	No
10	Re-elect Dr Regina Benjamin as Director	Mgmt	For	For	No
11	Re-elect Sten Scheibye as Director	Mgmt	For	For	No
12	Elect Heather Mason as Director	Mgmt	For	For	No
13	Elect Constantin Coussios as Director	Mgmt	For	For	No
14	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	No
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Corteva, Inc.

**Meeting Date:** 05/07/2021

**Country:** USA

**Ticker:** CTVA

**Record Date:** 03/16/2021

**Meeting Type:** Annual

**Primary Security ID:** 22052L104

**Voting Policy:** ISS

**Shares Voted:** 138,019

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Lamberto Andreotti	Mgmt	For	For	No
1b	Elect Director James C. Collins, Jr.	Mgmt	For	For	No
1c	Elect Director Klaus A. Engel	Mgmt	For	For	No
1d	Elect Director David C. Everitt	Mgmt	For	For	No
1e	Elect Director Janet P. Giesselman	Mgmt	For	For	No
1f	Elect Director Karen H. Grimes	Mgmt	For	For	No
1g	Elect Director Michael O. Johanns	Mgmt	For	For	No
1h	Elect Director Rebecca B. Liebert	Mgmt	For	For	No

## Corteva, Inc. \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1i	Elect Director Marcos M. Lutz	Mgmt	For	For	No
1j	Elect Director Nayaki Nayyar	Mgmt	For	For	No
1k	Elect Director Gregory R. Page	Mgmt	For	For	No
1l	Elect Director Kerry J. Preete	Mgmt	For	For	No
1m	Elect Director Patrick J. Ward	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No

## Dover Corporation

**Meeting Date:** 05/07/2021      **Country:** USA      **Ticker:** DOV  
**Record Date:** 03/10/2021      **Meeting Type:** Annual  
**Primary Security ID:** 260003108

**Voting Policy:** ISS

**Shares Voted:** 61,328

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Deborah L. DeHaas	Mgmt	For	For	No
1b	Elect Director H. John Gilbertson, Jr.	Mgmt	For	For	No
1c	Elect Director Kristiane C. Graham	Mgmt	For	For	No
1d	Elect Director Michael F. Johnston	Mgmt	For	For	No
1e	Elect Director Eric A. Spiegel	Mgmt	For	For	No
1f	Elect Director Richard J. Tobin	Mgmt	For	For	No
1g	Elect Director Stephen M. Todd	Mgmt	For	For	No
1h	Elect Director Stephen K. Wagner	Mgmt	For	For	No
1i	Elect Director Keith E. Wandell	Mgmt	For	For	No
1j	Elect Director Mary A. Winston	Mgmt	For	For	No
2	Approve Omnibus Stock Plan	Mgmt	For	For	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
5	Provide Right to Act by Written Consent	SH	Against	For	Yes

*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: 05/07/2021

Country: USA

Ticker: ITW

Record Date: 03/08/2021

Meeting Type: Annual

Primary Security ID: 452308109

Voting Policy: ISS

Shares Voted: 30,770

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Daniel J. Brutto	Mgmt	For	For	No
1b	Elect Director Susan Crown	Mgmt	For	For	No
1c	Elect Director Darrell L. Ford	Mgmt	For	For	No
1d	Elect Director James W. Griffith	Mgmt	For	For	No
1e	Elect Director Jay L. Henderson	Mgmt	For	For	No
1f	Elect Director Richard H. Lenny	Mgmt	For	For	No
1g	Elect Director E. Scott Santi	Mgmt	For	For	No
1h	Elect Director David B. Smith, Jr.	Mgmt	For	For	No
1i	Elect Director Pamela B. Strobel	Mgmt	For	For	No
1j	Elect Director Anne D. Williams	Mgmt	For	For	No
2	Ratify Deloitte & Touche LLP as Auditor	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	Yes

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

## InterContinental Hotels Group Plc

Meeting Date: 05/07/2021

Country: United Kingdom

Ticker: IHG

Record Date: 05/05/2021

Meeting Type: Annual

Primary Security ID: G4804L163

Voting Policy: ISS

Shares Voted: 515,435

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3a	Elect Graham Allan as Director	Mgmt	For	For	No
3b	Elect Richard Anderson as Director	Mgmt	For	For	No
3c	Elect Daniela Barone Soares as Director	Mgmt	For	For	No
3d	Elect Duriya Farooqui as Director	Mgmt	For	For	No
3e	Elect Sharon Rothstein as Director	Mgmt	For	For	No
3f	Re-elect Keith Barr as Director	Mgmt	For	For	No

## InterContinental Hotels Group Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
3g	Re-elect Patrick Cescau as Director	Mgmt	For	For	No
3h	Re-elect Arthur de Haast as Director	Mgmt	For	For	No
3i	Re-elect Ian Dyson as Director	Mgmt	For	For	No
3j	Re-elect Paul Edgecliffe-Johnson as Director	Mgmt	For	For	No
3k	Re-elect Jo Harlow as Director	Mgmt	For	For	No
3l	Re-elect Elie Maalouf as Director	Mgmt	For	For	No
3m	Re-elect Jill McDonald as Director	Mgmt	For	For	No
3n	Re-elect Dale Morrison as Director	Mgmt	For	For	No
4	Appoint Pricewaterhouse Coopers LLP as Auditors	Mgmt	For	For	No
5	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
6	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
7	Amend the Borrowing Limit Under the Company's Articles of Association	Mgmt	For	For	No
8	Authorise Issue of Equity	Mgmt	For	For	No
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
12	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Marriott International, Inc.

**Meeting Date:** 05/07/2021

**Country:** USA

**Ticker:** MAR

**Record Date:** 03/12/2021

**Meeting Type:** Annual

**Primary Security ID:** 571903202

**Voting Policy:** ISS

**Shares Voted:** 58,978

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director J.W. Marriott, Jr.	Mgmt	For	For	No
1b	Elect Director Anthony G. Capuano	Mgmt	For	For	No
1c	Elect Director Deborah Marriott Harrison	Mgmt	For	For	No
1d	Elect Director Frederick A. 'Fritz' Henderson	Mgmt	For	For	No
1e	Elect Director Eric Hippeau	Mgmt	For	For	No
1f	Elect Director Lawrence W. Kellner	Mgmt	For	For	No

## Marriott International, Inc. \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1g	Elect Director Debra L. Lee	Mgmt	For	For	No
1h	Elect Director Aylwin B. Lewis	Mgmt	For	For	No
1i	Elect Director David S. Marriott	Mgmt	For	For	No
1j	Elect Director Margaret M. McCarthy	Mgmt	For	For	No
1k	Elect Director George Munoz	Mgmt	For	For	No
1l	Elect Director Horacio D. Rozanski	Mgmt	For	For	No
1m	Elect Director Susan C. Schwab	Mgmt	For	For	No
2	Ratify Ernst & Young LLP as Auditor	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
4a	Eliminate Supermajority Vote Requirement for Removal of Directors	Mgmt	For	For	No
4b	Eliminate Supermajority Vote Requirement to Amend Certificate of Incorporation	Mgmt	For	For	No
4c	Eliminate Supermajority Vote Requirement to Amend Certain Bylaws Provisions	Mgmt	For	For	No
4d	Eliminate Supermajority Vote Requirement for Certain Transactions	Mgmt	For	For	No
4e	Eliminate Supermajority Vote Requirement for Certain Business Combinations	Mgmt	For	For	No

## Occidental Petroleum Corporation

**Meeting Date:** 05/07/2021

**Country:** USA

**Ticker:** OXY

**Record Date:** 03/12/2021

**Meeting Type:** Annual

**Primary Security ID:** 674599105

**Voting Policy:** ISS

**Shares Voted:** 93,482

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Stephen I. Chazen	Mgmt	For	For	No
1b	Elect Director Andrew Gould	Mgmt	For	For	No
1c	Elect Director Carlos M. Gutierrez	Mgmt	For	For	No
1d	Elect Director Vicki Hollub	Mgmt	For	For	No
1e	Elect Director Gary Hu	Mgmt	For	For	No
1f	Elect Director William R. Klesse	Mgmt	For	For	No
1g	Elect Director Andrew N. Langham	Mgmt	For	For	No
1h	Elect Director Jack B. Moore	Mgmt	For	For	No
1i	Elect Director Margarita Palau-Hernandez	Mgmt	For	For	No
1j	Elect Director Avedick B. Poladian	Mgmt	For	For	No
1k	Elect Director Robert M. Shearer	Mgmt	For	For	No



## Occidental Petroleum Corporation \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	No

## The Progressive Corporation

**Meeting Date:** 05/07/2021      **Country:** USA      **Ticker:** PGR  
**Record Date:** 03/12/2021      **Meeting Type:** Annual  
**Primary Security ID:** 743315103

**Voting Policy:** ISS

**Shares Voted:** 15,012

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Philip Bleser	Mgmt	For	For	No
1b	Elect Director Stuart B. Burgdoerfer	Mgmt	For	For	No
1c	Elect Director Pamela J. Craig	Mgmt	For	For	No
1d	Elect Director Charles A. Davis	Mgmt	For	For	No
1e	Elect Director Roger N. Farah	Mgmt	For	For	No
1f	Elect Director Lawton W. Fitt	Mgmt	For	For	No
1g	Elect Director Susan Patricia Griffith	Mgmt	For	For	No
1h	Elect Director Devin C. Johnson	Mgmt	For	For	No
1i	Elect Director Jeffrey D. Kelly	Mgmt	For	For	No
1j	Elect Director Barbara R. Snyder	Mgmt	For	For	No
1k	Elect Director Jan E. Tighe	Mgmt	For	For	No
1l	Elect Director Kahina Van Dyke	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	For	For	No

## Alfa Financial Software Holdings Plc

**Meeting Date:** 05/10/2021      **Country:** United Kingdom      **Ticker:** ALFA  
**Record Date:** 05/06/2021      **Meeting Type:** Annual  
**Primary Security ID:** G01682106

**Voting Policy:** ISS

**Shares Voted:** 7,777,597

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

## Alfa Financial Software Holdings Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
2	Approve Final Dividend	Mgmt	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	No
4	Approve Remuneration Report	Mgmt	For	For	No
5	Re-elect Steve Breach as Director	Mgmt	For	For	No
6	Re-elect Adrian Chamberlain as Director	Mgmt	For	For	No
7	Re-elect Charlotte de Metz as Director	Mgmt	For	For	No
8	Re-elect Andrew Denton as Director	Mgmt	For	For	No
9	Re-elect Duncan Magrath as Director	Mgmt	For	For	No
10	Re-elect Andrew Page as Director	Mgmt	For	For	No
11	Re-elect Chris Sullivan as Director	Mgmt	For	For	No
12	Re-elect Matthew White as Director	Mgmt	For	For	No
13	Appoint RSM UK Audit LLP as Auditors	Mgmt	For	For	No
14	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
16	Approve Sharesave Plans	Mgmt	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Amundi SA

**Meeting Date:** 05/10/2021

**Country:** France

**Ticker:** AMUN

**Record Date:** 05/06/2021

**Meeting Type:** Annual/Special

**Primary Security ID:** F0300Q103

**Voting Policy:** ISS

**Shares Voted:** 14,632

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
3	Approve Allocation of Income and Dividends of EUR 2.90 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 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, Until May 10, 2021	Mgmt	For	For	No
9	Approve Remuneration Policy of CEO, Until Dec. 31, 2021	Mgmt	For	For	No
10	Approve Remuneration Policy of Chairman of the Board, Until May 10, 2021	Mgmt	For	For	No
11	Approve Remuneration Policy of Chairman of the Board, Until Dec. 31, 2021	Mgmt	For	For	No
12	Advisory Vote on the Aggregate Remuneration Granted in 2021 to Senior Management, Responsible Officers and Regulated Risk-Takers	Mgmt	For	For	No
13	Ratify Appointment of Michele Guibert as Director	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (30.8 percent vs 33.3 percent recommended) (Items 13-16 &amp; 18). Votes AGAINST the reelection of M. Kadouch-Chassaing, and Mr. Mathieu are also warranted given their repeated low attendance at board meetings and the absence of any compelling explanations from the company (items 15 &amp; 16)</i></p>					
14	Reelect Michele Guibert as Director	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (30.8 percent vs 33.3 percent recommended) (Items 13-16 &amp; 18). Votes AGAINST the reelection of M. Kadouch-Chassaing, and Mr. Mathieu are also warranted given their repeated low attendance at board meetings and the absence of any compelling explanations from the company (items 15 &amp; 16)</i></p>					
15	Reelect William Kadouch-Chassaing as Director	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (30.8 percent vs 33.3 percent recommended) (Items 13-16 &amp; 18). Votes AGAINST the reelection of M. Kadouch-Chassaing, and Mr. Mathieu are also warranted given their repeated low attendance at board meetings and the absence of any compelling explanations from the company (items 15 &amp; 16)</i></p>					
16	Reelect Michel Mathieu as Director	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (30.8 percent vs 33.3 percent recommended) (Items 13-16 &amp; 18). Votes AGAINST the reelection of M. Kadouch-Chassaing, and Mr. Mathieu are also warranted given their repeated low attendance at board meetings and the absence of any compelling explanations from the company (items 15 &amp; 16)</i></p>					
17	Acknowledge End of Mandate of Henri Buecher as Director	Mgmt	For	For	No
18	Elect Patrice Gentie as Director	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (30.8 percent vs 33.3 percent recommended) (Items 13-16 &amp; 18). Votes AGAINST the reelection of M. Kadouch-Chassaing, and Mr. Mathieu are also warranted given their repeated low attendance at board meetings and the absence of any compelling explanations from the company (items 15 &amp; 16)</i></p>					
19	Acknowledge End of Mandate of Ernst & Young as Auditor	Mgmt	For	For	No

## Amundi SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
20	Appoint Mazars as Auditor	Mgmt	For	For	No
21	Acknowledge End of Mandate of Pricarle et Associes as Alternate Auditor and Decision Not to Replace	Mgmt	For	For	No
22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	No
	Extraordinary Business	Mgmt			
23	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 10 Percent of Issued Capital	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 up to 2 Percent of Issued Capital for Use in Restricted Stock Plans Under Performance Conditions Reserved for Some Employees and Corporate Officers	Mgmt	For	For	No
27	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	No
28	Amend Article 19 of Bylaws Re: Participation to General Meetings of Shareholders	Mgmt	For	For	No
29	Amend Article of Bylaws to Comply with Legal Changes	Mgmt	For	For	No
30	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	No

## Centrica Plc

**Meeting Date:** 05/10/2021

**Country:** United Kingdom

**Ticker:** CNA

**Record Date:** 05/06/2021

**Meeting Type:** Annual

**Primary Security ID:** G2018Z143

**Voting Policy:** ISS

**Shares Voted:** 17,519,023

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	No
4	Elect Carol Arrowsmith as Director	Mgmt	For	For	No
5	Elect Kate Ringrose as Director	Mgmt	For	For	No
6	Re-elect Stephen Hester as Director	Mgmt	For	For	No
7	Re-elect Pam Kaur as Director	Mgmt	For	For	No
8	Re-elect Heidi Mottram as Director	Mgmt	For	For	No

## Centrica Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
9	Re-elect Kevin O'Byrne as Director	Mgmt	For	For	No
10	Re-elect Chris O'Shea as Director	Mgmt	For	For	No
11	Re-elect Scott Whewy as Director	Mgmt	For	For	No
12	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	No
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Stanley Black & Decker, Inc.

**Meeting Date:** 05/10/2021

**Country:** USA

**Ticker:** SWK

**Record Date:** 03/11/2021

**Meeting Type:** Annual

**Primary Security ID:** 854502101

**Voting Policy:** ISS

**Shares Voted:** 11,343

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Andrea J. Ayers	Mgmt	For	For	No
1b	Elect Director George W. Buckley	Mgmt	For	For	No
1c	Elect Director Patrick D. Campbell	Mgmt	For	For	No
1d	Elect Director Carlos M. Cardoso	Mgmt	For	For	No
1e	Elect Director Robert B. Coutts	Mgmt	For	For	No
1f	Elect Director Debra A. Crew	Mgmt	For	For	No
1g	Elect Director Michael D. Hankin	Mgmt	For	For	No
1h	Elect Director James M. Loree	Mgmt	For	For	No
1i	Elect Director Jane M. Palmieri	Mgmt	For	For	No
1j	Elect Director Mojdeh Poul	Mgmt	For	For	No
1k	Elect Director Dmitri L. Stockton	Mgmt	For	For	No
1l	Elect Director Irving Tan	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No

## Stanley Black & Decker, Inc. \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No
4	Provide Right to Act by Written Consent	Mgmt	For	For	No
5	Eliminate Supermajority Vote Requirement Applicable Under the Connecticut Business Corporation Act	Mgmt	For	For	No
6	Eliminate Supermajority Vote Requirement to Approve Certain Business Combinations	Mgmt	For	For	No
7	Adopt Majority Voting for Uncontested Election of Directors	Mgmt	For	For	No

## Uber Technologies, Inc.

**Meeting Date:** 05/10/2021

**Country:** USA

**Ticker:** UBER

**Record Date:** 03/15/2021

**Meeting Type:** Annual

**Primary Security ID:** 90353T100

**Voting Policy:** ISS

**Shares Voted:** 311,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Ronald Sugar	Mgmt	For	For	No
1b	Elect Director Revathi Advaiti	Mgmt	For	For	No
1c	Elect Director Ursula Burns	Mgmt	For	For	No
1d	Elect Director Robert Eckert	Mgmt	For	For	No
1e	Elect Director Amanda Ginsberg	Mgmt	For	For	No
1f	Elect Director Dara Khosrowshahi	Mgmt	For	For	No
1g	Elect Director Wan Ling Martello	Mgmt	For	For	No
1h	Elect Director Yasir Al-Rumayyan	Mgmt	For	For	No
1i	Elect Director John Thain	Mgmt	For	For	No
1j	Elect Director David I. Trujillo	Mgmt	For	For	No
1k	Elect Director Alexander Wynaendts	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
4	Eliminate Supermajority Vote Requirement	Mgmt	For	For	No
5	Report on Lobbying Payments and Policy	SH	Against	For	Yes

*Voting Policy Rationale: A vote FOR this resolution is warranted, as additional reporting on the company's direct and indirect lobbying practices, policies, and expenditures would benefit shareholders in assessing its management of related risks.*

## 3M Company \$

**Meeting Date:** 05/11/2021

**Country:** USA

**Ticker:** MMM

**Record Date:** 03/16/2021

**Meeting Type:** Annual

**Primary Security ID:** 88579Y101

**Voting Policy:** ISS

**Shares Voted:** 50,570

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Thomas "Tony" K. Brown	Mgmt	For	For	No
1b	Elect Director Pamela J. Craig	Mgmt	For	For	No
1c	Elect Director David B. Dillon	Mgmt	For	For	No
1d	Elect Director Michael L. Eskew	Mgmt	For	For	No
1e	Elect Director James R. Fitterling	Mgmt	For	For	No
1f	Elect Director Herbert L. Henkel	Mgmt	For	For	No
1g	Elect Director Amy E. Hood	Mgmt	For	For	No
1h	Elect Director Muhtar Kent	Mgmt	For	For	No
1i	Elect Director Dambisa F. Moyo	Mgmt	For	For	No
1j	Elect Director Gregory R. Page	Mgmt	For	For	No
1k	Elect Director Michael F. Roman	Mgmt	For	For	No
1l	Elect Director Patricia A. Woertz	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	Amend Omnibus Stock Plan	Mgmt	For	For	No
5	Consider Pay Disparity Between Executives and Other Employees	SH	Against	Against	No
6	Amend Certificate of Incorporation to Become a Public Benefit Corporation	SH	Against	Against	No

## AstraZeneca Plc

**Meeting Date:** 05/11/2021

**Country:** United Kingdom

**Ticker:** AZN

**Record Date:** 05/07/2021

**Meeting Type:** Annual

**Primary Security ID:** G0593M107

**Voting Policy:** ISS

**Shares Voted:** 2,481,460

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Dividends	Mgmt	For	For	No
3	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No

## AstraZeneca Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
5a	Re-elect Leif Johansson as Director	Mgmt	For	For	No
5b	Re-elect Pascal Soriot as Director	Mgmt	For	For	No
5c	Re-elect Marc Dunoyer as Director	Mgmt	For	For	No
5d	Re-elect Philip Broadley as Director	Mgmt	For	For	No
5e	Elect Euan Ashley as Director	Mgmt	For	For	No
5f	Re-elect Michel Demare as Director	Mgmt	For	For	No
5g	Re-elect Deborah DiSanzo as Director	Mgmt	For	For	No
5h	Elect Diana Layfield as Director	Mgmt	For	For	No
5i	Re-elect Sheri McCoy as Director	Mgmt	For	For	No
5j	Re-elect Tony Mok as Director	Mgmt	For	For	No
5k	Re-elect Nazneen Rahman as Director	Mgmt	For	For	No
5l	Re-elect Marcus Wallenberg as Director	Mgmt	For	For	No
6	Approve Remuneration Report	Mgmt	For	For	No
7	Approve Remuneration Policy	Mgmt	For	Against	Yes

*Voting Policy Rationale: A vote AGAINST this item is considered warranted.\* The Company is proposing significant increases to variable pay for the second consecutive year, and the rationale for this is not considered to be sufficiently compelling.*

8	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
9	Authorise Issue of Equity	Mgmt	For	For	No
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
11	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
13	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
14	Amend Performance Share Plan	Mgmt	For	Against	Yes

*Voting Policy Rationale: A vote AGAINST this item is considered warranted.\* The Company is proposing significant increases to variable pay for the second consecutive year, and the rationale for this is not considered to be sufficiently compelling.*

## AstraZeneca Plc

**Meeting Date:** 05/11/2021

**Country:** United Kingdom

**Ticker:** AZN

**Record Date:** 05/07/2021

**Meeting Type:** Special

**Primary Security ID:** G0593M107



Voting Policy: ISS

Shares Voted: 2,481,460

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Acquisition of Alexion Pharmaceuticals, Inc.	Mgmt	For	For	No

## Cairn Energy Plc

Meeting Date: 05/11/2021

Country: United Kingdom

Ticker: CNE

Record Date: 05/07/2021

Meeting Type: Annual

Primary Security ID: G1856T128

Voting Policy: ISS

Shares Voted: 1,193,757

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is considered warranted due to the following concerns: * Significant bonuses have been awarded to the Executive Directors for FY2020, which do not appear sufficiently aligned with business performance. * The Company has not disclosed the specific target ranges and payment scales for achievements against each KPI under its bonus framework, despite indicating that it would do so in its FY2019 annual report. * Further, the Remuneration Committee applied discretion to change the weightings of two in-flight bonus measures, resulting in a c. 6% increase in the bonus payout. While this was done pursuant to a change in the Company's strategy, this is not in line with best practice and underlines concerns regarding the disclosure of bonus targets.</i></p>					
3	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
5	Re-elect Nicoletta Giadrossi as Director	Mgmt	For	For	No
6	Re-elect Keith Lough as Director	Mgmt	For	For	No
7	Re-elect Peter Kallos as Director	Mgmt	For	For	No
8	Re-elect Alison Wood as Director	Mgmt	For	For	No
9	Re-elect Catherine Krajcicek as Director	Mgmt	For	For	No
10	Elect Erik Daugbjerg as Director	Mgmt	For	For	No
11	Re-elect Simon Thomson as Director	Mgmt	For	For	No
12	Re-elect James Smith as Director	Mgmt	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No

## Cairn Energy Plc \$

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

## Capital & Counties Properties Plc

**Meeting Date:** 05/11/2021      **Country:** United Kingdom      **Ticker:** CAPC  
**Record Date:** 05/07/2021      **Meeting Type:** Annual  
**Primary Security ID:** G19406100

**Voting Policy:** ISS

**Shares Voted:** 1,166,350

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Re-elect Henry Staunton as Director	Mgmt	For	For	No
3	Re-elect Ian Hawksworth as Director	Mgmt	For	For	No
4	Re-elect Situl Jobanputra as Director	Mgmt	For	For	No
5	Re-elect Michelle McGrath as Director	Mgmt	For	For	No
6	Re-elect Charlotte Boyle as Director	Mgmt	For	For	No
7	Re-elect Jonathan Lane as Director	Mgmt	For	For	No
8	Re-elect Anthony Steains as Director	Mgmt	For	For	No
9	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
10	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
11	Approve Remuneration Report	Mgmt	For	For	No
12	Authorise Issue of Equity	Mgmt	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
14	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
16	Adopt New Articles of Association	Mgmt	For	For	No

## ConocoPhillips

**Meeting Date:** 05/11/2021      **Country:** USA      **Ticker:** COP  
**Record Date:** 03/15/2021      **Meeting Type:** Annual  
**Primary Security ID:** 20825C104

Voting Policy: ISS

Shares Voted: 107,329

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Charles E. Bunch	Mgmt	For	For	No
1b	Elect Director Caroline Maury Devine	Mgmt	For	For	No
1c	Elect Director John V. Faraci	Mgmt	For	For	No
1d	Elect Director Jody Freeman	Mgmt	For	For	No
1e	Elect Director Gay Huey Evans	Mgmt	For	For	No
1f	Elect Director Jeffrey A. Joerres	Mgmt	For	For	No
1g	Elect Director Ryan M. Lance	Mgmt	For	For	No
1h	Elect Director Timothy A. Leach	Mgmt	For	For	No
1i	Elect Director William H. McRaven	Mgmt	For	For	No
1j	Elect Director Sharmila Mulligan	Mgmt	For	For	No
1k	Elect Director Eric D. Mullins	Mgmt	For	For	No
1l	Elect Director Arjun N. Murti	Mgmt	For	For	No
1m	Elect Director Robert A. Niblock	Mgmt	For	For	No
1n	Elect Director David T. Seaton	Mgmt	For	For	No
1o	Elect Director R.A. Walker	Mgmt	For	For	No
2	Ratify Ernst & Young LLP as Auditor	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
4	Adopt Simple Majority Vote	SH	For	For	No
5	Emission Reduction Targets	SH	Against	For	Yes

*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.*

## Edenred SA

Meeting Date: 05/11/2021

Country: France

Ticker: EDEN

Record Date: 05/07/2021

Meeting Type: Annual/Special

Primary Security ID: F3192L109

Voting Policy: ISS

Shares Voted: 9,595

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	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

## Edenred SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
3	Approve Allocation of Income and Dividends of EUR 0.75 per Share	Mgmt	For	For	No
4	Approve Stock Dividend Program	Mgmt	For	For	No
5	Reelect Sylvia Coutinho as Director	Mgmt	For	For	No
6	Reelect Françoise Gri as Director	Mgmt	For	For	No
7	Elect Angeles Garcia-Poveda as Director	Mgmt	For	For	No
8	Elect Monica Mondardini as Director	Mgmt	For	For	No
9	Elect Philippe Vallee as Director	Mgmt	For	For	No
10	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	No
11	Approve Remuneration Policy of Directors	Mgmt	For	For	No
12	Approve Remuneration of Directors in the Aggregate Amount of EUR 800,000	Mgmt	For	For	No
13	Approve Compensation Report of Corporate Officers	Mgmt	For	For	No
14	Approve Compensation of Bertrand Dumazy, Chairman and CEO	Mgmt	For	Against	Yes

*Voting Policy Rationale: A vote AGAINST this remuneration report is warranted because: \* The board decided to adjust the bonus performance criteria and targets. As such, the bonus' performance criteria are assessed under the revised objectives announced in July 2020 and taking into account the impact of the Covid-19 foreseen at that time. The payout against those revised objectives reached above target achievement and does not seem consistent with the company's performance as the effects of the Covid-19 crisis on the bonus payout are not fully reflected. \* The company decides not to disclose the set targets for financial and operational quantifiable criteria for confidentiality reasons. This does not permit to assess the stringency of the performance conditions. \* The TSR-related criterion under the LTIP still allows vesting below median, at the 5th sextile and provides 50% of payout for reaching this underperformance.*

15	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	No
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital Extraordinary Business	Mgmt Mgmt	For	For	No
17	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans Under Performance Conditions Reserved for Employees, Corporate Officers and International Subsidiaries	Mgmt	For	For	No
18	Approve Change of Corporate Form to Societe Europeenne (SE) and Amend Bylaws Accordingly	Mgmt	For	For	No
19	Change Company Name to SE Edenred and Amend Article of Bylaws Accordingly	Mgmt	For	For	No
20	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	No

## Equinor ASA

**Meeting Date:** 05/11/2021

**Country:** Norway

**Ticker:** EQNR

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** R2R90P103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt			
2	Registration of Attending Shareholders and Proxies	Mgmt			
3	Elect Chairman of Meeting	Mgmt	For		No
4	Approve Notice of Meeting and Agenda	Mgmt	For		No
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For		No
6	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of USD 0.12 Per Share	Mgmt	For		No
7	Authorize Board to Distribute Dividends	Mgmt	For		No
	Shareholder Proposals	Mgmt			
8	Instruct Company to Set Short, Medium, and Long-Term Targets for Greenhouse Gas (GHG) Emissions of the Company's Operations and the Use of Energy Products	SH	Against		No
9	Instruct Company to Report Key Information on both Climate Risk and Nature Risk	SH	Against		No
10	Instruct Company to Stop all Exploration Activity and Test Drilling for Fossil Energy Resources	SH	Against		No
11	Instruct Board to Present a Strategy for Real Business Transformation to Sustainable Energy Production	SH	Against		No
12	Instruct Company to Stop all Oil and Gas Exploration in the Norwegian Sector of the Barents Sea	SH	Against		No
13	Instruct Company to Spin-Out Equinor's Renewable Energy Business in Wind and Solar Power to a Separate Company NewCo	SH	Against		No
14	Instruct Company to Divest all Non-Petroleum-Related Business Overseas and to Consider Withdrawing from all Petroleum-Related Business Overseas	SH	Against		No
15	Instruct Company that all Exploration for New Oil and Gas Discoveries is Discontinued, that Equinor Multiplies its Green Investments, Improves its EGS Profile and Reduces its Risk for Future Lawsuits	SH	Against		No
16	Instruct Board to Act to Avoid Big Losses Overseas, Receive Specific Answers with Regards to Safety Incidents and get the Audits Evaluation of Improved Quality Assurance and Internal Control	SH	Against		No
17	Instruct Board to include Nuclear in Equinor's Portfolio	SH	Against		No
	Management Proposals	Mgmt			

## Equinor ASA \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
18	Approve Company's Corporate Governance Statement	Mgmt	For		No
19.1	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For		No
19.2	Approve Remuneration Statement (Advisory)	Mgmt	For		No
20	Approve Remuneration of Auditors	Mgmt	For		No
21	Approve Remuneration of Directors in the Amount of NOK 133,100 for Chairman, NOK 70,200 for Deputy Chairman and NOK 49,300 for Other Directors; Approve Remuneration for Deputy Directors	Mgmt	For		No
22	Approve Remuneration of Nominating Committee	Mgmt	For		No
23	Approve Equity Plan Financing	Mgmt	For		No
24	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	Mgmt	For		No

## HUGO BOSS AG

**Meeting Date:** 05/11/2021

**Country:** Germany

**Ticker:** BOSS

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** D34902102

**Voting Policy:** ISS

**Shares Voted:** 44,513

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (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 Year 2020	Mgmt	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	No
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2021	Mgmt	For	For	No
6	Approve Remuneration Policy	Mgmt	For	For	No
7	Approve Creation of EUR 17.6 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 750 Million; Approve Creation of EUR 17.6 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	No

## Just Group Plc \$

**Meeting Date:** 05/11/2021

**Country:** United Kingdom

**Ticker:** JUST

**Record Date:** 05/07/2021

**Meeting Type:** Annual

**Primary Security ID:** G9331B109

**Voting Policy:** ISS

**Shares Voted:** 11,685,059

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Elect John Hastings-Bass as Director	Mgmt	For	For	No
4	Elect Kalpana Shah as Director	Mgmt	For	For	No
5	Re-elect Paul Bishop as Director	Mgmt	For	For	No
6	Re-elect Ian Cormack as Director	Mgmt	For	For	No
7	Re-elect Michelle Cracknell as Director	Mgmt	For	For	No
8	Re-elect Steve Melcher as Director	Mgmt	For	For	No
9	Re-elect Keith Nicholson as Director	Mgmt	For	For	No
10	Re-elect Andy Parsons as Director	Mgmt	For	For	No
11	Re-elect David Richardson as Director	Mgmt	For	For	No
12	Re-elect Clare Spottiswoode as Director	Mgmt	For	For	No
13	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## KION GROUP AG

**Meeting Date:** 05/11/2021

**Country:** Germany

**Ticker:** KGX

**Record Date:** 04/19/2021

**Meeting Type:** Annual

**Primary Security ID:** D4S14D103

Voting Policy: ISS

Shares Voted: 9,394

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.41 per Share	Mgmt	For	For	No
3	Approve Discharge of Management Board for Fiscal Year 2020	Mgmt	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	No
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2021	Mgmt	For	For	No
6	Approve Remuneration Policy	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration policy is warranted because: * The policy contains scope for discretion which is significantly above market standards and allows for special bonus payments. * The +/-30 percent discretion via the modifier on the variable compensation is too high and not market practice. * While performance criteria are disclosed, the actual performance metrics/targets for the annual bonus and for part of the long-term bonus are not.</i></p>					
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	No
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	No
9	Amend Articles Re: AGM Convocation; Participation and Voting Rights; Proof of Entitlement	Mgmt	For	For	No

## Prudential Financial, Inc.

Meeting Date: 05/11/2021

Country: USA

Ticker: PRU

Record Date: 03/12/2021

Meeting Type: Annual

Primary Security ID: 744320102

Voting Policy: ISS

Shares Voted: 73,848

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Thomas J. Baltimore, Jr.	Mgmt	For	For	No
1.2	Elect Director Gilbert F. Casellas	Mgmt	For	For	No
1.3	Elect Director Robert M. Falzon	Mgmt	For	For	No
1.4	Elect Director Martina Hund-Mejean	Mgmt	For	For	No
1.5	Elect Director Wendy E. Jones	Mgmt	For	For	No
1.6	Elect Director Karl J. Krapek	Mgmt	For	For	No
1.7	Elect Director Peter R. Lighte	Mgmt	For	For	No
1.8	Elect Director Charles F. Lowrey	Mgmt	For	For	No
1.9	Elect Director George Paz	Mgmt	For	For	No
1.10	Elect Director Sandra Pianalto	Mgmt	For	For	No



## Prudential Financial, Inc. \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.11	Elect Director Christine A. Poon	Mgmt	For	For	No
1.12	Elect Director Douglas A. Scovanner	Mgmt	For	For	No
1.13	Elect Director Michael A. Todman	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	Approve Omnibus Stock Plan	Mgmt	For	For	No
5	Require Independent Board Chair	SH	Against	For	Yes

*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*

## The Gym Group Plc

**Meeting Date:** 05/11/2021

**Country:** United Kingdom

**Ticker:** GYM

**Record Date:** 05/07/2021

**Meeting Type:** Annual

**Primary Security ID:** G42114101

**Voting Policy:** ISS

**Shares Voted:** 516,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Re-elect Penny Hughes as Director	Mgmt	For	For	No
4	Re-elect John Treharne as Director	Mgmt	For	For	No
5	Re-elect Richard Darwin as Director	Mgmt	For	For	No
6	Re-elect David Kelly as Director	Mgmt	For	For	No
7	Re-elect Emma Woods as Director	Mgmt	For	For	No
8	Re-elect Mark George as Director	Mgmt	For	For	No
9	Elect Wais Shaifta as Director	Mgmt	For	For	No
10	Elect Rio Ferdinand as Director	Mgmt	For	For	No
11	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	No
12	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
13	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No

## The Gym Group Plc \$

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

## YUM! Brands, Inc.

**Meeting Date:** 05/11/2021      **Country:** USA      **Ticker:** YUM  
**Record Date:** 03/15/2021      **Meeting Type:** Annual  
**Primary Security ID:** 988498101

**Voting Policy:** ISS

**Shares Voted:** 94,724

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Paget L. Alves	Mgmt	For	For	No
1b	Elect Director Keith Barr	Mgmt	For	For	No
1c	Elect Director Christopher M. Connor	Mgmt	For	For	No
1d	Elect Director Brian C. Cornell	Mgmt	For	For	No
1e	Elect Director Tanya L. Domier	Mgmt	For	For	No
1f	Elect Director David W. Gibbs	Mgmt	For	For	No
1g	Elect Director Mirian M. Graddick-Weir	Mgmt	For	For	No
1h	Elect Director Lauren R. Hobart	Mgmt	For	For	No
1i	Elect Director Thomas C. Nelson	Mgmt	For	For	No
1j	Elect Director P. Justin Skala	Mgmt	For	For	No
1k	Elect Director Elane B. Stock	Mgmt	For	For	No
1l	Elect Director Annie Young-Scrivner	Mgmt	For	For	No
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No

## adidas AG

**Meeting Date:** 05/12/2021      **Country:** Germany      **Ticker:** ADS  
**Record Date:**      **Meeting Type:** Annual  
**Primary Security ID:** D0066B185

Voting Policy: ISS

Shares Voted: 10,655

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 3.00 per Share	Mgmt	For	For	No
3	Approve Discharge of Management Board for Fiscal Year 2020	Mgmt	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	No
5	Elect Jackie Joyner-Kersey to the Supervisory Board	Mgmt	For	For	No
6	Approve Remuneration Policy	Mgmt	For	For	No
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	No
8	Amend Articles Re: Information for Registration in the Share Register	Mgmt	For	For	No
9	Approve Creation of EUR 50 Million Pool of Capital with Preemptive Rights	Mgmt	For	For	No
10	Approve Creation of EUR 20 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	No
11	Cancel Authorized Capital 2016	Mgmt	For	For	No
12	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	No
13	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	No
14	Ratify KPMG AG as Auditors for Fiscal Year 2021	Mgmt	For	For	No

## American International Group, Inc.

Meeting Date: 05/12/2021

Country: USA

Ticker: AIG

Record Date: 03/17/2021

Meeting Type: Annual

Primary Security ID: 026874784

Voting Policy: ISS

Shares Voted: 62,164

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director James Cole, Jr.	Mgmt	For	For	No
1b	Elect Director W. Don Cornwell	Mgmt	For	For	No
1c	Elect Director Brian Duperreault	Mgmt	For	For	No
1d	Elect Director John H. Fitzpatrick	Mgmt	For	For	No
1e	Elect Director William G. Jurgensen	Mgmt	For	For	No
1f	Elect Director Christopher S. Lynch	Mgmt	For	For	No

## American International Group, Inc. \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1g	Elect Director Linda A. Mills	Mgmt	For	For	No
1h	Elect Director Thomas F. Motamed	Mgmt	For	For	No
1i	Elect Director Peter R. Porrino	Mgmt	For	For	No
1j	Elect Director Amy L. Schioldager	Mgmt	For	For	No
1k	Elect Director Douglas M. Steenland	Mgmt	For	For	No
1l	Elect Director Therese M. Vaughan	Mgmt	For	For	No
1m	Elect Director Peter S. Zaffino	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Approve Omnibus Stock Plan	Mgmt	For	For	No
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	Yes

*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.*

## ATOS SE

**Meeting Date:** 05/12/2021

**Country:** France

**Ticker:** ATO

**Record Date:** 05/10/2021

**Meeting Type:** Annual/Special

**Primary Security ID:** F06116101

**Voting Policy:** ISS

**Shares Voted:** 11,327

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Business +	Mgmt			
1 +	Approve Financial Statements and Statutory Reports	Mgmt	For	For	No
2 +	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote FOR the approval of the company's financial statements and statutory report (Item 1) is warranted as they do not raise specific concerns. A vote AGAINST the approval of the company's consolidated financial statements and Statutory reports (Item 2) is warranted due to the auditors' qualified opinion on two US entities of the Company. +</i></p>					
3 +	Approve Allocation of Income and Dividends of EUR 0.90 per Share	Mgmt	For	For	No
4 +	Reelect Vivek Badrinath as Director	Mgmt	For	For	No
5 +	Reelect Bertrand Meunier as Director	Mgmt	For	For	No
6 +	Reelect Aminata Niane as Director	Mgmt	For	For	No
7 +	Reelect Lynn Paine as Director	Mgmt	For	For	No
8 +	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	No

## ATOS SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
9	Approve Compensation of Bertrand Meunier, Chairman of the Board	Mgmt	For	For	No
10	Approve Compensation of Elie Girard, CEO	Mgmt	For	For	No
11	Approve Compensation of Corporate Officers	Mgmt	For	For	No
12	Approve Remuneration Policy of Directors	Mgmt	For	For	No
13	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	No
14	Approve Remuneration Policy of CEO	Mgmt	For	For	No
15	Say-on-Climate	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 Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	No
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 International Subsidiaries	Mgmt	For	For	No
20	Authorize up to 0.9 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	No
21	Amend Bylaws to Comply with Legal Changes	Mgmt	For	For	No
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	No

## Bayerische Motoren Werke AG

**Meeting Date:** 05/12/2021      **Country:** Germany      **Ticker:** BMW  
**Record Date:** 04/20/2021      **Meeting Type:** Annual  
**Primary Security ID:** D12096109

**Voting Policy:** ISS

**Shares Voted:** 27,992

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.90 per Ordinary Share and EUR 1.92 per Preferred Share	Mgmt	For	For	No
3	Approve Discharge of Management Board for Fiscal Year 2020	Mgmt	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	No
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	Mgmt	For	For	No

## Bayerische Motoren Werke AG \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
6.1	Elect Marc Bitzer to the Supervisory Board	Mgmt	For	For	No
6.2	Elect Rachel Empey to the Supervisory Board	Mgmt	For	For	No
6.3	Elect Christoph Schmidt to the Supervisory Board	Mgmt	For	For	No
7	Approve Remuneration Policy	Mgmt	For	For	No
8	Approve Remuneration of Supervisory Board	Mgmt	For	For	No
9.1	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	No
9.2	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	No
9.3	Amend Articles Re: Participation and Voting Rights	Mgmt	For	For	No
10	Amend Affiliation Agreement with BMW Bank GmbH	Mgmt	For	For	No

## BP Plc

**Meeting Date:** 05/12/2021

**Country:** United Kingdom

**Ticker:** BP

**Record Date:** 05/10/2021

**Meeting Type:** Annual

**Primary Security ID:** G12793108

**Voting Policy:** ISS

**Shares Voted:** 38,600,873

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3.a	Elect Murray Auchincloss as Director	Mgmt	For	For	No
3.b	Elect Tushar Morzaria as Director	Mgmt	For	For	No
3.c	Elect Karen Richardson as Director	Mgmt	For	For	No
3.d	Elect Dr Johannes Teyssen as Director	Mgmt	For	For	No
3.e	Re-elect Bernard Looney as Director	Mgmt	For	For	No
3.f	Re-elect Pamela Daley as Director	Mgmt	For	For	No
3.g	Re-elect Helge Lund as Director	Mgmt	For	For	No
3.h	Re-elect Melody Meyer as Director	Mgmt	For	For	No
3.i	Re-elect Paula Reynolds as Director	Mgmt	For	For	No
3.j	Re-elect Sir John Sawers as Director	Mgmt	For	For	No
4	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	No
5	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
6	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
7	Approve Scrip Dividend Programme	Mgmt	For	For	No
8	Authorise Issue of Equity	Mgmt	For	For	No
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
12	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
	Shareholder Proposal	Mgmt			
13	Approve Shareholder Resolution on Climate Change Targets	SH	Against	Against	No

Cineworld Group Plc

Meeting Date: 05/12/2021 Country: United Kingdom Ticker: CINE  
 Record Date: 05/10/2021 Meeting Type: Annual  
 Primary Security ID: G219AH100

Voting Policy: ISS

Shares Voted: 198,584

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Policy	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is considered warranted:* The 2021 LTIP provides for a significant block award to executives that is subject to vest on the achievement of share price performance. However, performance targets are not considered to be sufficiently stretching, with awards set to vest in full should the Company's share price return broadly to pre-pandemic levels within three years, with share price performance largely contingent upon external factors outside of the executives' control.* Awards under the 2021 LTIP may vest in full upon a change of control.</i></p>					
3	Approve Remuneration Report	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is considered warranted:* Large block awards have been granted to executives under the 2021 LTIP that vest solely subject to the achievement of share price performance targets, with full vesting achieved if share price returns broadly to pre-pandemic levels within three years. The quantum of the award raises significant concerns, as do the share price targets, given that the Company's share price performance is largely contingent upon external factors outside of the executives' control.</i></p>					
4	Re-elect Alicja Kornasiewicz as Director	Mgmt	For	For	No
5	Re-elect Nisan Cohen as Director	Mgmt	For	For	No
6	Re-elect Israel Greidinger as Director	Mgmt	For	For	No
7	Re-elect Moshe Greidinger as Director	Mgmt	For	For	No
8	Re-elect Renana Teperberg as Director	Mgmt	For	For	No
9	Re-elect Camela Galano as Director	Mgmt	For	For	No

## Cineworld Group Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
10	Re-elect Dean Moore as Director	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: Item 4-9 &amp; 11-14A vote FOR these Directors is warranted as no significant concerns have been identified. Item 10A vote AGAINST the re-election of this candidate is considered warranted because: * Significant remuneration concerns have been identified with executive pay. As Chair of the Remuneration Committee, Dean Moore is considered to be ultimately responsible for the remuneration decisions at Board level.</i></p>					
11	Re-elect Scott Rosenblum as Director	Mgmt	For	For	No
12	Re-elect Arni Samuelsson as Director	Mgmt	For	For	No
13	Elect Damian Sanders as Director	Mgmt	For	For	No
14	Elect Ashley Steel as Director	Mgmt	For	For	No
15	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
16	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is considered warranted: * During the period in review, the Company called a general meeting on less than 21 clear days' notice to seek shareholder approval for an LTIP and attendant amendment to the remuneration policy. This is not considered to be an appropriate use of the shorter notice period that was approved by shareholders at the previous AGM.</i></p>					

## Credit Agricole SA

**Meeting Date:** 05/12/2021      **Country:** France      **Ticker:** ACA  
**Record Date:** 05/10/2021      **Meeting Type:** Annual/Special  
**Primary Security ID:** F22797108

**Voting Policy:** ISS

**Shares Voted:** 65,054

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Extraordinary Business	Mgmt			
1	Amend Articles 7 and 30 of Bylaws Re: Stock Dividend Program	Mgmt	For	For	No
	Ordinary Business	Mgmt			
2	Approve Financial Statements and Statutory Reports	Mgmt	For	For	No
3	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	No
4	Approve Allocation of Income and Dividends of EUR 0.80 per Share	Mgmt	For	For	No



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
5	Approve Stock Dividend Program for Fiscal Year 2021	Mgmt	For	For	No
6	Approve Transaction with Credit du Maroc Re: Loan Agreement	Mgmt	For	For	No
7	Approve Transaction with CAGIP Re: Pacte Agreement	Mgmt	For	For	No
8	Approve Transaction with CA-CIB Re: Transfert of DSB Activity	Mgmt	For	For	No
9	Approve Renewal of Four Transactions Re: Tax Integration Agreements	Mgmt	For	For	No
10	Approve Amendment of Transaction with Caisse Regionale de Normandie Re: Loan Agreement	Mgmt	For	For	No
11	Elect Agnes Audier as Director	Mgmt	For	For	No
12	Elect Marianne Laigneau as Director	Mgmt	For	For	No
13	Elect Alessia Mosca as Director	Mgmt	For	For	No
14	Elect Olivier Auffray as Director	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: A vote FOR the election of the director representing the employee-shareholders is warranted.</i>					
15	Elect Christophe Lesur as Representative of Employee Shareholders to the Board	Mgmt	For	For	No
16	Reelect Louis Tercinier as Director	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: A vote FOR the election of the director representing the employee-shareholders is warranted.</i>					
17	Reelect SAS, rue de la Boetie as Director	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: A vote FOR the election of the director representing the employee-shareholders is warranted.</i>					
18	Ratify Appointment of Nicole Gourmelon as Director	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: A vote FOR the election of the director representing the employee-shareholders is warranted.</i>					
19	Reelect Nicole Gourmelon as Director	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: A vote FOR the election of the director representing the employee-shareholders is warranted.</i>					
20	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	No
21	Approve Remuneration Policy of CEO	Mgmt	For	For	No
22	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	No
23	Approve Remuneration Policy of Directors	Mgmt	For	For	No
24	Approve Compensation of Dominique Lefebvre, Chairman of the Board	Mgmt	For	For	No
25	Approve Compensation of Philippe Brassac, CEO	Mgmt	For	For	No
26	Approve Compensation of Xavier Musca, Vice-CEO	Mgmt	For	For	No
27	Approve Compensation Report	Mgmt	For	For	No
28	Approve the Aggregate Remuneration Granted in 2020 to Senior Management, Responsible Officers and Regulated Risk-Takers	Mgmt	For	For	No

## Credit Agricole SA \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
29	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	No
	Extraordinary Business	Mgmt			
30	Amend Articles 1, 10, 11 and 27 of Bylaws to Comply with Legal Changes	Mgmt	For	For	No
31	Amend Article 11 of Bylaws Re: Employee Representative	Mgmt	For	For	No
32	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	No
33	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group Subsidiaries	Mgmt	For	For	No
34	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	No

## Eni SpA

**Meeting Date:** 05/12/2021

**Country:** Italy

**Ticker:** ENI

**Record Date:** 05/03/2021

**Meeting Type:** Annual

**Primary Security ID:** T3643A145

**Voting Policy:** ISS

**Shares Voted:** 179,691

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	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 Use of Available Reserves for Interim Dividend Distribution	Mgmt	For	For	No
	Shareholder Proposals Submitted by the Ministry of Economy and Finance	Mgmt			
4	Appoint Marcella Caradonna as Internal Statutory Auditor	SH	None	For	No
5	Appoint Roberto Maglio as Alternate Internal Statutory Auditor	SH	None	For	No
	Management Proposals	Mgmt			
6	Authorize Share Repurchase Program	Mgmt	For	For	No
7	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: This item warrants a vote AGAINST due to: * The inappropriate COVID-related changes to the 2020 performance objectives. * Termination payments in excess of 24 months' pay.</i></p>					
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against	No

## FBD Holdings Plc \$

**Meeting Date:** 05/12/2021

**Country:** Ireland

**Ticker:** EG7

**Record Date:** 05/06/2021

**Meeting Type:** Annual

**Primary Security ID:** G3335G107

**Voting Policy:** ISS

**Shares Voted:** 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For		No
2	Approve Remuneration Report	Mgmt	For		No
3	Approve Remuneration Policy	Mgmt	For		No
4a	Re-elect Walter Bogaerts as Director	Mgmt	For		No
4b	Re-elect Mary Brennan as Director	Mgmt	For		No
4c	Re-elect Sylvia Cronin as Director	Mgmt	For		No
4d	Elect Tim Cullinan as Director	Mgmt	For		No
4e	Re-elect Liam Herlihy as Director	Mgmt	For		No
4f	Re-elect David O'Connor as Director	Mgmt	For		No
4g	Re-elect John O'Grady as Director	Mgmt	For		No
4h	Elect Tomas O'Midheach as Director	Mgmt	For		No
4i	Re-elect Richard Pike as Director	Mgmt	For		No
4j	Re-elect Padraig Walshe as Director	Mgmt	For		No
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For		No
6	Authorise Issue of Equity	Mgmt	For		No
7	Amend Articles of Association	Mgmt	For		No
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For		No
9	Authorise Market Purchase of Shares	Mgmt	For		No
10	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For		No
11	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For		No

## Fugro NV

**Meeting Date:** 05/12/2021

**Country:** Netherlands

**Ticker:** FUR

**Record Date:** 04/14/2021

**Meeting Type:** Special

**Primary Security ID:** N3385Q320

**Voting Policy:** ISS

**Shares Voted:** 133,404

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Special Meeting Agenda	Mgmt			

## Fugro NV \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt			
2	Elect B.P.E. Geelen to Management Board	Mgmt	For	For	No
3	Elect M.J.C. (Marc) de Jong to Supervisory Board	Mgmt	For	For	No
4	Other Business (Non-Voting)	Mgmt			
5	Close Meeting	Mgmt			

## Gilead Sciences, Inc.

Meeting Date: 05/12/2021

Country: USA

Ticker: GILD

Record Date: 03/19/2021

Meeting Type: Annual

Primary Security ID: 375558103

Voting Policy: ISS

Shares Voted: 39,796

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Jacqueline K. Barton	Mgmt	For	For	No
1b	Elect Director Jeffrey A. Bluestone	Mgmt	For	For	No
1c	Elect Director Sandra J. Horning	Mgmt	For	For	No
1d	Elect Director Kelly A. Kramer	Mgmt	For	For	No
1e	Elect Director Kevin E. Lofton	Mgmt	For	For	No
1f	Elect Director Harish Manwani	Mgmt	For	For	No
1g	Elect Director Daniel P. O'Day	Mgmt	For	For	No
1h	Elect Director Javier J. Rodriguez	Mgmt	For	For	No
1i	Elect Director Anthony Welters	Mgmt	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
4	Require Independent Board Chair	SH	Against	Against	No

## Just Eat Takeaway.com NV

Meeting Date: 05/12/2021

Country: Netherlands

Ticker: TKWY

Record Date: 04/14/2021

Meeting Type: Annual

Primary Security ID: N4753E105

Voting Policy: ISS

Shares Voted: 332,042

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

## Just Eat Takeaway.com NV \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt			
2.a	Receive Report of Management Board (Non-Voting)	Mgmt			
2.b	Approve Remuneration Report	Mgmt	For	For	No
2.c	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	No
3.a	Approve Discharge of Management Board	Mgmt	For	For	No
3.b	Approve Discharge of Supervisory Board	Mgmt	For	For	No
4.a	Reelect Jitse Groen to Management Board	Mgmt	For	For	No
4.b	Reelect Brent Wissink to Management Board	Mgmt	For	For	No
4.c	Reelect Jorg Gerbig to Management Board	Mgmt	For	For	No
4.d	Reelect Matthew Maloney to Management Board	Mgmt	For	For	No
5.a	Reelect Adriaan Nuhn to Supervisory Board	Mgmt	For	For	No
5.b	Reelect Corinne Vigreux to Supervisory Board	Mgmt	For	For	No
5.c	Reelect Ron Teerlink to Supervisory Board	Mgmt	For	For	No
5.d	Reelect Gwyn Burr to Supervisory Board	Mgmt	For	For	No
5.e	Reelect Jambu Palaniappan to Supervisory Board	Mgmt	For	For	No
5.f	Reelect Lloyd Frink to Supervisory Board	Mgmt	For	For	No
5.g	Reelect David Fisher to Supervisory Board	Mgmt	For	For	No
6	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For	No
7	Grant Board Authority to Issue Shares	Mgmt	For	For	No
8	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	No
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	No
10	Other Business (Non-Voting)	Mgmt			
11	Close Meeting	Mgmt			

## Marshalls Plc

**Meeting Date:** 05/12/2021

**Country:** United Kingdom

**Ticker:** MSLH

**Record Date:** 05/10/2021

**Meeting Type:** Annual

**Primary Security ID:** G58718100

**Voting Policy:** ISS

**Shares Voted:** 3,914,068

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

## Marshalls Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
2	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	No
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
4	Approve Final Dividend	Mgmt	For	For	No
5	Re-elect Vanda Murray as Director	Mgmt	For	For	No
6	Re-elect Martyn Coffey as Director	Mgmt	For	For	No
7	Re-elect Graham Prothero as Director	Mgmt	For	For	No
8	Re-elect Tim Pile as Director	Mgmt	For	For	No
9	Re-elect Angela Bromfield as Director	Mgmt	For	For	No
10	Approve Remuneration Report	Mgmt	For	For	No
11	Authorise Issue of Equity	Mgmt	For	For	No
12	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
14	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Masco Corporation

**Meeting Date:** 05/12/2021

**Country:** USA

**Ticker:** MAS

**Record Date:** 03/15/2021

**Meeting Type:** Annual

**Primary Security ID:** 574599106

**Voting Policy:** ISS

**Shares Voted:** 190,417

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Mark R. Alexander	Mgmt	For	For	No
1b	Elect Director Marie A. Ffolkes	Mgmt	For	For	No
1c	Elect Director John C. Plant	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No

## National Express Group Plc

**Meeting Date:** 05/12/2021

**Country:** United Kingdom

**Ticker:** NEX

**Record Date:** 05/10/2021

**Meeting Type:** Annual

**Primary Security ID:** G6374M109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration report is considered warranted:* The Remuneration Committee reinstated the CFO's 8.5% salary increase in November 2020 (originally awarded from 1 January 2020 and subsequently voluntarily waived by the Executive Director due to the emergence of the Covid-19 pandemic);* A further 6.25% salary increase was also proposed for the CFO, effective November 2020; and* The CFO was granted a FY2021 LTIP award at 200% of salary, under the exceptional LTIP limit available in the current remuneration policy. The timing and appropriateness of the CFO's remuneration arrangement raise concerns, given the significant impact that the COVID-19 pandemic has had on the Company, resulting in staff redundancies, furloughing staff through participation in government assistance schemes, and raising capital through a share placing to improve the Company's liquidity position.</i></p>					
3	Approve Remuneration Policy	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted:* The proposed increase to the normal maximum LTIP opportunity, from 150% to 200% of salary, for all Executive Directors raises concerns in light of the material salary increase awarded to the CFO.</i></p>					
4	Re-elect Sir John Armitth as Director	Mgmt	For	For	No
5	Re-elect Jorge Cosmen as Director	Mgmt	For	For	No
6	Re-elect Matthew Crummack as Director	Mgmt	For	For	No
7	Re-elect Chris Davies as Director	Mgmt	For	For	No
8	Elect Ignacio Garat as Director	Mgmt	For	For	No
9	Re-elect Karen Geary as Director	Mgmt	For	For	No
10	Re-elect Ana de Pro Gonzalo as Director	Mgmt	For	For	No
11	Re-elect Mike McKeon as Director	Mgmt	For	For	No
12	Re-elect Ashley Steel as Director	Mgmt	For	For	No
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	No
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

Meeting Date: 05/12/2021

Country: USA

Ticker: PSX

Record Date: 03/17/2021

Meeting Type: Annual

Primary Security ID: 718546104

Voting Policy: ISS

Shares Voted: 59,931

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Julie L. Bushman	Mgmt	For	For	No
1b	Elect Director Lisa A. Davis	Mgmt	For	For	No
2	Declassify the Board of Directors	Mgmt	For	For	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST the proposal is warranted. Although the annual bonus payout was primarily based on pre-set objective metrics in FY20, goal-setting concerns are raised. Several of the metrics used to determine annual incentives were set below actual performance in the prior year, without a reduction in the target opportunity. Further, the program allows for a relatively large potential adjustment to payouts for individual performance which, although it did not adjust the CEO's payout for the year in review, impacted payouts to other NEOs. In the long-term program, though half of the program is based on performance criteria which utilize multi-year performance periods, relative metrics historically target merely the median while the absolute metric does not disclose its forward-looking goal. The closing cycle award was earned above target, against merely median goals, and after the company made a sizable adjustment to the most recent year's ROCE performance, with limited explanation. +</i></p>					
5	Adopt GHG Emissions Reduction Targets	SH	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information on the company's GHG emissions reduction efforts would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change related risks. +</i></p>					
6	Report on Climate Lobbying	SH	Against	For	Yes
<p><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 Paris Agreement, especially in light of the increasing risks to the company related to climate change.</i></p>					

## Primary Health Properties Plc

Meeting Date: 05/12/2021

Country: United Kingdom

Ticker: PHP

Record Date: 05/10/2021

Meeting Type: Annual

Primary Security ID: G7240B186

Voting Policy: ISS

Shares Voted: 1,290,227

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Sharesave Plan	Mgmt	For	For	No
4	Approve Long Term Incentive Plan	Mgmt	For	For	No
5	Approve Employee Benefit Trust	Mgmt	For	For	No
6	Approve the Company's Dividend Policy	Mgmt	For	For	No



## Primary Health Properties Plc \$

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

## Rentokil Initial Plc

**Meeting Date:** 05/12/2021      **Country:** United Kingdom      **Ticker:** RTO  
**Record Date:** 05/10/2021      **Meeting Type:** Annual  
**Primary Security ID:** G7494G105

**Voting Policy:** ISS

**Shares Voted:** 10,008,382

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Policy	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is considered warranted because:* LTIP opportunities are being increased from 250% to 375% of salary for the CEO and from 200% to 300% of salary for the CFO, phased over two years.</i>					
3	Approve Remuneration Report	Mgmt	For	For	No
4	Amend Performance Share Plan	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because:* The amended plan allows for the increase in the CEO's award from 250% to 375% of salary and the CFO's award from 200% to 300% of salary, phased over two years, as provided for under the proposed new remuneration policy.</i>					
5	Approve Final Dividend	Mgmt	For	For	No
6	Elect Stuart Ingall-Tombs as Director	Mgmt	For	For	No

## Rentokil Initial Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
7	Elect Sarosh Mistry as Director	Mgmt	For	For	No
8	Re-elect John Pettigrew as Director	Mgmt	For	For	No
9	Re-elect Andy Ransom as Director	Mgmt	For	For	No
10	Re-elect Richard Solomons as Director	Mgmt	For	For	No
11	Re-elect Julie Southern as Director	Mgmt	For	For	No
12	Re-elect Cathy Turner as Director	Mgmt	For	For	No
13	Re-elect Linda Yueh as Director	Mgmt	For	For	No
14	Appoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Robert Walters Plc

**Meeting Date:** 05/12/2021

**Country:** United Kingdom

**Ticker:** RWA

**Record Date:** 05/10/2021

**Meeting Type:** Annual

**Primary Security ID:** G7608T118

**Voting Policy:** ISS

**Shares Voted:** 81,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Final Dividend	Mgmt	For	For	No
4	Elect Ron Mobed as Director	Mgmt	For	For	No
5	Re-elect Robert Walters as Director	Mgmt	For	For	No
6	Re-elect Alan Bannatyne as Director	Mgmt	For	For	No
7	Re-elect Brian McArthur-Muscroft as Director	Mgmt	For	For	No
8	Re-elect Tanith Dodge as Director	Mgmt	For	For	No

## Robert Walters Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
9	Re-elect Steven Cooper as Director	Mgmt	For	For	No
10	Reappoint BDO LLP as Auditors	Mgmt	For	For	No
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
12	Authorise Issue of Equity	Mgmt	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
14	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
16	Adopt New Articles of Association	Mgmt	For	For	No

## SAP SE

**Meeting Date:** 05/12/2021

**Country:** Germany

**Ticker:** SAP

**Record Date:** 04/20/2021

**Meeting Type:** Annual

**Primary Security ID:** D66992104

**Voting Policy:** ISS

**Shares Voted:** 72,434

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.85 per Share	Mgmt	For	For	No
3	Approve Discharge of Management Board for Fiscal Year 2020	Mgmt	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	No
5	Ratify KPMG AG as Auditors for Fiscal Year 2021	Mgmt	For	For	No
6.1	Elect Qi Lu to the Supervisory Board	Mgmt	For	For	No
6.2	Elect Rouven Westphal to the Supervisory Board	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 10 Billion; Approve Creation of EUR 100 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	No
8	Amend Corporate Purpose	Mgmt	For	For	No
9	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	No

## Savills Plc \$

**Meeting Date:** 05/12/2021

**Country:** United Kingdom

**Ticker:** SVS

**Record Date:** 05/10/2021

**Meeting Type:** Annual

**Primary Security ID:** G78283119

**Voting Policy:** ISS

**Shares Voted:** 111,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Final Dividend	Mgmt	For	For	No
4	Re-elect Nicholas Ferguson as Director	Mgmt	For	For	No
5	Re-elect Mark Ridley as Director	Mgmt	For	For	No
6	Re-elect Tim Freshwater as Director	Mgmt	For	For	No
7	Re-elect Simon Shaw as Director	Mgmt	For	For	No
8	Re-elect Stacey Cartwright as Director	Mgmt	For	For	No
9	Re-elect Florence Tondou-Melique as Director	Mgmt	For	For	No
10	Re-elect Dana Roffman as Director	Mgmt	For	For	No
11	Elect Philip Lee as Director	Mgmt	For	For	No
12	Elect Richard Orders as Director	Mgmt	For	For	No
13	Appoint Ernst & Young LLP as Auditors	Mgmt	For	For	No
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
15	Approve Performance Share Plan	Mgmt	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Simon Property Group, Inc.

**Meeting Date:** 05/12/2021

**Country:** USA

**Ticker:** SPG

**Record Date:** 03/15/2021

**Meeting Type:** Annual

**Primary Security ID:** 828806109

## Simon Property Group, Inc. \$

Voting Policy: ISS

Shares Voted: 34,762

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Glyn F. Aeppel	Mgmt	For	For	No
1b	Elect Director Larry C. Glasscock	Mgmt	For	For	No
1c	Elect Director Karen N. Horn	Mgmt	For	For	No
1d	Elect Director Allan Hubbard	Mgmt	For	For	No
1e	Elect Director Reuben S. Leibowitz	Mgmt	For	For	No
1f	Elect Director Gary M. Rodkin	Mgmt	For	For	No
1g	Elect Director Stefan M. Selig	Mgmt	For	For	No
1h	Elect Director Daniel C. Smith	Mgmt	For	For	No
1i	Elect Director J. Albert Smith, Jr.	Mgmt	For	For	No
1j	Elect Director Marta R. Stewart	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No

## Spirax-Sarco Engineering Plc

Meeting Date: 05/12/2021

Country: United Kingdom

Ticker: SPX

Record Date: 05/10/2021

Meeting Type: Annual

Primary Security ID: G83561129

Voting Policy: ISS

Shares Voted: 393,965

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Final Dividend	Mgmt	For	For	No
4	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	No
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
6	Re-elect Jamie Pike as Director	Mgmt	For	For	No
7	Re-elect Nicholas Anderson as Director	Mgmt	For	For	No
8	Re-elect Dr Trudy Schoolenberg as Director	Mgmt	For	For	No
9	Re-elect Peter France as Director	Mgmt	For	For	No
10	Re-elect Caroline Johnstone as Director	Mgmt	For	For	No
11	Re-elect Jane Kingston as Director	Mgmt	For	For	No
12	Re-elect Kevin Thompson as Director	Mgmt	For	For	No

## Spirax-Sarco Engineering Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
13	Elect Nimesh Patel as Director	Mgmt	For	For	No
14	Elect Angela Archon as Director	Mgmt	For	For	No
15	Elect Dr Olivia Qiu as Director	Mgmt	For	For	No
16	Elect Richard Gillingwater as Director	Mgmt	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	No
18	Approve Scrip Dividend Alternative	Mgmt	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No

## Standard Chartered Plc

**Meeting Date:** 05/12/2021      **Country:** United Kingdom      **Ticker:** STAN  
**Record Date:** 05/10/2021      **Meeting Type:** Annual  
**Primary Security ID:** G84228157

**Voting Policy:** ISS

**Shares Voted:** 9,020,764

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Final Dividend	Mgmt	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	No
4	Elect Maria Ramos as Director	Mgmt	For	For	No
5	Re-elect David Conner as Director	Mgmt	For	For	No
6	Re-elect Byron Grote as Director	Mgmt	For	For	No
7	Re-elect Andy Halford as Director	Mgmt	For	For	No
8	Re-elect Christine Hodgson as Director	Mgmt	For	For	No
9	Re-elect Gay Huey Evans as Director	Mgmt	For	For	No
10	Re-elect Naguib Kheraj as Director	Mgmt	For	For	No
11	Re-elect Phil Rivett as Director	Mgmt	For	For	No
12	Re-elect David Tang as Director	Mgmt	For	For	No
13	Re-elect Carlson Tong as Director	Mgmt	For	For	No
14	Re-elect Jose Vinals as Director	Mgmt	For	For	No
15	Re-elect Jasmine Whitbread as Director	Mgmt	For	For	No
16	Re-elect Bill Winters as Director	Mgmt	For	For	No
17	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	No

## Standard Chartered Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
18	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
20	Approve Standard Chartered Share Plan	Mgmt	For	For	No
21	Authorise Issue of Equity	Mgmt	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	No
23	Authorise Issue of Equity in Relation to Equity Convertible Additional Tier 1 Securities	Mgmt	For	For	No
24	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
25	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
26	Authorise Issue of Equity without Pre-emptive Rights in Relation to Equity Convertible Additional Tier 1 Securities	Mgmt	For	For	No
27	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
28	Authorise Market Purchase of Preference Shares	Mgmt	For	For	No
29	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## TP ICAP Plc

**Meeting Date:** 05/12/2021

**Country:** Jersey

**Ticker:** TCAP

**Record Date:** 05/10/2021

**Meeting Type:** Annual

**Primary Security ID:** G8963N100

**Voting Policy:** ISS

**Shares Voted:** 758,877

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports for TP ICAP Limited	Mgmt	For	For	No
2	Accept Financial Statements and Statutory Reports for TP ICAP Group plc	Mgmt	For	For	No
3	Approve Remuneration Report	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because:* The CEO was awarded a significant salary increase of c.9.7% in light of the Liquidnet acquisition. The level and timing of the proposed CEO's salary increase do not appear sufficiently merited, notwithstanding the strategic benefits of the transaction.</i></p>					
4	Approve Final Dividend	Mgmt	For	For	No
5	Re-elect Richard Berliand as Director	Mgmt	For	For	No
6	Re-elect Nicolas Breteau as Director	Mgmt	For	For	No

## TP ICAP Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
7	Elect Kath Cates as Director	Mgmt	For	For	No
8	Elect Tracy Clarke as Director	Mgmt	For	For	No
9	Re-elect Angela Crawford-Ingle as Director	Mgmt	For	For	No
10	Re-elect Michael Heaney as Director	Mgmt	For	For	No
11	Re-elect Mark Hemsley as Director	Mgmt	For	For	No
12	Re-elect Edmund Ng as Director	Mgmt	For	For	No
13	Re-elect Philip Price as Director	Mgmt	For	For	No
14	Re-elect Robin Stewart as Director	Mgmt	For	For	No
15	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	No
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
18	Authorise Issue of Equity	Mgmt	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
22	Authorise the Company to Hold Any Repurchased Shares as Treasury Shares	Mgmt	For	For	No
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Unibail-Rodamco-Westfield SE

**Meeting Date:** 05/12/2021

**Country:** France

**Ticker:** URW

**Record Date:** 05/10/2021

**Meeting Type:** Annual/Special

**Primary Security ID:** F95094581

**Voting Policy:** ISS

**Shares Voted:** 6,547

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	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 Treatment of Losses	Mgmt	For	For	No
4	Approve Transaction with Christophe Cuvillier	Mgmt	For	For	No



# Unibail-Rodamco-Westfield SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	No
6	Approve Compensation of Christophe Cuvillier, Chairman of the Management Board	Mgmt	For	For	No
7	Approve Compensation of Jaap Tonckens, Member of the Management Board	Mgmt	For	For	No
8	Approve Compensation of Colin Dyer, Chairman of the Supervisory Board Until 13 November 2020	Mgmt	For	For	No
9	Approve Compensation of Leon Bressler, Chairman of the Supervisory Board Since 13 November 2020	Mgmt	For	For	No
10	Approve Compensation of Corporate Officers	Mgmt	For	For	No
11	Approve Remuneration Policy for Chairman of the Management Board	Mgmt	For	For	No
12	Approve Remuneration Policy for Management Board Members	Mgmt	For	For	No
13	Approve Remuneration Policy for Supervisory Board Members	Mgmt	For	For	No
14	Ratify Appointment of Julie Avrane-Chopard as Supervisory Board Member	Mgmt	For	For	No
15	Ratify Appointment of Cecile Cabanis as Supervisory Board Member	Mgmt	For	For	No
16	Reelect John McFarlane as Supervisory Board Member	Mgmt	For	For	No
17	Elect as Aline Sylla-Walbaum as Supervisory Board Member	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 Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 100 Million	Mgmt	For	For	No
21	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 68 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 Under Items 20-21	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	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	No

## Unibail-Rodamco-Westfield SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
25	Authorize up to 2.6 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	For	No
26	Authorize up to 1.2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	No
27	Amend Bylaws to Comply with Legal Changes	Mgmt	For	For	No
28	Amend Article 15 of Bylaws Re: Written Consultation	Mgmt	For	For	No
	Ordinary Business	Mgmt			
29	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	No

## CVS Health Corporation

**Meeting Date:** 05/13/2021

**Country:** USA

**Ticker:** CVS

**Record Date:** 03/17/2021

**Meeting Type:** Annual

**Primary Security ID:** 126650100

**Voting Policy:** ISS

**Shares Voted:** 134,717

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Fernando Aguirre	Mgmt	For	For	No
1b	Elect Director C. David Brown, II	Mgmt	For	For	No
1c	Elect Director Alecia A. DeCoudreaux	Mgmt	For	For	No
1d	Elect Director Nancy-Ann M. DeParle	Mgmt	For	For	No
1e	Elect Director David W. Dorman	Mgmt	For	For	No
1f	Elect Director Roger N. Farah	Mgmt	For	For	No
1g	Elect Director Anne M. Finucane	Mgmt	For	For	No
1h	Elect Director Edward J. Ludwig	Mgmt	For	For	No
1i	Elect Director Karen S. Lynch	Mgmt	For	For	No
1j	Elect Director Jean-Pierre Millon	Mgmt	For	For	No
1k	Elect Director Mary L. Schapiro	Mgmt	For	For	No
1l	Elect Director William C. Weldon	Mgmt	For	For	No
1m	Elect Director Tony L. White	Mgmt	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
4	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent	SH	Against	For	Yes

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

# CVS Health Corporation \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
5	Require Independent Board Chair	SH	Against	Against	No

## Direct Line Insurance Group Plc

**Meeting Date:** 05/13/2021      **Country:** United Kingdom      **Ticker:** DLG  
**Record Date:** 05/11/2021      **Meeting Type:** Annual  
**Primary Security ID:** G2871V114

**Voting Policy:** ISS

**Shares Voted:** 2,192,008

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Final Dividend	Mgmt	For	For	No
4	Re-elect Danuta Gray as Director	Mgmt	For	For	No
5	Re-elect Mark Gregory as Director	Mgmt	For	For	No
6	Re-elect Tim Harris as Director	Mgmt	For	For	No
7	Re-elect Penny James as Director	Mgmt	For	For	No
8	Re-elect Sebastian James as Director	Mgmt	For	For	No
9	Elect Adrian Joseph as Director	Mgmt	For	For	No
10	Re-elect Fiona McBain as Director	Mgmt	For	For	No
11	Re-elect Gregor Stewart as Director	Mgmt	For	For	No
12	Re-elect Richard Ward as Director	Mgmt	For	For	No
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	No
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
21	Authorise Issue of Equity in Relation to an Issue of RT1 Instruments	Mgmt	For	For	No

## Direct Line Insurance Group Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
22	Authorise Issue of Equity without Pre-emptive Rights in Relation to an Issue of RT1 Instruments	Mgmt	For	For	No

## Elementis Plc

**Meeting Date:** 05/13/2021

**Country:** United Kingdom

**Ticker:** ELM

**Record Date:** 05/11/2021

**Meeting Type:** Annual

**Primary Security ID:** G2996U108

**Voting Policy:** ISS

**Shares Voted:** 4,219,061

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

## Intel Corporation \$

**Meeting Date:** 05/13/2021

**Country:** USA

**Ticker:** INTC

**Record Date:** 03/19/2021

**Meeting Type:** Annual

**Primary Security ID:** 458140100

**Voting Policy:** ISS

**Shares Voted:** 380,294

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Patrick P. Gelsinger	Mgmt	For	For	No
1b	Elect Director James J. Goetz	Mgmt	For	For	No
1c	Elect Director Alyssa Henry	Mgmt	For	For	No
1d	Elect Director Omar Ishrak	Mgmt	For	For	No
1e	Elect Director Risa Lavizzo-Mourey	Mgmt	For	For	No
1f	Elect Director Tsu-Jae King Liu	Mgmt	For	For	No
1g	Elect Director Gregory D. Smith	Mgmt	For	For	No
1h	Elect Director Dion J. Weisler	Mgmt	For	For	No
1i	Elect Director Frank D. Yeary	Mgmt	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: Following low support for this proposal last year, the committee demonstrated adequate responsiveness by disclosing shareholder engagement and feedback as well as certain improvements to the pay program. These included improved disclosure around operational goals as well as a redesigned STI program for FY21. While in FY20 there continued to be goal rigor concerns surrounding STI goals, it appears that this will be addressed by the redesigned STI program for FY21. Nevertheless, there is ongoing concern around the CEO's relatively high target and maximum payout opportunities under the bonus program. In addition, half of the CEO's annual PSU awards continue to target merely median performance, with no disclosed vesting cap for negative TSR. There are additional concerns regarding the pay magnitude and structure of compensation arrangements approved for Patrick Gelsinger, who was appointed CEO in 2021. It is estimated that his equity awards will be valued at approximately \$110 million. While \$50 million of Gelsinger's equity awards are to cover forfeited pay from his previous employer, and a portion of the grants are performance-conditioned, there is no indication that these awards are intended to cover multiple years of future equity grants, despite a very large award value. Further, the design of certain awards may reward for temporary peaks in share price performance. In light of these concerns, a vote AGAINST this proposal is warranted.</i></p>					
4	Provide Right to Act by Written Consent	SH	Against	For	Yes
<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>					
5	Report on Global Median Gender/Racial Pay Gap	SH	Against	Against	No
6	Report on Whether Written Policies or Unwritten Norms Reinforce Racism in Company Culture	SH	Against	Against	No

## John Wood Group Plc

**Meeting Date:** 05/13/2021

**Country:** United Kingdom

**Ticker:** WG

**Record Date:** 05/11/2021

**Meeting Type:** Annual

**Primary Security ID:** G9745T118

## John Wood Group Plc \$

Voting Policy: ISS

Shares Voted: 801,440

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Re-elect Roy Franklin as Director	Mgmt	For	For	No
4	Re-elect Thomas Botts as Director	Mgmt	For	For	No
5	Re-elect Birgitte Brinch Madsen as Director	Mgmt	For	For	No
6	Re-elect Jacqui Ferguson as Director	Mgmt	For	For	No
7	Re-elect Adrian Marsh as Director	Mgmt	For	For	No
8	Re-elect Nigel Mills as Director	Mgmt	For	For	No
9	Re-elect Robin Watson as Director	Mgmt	For	For	No
10	Re-elect David Kemp as Director	Mgmt	For	For	No
11	Elect Brenda Reichelderfer as Director	Mgmt	For	For	No
12	Elect Susan Steele as Director	Mgmt	For	For	No
13	Reappoint KPMG LLP as Auditors	Mgmt	For	For	No
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Moneysupermarket.com Group Plc

Meeting Date: 05/13/2021

Country: United Kingdom

Ticker: MONY

Record Date: 05/11/2021

Meeting Type: Annual

Primary Security ID: G6258H101

Voting Policy: ISS

Shares Voted: 716,511

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

## Moneysupermarket.com Group Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Final Dividend	Mgmt	For	For	No
4	Re-elect Robin Freestone as Director	Mgmt	For	For	No
5	Re-elect Sally James as Director	Mgmt	For	For	No
6	Re-elect Sarah Warby as Director	Mgmt	For	For	No
7	Re-elect Scilla Grimble as Director	Mgmt	For	For	No
8	Re-elect Caroline Britton as Director	Mgmt	For	For	No
9	Re-elect Supriya Uchil as Director	Mgmt	For	For	No
10	Re-elect James Bilefield as Director	Mgmt	For	For	No
11	Elect Peter Duffy as Director	Mgmt	For	For	No
12	Reappoint KPMG LLP as Auditors	Mgmt	For	For	No
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
20	Adopt New Articles of Association	Mgmt	For	For	No

## Prudential Plc

**Meeting Date:** 05/13/2021

**Country:** United Kingdom

**Ticker:** PRU

**Record Date:** 05/11/2021

**Meeting Type:** Annual

**Primary Security ID:** G72899100

**Voting Policy:** ISS

**Shares Voted:** 8,428,470

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Elect Chua Sock Koong as Director	Mgmt	For	For	No
4	Elect Ming Lu as Director	Mgmt	For	For	No
5	Elect Jeanette Wong as Director	Mgmt	For	For	No

## Prudential Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
6	Re-elect Shriti Vadera as Director	Mgmt	For	For	No
7	Re-elect Jeremy Anderson as Director	Mgmt	For	For	No
8	Re-elect Mark Fitzpatrick as Director	Mgmt	For	For	No
9	Re-elect David Law as Director	Mgmt	For	For	No
10	Re-elect Anthony Nightingale as Director	Mgmt	For	For	No
11	Re-elect Philip Remnant as Director	Mgmt	For	For	No
12	Re-elect Alice Schroeder as Director	Mgmt	For	For	No
13	Re-elect James Turner as Director	Mgmt	For	For	No
14	Re-elect Thomas Watjen as Director	Mgmt	For	For	No
15	Re-elect Michael Wells as Director	Mgmt	For	For	No
16	Re-elect Fields Wicker-Miurin as Director	Mgmt	For	For	No
17	Re-elect Amy Yip as Director	Mgmt	For	For	No
18	Reappoint KPMG LLP as Auditors	Mgmt	For	For	No
19	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
20	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
21	Authorise Issue of Equity	Mgmt	For	For	No
22	Authorise Issue of Equity to Include Repurchased Shares	Mgmt	For	For	No
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
24	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
26	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Rolls-Royce Holdings Plc

**Meeting Date:** 05/13/2021

**Country:** United Kingdom

**Ticker:** RR

**Record Date:** 05/11/2021

**Meeting Type:** Annual

**Primary Security ID:** G76225104

**Voting Policy:** ISS

**Shares Voted:** 10,060,414

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



## Rolls-Royce Holdings Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
3	Approve Remuneration Report	Mgmt	For	For	No
4	Re-elect Sir Ian Davis as Director	Mgmt	For	For	No
5	Re-elect Warren East as Director	Mgmt	For	For	No
6	Elect Panos Kakoullis as Director	Mgmt	For	For	No
7	Elect Paul Adams as Director	Mgmt	For	For	No
8	Re-elect George Culmer as Director	Mgmt	For	For	No
9	Re-elect Irene Dorner as Director	Mgmt	For	For	No
10	Re-elect Beverly Goulet as Director	Mgmt	For	For	No
11	Re-elect Lee Hsien Yang as Director	Mgmt	For	For	No
12	Re-elect Nick Luff as Director	Mgmt	For	For	No
13	Re-elect Sir Kevin Smith as Director	Mgmt	For	For	No
14	Re-elect Dame Angela Strank as Director	Mgmt	For	For	No
15	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
18	Authorise Issue of Equity	Mgmt	For	For	No
19	Approve Incentive Plan	Mgmt	For	For	No
20	Approve SharePurchase Plan	Mgmt	For	For	No
21	Approve UK Sharesave Plan	Mgmt	For	For	No
22	Approve International Sharesave Plan	Mgmt	For	For	No
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
24	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
25	Adopt New Articles of Association	Mgmt	For	For	No

## SIG Plc

**Meeting Date:** 05/13/2021

**Country:** United Kingdom

**Ticker:** SHI

**Record Date:** 05/11/2021

**Meeting Type:** Annual

**Primary Security ID:** G80797106

**Voting Policy:** ISS

**Shares Voted:** 4,208,200

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
2	Approve Remuneration Report	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration report is considered warranted on account of: * The Company participated in the Coronavirus Job Retention Scheme and other government support schemes, benefited from the business rates relief and took advantage of the deferral of various tax payments (although this has been paid). However, it paid bonuses during the year to CFO Ian Ashton and former Executive Director Kath Kearney-Croft. CEO Steve Francis also received a one-off bonus, which was narrowly approved by shareholders at a 2020 GM. These payments are not considered to be aligned to the experience of shareholders and stakeholders, and also raises concerns regarding the alignment of pay and performance in view of the Company's declined financial performance.</i></p>					
3	Re-elect Andrew Allner as Director	Mgmt	For	For	No
4	Re-elect Steve Francis as Director	Mgmt	For	For	No
5	Elect Ian Ashton as Director	Mgmt	For	For	No
6	Elect Shatish Dasani as Director	Mgmt	For	For	No
7	Elect Bruno Deschamps as Director	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: Items 3-6 and 8-12A vote FOR these Directors is warranted as no significant concerns have been identified. Item 7A vote AGAINST the election of Bruno Deschamps is considered warranted because: * Bruno Deschamps is a non-independent NED on the Remuneration Committee. This is not in line with the recommendations of the UK Corporate Governance Code.</i></p>					
8	Elect Kath Durrant as Director	Mgmt	For	For	No
9	Elect Simon King as Director	Mgmt	For	For	No
10	Re-elect Gillian Kent as Director	Mgmt	For	For	No
11	Re-elect Alan Lovell as Director	Mgmt	For	For	No
12	Elect Christian Rochat as Director	Mgmt	For	For	No
13	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	No
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * In November 2020, the Company called a General Meeting to seek shareholder approval for a new remuneration policy and Restricted Share Plan, a notice period of 17 clear days. The business of the meeting was not an appropriate use of the short notice period.</i></p>					
20	Approve Cancellation of the Share Premium Account	Mgmt	For	For	No
21	Adopt New Articles of Association	Mgmt	For	For	No

## The Charles Schwab Corporation \$

**Meeting Date:** 05/13/2021

**Country:** USA

**Ticker:** SCHW

**Record Date:** 03/15/2021

**Meeting Type:** Annual

**Primary Security ID:** 808513105

**Voting Policy:** ISS

**Shares Voted:** 121,328

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Walter W. Bettinger, II	Mgmt	For	For	No
1b	Elect Director Joan T. Dea	Mgmt	For	For	No
1c	Elect Director Christopher V. Dodds	Mgmt	For	For	No
1d	Elect Director Mark A. Goldfarb	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST Mark Goldfarb is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i></p>					
1e	Elect Director Bharat B. Masrani	Mgmt	For	For	No
1f	Elect Director Charles A. Ruffel	Mgmt	For	For	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
4	Report on Lobbying Payments and Policy	SH	Against	For	Yes
<p><i>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</i></p>					
5	Declassify the Board of Directors	SH	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because the declassification would enhance board accountability.</i></p>					

## The UNITE Group Plc

**Meeting Date:** 05/13/2021

**Country:** United Kingdom

**Ticker:** UTG

**Record Date:** 05/11/2021

**Meeting Type:** Annual

**Primary Security ID:** G9283N101

**Voting Policy:** ISS

**Shares Voted:** 2,854,389

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Final Dividend	Mgmt	For	For	No
4	Approve Scrip Dividend Scheme	Mgmt	For	For	No
5	Elect Richard Huntingford as Director	Mgmt	For	For	No
6	Re-elect Richard Smith as Director	Mgmt	For	For	No
7	Re-elect Joe Lister as Director	Mgmt	For	For	No
8	Re-elect Elizabeth McMeikan as Director	Mgmt	For	For	No

## The UNITE Group Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
9	Re-elect Ross Paterson as Director	Mgmt	For	For	No
10	Re-elect Richard Akers as Director	Mgmt	For	For	No
11	Re-elect Ilaria del Beato as Director	Mgmt	For	For	No
12	Re-elect Dame Shirley Peace as Director	Mgmt	For	For	No
13	Re-elect Thomas Jackson as Director	Mgmt	For	For	No
14	Re-elect Steve Smith as Director	Mgmt	For	For	No
15	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	No
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
21	Adopt New Articles of Association	Mgmt	For	For	No

## Union Pacific Corporation

**Meeting Date:** 05/13/2021      **Country:** USA      **Ticker:** UNP  
**Record Date:** 03/16/2021      **Meeting Type:** Annual  
**Primary Security ID:** 907818108

**Voting Policy:** ISS

**Shares Voted:** 63,619

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Andrew H. Card, Jr.	Mgmt	For	For	No
1b	Elect Director William J. DeLaney	Mgmt	For	For	No
1c	Elect Director David B. Dillon	Mgmt	For	For	No
1d	Elect Director Lance M. Fritz	Mgmt	For	For	No
1e	Elect Director Deborah C. Hopkins	Mgmt	For	For	No
1f	Elect Director Jane H. Lute	Mgmt	For	For	No
1g	Elect Director Michael R. McCarthy	Mgmt	For	For	No
1h	Elect Director Thomas F. McLarty, III	Mgmt	For	For	No
1i	Elect Director Jose H. Villarreal	Mgmt	For	For	No
1j	Elect Director Christopher J. Williams	Mgmt	For	For	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	No

## Union Pacific Corporation \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
4	Approve Omnibus Stock Plan	Mgmt	For	For	No
5	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	No
6	Report on EEO	SH	Against	For	Yes
<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>					
7	Publish Annually a Report Assessing Diversity and Inclusion Efforts	SH	Against	For	Yes
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as reporting quantitative, comparable diversity data would allow shareholders to better assess the effectiveness of Union Pacific's diversity and inclusion efforts and management of related risks.</i>					
8	Annual Vote and Report on Climate Change	SH	Against	Against	No

## United Parcel Service, Inc.

**Meeting Date:** 05/13/2021      **Country:** USA      **Ticker:** UPS  
**Record Date:** 03/22/2021      **Meeting Type:** Annual  
**Primary Security ID:** 911312106

**Voting Policy:** ISS

**Shares Voted:** 47,060

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Carol B. Tome	Mgmt	For	For	No
1b	Elect Director Rodney C. Adkins	Mgmt	For	For	No
1c	Elect Director Eva C. Boratto	Mgmt	For	For	No
1d	Elect Director Michael J. Burns	Mgmt	For	For	No
1e	Elect Director Wayne M. Hewett	Mgmt	For	For	No
1f	Elect Director Angela Hwang	Mgmt	For	For	No
1g	Elect Director Kate E. Johnson	Mgmt	For	For	No
1h	Elect Director William R. Johnson	Mgmt	For	For	No
1i	Elect Director Ann M. Livermore	Mgmt	For	For	No
1j	Elect Director Franck J. Moison	Mgmt	For	For	No
1k	Elect Director Christiana Smith Shi	Mgmt	For	For	No
1l	Elect Director Russell Stokes	Mgmt	For	For	No
1m	Elect Director Kevin Warsh	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Approve Omnibus Stock Plan	Mgmt	For	For	No
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	No

## United Parcel Service, Inc. \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
5	Report on Lobbying Payments and Policy	SH	Against	For	Yes
<p><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 better understanding of the company's management of its lobbying activities and any related risks and benefits.</i></p>					
6	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as it would provide all shareholders with equal voting rights on all matters.</i></p>					
7	Report on Climate Change	SH	Against	For	Yes
<p><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></p>					
8	Amend Certificate of Incorporation to Become a Public Benefit Corporation	SH	Against	Against	No
9	Publish Annually a Report Assessing Diversity and Inclusion Efforts	SH	Against	For	Yes
<p><i>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.</i></p>					

## Verizon Communications Inc.

**Meeting Date:** 05/13/2021      **Country:** USA      **Ticker:** VZ  
**Record Date:** 03/15/2021      **Meeting Type:** Annual  
**Primary Security ID:** 92343V104

**Voting Policy:** ISS

**Shares Voted:** 358,880

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Shellye L. Archambeau	Mgmt	For	For	No
1b	Elect Director Roxanne S. Austin	Mgmt	For	For	No
1c	Elect Director Mark T. Bertolini	Mgmt	For	For	No
1d	Elect Director Melanie L. Healey	Mgmt	For	For	No
1e	Elect Director Clarence Otis, Jr.	Mgmt	For	For	No
1f	Elect Director Daniel H. Schulman	Mgmt	For	For	No
1g	Elect Director Rodney E. Slater	Mgmt	For	For	No
1h	Elect Director Hans E. Vestberg	Mgmt	For	For	No
1i	Elect Director Gregory G. Weaver	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No

## Verizon Communications Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4	Lower Ownership Threshold for Action by Written Consent	SH	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the threshold required to exercise written consent would enhance shareholder rights. Currently, shareholders may act by written consent only if such consent is unanimous.</i></p>					
5	Amend Senior Executive Compensation Clawback Policy	SH	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as the company's current clawback policy does not provide for the disclosure of the amounts and circumstances surrounding any recoupments. Such disclosure would benefit shareholders.</i></p>					
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	Yes
<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>					

## Derwent London Plc

**Meeting Date:** 05/14/2021      **Country:** United Kingdom      **Ticker:** DLN  
**Record Date:** 05/12/2021      **Meeting Type:** Annual  
**Primary Security ID:** G27300105

**Voting Policy:** ISS

**Shares Voted:** 79,596

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Final Dividend	Mgmt	For	For	No
4	Re-elect Claudia Arney as Director	Mgmt	For	For	No
5	Re-elect Lucinda Bell as Director	Mgmt	For	For	No
6	Elect Mark Breuer as Director	Mgmt	For	For	No
7	Re-elect Richard Dakin as Director	Mgmt	For	For	No
8	Re-elect Simon Fraser as Director	Mgmt	For	For	No
9	Re-elect Nigel George as Director	Mgmt	For	For	No
10	Re-elect Helen Gordon as Director	Mgmt	For	For	No
11	Elect Emily Prideaux as Director	Mgmt	For	For	No
12	Re-elect David Silverman as Director	Mgmt	For	For	No
13	Re-elect Cilla Snowball as Director	Mgmt	For	For	No
14	Re-elect Paul Williams as Director	Mgmt	For	For	No
15	Re-elect Damian Wisniewski as Director	Mgmt	For	For	No
16	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No

## Derwent London Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
18	Authorise Issue of Equity	Mgmt	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
22	Adopt New Articles of Association	Mgmt	For	For	No
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Intercontinental Exchange, Inc.

**Meeting Date:** 05/14/2021

**Country:** USA

**Ticker:** ICE

**Record Date:** 03/16/2021

**Meeting Type:** Annual

**Primary Security ID:** 45866F104

**Voting Policy:** ISS

**Shares Voted:** 97,910

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Sharon Y. Bowen	Mgmt	For	For	No
1b	Elect Director Shantella E. Cooper	Mgmt	For	For	No
1c	Elect Director Charles R. Crisp	Mgmt	For	For	No
1d	Elect Director Duriya M. Farooqui	Mgmt	For	For	No
1e	Elect Director The Right Hon. the Lord Hague of Richmond	Mgmt	For	For	No
1f	Elect Director Mark F. Mulhern	Mgmt	For	For	No
1g	Elect Director Thomas E. Noonan	Mgmt	For	For	No
1h	Elect Director Frederic V. Salerno	Mgmt	For	For	No
1i	Elect Director Caroline L. Silver	Mgmt	For	For	No
1j	Elect Director Jeffrey C. Sprecher	Mgmt	For	For	No
1k	Elect Director Judith A. Sprieser	Mgmt	For	For	No
1l	Elect Director Vincent Tese	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No
4	Adopt Simple Majority Vote	SH	Against	For	Yes

*Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirements would enhance shareholder rights.*



# Phoenix Group Holdings Plc \$

**Meeting Date:** 05/14/2021

**Country:** United Kingdom

**Ticker:** PHNX

**Record Date:** 05/12/2021

**Meeting Type:** Annual

**Primary Security ID:** G7S8MZ109

**Voting Policy:** ISS

**Shares Voted:** 442,618

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Final Dividend	Mgmt	For	For	No
4	Re-elect Alastair Barbour as Director	Mgmt	For	For	No
5	Re-elect Andy Briggs as Director	Mgmt	For	For	No
6	Re-elect Karen Green as Director	Mgmt	For	For	No
7	Elect Hiroyuki Iioka as Director	Mgmt	For	For	No
8	Re-elect Nicholas Lyons as Director	Mgmt	For	For	No
9	Re-elect Wendy Mayall as Director	Mgmt	For	For	No
10	Elect Christopher Minter as Director	Mgmt	For	For	No
11	Re-elect John Pollock as Director	Mgmt	For	For	No
12	Re-elect Belinda Richards as Director	Mgmt	For	For	No
13	Re-elect Nicholas Shott as Director	Mgmt	For	For	No
14	Re-elect Kory Sorenson as Director	Mgmt	For	For	No
15	Re-elect Rakesh Thakrar as Director	Mgmt	For	For	No
16	Re-elect Mike Tumilty as Director	Mgmt	For	For	No
17	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	No
18	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
19	Authorise Issue of Equity	Mgmt	For	For	No
20	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

Meeting Date: 05/14/2021

Country: United Kingdom

Ticker: SBRE

Record Date: 05/12/2021

Meeting Type: Annual

Primary Security ID: G7739M107

Voting Policy: ISS

Shares Voted: 1,254,369

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Policy	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is considered warranted:* 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>					
3	Approve Remuneration Report	Mgmt	For	For	No
4	Amend Long-Term Incentive Plan	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is considered warranted:* 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>					
5	Approve Final Dividend	Mgmt	For	For	No
6	Approve Special Dividend	Mgmt	For	For	No
7	Elect Karen Geary as Director	Mgmt	For	For	No
8	Elect Michael Koller as Director	Mgmt	For	For	No
9	Re-elect Catherine Barton as Director	Mgmt	For	For	No
10	Re-elect Geoff Carter as Director	Mgmt	For	For	No
11	Re-elect Ian Clark as Director	Mgmt	For	For	No
12	Re-elect Andrew Pomfret as Director	Mgmt	For	For	No
13	Re-elect Rebecca Shelley as Director	Mgmt	For	For	No
14	Re-elect Adam Westwood as Director	Mgmt	For	For	No
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	No
16	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
18	Authorise Issue of Equity	Mgmt	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Spectris Plc \$

**Meeting Date:** 05/14/2021

**Country:** United Kingdom

**Ticker:** SXS

**Record Date:** 05/12/2021

**Meeting Type:** Annual

**Primary Security ID:** G8338K104

**Voting Policy:** ISS

**Shares Voted:** 85,143

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Final Dividend	Mgmt	For	For	No
4	Re-elect Karim Bitar as Director	Mgmt	For	For	No
5	Re-elect Derek Harding as Director	Mgmt	For	For	No
6	Re-elect Andrew Heath as Director	Mgmt	For	For	No
7	Re-elect Ulf Quellmann as Director	Mgmt	For	For	No
8	Re-elect William (Bill) Seeger as Director	Mgmt	For	For	No
9	Re-elect Cathy Turner as Director	Mgmt	For	For	No
10	Re-elect Kjersti Wiklund as Director	Mgmt	For	For	No
11	Re-elect Mark Williamson as Director	Mgmt	For	For	No
12	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	No
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
19	Adopt New Articles of Association	Mgmt	For	For	No

## St. James's Place Plc

**Meeting Date:** 05/14/2021

**Country:** United Kingdom

**Ticker:** STJ

**Record Date:** 05/12/2021

**Meeting Type:** Annual

**Primary Security ID:** G5005D124

Voting Policy: ISS

Shares Voted: 3,391,977

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Final Dividend	Mgmt	For	For	No
3	Re-elect Andrew Croft as Director	Mgmt	For	For	No
4	Re-elect Ian Gascoigne as Director	Mgmt	For	For	No
5	Re-elect Craig Gentle as Director	Mgmt	For	For	No
6	Re-elect Emma Griffin as Director	Mgmt	For	For	No
7	Re-elect Rosemary Hilary as Director	Mgmt	For	For	No
8	Re-elect Simon Jeffreys as Director	Mgmt	For	For	No
9	Re-elect Roger Yates as Director	Mgmt	For	For	No
10	Elect Lesley-Ann Nash as Director	Mgmt	For	For	No
11	Elect Paul Manduca as Director	Mgmt	For	For	No
12	Approve Remuneration Report	Mgmt	For	For	No
13	Reappoint PricewaterhouseCoopers LLP (PwC) as Auditors	Mgmt	For	For	No
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## The Hershey Company

Meeting Date: 05/17/2021

Country: USA

Ticker: HSY

Record Date: 03/18/2021

Meeting Type: Annual

Primary Security ID: 427866108

Voting Policy: ISS

Shares Voted: 23,855

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Pamela M. Arway	Mgmt	For	For	No
1.2	Elect Director James W. Brown	Mgmt	For	For	No
1.3	Elect Director Michele G. Buck	Mgmt	For	For	No
1.4	Elect Director Victor L. Crawford	Mgmt	For	For	No
1.5	Elect Director Robert M. Dutkowsky	Mgmt	For	For	No

## The Hershey Company \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.6	Elect Director Mary Kay Haben	Mgmt	For	For	No
1.7	Elect Director James C. Katzman	Mgmt	For	For	No
1.8	Elect Director M. Diane Koken	Mgmt	For	For	No
1.9	Elect Director Robert M. Malcolm	Mgmt	For	For	No
1.10	Elect Director Anthony J. Palmer	Mgmt	For	For	No
1.11	Elect Director Juan R. Perez	Mgmt	For	For	No
1.12	Elect Director Wendy L. Schoppert	Mgmt	For	For	No
2	Ratify Ernst & Young LLP as Auditor	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No

## 4imprint Group Plc

**Meeting Date:** 05/18/2021

**Country:** United Kingdom

**Ticker:** FOUR

**Record Date:** 05/14/2021

**Meeting Type:** Annual

**Primary Security ID:** G36555103

**Voting Policy:** ISS

**Shares Voted:** 40,584

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	No
4	Approve Deferred Bonus Plan	Mgmt	For	For	No
5	Re-elect Charles Brady as Director	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: Item 5: Re-elect Charles Brady as DirectorA vote AGAINST the re-election of Charles Brady is warranted as the Chair of the Nomination Committee:* Less than 33 percent of the Board currently consists of women, which is not in line with the recommendation of the Hampton-Alexander Review. In addition, the Company has not made a public commitment to align the composition of the Board with the recommendations of the Hampton-Alexander Review going forward.Items 6, 8-10A vote FOR these Directors is warranted as no significant concerns have been identified.Item 7: Re-elect Paul Moody as DirectorA vote FOR this resolution is considered warranted, although it is not without concerns:* The Chair has been in place for over four years and is ultimately accountable for the Company's approach to governance, including Board diversity. This will be kept under review ahead of the next AGM.</i></p>					
6	Re-elect Kevin Lyons-Tarr as Director	Mgmt	For	For	No
7	Re-elect Paul Moody as Director	Mgmt	For	For	No
8	Re-elect David Seekings as Director	Mgmt	For	For	No
9	Re-elect Christina Southall as Director	Mgmt	For	For	No
10	Elect John Gibney as Director	Mgmt	For	For	No
11	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	No
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No

## 4imprint Group Plc \$

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

## accesso Technology Group Plc

**Meeting Date:** 05/18/2021      **Country:** United Kingdom      **Ticker:** ACSO  
**Record Date:** 05/14/2021      **Meeting Type:** Annual  
**Primary Security ID:** G1150H101

**Voting Policy:** ISS

**Shares Voted:** 1,241,008

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Elect Fern MacDonald as Director	Mgmt	For	For	No
3	Elect Jody Madden as Director	Mgmt	For	For	No
4	Re-elect Steve Brown as Director	Mgmt	For	For	No
5	Re-elect Andrew Malpass as Director	Mgmt	For	For	No
6	Re-elect William Russell as Director	Mgmt	For	For	No
7	Re-elect Karen Slatford as Director	Mgmt	For	For	No
8	Reappoint KPMG LLP as Auditors	Mgmt	For	For	No
9	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
10	Authorise Issue of Equity	Mgmt	For	For	No
11	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
12	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
13	Adopt New Articles of Association	Mgmt	For	For	No

## Amgen Inc.

**Meeting Date:** 05/18/2021      **Country:** USA      **Ticker:** AMGN  
**Record Date:** 03/19/2021      **Meeting Type:** Annual  
**Primary Security ID:** 031162100

Voting Policy: ISS

Shares Voted: 74,633

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Wanda M. Austin	Mgmt	For	For	No
1b	Elect Director Robert A. Bradway	Mgmt	For	For	No
1c	Elect Director Brian J. Druker	Mgmt	For	For	No
1d	Elect Director Robert A. Eckert	Mgmt	For	For	No
1e	Elect Director Greg C. Garland	Mgmt	For	For	No
1f	Elect Director Charles M. Holley, Jr.	Mgmt	For	For	No
1g	Elect Director Tyler Jacks	Mgmt	For	For	No
1h	Elect Director Ellen J. Kullman	Mgmt	For	For	No
1i	Elect Director Amy E. Miles	Mgmt	For	For	No
1j	Elect Director Ronald D. Sugar	Mgmt	For	For	No
1k	Elect Director R. Sanders Williams	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No

## BNP Paribas SA

Meeting Date: 05/18/2021

Country: France

Ticker: BNP

Record Date: 05/16/2021

Meeting Type: Annual/Special

Primary Security ID: F1058Q238

Voting Policy: ISS

Shares Voted: 82,778

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	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 1.11 per Share	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 Pierre Andre de Chalendar as Director	Mgmt	For	For	No
7	Reelect Rajna Gibson Brandon as Director	Mgmt	For	For	No
8	Elect Christian Noyer as Director	Mgmt	For	For	No

## BNP Paribas SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
9	Elect Juliette Brisac as Representative of Employee Shareholders to the Board	Mgmt	For	For	No
A	Elect Isabelle Coron as Representative of Employee Shareholders to the Board	Mgmt	Against	Against	No
B	Elect Cecile Besse Advani as Representative of Employee Shareholders to the Board	Mgmt	Against	Against	No
C	Elect Dominique Potier as Representative of Employee Shareholders to the Board	Mgmt	Against	Against	No
10	Approve Remuneration Policy of Directors	Mgmt	For	For	No
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	No
12	Approve Remuneration Policy of CEO and Vice-CEO	Mgmt	For	For	No
13	Approve Compensation of Corporate Officers	Mgmt	For	For	No
14	Approve Compensation of Jean Lemierre, Chairman of the Board	Mgmt	For	For	No
15	Approve Compensation of Jean-Laurent Bonnafe, CEO	Mgmt	For	For	No
16	Approve Compensation of Philippe Bordenave, Vice-CEO	Mgmt	For	For	No
17	Approve the Overall Envelope of Compensation of Certain Senior Management, Responsible Officers and the Risk-takers	Mgmt	For	For	No
18	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.4 Million	Mgmt	For	For	No
19	Set Limit for the Variable Remuneration of Executives and Specific Employees	Mgmt	For	For	No
	Extraordinary Business	Mgmt			
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	No
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	No

## Chesnara Plc

**Meeting Date:** 05/18/2021

**Country:** United Kingdom

**Ticker:** CSN

**Record Date:** 05/14/2021

**Meeting Type:** Annual

**Primary Security ID:** G20912104

**Voting Policy:** ISS

**Shares Voted:** 518,824

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



## Chesnara Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4	Re-elect John Deane as Director	Mgmt	For	For	No
5	Re-elect David Rimmington as Director	Mgmt	For	For	No
6	Re-elect Jane Dale as Director	Mgmt	For	For	No
7	Re-elect Luke Savage as Director	Mgmt	For	For	No
8	Re-elect Veronica Oak as Director	Mgmt	For	For	No
9	Re-elect Mark Hesketh as Director	Mgmt	For	For	No
10	Elect Eamonn Flanagan as Director	Mgmt	For	For	No
11	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	No
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
13	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## IQGeo Group Plc

**Meeting Date:** 05/18/2021

**Country:** United Kingdom

**Ticker:** IQG

**Record Date:** 05/14/2021

**Meeting Type:** Annual

**Primary Security ID:** G4939N100

**Voting Policy:** ISS

**Shares Voted:** 2,658,457

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because of the following reasons:* Options granted to the Executive Directors during the year are not subject to performance conditions and feature a vesting period of less than three years.* The Non-executive Chair was granted options during the year.</i></p>					
2	Elect Haywood Chapman as Director	Mgmt	For	For	No

# IQGeo Group Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
3	Re-elect Paul Taylor as Director	Mgmt	For	Abstain	Yes
<p><i>Voting Policy Rationale: Items 2, 4, 5 and 6A vote FOR the election/re-election of Haywood Chapman, Ian Kershaw, Andy MacLeod and Richard Petti is warranted because no significant concerns have been identified. Item 3A An ABSTENTION on the re-election of Paul Taylor is warranted because: * A potential independence issue has been identified and he currently sits on the Audit and Remuneration Committees, which is not in line with UK best practice recommendations. 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 7A vote AGAINST the re-election of Max Royde is warranted because: * A potential independence issue has been identified and he currently chairs the Remuneration Committee, and the composition of this Committee does not adhere to UK best practice recommendations for a company of this size. Item 8 Despite potential concerns due to his non-independence, a vote FOR the re-election of Robert Sansom is warranted as he is not a member of the Audit and Remuneration Committees.</i></p>					
4	Re-elect Ian Kershaw as Director	Mgmt	For	For	No
5	Re-elect Andrew MacLeod as Director	Mgmt	For	For	No
6	Re-elect Riccardo Petti as Director	Mgmt	For	For	No
7	Re-elect Max Royde as Director	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: Items 2, 4, 5 and 6A vote FOR the election/re-election of Haywood Chapman, Ian Kershaw, Andy MacLeod and Richard Petti is warranted because no significant concerns have been identified. Item 3A An ABSTENTION on the re-election of Paul Taylor is warranted because: * A potential independence issue has been identified and he currently sits on the Audit and Remuneration Committees, which is not in line with UK best practice recommendations. 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 7A vote AGAINST the re-election of Max Royde is warranted because: * A potential independence issue has been identified and he currently chairs the Remuneration Committee, and the composition of this Committee does not adhere to UK best practice recommendations for a company of this size. Item 8 Despite potential concerns due to his non-independence, a vote FOR the re-election of Robert Sansom is warranted as he is not a member of the Audit and Remuneration Committees.</i></p>					
8	Re-elect Robert Sansom as Director	Mgmt	For	For	No
9	Reappoint Grant Thornton UK LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	No
10	Authorise Issue of Equity	Mgmt	For	For	No
11	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
12	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No

# JPMorgan Chase & Co.

**Meeting Date:** 05/18/2021      **Country:** USA      **Ticker:** JPM  
**Record Date:** 03/19/2021      **Meeting Type:** Annual  
**Primary Security ID:** 46625H100

**Voting Policy:** ISS

**Shares Voted:** 316,399

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Linda B. Bammann	Mgmt	For	For	No
1b	Elect Director Stephen B. Burke	Mgmt	For	For	No
1c	Elect Director Todd A. Combs	Mgmt	For	For	No
1d	Elect Director James S. Crown	Mgmt	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1e	Elect Director James Dimon	Mgmt	For	For	No
1f	Elect Director Timothy P. Flynn	Mgmt	For	For	No
1g	Elect Director Melody Hobson	Mgmt	For	For	No
1h	Elect Director Michael A. Neal	Mgmt	For	For	No
1i	Elect Director Phebe N. Novakovic	Mgmt	For	For	No
1j	Elect Director Virginia M. Rometty	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Amend Omnibus Stock Plan	Mgmt	For	For	No
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
5	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent	SH	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. A reduction in the ownership threshold required to request a record date to initiate written consent would provide for a more meaningful written consent right for shareholders.</i></p>					
6	Report on Racial Equity Audit	SH	Against	Against	No
7	Require Independent Board Chair	SH	Against	For	Yes
<p><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.</i></p>					
8	Report on Congruency Political Analysis and Electioneering Expenditures	SH	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as more comprehensive information regarding JPMorgan Chase's PAC's political contribution spending and nonprofit organization participation would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political partnerships.</i></p>					

## Orange SA

**Meeting Date:** 05/18/2021      **Country:** France      **Ticker:** ORA  
**Record Date:** 05/14/2021      **Meeting Type:** Annual/Special  
**Primary Security ID:** F6866T100

**Voting Policy:** ISS

**Shares Voted:** 213,366

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	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 0.90 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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
5	Reelect Bpifrance Participations as Director	Mgmt	For	For	No
6	Renew Appointment of KPMG as Auditor	Mgmt	For	For	No
7	Renew Appointment of Salustro Reydel as Alternate Auditor	Mgmt	For	For	No
8	Appoint Deloitte as Auditor	Mgmt	For	For	No
9	Appoint Beas as Alternate Auditor	Mgmt	For	For	No
10	Ratify Change Location of Registered Office to 111 Quai du President Roosevelt, 92130 Issy-les-Moulineaux	Mgmt	For	For	No
11	Approve Compensation Report	Mgmt	For	For	No
12	Approve Compensation of Stephane Richard, Chairman and CEO	Mgmt	For	For	No
13	Approve Compensation of Ramon Fernandez, Vice-CEO	Mgmt	For	For	No
14	Approve Compensation of Gervais Pellissier, Vice-CEO	Mgmt	For	For	No
15	Approve Remuneration Policy of the Chairman and CEO	Mgmt	For	For	No
16	Approve Remuneration Policy of Vice-CEOs	Mgmt	For	For	No
17	Approve Remuneration Policy of Directors	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 Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billion	Mgmt	For	For	No
20	Allow Board to Use Delegations under Item 19 Above in the Event of a Public Tender Offer	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST these antitakeover mechanisms are warranted.</i>					
21	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Billion	Mgmt	For	For	No
22	Allow Board to Use Delegations under Item 21 Above in the Event of a Public Tender Offer	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST these antitakeover mechanisms are warranted.</i>					
23	Approve Issuance of Equity or Equity-Linked Securities for up to 20 Percent of Issued Capital Per Year for Private Placements, up to Aggregate Nominal Amount of EUR 1 Billion	Mgmt	For	For	No
24	Allow Board to Use Delegations under Item 23 Above in the Event of a Public Tender Offer	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST these antitakeover mechanisms are warranted.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 19-24	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: * Votes FOR the authorizations under Items 19, 21, 23, 26 and 28 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.* A vote AGAINST Item 25 is warranted as it can be used during a takeover period.* A vote FOR the total limit proposed under Item 30 is warranted as it limits shareholder dilution under all authorizations together.</i></p>					
26	Authorize Capital Increase of Up to EUR 1 Billion for Future Exchange Offers	Mgmt	For	For	No
27	Allow Board to Use Delegations under Item 26 Above in the Event of a Public Tender Offer	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: Votes AGAINST these antitakeover mechanisms are warranted.</i></p>					
28	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	No
29	Allow Board to Use Delegations under Item 28 Above in the Event of a Public Tender Offer	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: Votes AGAINST these antitakeover mechanisms are warranted.</i></p>					
30	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 3 Billion	Mgmt	For	For	No
31	Authorize up to 0.07 Percent of Issued Capital for Use in Restricted Stock Plans Under Performance Conditions Reserved for Some Employees and Executive Corporate Officers	Mgmt	For	For	No
32	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	No
33	Authorize Capitalization of Reserves of Up to EUR 2 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For	No
34	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	No
35	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	Amending Item 31 of Current Meeting to Align the Allocation of Free Shares to the Group Employees with that of LTIP Incentives for Executives	SH	Against	Against	No
B	Amend Article 13 of Bylaws Re: Plurality of Directorships	SH	Against	Against	No
C	Access of Women to Positions of Responsibility and Equal Pay	SH			

## Royal Dutch Shell Plc \$

**Meeting Date:** 05/18/2021

**Country:** United Kingdom

**Ticker:** RDSA

**Record Date:** 05/14/2021

**Meeting Type:** Annual

**Primary Security ID:** G7690A100

**Voting Policy:** ISS

**Shares Voted:** 11,763,895

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Elect Jane Lute as Director	Mgmt	For	For	No
4	Re-elect Ben van Beurden as Director	Mgmt	For	For	No
5	Re-elect Dick Boer as Director	Mgmt	For	For	No
6	Re-elect Neil Carson as Director	Mgmt	For	For	No
7	Re-elect Ann Godbehere as Director	Mgmt	For	For	No
8	Re-elect Euleen Goh as Director	Mgmt	For	For	No
9	Re-elect Catherine Hughes as Director	Mgmt	For	For	No
10	Re-elect Martina Hund-Mejean as Director	Mgmt	For	For	No
11	Re-elect Sir Andrew Mackenzie as Director	Mgmt	For	For	No
12	Elect Abraham Schot as Director	Mgmt	For	For	No
13	Re-elect Jessica Uhl as Director	Mgmt	For	For	No
14	Re-elect Gerrit Zalm as Director	Mgmt	For	For	No
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	No
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
20	Approve the Shell Energy Transition Strategy	Mgmt	For	For	No
	Shareholder Proposal	Mgmt			
21	Request Shell to Set and Publish Targets for Greenhouse Gas (GHG) Emissions	SH	Against	Against	No

## Standard Life Aberdeen Plc

**Meeting Date:** 05/18/2021

**Country:** United Kingdom

**Ticker:** SLA

**Record Date:** 05/14/2021

**Meeting Type:** Annual

**Primary Security ID:** G84246118

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Final Dividend	Mgmt	For	For	No
3	Reappoint KPMG LLP as Auditors	Mgmt	For	For	No
4	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
5	Approve Remuneration Report	Mgmt	For	For	No
6A	Re-elect Sir Douglas Flint as Director	Mgmt	For	For	No
6B	Re-elect Jonathan Asquith as Director	Mgmt	For	For	No
6C	Re-elect Stephanie Bruce as Director	Mgmt	For	For	No
6D	Re-elect John Devine as Director	Mgmt	For	For	No
6E	Re-elect Melanie Gee as Director	Mgmt	For	For	No
6F	Re-elect Brian McBride as Director	Mgmt	For	For	No
6G	Re-elect Martin Pike as Director	Mgmt	For	For	No
6H	Re-elect Cathleen Raffaelli as Director	Mgmt	For	For	No
6I	Re-elect Cecilia Reyes as Director	Mgmt	For	For	No
6J	Re-elect Jutta af Rosenborg as Director	Mgmt	For	For	No
7	Elect Stephen Bird as Director	Mgmt	For	For	No
8	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
9	Authorise Issue of Equity	Mgmt	For	For	No
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
12	Authorise Issue of Equity in Relation to the Issue of Convertible Bonds	Mgmt	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issue of Convertible Bonds	Mgmt	For	For	No
14	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
15	Adopt New Articles of Association	Mgmt	For	For	No

## Amphenol Corporation

Meeting Date: 05/19/2021

Country: USA

Ticker: APH

Record Date: 03/22/2021

Meeting Type: Annual

Primary Security ID: 032095101

Voting Policy: ISS

Shares Voted: 21,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Stanley L. Clark	Mgmt	For	For	No
1.2	Elect Director John D. Craig	Mgmt	For	For	No
1.3	Elect Director David P. Falck	Mgmt	For	For	No
1.4	Elect Director Edward G. Jepsen	Mgmt	For	For	No
1.5	Elect Director Rita S. Lane	Mgmt	For	For	No
1.6	Elect Director Robert A. Livingston	Mgmt	For	For	No
1.7	Elect Director Martin H. Loeffler	Mgmt	For	For	No
1.8	Elect Director R. Adam Norwitt	Mgmt	For	For	No
1.9	Elect Director Anne Clarke Wolff	Mgmt	For	For	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
4	Amend Stock Option Plan	Mgmt	For	For	No
5	Increase Authorized Common Stock	Mgmt	For	For	No
6	Amend Proxy Access Right	SH	Against	For	Yes

*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.*

## Coats Group Plc

Meeting Date: 05/19/2021

Country: United Kingdom

Ticker: COA

Record Date: 05/17/2021

Meeting Type: Annual

Primary Security ID: G22429115

Voting Policy: ISS

Shares Voted: 8,189,242

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Final Dividend	Mgmt	For	For	No
4	Re-elect Nicholas Bull as Director	Mgmt	For	For	No
5	Re-elect Anne Fahy as Director	Mgmt	For	Abstain	Yes

*Voting Policy Rationale: Items 4, 6-11: Elect Directors A vote FOR these Directors is warranted as no significant concerns have been identified. Item 5: Re-election of Anne Fahy A vote FOR this resolution is warranted, but is not without concerns for shareholders: \* Anne Fahy was a NED and chair of the audit committee at Interserve plc, which went into administration in March 2019. An investigation into the audit of the financial statements of Interserve covering the financial years 2015-2017 remains ongoing. The main reason for support is: \* A voting sanction is not considered warranted at this time, pending the outcome of the investigation.*



## Coats Group Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
6	Re-elect David Gosnell as Director	Mgmt	For	For	No
7	Re-elect Hongyan Echo Lu as Director	Mgmt	For	For	No
8	Re-elect Fran Philip as Director	Mgmt	For	For	No
9	Re-elect Rajiv Sharma as Director	Mgmt	For	For	No
10	Elect Jacqueline Callaway as Director	Mgmt	For	For	No
11	Elect Jakob Sigurdsson as Director	Mgmt	For	For	No
12	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	No
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
19	Adopt New Articles of Association	Mgmt	For	For	No

## Deutsche Boerse AG

**Meeting Date:** 05/19/2021

**Country:** Germany

**Ticker:** DB1

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** D1882G119

**Voting Policy:** ISS

**Shares Voted:** 12,941

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 3.00 per Share	Mgmt	For	For	No
3	Approve Discharge of Management Board for Fiscal Year 2020	Mgmt	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	No
5.1	Elect Karl-Heinz Floether to the Supervisory Board	Mgmt	For	For	No
5.2	Elect Andreas Gottschling to the Supervisory Board	Mgmt	For	For	No
5.3	Elect Martin Jetter to the Supervisory Board	Mgmt	For	For	No
5.4	Elect Barbara Lambert to the Supervisory Board	Mgmt	For	For	No

## Deutsche Boerse AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
5.5	Elect Michael Ruediger to the Supervisory Board	Mgmt	For	For	No
5.6	Elect Charles Stonehill to the Supervisory Board	Mgmt	For	For	No
5.7	Elect Clara-Christina Streit to the Supervisory Board	Mgmt	For	For	No
5.8	Elect Chong Lee Tan to the Supervisory Board	Mgmt	For	For	No
6	Approve Creation of EUR 19 Million Pool of Capital with Preemptive Rights	Mgmt	For	For	No
7	Approve Remuneration Policy	Mgmt	For	For	No
8	Amend Articles Re: AGM Location	Mgmt	For	For	No
9	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	Mgmt	For	For	No

## E.ON SE

**Meeting Date:** 05/19/2021

**Country:** Germany

**Ticker:** EOAN

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** D24914133

**Voting Policy:** ISS

**Shares Voted:** 203,564

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.47 per Share	Mgmt	For	For	No
3	Approve Discharge of Management Board for Fiscal Year 2020	Mgmt	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	No
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2021	Mgmt	For	For	No
5.2	Ratify KPMG AG as Auditors for Half-Year and Quarterly Reports 2021	Mgmt	For	For	No
5.3	Ratify KPMG AG as Auditors for the First Quarter of Fiscal Year 2022	Mgmt	For	For	No
6	Approve Remuneration Policy	Mgmt	For	For	No
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	No
8.1	Elect Erich Clementi to the Supervisory Board	Mgmt	For	For	No
8.2	Elect Andreas Schmitz to the Supervisory Board	Mgmt	For	For	No
8.3	Elect Ewald Woste to the Supervisory Board	Mgmt	For	For	No
9.1	Approve Affiliation Agreements with E.ON 45. Verwaltungs GmbH	Mgmt	For	For	No

## E.ON SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
9.2	Approve Affiliation Agreement with E.ON 46. Verwaltungs GmbH	Mgmt	For	For	No

## Elanco Animal Health Incorporated

**Meeting Date:** 05/19/2021      **Country:** USA      **Ticker:** ELAN  
**Record Date:** 03/15/2021      **Meeting Type:** Annual  
**Primary Security ID:** 28414H103

**Voting Policy:** ISS

**Shares Voted:** 199,906

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director William F. Doyle	Mgmt	For	For	No
1b	Elect Director Art A. Garcia	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST director nominees Jeffrey Simmons, Art Garcia, and Denise Scots-Knight is warranted due to:* The company's governing documents prohibit shareholders' ability to amend the company bylaws; and* 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 FOR William (Bill) Doyle is warranted.</i></p>					
1c	Elect Director Denise Scots-Knight	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST director nominees Jeffrey Simmons, Art Garcia, and Denise Scots-Knight is warranted due to:* The company's governing documents prohibit shareholders' ability to amend the company bylaws; and* 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 FOR William (Bill) Doyle is warranted.</i></p>					
1d	Elect Director Jeffrey N. Simmons	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST director nominees Jeffrey Simmons, Art Garcia, and Denise Scots-Knight is warranted due to:* The company's governing documents prohibit shareholders' ability to amend the company bylaws; and* 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 FOR William (Bill) Doyle is warranted.</i></p>					
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
4	Amend Omnibus Stock Plan	Mgmt	For	For	No

## Fidelity National Information Services, Inc.

**Meeting Date:** 05/19/2021      **Country:** USA      **Ticker:** FIS  
**Record Date:** 03/25/2021      **Meeting Type:** Annual  
**Primary Security ID:** 31620M106

**Voting Policy:** ISS

**Shares Voted:** 80,760

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Ellen R. Alemany	Mgmt	For	For	No

## Fidelity National Information Services, Inc. \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1b	Elect Director Jeffrey A. Goldstein	Mgmt	For	For	No
1c	Elect Director Lisa A. Hook	Mgmt	For	For	No
1d	Elect Director Keith W. Hughes	Mgmt	For	For	No
1e	Elect Director Gary L. Lauer	Mgmt	For	For	No
1f	Elect Director Gary A. Norcross	Mgmt	For	For	No
1g	Elect Director Louise M. Parent	Mgmt	For	For	No
1h	Elect Director Brian T. Shea	Mgmt	For	For	No
1i	Elect Director James B. Stallings, Jr.	Mgmt	For	For	No
1j	Elect Director Jeffrey E. Stiefler	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	No

## Fiserv, Inc.

**Meeting Date:** 05/19/2021

**Country:** USA

**Ticker:** FISV

**Record Date:** 03/22/2021

**Meeting Type:** Annual

**Primary Security ID:** 337738108

**Voting Policy:** ISS

**Shares Voted:** 9,834

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Frank J. Bisignano	Mgmt	For	For	No
1.2	Elect Director Alison Davis	Mgmt	For	For	No
1.3	Elect Director Henrique de Castro	Mgmt	For	For	No
1.4	Elect Director Harry F. DiSimone	Mgmt	For	For	No
1.5	Elect Director Dennis F. Lynch	Mgmt	For	For	No
1.6	Elect Director Heidi G. Miller	Mgmt	For	For	No
1.7	Elect Director Scott C. Nuttall	Mgmt	For	For	No
1.8	Elect Director Denis J. O'Leary	Mgmt	For	For	No
1.9	Elect Director Doyle R. Simons	Mgmt	For	For	No
1.10	Elect Director Kevin M. Warren	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted in light of the problematic features included in former CEO and executive chairman Yabuki's transition agreement. In particular, he received a grant of \$11.2 million of RSUs on his last day of employment and his unvested performance shares were modified to remove pro-rata vesting.</i></p>					
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	No

# Halliburton Company \$

Meeting Date: 05/19/2021

Country: USA

Ticker: HAL

Record Date: 03/22/2021

Meeting Type: Annual

Primary Security ID: 406216101

Voting Policy: ISS

Shares Voted: 355,059

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Abdulaziz F. Al Khayyal	Mgmt	For	For	No
1b	Elect Director William E. Albrecht	Mgmt	For	For	No
1c	Elect Director M. Katherine Banks	Mgmt	For	For	No
1d	Elect Director Alan M. Bennett	Mgmt	For	For	No
1e	Elect Director Milton Carroll	Mgmt	For	For	No
1f	Elect Director Murry S. Gerber	Mgmt	For	For	No
1g	Elect Director Patricia Hemingway Hall	Mgmt	For	For	No
1h	Elect Director Robert A. Malone	Mgmt	For	For	No
1i	Elect Director Jeffrey A. Miller	Mgmt	For	For	No
1j	Elect Director Bhavesh V. (Bob) Patel	Mgmt	For	For	No
2	Ratify KPMG LLP as Auditor	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. While the sizable year-over-year increase in CEO pay can be partially explained by a maximum-level long-term cash payout from 2018, the company also increased the target opportunity of the CEO's long-term incentives when introducing performance equity. When increasing the proportion of performance-based pay, investors generally prefer for additional performance-based components to be incorporated into the existing program, not to be additive in value. Further, performance-based long-term incentives have been earned at maximum in each of the last four cycles and above target in nine out of the last ten cycles. The most recent award for FY18-20 was earned at maximum despite negative performance over the period. Notwithstanding this regular outperformance, the company has not adjusted targets and the FY20 award continues to target merely median-level performance.</i></p>					
4	Amend Omnibus Stock Plan	Mgmt	For	For	No
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	No

# Hilton Worldwide Holdings Inc.

Meeting Date: 05/19/2021

Country: USA

Ticker: HLT

Record Date: 03/24/2021

Meeting Type: Annual

Primary Security ID: 43300A203

Voting Policy: ISS

Shares Voted: 35,574

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Christopher J. Nassetta	Mgmt	For	For	No
1b	Elect Director Jonathan D. Gray	Mgmt	For	For	No
1c	Elect Director Charlene T. Begley	Mgmt	For	For	No

## Hilton Worldwide Holdings Inc. \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1d	Elect Director Chris Carr	Mgmt	For	For	No
1e	Elect Director Melanie L. Healey	Mgmt	For	For	No
1f	Elect Director Raymond E. Mabus, Jr.	Mgmt	For	For	No
1g	Elect Director Judith A. McHale	Mgmt	For	For	No
1h	Elect Director John G. Schreiber	Mgmt	For	For	No
1i	Elect Director Elizabeth A. Smith	Mgmt	For	For	No
1j	Elect Director Douglas M. Steenland	Mgmt	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Yes

*Voting Policy Rationale: A vote AGAINST this proposal is warranted. COVID-related modifications of previously granted long-term performance equity raise significant concerns. The majority of the 2019 and 2020 PSU metrics are now based on a single year's performance, and one-third of the 2019 award was already deemed earned based on 2019 results. Further, PSUs granted in 2018 were unearned based on actual performance; however, the committee modified these grants to be earned above target. The modification of previously granted long-term incentive awards (particularly those granted before 2020) is not considered to be an appropriate reaction to challenges posed by the pandemic. In addition, the company provided separation benefits to an executive whose departure is not clearly disclosed as an involuntary termination without cause or voluntary resignation for good reason that would entitle the executive to severance payments under an existing agreement. The payment of severance to an executive who did not undergo a qualifying termination is a problematic pay practice.*

## Mondelez International, Inc.

**Meeting Date:** 05/19/2021      **Country:** USA      **Ticker:** MDLZ  
**Record Date:** 03/12/2021      **Meeting Type:** Annual  
**Primary Security ID:** 609207105

**Voting Policy:** ISS

**Shares Voted:** 170,985

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Lewis W.K. Booth	Mgmt	For	For	No
1b	Elect Director Charles E. Bunch	Mgmt	For	For	No
1c	Elect Director Lois D. Juliber	Mgmt	For	For	No
1d	Elect Director Peter W. May	Mgmt	For	For	No
1e	Elect Director Jorge S. Mesquita	Mgmt	For	For	No
1f	Elect Director Jane Hamilton Nielsen	Mgmt	For	For	No
1g	Elect Director Fredric G. Reynolds	Mgmt	For	For	No
1h	Elect Director Christiana S. Shi	Mgmt	For	For	No
1i	Elect Director Patrick T. Siewert	Mgmt	For	For	No
1j	Elect Director Michael A. Todman	Mgmt	For	For	No
1k	Elect Director Jean-Francois M. L. van Boxmeer	Mgmt	For	For	No
1l	Elect Director Dirk Van de Put	Mgmt	For	For	No

## Mondelez International, Inc. \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
4	Consider Pay Disparity Between Executives and Other Employees	SH	Against	Against	No

## NOV Inc.

**Meeting Date:** 05/19/2021      **Country:** USA      **Ticker:** NOV  
**Record Date:** 03/22/2021      **Meeting Type:** Annual  
**Primary Security ID:** 62955J103

**Voting Policy:** ISS

**Shares Voted:** 298,420

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Clay C. Williams	Mgmt	For	For	No
1b	Elect Director Greg L. Armstrong	Mgmt	For	For	No
1c	Elect Director Marcela E. Donadio	Mgmt	For	For	No
1d	Elect Director Ben A. Guill	Mgmt	For	For	No
1e	Elect Director James T. Hackett	Mgmt	For	For	No
1f	Elect Director David D. Harrison	Mgmt	For	For	No
1g	Elect Director Eric L. Mattson	Mgmt	For	For	No
1h	Elect Director Melody B. Meyer	Mgmt	For	For	No
1i	Elect Director William R. Thomas	Mgmt	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No

## Sampo Oyj

**Meeting Date:** 05/19/2021      **Country:** Finland      **Ticker:** SAMPO  
**Record Date:** 05/06/2021      **Meeting Type:** Annual  
**Primary Security ID:** X75653109

**Voting Policy:** ISS

**Shares Voted:** 43,977

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			

## Sampo Oyj \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
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 1.70 Per Share	Mgmt	For	For	No
9	Approve Discharge of Board and President	Mgmt	For	For	No
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted because the performance conditions for the annual bonus are too vaguely disclosed.</i></p>					
11	Approve Remuneration of Directors in the Amount of EUR 184,000 for Chairman and EUR 95,000 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, Georg Ehrnrooth, Jannica Fagerholm, Johanna Lamminen, Risto Murto and Bjorn Wahlroos as Directors; Elect Markus Rauramo as New Director	Mgmt	For	For	No
14	Approve Remuneration of Auditors	Mgmt	For	For	No
15	Ratify Deloitte as Auditors	Mgmt	For	For	No
16	Authorize Share Repurchase Program	Mgmt	For	For	No
17	Close Meeting	Mgmt			

## Sanne Group Plc

**Meeting Date:** 05/19/2021

**Country:** Jersey

**Ticker:** SNN

**Record Date:** 05/17/2021

**Meeting Type:** Annual

**Primary Security ID:** G7805V106

**Voting Policy:** ISS

**Shares Voted:** 4,692,605

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



## Sanne Group Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
6	Re-elect Rupert Robson as Director	Mgmt	For	For	No
7	Re-elect Nicola Palios as Director	Mgmt	For	For	No
8	Re-elect Mel Carvill as Director	Mgmt	For	For	No
9	Re-elect Julia Chapman as Director	Mgmt	For	For	No
10	Re-elect James Ireland as Director	Mgmt	For	For	No
11	Re-elect Yves Stein as Director	Mgmt	For	For	No
12	Re-elect Martin Schnaier as Director	Mgmt	For	For	No
13	Elect Sophie O'Connor as a Director	Mgmt	For	For	No
14	Elect Fernando Fanton as a Director	Mgmt	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
19	Amend Articles of Association Re: Electronic General Meetings	Mgmt	For	For	No

## Thermo Fisher Scientific Inc.

**Meeting Date:** 05/19/2021      **Country:** USA      **Ticker:** TMO  
**Record Date:** 03/26/2021      **Meeting Type:** Annual  
**Primary Security ID:** 883556102

**Voting Policy:** ISS

**Shares Voted:** 18,997

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Marc N. Casper	Mgmt	For	For	No
1b	Elect Director Nelson J. Chai	Mgmt	For	For	No
1c	Elect Director C. Martin Harris	Mgmt	For	For	No
1d	Elect Director Tyler Jacks	Mgmt	For	For	No
1e	Elect Director R. Alexandra Keith	Mgmt	For	For	No
1f	Elect Director Thomas J. Lynch	Mgmt	For	For	No
1g	Elect Director Jim P. Manzi	Mgmt	For	For	No
1h	Elect Director James C. Mullen	Mgmt	For	For	No
1i	Elect Director Lars R. Sorensen	Mgmt	For	For	No
1j	Elect Director Debora L. Spar	Mgmt	For	For	No
1k	Elect Director Scott M. Sperling	Mgmt	For	For	No

## Thermo Fisher Scientific Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1l	Elect Director Dion J. Weisler	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	For	For	No
4	Provide Right to Call A Special Meeting	SH	Against	For	Yes

*Voting Policy Rationale: A vote FOR this proposal is warranted as it would enhance the newly adopted shareholder right to call special meetings.*

## Vertex Pharmaceuticals Incorporated

**Meeting Date:** 05/19/2021      **Country:** USA      **Ticker:** VRTX  
**Record Date:** 03/25/2021      **Meeting Type:** Annual  
**Primary Security ID:** 92532F100

**Voting Policy:** ISS

**Shares Voted:** 19,451

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Sangeeta Bhatia	Mgmt	For	For	No
1.2	Elect Director Lloyd Carney	Mgmt	For	For	No
1.3	Elect Director Alan Garber	Mgmt	For	For	No
1.4	Elect Director Terrence Kearney	Mgmt	For	For	No
1.5	Elect Director Reshma Kewalramani	Mgmt	For	For	No
1.6	Elect Director Yuchun Lee	Mgmt	For	For	No
1.7	Elect Director Jeffrey Leiden	Mgmt	For	For	No
1.8	Elect Director Margaret McGlynn	Mgmt	For	For	No
1.9	Elect Director Diana McKenzie	Mgmt	For	For	No
1.10	Elect Director Bruce Sachs	Mgmt	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
4	Report on Lobbying Payments and Policy	SH	Against	For	Yes

*Voting Policy Rationale: A vote FOR this proposal is warranted. While Vertex has increased its lobbying-related disclosure, 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.*

5	Report on Political Contributions and Expenditures	SH	Against	For	Yes
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*Voting Policy Rationale: A vote FOR this resolution is warranted. Although the company has improved its political contributions disclosure, gaps remain in its transparency regarding the company's direct and indirect political contributions. Full disclosure would help investors in assessing its management of related risks and benefits.*

## Westinghouse Air Brake Technologies Corporation \$

**Meeting Date:** 05/19/2021

**Country:** USA

**Ticker:** WAB

**Record Date:** 03/22/2021

**Meeting Type:** Annual

**Primary Security ID:** 929740108

**Voting Policy:** ISS

**Shares Voted:** 55,799

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Linda Harty	Mgmt	For	For	No
1.2	Elect Director Brian Hehir	Mgmt	For	For	No
1.3	Elect Director Michael Howell	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No

## Altria Group, Inc.

**Meeting Date:** 05/20/2021

**Country:** USA

**Ticker:** MO

**Record Date:** 03/29/2021

**Meeting Type:** Annual

**Primary Security ID:** 02209S103

**Voting Policy:** ISS

**Shares Voted:** 115,640

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director John T. Casteen, III	Mgmt	For	For	No
1b	Elect Director Dinyar S. Devitre	Mgmt	For	For	No
1c	Elect Director William F. Gifford, Jr.	Mgmt	For	For	No
1d	Elect Director Debra J. Kelly-Ennis	Mgmt	For	For	No
1e	Elect Director W. Leo Kiely, III	Mgmt	For	For	No
1f	Elect Director Kathryn B. McQuade	Mgmt	For	For	No
1g	Elect Director George Munoz	Mgmt	For	For	No
1h	Elect Director Mark E. Newman	Mgmt	For	For	No
1i	Elect Director Nabil Y. Sakkab	Mgmt	For	For	No
1j	Elect Director Virginia E. Shanks	Mgmt	For	For	No
1k	Elect Director Ellen R. Strahlman	Mgmt	For	For	No
2	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
4	Report on Underage Tobacco Prevention Policies and Marketing Practices	SH	Against	For	Yes

*Voting Policy Rationale: A vote 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.*

## Altria Group, Inc. \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
5	Report on Lobbying Payments and Policy	SH	Against	For	Yes
<p><i>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.</i></p>					

## Bakkavor Group Plc

**Meeting Date:** 05/20/2021      **Country:** United Kingdom      **Ticker:** BAKK  
**Record Date:** 05/18/2021      **Meeting Type:** Annual  
**Primary Security ID:** G0R792105

**Voting Policy:** ISS

**Shares Voted:** 424,095

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	No
4	Approve Final Dividend	Mgmt	For	For	No
5	Elect Ben Waldron as Director	Mgmt	For	For	No
6	Elect Mike Edwards as Director	Mgmt	For	For	No
7	Elect Umran Beba as Director	Mgmt	For	For	No
8	Elect Jill Caseberry as Director	Mgmt	For	For	No
9	Re-elect Simon Burke as Director	Mgmt	For	For	No
10	Re-elect Agust Gudmundsson as Director	Mgmt	For	For	No
11	Re-elect Denis Hennequin as Director	Mgmt	For	For	No
12	Re-elect Jane Lodge as Director	Mgmt	For	For	No
13	Re-elect Lydur Gudmundsson as Director	Mgmt	For	For	No
14	Re-elect Patrick Cook as Director	Mgmt	For	For	No
15	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
16	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

Meeting Date: 05/20/2021

Country: France

Ticker: CAP

Record Date: 05/18/2021

Meeting Type: Annual/Special

Primary Security ID: F4973Q101

Voting Policy: ISS

Shares Voted: 11,585

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	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 1.95 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 Until 20 May 2020	Mgmt	For	For	No
6	Approve Compensation of Aiman Ezzat, Vice-CEO Until 20 May 2020	Mgmt	For	For	No
7	Approve Compensation of Paul Hermelin, Chairman of the Board Since 20 May 2020	Mgmt	For	For	No
8	Approve Compensation of Aiman Ezzat, CEO Since 20 May 2020	Mgmt	For	For	No
9	Approve Compensation of Corporate Officers	Mgmt	For	For	No
10	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	No
11	Approve Remuneration Policy of CEO	Mgmt	For	For	No
12	Approve Remuneration Policy of Directors	Mgmt	For	For	No
13	Reelect Patrick Pouyanne as Director	Mgmt	For	For	No
14	Elect Tanja Rueckert as Director	Mgmt	For	For	No
15	Elect Kurt Sievers 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 Articles 12 of Bylaws to Comply with Legal Changes	Mgmt	For	For	No
18	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
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	No
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	No
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	No

**Meeting Date:** 05/20/2021

**Country:** Switzerland

**Ticker:** CB

**Record Date:** 03/26/2021

**Meeting Type:** Annual

**Primary Security ID:** H1467J104

**Voting Policy:** ISS

**Shares Voted:** 34,575

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2.1	Allocate Disposable Profit	Mgmt	For	For	No
2.2	Approve Dividend Distribution From Legal Reserves Through Capital Contributions Reserve Subaccount	Mgmt	For	For	No
3	Approve Discharge of Board of Directors	Mgmt	For	For	No
4.1	Ratify PricewaterhouseCoopers AG (Zurich) as Statutory Auditor	Mgmt	For	For	No
4.2	Ratify PricewaterhouseCoopers LLP (United States) as Independent Registered Accounting Firm	Mgmt	For	For	No
4.3	Ratify BDO AG (Zurich) as Special Audit Firm	Mgmt	For	For	No
5.1	Elect Director Evan G. Greenberg	Mgmt	For	For	No
5.2	Elect Director Michael P. Connors	Mgmt	For	For	No
5.3	Elect Director Michael G. Atieh	Mgmt	For	For	No
5.4	Elect Director Sheila P. Burke	Mgmt	For	For	No
5.5	Elect Director Mary Cirillo	Mgmt	For	For	No
5.6	Elect Director Robert J. Hugin	Mgmt	For	For	No
5.7	Elect Director Robert W. Scully	Mgmt	For	For	No
5.8	Elect Director Eugene B. Shanks, Jr.	Mgmt	For	For	No
5.9	Elect Director Theodore E. Shasta	Mgmt	For	For	No
5.10	Elect Director David H. Sidwell	Mgmt	For	For	No
5.11	Elect Director Olivier Steimer	Mgmt	For	For	No
5.12	Elect Director Luis Tellez	Mgmt	For	For	No
5.13	Elect Director Frances F. Townsend	Mgmt	For	For	No
6	Elect Evan G. Greenberg as Board Chairman	Mgmt	For	Against	Yes
<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>					
7.1 +	Elect Michael P. Connors as Member of the Compensation Committee	Mgmt	For	For	No
7.2 +	Elect Mary Cirillo as Member of the Compensation Committee	Mgmt	For	For	No
7.3 +	Elect Frances F. Townsend as Member of the Compensation Committee	Mgmt	For	For	No
8	Designate Homburger AG as Independent Proxy	Mgmt	For	For	No

## Chubb Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
9	Amend Omnibus Stock Plan	Mgmt	For	For	No
10	Approve CHF 86,557,222.50 Reduction in Share Capital via Cancellation in Nominal Value of CHF 24.15 each	Mgmt	For	For	No
11.1	Approve the Maximum Aggregate Remuneration of Directors	Mgmt	For	For	No
11.2	Approve Remuneration of Executive Management in the Amount of USD 48 Million for Fiscal 2022	Mgmt	For	For	No
12	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
13	Transact Other Business (Voting)	Mgmt	For	Against	Yes

*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.*

## Enel SpA

**Meeting Date:** 05/20/2021      **Country:** Italy      **Ticker:** ENEL  
**Record Date:** 05/11/2021      **Meeting Type:** Annual  
**Primary Security ID:** T3679P115

**Voting Policy:** ISS

**Shares Voted:** 524,751

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Business	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	Approve Long-Term Incentive Plan	Mgmt	For	For	No
5.1	Approve Remuneration Policy	Mgmt	For	For	No
5.2	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:** 05/20/2021      **Country:** France      **Ticker:** ENGI  
**Record Date:** 05/17/2021      **Meeting Type:** Annual/Special  
**Primary Security ID:** F7629A107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	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 0.53 per Share	Mgmt	For	For	No
	Shareholder Proposals Submitted by the Supervisory Board of the Solidarity Employee Mutual Fund Link France	Mgmt			
A	Set the Dividend at EUR 0.35 per Share	SH	Against	Against	No
	Ordinary Business	Mgmt			
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	Elect Catherine MacGregor as Director	Mgmt	For	For	No
7	Elect Jacinthe Delage as Representative of Employee Shareholders to the Board	Mgmt	None	For	No
8	Elect Steven Lambert as Representative of Employee Shareholders to the Board	Mgmt	None	Against	No
9	Approve Compensation of Corporate Officers	Mgmt	For	For	No
10	Approve Compensation of Jean-Pierre Clamadieu, Chairman of the Board	Mgmt	For	For	No
11	Approve Compensation of Isabelle Kocher, CEO Until Feb. 24, 2020	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted because: * The bonus paid under FY20 was not subject to performance conditions under the same FY, * The achievement of the performance conditions for the LTIP that vested lacks transparency, and; * The termination package paid to the former-CEO raises several concerns.</i></p>					
12	Approve Compensation of Claire Waysand, CEO Since Feb. 24, 2020	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
	Extraordinary Business	Mgmt			
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	No
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans for Employees of International Subsidiaries	Mgmt	For	For	No
18	Authorize up to 0.75 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	No



## ENGIE SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
19	Authorize up to 0.75 Percent of Issued Capital for Use in Restricted Stock Plans Under Performance Conditions	Mgmt	For	For	No
20	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	No

## Essentra Plc

**Meeting Date:** 05/20/2021      **Country:** United Kingdom      **Ticker:** ESNT  
**Record Date:** 05/18/2021      **Meeting Type:** Annual  
**Primary Security ID:** G3198T105

**Voting Policy:** ISS

**Shares Voted:** 217,150

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	No
4	Re-elect Paul Lester as Director	Mgmt	For	For	No
5	Re-elect Nicki Demby as Director	Mgmt	For	For	No
6	Re-elect Paul Forman as Director	Mgmt	For	For	No
7	Re-elect Lily Liu as Director	Mgmt	For	For	No
8	Re-elect Mary Reilly as Director	Mgmt	For	For	No
9	Re-elect Ralf Wunderlich as Director	Mgmt	For	For	No
10	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
12	Authorise Issue of Equity	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted because:* 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 Essentra warranted a circumvention of shareholders' pre-emption rights at the time.</i>					
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted because:* 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 Essentra warranted a circumvention of shareholders' pre-emption rights at the time.</i>					
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted because:* 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 Essentra warranted a circumvention of shareholders' pre-emption rights at the time.</i>					

## Essentra Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
16	Adopt New Articles of Association	Mgmt	For	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Fresenius Medical Care AG & Co. KGaA

**Meeting Date:** 05/20/2021      **Country:** Germany      **Ticker:** FME  
**Record Date:** 04/28/2021      **Meeting Type:** Annual  
**Primary Security ID:** D2734Z107

**Voting Policy:** ISS

**Shares Voted:** 11,025

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports for Fiscal Year 2020	Mgmt	For	For	No
2	Approve Allocation of Income and Dividends of EUR 1.34 per Share	Mgmt	For	For	No
3	Approve Discharge of Personally Liable Partner for Fiscal Year 2020	Mgmt	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	No
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	Mgmt	For	For	No
6.1	Elect Dieter Schenk to the Supervisory Board	Mgmt	For	For	No
6.2	Elect Rolf Classon to the Supervisory Board and to the Joint Committee	Mgmt	For	For	No
6.3	Elect Gregory Sorensen to the Supervisory Board	Mgmt	For	For	No
6.4	Elect Dorothea Wenzel to the Supervisory Board and to the Joint Committee	Mgmt	For	For	No
6.5	Elect Pascale Witz to the Supervisory Board	Mgmt	For	For	No
6.6	Elect Gregor Zuend to the Supervisory Board	Mgmt	For	For	No
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	No

## Gamma Communications Plc

**Meeting Date:** 05/20/2021      **Country:** United Kingdom      **Ticker:** GAMA  
**Record Date:** 05/18/2021      **Meeting Type:** Annual  
**Primary Security ID:** G371B3109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Final Dividend	Mgmt	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	No
4	Reappoint Deloitte LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	No
5	Re-elect Richard Last as Director	Mgmt	For	For	No
6	Re-elect Andrew Taylor as Director	Mgmt	For	For	No
7	Re-elect Andrew Belshaw as Director	Mgmt	For	For	No
8	Elect Charlotta Ginman as Director	Mgmt	For	For	No
9	Re-elect Martin Lea as Director	Mgmt	For	For	No
10	Re-elect Henrietta Marsh as Director	Mgmt	For	For	No
11	Re-elect Wu Long Peng as Director	Mgmt	For	Against	Yes

*Voting Policy Rationale: Item 5A vote FOR on the re-election of Richard Last is warranted, although it is not without concern because: \* Apart from his role as Non-Executive Chair of the Company, he also serves various roles at other public company boards, which could compromise his ability to commit sufficient time to his role in the Company. The main reasons for support are: \* He has stepped down from one external chair position during FY2020. \* Most of his current external board mandates are at FTSE AIM companies, which are not considered excessive in size. Item 11A vote AGAINST the re-election of Long Peng Wu is warranted because: \* A potential independence issue has been identified and he currently sits on the Audit Committee, and the composition of this Committee does not adhere to UK best practice recommendations for a company of this size. Items 6-10, 12A vote FOR the re-election/election of Andrew Taylor, Andrew Belshaw, Charlotta Ginman, Martin Lea, Henrietta Marsh and Xavier Robert is warranted because no significant concerns have been identified.*

12	Elect Xavier Robert as Director	Mgmt	For	For	No
13	Approve Increase in Limit on Aggregate Fees Payable to Directors	Mgmt	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No

## Genuit Group plc

**Meeting Date:** 05/20/2021

**Country:** United Kingdom

**Ticker:** GEN

**Record Date:** 05/18/2021

**Meeting Type:** Annual

**Primary Security ID:** G7179X100

Voting Policy: ISS

Shares Voted: 4,680,703

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	No
4	Approve Final Dividend	Mgmt	For	For	No
5	Elect Kevin Boyd as Director	Mgmt	For	For	No
6	Re-elect Martin Payne as Director	Mgmt	For	For	No
7	Re-elect Paul James as Director	Mgmt	For	For	No
8	Re-elect Glen Sabin as Director	Mgmt	For	For	No
9	Re-elect Ron Marsh as Director	Mgmt	For	For	No
10	Re-elect Mark Hammond as Director	Mgmt	For	For	No
11	Re-elect Louise Hardy as Director	Mgmt	For	For	No
12	Re-elect Lisa Scenna as Director	Mgmt	For	For	No
13	Re-elect Louise Brooke-Smith as Director	Mgmt	For	For	No
14	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	No
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Grifols SA

Meeting Date: 05/20/2021

Country: Spain

Ticker: GRF

Record Date: 05/14/2021

Meeting Type: Annual

Primary Security ID: E5706X215

Voting Policy: ISS

Shares Voted: 86,609

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Standalone Financial Statements, Allocation of Income, and Dividend Payment for Class B Shares	Mgmt	For	For	No

## Grifols SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
2	Approve Consolidated Financial Statements	Mgmt	For	For	No
3	Approve Non-Financial Information Statement	Mgmt	For	For	No
4	Approve Dividends Charged Against Reserves	Mgmt	For	For	No
5	Approve Discharge of Board	Mgmt	For	For	No
6	Appoint Deloitte as Auditor of Standalone Financial Statements	Mgmt	For	For	No
7	Renew Appointment of KPMG Auditores as Auditor of Consolidated Financial Statements	Mgmt	For	For	No
8.1	Dismiss Ramon Riera Roca as Director	Mgmt	For	For	No
8.2	Reelect Victor Grifols Roura as Director	Mgmt	For	For	No
8.3	Fix Number of Directors at 12	Mgmt	For	For	No
9	Receive Amendments to Board of Directors Regulations	Mgmt			
10	Advisory Vote on Remuneration Report	Mgmt	For	For	No
11	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	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted because the potential dilution exceeds 10 percent of currently issued capital.</i></p>					
12	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	No

## Kansas City Southern

**Meeting Date:** 05/20/2021

**Country:** USA

**Ticker:** KSU

**Record Date:** 03/22/2021

**Meeting Type:** Annual

**Primary Security ID:** 485170302

**Voting Policy:** ISS

**Shares Voted:** 61,287

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Lydia I. Beebe	Mgmt	For	For	No
1.2	Elect Director Lu M. Cordova	Mgmt	For	For	No
1.3	Elect Director Robert J. Drueten	Mgmt	For	For	No
1.4	Elect Director Antonio O. Garza, Jr.	Mgmt	For	For	No
1.5	Elect Director David Garza-Santos	Mgmt	For	For	No
1.6	Elect Director Janet H. Kennedy	Mgmt	For	For	No
1.7	Elect Director Mitchell J. Krebs	Mgmt	For	For	No
1.8	Elect Director Henry J. Maier	Mgmt	For	For	No
1.9	Elect Director Thomas A. McDonnell	Mgmt	For	For	No

## Kansas City Southern \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.10	Elect Director Patrick J. Ottensmeyer	Mgmt	For	For	No
2	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Yes

*Voting Policy Rationale: A vote AGAINST this proposal is warranted given that the company recently entered into new letter agreements with NEOs, which provide for excise tax gross-ups. Such provisions may lead to substantial increases in potential termination payments and are generally disfavored by investors. Accordingly, gross-ups are not the market norm and are considered to be a problematic pay practice.*

## Legal & General Group Plc

**Meeting Date:** 05/20/2021

**Country:** United Kingdom

**Ticker:** LGEN

**Record Date:** 05/18/2021

**Meeting Type:** Annual

**Primary Security ID:** G54404127

**Voting Policy:** ISS

**Shares Voted:** 25,959,077

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Final Dividend	Mgmt	For	For	No
3	Elect Ric Lewis as Director	Mgmt	For	For	No
4	Elect Nilufer von Bismarck as Director	Mgmt	For	For	No
5	Re-elect Henrietta Baldock as Director	Mgmt	For	For	No
6	Re-elect Philip Broadley as Director	Mgmt	For	For	No
7	Re-elect Jeff Davies as Director	Mgmt	For	For	No
8	Re-elect Sir John Kingman as Director	Mgmt	For	For	No
9	Re-elect Lesley Knox as Director	Mgmt	For	For	No
10	Re-elect George Lewis as Director	Mgmt	For	For	No
11	Re-elect Toby Strauss as Director	Mgmt	For	For	No
12	Re-elect Nigel Wilson as Director	Mgmt	For	For	No
13	Reappoint KPMG LLP as Auditors	Mgmt	For	For	No
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
15	Approve Remuneration Report	Mgmt	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	No
17	Authorise Issue of Equity in Connection with the Issue of Contingent Convertible Securities	Mgmt	For	For	No
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No

## Legal & General Group Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Issue of Contingent Convertible Securities	Mgmt	For	For	No
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
23	Adopt New Articles of Association	Mgmt	For	For	No
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Lloyds Banking Group Plc

**Meeting Date:** 05/20/2021

**Country:** United Kingdom

**Ticker:** LLOY

**Record Date:** 05/18/2021

**Meeting Type:** Annual

**Primary Security ID:** G5533W248

**Voting Policy:** ISS

**Shares Voted:** 156,513,094

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Elect Robin Budenberg as Director	Mgmt	For	For	No
3	Re-elect William Chalmers as Director	Mgmt	For	For	No
4	Re-elect Alan Dickinson as Director	Mgmt	For	For	No
5	Re-elect Sarah Legg as Director	Mgmt	For	For	No
6	Re-elect Lord Lupton as Director	Mgmt	For	For	No
7	Re-elect Amanda Mackenzie as Director	Mgmt	For	For	No
8	Re-elect Nick Prettejohn as Director	Mgmt	For	For	No
9	Re-elect Stuart Sinclair as Director	Mgmt	For	For	No
10	Re-elect Catherine Woods as Director	Mgmt	For	For	No
11	Approve Remuneration Report	Mgmt	For	For	No
12	Approve Final Dividend	Mgmt	For	For	No
13	Appoint Deloitte LLP as Auditors	Mgmt	For	For	No
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
15	Approve Deferred Bonus Plan	Mgmt	For	For	No
16	Authorise EU Political Donations and Expenditure	Mgmt	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	No

## Lloyds Banking Group Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
18	Authorise Issue of Equity in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
21	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	For	For	No
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
23	Authorise Market Purchase of Preference Shares	Mgmt	For	For	No
24	Adopt New Articles of Association	Mgmt	For	For	No
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Marsh & McLennan Companies, Inc.

**Meeting Date:** 05/20/2021

**Country:** USA

**Ticker:** MMC

**Record Date:** 03/22/2021

**Meeting Type:** Annual

**Primary Security ID:** 571748102

**Voting Policy:** ISS

**Shares Voted:** 57,086

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Anthony K. Anderson	Mgmt	For	For	No
1b	Elect Director Oscar Fanjul	Mgmt	For	For	No
1c	Elect Director Daniel S. Glaser	Mgmt	For	For	No
1d	Elect Director H. Edward Hanway	Mgmt	For	For	No
1e	Elect Director Deborah C. Hopkins	Mgmt	For	For	No
1f	Elect Director Tamara Ingram	Mgmt	For	For	No
1g	Elect Director Jane H. Lute	Mgmt	For	For	No
1h	Elect Director Steven A. Mills	Mgmt	For	For	No
1i	Elect Director Bruce P. Nolop	Mgmt	For	For	No
1j	Elect Director Marc D. Oken	Mgmt	For	For	No
1k	Elect Director Morton O. Schapiro	Mgmt	For	For	No
1l	Elect Director Lloyd M. Yates	Mgmt	For	For	No
1m	Elect Director R. David Yost	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No



## Marsh & McLennan Companies, Inc. \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
3	Ratify Deloitte & Touche LLP as Auditor	Mgmt	For	For	No

## McDonald's Corporation

**Meeting Date:** 05/20/2021 **Country:** USA **Ticker:** MCD  
**Record Date:** 03/22/2021 **Meeting Type:** Annual  
**Primary Security ID:** 580135101

**Voting Policy:** ISS

**Shares Voted:** 86,104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Lloyd Dean	Mgmt	For	For	No
1b	Elect Director Robert Eckert	Mgmt	For	For	No
1c	Elect Director Catherine Engelbert	Mgmt	For	For	No
1d	Elect Director Margaret Georgiadis	Mgmt	For	For	No
1e	Elect Director Enrique Hernandez, Jr.	Mgmt	For	For	No
1f	Elect Director Christopher Kempczinski	Mgmt	For	For	No
1g	Elect Director Richard Lenny	Mgmt	For	For	No
1h	Elect Director John Mulligan	Mgmt	For	For	No
1i	Elect Director Sheila Penrose	Mgmt	For	For	No
1j	Elect Director John Rogers, Jr.	Mgmt	For	For	No
1k	Elect Director Paul Walsh	Mgmt	For	For	No
1l	Elect Director Miles White	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No
4	Report on Sugar and Public Health	SH	Against	Against	No
5	Report on Antibiotics and Public Health Costs	SH	Against	Against	No
6	Provide Right to Act by Written Consent	SH	Against	For	Yes

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

## Morgan Stanley

**Meeting Date:** 05/20/2021 **Country:** USA **Ticker:** MS  
**Record Date:** 03/22/2021 **Meeting Type:** Annual  
**Primary Security ID:** 617446448

Voting Policy: ISS

Shares Voted: 104,293

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Elizabeth Corley	Mgmt	For	For	No
1b	Elect Director Alistair Darling	Mgmt	For	For	No
1c	Elect Director Thomas H. Glocer	Mgmt	For	For	No
1d	Elect Director James P. Gorman	Mgmt	For	For	No
1e	Elect Director Robert H. Herz	Mgmt	For	For	No
1f	Elect Director Nobuyuki Hirano	Mgmt	For	For	No
1g	Elect Director Hironori Kamezawa	Mgmt	For	For	No
1h	Elect Director Shelley B. Leibowitz	Mgmt	For	For	No
1i	Elect Director Stephen J. Luczo	Mgmt	For	For	No
1j	Elect Director Jami Miscik	Mgmt	For	For	No
1k	Elect Director Dennis M. Nally	Mgmt	For	For	No
1l	Elect Director Mary L. Schapiro	Mgmt	For	For	No
1m	Elect Director Perry M. Traquina	Mgmt	For	For	No
1n	Elect Director Rayford Wilkins, Jr.	Mgmt	For	For	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
4	Amend Omnibus Stock Plan	Mgmt	For	For	No

## Next Plc

Meeting Date: 05/20/2021

Country: United Kingdom

Ticker: NXT

Record Date: 05/18/2021

Meeting Type: Annual

Primary Security ID: G6500M106

Voting Policy: ISS

Shares Voted: 600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Elect Tom Hall as Director	Mgmt	For	For	No
4	Re-elect Jonathan Bewes as Director	Mgmt	For	For	No
5	Re-elect Tristia Harrison as Director	Mgmt	For	For	No
6	Re-elect Amanda James as Director	Mgmt	For	For	No
7	Re-elect Richard Papp as Director	Mgmt	For	For	No

## Next Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
8	Re-elect Michael Roney as Director	Mgmt	For	For	No
9	Re-elect Jane Shields as Director	Mgmt	For	For	No
10	Re-elect Dame Dianne Thompson as Director	Mgmt	For	For	No
11	Re-elect Lord Wolfson as Director	Mgmt	For	For	No
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
18	Authorise Off-Market Purchase of Ordinary Shares	Mgmt	For	For	No
19	Adopt New Articles of Association	Mgmt	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## NextEra Energy, Inc.

**Meeting Date:** 05/20/2021

**Country:** USA

**Ticker:** NEE

**Record Date:** 03/23/2021

**Meeting Type:** Annual

**Primary Security ID:** 65339F101

**Voting Policy:** ISS

**Shares Voted:** 140,942

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Sherry S. Barrat	Mgmt	For	For	No
1b	Elect Director James L. Camaren	Mgmt	For	For	No
1c	Elect Director Kenneth B. Dunn	Mgmt	For	For	No
1d	Elect Director Naren K. Gursahaney	Mgmt	For	For	No
1e	Elect Director Kirk S. Hachigian	Mgmt	For	For	No
1f	Elect Director Amy B. Lane	Mgmt	For	For	No
1g	Elect Director David L. Porges	Mgmt	For	For	No
1h	Elect Director James L. Robo	Mgmt	For	For	No
1i	Elect Director Rudy E. Schupp	Mgmt	For	For	No
1j	Elect Director John L. Skolds	Mgmt	For	For	No
1k	Elect Director Lynn M. Utter	Mgmt	For	For	No

## NextEra Energy, Inc. \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1l	Elect Director Darryl L. Wilson	Mgmt	For	For	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
4	Approve Omnibus Stock Plan	Mgmt	For	For	No
5	Provide Right to Act by Written Consent	SH	Against	For	Yes

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

## NN Group NV

**Meeting Date:** 05/20/2021

**Country:** Netherlands

**Ticker:** NN

**Record Date:** 04/22/2021

**Meeting Type:** Annual

**Primary Security ID:** N64038107

**Voting Policy:** ISS

**Shares Voted:** 46,523

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Receive Annual Report	Mgmt			
3	Approve Remuneration Report	Mgmt	For	For	No
4.A	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	No
4.B	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
4.C	Approve Dividends of EUR 2.33 Per Share	Mgmt	For	For	No
5.A	Approve Discharge of Executive Board	Mgmt	For	For	No
5.B	Approve Discharge of Supervisory Board	Mgmt	For	For	No
6.A	Elect Cecilia Reyes to Supervisory Board	Mgmt	For	For	No
6.B	Elect Rob Lelieveld to Supervisory Board	Mgmt	For	For	No
6.C	Elect Inga Beale to Supervisory Board	Mgmt	For	For	No
7	Approve Increase Maximum Ratio Between Fixed and Variable Components of Remuneration	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

## NN Group NV \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
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			

## Synchrony Financial

**Meeting Date:** 05/20/2021      **Country:** USA      **Ticker:** SYF  
**Record Date:** 03/25/2021      **Meeting Type:** Annual  
**Primary Security ID:** 87165B103

**Voting Policy:** ISS

**Shares Voted:** 305,963

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Margaret M. Keane	Mgmt	For	For	No
1b	Elect Director Fernando Aguirre	Mgmt	For	For	No
1c	Elect Director Paget L. Alves	Mgmt	For	For	No
1d	Elect Director Arthur W. Coviello, Jr.	Mgmt	For	For	No
1e	Elect Director Brian D. Doubles	Mgmt	For	For	No
1f	Elect Director William W. Graylin	Mgmt	For	For	No
1g	Elect Director Roy A. Guthrie	Mgmt	For	For	No
1h	Elect Director Jeffrey G. Naylor	Mgmt	For	For	No
1i	Elect Director P.W. "Bill" Parker	Mgmt	For	For	No
1j	Elect Director Laurel J. Richie	Mgmt	For	For	No
1k	Elect Director Olympia J. Snowe	Mgmt	For	For	No
1l	Elect Director Ellen M. Zane	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	No
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	No

## The Home Depot, Inc.

**Meeting Date:** 05/20/2021      **Country:** USA      **Ticker:** HD  
**Record Date:** 03/22/2021      **Meeting Type:** Annual  
**Primary Security ID:** 437076102

# The Home Depot, Inc. \$

Voting Policy: ISS

Shares Voted: 68,069

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Gerard J. Arpey	Mgmt	For	For	No
1b	Elect Director Ari Bousbib	Mgmt	For	For	No
1c	Elect Director Jeffery H. Boyd	Mgmt	For	For	No
1d	Elect Director Gregory D. Brenneman	Mgmt	For	For	No
1e	Elect Director J. Frank Brown	Mgmt	For	For	No
1f	Elect Director Albert P. Carey	Mgmt	For	For	No
1g	Elect Director Helena B. Foulkes	Mgmt	For	For	No
1h	Elect Director Linda R. Gooden	Mgmt	For	For	No
1i	Elect Director Wayne M. Hewett	Mgmt	For	For	No
1j	Elect Director Manuel Kadre	Mgmt	For	For	No
1k	Elect Director Stephanie C. Linnartz	Mgmt	For	For	No
1l	Elect Director Craig A. Menear	Mgmt	For	For	No
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
4	Amend Shareholder Written Consent Provisions	SH	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given that a reduction in the ownership threshold would provide a more meaningful written consent right for shareholders.</i></p>					
5	Report on Political Contributions Congruency Analysis	SH	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the requested report would allow shareholders to better evaluate how well the company is assessing and mitigating risks related to its political communication expenditures.</i></p>					
6	Report on Prison Labor in the Supply Chain	SH	Against	Against	No

# The Travelers Companies, Inc.

Meeting Date: 05/20/2021

Country: USA

Ticker: TRV

Record Date: 03/23/2021

Meeting Type: Annual

Primary Security ID: 89417E109

Voting Policy: ISS

Shares Voted: 81,499

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Alan L. Beller	Mgmt	For	For	No
1b	Elect Director Janet M. Dolan	Mgmt	For	For	No
1c	Elect Director Patricia L. Higgins	Mgmt	For	For	No
1d	Elect Director William J. Kane	Mgmt	For	For	No

## The Travelers Companies, Inc. \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1e	Elect Director Thomas B. Leonardi	Mgmt	For	For	No
1f	Elect Director Clarence Otis, Jr.	Mgmt	For	For	No
1g	Elect Director Elizabeth E. Robinson	Mgmt	For	For	No
1h	Elect Director Philip T. (Pete) Ruegger, III	Mgmt	For	For	No
1i	Elect Director Todd C. Schermerhorn	Mgmt	For	For	No
1j	Elect Director Alan D. Schnitzer	Mgmt	For	For	No
1k	Elect Director Laurie J. Thomsen	Mgmt	For	For	No
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
4	Amend Omnibus Stock Plan	Mgmt	For	For	No

## Worldline SA

**Meeting Date:** 05/20/2021

**Country:** France

**Ticker:** WLN

**Record Date:** 05/18/2021

**Meeting Type:** Annual/Special

**Primary Security ID:** F9867T103

**Voting Policy:** ISS

**Shares Voted:** 23,001

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	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 Transaction with SIX Group AG Re: Second Settlement Agreement and Lock-up Agreement	Mgmt	For	For	No
5	Approve Transaction with Deutscher Sparkassen Verlag GmbH Re: Amendment to the Business Combination Agreement	Mgmt	For	For	No
6	Reelect Agnes Audier as Director	Mgmt	For	For	No
7	Reelect Nazan Somer Ozelgin as Director	Mgmt	For	For	No
8	Reelect Danielle Lagarde as Director	Mgmt	For	For	No
9	Reelect Lorenz von Habsburg Lothringen as Director	Mgmt	For	For	No
10	Reelect Daniel Schmucki as Director	Mgmt	For	For	No
11	Renew Appointment of Johannes Dijsselhof as Censor	Mgmt	For	Against	Yes

*Voting Policy Rationale: Vote AGAINST this item is warranted because the company has failed to provide an adequate rationale on the proposed nomination.*

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
12	Approve Compensation Report of Corporate Officers	Mgmt	For	For	No
13	Approve Compensation of Gilles Grapinet, Chairman and CEO	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST these remuneration reports are warranted because:* The adjustment proposed under the 2018 2019 LTI plans decided by the board and intended under the 2020 LTI would erase entirely the effects of the Covid-19 crisis on the two years and enable a total acquisition of the performance shares and stock options 2018 plans. The long-term remuneration under these plans would therefore be in disconnection with the company's performance and shareholders' interests.</i>					
14	Approve Compensation of Marc-Henri Desportes, Vice-CEO	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST these remuneration reports are warranted because:* The adjustment proposed under the 2018 2019 LTI plans decided by the board and intended under the 2020 LTI would erase entirely the effects of the Covid-19 crisis on the two years and enable a total acquisition of the performance shares and stock options 2018 plans. The long-term remuneration under these plans would therefore be in disconnection with the company's performance and shareholders' interests.</i>					
15	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	No
16	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	No
17	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	No
18	Approve Remuneration Policy of Non-Executive Directors	Mgmt	For	For	No
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	No
	Extraordinary Business	Mgmt			
20	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights Up to 50 Percent of Issued Capital	Mgmt	For	For	No
21	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights Up to 10 Percent of Issued Capital	Mgmt	For	For	No
22	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
23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 20-22	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	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 1.5 Million	Mgmt	For	For	No
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	No
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	No



## Worldline SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
28	Authorize up to 1.40 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	For	No
29	Authorize up to 0.50 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	No
30	Approve Acquisition of Worldline France SAS, its Valuation and Remuneration	Mgmt	For	For	No
31	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	No

## Arrow Global Group Plc

**Meeting Date:** 05/21/2021      **Country:** United Kingdom      **Ticker:** ARW  
**Record Date:** 05/19/2021      **Meeting Type:** Court  
**Primary Security ID:** G05163103

**Voting Policy:** ISS

**Shares Voted:** 1,098,483

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

## Arrow Global Group Plc

**Meeting Date:** 05/21/2021      **Country:** United Kingdom      **Ticker:** ARW  
**Record Date:** 05/19/2021      **Meeting Type:** Special  
**Primary Security ID:** G05163103

**Voting Policy:** ISS

**Shares Voted:** 1,098,483

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Recommended Cash Acquisition of Arrow Global Group plc by Sherwood Acquisitions Limited	Mgmt	For	For	No

## Carrefour SA

**Meeting Date:** 05/21/2021      **Country:** France      **Ticker:** CA  
**Record Date:** 05/19/2021      **Meeting Type:** Annual/Special  
**Primary Security ID:** F13923119

**Voting Policy:** ISS

**Shares Voted:** 57,614

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Business	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against 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 0.48 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	Reelect Alexandre Bompard as Director	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: * Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 7, 8 and 11). * Votes AGAINST the reelections of these non-independent nominees are warranted given the lack of independence at the board level (including all board members: 37.5 percent vs 33.3 percent recommended; excluding employee representatives: 42.9 percent vs 50 percent recommended) (Items 6 and 13). * Votes FOR the reelections of these nominees are warranted but it is not without concern since they are members of the remuneration committee and that failed to respond to the substantial dissents received on the remuneration-related items for the chair/CEO at the 2020 AGM (Items 10 and 12). * 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 9). Furthermore, the company failed to indicate how it took into account the fact that, in June 2020, he was sentenced to five years in jail — two of them suspended — and also fined EUR 300,000 in the "Karachi affair" (court's ruling was appealed). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Alexandre Bompard is warranted (Item 5).</i></p>					
6	Reelect Philippe Houze as Director	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: * Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 7, 8 and 11). * Votes AGAINST the reelections of these non-independent nominees are warranted given the lack of independence at the board level (including all board members: 37.5 percent vs 33.3 percent recommended; excluding employee representatives: 42.9 percent vs 50 percent recommended) (Items 6 and 13). * Votes FOR the reelections of these nominees are warranted but it is not without concern since they are members of the remuneration committee and that failed to respond to the substantial dissents received on the remuneration-related items for the chair/CEO at the 2020 AGM (Items 10 and 12). * 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 9). Furthermore, the company failed to indicate how it took into account the fact that, in June 2020, he was sentenced to five years in jail — two of them suspended — and also fined EUR 300,000 in the "Karachi affair" (court's ruling was appealed). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Alexandre Bompard is warranted (Item 5).</i></p>					
7	Reelect Stephane Israel as Director	Mgmt	For	For	No
8	Reelect Claudia Almeida e Silva as Director	Mgmt	For	For	No
9	Reelect Nicolas Bazire as Director	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: * Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 7, 8 and 11). * Votes AGAINST the reelections of these non-independent nominees are warranted given the lack of independence at the board level (including all board members: 37.5 percent vs 33.3 percent recommended; excluding employee representatives: 42.9 percent vs 50 percent recommended) (Items 6 and 13). * Votes FOR the reelections of these nominees are warranted but it is not without concern since they are members of the remuneration committee and that failed to respond to the substantial dissents received on the remuneration-related items for the chair/CEO at the 2020 AGM (Items 10 and 12). * 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 9). Furthermore, the company failed to indicate how it took into account the fact that, in June 2020, he was sentenced to five years in jail — two of them suspended — and also fined EUR 300,000 in the "Karachi affair" (court's ruling was appealed). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Alexandre Bompard is warranted (Item 5).</i></p>					
10	Reelect Stephane Courbit as Director	Mgmt	For	For	No
11	Reelect Aurore Domont as Director	Mgmt	For	For	No
12	Reelect Mathilde Lemoine as Director	Mgmt	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
13	Reelect Patricia Moulin-Lemoine as Director	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: * Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 7, 8 and 11). * Votes AGAINST the reelections of these non-independent nominees are warranted given the lack of independence at the board level (including all board members: 37.5 percent vs 33.3 percent recommended; excluding employee representatives: 42.9 percent vs 50 percent recommended) (Items 6 and 13). * Votes FOR the reelections of these nominees are warranted but it is not without concern since they are members of the remuneration committee and that failed to respond to the substantial dissents received on the remuneration-related items for the chair/CEO at the 2020 AGM (Items 10 and 12). * 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 9). Furthermore, the company failed to indicate how it took into account the fact that, in June 2020, he was sentenced to five years in jail — two of them suspended — and also fined EUR 300,000 in the "Karachi affair" (court's ruling was appealed). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Alexandre Bompard is warranted (Item 5).</i></p>					
14	Renew Appointment of Deloitte as Auditor; Acknowledge End of Mandate of BEAS as Alternate Auditor and Decision Not to Renew	Mgmt	For	For	No
15	Acknowledge End of Mandate of KPMG SA as Auditor and Salustro as Alternate Auditor and Decision Not to Replace	Mgmt	For	For	No
16	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted because: * The board does not provide any response to the significant dissent levels received at the 2020 AGM regarding the 2019 remuneration report and the 2020 remuneration policy. * The issues highlighted under the remuneration-related items in previous years were not corrected and the structure of remuneration, as well as the level of disclosure, remain broadly the same; and * The methodology under the pay ratio remains unclear regarding the number of employees considered.</i></p>					
17	Approve Compensation of Alexandre Bompard, Chairman and CEO	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted because: * The company does not provide any target for each performance criterion under the 2020 LTIP; * The company increased the LTI grant in terms of instruments for the chair/CEO without providing any rationale. The increase remains within the limits of the remuneration policy; * STI and LTI allow for compensatory effects between criteria that could disrupt the alignment between performance and remuneration.</i></p>					
18	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this remuneration policy is warranted because: * The bonus opportunity increased, and the company failed to provide a compelling rationale; * The company proposes to increase the maximum cap under the LTI plans from 50% to 60% of gross remuneration, without any rationale. Nevertheless, under the 2021 LTI plan of Feb. 21, 2021, the company decided to keep the maximum cap at 50% of gross remuneration without any rationale; * The performance conditions attached to the 2021 LTI plan would enable compensation effects between criteria; and * Full vesting of LTI unvested awards in case of departure cannot be excluded at the departure of the executive, without remaining subject to any performance condition.</i></p>					
19	Approve Remuneration Policy of Directors	Mgmt	For	For	No
20	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	No
	Extraordinary Business	Mgmt			
21	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	No
22	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 500 Million	Mgmt	For	For	No
23	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 175 Million	Mgmt	For	For	No

## Carrefour SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
24	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 175 Million	Mgmt	For	For	No
25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 22 to 24	Mgmt	For	For	No
26	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	No
27	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	No
28	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	No
29	Authorize up to 0.8 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because no information is available regarding the performance conditions attached to the proposed performance share plan.</i></p>					
	Ordinary Business	Mgmt			
30	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	No

## Compagnie Generale des Etablissements Michelin SCA

**Meeting Date:** 05/21/2021

**Country:** France

**Ticker:** ML

**Record Date:** 05/19/2021

**Meeting Type:** Annual/Special

**Primary Security ID:** F61824144

**Voting Policy:** ISS

**Shares Voted:** 16,290

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Allocation of Income and Dividends of EUR 2.30 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

## Compagnie Generale des Etablissements Michelin SCA \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	No
9	Approve Compensation of Florent Menegaux, General Manager	Mgmt	For	For	No
10	Approve Compensation of Yves Chapo, Manager	Mgmt	For	For	No
11	Approve Compensation of Michel Rollier, Chairman of Supervisory Board	Mgmt	For	For	No
12	Ratify Appointment of Jean-Michel Severino as Supervisory Board Member	Mgmt	For	For	No
13	Elect Wolf-Henning Scheider as Supervisory Board Member	Mgmt	For	For	No
	Extraordinary Business	Mgmt			
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	No
15	Amend Article 30 of Bylaws Re: Financial Rights of General Partners	Mgmt	For	For	No
16	Amend Article 12 of Bylaws Re: Manager Remuneration	Mgmt	For	For	No
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	No

## Croda International Plc

**Meeting Date:** 05/21/2021

**Country:** United Kingdom

**Ticker:** CRDA

**Record Date:** 05/19/2021

**Meeting Type:** Annual

**Primary Security ID:** G25536155

**Voting Policy:** ISS

**Shares Voted:** 464,431

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Final Dividend	Mgmt	For	For	No
4	Re-elect Roberto Cirillo as Director	Mgmt	For	For	No
5	Re-elect Jacqui Ferguson as Director	Mgmt	For	For	No
6	Re-elect Steve Foots as Director	Mgmt	For	For	No
7	Re-elect Anita Frew as Director	Mgmt	For	For	No
8	Re-elect Helena Ganczakowski as Director	Mgmt	For	For	No
9	Re-elect Keith Layden as Director	Mgmt	For	For	No
10	Re-elect Jez Maiden as Director	Mgmt	For	For	No
11	Re-elect John Ramsay as Director	Mgmt	For	For	No
12	Reappoint KPMG LLP as Auditors	Mgmt	For	For	No

## Croda International Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
20	Adopt New Articles of Association	Mgmt	For	For	No

## Croda International Plc

**Meeting Date:** 05/21/2021      **Country:** United Kingdom      **Ticker:** CRDA  
**Record Date:** 05/19/2021      **Meeting Type:** Annual  
**Primary Security ID:** G25536155

**Voting Policy:** ISS

**Shares Voted:** 337,480

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	The Holders of 6.6 per cent. Cumulative Preference Shares and 5.9 per cent. Cumulative Preference Shares are Entitled to Vote on Resolution 20 of the Annual General Meeting	Mgmt			
20	Adopt New Articles of Association	Mgmt	For	For	No

## Crown Castle International Corp.

**Meeting Date:** 05/21/2021      **Country:** USA      **Ticker:** CCI  
**Record Date:** 03/22/2021      **Meeting Type:** Annual  
**Primary Security ID:** 22822V101

**Voting Policy:** ISS

**Shares Voted:** 35,627

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director P. Robert Bartolo	Mgmt	For	For	No
1b	Elect Director Jay A. Brown	Mgmt	For	For	No
1c	Elect Director Cindy Christy	Mgmt	For	For	No
1d	Elect Director Ari Q. Fitzgerald	Mgmt	For	For	No

## Crown Castle International Corp. \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1e	Elect Director Andrea J. Goldsmith	Mgmt	For	For	No
1f	Elect Director Lee W. Hogan	Mgmt	For	For	No
1g	Elect Director Tammy K. Jones	Mgmt	For	For	No
1h	Elect Director J. Landis Martin	Mgmt	For	For	No
1i	Elect Director Anthony J. Melone	Mgmt	For	For	No
1j	Elect Director W. Benjamin Moreland	Mgmt	For	For	No
1k	Elect Director Kevin A. Stephens	Mgmt	For	For	No
1l	Elect Director Matthew Thornton, III	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	No

## EssilorLuxottica SA

**Meeting Date:** 05/21/2021

**Country:** France

**Ticker:** EL

**Record Date:** 05/19/2021

**Meeting Type:** Annual/Special

**Primary Security ID:** F31665106

**Voting Policy:** ISS

**Shares Voted:** 22,447

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	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 2.23 per Share	Mgmt	For	For	No
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	No
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For	No
6	Approve Compensation of Leonardo Del Vecchio, Chairman and CEO Until Dec. 17, 2020 and Chairman of the Board Since Dec. 17, 2020	Mgmt	For	For	No
7	Approve Compensation of Hubert Sagnieres, Vice-Chairman and Vice-CEO Until Dec. 17, 2020 and Vice-Chairman of the Board Since Dec. 17, 2020	Mgmt	For	For	No
8	Approve Remuneration Policy of Corporate Officers, Since Jan. 1, 2020 Until the General Assembly	Mgmt	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
9	Approve Remuneration Policy of Corporate Officers, Since the General Assembly	Mgmt	For	Against	Yes
	<i>Voting Policy Rationale: A vote FOR the remuneration policy applicable to corporate officers from Jan. 2021 until the 2021 GM (Item 8) is warranted but is not without concerns as the CEO and Vice-CEO employment contracts have not been canceled under this period while they have been appointed CEO and Vice-CEO since Dec. 17, 2020. A vote AGAINST the remuneration policy applicable to corporate officers after 2021 GM (Item 9) is warranted as: * The CEO base salary increases without compelling rationale; * Severance agreement for the CEO and Vice-CEO raise several concerns; * The Vice-CEO employment contract has not been canceled (only suspended); * The CEO non-compete agreement is guaranteed; * The post mandate LTIP treatment is not in line with market practices; and * The stringency of a criterion of the LTIP 2021 is not deemed sufficient;</i>				
10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	No
	Extraordinary Business	Mgmt			
11	Amend Bylaws to Comply with Legal Changes	Mgmt	For	For	No
12	Amend Article 13 of Bylaws Re: Directors Length of Term	Mgmt	For	For	No
13	Amend Article 15, 16 and 23 of Bylaws Re: Board Deliberation	Mgmt	For	For	No
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	No
15	Authorize up to 2.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	No
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 5 Percent of Issued Capital	Mgmt	For	For	No
17	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	No
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	No
	Ordinary Business	Mgmt			
19	Reelect Leonardo Del Vecchio as Director	Mgmt	For	For	No
20	Reelect Romolo Bardin as Director	Mgmt	For	For	No
21	Reelect Juliette Favre as Director	Mgmt	For	For	No
22	Reelect Francesco Milleri as Director	Mgmt	For	For	No
23	Reelect Paul du Saillant as Director	Mgmt	For	For	No
24	Reelect Cristina Scocchia as Director	Mgmt	For	For	No
25	Elect Jean-Luc Biamonti as Director	Mgmt	For	For	No
26	Elect Marie-Christine Coisne as Director	Mgmt	For	For	No
27	Elect Jose Gonzalo as Director	Mgmt	For	For	No
28	Elect Swati Piramal as Director	Mgmt	For	For	No
29	Elect Nathalie von Siemens as Director	Mgmt	For	For	No
30	Elect Andrea Zappia as Director	Mgmt	For	For	No
31	Directors Length of Term, Pursuant Item 12	Mgmt	For	For	No
32	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	No



## Fresenius SE & Co. KGaA \$

Meeting Date: 05/21/2021

Country: Germany

Ticker: FRE

Record Date: 04/29/2021

Meeting Type: Annual

Primary Security ID: D27348263

Voting Policy: ISS

Shares Voted: 42,960

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports for Fiscal Year 2020	Mgmt	For	For	No
2	Approve Allocation of Income and Dividends of EUR 0.88 per Share	Mgmt	For	For	No
3	Approve Discharge of Personally Liable Partner for Fiscal Year 2020	Mgmt	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	No
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	Mgmt	For	For	No
6	Approve Remuneration Policy	Mgmt	For	For	No
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	No
8.1	Elect Michael Albrecht to the Supervisory Board	Mgmt	For	For	No
8.2	Elect Michael Diekmann to the Supervisory Board	Mgmt	For	For	No
8.3	Elect Wolfgang Kirsch to the Supervisory Board	Mgmt	For	For	No
8.4	Elect Iris Loew-Friedrich to the Supervisory Board	Mgmt	For	For	No
8.5	Elect Klaus-Peter Mueller to the Supervisory Board	Mgmt	For	For	No
8.6	Elect Hauke Stars to the Supervisory Board	Mgmt	For	For	No
9.1	Elect Michael Diekmann as Member of the Joint Committee	Mgmt	For	For	No
9.2	Elect Hauke Stars as Member of the Joint Committee	Mgmt	For	For	No

## Honeywell International Inc.

Meeting Date: 05/21/2021

Country: USA

Ticker: HON

Record Date: 03/26/2021

Meeting Type: Annual

Primary Security ID: 438516106

Voting Policy: ISS

Shares Voted: 105,964

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1A	Elect Director Darius Adamczyk	Mgmt	For	For	No
1B	Elect Director Duncan B. Angove	Mgmt	For	For	No
1C	Elect Director William S. Ayer	Mgmt	For	For	No

## Honeywell International Inc. \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1D	Elect Director Kevin Burke	Mgmt	For	For	No
1E	Elect Director D. Scott Davis	Mgmt	For	For	No
1F	Elect Director Deborah Flint	Mgmt	For	For	No
1G	Elect Director Judd Gregg	Mgmt	For	For	No
1H	Elect Director Grace D. Lieblein	Mgmt	For	For	No
1I	Elect Director Raymond T. Odierno	Mgmt	For	For	No
1J	Elect Director George Paz	Mgmt	For	For	No
1K	Elect Director Robin L. Washington	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify Deloitte & Touche LLP as Auditor	Mgmt	For	For	No
4	Provide Right to Act by Written Consent	SH	Against	For	Yes

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

## Hilton Food Group Plc

**Meeting Date:** 05/24/2021

**Country:** United Kingdom

**Ticker:** HFG

**Record Date:** 05/20/2021

**Meeting Type:** Annual

**Primary Security ID:** G4586W106

**Voting Policy:** ISS

**Shares Voted:** 725,685

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Re-elect Robert Watson as Director	Mgmt	For	For	No
4	Re-elect Philip Heffer as Director	Mgmt	For	For	No
5	Re-elect Nigel Majewski as Director	Mgmt	For	For	No
6	Re-elect Christine Cross as Director	Mgmt	For	For	No
7	Re-elect John Worby as Director	Mgmt	For	For	No
8	Re-elect Dr Angus Porter as Director	Mgmt	For	For	No
9	Re-elect Rebecca Shelley as Director	Mgmt	For	For	No
10	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
11	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
12	Approve Final Dividend	Mgmt	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	No

## Hilton Food Group Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
18	Approve Matters Relating to the Interim Dividend Paid in 2018	Mgmt	None	For	No

## BioMarin Pharmaceutical Inc.

**Meeting Date:** 05/25/2021

**Country:** USA

**Ticker:** BMRN

**Record Date:** 03/29/2021

**Meeting Type:** Annual

**Primary Security ID:** 09061G101

**Voting Policy:** ISS

**Shares Voted:** 28,376

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Jean-Jacques Bienaime	Mgmt	For	For	No
1.2	Elect Director Elizabeth McKee Anderson	Mgmt	For	For	No
1.3	Elect Director Willard Dere	Mgmt	For	For	No
1.4	Elect Director Michael Grey	Mgmt	For	Withhold	Yes
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for Michael Grey for serving as a director on more than five public company boards. A vote FOR the remaining director nominees is warranted. +</i></p>					
1.5	Elect Director Elaine J. Heron	Mgmt	For	For	No
1.6	Elect Director Maykin Ho	Mgmt	For	For	No
1.7	Elect Director Robert J. Hombach	Mgmt	For	For	No
1.8	Elect Director V. Bryan Lawlis	Mgmt	For	For	No
1.9	Elect Director Richard A. Meier	Mgmt	For	For	No
1.10	Elect Director David E.I. Pyott	Mgmt	For	For	No
1.11	Elect Director Dennis J. Slamon	Mgmt	For	For	No
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
4	Amend Omnibus Stock Plan	Mgmt	For	For	No

## Envista Holdings Corporation \$

**Meeting Date:** 05/25/2021

**Country:** USA

**Ticker:** NVST

**Record Date:** 03/31/2021

**Meeting Type:** Annual

**Primary Security ID:** 29415F104

**Voting Policy:** ISS

**Shares Voted:** 83,731

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Wendy Carruthers	Mgmt	For	For	No
1.2	Elect Director Scott Huennekens	Mgmt	For	For	No
1.3	Elect Director Christine Tsingos	Mgmt	For	For	No
2a	Declassify the Board of Directors	Mgmt	For	For	No
2b	Eliminate Supermajority Vote Requirements	Mgmt	For	For	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No

## Hill & Smith Holdings Plc

**Meeting Date:** 05/25/2021

**Country:** United Kingdom

**Ticker:** HILS

**Record Date:** 05/21/2021

**Meeting Type:** Annual

**Primary Security ID:** G45080101

**Voting Policy:** ISS

**Shares Voted:** 1,754,255

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Final Dividend	Mgmt	For	For	No
4	Re-elect Alan Giddins as Director	Mgmt	For	For	No
5	Re-elect Tony Quinlan as Director	Mgmt	For	For	No
6	Re-elect Annette Kelleher as Director	Mgmt	For	For	No
7	Re-elect Mark Reckitt as Director	Mgmt	For	For	No
8	Re-elect Pete Raby as Director	Mgmt	For	For	No
9	Elect Leigh-Ann Russell as Director	Mgmt	For	For	No
10	Elect Paul Simmons as Director	Mgmt	For	For	No
11	Re-elect Hannah Nichols as Director	Mgmt	For	For	No
12	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	No
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	No

## Hill & Smith Holdings Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No

## Merck & Co., Inc.

**Meeting Date:** 05/25/2021

**Country:** USA

**Ticker:** MRK

**Record Date:** 03/26/2021

**Meeting Type:** Annual

**Primary Security ID:** 58933Y105

**Voting Policy:** ISS

**Shares Voted:** 291,469

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Leslie A. Brun	Mgmt	For	For	No
1b	Elect Director Mary Ellen Coe	Mgmt	For	For	No
1c	Elect Director Pamela J. Craig	Mgmt	For	For	No
1d	Elect Director Kenneth C. Frazier	Mgmt	For	For	No
1e	Elect Director Thomas H. Glocer	Mgmt	For	For	No
1f	Elect Director Risa J. Lavizzo-Mourey	Mgmt	For	For	No
1g	Elect Director Stephen L. Mayo	Mgmt	For	For	No
1h	Elect Director Paul B. Rothman	Mgmt	For	For	No
1i	Elect Director Patricia F. Russo	Mgmt	For	For	No
1j	Elect Director Christine E. Seidman	Mgmt	For	For	No
1k	Elect Director Inge G. Thulin	Mgmt	For	For	No
1l	Elect Director Kathy J. Warden	Mgmt	For	For	No
1m	Elect Director Peter C. Wendell	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
4	Provide Right to Act by Written Consent	SH	Against	For	Yes
<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>					
5	Report on Access to COVID-19 Products	SH	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as reporting on whether and how public funding would impact the company's pricing and access plans would allow shareholders to better assess the company's management of related risks if its treatments get approved.</i></p>					

## Mortgage Advice Bureau (Holdings) Plc \$

**Meeting Date:** 05/25/2021

**Country:** United Kingdom

**Ticker:** MAB1

**Record Date:** 05/21/2021

**Meeting Type:** Annual

**Primary Security ID:** G6319A103

**Voting Policy:** ISS

**Shares Voted:** 813,306

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Final Dividend	Mgmt	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	No
4	Re-elect Katherine Innes Ker as Director	Mgmt	For	For	No
5	Re-elect Peter Brodnicki as Director	Mgmt	For	For	No
6	Re-elect Ben Thompson as Director	Mgmt	For	For	No
7	Re-elect Lucy Tilley as Director	Mgmt	For	For	No
8	Re-elect Nathan Imlach as Director	Mgmt	For	For	No
9	Re-elect Stephen Smith as Director	Mgmt	For	For	No
10	Re-elect David Preece as Director	Mgmt	For	For	No
11	Elect Mike Jones as Director	Mgmt	For	For	No
12	Reappoint BDO LLP as Auditors	Mgmt	For	For	No
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No

## Nielsen Holdings plc

**Meeting Date:** 05/25/2021

**Country:** United Kingdom

**Ticker:** NLSN

**Record Date:** 03/29/2021

**Meeting Type:** Annual

**Primary Security ID:** G6518L108

**Voting Policy:** ISS

**Shares Voted:** 495,371

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director James A. Attwood, Jr.	Mgmt	For	For	No
1b	Elect Director Thomas H. Castro	Mgmt	For	For	No
1c	Elect Director Guerrino De Luca	Mgmt	For	For	No
1d	Elect Director Karen M. Hoguet	Mgmt	For	For	No
1e	Elect Director David Kenny	Mgmt	For	For	No

## Nielsen Holdings plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1f	Elect Director Janice Marinelli Mazza	Mgmt	For	For	No
1g	Elect Director Jonathan Miller	Mgmt	For	For	No
1h	Elect Director Stephanie Plaines	Mgmt	For	For	No
1i	Elect Director Nancy Tellem	Mgmt	For	For	No
1j	Elect Director Lauren Zalaznick	Mgmt	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No
3	Reappoint Ernst & Young LLP as UK Statutory Auditors	Mgmt	For	For	No
4	Authorize the Audit Committee to Fix Remuneration of UK Statutory Auditor	Mgmt	For	For	No
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
6	Approve Remuneration Report	Mgmt	For	For	No
7	Approve Remuneration Policy	Mgmt	For	For	No
8	Authorise Issue of Equity	Mgmt	For	For	No
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
10	Approve Issuance of Shares for a Private Placement	Mgmt	For	For	No
11	Approve Share Repurchase Contracts and Repurchase Counterparties	Mgmt	For	For	No

## The Restaurant Group Plc

**Meeting Date:** 05/25/2021

**Country:** United Kingdom

**Ticker:** RTN

**Record Date:** 05/21/2021

**Meeting Type:** Annual

**Primary Security ID:** G7535J118

**Voting Policy:** ISS

**Shares Voted:** 10,116,452

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Re-elect Debbie Hewitt as Director	Mgmt	For	For	No
4	Re-elect Andy Hornby as Director	Mgmt	For	For	No
5	Re-elect Kirk Davis as Director	Mgmt	For	For	No
6	Re-elect Graham Clemett as Director	Mgmt	For	For	No
7	Re-elect Alison Digges as Director	Mgmt	For	For	No
8	Re-elect Zoe Morgan as Director	Mgmt	For	For	No
9	Elect Alex Gersh as Director	Mgmt	For	For	No

## The Restaurant Group Plc \$

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

## Amazon.com, Inc.

**Meeting Date:** 05/26/2021

**Country:** USA

**Ticker:** AMZN

**Record Date:** 04/01/2021

**Meeting Type:** Annual

**Primary Security ID:** 023135106

**Voting Policy:** ISS

**Shares Voted:** 32,564

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Jeffrey P. Bezos	Mgmt	For	For	No
1b	Elect Director Keith B. Alexander	Mgmt	For	For	No
1c	Elect Director Jamie S. Gorelick	Mgmt	For	For	No
1d	Elect Director Daniel P. Huttenlocher	Mgmt	For	For	No
1e	Elect Director Judith A. McGrath	Mgmt	For	For	No
1f	Elect Director Indra K. Nooyi	Mgmt	For	For	No
1g	Elect Director Jonathan J. Rubinstein	Mgmt	For	For	No
1h	Elect Director Thomas O. Ryder	Mgmt	For	For	No
1i	Elect Director Patricia Q. Stonesifer	Mgmt	For	For	No
1j	Elect Director Wendell P. Weeks	Mgmt	For	For	No
2	Ratify Ernst & Young LLP as Auditor	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Yes

*Voting Policy Rationale: A vote AGAINST this proposal is warranted. While CEO pay is not excessive, compensation for other NEOs includes large grants of time-vesting restricted shares, and incentive programs lack objective performance metrics and quantified goals. Although magnitude concerns are mitigated to a certain degree by the company's strong performance, the subjective nature of the incentive program is nonetheless problematic.*



## Amazon.com, Inc. \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4	Report on Customers' Use of its Surveillance and Computer Vision Products Capabilities or Cloud Products Contribute to Human Rights Violations	SH	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as an independent report on the company's process for determining whether customers' use of its products or services violates human rights would allow shareholders to better gauge how well Amazon is managing human rights related risks.</i></p>					
5	Require Independent Board Chair	SH	Against	Against	No
6	Report on Gender/Racial Pay Gap	SH	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information allowing them to better measure the progress of the company's diversity and inclusion initiatives and its management of related risks.</i></p>					
7	Report on Promotion Data	SH	Against	Against	No
8	Report on the Impacts of Plastic Packaging	SH	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information on how the company is managing risks related to the creation of plastic waste.</i></p>					
9	Oversee and Report on a Civil Rights, Equity, Diversity and Inclusion Audit	SH	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, as an independent racial equity audit would help shareholders better assess the effectiveness of Amazon's efforts to address the issue of racial inequality and its management of related risks, particularly in light of recent discrimination lawsuits.</i></p>					
10	Adopt a Policy to Include Hourly Employees as Director Candidates	SH	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the company faces significant controversies related to treatment of its employees.</i></p>					
11	Report on Board Oversight of Risks Related to Anti-Competitive Practices	SH	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because shareholders would benefit from more robust disclosure of the company's processes and oversight mechanisms for managing risks related to anticompetitive practices, particularly in light of recent regulatory developments and Amazon's involvement in related controversies.</i></p>					
12	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	Yes
<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>					
13	Report on Lobbying Payments and Policy	SH	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's state level lobbying, indirect lobbying-related expenditures and board oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i></p>					
14	Report on Potential Human Rights Impacts of Customers' Use of Rekognition	SH	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as an independent report on the company's process for determining whether customers' use of its products or services violates human rights would allow shareholders to better gauge how well Amazon is managing human rights related risks.</i></p>					

## American Tower Corporation

**Meeting Date:** 05/26/2021

**Country:** USA

**Ticker:** AMT

**Record Date:** 03/29/2021

**Meeting Type:** Annual

**Primary Security ID:** 03027X100

# American Tower Corporation \$

Voting Policy: ISS

Shares Voted: 66,850

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Thomas A. Bartlett	Mgmt	For	For	No
1b	Elect Director Raymond P. Dolan	Mgmt	For	For	No
1c	Elect Director Kenneth R. Frank	Mgmt	For	For	No
1d	Elect Director Robert D. Hormats	Mgmt	For	For	No
1e	Elect Director Gustavo Lara Cantu	Mgmt	For	For	No
1f	Elect Director Grace D. Lieblein	Mgmt	For	For	No
1g	Elect Director Craig Macnab	Mgmt	For	For	No
1h	Elect Director JoAnn A. Reed	Mgmt	For	For	No
1i	Elect Director Pamela D.A. Reeve	Mgmt	For	For	No
1j	Elect Director David E. Sharbutt	Mgmt	For	For	No
1k	Elect Director Bruce L. Tanner	Mgmt	For	For	No
1l	Elect Director Samme L. Thompson	Mgmt	For	For	No
2	Ratify Deloitte & Touche LLP as Auditor	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would enhance the existing shareholder right to call special meetings.</i></p>					
5	Establish a Board Committee on Human Rights	SH	Against	Against	No

# BlackRock, Inc.

Meeting Date: 05/26/2021

Country: USA

Ticker: BLK

Record Date: 03/29/2021

Meeting Type: Annual

Primary Security ID: 09247X101

Voting Policy: ISS

Shares Voted: 14,770

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Bader M. Alsaad	Mgmt	For	For	No
1b	Elect Director Pamela Daley	Mgmt	For	For	No
1c	Elect Director Jessica P. Einhorn	Mgmt	For	For	No
1d	Elect Director Laurence D. Fink	Mgmt	For	For	No
1e	Elect Director William E. Ford	Mgmt	For	For	No
1f	Elect Director Fabrizio Freda	Mgmt	For	For	No

## BlackRock, Inc. \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1g	Elect Director Murry S. Gerber	Mgmt	For	For	No
1h	Elect Director Margaret 'Peggy' L. Johnson	Mgmt	For	For	No
1i	Elect Director Robert S. Kapito	Mgmt	For	For	No
1j	Elect Director Cheryl D. Mills	Mgmt	For	For	No
1k	Elect Director Gordon M. Nixon	Mgmt	For	For	No
1l	Elect Director Charles H. Robbins	Mgmt	For	For	No
1m	Elect Director Marco Antonio Slim Domit	Mgmt	For	For	No
1n	Elect Director Hans E. Vestberg	Mgmt	For	For	No
1o	Elect Director Susan L. Wagner	Mgmt	For	For	No
1p	Elect Director Mark Wilson	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify Deloitte LLP as Auditors	Mgmt	For	For	No
4a	Provide Right to Call Special Meeting	Mgmt	For	For	No
4b	Eliminate Supermajority Vote Requirement	Mgmt	For	For	No
4c	Amend Charter to Eliminate Provisions that are No Longer Applicable and Make Other Technical Revisions	Mgmt	For	For	No
5	Amend Certificate of Incorporation to Become a Public Benefit Corporation	SH	Against	Against	No

## Bolloré SA

**Meeting Date:** 05/26/2021      **Country:** France      **Ticker:** BOL  
**Record Date:** 05/24/2021      **Meeting Type:** Annual/Special  
**Primary Security ID:** F10659260

**Voting Policy:** ISS

**Shares Voted:** 99,190

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Discharge Directors	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 0.06 per Share	Mgmt	For	For	No
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Yes

*Voting Policy Rationale: A vote AGAINST the auditors' special report is warranted because the company failed to provide sufficient information regarding the consulting services agreement with Bolloré Participations, its indirect controlling shareholder.*

## Bollore SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
5	Reelect Dominique Heriard Dubreuil as Director	Mgmt	For	For	No
6	Reelect Alexandre Picciotto as Director	Mgmt	For	For	No
7	Authorize Repurchase of Up to 9.88 Percent of Issued Share Capital	Mgmt	For	Against	Yes
8	Approve Compensation Report	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted considering the absence of any significant evolution in terms of practices and level of disclosure on executive corporate officers' remuneration over past years.</i>					
9	Approve Compensation of Cyrille Bollore, Chairman and CEO	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted because:* There is an overall lack of information regarding the bonus paid as employee of Bollore Transports &amp; Logistics which was not included in the policy approved last year; and* There is an overall lack of information regarding the tantiemes received from subsidiaries which represent a significant part of Cyrille Bollore's remuneration and which were not included in the policy approved last year.</i>					
10	Approve Remuneration Policy of Directors	Mgmt	For	For	No
11	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this remuneration policy is warranted because:* The remuneration policy does not cover the tantiemes paid to Cyrille Bollore, which represent a significant part of his remuneration.* The company does not include any information on his potential remuneration as employee of Bollore Transports &amp; Logistics.* The company does not indicate under which conditions executives could retain rights to unvested long-term compensation in case of departure of the company, in particular if they would be pro-rated for time and subject to performance over the full performance period.</i>					
Extraordinary Business		Mgmt			
12	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 200 Million	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST Items 12 and 14 are warranted as the possibility of use during a takeover period is not excluded.</i>					
13	Authorize Capitalization of Reserves of Up to EUR 200 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	No
14	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST Items 12 and 14 are warranted as the possibility of use during a takeover period is not excluded.</i>					
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	No
16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	No
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	No

## Chevron Corporation

**Meeting Date:** 05/26/2021

**Country:** USA

**Ticker:** CVX

**Record Date:** 03/29/2021

**Meeting Type:** Annual

**Primary Security ID:** 166764100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Wanda M. Austin	Mgmt	For	For	No
1b	Elect Director John B. Frank	Mgmt	For	For	No
1c	Elect Director Alice P. Gast	Mgmt	For	For	No
1d	Elect Director Enrique Hernandez, Jr.	Mgmt	For	For	No
1e	Elect Director Marillyn A. Hewson	Mgmt	For	For	No
1f	Elect Director Jon M. Huntsman, Jr.	Mgmt	For	For	No
1g	Elect Director Charles W. Moorman, IV	Mgmt	For	For	No
1h	Elect Director Dambisa F. Moyo	Mgmt	For	For	No
1i	Elect Director Debra Reed-Klages	Mgmt	For	For	No
1j	Elect Director Ronald D. Sugar	Mgmt	For	For	No
1k	Elect Director D. James Umpleby, III	Mgmt	For	For	No
1l	Elect Director Michael K. Wirth	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	Reduce Scope 3 Emissions	SH	Against	For	Yes
<p><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></p>					
5	Report on Impacts of Net Zero 2050 Scenario	SH	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because the company lags its peers in setting targets aligned with Paris-type goals and is involved in multiple controversies related to climate change. In light of recent market and regulatory developments, shareholders would benefit from an audited report on the financial impacts of IEA's Net Zero 2050 Scenario.</i></p>					
6	Amend Certificate of Incorporation to Become a Public Benefit Corporation	SH	Against	Against	No
7	Report on Lobbying Payments and Policy	SH	Against	For	Yes
<p><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 control would help shareholders better assess the risks and benefits associated with the company's participation in the political process.</i></p>					
8	Require Independent Board Chair	SH	Against	Against	No
9	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	Yes
<p><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></p>					

Meeting Date: 05/26/2021

Country: France

Ticker: DSY

Record Date: 05/24/2021

Meeting Type: Annual/Special

Primary Security ID: F24571451

Voting Policy: ISS

Shares Voted: 7,086

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	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 0.56 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	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this remuneration policy is warranted as:* The uncommon process of company's capital association for the CEO leads to such pay magnitude that it triggers a general concern on pay quantum with respect to the peer group median. In this context the proposed base salary increase, though considered reasonable, can be questioned; and* Performance period for half of the award is not considered long-term oriented.</i></p>					
6	Approve Compensation of Charles Edelstenne, Chairman of the Board	Mgmt	For	For	No
7	Approve Compensation of Bernard Charles, Vice Chairman of the Board and CEO	Mgmt	For	Against	Yes
<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;* The alignment between performance and bonus outcome in connection with some quantitative criteria is unclear; 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	No
9	Reelect Odile Desforges as Director	Mgmt	For	For	No
10	Reelect Soumitra Dutta as Director	Mgmt	For	For	No
11	Ratify Appointment of Pascal Daloz as Interim Director	Mgmt	For	For	No
12	Authorize Repurchase of Up to 5 Million Issued Share Capital	Mgmt	For	For	No
	Extraordinary Business	Mgmt			
13	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	No
14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 12 Million	Mgmt	For	For	No
15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 12 Million	Mgmt	For	For	No

## Dassault Systemes SA \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
16	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 12 Million	Mgmt	For	For	No
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 14-16	Mgmt	For	For	No
18	Authorize Capitalization of Reserves of Up to EUR 12 Million for Bonus Issue or Increase in Par Value	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 up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	No
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	No
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	No
23	Approve 5-for-1 Stock Split	Mgmt	For	For	No
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	No

## Equiniti Group Plc

**Meeting Date:** 05/26/2021

**Country:** United Kingdom

**Ticker:** EQN

**Record Date:** 05/24/2021

**Meeting Type:** Annual

**Primary Security ID:** G315B4104

**Voting Policy:** ISS

**Shares Voted:** 4,470,112

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Re-elect Mark Brooker as Director	Mgmt	For	For	No
4	Re-elect Alison Burns as Director	Mgmt	For	For	No
5	Re-elect Sally-Ann Hibberd as Director	Mgmt	For	For	No
6	Re-elect Cheryl Millington as Director	Mgmt	For	For	No
7	Re-elect Darren Pope as Director	Mgmt	For	For	No
8	Re-elect John Stier as Director	Mgmt	For	For	No
9	Re-elect Philip Yea as Director	Mgmt	For	For	No
10	Elect Paul Lynam as Director	Mgmt	For	For	No

## Equiniti Group Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
11	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
18	Adopt New Articles of Association	Mgmt	For	For	No

## Equinix, Inc.

**Meeting Date:** 05/26/2021

**Country:** USA

**Ticker:** EQIX

**Record Date:** 04/01/2021

**Meeting Type:** Annual

**Primary Security ID:** 29444U700

**Voting Policy:** ISS

**Shares Voted:** 6,859

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Thomas Bartlett	Mgmt	For	For	No
1.2	Elect Director Nanci Caldwell	Mgmt	For	For	No
1.3	Elect Director Adaire Fox-Martin	Mgmt	For	For	No
1.4	Elect Director Gary Hromadko	Mgmt	For	For	No
1.5	Elect Director Irving Lyons, III	Mgmt	For	For	No
1.6	Elect Director Charles Meyers	Mgmt	For	For	No
1.7	Elect Director Christopher Paisley	Mgmt	For	For	No
1.8	Elect Director Sandra Rivera	Mgmt	For	For	No
1.9	Elect Director Peter Van Camp	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
4	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent	SH	Against	For	Yes

*Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduced threshold to initiate action by written consent would give shareholders a more meaningful written consent right.*



# Exxon Mobil Corporation \$

Meeting Date: 05/26/2021

Country: USA

Ticker: XOM

Record Date: 03/29/2021

Meeting Type: Proxy Contest

Primary Security ID: 30231G102

Voting Policy: ISS

Shares Voted: 453,562

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Management Proxy (Blue Proxy Card)	Mgmt			
1.1	Elect Director Michael J. Angelakis	Mgmt	For	Do Not Vote	No
1.2	Elect Director Susan K. Avery	Mgmt	For	Do Not Vote	No
1.3	Elect Director Angela F. Braly	Mgmt	For	Do Not Vote	No
1.4	Elect Director Ursula M. Burns	Mgmt	For	Do Not Vote	No
1.5	Elect Director Kenneth C. Frazier	Mgmt	For	Do Not Vote	No
1.6	Elect Director Joseph L. Hooley	Mgmt	For	Do Not Vote	No
1.7	Elect Director Steven A. Kandarian	Mgmt	For	Do Not Vote	No
1.8	Elect Director Douglas R. Oberhelman	Mgmt	For	Do Not Vote	No
1.9	Elect Director Samuel J. Palmisano	Mgmt	For	Do Not Vote	No
1.10	Elect Director Jeffrey W. Ubben	Mgmt	For	Do Not Vote	No
1.11	Elect Director Darren W. Woods	Mgmt	For	Do Not Vote	No
1.12	Elect Director Wan Zulkiflee	Mgmt	For	Do Not Vote	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Do Not Vote	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Do Not Vote	No
4	Require Independent Board Chair	SH	Against	Do Not Vote	No
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Do Not Vote	No
6	Issue Audited Report on Financial Impacts of IEA's Net Zero 2050 Scenario	SH	Against	Do Not Vote	No
7	Report on Costs and Benefits of Environmental-Related Expenditures	SH	Against	Do Not Vote	No
8	Report on Political Contributions	SH	Against	Do Not Vote	No
9	Report on Lobbying Payments and Policy	SH	Against	Do Not Vote	No
10	Report on Corporate Climate Lobbying Aligned with Paris Agreement	SH	Against	Do Not Vote	No

# Exxon Mobil Corporation \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Dissident Proxy (White Proxy Card)	Mgmt			
1.1 +	Elect Director Gregory J. Goff	SH	For	For	No
1.2	Elect Director Kaisa Hietala	SH	For +	For	No
1.3	Elect Director Alexander A. Karsner	SH	For +	For	No
1.4	Elect Director Anders Runevad	SH	For +	Withhold	Yes
<p><i>Voting Policy Rationale: The dissident has made a compelling case for change. As such, support for dissident nominees Gregory Goff, Kaisa Hietala, and Alexander Karsner is warranted on the dissident (WHITE) card. +</i></p>					
1.5 +	Management Nominee Michael J. Angelakis	SH	For	For	No
1.6 +	Management Nominee Susan K. Avery	SH	For	For	No
1.7 +	Management Nominee Angela F. Braly	SH	For	For	No
1.8 +	Management Nominee Ursula M. Burns	SH	For	For	No
1.9 +	Management Nominee Kenneth C. Frazier	SH	For	For	No
1.10 +	Management Nominee Joseph L. Hooley	SH	For	For	No
1.11 +	Management Nominee Jeffrey W. Ubben	SH	For	For	No
1.12 +	Management Nominee Darren W. Woods	SH	For	For	No
2 +	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
3 +	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. While CEO Woods' pay significantly declined in FY20, disclosure and structural concerns regarding the incentive programs remain. Although the company describes performance accomplishments for FY20 and for the prior 10-year period, bonuses and equity awards remain heavily influenced by compensation committee discretion. While FY20 bonuses were forfeited after the company reported negative earnings for the year, the plan design potentially allows for sizable bonuses next year, if earnings growth begins to rebound. Further, though grants were smaller for FY20, equity awards do not carry performance vesting criteria. Nevertheless, for the year in review, the structural concerns were mitigated by the significant decline in CEO pay, including the forfeited bonuses and smaller awards, and the alignment between pay and performance for the year in review. However, noted concerns around discretion, disclosure, and program structure warrant continued close monitoring, particularly should pay and performance not remain closely aligned going forward.</i></p>					
4	Require Independent Board Chair	SH	None	Against	No
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	None	For	No
6	Issue Audited Report on Financial Impacts of IEA's Net Zero 2050 Scenario	SH	None	For	No
7	Report on Costs and Benefits of Environmental-Related Expenditures	SH	None	Against	No
8	Report on Political Contributions	SH	None	For	No
9	Report on Lobbying Payments and Policy	SH	None	For	No
10	Report on Corporate Climate Lobbying Aligned with Paris Agreement	SH	None	For	No

Meeting Date: 05/26/2021

Country: USA

Ticker: FB

Record Date: 04/01/2021

Meeting Type: Annual

Primary Security ID: 30303M102

Voting Policy: ISS

Shares Voted: 205,574

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Peggy Alford	Mgmt	For	For	No
1.2	Elect Director Marc L. Andreessen	Mgmt	For	Withhold	Yes
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent compensation committee members Andrew Houston, 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	Withhold	Yes
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent compensation committee members Andrew Houston, 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>					
1.4	Elect Director Nancy Killefer	Mgmt	For	For	No
1.5	Elect Director Robert M. Kimmitt	Mgmt	For	For	No
1.6	Elect Director Sheryl K. Sandberg	Mgmt	For	For	No
1.7	Elect Director Peter A. Thiel	Mgmt	For	Withhold	Yes
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent compensation committee members Andrew Houston, 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	No
1.9	Elect Director Mark Zuckerberg	Mgmt	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No
3	Amend Non-Employee Director Compensation Policy	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: Support for this proposal is not warranted. The proposed update to the director pay program would provide personal security services to the non-employee directors ("NEDs") and related tax gross-ups from time to time, without impacting established NED compensation limits. While the company provides a rationale for providing this perquisite to board members, some investors may view the rationale to be overly broad and insufficiently linked to Facebook's directors in particular so as to warrant a benefit that is not in line with market practice. Further, the company does not provide sufficient details on the potential scope of the associated costs; there is no disclosure of an annual limit or even an estimation on the potential costs of the personal security fees and related tax gross-ups. The proxy does not define "personal security services" and so the extent of such services remains unclear. The proxy also does not disclose whether an independent party assessed the potential costs and the risk factors that may necessitate the unusual director benefit. In addition, ISS notes that the company has historically provided sizable security related perquisites to the CEO and NEO Sandberg, at a magnitude which is considered extraordinary, including for the year in review. While the security concerns of the NEDs as presented in the proxy are acknowledged, given the proposal's limited disclosure, a lack of shareholder friendly guardrails such as caps, reasonable estimations, or third-party assessments, support for this proposal is not warranted. +</i></p>					
4	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	Yes
<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>					

## Facebook, Inc. \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
5	Require Independent Board Chair	SH	Against	For	Yes
<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	Report on Online Child Sexual Exploitation	SH	Against	For	Yes
<p><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></p>					
7	Require Independent Director Nominee with Human and/or Civil Rights Experience	SH	Against	Against	No
8	Report on Platform Misuse	SH	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, because an assessment from the board of how to reduce the platform's amplification of false and divisive information could help provide shareholders with valuable information on how well the company is assessing and mitigating content-related controversies.</i></p>					
9	Amend Certificate of Incorporation to Become a Public Benefit Corporation	SH	Against	Against	No

## HelloFresh SE

**Meeting Date:** 05/26/2021      **Country:** Germany      **Ticker:** HFG  
**Record Date:** 05/04/2021      **Meeting Type:** Annual  
**Primary Security ID:** D3R2MA100

**Voting Policy:** ISS

**Shares Voted:** 3,325

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	No
3	Approve Discharge of Management Board for Fiscal Year 2020	Mgmt	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	No
5	Ratify KPMG AG as Auditors for Fiscal Year 2021	Mgmt	For	For	No
6.1	Reelect John Rittenhouse to the Supervisory Board	Mgmt	For	For	No
6.2	Reelect Ursula Radeke-Pietsch to the Supervisory Board	Mgmt	For	For	No
6.3	Reelect Derek Zissman to the Supervisory Board	Mgmt	For	For	No
6.4	Reelect Susanne Schroeter-Crossan to the Supervisory Board	Mgmt	For	For	No

## HelloFresh SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
6.5	Reelect Stefan Smalla to the Supervisory Board	Mgmt	For	For	No
7	Amend Corporate Purpose	Mgmt	For	For	No
8	Approve Remuneration Policy	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The proposed remuneration policy contains scope for discretionary adjustments, including adjustments to make targets less stringent under the LTI. * The STI and LTI payouts are not subject to explicit caps. * There are no specific performance criteria applicable to the short-term incentive. * The caps on total remuneration are excessive by market standards considering the company's size. * The proposed remuneration policy contains significant scope for discretionary payments via special bonuses. Such payments represent a serious breach of good remuneration practices and falls short of market best practice standards.</i></p>					
9	Approve Remuneration of Supervisory Board	Mgmt	For	For	No
10	Approve Creation of EUR 13.6 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	No
11	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Billion; Approve Creation of EUR 17.4 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	No
12	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	No

## Illumina, Inc.

**Meeting Date:** 05/26/2021

**Country:** USA

**Ticker:** ILMN

**Record Date:** 03/31/2021

**Meeting Type:** Annual

**Primary Security ID:** 452327109

**Voting Policy:** ISS

**Shares Voted:** 17,153

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1A	Elect Director Caroline D. Dorsa	Mgmt	For	For	No
1B	Elect Director Robert S. Epstein	Mgmt	For	For	No
1C	Elect Director Scott Gottlieb	Mgmt	For	For	No
1D	Elect Director Gary S. Guthart	Mgmt	For	For	No
1E	Elect Director Philip W. Schiller	Mgmt	For	For	No
1F	Elect Director John W. Thompson	Mgmt	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No

**Meeting Date:** 05/26/2021

**Country:** Jersey

**Ticker:** JTC

**Record Date:** 05/24/2021

**Meeting Type:** Annual

**Primary Security ID:** G5211H117

**Voting Policy:** ISS

**Shares Voted:** 173,466

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Amend Employee Incentive Plan	Mgmt	For	For	No
4	Approve Final Dividend	Mgmt	For	For	No
5	Ratify PricewaterhouseCoopers CI LLP as Auditors	Mgmt	For	For	No
6	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
7	Re-elect Michael Liston as Director	Mgmt	For	For	No
8	Re-elect Nigel Le Quesne as Director	Mgmt	For	For	No
9	Re-elect Martin Fotheringham as Director	Mgmt	For	For	No
10	Re-elect Wendy Holley as Director	Mgmt	For	For	No
11	Re-elect Dermot Mathias as Director	Mgmt	For	For	No
12	Re-elect Michael Gray as Director	Mgmt	For	For	No
13	Re-elect Erika Schraner as a Director	Mgmt	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No

## Judges Scientific Plc

**Meeting Date:** 05/26/2021

**Country:** United Kingdom

**Ticker:** JDG

**Record Date:** 05/24/2021

**Meeting Type:** Annual

**Primary Security ID:** G51983107

**Voting Policy:** ISS

**Shares Voted:** 100,998

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

## Judges Scientific Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
3	Re-elect Alexander Hambro as Director	Mgmt	For	For	No
4	Re-elect Bradley Ormsby as Director	Mgmt	For	For	No
5	Re-elect Mark Lavelle as Director	Mgmt	For	For	No
6	Elect Lushani Kodituwakku as Director	Mgmt	For	For	No
7	Approve Final Dividend	Mgmt	For	For	No
8	Reappoint Grant Thornton UK LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	No
9	Authorise Issue of Equity	Mgmt	For	For	No
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No

## Legrand SA

**Meeting Date:** 05/26/2021

**Country:** France

**Ticker:** LR

**Record Date:** 05/24/2021

**Meeting Type:** Annual/Special

**Primary Security ID:** F56196185

**Voting Policy:** ISS

**Shares Voted:** 14,231

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	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 1.42 per Share	Mgmt	For	For	No
4	Approve Compensation Report of Corporate Officers	Mgmt	For	For	No
5	Approve Compensation of Gilles Schnepf, Chairman of the Board Until 30 June 2020	Mgmt	For	For	No
6	Approve Compensation of Angeles Garcia-Poveda, Chairman of the Board Since 1 July 2020	Mgmt	For	For	No
7	Approve Compensation of Benoit Coquart, CEO	Mgmt	For	For	No
8	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	No
9	Approve Remuneration Policy of CEO	Mgmt	For	For	No
10	Approve Remuneration Policy of Board Members	Mgmt	For	For	No
11	Reelect Annalisa Loustau Elia as Director	Mgmt	For	For	No
12	Elect Jean-Marc Chery as Director	Mgmt	For	For	No

## Legrand SA \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	No
	Extraordinary Business	Mgmt			
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	No
15	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	No
16	Amend Article 12.4 of Bylaws Re: Vote Instructions	Mgmt	For	For	No
	Ordinary Business	Mgmt			
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	No

## M&G Plc

**Meeting Date:** 05/26/2021

**Country:** United Kingdom

**Ticker:** MNG

**Record Date:** 05/24/2021

**Meeting Type:** Annual

**Primary Security ID:** G6107R102

**Voting Policy:** ISS

**Shares Voted:** 4,658,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Elect Clare Chapman as Director	Mgmt	For	For	No
4	Elect Fiona Clutterbuck as Director	Mgmt	For	For	No
5	Re-elect John Foley as Director	Mgmt	For	For	No
6	Re-elect Clare Bousfield as Director	Mgmt	For	For	No
7	Re-elect Clive Adamson as Director	Mgmt	For	For	No
8	Re-elect Clare Thompson as Director	Mgmt	For	For	No
9	Re-elect Massimo Tosato as Director	Mgmt	For	For	No
10	Reappoint KPMG LLP as Auditors	Mgmt	For	For	No
11	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
12	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	No
14	Authorise Issue of Equity in Connection with the Issue of Mandatory Convertible Securities	Mgmt	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No



## M&G Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Issue of Mandatory Convertible Securities	Mgmt	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## NXP Semiconductors N.V.

Meeting Date: 05/26/2021

Country: Netherlands

Ticker: NXPI

Record Date: 04/28/2021

Meeting Type: Annual

Primary Security ID: N6596X109

Voting Policy: ISS

Shares Voted: 33,661

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Discharge of Board Members	Mgmt	For	For	No
3a	Reelect Kurt Sievers as Executive Director	Mgmt	For	For	No
3b	Reelect Peter Bonfield as Non-Executive Director	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST compensation committee members Peter Bonfield, Lena Olving, Peter Smitham, and Karl-Henrik Sundstrom is warranted due to limited responsiveness to last year's failed say-on-pay vote. A vote FOR the remaining director nominees is warranted.</i></p>					
3c	Elect Annette Clayton as Non-Executive Director	Mgmt	For	For	No
3d	Elect Anthony Foxx as Non-Executive Director	Mgmt	For	For	No
3e	Reelect Kenneth A. Goldman as Non-Executive Director	Mgmt	For	For	No
3f	Reelect Josef Kaeser as Non-Executive Director	Mgmt	For	For	No
3g	Reelect Lena Olving as Non-Executive Director	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST compensation committee members Peter Bonfield, Lena Olving, Peter Smitham, and Karl-Henrik Sundstrom is warranted due to limited responsiveness to last year's failed say-on-pay vote. A vote FOR the remaining director nominees is warranted.</i></p>					
3h	Reelect Peter Smitham as Non-Executive Director	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST compensation committee members Peter Bonfield, Lena Olving, Peter Smitham, and Karl-Henrik Sundstrom is warranted due to limited responsiveness to last year's failed say-on-pay vote. A vote FOR the remaining director nominees is warranted.</i></p>					
3i	Reelect Julie Southern as Non-Executive Director	Mgmt	For	For	No
3j	Reelect Jasmin Staiblin as Non-Executive Director	Mgmt	For	For	No

## NXP Semiconductors N.V.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
3k	Reelect Gregory L. Summe as Non-Executive Director	Mgmt	For	For	No
3l	Reelect Karl-Henrik Sundström as Non-Executive Director	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST compensation committee members Peter Bonfield, Lena Olving, Peter Smitham, and Karl-Henrik Sundstrom is warranted due to limited responsiveness to last year's failed say-on-pay vote. A vote FOR the remaining director nominees is warranted.</i></p>					
4	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	No
5	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	No
6	Authorize Share Repurchase Program	Mgmt	For	For	No
7	Approve Cancellation of Ordinary Shares	Mgmt	For	For	No
8	Approve Remuneration of the Non Executive Members of the Board	Mgmt	For	For	No
9	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Following certain outsized equity awards granted in FY18 to the company's former CEO, total CEO pay has since normalized. In addition, while performance was measured over two six-month periods, STI payouts were based on rigorous financial goals and no payout was made in FY20 due to below threshold performance. Under the LTI program, the relative TSR metric targets merely median performance; however, the payouts are capped at target for negative TSR performance and the majority of the equity awards were performance-based with clearly disclosed multi-year goals. However, following last year's failed say-on-pay vote, the compensation committee did not adequately respond to shareholder concerns. While the company engaged with shareholders, disclosed their specific concerns regarding the pay programs, and disclosed certain pay decisions related to those concerns, the committee did not make any significant pay program changes or commitments in response to shareholders' concerns. Given the significant level of opposition to last year's say-on-pay proposal, shareholders would expect concrete actions and/or commitments taken in response to shareholders' expressed concerns and the ultimate say-on-pay vote result.</i></p>					

## PayPal Holdings, Inc.

**Meeting Date:** 05/26/2021      **Country:** USA      **Ticker:** PYPL  
**Record Date:** 03/30/2021      **Meeting Type:** Annual  
**Primary Security ID:** 70450Y103

**Voting Policy:** ISS

**Shares Voted:** 136,097

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Rodney C. Adkins	Mgmt	For	For	No
1b	Elect Director Jonathan Christodoro	Mgmt	For	For	No
1c	Elect Director John J. Donahoe	Mgmt	For	For	No
1d	Elect Director David W. Dorman	Mgmt	For	For	No
1e	Elect Director Belinda J. Johnson	Mgmt	For	For	No
1f	Elect Director Gail J. McGovern	Mgmt	For	For	No
1g	Elect Director Deborah M. Messemer	Mgmt	For	For	No
1h	Elect Director David M. Moffett	Mgmt	For	For	No
1i	Elect Director Ann M. Sarnoff	Mgmt	For	For	No

## PayPal Holdings, Inc. \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1j	Elect Director Daniel H. Schulman	Mgmt	For	For	No
1k	Elect Director Frank D. Yeary	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
4	Provide Right to Act by Written Consent	SH	Against	For	Yes
<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 Whether Written Policies or Unwritten Norms Reinforce Racism in Company Culture	SH	Against	Against	No

## Publicis Groupe SA

**Meeting Date:** 05/26/2021      **Country:** France      **Ticker:** PUB  
**Record Date:** 05/24/2021      **Meeting Type:** Annual/Special  
**Primary Security ID:** F7607Z165

**Voting Policy:** ISS

**Shares Voted:** 12,106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	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 per Share	Mgmt	For	For	No
4	Approve Stock Dividend Program	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 Maurice Levy as Supervisory Board Member	Mgmt	For	For	No
7	Reelect Simon Badinter as Supervisory Board Member	Mgmt	For	For	No
8	Reelect Jean Charest as Supervisory Board Member	Mgmt	For	For	No
9	Approve Remuneration Policy of Chairman of Supervisory Board	Mgmt	For	For	No
10	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	No
11	Approve Remuneration Policy of Chairman of Management Board	Mgmt	For	For	No
12	Approve Remuneration Policy of Michel-Alain Proch, Management Board Member	Mgmt	For	For	No

## Publicis Groupe SA \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
13	Approve Remuneration Policy of Management Board Members	Mgmt	For	For	No
14	Approve Compensation Report	Mgmt	For	For	No
15	Approve Compensation of Maurice Levy, Chairman of Supervisory Board	Mgmt	For	For	No
16	Approve Compensation of Arthur Sadoun, Chairman of the Management Board	Mgmt	For	For	No
17	Approve Compensation of Jean-Michel Etienne, Management Board Member	Mgmt	For	For	No
18	Approve Compensation of Anne-Gabrielle Heilbronner, Management Board Member	Mgmt	For	For	No
19	Approve Compensation of Steve King, Management Board Member	Mgmt	For	For	No
20	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	No
	Extraordinary Business	Mgmt			
21	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	No
22	Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	No
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	No
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	No
25	Amend Bylaws to Comply with Legal Changes	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: This proposal merits a vote AGAINST as it may have a negative impact on shareholders' rights.</i>					
	Ordinary Business	Mgmt			
26	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	No

## Safran SA

**Meeting Date:** 05/26/2021

**Country:** France

**Ticker:** SAF

**Record Date:** 05/24/2021

**Meeting Type:** Annual/Special

**Primary Security ID:** F4035A557

**Voting Policy:** ISS

**Shares Voted:** 18,373

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
3	Approve Allocation of Income and Dividends of EUR 0.43 per Share	Mgmt	For	For	No
4	Approve Transaction with BNP Paribas	Mgmt	For	For	No
5	Ratify Appointment of Olivier Andries as Director	Mgmt	For	For	No
6	Reelect Helene Auriol Potier as Director	Mgmt	For	For	No
7	Reelect Sophie Zurquiyah as Director	Mgmt	For	For	No
8	Reelect Patrick Pelata as Director	Mgmt	For	For	No
9	Elect Fabienne Lecorvaisier as Director	Mgmt	For	For	No
10	Approve Compensation of Ross McInnes, Chairman of the Board	Mgmt	For	For	No
11	Approve Compensation of Philippe Petitcolin, CEO	Mgmt	For	For	No
12	Approve Compensation Report of Corporate Officers	Mgmt	For	For	No
13	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	No
14	Approve Remuneration Policy of CEO	Mgmt	For	For	No
15	Approve Remuneration Policy of 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 7,9,11 and 12 of Bylaws Re: Preferred Shares A	Mgmt	For	For	No
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	For	No
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 8 Million	Mgmt	For	For	No
20	Authorize Capital Increase of Up to EUR 8 Million for Future Exchange Offers	Mgmt	For	For	No
21	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 8 Million	Mgmt	For	For	No
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18-21	Mgmt	For	For	No
23	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 8 Million, Only In the Event of a Public Tender Offer	Mgmt	For	Against	Yes

*Voting Policy Rationale: \* Votes AGAINST Items 23-27 are warranted as they are usable during a takeover period.\* Votes FOR Items 18-22 are warranted as they respect the 50/10 percent limits for authorizations with and without preemptive rights.*

## Safran SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
24	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 8 Million, Only In the Event of a Public Tender Offer	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: * Votes AGAINST Items 23-27 are warranted as they are usable during a takeover period.* Votes FOR Items 18-22 are warranted as they respect the 50/10 percent limits for authorizations with and without preemptive rights.</i>					
25	Authorize Capital Increase of Up to EUR 8 Million for Future Exchange Offers, Only In the Event of a Public Tender Offer	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: * Votes AGAINST Items 23-27 are warranted as they are usable during a takeover period.* Votes FOR Items 18-22 are warranted as they respect the 50/10 percent limits for authorizations with and without preemptive rights.</i>					
26	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 8 Million, Only In the Event of a Public Tender Offer	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: * Votes AGAINST Items 23-27 are warranted as they are usable during a takeover period.* Votes FOR Items 18-22 are warranted as they respect the 50/10 percent limits for authorizations with and without preemptive rights.</i>					
27	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 23-26, Only In the Event of a Public Tender Offer	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: * Votes AGAINST Items 23-27 are warranted as they are usable during a takeover period.* Votes FOR Items 18-22 are warranted as they respect the 50/10 percent limits for authorizations with and without preemptive rights.</i>					
28	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	No
29	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	No
30	Authorize up to 0.4 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	No
31	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	No

## The Southern Company

**Meeting Date:** 05/26/2021

**Country:** USA

**Ticker:** SO

**Record Date:** 03/29/2021

**Meeting Type:** Annual

**Primary Security ID:** 842587107

**Voting Policy:** ISS

**Shares Voted:** 81,140

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Janaki Akella	Mgmt	For	For	No
1b	Elect Director Juanita Powell Baranco	Mgmt	For	For	No
1c	Elect Director Henry A. Clark, III	Mgmt	For	For	No
1d	Elect Director Anthony F. Earley, Jr.	Mgmt	For	For	No
1e	Elect Director Thomas A. Fanning	Mgmt	For	For	No
1f	Elect Director David J. Grain	Mgmt	For	For	No

## The Southern Company \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1g	Elect Director Colette D. Honorable	Mgmt	For	For	No
1h	Elect Director Donald M. James	Mgmt	For	For	No
1i	Elect Director John D. Johns	Mgmt	For	For	No
1j	Elect Director Dale E. Klein	Mgmt	For	For	No
1k	Elect Director Ernest J. Moniz	Mgmt	For	For	No
1l	Elect Director William G. Smith, Jr.	Mgmt	For	For	No
1m	Elect Director E. Jenner Wood, III	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Approve Omnibus Stock Plan	Mgmt	For	For	No
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	No
5	Reduce Supermajority Vote Requirement	Mgmt	For	For	No

## Valeo SA

**Meeting Date:** 05/26/2021

**Country:** France

**Ticker:** FR

**Record Date:** 05/24/2021

**Meeting Type:** Annual/Special

**Primary Security ID:** F96221340

**Voting Policy:** ISS

**Shares Voted:** 13,255

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	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 0.30 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	Reelect Caroline Maury Devine as Director	Mgmt	For	For	No
6	Reelect Mari-Noelle Jego-Laveissiere as Director	Mgmt	For	For	No
7	Reelect Veronique Weill as Director	Mgmt	For	For	No
8	Elect Christophe Perillat as Director	Mgmt	For	For	No
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	No
10	Approve Compensation of Jacques Aschenbroich, Chairman and CEO	Mgmt	For	For	No
11	Approve Remuneration Policy of Directors	Mgmt	For	For	No

## Valeo SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
12	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	No
13	Approve Remuneration Policy of Christophe Perillat, Vice CEO	Mgmt	For	For	No
14	Approve Remuneration Policy of Christophe Perillat, CEO	Mgmt	For	For	No
15	Approve Remuneration Policy of Jacques Aschenbroich, Chairman of the Board	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 70 Million	Mgmt	For	For	No
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 23 Million	Mgmt	For	For	No
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 23 Million	Mgmt	For	For	No
20	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
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17-19	Mgmt	For	For	No
22	Authorize Capitalization of Reserves of Up to EUR 30 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	No
23	Authorize Capital Increase of up to 9.52 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	No
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	No
25	Authorize up to 1.86 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	No
26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	No
	Ordinary Business	Mgmt			
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	No

## Zotefoams Plc

**Meeting Date:** 05/26/2021

**Country:** United Kingdom

**Ticker:** ZTF

**Record Date:** 05/24/2021

**Meeting Type:** Annual

**Primary Security ID:** G98933107



Voting Policy: ISS

Shares Voted: 659,398

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Final Dividend	Mgmt	For	For	No
4	Re-elect Steve Good as Director	Mgmt	For	For	No
5	Re-elect David Stirling as Director	Mgmt	For	For	No
6	Re-elect Gary McGrath as Director	Mgmt	For	For	No
7	Re-elect Jonathan Carling as Director	Mgmt	For	For	No
8	Re-elect Alison Fielding as Director	Mgmt	For	For	No
9	Re-elect Douglas Robertson as Director	Mgmt	For	For	No
10	Re-elect Catherine Wall as Director	Mgmt	For	For	No
11	Appoint PKF Littlejohn LLP as Auditors	Mgmt	For	For	No
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
18	Adopt New Articles of Association	Mgmt	For	For	No

## Bodycote Plc

Meeting Date: 05/27/2021

Country: United Kingdom

Ticker: BOY

Record Date: 05/25/2021

Meeting Type: Annual

Primary Security ID: G1214R111

Voting Policy: ISS

Shares Voted: 2,694,463

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Final Dividend	Mgmt	For	For	No
3	Re-elect Anne Quinn as Director	Mgmt	For	For	No
4	Re-elect Stephen Harris as Director	Mgmt	For	For	No

## Bodycote Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
5	Re-elect Eva Lindqvist as Director	Mgmt	For	For	No
6	Re-elect Ian Duncan as Director	Mgmt	For	For	No
7	Re-elect Dominique Yates as Director	Mgmt	For	For	No
8	Re-elect Patrick Larmon as Director	Mgmt	For	For	No
9	Re-elect Lili Chahbazi as Director	Mgmt	For	For	No
10	Elect Kevin Boyd as Director	Mgmt	For	For	No
11	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
13	Approve Remuneration Report	Mgmt	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Deutsche Bank AG

**Meeting Date:** 05/27/2021

**Country:** Germany

**Ticker:** DBK

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** D18190898

**Voting Policy:** ISS

**Shares Voted:** 207,622

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt			
2.1	Approve Discharge of Management Board Member Christian Sewing for Fiscal Year 2020	Mgmt	For	For	No
2.2	Approve Discharge of Management Board Member Karl von Rohr for Fiscal Year 2020	Mgmt	For	For	No
2.3	Approve Discharge of Management Board Member Fabrizio Campelli for Fiscal Year 2020	Mgmt	For	For	No
2.4	Approve Discharge of Management Board Member Frank Kuhnke for Fiscal Year 2020	Mgmt	For	For	No
2.5	Approve Discharge of Management Board Member Bernd Leukert for Fiscal Year 2020	Mgmt	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
2.6	Approve Discharge of Management Board Member Stuart Lewis for Fiscal Year 2020	Mgmt	For	For	No
2.7	Approve Discharge of Management Board Member James von Moltke for Fiscal Year 2020	Mgmt	For	For	No
2.8	Approve Discharge of Management Board Member Alexander von zur Muehlen (from August 1, 2020) for Fiscal Year 2020	Mgmt	For	For	No
2.9	Approve Discharge of Management Board Member Christiana Riley for Fiscal Year 2020	Mgmt	For	For	No
2.10	Approve Discharge of Management Board Member Stefan Simon (from August 1, 2020) for Fiscal Year 2020	Mgmt	For	For	No
2.11	Approve Discharge of Management Board Member Werner Steinmueller (until July 31, 2020) for Fiscal Year 2020	Mgmt	For	For	No
3.1	Approve Discharge of Supervisory Board Member Paul Achleitner for Fiscal Year 2020	Mgmt	For	For	No
3.2	Approve Discharge of Supervisory Board Member Detlef Polaschek for Fiscal Year 2020	Mgmt	For	For	No
3.3	Approve Discharge of Supervisory Board Member Ludwig Blomeyer - Bartenstein for Fiscal Year 2020	Mgmt	For	For	No
3.4	Approve Discharge of Supervisory Board Member Frank Bsirske for Fiscal Year 2020	Mgmt	For	For	No
3.5	Approve Discharge of Supervisory Board Member Mayree Clark for Fiscal Year 2020	Mgmt	For	For	No
3.6	Approve Discharge of Supervisory Board Member Jan Duscheck for Fiscal Year 2020	Mgmt	For	For	No
3.7	Approve Discharge of Supervisory Board Member Gerhard Eschelbeck for Fiscal Year 2020	Mgmt	For	For	No
3.8	Approve Discharge of Supervisory Board Member Sigmar Gabriel (from March 11, 2020) for Fiscal Year 2020	Mgmt	For	For	No
3.9	Approve Discharge of Supervisory Board Member Katherine Garrett-Cox (until May 20, 2020) for Fiscal Year 2020	Mgmt	For	For	No
3.10	Approve Discharge of Supervisory Board Member Timo Heider for Fiscal Year 2020	Mgmt	For	For	No
3.11	Approve Discharge of Supervisory Board Member Martina Klee Fiscal Year 2020	Mgmt	For	For	No
3.12	Approve Discharge of Supervisory Board Member Henriette Mark for Fiscal Year 2020	Mgmt	For	For	No
3.13	Approve Discharge of Supervisory Board Member Gabriele Platscher for Fiscal Year 2020	Mgmt	For	For	No
3.14	Approve Discharge of Supervisory Board Member Bernd Rose for Fiscal Year 2020	Mgmt	For	For	No
3.15	Approve Discharge of Supervisory Board Member Gerd Schuetz for Fiscal Year 2020	Mgmt	For	For	No

# Deutsche Bank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
3.16	Approve Discharge of Supervisory Board Member Stephan Szukalski for Fiscal Year 2020	Mgmt	For	For	No
3.17	Approve Discharge of Supervisory Board Member John Thain for Fiscal Year 2020	Mgmt	For	For	No
3.18	Approve Discharge of Supervisory Board Member Michele Trogni for Fiscal Year 2020	Mgmt	For	For	No
3.19	Approve Discharge of Supervisory Board Member Dagmar Valcarcel for Fiscal Year 2020	Mgmt	For	For	No
3.20	Approve Discharge of Supervisory Board Member Theodor Weimer (from May 20, 2020) for Fiscal Year 2020	Mgmt	For	For	No
3.21	Approve Discharge of Supervisory Board Member Norbert Winkeljohann for Fiscal Year 2020	Mgmt	For	For	No
4	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2021	Mgmt	For	For	No
5	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	No
6	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	No
7	Authorize Repurchase of Up to Five Percent of Issued Share Capital for Trading Purposes	Mgmt	For	For	No
8	Approve Remuneration Policy	Mgmt	For	For	No
9	Approve Remuneration of Supervisory Board	Mgmt	For	For	No
10	Approve Creation of EUR 512 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	No
11	Approve Creation of EUR 2 Billion Pool of Capital with Preemptive Rights	Mgmt	For	For	No
12	Approve Affiliation Agreement with VOEB-ZVD Processing GmbH	Mgmt	For	For	No
13	Elect Frank Witter to the Supervisory Board	Mgmt	For	For	No

## EXOR NV

**Meeting Date:** 05/27/2021

**Country:** Netherlands

**Ticker:** EXO

**Record Date:** 04/29/2021

**Meeting Type:** Annual

**Primary Security ID:** N3140A107

**Voting Policy:** ISS

**Shares Voted:** 13,880

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

# EXOR NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
2.b	Approve Remuneration Report	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because: * We note that CEO John Elkann also receives remuneration for his executive roles on EXOR investee companies Stellantis and Ferrari and is eligible for variable remuneration, raising further questions on the adequateness of a remuneration package at EXOR that is in line with fully operating companies. Total pay amounted to EUR 2.4 million and EUR 768 thousand respectively from Stellantis and Ferrari on a granted basis in 2020, whereas his Exor package amounted to EUR 7.4 million already. * No performance measures are attached to the LTI grants whereas stock options are the main value driver of the total remuneration. Although this concern is somewhat mitigated as no options were granted in 2020, considering options continue to vest and delivering significant value continued concern is raised. * The board has not demonstrated adequate responsiveness to the significant dissent recorded for the vote on remuneration report at the 2020 AGM. However, it should be noted that the remuneration report is clear on the performance achievement relative to targets set under the cash-based incentive plan. +</i></p>					
2.c +	Adopt Financial Statements	Mgmt	For	For	No
2.e +	Approve Dividends of EUR 0.43 Per Share	Mgmt	For	For	No
3.a +	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For	No
4.a +	Approve Discharge of Executive Directors	Mgmt	For	For	No
4.b +	Approve Discharge of Non-Executive Directors	Mgmt	For	For	No
5 +	Elect Ajaypal Banga as Non-Executive Director	Mgmt	For	For	No
6.a +	Authorize Repurchase of Shares	Mgmt	For	For	No
6.b +	Approve Cancellation of Repurchased Shares	Mgmt	For	For	No
6.c +	Grant Board Authority to Issue Shares	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because* The potential volume of this authorization is considered to be excessive, namely in excess 200 percent relative to the currently issued share capital; and* The authorization has a duration of 60 months, which is considered to be excessive for Dutch market best practice.</i></p>					
6.d	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because* The potential volume of this authorization is considered to be excessive, namely in excess 200 percent relative to the currently issued share capital; and* The authorization has a duration of 60 months, which is considered to be excessive for Dutch market best practice.</i></p>					
6.e	Grant Board Authority to Issue Special Voting Shares A without Preemptive Rights	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because this proposal would accommodate the existence of the loyalty voting structure and deviates from the one-share-one-vote principle, because loyal shareholders get an additional loyalty share that has one vote.</i></p>					

## Nucleus Financial Group Plc

**Meeting Date:** 05/27/2021

**Country:** United Kingdom

**Ticker:** NUC

**Record Date:** 05/25/2021

**Meeting Type:** Annual

**Primary Security ID:** G6685L105

**Voting Policy:** ISS

**Shares Voted:** 386,279

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

# Nucleus Financial Group Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
2	Re-elect David Ferguson as Director	Mgmt	For	For	No
3	Re-elect Stuart Geard as Director	Mgmt	For	For	No
4	Re-elect Angus Samuels as Director	Mgmt	For	Abstain	Yes
<p><i>Voting Policy Rationale: Items 2-3 &amp; 6-7A vote FOR the re-election of David Ferguson, Stuart Geard, 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 fiduciary responsibility to vote either in favour or against and who do not recognise abstention as a valid option. Item 5A vote FOR the re-election of Tracy Dunley-Owen is warranted, although it is not without concern for shareholders because: * She is the Audit Committee Chair and the non-audit fees paid to the auditors exceeded the audit fees paid for three consecutive years. It is however worth noting that the high non-audit fees for FY2018 are due to services provided as reporting accountants to the Company's admission to AIM and other corporate finance transactions. Items 8 &amp; 9A vote AGAINST the 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	No
6	Re-elect Margaret Hassall as Director	Mgmt	For	For	No
7	Re-elect John Levin as Director	Mgmt	For	For	No
8	Re-elect Alfio Tagliabue as Director	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: Items 2-3 &amp; 6-7A vote FOR the re-election of David Ferguson, Stuart Geard, 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 fiduciary responsibility to vote either in favour or against and who do not recognise abstention as a valid option. Item 5A vote FOR the re-election of Tracy Dunley-Owen is warranted, although it is not without concern for shareholders because: * She is the Audit Committee Chair and the non-audit fees paid to the auditors exceeded the audit fees paid for three consecutive years. It is however worth noting that the high non-audit fees for FY2018 are due to services provided as reporting accountants to the Company's admission to AIM and other corporate finance transactions. Items 8 &amp; 9A vote AGAINST the 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	Yes
<p><i>Voting Policy Rationale: Items 2-3 &amp; 6-7A vote FOR the re-election of David Ferguson, Stuart Geard, 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 fiduciary responsibility to vote either in favour or against and who do not recognise abstention as a valid option. Item 5A vote FOR the re-election of Tracy Dunley-Owen is warranted, although it is not without concern for shareholders because: * She is the Audit Committee Chair and the non-audit fees paid to the auditors exceeded the audit fees paid for three consecutive years. It is however worth noting that the high non-audit fees for FY2018 are due to services provided as reporting accountants to the Company's admission to AIM and other corporate finance transactions. Items 8 &amp; 9A vote AGAINST the 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	No
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	Abstain	Yes
<p><i>Voting Policy Rationale: An ABSTAIN vote on this resolution is warranted because: * The aggregate level of non-audit fees paid to the auditors during the year exceeds the audit fees for three consecutive years. It is however worth noting that the high non-audit fees for FY2018 are due to services provided as reporting accountants to the Company's admission to AIM and other corporate finance transactions. 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>					

## Nucleus Financial Group Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
12	Authorise Issue of Equity	Mgmt	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
14	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No

## OneSavings Bank Plc

**Meeting Date:** 05/27/2021      **Country:** United Kingdom      **Ticker:** OSB  
**Record Date:** 05/25/2021      **Meeting Type:** Annual  
**Primary Security ID:** G6S36L101

**Voting Policy:** ISS

**Shares Voted:** 3,347,025

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	No
4	Approve Maximum Ratio of Variable to Fixed Remuneration	Mgmt	For	For	No
5	Approve Final Dividend	Mgmt	For	For	No
6a	Re-elect John Allatt as Director	Mgmt	For	For	No
6b	Re-elect Noel Harwerth as Director	Mgmt	For	For	No
6c	Re-elect Sarah Hedger as Director	Mgmt	For	For	No
6d	Re-elect Rajan Kapoor as Director	Mgmt	For	For	No
6e	Re-elect Mary McNamara as Director	Mgmt	For	For	No
6f	Re-elect David Weymouth as Director	Mgmt	For	For	No
6g	Re-elect Andrew Golding as Director	Mgmt	For	For	No
6h	Re-elect April Talintyre as Director	Mgmt	For	For	No
7	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	No
8	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
9	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
10	Authorise Issue of Equity	Mgmt	For	For	No
11	Authorise Issue of Equity in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	For	For	No
12	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No

## OneSavings Bank Plc \$

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

## Strix Group Plc

**Meeting Date:** 05/27/2021

**Country:** Isle of Man

**Ticker:** KETL

**Record Date:** 05/25/2021

**Meeting Type:** Annual

**Primary Security ID:** G8527X107

**Voting Policy:** ISS

**Shares Voted:** 348,853

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Final Dividend	Mgmt	For	For	No
4	Elect Mark Kirkland as Director	Mgmt	For	For	No
5	Ratify PricewaterhouseCoopers LLC as Auditors	Mgmt	For	For	No
6	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
7	Authorise Issue of Equity	Mgmt	For	For	No
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
9	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
10	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No

## Telenor ASA

**Meeting Date:** 05/27/2021

**Country:** Norway

**Ticker:** TEL

**Record Date:** 05/19/2021

**Meeting Type:** Annual

**Primary Security ID:** R21882106



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt			
2	Registration of Attending Shareholders and Proxies	Mgmt			
3	Approve Notice of Meeting and Agenda	Mgmt	For		No
4	Designate Inspector(s) of Minutes of Meeting	Mgmt			
5	Receive Chairman's Report	Mgmt			
6	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 9 Per Share	Mgmt	For		No
7	Approve Remuneration of Auditors	Mgmt	For		No
8	Approve Company's Corporate Governance Statement	Mgmt	For		No
9	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For		No
10	Approve Equity Plan Financing	Mgmt	For		No
11.1	Elect Bjorn Erik Naess as Member of Corporate Assembly	Mgmt	For		No
11.2	Elect John Gordon Bernander as Member of Corporate Assembly	Mgmt	For		No
11.3	Elect Heidi Finskas as Member of Corporate Assembly	Mgmt	For		No
11.4	Elect Widar Salbuviik as Member of Corporate Assembly	Mgmt	For		No
11.5	Elect Silvija Seres as Member of Corporate Assembly	Mgmt	For		No
11.6	Elect Lisbeth Karin Naero as Member of Corporate Assembly	Mgmt	For		No
11.7	Elect Trine Saether Romuld as Member of Corporate Assembly	Mgmt	For		No
11.8	Elect Marianne Bergmann Roren as Member of Corporate Assembly	Mgmt	For		No
11.9	Elect Maalfrid Brath as Member of Corporate Assembly	Mgmt	For		No
11.10	Elect Kjetil Houg as Member of Corporate Assembly	Mgmt	For		No
11.11	Elect Elin Myrmel-Johansen as Deputy Member of Corporate Assembly	Mgmt	For		No
11.12	Elect Randi Marjamaa as Deputy Member of Corporate Assembly	Mgmt	For		No
11.13	Elect Lars Tronsgaard as Deputy Member of Corporate Assembly	Mgmt	For		No
12.1	Elect Jan Tore Fosund as Member of Nominating Committee	Mgmt	For		No

## Telenor ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
13	Approve Remuneration of Corporate Assembly and Nominating Committee	Mgmt	For		No
14	Close Meeting	Mgmt			

## The Interpublic Group of Companies, Inc.

**Meeting Date:** 05/27/2021      **Country:** USA      **Ticker:** IPG  
**Record Date:** 04/01/2021      **Meeting Type:** Annual  
**Primary Security ID:** 460690100

**Voting Policy:** ISS

**Shares Voted:** 419,546

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Joceyln Carter-Miller	Mgmt	For	For	No
1.2	Elect Director Mary J. Steele Guilfoile	Mgmt	For	For	No
1.3	Elect Director Dawn Hudson	Mgmt	For	For	No
1.4	Elect Director Philippe Krakowsky	Mgmt	For	For	No
1.5	Elect Director Jonathan F. Miller	Mgmt	For	For	No
1.6	Elect Director Patrick Q. Moore	Mgmt	For	For	No
1.7	Elect Director Michael I. Roth	Mgmt	For	For	No
1.8	Elect Director Linda S. Sanford	Mgmt	For	For	No
1.9	Elect Director David M. Thomas	Mgmt	For	For	No
1.10	Elect Director E. Lee Wyatt, Jr.	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	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	Yes

*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.*

## United Internet AG

**Meeting Date:** 05/27/2021      **Country:** Germany      **Ticker:** UTDI  
**Record Date:**      **Meeting Type:** Annual  
**Primary Security ID:** D8542B125

**Voting Policy:** ISS

**Shares Voted:** 6,062

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt			

## United Internet AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
2	Approve Allocation of Income and Dividends of EUR 0.50 per Share	Mgmt	For	For	No
3.1	Approve Discharge of Management Board Member Ralph Dommermuth for Fiscal Year 2020	Mgmt	For	For	No
3.2	Approve Discharge of Management Board Member Frank Krause for Fiscal Year 2020	Mgmt	For	For	No
3.3	Approve Discharge of Management Board Member Martin Mildner for Fiscal Year 2020	Mgmt	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	No
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2021	Mgmt	For	For	No
6.1	Elect Stefan Rasch to the Supervisory Board	Mgmt	For	For	No
6.2	Elect Andreas Soeffing to the Supervisory Board	Mgmt	For	For	No
7	Approve Remuneration Policy	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * A minimum STI award may be guaranteed to new joiners in addition to signing bonuses, which may be considered excessive by some shareholders. * LTI awards may partially vest in less than three years, which is a breach of market best practice.</i></p>					
8	Approve Remuneration of Supervisory Board	Mgmt	For	For	No

## Vectura Group Plc

**Meeting Date:** 05/27/2021

**Country:** United Kingdom

**Ticker:** VEC

**Record Date:** 05/25/2021

**Meeting Type:** Annual

**Primary Security ID:** G9325J118

**Voting Policy:** ISS

**Shares Voted:** 6,344,220

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Elect Jeanne Hecht as Director	Mgmt	For	For	No
4	Elect Jeanne Thoma as Director	Mgmt	For	For	No
5	Re-elect Dr Per-Olof Andersson as Director	Mgmt	For	For	No
6	Re-elect Bruno Angelici as Director	Mgmt	For	For	No
7	Re-elect William Downie as Director	Mgmt	For	For	No
8	Re-elect Juliet Thompson as Director	Mgmt	For	For	No
9	Re-elect Paul Fry as Director	Mgmt	For	For	No
10	Re-elect Dr Kevin Matthews as Director	Mgmt	For	For	No
11	Reappoint KPMG LLP as Auditors	Mgmt	For	For	No

## Vectura Group Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
13	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## HSBC Holdings Plc

**Meeting Date:** 05/28/2021

**Country:** United Kingdom

**Ticker:** HSBA

**Record Date:** 05/27/2021

**Meeting Type:** Annual

**Primary Security ID:** G4634U169

**Voting Policy:** ISS

**Shares Voted:** 28,052,438

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3a	Elect James Forese as Director	Mgmt	For	For	No
3b	Elect Steven Guggenheimer as Director	Mgmt	For	For	No
3c	Elect Eileen Murray as Director	Mgmt	For	For	No
3d	Re-elect Irene Lee as Director	Mgmt	For	For	No
3e	Re-elect Jose Antonio Meade Kuribrena as Director	Mgmt	For	For	No
3f	Re-elect David Nish as Director	Mgmt	For	For	No
3g	Re-elect Noel Quinn as Director	Mgmt	For	For	No
3h	Re-elect Ewen Stevenson as Director	Mgmt	For	For	No
3i	Re-elect Jackson Tai as Director	Mgmt	For	For	No
3j	Re-elect Mark Tucker as Director	Mgmt	For	For	No
3k	Re-elect Pauline van der Meer Mohr as Director	Mgmt	For	For	No
4	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No

## HSBC Holdings Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
5	Authorise the Group Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
6	Authorise EU Political Donations and Expenditure	Mgmt	For	For	No
7	Authorise Issue of Equity	Mgmt	For	For	No
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
9	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
10	Authorise Directors to Allot Any Repurchased Shares	Mgmt	For	For	No
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
12	Authorise Issue of Equity in Relation to Contingent Convertible Securities	Mgmt	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights in Relation to Contingent Convertible Securities	Mgmt	For	For	No
14	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
15	Approve Climate Change Resolution	Mgmt	For	For	No
	Shareholder Proposal	Mgmt			
16	Find an Equitable Solution to the Unfair, Discriminatory but Legal Practice of Enforcing Clawback on Members of the Post 1974 Midland Section Defined Benefit Scheme	SH	Against	Against	No

## Lowe's Companies, Inc.

**Meeting Date:** 05/28/2021

**Country:** USA

**Ticker:** LOW

**Record Date:** 03/22/2021

**Meeting Type:** Annual

**Primary Security ID:** 548661107

**Voting Policy:** ISS

**Shares Voted:** 46,797

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Raul Alvarez	Mgmt	For	For	No
1.2	Elect Director David H. Batchelder	Mgmt	For	For	No
1.3	Elect Director Angela F. Braly	Mgmt	For	For	No
1.4	Elect Director Sandra B. Cochran	Mgmt	For	For	No
1.5	Elect Director Laurie Z. Douglas	Mgmt	For	For	No
1.6	Elect Director Richard W. Dreiling	Mgmt	For	For	No
1.7	Elect Director Marvin R. Ellison	Mgmt	For	For	No

## Lowes Companies, Inc. \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.8	Elect Director Daniel J. Heinrich	Mgmt	For	For	No
1.9	Elect Director Brian C. Rogers	Mgmt	For	For	No
1.10	Elect Director Bertram L. Scott	Mgmt	For	For	No
1.11	Elect Director Mary Beth West	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify Deloitte & Touche LLP as Auditor	Mgmt	For	For	No
4	Amend Proxy Access Right	SH	Against	For	Yes

*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.*

## LVMH Moet Hennessy Louis Vuitton SE

**Meeting Date:** 05/28/2021

**Country:** France

**Ticker:** MC

**Record Date:** 05/26/2021

**Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** F58485115

**Voting Policy:** ISS

**Shares Voted:** 17,065

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Business	Mgmt			
1	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	No

## Reckitt Benckiser Group Plc

**Meeting Date:** 05/28/2021

**Country:** United Kingdom

**Ticker:** RKT

**Record Date:** 05/26/2021

**Meeting Type:** Annual

**Primary Security ID:** G74079107

**Voting Policy:** ISS

**Shares Voted:** 592,256

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Final Dividend	Mgmt	For	For	No
4	Re-elect Andrew Bonfield as Director	Mgmt	For	For	No
5	Re-elect Jeff Carr as Director	Mgmt	For	For	No
6	Re-elect Nicandro Durante as Director	Mgmt	For	For	No
7	Re-elect Mary Harris as Director	Mgmt	For	For	No

# Reckitt Benckiser Group Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
8	Re-elect Mehmood Khan as Director	Mgmt	For	For	No
9	Re-elect Pam Kirby as Director	Mgmt	For	For	No
10	Re-elect Sara Mathew as Director	Mgmt	For	For	No
11	Re-elect Laxman Narasimhan as Director	Mgmt	For	For	No
12	Re-elect Chris Sinclair as Director	Mgmt	For	For	No
13	Re-elect Elane Stock as Director	Mgmt	For	For	No
14	Elect Olivier Bohuon as Director	Mgmt	For	For	No
15	Elect Margherita Della Valle as Director	Mgmt	For	For	No
16	Reappoint KPMG LLP as Auditors	Mgmt	For	For	No
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
19	Authorise Issue of Equity	Mgmt	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
23	Adopt New Articles of Association	Mgmt	For	For	No
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Total SE

**Meeting Date:** 05/28/2021

**Country:** France

**Ticker:** FP

**Record Date:** 05/26/2021

**Meeting Type:** Annual/Special

**Primary Security ID:** F92124100

**Voting Policy:** ISS

**Shares Voted:** 187,479

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	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 2.64 per Share	Mgmt	For	For	No
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	No

## Total SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	No
6	Reelect Patrick Pouyanne as Director	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: * Votes FOR the elections and reelection of these independent nominees are warranted in the absence of specific concerns (Items 7 to 9). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Patrick Pouyanne (Item 6) is warranted.</i></p>					
7	Reelect Anne-Marie Idrac as Director	Mgmt	For	For	No
8	Elect Jacques Aschenbroich as Director	Mgmt	For	For	No
9	Elect Glenn Hubbard 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	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this remuneration policy is warranted since: * The company proposes to increase the base salary by 11 percent from 2022 over the new mandate. Such increase would lead to an increase of the bonus opportunity and of the maximum potential payout. * The maximum cap for the LTI plan is proposed to be substantially increased by 39 percent with an average of 100,000 granted shares over the next three years. The company does not provide any compelling rationale to support this increase. * The amended bonus structure regarding financial parameters would allow compensation between those criteria in the event of exceptional performance. * Targets under the condition related to the reduction of GHG emissions (Scopes 1 and 2) are set above results of past years. As such, they cannot be considered as stringent enough. * The board could maintain the right to acquire performance shares after the departure of the beneficiary within the company; and * The company does not provide any cap for golden hello and exceptional remunerations.</i></p>					
14	Approve the Company's Sustainable Development and Energy Transition	Mgmt	For	For	No
	Extraordinary Business	Mgmt			
15	Change Company Name to TotalEnergies SE and Amend Article 2 of Bylaws Accordingly	Mgmt	For	For	No
16	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	No
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	No

## Faurecia SE

**Meeting Date:** 05/31/2021

**Country:** France

**Ticker:** EO

**Record Date:** 05/27/2021

**Meeting Type:** Annual/Special

**Primary Security ID:** F3445A108

**Voting Policy:** ISS

**Shares Voted:** 929

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



<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>	<b>Vote Against Mgmt</b>
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	No
3	Approve Allocation of Income and Dividends of EUR 1 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	Ratify Appointment of Jean-Bernard Levy as Director	Mgmt	For	For	No
6	Reelect Patrick Koller as Director	Mgmt	For	For	No
7	Reelect Penelope Herscher as Director	Mgmt	For	For	No
8	Reelect Valerie Landon as Director	Mgmt	For	For	No
9	Reelect Peugeot 1810 as Director	Mgmt	For	For	No
10	Approve Compensation Report	Mgmt	For	For	No
11	Approve Compensation of Michel de Rosen, Chairman of the Board	Mgmt	For	For	No
12	Approve Compensation of Patrick Koller, CEO	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
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 290 Million	Mgmt	For	For	No
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 95 Million	Mgmt	For	For	No
19	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 95 Million	Mgmt	For	For	No
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 17 to 19	Mgmt	For	For	No
21	Authorize Capital Increase of up to Aggregate Nominal Amount of EUR 95 Million for Contributions in Kind	Mgmt	For	For	No
22	Authorize up to 2 Million Shares for Use in Restricted Stock Plans	Mgmt	For	For	No
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	No

## Faurecia SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	No
25	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	No
26	Amend Article 30 of Bylaws Re: Shareholding Disclosure Thresholds	Mgmt	For	For	No
27	Amend Article 16 and 23 of Bylaws to Comply with Legal Changes	Mgmt	For	For	No
	Ordinary Business	Mgmt			
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	No

## Deutsche Wohnen SE

**Meeting Date:** 06/01/2021

**Country:** Germany

**Ticker:** DWNI

**Record Date:** 05/10/2021

**Meeting Type:** Annual

**Primary Security ID:** D2046U176

**Voting Policy:** ISS

**Shares Voted:** 15,599

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.03 per Share	Mgmt	For	For	No
3.1	Approve Discharge of Management Board Member Michael Zahn for Fiscal Year 2020	Mgmt	For	For	No
3.2	Approve Discharge of Management Board Member Philip Grosse for Fiscal Year 2020	Mgmt	For	For	No
3.3	Approve Discharge of Management Board Member Henrik Thomsen for Fiscal Year 2020	Mgmt	For	For	No
3.4	Approve Discharge of Management Board Member Lars Urbansky for Fiscal Year 2020	Mgmt	For	For	No
4.1	Approve Discharge of Supervisory Board Member Matthias Huenlein for Fiscal Year 2020	Mgmt	For	For	No
4.2	Approve Discharge of Supervisory Board Member Juergen Fenk (from June 5, 2020) for Fiscal Year 2020	Mgmt	For	For	No
4.3	Approve Discharge of Supervisory Board Member Arwed Fischer for Fiscal Year 2020	Mgmt	For	For	No
4.4	Approve Discharge of Supervisory Board Member Kerstin Guenther (from June 5, 2020) for Fiscal Year 2020	Mgmt	For	For	No
4.5	Approve Discharge of Supervisory Board Member Tina Kleingarn for Fiscal Year 2020	Mgmt	For	For	No
4.6	Approve Discharge of Supervisory Board Member Andreas Kretschmer (until June 5, 2020) for Fiscal Year 2020	Mgmt	For	For	No

## Deutsche Wohnen SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4.7	Approve Discharge of Supervisory Board Member Florian Stetter for Fiscal Year 2020	Mgmt	For	For	No
5	Ratify KPMG AG as Auditors for Fiscal Year 2021	Mgmt	For	For	No
6	Elect Florian Stetter to the Supervisory Board	Mgmt	For	For	No
7	Approve Remuneration Policy	Mgmt	For	For	No
8	Approve Remuneration of Supervisory Board	Mgmt	For	For	No
9	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	No
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares (item withdrawn)	Mgmt	For	For	No
11	Authorize Use of Financial Derivatives when Repurchasing Shares (item withdrawn)	Mgmt	For	For	No

## NCC Group Plc

**Meeting Date:** 06/01/2021      **Country:** United Kingdom      **Ticker:** NCC  
**Record Date:** 05/27/2021      **Meeting Type:** Special

**Primary Security ID:** G64319109

**Voting Policy:** ISS

**Shares Voted:** 8,525,223

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Acquisition of the Intellectual Property Management Business of Iron Mountain	Mgmt	For	For	No

## Alphabet Inc.

**Meeting Date:** 06/02/2021      **Country:** USA      **Ticker:** GOOGL  
**Record Date:** 04/06/2021      **Meeting Type:** Annual

**Primary Security ID:** 02079K305

**Voting Policy:** ISS

**Shares Voted:** 31,157

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Larry Page	Mgmt	For	For	No
1b	Elect Director Sergey Brin	Mgmt	For	For	No
1c	Elect Director Sundar Pichai	Mgmt	For	For	No
1d	Elect Director John L. Hennessy	Mgmt	For	For	No
1e	Elect Director Frances H. Arnold	Mgmt	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1f	Elect Director L. John Doerr	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: Votes AGAINST Compensation Committee members L. John (John) Doerr, Robin Washington, and K. Ram Shriram are warranted for poor stewardship of the company's pay programs as evidenced by recurring and significant executive compensation concerns. A vote AGAINST Ann Mather is warranted for serving as a director on more than five public company boards. A vote FOR the remaining director nominees is warranted.</i></p>					
1g	Elect Director Roger W. Ferguson, Jr.	Mgmt	For	For	No
1h	Elect Director Ann Mather	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: Votes AGAINST Compensation Committee members L. John (John) Doerr, Robin Washington, and K. Ram Shriram are warranted for poor stewardship of the company's pay programs as evidenced by recurring and significant executive compensation concerns. A vote AGAINST Ann Mather is warranted for serving as a director on more than five public company boards. A vote FOR the remaining director nominees is warranted.</i></p>					
1i	Elect Director Alan R. Mulally	Mgmt	For	For	No
1j	Elect Director K. Ram Shriram	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: Votes AGAINST Compensation Committee members L. John (John) Doerr, Robin Washington, and K. Ram Shriram are warranted for poor stewardship of the company's pay programs as evidenced by recurring and significant executive compensation concerns. A vote AGAINST Ann Mather is warranted for serving as a director on more than five public company boards. A vote FOR the remaining director nominees is warranted.</i></p>					
1k	Elect Director Robin L. Washington	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: Votes AGAINST Compensation Committee members L. John (John) Doerr, Robin Washington, and K. Ram Shriram are warranted for poor stewardship of the company's pay programs as evidenced by recurring and significant executive compensation concerns. A vote AGAINST Ann Mather is warranted for serving as a director on more than five public company boards. A vote FOR the remaining director nominees is warranted.</i></p>					
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No
3	Approve Omnibus Stock Plan	Mgmt	For	Against	Yes
<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 three-year average burn rate is excessive* The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary)* The plan permits liberal recycling of shares* The plan allows broad discretion to accelerate vesting</i></p>					
4	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	Yes
<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 Director Nominee with Human and/or Civil Rights Experience	SH	Against	For	Yes
<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 provides adequate oversight on risks the company's technologies present to human and civil rights.</i></p>					
6	Assess Feasibility of Including Sustainability as a Performance Measure for Senior Executive Compensation	SH	Against	For	Yes
<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 pay program for executives that is more strongly performance-based.</i></p>					
7	Report on Takedown Requests	SH	Against	For	Yes
<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>					
8	Report on Whistleblower Policies and Practices	SH	Against	Against	No
9	Report on Charitable Contributions	SH	Against	Against	No

## Alphabet Inc. \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
10	Report on Risks Related to Anticompetitive Practices	SH	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because shareholders would benefit from more robust disclosure of the company's processes and oversight mechanisms for managing risks related to anticompetitive practices, particularly in light of recent regulatory developments and Alphabet's involvement in related controversies.</i></p>					
11	Amend Certificate of Incorporation to Become a Public Benefit Corporation	SH	Against	Against	No

## ams AG

**Meeting Date:** 06/02/2021      **Country:** Austria      **Ticker:** AMS  
**Record Date:** 05/23/2021      **Meeting Type:** Annual  
**Primary Security ID:** A0400Q115

**Voting Policy:** ISS

**Shares Voted:** 3,160

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	No
3	Approve Discharge of Management Board for Fiscal Year 2020	Mgmt	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	No
5	Approve Remuneration of Supervisory Board Members	Mgmt	For	For	No
6	Ratify KPMG Austria GmbH as Auditors for Fiscal Year 2021	Mgmt	For	For	No
7	Approve Remuneration Policy	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration policy is warranted because: * LTI awards may partially vest in less than three years, which goes against market best practice. * The LTI is capped at 750 percent of base salary for the CEO (Other executives: 500 percent of base salary) which can be considered excessive by market standards. However, some shareholders may wish to support the revised remuneration policy due to the removal of special bonuses and improved disclosure.</i></p>					
8	Approve Remuneration Report	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * Certain LTI award may vest in less than three years and are not subject to any performance criteria. * The level of disclosure provided in the remuneration report does not allow for an independent assessment of remuneration practices.</i></p>					
9	Approve Increase in Size of Supervisory Board to Eight Members	Mgmt	For	For	No
10.1	Elect Margarete Haase as Supervisory Board Member	Mgmt	For	For	No
10.2	Elect Brigitte Ederer as Supervisory Board Member	Mgmt	For	For	No
11	Change Company Name to ams-OSRAM AG.	Mgmt	For	For	No
12	Approve Creation of EUR 10.5 Million Capital Increase without Preemptive Rights	Mgmt	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
13	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	No
14.1	New/Amended Proposals from Shareholders	Mgmt	None	Against	No
14.2	New/Amended Proposals from Management and Supervisory Board	Mgmt	None	Against	No

## Aon plc

Meeting Date: 06/02/2021

Country: Ireland

Ticker: AON

Record Date: 04/08/2021

Meeting Type: Annual

Primary Security ID: G0403H108

Voting Policy: ISS

Shares Voted: 2,122

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Lester B. Knight	Mgmt	For	For	No
1.2	Elect Director Gregory C. Case	Mgmt	For	For	No
1.3	Elect Director Jin-Yong Cai	Mgmt	For	For	No
1.4	Elect Director Jeffrey C. Campbell	Mgmt	For	For	No
1.5	Elect Director Fulvio Conti	Mgmt	For	For	No
1.6	Elect Director Cheryl A. Francis	Mgmt	For	For	No
1.7	Elect Director J. Michael Losh	Mgmt	For	For	No
1.8	Elect Director Richard B. Myers	Mgmt	For	For	No
1.9	Elect Director Richard C. Notebaert	Mgmt	For	For	No
1.10	Elect Director Gloria Santona	Mgmt	For	For	No
1.11	Elect Director Byron O. Spruell	Mgmt	For	For	No
1.12	Elect Director Carolyn Y. Woo	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No
4	Ratify Ernst & Young Chartered Accountants as Statutory Auditor	Mgmt	For	For	No
5	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	For	No
6	Amend Articles of Association Re: Article 190	Mgmt	For	For	No
7	Authorize the Board of Directors to Capitalize Certain Non-distributable Reserves	Mgmt	For	For	No
8	Approve Creation of Distributable Profits by the Reduction and Cancellation of the Amounts Capitalized Pursuant to the Authority Given Under Proposal 7	Mgmt	For	For	No

## Arrow Global Group Plc \$

**Meeting Date:** 06/02/2021

**Country:** United Kingdom

**Ticker:** ARW

**Record Date:** 05/28/2021

**Meeting Type:** Annual

**Primary Security ID:** G05163103

**Voting Policy:** ISS

**Shares Voted:** 1,098,483

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	No
4	Elect Paola Bergamaschi Broyd as Director	Mgmt	For	For	No
5	Re-elect Jonathan Bloomer as Director	Mgmt	For	For	No
6	Re-elect Lee Rochford as Director	Mgmt	For	For	No
7	Re-elect Lan Tu as Director	Mgmt	For	For	No
8	Re-elect Maria Luis Albuquerque as Director	Mgmt	For	For	No
9	Re-elect Andrew Fisher as Director	Mgmt	For	For	No
10	Re-elect Matt Hotson as Director	Mgmt	For	For	No
11	Reappoint KPMG LLP as Auditors	Mgmt	For	For	No
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
13	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	No
15	Adopt New Articles of Association	Mgmt	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Biogen Inc.

**Meeting Date:** 06/02/2021

**Country:** USA

**Ticker:** BIIB

**Record Date:** 04/09/2021

**Meeting Type:** Annual

**Primary Security ID:** 09062X103

Voting Policy: ISS

Shares Voted: 13,707

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Alexander J. Denner	Mgmt	For	For	No
1b	Elect Director Caroline D. Dorsa	Mgmt	For	For	No
1c	Elect Director Maria C. Freire	Mgmt	For	For	No
1d	Elect Director William A. Hawkins	Mgmt	For	For	No
1e	Elect Director William D. Jones	Mgmt	For	For	No
1f	Elect Director Nancy L. Leaming	Mgmt	For	For	No
1g	Elect Director Jesus B. Mantas	Mgmt	For	For	No
1h	Elect Director Richard C. Mulligan	Mgmt	For	For	No
1i	Elect Director Stelios Papadopoulos	Mgmt	For	For	No
1j	Elect Director Brian S. Posner	Mgmt	For	For	No
1k	Elect Director Eric K. Rowinsky	Mgmt	For	For	No
1l	Elect Director Stephen A. Sherwin	Mgmt	For	For	No
1m	Elect Director Michel Vounatsos	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	Against	Yes
<p><i>Voting Policy Rationale: While pay and performance are reasonably aligned for the year in review, the company granted departing CFO Capello excessive severance payments. A vote AGAINST this proposal is warranted.</i></p>					
4	Amend Certificate of Incorporation to Add Federal Forum Selection Provision	Mgmt	For	For	No
5	Report on Lobbying Payments and Policy	SH	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional information on the company's direct and indirect lobbying expenditures and related management control would provide shareholders with a comprehensive understanding of the company's management of its lobbying activities and any related risks and benefits.</i></p>					
6	Report on Gender Pay Gap	SH	Against	Against	No

Comcast Corporation

Meeting Date: 06/02/2021

Country: USA

Ticker: CMCSA

Record Date: 04/05/2021

Meeting Type: Annual

Primary Security ID: 20030N101

Voting Policy: ISS

Shares Voted: 448,321

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Kenneth J. Bacon	Mgmt	For	For	No
1.2	Elect Director Madeline S. Bell	Mgmt	For	For	No
1.3	Elect Director Naomi M. Bergman	Mgmt	For	For	No



## Comcast Corporation \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.4	Elect Director Edward D. Breen	Mgmt	For	For	No
1.5	Elect Director Gerald L. Hassell	Mgmt	For	For	No
1.6	Elect Director Jeffrey A. Honickman	Mgmt	For	For	No
1.7	Elect Director Maritza G. Montiel	Mgmt	For	For	No
1.8	Elect Director Asuka Nakahara	Mgmt	For	For	No
1.9	Elect Director David C. Novak	Mgmt	For	For	No
1.10	Elect Director Brian L. Roberts	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	No
4	Report on Risks Posed by the Failing to Prevent Workplace Sexual Harassment	SH	Against	Against	No

## GoDaddy Inc.

**Meeting Date:** 06/02/2021      **Country:** USA      **Ticker:** GDDY  
**Record Date:** 04/12/2021      **Meeting Type:** Annual  
**Primary Security ID:** 380237107

**Voting Policy:** ISS

**Shares Voted:** 69,165

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Herald Y. Chen	Mgmt	For	Withhold	Yes
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Herald Chen, Brian Sharples, and Leah Sweet 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. This would ordinarily warrant an adverse recommendation with respect to the governance committee, but no members of that committee are on the ballot this year.</i></p>					
1.2	Elect Director Brian H. Sharples	Mgmt	For	Withhold	Yes
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Herald Chen, Brian Sharples, and Leah Sweet 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. This would ordinarily warrant an adverse recommendation with respect to the governance committee, but no members of that committee are on the ballot this year.</i></p>					
1.3	Elect Director Leah Sweet	Mgmt	For	Withhold	Yes
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Herald Chen, Brian Sharples, and Leah Sweet 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. This would ordinarily warrant an adverse recommendation with respect to the governance committee, but no members of that committee are on the ballot this year.</i></p>					
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to limited responsiveness following low support for last year's say-on-pay proposal. After the 2020 AGM, the company engaged with shareholders to gather their feedback on executive compensation and other matters. The company's supplemental filing provides further details on the feedback received; the feedback related to executive compensation includes "the structure and magnitude of [the] CEO's 2019 new hire equity award, the overlapping metrics [the company] historically used in [its] short-term and long-term incentive programs, [and] the absence of minimum equity ownership requirements for [the] executive officers." While the company adopted stock ownership guidelines in 2020, material changes to the pay program were announced in last year's proxy statement, prior to the low vote result, which allowed shareholders to consider such changes before casting votes for the proposal that ultimately received low support. Given that the company has not disclosed any significant pay-program changes subsequent to the 2020 AGM, the committee has demonstrated only a limited degree of responsiveness.</i></p>					

## Royal Caribbean Cruises Ltd.

**Meeting Date:** 06/02/2021      **Country:** Liberia      **Ticker:** RCL  
**Record Date:** 04/08/2021      **Meeting Type:** Annual  
**Primary Security ID:** V7780T103

**Voting Policy:** ISS

**Shares Voted:** 72,136

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director John F. Brock	Mgmt	For	For	No
1b	Elect Director Richard D. Fain	Mgmt	For	For	No
1c	Elect Director Stephen R. Howe, Jr.	Mgmt	For	For	No
1d	Elect Director William L. Kimsey	Mgmt	For	For	No
1e	Elect Director Amy McPherson	Mgmt	For	For	No
1f	Elect Director Maritza G. Montiel	Mgmt	For	For	No
1g	Elect Director Ann S. Moore	Mgmt	For	For	No
1h	Elect Director Eyal M. Ofer	Mgmt	For	For	No
1i	Elect Director William K. Reilly	Mgmt	For	For	No
1j	Elect Director Vagn O. Sorensen	Mgmt	For	For	No
1k	Elect Director Donald Thompson	Mgmt	For	For	No
1l	Elect Director Arne Alexander Wilhelmsen	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The compensation committee discretionarily increased payouts for long-term performance awards granted in 2018, in response to COVID-19. NEOs ultimately received 100 percent of target payouts for these awards, amid negative shareholder returns and poor operational performance for the year. Further, while the 2019 PSAs remain outstanding, the committee expects to take similar actions on these grants. The CEO elected to forego an annual incentive award for 2020; however, other NEOs' bonuses paid out slightly above target, with their awards based entirely on subjective individual assessments and pandemic response. Meanwhile, although the 2020 LTI grants are majority performance conditioned, target goals remain undisclosed, which impedes an evaluation of goal rigor and pay and performance linkage, and the awards are based on a single year's performance. ISS acknowledges that many companies were greatly affected by COVID-19. However, investors generally do not view discretionary modifications to previously granted long-term incentives as an appropriate reaction to challenges posed by the pandemic.</i></p>					
3	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	No

## Royal Caribbean Cruises Ltd. \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
5	Report on Political Contributions Disclosure	SH	Against	For	Yes

*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.*

## Walmart Inc.

**Meeting Date:** 06/02/2021

**Country:** USA

**Ticker:** WMT

**Record Date:** 04/09/2021

**Meeting Type:** Annual

**Primary Security ID:** 931142103

**Voting Policy:** ISS

**Shares Voted:** 128,308

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Cesar Conde	Mgmt	For	For	No
1b	Elect Director Timothy P. Flynn	Mgmt	For	For	No
1c	Elect Director Sarah J. Friar	Mgmt	For	For	No
1d	Elect Director Carla A. Harris	Mgmt	For	For	No
1e	Elect Director Thomas W. Horton	Mgmt	For	For	No
1f	Elect Director Marissa A. Mayer	Mgmt	For	For	No
1g	Elect Director C. Douglas McMillon	Mgmt	For	For	No
1h	Elect Director Gregory B. Penner	Mgmt	For	For	No
1i	Elect Director Steven S Reinemund	Mgmt	For	For	No
1j	Elect Director Randall L. Stephenson	Mgmt	For	For	No
1k	Elect Director S. Robson Walton	Mgmt	For	For	No
1l	Elect Director Steuart L. Walton	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No
4	Report on Refrigerants Released from Operations	SH	Against	Against	No
5	Report on Lobbying Payments and Policy	SH	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional information on the company's indirect lobbying activities and expenditures, including trade association memberships, and related oversight would allow shareholders to better assess the company's management of related risks and benefits. +</i></p>					
6	Report on Alignment of Racial Justice Goals and Starting Wages	SH	Against	For	Yes

*Voting Policy Rationale: A vote FOR this proposal is warranted shareholders would benefit from further disclosure on how the company's hourly wages align with its commitments to diversity, equality, and racial justice, particularly given the significant controversies and related risks.*

## Walmart Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
7	Approve Creation of a Pandemic Workforce Advisory Council	SH	Against	For	Yes
<i>Voting Policy Rationale: A vote FOR this resolution is warranted due controversies related to employees' health and safety concerns during the COVID-19 pandemic and apparent lack of adequate management and board oversight.</i>					
8	Review of Statement on the Purpose of a Corporation	SH	Against	Against	No

## Adyen NV

**Meeting Date:** 06/03/2021      **Country:** Netherlands      **Ticker:** ADYEN  
**Record Date:** 05/06/2021      **Meeting Type:** Annual  
**Primary Security ID:** N3501V104

**Voting Policy:** ISS

**Shares Voted:** 328

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt			
2.b	Approve Remuneration Report	Mgmt	For	For	No
2.c	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	No
3	Approve Discharge of Management Board	Mgmt	For	For	No
4	Approve Discharge of Supervisory Board	Mgmt	For	For	No
5	Reelect Ingo Jeroen Uytdehaage to Management Board	Mgmt	For	For	No
6	Reelect Delfin Rueda Arroyo to Supervisory Board	Mgmt	For	For	No
7	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	No
8	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	No
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	No
10	Ratify PwC as Auditors	Mgmt	For	For	No

## Allegion plc

**Meeting Date:** 06/03/2021      **Country:** Ireland      **Ticker:** ALLE  
**Record Date:** 04/08/2021      **Meeting Type:** Annual  
**Primary Security ID:** G0176J109

**Voting Policy:** ISS

**Shares Voted:** 54,164

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Kirk S. Hachigian	Mgmt	For	For	No

## Allegion plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1b	Elect Director Steven C. Mizell	Mgmt	For	For	No
1c	Elect Director Nicole Parent Haughey	Mgmt	For	For	No
1d	Elect Director David D. Petratis	Mgmt	For	For	No
1e	Elect Director Dean I. Schaffer	Mgmt	For	For	No
1f	Elect Director Charles L. Szews	Mgmt	For	For	No
1g	Elect Director Dev Vardhan	Mgmt	For	For	No
1h	Elect Director Martin E. Welch, III	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	No
4	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	No
5	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights	Mgmt	For	For	No

## Booking Holdings Inc.

**Meeting Date:** 06/03/2021

**Country:** USA

**Ticker:** BKNG

**Record Date:** 04/08/2021

**Meeting Type:** Annual

**Primary Security ID:** 09857L108

**Voting Policy:** ISS

**Shares Voted:** 4,339

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Timothy M. Armstrong	Mgmt	For	For	No
1.2	Elect Director Glenn D. Fogel	Mgmt	For	For	No
1.3	Elect Director Mirian M. Graddick-Weir	Mgmt	For	For	No
1.4	Elect Director Wei Hopeman	Mgmt	For	For	No
1.5	Elect Director Robert J. Mylod, Jr.	Mgmt	For	For	No
1.6	Elect Director Charles H. Noski	Mgmt	For	For	No
1.7	Elect Director Nicholas J. Read	Mgmt	For	For	No
1.8	Elect Director Thomas E. Rothman	Mgmt	For	For	No
1.9	Elect Director Bob van Dijk	Mgmt	For	For	No
1.10	Elect Director Lynn M. Vojvodich	Mgmt	For	For	No
1.11	Elect Director Vanessa A. Wittman	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Amend Omnibus Stock Plan	Mgmt	For	For	No

## Booking Holdings Inc. \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	No
5	Provide Right to Act by Written Consent	Mgmt	For	For	No
6	Provide Right to Act by Written Consent	SH	Against	For	Yes
<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	Report on Annual Climate Transition	SH	Against	For	Yes
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information on the company's climate transition plan would allow shareholders to better assess the climate change risk management practices of the company.</i>					
8	Annual Investor Advisory Vote on Climate Plan	SH	Against	For	Yes
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as an annual advisory vote on the company's climate policies and strategies is warranted, as it would allow shareholders to express their opinions on the climate risk management practices of the company.</i>					

## Compagnie de Saint-Gobain SA

Meeting Date: 06/03/2021

Country: France

Ticker: SGO

Record Date: 06/01/2021

Meeting Type: Annual/Special

Primary Security ID: F80343100

Voting Policy: ISS

Shares Voted: 33,245

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	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 1.33 per Share	Mgmt	For	For	No
4	Elect Benoit Bazin as Director	Mgmt	For	For	No
5	Reelect Pamela Knapp as Director	Mgmt	For	For	No
6	Reelect Agnes Lemarchand as Director	Mgmt	For	For	No
7	Reelect Gilles Schnepf as Director	Mgmt	For	For	No
8	Reelect Sibylle Daunis as Representative of Employee Shareholders to the Board	Mgmt	For	For	No
9	Approve Compensation of Pierre-Andre de Chalendar, Chairman and CEO	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted because: * Pierre-Andre de Chalendar was granted a full LTIP despite the end of his CEO mandate on June 31, 2021; and* It is impossible to precisely assess the impact of the derogation to the LTI policy on remuneration schemes. +</i>					
10 +	Approve Compensation of Benoit Bazin, Vice-CEO	Mgmt	For	For	No
11 +	Approve Compensation of Corporate Officers	Mgmt	For	For	No

## Compagnie de Saint-Gobain SA \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
12	Approve Remuneration Policy of Chairman and CEO Until 30 June 2021	Mgmt	For	For	No
13	Approve Remuneration Policy of Vice-CEO Until 30 June 2021	Mgmt	For	For	No
14	Approve Remuneration Policy of CEO Since 1 July 2021	Mgmt	For	For	No
15	Approve Remuneration Policy of Chairman of the Board Since 1 July 2021	Mgmt	For	For	No
16	Approve Remuneration Policy of Directors	Mgmt	For	For	No
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	No
	Extraordinary Business	Mgmt			
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 426 Million	Mgmt	For	For	No
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 213 Million	Mgmt	For	For	No
20	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 213 Million	Mgmt	For	For	No
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	No
22	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	No
23	Authorize Capitalization of Reserves of Up to EUR 106 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	No
24	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
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	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	No

## Informa Plc

**Meeting Date:** 06/03/2021

**Country:** United Kingdom

**Ticker:** INF

**Record Date:** 06/01/2021

**Meeting Type:** Annual

**Primary Security ID:** G4770L106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Re-elect John Rishton as Director	Mgmt	For	For	No
2	Re-elect Stephen Carter as Director	Mgmt	For	For	No
3	Re-elect Stephen Davidson as Director	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: Items 1-2 &amp; 4-9A vote FOR this candidate is warranted as no significant concerns have been identified. Item 3: Re-election of Stephen Davidson a vote AGAINST this candidate is considered warranted because: * Davidson chairs the Remuneration Committee, a role that he has held since 2015. Recurring concerns have been identified around the Company's approach to executive pay, as the last three shareholder votes on the remuneration policy (one in 2018, and two in 2020) have been met with significant dissent. The latter of these, in relation to the General Meeting convened in December 2020, resulted in more than 40% of votes being cast against the proposed policy. The Remuneration Committee does not appear to have responded to the voting outcome in any meaningful way, and in fact made awards under the contentious Equity Revitalisation Plan approximately three weeks after the December 2020 General Meeting. Concerns are also raised in relation to the Committee's decision to use discretion to allow a vesting event under the FY2018 LTIP during the year, which would have otherwise lapsed.</i></p>					
4	Re-elect David Flaschen as Director	Mgmt	For	For	No
5	Re-elect Mary McDowell as Director	Mgmt	For	For	No
6	Elect Patrick Martell as Director	Mgmt	For	For	No
7	Re-elect Helen Owers as Director	Mgmt	For	For	No
8	Re-elect Gill Whitehead as Director	Mgmt	For	For	No
9	Re-elect Gareth Wright as Director	Mgmt	For	For	No
10	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
11	Approve Remuneration Report	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is considered warranted because: * Adjustments were made to the in-flight performance conditions attached to the FY2018 LTIP awards, resulting in a significant vesting event where awards would have otherwise lapsed; and * The Company went forward with awards under the contentious Equity Revitalisation Plan approximately three weeks after the General Meeting in December 2020, where over 40% of votes were cast against the scheme and the attendant remuneration policy.</i></p>					
12	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	No
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No



**Meeting Date:** 06/03/2021

**Country:** USA

**Ticker:** NFLX

**Record Date:** 04/08/2021

**Meeting Type:** Annual

**Primary Security ID:** 64110L106

**Voting Policy:** ISS

**Shares Voted:** 24,865

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Richard N. Barton	Mgmt	For	Withhold	Yes
	<p><i>Voting Policy Rationale: The board's transparency on its corporate governance philosophy and shareholder engagement efforts do not rise to a level that meaningfully addresses years of inaction on the part of the board on critical governance issues. As such, WITHHOLD votes are warranted for all incumbent director nominees. WITHHOLD votes are further warranted for Richard (Rich) Barton for serving on more than three public boards while serving as a CEO of an outside company. WITHHOLD votes are further warranted for compensation committee members Rodolphe Belmer and Anne Sweeney, due to poor responsiveness to low support for last year's say-on-pay proposal.</i></p>				
1b	Elect Director Rodolphe Belmer	Mgmt	For	Withhold	Yes
	<p><i>Voting Policy Rationale: The board's transparency on its corporate governance philosophy and shareholder engagement efforts do not rise to a level that meaningfully addresses years of inaction on the part of the board on critical governance issues. As such, WITHHOLD votes are warranted for all incumbent director nominees. WITHHOLD votes are further warranted for Richard (Rich) Barton for serving on more than three public boards while serving as a CEO of an outside company. WITHHOLD votes are further warranted for compensation committee members Rodolphe Belmer and Anne Sweeney, due to poor responsiveness to low support for last year's say-on-pay proposal.</i></p>				
1c	Elect Director Bradford L. Smith	Mgmt	For	Withhold	Yes
	<p><i>Voting Policy Rationale: The board's transparency on its corporate governance philosophy and shareholder engagement efforts do not rise to a level that meaningfully addresses years of inaction on the part of the board on critical governance issues. As such, WITHHOLD votes are warranted for all incumbent director nominees. WITHHOLD votes are further warranted for Richard (Rich) Barton for serving on more than three public boards while serving as a CEO of an outside company. WITHHOLD votes are further warranted for compensation committee members Rodolphe Belmer and Anne Sweeney, due to poor responsiveness to low support for last year's say-on-pay proposal.</i></p>				
1d	Elect Director Anne M. Sweeney	Mgmt	For	Withhold	Yes
	<p><i>Voting Policy Rationale: The board's transparency on its corporate governance philosophy and shareholder engagement efforts do not rise to a level that meaningfully addresses years of inaction on the part of the board on critical governance issues. As such, WITHHOLD votes are warranted for all incumbent director nominees. WITHHOLD votes are further warranted for Richard (Rich) Barton for serving on more than three public boards while serving as a CEO of an outside company. WITHHOLD votes are further warranted for compensation committee members Rodolphe Belmer and Anne Sweeney, due to poor responsiveness to low support for last year's say-on-pay proposal.</i></p>				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Yes
	<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Following low support for this proposal for consecutive years, the compensation committee engaged with shareholders but did not disclose with sufficient specificity the compensation concerns leading to the low support. Further, the committee determined to make no material changes to the pay program, indicating poor responsiveness. There are additional ongoing concerns regarding pay structure. NEO pay primarily consists of base salaries and grants of fully-vested stock option awards. While the board sets NEO total pay levels for the year, the NEOs themselves select the form in which their pay is delivered. This has resulted in excessive base salaries for certain NEOs – notably a \$20 million salary for co-CEO Sarandos. The lack of any time- or performance-vesting criteria on incentive pay is problematic.</i></p>				
4	Report on Political Contributions	SH	Against	For	Yes
	<p><i>Voting Policy Rationale: A vote this FOR resolution is warranted, as additional disclosure of the company's political contributions, including trade association memberships and payments, and the company's oversight mechanisms regarding those contributions would allow shareholders to better assess related risks.</i></p>				
5	Adopt Simple Majority Vote	SH	Against	For	Yes
	<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement would enhance shareholders' rights.</i></p>				

## Netflix, Inc. \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
6	Improve the Executive Compensation Philosophy	SH	Against	Against	No

## NVIDIA Corporation

Meeting Date: 06/03/2021

Country: USA

Ticker: NVDA

Record Date: 04/05/2021

Meeting Type: Annual

Primary Security ID: 67066G104

Voting Policy: ISS

Shares Voted: 12,415

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Robert K. Burgess	Mgmt	For	For	No
1b	Elect Director Tench Coxo	Mgmt	For	For	No
1c	Elect Director John O. Dabiri	Mgmt	For	For	No
1d	Elect Director Persis S. Drell	Mgmt	For	For	No
1e	Elect Director Jen-Hsun Huang	Mgmt	For	For	No
1f	Elect Director Dawn Hudson	Mgmt	For	For	No
1g	Elect Director Harvey C. Jones	Mgmt	For	For	No
1h	Elect Director Michael G. McCaffery	Mgmt	For	For	No
1i	Elect Director Stephen C. Neal	Mgmt	For	For	No
1j	Elect Director Mark L. Perry	Mgmt	For	For	No
1k	Elect Director A. Brooke Seawell	Mgmt	For	For	No
1l	Elect Director Aarti Shah	Mgmt	For	For	No
1m	Elect Director Mark A. Stevens	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
4	Increase Authorized Common Stock	Mgmt	For	For	No

## The Pebble Group Plc

Meeting Date: 06/03/2021

Country: United Kingdom

Ticker: PEBB

Record Date: 06/01/2021

Meeting Type: Annual

Primary Security ID: G0809Q108

## The Pebble Group Plc \$

Voting Policy: ISS

Shares Voted: 425,539

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Re-elect Richard Law as Director	Mgmt	For	For	No
4	Elect Christopher Lee as Director	Mgmt	For	For	No
5	Elect Claire Thomson as Director	Mgmt	For	For	No
6	Elect Yvonne Monaghan as Director	Mgmt	For	For	No
7	Elect Stuart Warriner as Director	Mgmt	For	For	No
8	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
9	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
10	Authorise Issue of Equity	Mgmt	For	For	No
11	Authorise Off-Market Purchase of Deferred Shares	Mgmt	For	For	No
12	Adopt New Articles of Association	Mgmt	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No

## Tissue Regenix Group Plc

Meeting Date: 06/03/2021

Country: United Kingdom

Ticker: TRX

Record Date: 05/25/2021

Meeting Type: Annual

Primary Security ID: G8887U107

Voting Policy: ISS

Shares Voted: 156,525,071

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Re-elect Jonathan Glenn as Director	Mgmt	For	For	No
3	Re-elect Shervanthi Homer-Vanniasinkam as Director	Mgmt	For	For	No
4	Elect Daniel Lee as Director	Mgmt	For	For	No
5	Elect David Cocke as Director	Mgmt	For	For	No
6	Elect Brian Phillips as Director	Mgmt	For	For	No

## Tissue Regenix Group Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
7	Elect Trevor Phillips as Director	Mgmt	For	For	No
8	Reappoint RSM UK Audit LLP as Auditors	Mgmt	For	For	No
9	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
10	Authorise Issue of Equity	Mgmt	For	For	No
11	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No

## Trane Technologies Plc

**Meeting Date:** 06/03/2021

**Country:** Ireland

**Ticker:** TT

**Record Date:** 04/08/2021

**Meeting Type:** Annual

**Primary Security ID:** G8994E103

**Voting Policy:** ISS

**Shares Voted:** 66,874

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Kirk E. Arnold	Mgmt	For	For	No
1b	Elect Director Ann C. Berzin	Mgmt	For	For	No
1c	Elect Director John Bruton	Mgmt	For	For	No
1d	Elect Director Jared L. Cohon	Mgmt	For	For	No
1e	Elect Director Gary D. Forsee	Mgmt	For	For	No
1f	Elect Director Linda P. Hudson	Mgmt	For	For	No
1g	Elect Director Michael W. Lamach	Mgmt	For	For	No
1h	Elect Director Myles P. Lee	Mgmt	For	For	No
1i	Elect Director April Miller Boise	Mgmt	For	For	No
1j	Elect Director Karen B. Peetz	Mgmt	For	For	No
1k	Elect Director John P. Surma	Mgmt	For	For	No
1l	Elect Director Tony L. White	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	No
4	Authorize Issue of Equity	Mgmt	For	For	No
5	Renew Directors' Authority to Issue Shares for Cash	Mgmt	For	For	No
6	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	No

## Citrix Systems, Inc. \$

**Meeting Date:** 06/04/2021

**Country:** USA

**Ticker:** CTXS

**Record Date:** 04/06/2021

**Meeting Type:** Annual

**Primary Security ID:** 177376100

**Voting Policy:** ISS

**Shares Voted:** 66,504

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Robert M. Calderoni	Mgmt	For	For	No
1b	Elect Director Nanci E. Caldwell	Mgmt	For	For	No
1c	Elect Director Murray J. Demo	Mgmt	For	For	No
1d	Elect Director Ajei S. Gopal	Mgmt	For	For	No
1e	Elect Director David J. Henshall	Mgmt	For	For	No
1f	Elect Director Thomas E. Hogan	Mgmt	For	For	No
1g	Elect Director Moira A. Kilcoyne	Mgmt	For	For	No
1h	Elect Director Robert E. Knowling, Jr.	Mgmt	For	For	No
1i	Elect Director Peter J. Sacripanti	Mgmt	For	For	No
1j	Elect Director J. Donald Sherman	Mgmt	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
4	Adopt Simple Majority Vote	SH	None	For	No

## Powszechna Kasa Oszczednosci Bank Polski SA

**Meeting Date:** 06/07/2021

**Country:** Poland

**Ticker:** PKO

**Record Date:** 05/22/2021

**Meeting Type:** Annual

**Primary Security ID:** X6919X108

**Voting Policy:** ISS

**Shares Voted:** 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt			
2	Elect Meeting Chairman	Mgmt	For	Do Not Vote	No
3	Acknowledge Proper Convening of Meeting	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	Do Not Vote	No
5	Receive Financial Statements and Management Board Proposal on Covering of Loss and Allocation of Income from Previous Years	Mgmt			

# Powszechna Kasa Oszczednosci Bank Polski SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
6	Receive Management Board Report on Expenses Related to Representation, Legal Services, Marketing Services, Public Relations Services, Social Communication Services, and Management Advisory Services and Consolidated Financial Statements	Mgmt			
7	Receive Supervisory Board Report	Mgmt			
8	Receive Supervisory Board Report on Remuneration Policy; Compliance with Corporate Governance Principles; Sponsorship and Charity Policy	Mgmt			
9.a	Approve Financial Statements	Mgmt	For	Do Not Vote	No
9.b	Approve Management Board Report on Expenses Related to Representation, Legal Services, Marketing Services, Public Relations Services, Social Communication Services, and Management Advisory Services	Mgmt	For	Do Not Vote	No
9.c	Approve Consolidated Financial Statements	Mgmt	For	Do Not Vote	No
9.d	Approve Supervisory Board Report	Mgmt	For	Do Not Vote	No
9.e	Approve Treatment of Net Loss	Mgmt	For	Do Not Vote	No
9.f	Approve Allocation of Income from Previous Years	Mgmt	For	Do Not Vote	No
9.g	Approve Remuneration Report	Mgmt	For	Do Not Vote	No
9.h1	Approve Discharge of Zbigniew Jagiello (CEO)	Mgmt	For	Do Not Vote	No
9.h2	Approve Discharge of Rafal Antczak (Deputy CEO)	Mgmt	For	Do Not Vote	No
9.h3	Approve Discharge of Rafal Kozlowski (Deputy CEO)	Mgmt	For	Do Not Vote	No
9.h4	Approve Discharge of Maks Kraczkowski (Deputy CEO)	Mgmt	For	Do Not Vote	No
9.h5	Approve Discharge of Mieczyslaw Krol (Deputy CEO)	Mgmt	For	Do Not Vote	No
9.h6	Approve Discharge of Adam Marciniak (Deputy CEO)	Mgmt	For	Do Not Vote	No
9.h7	Approve Discharge of Piotr Mazur (Deputy CEO)	Mgmt	For	Do Not Vote	No
9.h8	Approve Discharge of Jakub Papierski (Deputy CEO)	Mgmt	For	Do Not Vote	No
9.h9	Approve Discharge of Jan Rosciszewski (Deputy CEO)	Mgmt	For	Do Not Vote	No
9.i1	Approve Discharge of Zbigniew Hajlasz (Supervisory Board Chairman)	Mgmt	For	Do Not Vote	No
9.i2	Approve Discharge of Marcin Izdebski (Supervisory Board Deputy Chairman)	Mgmt	For	Do Not Vote	No
9.i3	Approve Discharge of Grazyna Ciurzynska (Supervisory Board Secretary)	Mgmt	For	Do Not Vote	No

## Powszechna Kasa Oszczedności Bank Polski SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
9.i4	Approve Discharge of Mariusz Andrzejewski (Supervisory Board Member)	Mgmt	For	Do Not Vote	No
9.i5	Approve Discharge of Grzegorz Chlopek (Supervisory Board Member)	Mgmt	For	Do Not Vote	No
9.i6	Approve Discharge of Wojciech Jasinski (Supervisory Board Member)	Mgmt	For	Do Not Vote	No
9.i7	Approve Discharge of Andrzej Kisielewicz (Supervisory Board Member)	Mgmt	For	Do Not Vote	No
9.i8	Approve Discharge of Rafal Kos (Supervisory Board Member)	Mgmt	For	Do Not Vote	No
9.i9	Approve Discharge of Krzysztof Michalski (Supervisory Board Member)	Mgmt	For	Do Not Vote	No
9.i10	Approve Discharge of Piotr Sadownik (Supervisory Board Member)	Mgmt	For	Do Not Vote	No
9.i11	Approve Discharge of Miroslaw Barszcz (Supervisory Board Member)	Mgmt	For	Do Not Vote	No
9.i12	Approve Discharge of Adam Budnikowski (Supervisory Board Member)	Mgmt	For	Do Not Vote	No
9.i13	Approve Discharge of Dariusz Gorski (Supervisory Board Member)	Mgmt	For	Do Not Vote	No
9.i14	Approve Discharge of Elzbieta Maczynska-Ziemacka (Supervisory Board Member)	Mgmt	For	Do Not Vote	No
9.j	Approve Company's Compliance with Best Practice for WSE Listed Companies 2021	Mgmt	For	Do Not Vote	No
9.k	Amend June 25, 2015, AGM, Resolution Re: Approve Shareholders' Consent with Corporate Governance Principles for Supervised Institutions adopted by Polish Financial Supervision Authority	Mgmt	For	Do Not Vote	No
9.l	Amend August 26, 2020, AGM, Resolution Re: Approve Policy on Assessment of Suitability of Supervisory Board Members	Mgmt	For	Do Not Vote	No
10.1	Recall Supervisory Board Member	Mgmt	For	Do Not Vote	No
10.2	Elect Supervisory Board Member	Mgmt	For	Do Not Vote	No
11	Approve Individual Suitability of Supervisory Board Member	Mgmt	For	Do Not Vote	No
12	Approve Collective Suitability of Supervisory Board Members	Mgmt	For	Do Not Vote	No
13	Close Meeting	Mgmt			

## UnitedHealth Group Incorporated

**Meeting Date:** 06/07/2021

**Country:** USA

**Ticker:** UNH

**Record Date:** 04/09/2021

**Meeting Type:** Annual

**Primary Security ID:** 91324P102

**Voting Policy:** ISS

**Shares Voted:** 95,601

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Richard T. Burke	Mgmt	For	For	No
1b	Elect Director Timothy P. Flynn	Mgmt	For	For	No
1c	Elect Director Stephen J. Hemsley	Mgmt	For	For	No
1d	Elect Director Michele J. Hooper	Mgmt	For	For	No
1e	Elect Director F. William McNabb, III	Mgmt	For	For	No
1f	Elect Director Valerie C. Montgomery Rice	Mgmt	For	For	No
1g	Elect Director John H. Noseworthy	Mgmt	For	For	No
1h	Elect Director Gail R. Wilensky	Mgmt	For	For	No
1i	Elect Director Andrew Witty	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: While pay and performance are reasonably aligned for the year in review, the company granted departing CEO Wichmann excessive severance payments upon his retirement. A vote AGAINST this proposal is warranted.</i>					
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	No
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	No
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	Yes
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as lowering the ownership threshold for shareholders to call a special meeting would enhance shareholders' rights and the possibility of abuse is considered to be limited.</i>					

**Aperam SA**
**Meeting Date:** 06/08/2021

**Country:** Luxembourg

**Ticker:** APAM

**Record Date:** 05/25/2021

**Meeting Type:** Annual

**Primary Security ID:** L0187K107

**Voting Policy:** ISS

**Shares Voted:** 39,768

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt			
I	Approve Consolidated Financial Statements	Mgmt	For	For	No
II	Approve Financial Statements	Mgmt	For	For	No
III	Approve Remuneration of Directors	Mgmt	For	For	No
IV	Approve Dividends of EUR 1.75 Per Share	Mgmt	For	For	No
V	Approve Allocation of Income	Mgmt	For	For	No
VI	Approve Remuneration Report	Mgmt	For	For	No
VII	Approve Annual Fees Structure of the Board and Remuneration of CEO	Mgmt	For	For	No



## Aperam SA \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
VIII	Approve Discharge of Directors	Mgmt	For	For	No
IX	Elect Sandeep Jalan as Director	Mgmt	For	For	No
X	Appoint PricewaterhouseCoopers as Auditor	Mgmt	For	For	No
XI	Approve Share Plan Grant Under the Leadership Team Performance Share Unit Plan	Mgmt	For	For	No

## Freeport-McMoRan Inc.

**Meeting Date:** 06/08/2021      **Country:** USA      **Ticker:** FCX  
**Record Date:** 04/12/2021      **Meeting Type:** Annual

**Primary Security ID:** 35671D857

**Voting Policy:** ISS

**Shares Voted:** 581,529

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director David P. Abney	Mgmt	For	For	No
1.2	Elect Director Richard C. Adkerson	Mgmt	For	For	No
1.3	Elect Director Robert W. Dudley	Mgmt	For	For	No
1.4	Elect Director Lydia H. Kennard	Mgmt	For	For	No
1.5	Elect Director Dustan E. McCoy	Mgmt	For	For	No
1.6	Elect Director John J. Stephens	Mgmt	For	For	No
1.7	Elect Director Frances Fragos Townsend	Mgmt	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No

## Fuller, Smith & Turner Plc

**Meeting Date:** 06/08/2021      **Country:** United Kingdom      **Ticker:** FSTA  
**Record Date:**      **Meeting Type:** Debenture Holder

**Primary Security ID:** G36904160

**Voting Policy:** ISS

**Shares Voted:** 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Meeting of Holders of the Outstanding GBP 20,000,000 6.875 per cent. First Mortgage Debenture Stock 2028	Mgmt			
1	Approve Extraordinary Resolution as per Meeting Notice	Mgmt	For		No

## Workday, Inc. \$

**Meeting Date:** 06/08/2021

**Country:** USA

**Ticker:** WDAY

**Record Date:** 04/12/2021

**Meeting Type:** Annual

**Primary Security ID:** 98138H101

**Voting Policy:** ISS

**Shares Voted:** 15,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Aneel Bhusri	Mgmt	For	For	No
1.2	Elect Director Ann-Marie Campbell	Mgmt	For	For	No
1.3	Elect Director David A. Duffield	Mgmt	For	For	No
1.4	Elect Director Lee J. Styslinger, III	Mgmt	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	No

## Caterpillar Inc.

**Meeting Date:** 06/09/2021

**Country:** USA

**Ticker:** CAT

**Record Date:** 04/12/2021

**Meeting Type:** Annual

**Primary Security ID:** 149123101

**Voting Policy:** ISS

**Shares Voted:** 42,619

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Kelly A. Ayotte	Mgmt	For	For	No
1.2	Elect Director David L. Calhoun	Mgmt	For	For	No
1.3	Elect Director Daniel M. Dickinson	Mgmt	For	For	No
1.4	Elect Director Gerald Johnson	Mgmt	For	For	No
1.5	Elect Director David W. MacLennan	Mgmt	For	For	No
1.6	Elect Director Debra L. Reed-Klages	Mgmt	For	For	No
1.7	Elect Director Edward B. Rust, Jr.	Mgmt	For	For	No
1.8	Elect Director Susan C. Schwab	Mgmt	For	For	No
1.9	Elect Director D. James Umpleby, III	Mgmt	For	For	No
1.10	Elect Director Miles D. White	Mgmt	For	For	No
1.11	Elect Director Rayford Wilkins, Jr.	Mgmt	For	For	No
2	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No

## Caterpillar Inc. \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4	Report on Climate Policy	SH	Against +	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information on the company's performance and improvement targets towards achieving net zero emissions, as well as related oversight mechanisms, would allow shareholders to better assess the company's management of climate-related risks. +</i></p>					
5 +	Report on Diversity and Inclusion Efforts	SH	Against	Against	No
6 +	Amend Certificate of Incorporate to become Public Benefit Corporation	SH	Against	Against	No
7 +	Provide Right to Act by Written Consent	SH	Against	For	Yes
<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>					

## Cloudera, Inc.

**Meeting Date:** 06/09/2021      **Country:** USA      **Ticker:** CLDR  
**Record Date:** 04/12/2021      **Meeting Type:** Annual  
**Primary Security ID:** 18914U100

**Voting Policy:** ISS

**Shares Voted:** 35,350

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Gary Hu	Mgmt	For +	For	No
1.2	Elect Director Kevin Klausmeyer	Mgmt	For +	Withhold	Yes
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees Michael (Mike Stankey) and Kevin Klausmeyer 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 remaining director nominee Gary Hu is warranted. +</i></p>					
1.3 +	Elect Director Michael A. Stankey	Mgmt	For	Withhold	Yes
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees Michael (Mike Stankey) and Kevin Klausmeyer 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 remaining director nominee Gary Hu is warranted. +</i></p>					
2 +	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No
3 +	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No

## Mowi ASA

**Meeting Date:** 06/09/2021      **Country:** Norway      **Ticker:** MOWI  
**Record Date:**      **Meeting Type:** Annual  
**Primary Security ID:** R4S04H101

**Voting Policy:** ISS

**Shares Voted:** 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For		No

## Mowi ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
2 +	Approve Notice of Meeting and Agenda	Mgmt	For		No
3 +	Receive Briefing on the Business	Mgmt			
4 +	Accept Financial Statements and Statutory Reports; Approve Allocation of Income	Mgmt	For		No
5 +	Discuss Company's Corporate Governance Statement	Mgmt +			
6 +	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For		No
7 +	Approve Equity Plan Financing	Mgmt	For		No
8 +	Approve Remuneration of Directors	Mgmt	For		No
9 +	Approve Remuneration of Nomination Committee	Mgmt	For		No
10 +	Approve Remuneration of Auditors	Mgmt	For		No
11a +	Reelect Ole-Eirik Leroy (Chairman) as Director	Mgmt	For		No
11b +	Reelect Kristian Melhuus (Vice Chairman) as Director	Mgmt	For		No
11c +	Reelect Lisbet K. Naero as Director	Mgmt	For		No
11d +	Elect Nicholays Gheysens as New Director	Mgmt	For		No
11e +	Elect Kathrine Fredriksen as New Personal Deputy Director for Cecilie Fredriksen	Mgmt	For		No
12a +	Elect Ann Kristin Brautaset as Member and Chair of Nominating Committee	Mgmt	For		No
12b +	Elect Merete Haugli as Member of Nominating Committee	Mgmt	For		No
13 +	Authorize Board to Distribute Dividends	Mgmt	For		No
14 +	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For		No
15a +	Approve Creation of NOK 387.8 Million Pool of Capital without Preemptive Rights	Mgmt	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		No

## WPP Plc

**Meeting Date:** 06/09/2021

**Country:** Jersey

**Ticker:** WPP

**Record Date:** 06/08/2021

**Meeting Type:** Annual

**Primary Security ID:** G9788D103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Final Dividend	Mgmt	For	For	No
3	Approve Compensation Committee Report	Mgmt	For	For	No
4	Elect Angela Ahrendts as Director	Mgmt	For	For	No
5	Elect Tom Ilube as Director	Mgmt	For	For	No
6	Elect Ya-Qin Zhang as Director	Mgmt	For	For	No
7	Re-elect Jacques Aigrain as Director	Mgmt	For	For	No
8	Re-elect Sandrine Dufour as Director	Mgmt	For	For	No
9	Re-elect Tarek Farahat as Director	Mgmt	For	For	No
10	Re-elect Roberto Quarta as Director	Mgmt	For	For	No
11	Re-elect Mark Read as Director	Mgmt	For	For	No
12	Re-elect John Rogers as Director	Mgmt	For	For	No
13	Re-elect Cindy Rose as Director	Mgmt	For	For	No
14	Re-elect Nicole Seligman as Director	Mgmt	For	For	No
15	Re-elect Sally Susman as Director	Mgmt	For	For	No
16	Re-elect Keith Weed as Director	Mgmt	For	For	No
17	Re-elect Jasmine Whitbread as Director	Mgmt	For	For	No
18	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	No
19	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
20	Authorise Issue of Equity	Mgmt	For	For	No
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
24	Adopt New Articles of Association	Mgmt	For	For	No

## Xtrackers (IE) plc - XTrackers Russell Midcap UCITS ETF

Meeting Date: 06/09/2021

Country: Ireland

Ticker: XRSM

Record Date: 06/07/2021

Meeting Type: Annual

Primary Security ID: G2352C759

## Xtrackers (IE) plc - XTrackers Russell Midcap UCITS ETF \$

Voting Policy: ISS

Shares Voted: 235,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Ratify Auditors	Mgmt	For	For	No
2	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No

## Dollar Tree, Inc.

Meeting Date: 06/10/2021

Country: USA

Ticker: DLTR

Record Date: 04/09/2021

Meeting Type: Annual

Primary Security ID: 256746108

Voting Policy: ISS

Shares Voted: 30,226

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Arnold S. Barron	Mgmt	For	For	No
1b	Elect Director Gregory M. Bridgeford	Mgmt	For	For	No
1c	Elect Director Thomas W. Dickson	Mgmt	For	For	No
1d	Elect Director Lemuel E. Lewis	Mgmt	For	For	No
1e	Elect Director Jeffrey G. Naylor	Mgmt	For	For	No
1f	Elect Director Winnie Y. Park	Mgmt	For	For	No
1g	Elect Director Bob Sasser	Mgmt	For	For	No
1h	Elect Director Stephanie P. Stahl	Mgmt	For	For	No
1i	Elect Director Carrie A. Wheeler	Mgmt	For	For	No
1j	Elect Director Thomas E. Whiddon	Mgmt	For	For	No
1k	Elect Director Michael A. Witynski	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	No
4	Approve Omnibus Stock Plan	Mgmt	For	For	No

## salesforce.com, inc.

Meeting Date: 06/10/2021

Country: USA

Ticker: CRM

Record Date: 04/15/2021

Meeting Type: Annual

Primary Security ID: 79466L302

Voting Policy: ISS

Shares Voted: 88,311

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Marc Benioff	Mgmt	For	For	No
1b	Elect Director Craig Conway	Mgmt	For	For	No
1c	Elect Director Parker Harris	Mgmt	For	For	No
1d	Elect Director Alan Hassenfeld	Mgmt	For	For	No
1e	Elect Director Neelie Kroes	Mgmt	For	For	No
1f	Elect Director Colin Powell	Mgmt	For	For	No
1g	Elect Director Sanford Robertson	Mgmt	For	For	No
1h	Elect Director John V. Roos	Mgmt	For	For	No
1i	Elect Director Robin Washington	Mgmt	For	For	No
1j	Elect Director Maynard Webb	Mgmt	For	For	No
1k	Elect Director Susan Wojcicki	Mgmt	For	For	No
2	Amend Omnibus Stock Plan	Mgmt	For	For	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
5	Amend Certificate of Incorporation to Become a Public Benefit Corporation	SH	Against	Against	No

## Wm Morrison Supermarkets Plc

Meeting Date: 06/10/2021

Country: United Kingdom

Ticker: MRW

Record Date: 06/08/2021

Meeting Type: Annual

Primary Security ID: G62748119

Voting Policy: ISS

Shares Voted: 3,195,170

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration report is considered warranted:*</i> The Remuneration Committee exercised discretion and adjusted the PBT outcome under the annual bonus and the EPS outcome of the FY2018/19 LTIP awards to take into account the full costs of managing COVID-19 which totaled GBP 290 million. The PBT element comprised 50% of the total bonus whilst the Basic EPS measure comprised 20% of the LTIP award. As a result of the adjustments, these elements were met in full. It is highlighted that if no discretion were made, performance under the PBT measure and the EPS measure would have resulted in nil vesting for these elements.</p>					
3	Approve Final Dividend	Mgmt	For	For	No
4	Re-elect Andrew Higginson as Director	Mgmt	For	For	No
5	Re-elect David Potts as Director	Mgmt	For	For	No

## Wm Morrison Supermarkets Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
6	Re-elect Trevor Strain as Director	Mgmt	For	For	No
7	Re-elect Michael Gleeson as Director	Mgmt	For	For	No
8	Re-elect Rooney Anand as Director	Mgmt	For	For	No
9	Elect Susanne Given as Director	Mgmt	For	For	No
10	Re-elect Kevin Havelock as Director	Mgmt	For	For	No
11	Elect Lyssa McGowan as Director	Mgmt	For	For	No
12	Elect Jeremy Townsend as Director	Mgmt	For	For	No
13	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
20	Adopt New Articles of Association	Mgmt	For	For	No

## General Motors Company

**Meeting Date:** 06/14/2021

**Country:** USA

**Ticker:** GM

**Record Date:** 04/15/2021

**Meeting Type:** Annual

**Primary Security ID:** 37045V100

**Voting Policy:** ISS

**Shares Voted:** 291,349

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Mary T. Barra	Mgmt	For	For	No
1b	Elect Director Wesley G. Bush	Mgmt	For	For	No
1c	Elect Director Linda R. Gooden	Mgmt	For	For	No
1d	Elect Director Joseph Jimenez	Mgmt	For	For	No
1e	Elect Director Jane L. Mendillo	Mgmt	For	For	No
1f	Elect Director Judith A. Miscik	Mgmt	For	For	No
1g	Elect Director Patricia F. Russo	Mgmt	For	For	No
1h	Elect Director Thomas M. Schoewe	Mgmt	For	For	No
1i	Elect Director Carol M. Stephenson	Mgmt	For	For	No
1j	Elect Director Mark A. Tatum	Mgmt	For	For	No



## General Motors Company \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1k	Elect Director Devin N. Wenig	Mgmt	For	For	No
1l	Elect Director Margaret C. Whitman	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No
4	Provide Right to Act by Written Consent	SH	Against	For	Yes
<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>					
5	Report on GHG Emissions Targets as a Performance Element of Executive Compensation	SH	Against	Against	No

## Saga Plc

**Meeting Date:** 06/14/2021      **Country:** United Kingdom      **Ticker:** SAGA  
**Record Date:** 06/10/2021      **Meeting Type:** Annual  
**Primary Security ID:** G7770H124

**Voting Policy:** ISS

**Shares Voted:** 1,967,620

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is considered warranted:* The annual bonus outcomes are not considered to be aligned with Company performance.* The CFO's salary has increased by 16% to GBP 430,000. While the Remuneration Committee had signaled an intent to increase his salary ahead of the 2021 AGM, the rate nonetheless appears exceptionally high relative to SmallCap peers (and is above-median for the FTSE 250), and the timing of the increase could be questioned in light of recent performance.</i></p>					
3	Elect Roger De Haan as Director	Mgmt	For	For	No
4	Re-elect Euan Sutherland as Director	Mgmt	For	For	No
5	Re-elect James Quin as Director	Mgmt	For	For	No
6	Re-elect Orna NiChionna as Director	Mgmt	For	For	No
7	Re-elect Eva Eisenschimmel as Director	Mgmt	For	For	No
8	Re-elect Julie Hopes as Director	Mgmt	For	For	No
9	Re-elect Gareth Hoskin as Director	Mgmt	For	For	No
10	Reappoint KPMG LLP as Auditors	Mgmt	For	For	No
11	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
12	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No

## Saga Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
18	Adopt New Articles of Association	Mgmt	For	For	No

## Teva Pharmaceutical Industries Limited

**Meeting Date:** 06/14/2021      **Country:** Israel      **Ticker:** TEVA  
**Record Date:** 05/05/2021      **Meeting Type:** Annual  
**Primary Security ID:** M8769Q102

**Voting Policy:** ISS

**Shares Voted:** 161,430

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Meeting for ADR Holders	Mgmt			
1a	Elect Director Rosemary A. Crane	Mgmt	For	For	No
1b	Elect Director Abbas Hussain	Mgmt	For	For	No
1c	Elect Director Gerald M. Lieberman	Mgmt	For	For	No
1d	Elect Director Ronit Satchi-Fainaro	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify Kesselman & Kesselman as Auditors	Mgmt	For	For	No

## eBay Inc.

**Meeting Date:** 06/15/2021      **Country:** USA      **Ticker:** EBAY  
**Record Date:** 04/19/2021      **Meeting Type:** Annual  
**Primary Security ID:** 278642103

**Voting Policy:** ISS

**Shares Voted:** 221,004

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Anthony J. Bates	Mgmt	For	For	No
1b	Elect Director Adriane M. Brown	Mgmt	For	For	No
1c	Elect Director Diana Farrell	Mgmt	For	For	No
1d	Elect Director Logan D. Green	Mgmt	For	For	No
1e	Elect Director Bonnie S. Hammer	Mgmt	For	For	No
1f	Elect Director E. Carol Hayles	Mgmt	For	For	No

## eBay Inc. \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
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 Paul S. Pressler	Mgmt	For	For	No
1k	Elect Director Mohak Shroff	Mgmt	For	For	No
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	Improve Principles of Executive Compensation Program	SH	Against	Against	No
5	Provide Right to Act by Written Consent	SH	Against	For	Yes

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

## MetLife, Inc.

**Meeting Date:** 06/15/2021

**Country:** USA

**Ticker:** MET

**Record Date:** 04/22/2021

**Meeting Type:** Annual

**Primary Security ID:** 59156R108

**Voting Policy:** ISS

**Shares Voted:** 112,722

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Cheryl W. Grise	Mgmt	For	For	No
1b	Elect Director Carlos M. Gutierrez	Mgmt	For	For	No
1c	Elect Director Gerald L. Hassell	Mgmt	For	For	No
1d	Elect Director David L. Herzog	Mgmt	For	For	No
1e	Elect Director R. Glenn Hubbard	Mgmt	For	For	No
1f	Elect Director Edward J. Kelly, III	Mgmt	For	For	No
1g	Elect Director William E. Kennard	Mgmt	For	For	No
1h	Elect Director Michel A. Khalaf	Mgmt	For	For	No
1i	Elect Director Catherine R. Kinney	Mgmt	For	For	No
1j	Elect Director Diana L. McKenzie	Mgmt	For	For	No
1k	Elect Director Denise M. Morrison	Mgmt	For	For	No
1l	Elect Director Mark A. Weinberger	Mgmt	For	For	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	No

## MetLife, Inc. \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No

## Silence Therapeutics Plc

**Meeting Date:** 06/15/2021      **Country:** United Kingdom      **Ticker:** SLN  
**Record Date:** 06/11/2021      **Meeting Type:** Annual  
**Primary Security ID:** G8128Y157

**Voting Policy:** ISS

**Shares Voted:** 150,705

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Elect Mark Rothera as Director	Mgmt	For	For	No
3	Elect Dr Michael Davidson as Director	Mgmt	For	For	No
4	Elect Dr Giles Campion as Director	Mgmt	For	For	No
5	Approve Remuneration Report	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because:* Vesting of long-term incentive awards granted to the CEO during the year is not conditional on the achievement of performance hurdles;* Long-term incentive awards granted to former Interim Executive Chair during the year may allow for the retesting of performance criteria throughout the performance period. Moreover, the awards will vest subject to share price growth targets, a measure considered to have a number of drawbacks;* Long-term incentives awards granted to Executive Directors during the year feature a vesting period of less than three years; and* The former Interim Executive Chair received one off bonus during the year, which is not clearly linked to the overall performance of the Company.</i></p>					
6	Approve Remuneration Policy	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because:* Long-term incentive awards granted to Executive Directors may not be conditional on the achievement of performance hurdles.</i></p>					
7	Reappoint PricewaterhouseCoopers LLP as Auditors and Authorise Their Remuneration	Mgmt	For	Abstain	Yes
<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 other assurance services.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>					
8	Authorise Issue of Equity	Mgmt	For	For	No
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: Item 8A vote FOR this resolution is warranted because the proposed amount and duration are 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></p>					

## Amadeus IT Group SA

**Meeting Date:** 06/16/2021      **Country:** Spain      **Ticker:** AMS  
**Record Date:** 06/11/2021      **Meeting Type:** Annual  
**Primary Security ID:** E04648114

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
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 Discharge of Board	Mgmt	For	For	No
5.1	Elect Jana Eggers as Director	Mgmt	For	For	No
5.2	Elect Amanda Mesler 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
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 Stephan Gemkow as Director	Mgmt	For	For	No
5.8	Reelect Peter Kuerpick as Director	Mgmt	For	For	No
5.9	Reelect Pilar Garcia Ceballos-Zuniga as Director	Mgmt	For	For	No
5.10	Reelect Francesco Loredan as Director	Mgmt	For	For	No
6	Advisory Vote on Remuneration Report	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted because the board implementation of the company's remuneration policy, which includes a 'special recognition payment' to the CEO, is not reflective of shareholder experience in 2020.</i></p>					
7	Approve Remuneration of Directors	Mgmt	For	For	No
8	Approve Remuneration Policy	Mgmt	For	For	No
9	Approve Performance Share Plan	Mgmt	For	For	No
10.1	Amend Article 11 Re: Share Capital Increase	Mgmt	For	For	No
10.2	Amend Article 24 Re: Remote Voting	Mgmt	For	For	No
10.3	Add New Article 24 bis Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	Mgmt	For	For	No
10.4	Amend Articles Re: Board Functions and Remuneration	Mgmt	For	For	No
10.5	Amend Articles Re: Board Committees	Mgmt	For	For	No
11.1	Amend Articles of General Meeting Regulations Re: Company's Name and Corporate Website	Mgmt	For	For	No
11.2	Amend Article 7 of General Meeting Regulations Re: Right to Information	Mgmt	For	For	No
11.3	Amend Articles of General Meeting Regulations Re: Holding of the General Meeting	Mgmt	For	For	No

## Amadeus IT Group SA \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
11.4	Amend Articles of General Meeting Regulations Re: Constitution and Start of the Session	Mgmt	For	For	No
12	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	No

## Ingersoll Rand Inc.

Meeting Date: 06/16/2021

Country: USA

Ticker: IR

Record Date: 04/20/2021

Meeting Type: Annual

Primary Security ID: 45687V106

Voting Policy: ISS

Shares Voted: 67,566

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Declassify the Board of Directors	Mgmt	For	For	No
2	Eliminate Supermajority Vote Requirement to Amend Certificate of Incorporation	Mgmt	For	For	No
3	Eliminate Supermajority Vote Requirement to Amend Bylaws	Mgmt	For	For	No
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	No
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
	If Proposal 1 is Approved, Elect Ten Director Nominees	Mgmt			
6a.1	Elect Director Peter M. Stavros	Mgmt	For	For	No
6a.2	Elect Director Kirk E. Arnold	Mgmt	For	For	No
6a.3	Elect Director Elizabeth Centoni	Mgmt	For	For	No
6a.4	Elect Director William P. Donnelly	Mgmt	For	For	No
6a.5	Elect Director Gary D. Forsee	Mgmt	For	For	No
6a.6	Elect Director John Humphrey	Mgmt	For	For	No
6a.7	Elect Director Marc E. Jones	Mgmt	For	For	No
6a.8	Elect Director Vicente Reynal	Mgmt	For	For	No
6a.9	Elect Director Joshua T. Weisenbeck	Mgmt	For	For	No
6a.10	Elect Director Tony L. White	Mgmt	For	For	No
	If Proposal 1 is Not Approved, Elect Four Class I Director Nominees	Mgmt			
6b.11	Elect Director Peter M. Stavros	Mgmt	For	For	No
6b.12	Elect Director Elizabeth Centoni	Mgmt	For	For	No
6b.13	Elect Director Gary D. Forsee	Mgmt	For	For	No
6b.14	Elect Director Tony L. White	Mgmt	For	For	No

# International Consolidated Airlines Group SA \$

Meeting Date: 06/16/2021

Country: Spain

Ticker: IAG

Record Date: 06/11/2021

Meeting Type: Annual

Primary Security ID: E67674106

Voting Policy: ISS

Shares Voted: 3,620,941

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	No
2	Approve Non-Financial Information Statement	Mgmt	For	For	No
3	Approve Discharge of Board	Mgmt	For	For	No
4	Approve Allocation of Income	Mgmt	For	For	No
5a	Re-elect Javier Ferran as Director	Mgmt	For	For	No
5b	Re-elect Luis Gallego as Director	Mgmt	For	For	No
5c	Re-elect Giles Agutter as Director	Mgmt	For	For	No
5d	Re-elect Margaret Ewing as Director	Mgmt	For	For	No
5e	Re-elect Robin Phillips as Director	Mgmt	For	For	No
5f	Re-elect Emilio Saracho as Director	Mgmt	For	For	No
5g	Re-elect Nicola Shaw as Director	Mgmt	For	For	No
5h	Re-elect Alberto Terol as Director	Mgmt	For	For	No
5i	Elect Peggy Bruzelius as Director	Mgmt	For	For	No
5j	Elect Eva Castillo Sanz as Director	Mgmt	For	For	No
5k	Elect Heather McSharry as Director	Mgmt	For	For	No
5l	Elect Maurice Lam as Director	Mgmt	For	For	No
6	Approve Remuneration Report	Mgmt	For	For	No
7	Approve Remuneration Policy	Mgmt	For	For	No
8	Approve Executive Share Plan	Mgmt	For	For	No
9	Approve Allotment of Shares of the Company for Share Awards Including the Awards to Executive Directors under the Executive Share Plan	Mgmt	For	For	No
10	Amend Article 13.2	Mgmt	For	For	No
11	Amend Articles 21 and 24.2 Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is considered warranted.* The Company's Corporate Bylaws are being amended to allow virtual-only shareholder meetings.</i></p>					
12	Amend Article 44 Re: Board Committees	Mgmt	For	For	No
13	Amend Articles of General Meeting Regulations Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	Mgmt	For	For	No

## International Consolidated Airlines Group SA \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
14	Add Chapter V of General Meeting Regulations Including a New Article 37 Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	Mgmt	For	For	No
15	Authorise Market Purchase of Shares	Mgmt	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	No
17	Authorise Issue of Convertible Bonds, Debentures, Warrants, and Other Debt Securities	Mgmt	For	For	No
18	Authorise Issue of Convertible Bonds, Debentures, Warrants, and Other Debt Securities without Pre-emptive Rights	Mgmt	For	For	No
19	Authorise Company to Call EGM with 15 Days' Notice	Mgmt	For	For	No
20	Authorise Ratification of Approved Resolutions	Mgmt	For	For	No

## Medica Group Plc

**Meeting Date:** 06/16/2021      **Country:** United Kingdom      **Ticker:** MGP  
**Record Date:** 06/14/2021      **Meeting Type:** Annual  
**Primary Security ID:** G5957X102

**Voting Policy:** ISS

**Shares Voted:** 1,975,212

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted on account of the following:*</i> The Company did not formally serve notice for outgoing CFO, Anthony Lee, at the time that his leaving date was announced. This has resulted in an unnecessary overpayment in terms of his severance package.</p>					
3	Approve Remuneration Policy	Mgmt	For	For	No
4	Approve Final Dividend	Mgmt	For	For	No
5	Reappoint Grant Thornton UK LLP as Auditors	Mgmt	For	For	No
6	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
7	Elect Richard Jones as Director	Mgmt	For	For	No
8	Elect Dr Junaid Bajwa as Director	Mgmt	For	For	No
9	Re-elect Roy Davis as Director	Mgmt	For	For	No
10	Re-elect Stuart Quin as Director	Mgmt	For	For	No
11	Re-elect Joanne Easton as Director	Mgmt	For	For	No
12	Authorise Issue of Equity	Mgmt	For	For	No



## Medica Group Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Another Capital Investment	Mgmt	For	For	No
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Tullow Oil Plc

**Meeting Date:** 06/16/2021      **Country:** United Kingdom      **Ticker:** TLW  
**Record Date:** 06/14/2021      **Meeting Type:** Annual  
**Primary Security ID:** G91235104

**Voting Policy:** ISS

**Shares Voted:** 2,150,330

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is considered warranted:* Executive Directors received significant variable pay awards in FY2020, in a year in which financial performance declined significantly due to oil price volatility and the COVID-19 pandemic. Remuneration outcomes are also misaligned with the wider stakeholder experience, as headcount was reduced by 53%.</i>					
3	Re-elect Mike Daly as Director	Mgmt	For	For	No
4	Re-elect Martin Greenslade as Director	Mgmt	For	For	No
5	Re-elect Sheila Khama as Director	Mgmt	For	For	No
6	Re-elect Genevieve Sangudi as Director	Mgmt	For	For	No
7	Re-elect Dorothy Thompson as Director	Mgmt	For	For	No
8	Re-elect Jeremy Wilson as Director	Mgmt	For	For	No
9	Re-elect Les Wood as Director	Mgmt	For	For	No
10	Elect Rahul Dhir as Director	Mgmt	For	For	No
11	Elect Mitchell Ingram as Director	Mgmt	For	For	No
12	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	No
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	No
15	Approve Sharesave Plan	Mgmt	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Tullow Oil Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
19	Adopt New Articles of Association	Mgmt	For	For	No

## Delta Air Lines, Inc.

**Meeting Date:** 06/17/2021      **Country:** USA      **Ticker:** DAL  
**Record Date:** 04/30/2021      **Meeting Type:** Annual  
**Primary Security ID:** 247361702

**Voting Policy:** ISS

**Shares Voted:** 128,761

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Edward H. Bastian	Mgmt	For	For	No
1b	Elect Director Francis S. Blake	Mgmt	For	For	No
1c	Elect Director Ashton B. Carter	Mgmt	For	For	No
1d	Elect Director David G. DeWalt	Mgmt	For	For	No
1e	Elect Director William H. Easter, III	Mgmt	For	For	No
1f	Elect Director Christopher A. Hazleton	Mgmt	For	For	No
1g	Elect Director Michael P. Huerta	Mgmt	For	For	No
1h	Elect Director Jeanne P. Jackson	Mgmt	For	For	No
1i	Elect Director George N. Mattson	Mgmt	For	For	No
1j	Elect Director Sergio A.L. Rial	Mgmt	For	For	No
1k	Elect Director David S. Taylor	Mgmt	For	For	No
1l	Elect Director Kathy N. Waller	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No
4	Provide Right to Act by Written Consent	SH	Against	For	Yes
<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	Yes
<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>					

## Iberdrola SA

**Meeting Date:** 06/17/2021      **Country:** Spain      **Ticker:** IBE  
**Record Date:** 06/11/2021      **Meeting Type:** Annual  
**Primary Security ID:** E6165F166

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	No
2	Approve Consolidated and Standalone Management Reports	Mgmt	For	For	No
3	Approve Non-Financial Information Statement	Mgmt	For	For	No
4	Approve Discharge of Board	Mgmt	For	For	No
5	Amend Articles Re: Update of the Name of the Governance and Sustainability System and Incorporation of Other Technical Improvements	Mgmt	For	For	No
6	Amend Article 10 to Reflect Changes in Capital	Mgmt	For	For	No
7	Amend Articles Re: New Regulations Regarding Long-Term Involvement of Shareholders	Mgmt	For	For	No
8	Amend Articles Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	Mgmt	For	For	No
9	Amend Article 32 Re: Climate Action Plan	Mgmt	For	For	No
10	Amend Articles Re: Meetings of Board of Directors and its Committees	Mgmt	For	For	No
11	Amend Articles Re: Annual Financial and Non-Financial Information	Mgmt	For	For	No
12	Amend Articles Re: Technical Improvements	Mgmt	For	For	No
13	Amend Articles of General Meeting Regulations Re: Update of the Name of the Governance and Sustainability System and Incorporation of Other Technical Improvements	Mgmt	For	For	No
14	Amend Articles of General Meeting Regulations Re: New Regulations Regarding Long-Term Involvement of Shareholders	Mgmt	For	For	No
15	Amend Articles of General Meeting Regulations Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	Mgmt	For	For	No
16	Approve Remuneration Policy	Mgmt	For	For	No
17	Approve Allocation of Income and Dividends	Mgmt	For	For	No
18	Approve Scrip Dividends	Mgmt	For	For	No
19	Approve Scrip Dividends	Mgmt	For	For	No
20	Reelect Juan Manuel Gonzalez Serna as Director	Mgmt	For	For	No
21	Reelect Francisco Martinez Corcoles as Director	Mgmt	For	For	No
22	Ratify Appointment of and Elect Angel Jesus Acebes Paniagua as Director	Mgmt	For	For	No
23	Fix Number of Directors at 14	Mgmt	For	For	No

## Iberdrola SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
24	Authorize Issuance of Non-Convertible Bonds/Debentures and/or Other Debt Securities up to EUR 30 Billion and Issuance of Notes up to EUR 6 Billion	Mgmt	For	For	No
25	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	No
26	Advisory Vote on Remuneration Report	Mgmt	For	For	No
27	Advisory Vote on Company's Climate Action Plan	Mgmt	For	For	No

## Lianhua Supermarket Holdings Co., Ltd.

**Meeting Date:** 06/17/2021      **Country:** China      **Ticker:** 980  
**Record Date:** 05/14/2021      **Meeting Type:** Annual  
**Primary Security ID:** Y5279F102

**Voting Policy:** ISS

**Shares Voted:** 11,707,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Report of the Board of Directors	Mgmt	For	For	No
2	Approve Report of the Supervisory Committee	Mgmt	For	For	No
3	Approve Consolidated Audited Financial Statements and Report of the International Auditors	Mgmt	For	For	No
4	Approve Profit Distribution Proposal	Mgmt	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	No
6	Elect Chong Xiao-bing as Director	Mgmt	For	For	No
7	Approve Investment and Wealth Management Cooperation Framework Agreement Entered into Between the Company and Shanghai Securities Co., Ltd. and Its Proposed Annual Caps	Mgmt	For	For	No

## Whitbread Plc

**Meeting Date:** 06/17/2021      **Country:** United Kingdom      **Ticker:** WTB  
**Record Date:** 06/15/2021      **Meeting Type:** Annual  
**Primary Security ID:** G9606P197

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	Abstain	Yes
<p><i>Voting Policy Rationale: An ABSTAIN vote for the remuneration report is considered warranted for the following reasons:*</i>  <i>Significant award outcomes have been achieved under the bonus plan in relation to FY2020/21 performance, which are not considered appropriate given the impact that the COVID-19 pandemic has had on the Company, resulting in staff redundancies, furloughing staff through participation in government assistance schemes, the suspension of dividend payments, and raising capital through a rights issue to improve the Company's liquidity position. The abstention vote recommendation acknowledges that no bonus payments have been made in FY2020/21, as the Company has carried over the achieved bonus awards until FY2021/22, which may pay out subject to the achievement of additional performance metrics. A vote AGAINST this resolution is warranted for those shareholders who have a fiduciary responsibility to vote either for or against, or who do not recognise withhold as a valid option.</i></p>					
3	Elect Kal Atwal as Director	Mgmt	For	For	No
4	Elect Fumbi Chima as Director	Mgmt	For	For	No
5	Re-elect David Atkins as Director	Mgmt	For	For	No
6	Re-elect Horst Baier as Director	Mgmt	For	For	No
7	Re-elect Alison Brittain as Director	Mgmt	For	For	No
8	Re-elect Nicholas Cadbury as Director	Mgmt	For	For	No
9	Re-elect Adam Crozier as Director	Mgmt	For	For	No
10	Re-elect Frank Fiskers as Director	Mgmt	For	For	No
11	Re-elect Richard Gillingwater as Director	Mgmt	For	For	No
12	Re-elect Chris Kennedy as Director	Mgmt	For	For	No
13	Re-elect Louise Smalley as Director	Mgmt	For	For	No
14	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	No
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	No
18	Approve Sharesave Plan	Mgmt	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Activision Blizzard, Inc. \$

**Meeting Date:** 06/21/2021

**Country:** USA

**Ticker:** ATVI

**Record Date:** 04/19/2021

**Meeting Type:** Annual

**Primary Security ID:** 00507V109

**Voting Policy:** ISS

**Shares Voted:** 72,512

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Reveta Bowers	Mgmt	For	For	No
1b	Elect Director Robert Corti	Mgmt	For	For	No
1c	Elect Director Hendrik Hartong, III	Mgmt	For	For	No
1d	Elect Director Brian Kelly	Mgmt	For	For	No
1e	Elect Director Robert Kotick	Mgmt	For	For	No
1f	Elect Director Barry Meyer	Mgmt	For	For	No
1g	Elect Director Robert Morgado	Mgmt	For	For	No
1h	Elect Director Peter Nolan	Mgmt	For	For	No
1i	Elect Director Dawn Ostroff	Mgmt	For	For	No
1j	Elect Director Casey Wasserman	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: Following low support for this proposal last year, the committee demonstrated adequate responsiveness by disclosing shareholder engagement and feedback as well as certain improvements to the pay program. Nevertheless, there are pay-for-performance concerns for the year in review. Specifically, the CEO's equity awards granted in 2020 are outsized compared to the median total pay of peers. In addition to his "2020 Long-Term Performance Grant," Kotick received his "2021 Long-Term Performance Grant" in 2020, although his amended agreement already provides eligibility for an additional award in 2021. The vesting of the 2021 Long-Term Performance Grant was accelerated at the maximum performance level due to the triggering of the Shareholder Value Creation Incentive condition. Concerns are also raised regarding COO Alegre's compensation. Per his employment agreement, his base salary is set well above the company's peer median for the CEO position, and his target annual incentive may increase to up to double the initial target opportunity. Further, the first tranche of most of Alegre's sign-on equity awards depended on metrics that were duplicated in the STI program, which provided multiple payouts for the same short-term achievement. Lastly, the company entered into an employment agreement with the COO that provides a problematic life insurance perquisite to the executive's spouse. In light of these concerns, a vote AGAINST this proposal is warranted.</i></p>					
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No

## UEM Sunrise Berhad

**Meeting Date:** 06/21/2021

**Country:** Malaysia

**Ticker:** 5148

**Record Date:** 06/16/2021

**Meeting Type:** Annual

**Primary Security ID:** Y90347124

**Voting Policy:** ISS

**Shares Voted:** 20,091,701

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Elect Chari T.V. Thirumala as Director	Mgmt	For	For	No
2	Elect Poh Ying Loo as Director	Mgmt	For	For	No
3	Approve Director's Fees	Mgmt	For	For	No

## UEM Sunrise Berhad

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4	Approve Director's Benefits (Excluding Directors' Fees)	Mgmt	For	For	No
5	Approve Ernst & Young PLT as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	No

## Mastercard Incorporated

**Meeting Date:** 06/22/2021      **Country:** USA      **Ticker:** MA  
**Record Date:** 04/23/2021      **Meeting Type:** Annual  
**Primary Security ID:** 57636Q104

**Voting Policy:** ISS

**Shares Voted:** 43,732

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Ajay Banga	Mgmt	For	For	No
1b	Elect Director Merit E. Janow	Mgmt	For	For	No
1c	Elect Director Richard K. Davis	Mgmt	For	For	No
1d	Elect Director Steven J. Freiberg	Mgmt	For	For	No
1e	Elect Director Julius Genachowski	Mgmt	For	For	No
1f	Elect Director Choon Phong Goh	Mgmt	For	For	No
1g	Elect Director Oki Matsumoto	Mgmt	For	For	No
1h	Elect Director Michael Miebach	Mgmt	For	For	No
1i	Elect Director Youngme Moon	Mgmt	For	For	No
1j	Elect Director Rima Qureshi	Mgmt	For	For	No
1k	Elect Director Jose Octavio Reyes Lagunes	Mgmt	For	For	No
1l	Elect Director Gabrielle Sulzberger	Mgmt	For	For	No
1m	Elect Director Jackson Tai	Mgmt	For	For	No
1n	Elect Director Lance Uggla	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Yes

*Voting Policy Rationale: A vote AGAINST this proposal is warranted given significant concerns regarding COVID-related compensation adjustments. Performance goals were adjusted for the annual incentive and the 2018 closing-cycle performance shares. Both awards would have been originally earned below target, but the modifications resulted in target payouts. Although some investors have expressed a degree of flexibility regarding adjustments to short-term awards, adjustments to closing-cycle equity awards are not viewed as an appropriate reaction to COVID-related disruptions.*

3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
4	Amend Omnibus Stock Plan	Mgmt	For	For	No
5	Amend Non-Employee Director Omnibus Stock Plan	Mgmt	For	For	No
6	Eliminate Supermajority Vote Requirement	Mgmt	For	For	No

**Meeting Date:** 06/22/2021

**Country:** France

**Ticker:** VIV

**Record Date:** 06/18/2021

**Meeting Type:** Annual/Special

**Primary Security ID:** F97982106

**Voting Policy:** ISS

**Shares Voted:** 78,024

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	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 Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	No
4	Approve Allocation of Income and Dividends of EUR 0.60 per Share	Mgmt	For	For	No
5	Advisory Vote on Exceptional Distribution Project in kind of a Majority of the Capital of Universal Music Group N.V. to the Shareholders of Vivendi SE	Mgmt	For	For	No
6	Exceptional Distribution in kind of Shares of Universal Music Group N.V. to the Shareholders of Vivendi SE	Mgmt	For	For	No
7	Approve Compensation Report	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted because:* The board responsiveness to minority shareholders' dissent is limited; and* Vincent Bollore remains a censor maintaining an employment contract as advisor of the management board chairman including a remuneration package equivalent to management board members.</i>					
8	Approve Compensation of Yannick Bollore, Chairman of the Supervisory Board	Mgmt	For	Against	Yes
<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>					
9	Approve Compensation of Arnaud de Puyfontaine, Chairman of the Management Board	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST these remuneration reports are warranted because:* Variable pay features were paid under unachieved performance conditions;* The disclosure of the levels of achievement of qualitative criteria attached to the bonus is limited;* The granted LTIP allows for partial compensatory effects between criteria; and* It is impossible to assess the stringency of performance conditions attached to the LTIP granted in 2020In addition, votes AGAINST Items 10-11 (Gilles Alix and Cedric de Baillencourt) are warranted because:* The remunerations that they receive as executives of the Bollore 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; and* 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;</i>					



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
10	Approve Compensation of Gilles Alix, Management Board Member	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: Votes AGAINST these remuneration reports are warranted because: * Variable pay features were paid under unachieved performance conditions; * The disclosure of the levels of achievement of qualitative criteria attached to the bonus is limited; * The granted LTIP allows for partial compensatory effects between criteria; and * It is impossible to assess the stringency of performance conditions attached to the LTIP granted in 2020. In addition, votes AGAINST Items 10-11 (Gilles Alix and Cedric 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; and * 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;</i></p>					
11	Approve Compensation of Cedric de Baillencourt, Management Board Member	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: Votes AGAINST these remuneration reports are warranted because: * Variable pay features were paid under unachieved performance conditions; * The disclosure of the levels of achievement of qualitative criteria attached to the bonus is limited; * The granted LTIP allows for partial compensatory effects between criteria; and * It is impossible to assess the stringency of performance conditions attached to the LTIP granted in 2020. In addition, votes AGAINST Items 10-11 (Gilles Alix and Cedric 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; and * 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;</i></p>					
12	Approve Compensation of Frederic Crepin, Management Board Member	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: Votes AGAINST these remuneration reports are warranted because: * Variable pay features were paid under unachieved performance conditions; * The disclosure of the levels of achievement of qualitative criteria attached to the bonus is limited; * The granted LTIP allows for partial compensatory effects between criteria; and * It is impossible to assess the stringency of performance conditions attached to the LTIP granted in 2020. In addition, votes AGAINST Items 10-11 (Gilles Alix and Cedric 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; and * 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;</i></p>					
13	Approve Compensation of Simon Gillham, Management Board Member	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: Votes AGAINST these remuneration reports are warranted because: * Variable pay features were paid under unachieved performance conditions; * The disclosure of the levels of achievement of qualitative criteria attached to the bonus is limited; * The granted LTIP allows for partial compensatory effects between criteria; and * It is impossible to assess the stringency of performance conditions attached to the LTIP granted in 2020. In addition, votes AGAINST Items 10-11 (Gilles Alix and Cedric 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; and * 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;</i></p>					
14	Approve Compensation of Herve Philippe, Management Board Member	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: Votes AGAINST these remuneration reports are warranted because: * Variable pay features were paid under unachieved performance conditions; * The disclosure of the levels of achievement of qualitative criteria attached to the bonus is limited; * The granted LTIP allows for partial compensatory effects between criteria; and * It is impossible to assess the stringency of performance conditions attached to the LTIP granted in 2020. In addition, votes AGAINST Items 10-11 (Gilles Alix and Cedric 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; and * 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;</i></p>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
15	Approve Compensation of Stephane Roussel, Management Board Member	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: Votes AGAINST these remuneration reports are warranted because: * Variable pay features were paid under unachieved performance conditions; * The disclosure of the levels of achievement of qualitative criteria attached to the bonus is limited; * The granted LTIP allows for partial compensatory effects between criteria; and * It is impossible to assess the stringency of performance conditions attached to the LTIP granted in 2020. In addition, votes AGAINST Items 10-11 (Gilles Alix and Cedric de Baillencourt) are warranted because: * The remunerations that they receive as executives of the Bolloré 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; and * 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;</i></p>					
16	Approve Remuneration Policy of Supervisory Board Members and Chairman	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this remuneration policy is warranted because of: * The lack of transparency on the remuneration of the chairman of the supervisory board, who is also an executive of a subsidiary; and * The possible grants of performance shares to non-executive members of the supervisory board</i></p>					
17	Approve Remuneration Policy of Chairman of the Management Board	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: Votes AGAINST these remuneration policies are warranted because: * The proposed increases in salary for Mr. de Puyfontaine and Mr. Alix lack rationale; * The remunerations that Mr. de Baillencourt receives as executives of the Bolloré Group, main shareholder of Vivendi, creates an important conflict of interest, which is not properly tackled by the company's procedures; * The derogation policy is deemed too large and vague; * The stringency of the performance conditions attached to the LTIP cannot be assessed; and * The exceptional payment proposed appears advantageous compared to the LTIP it would replace.</i></p>					
18	Approve Remuneration Policy of Management Board Members	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: Votes AGAINST these remuneration policies are warranted because: * The proposed increases in salary for Mr. de Puyfontaine and Mr. Alix lack rationale; * The remunerations that Mr. de Baillencourt receives as executives of the Bolloré Group, main shareholder of Vivendi, creates an important conflict of interest, which is not properly tackled by the company's procedures; * The derogation policy is deemed too large and vague; * The stringency of the performance conditions attached to the LTIP cannot be assessed; and * The exceptional payment proposed appears advantageous compared to the LTIP it would replace.</i></p>					
19	Reelect Veronique Driot-Argentin as Supervisory Board Member	Mgmt	For	For	No
20	Reelect Sandrine Le Bihan as Representative of Employee Shareholders to the Board	Mgmt	For	For	No
21	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	No
	Extraordinary Business	Mgmt			
22	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	No
23	Authorize Specific Buyback Program and Cancellation of Repurchased Share	Mgmt	For	Against	Yes
<p><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></p>					
24	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 655 Million	Mgmt	For	For	No
25	Authorize Capitalization of Reserves of Up to EUR 327,5 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	No
26	Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	No

## Vivendi SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
27	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	No
28	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	No
29	Authorize Capital Issuances for Use in Employee Stock Purchase Plans for Employees of International Subsidiaries	Mgmt	For	For	No
30	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	No

## The Kroger Co.

**Meeting Date:** 06/24/2021

**Country:** USA

**Ticker:** KR

**Record Date:** 04/26/2021

**Meeting Type:** Annual

**Primary Security ID:** 501044101

**Voting Policy:** ISS

**Shares Voted:** 13,479

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Nora A. Aufreiter	Mgmt	For	For	No
1b	Elect Director Kevin M. Brown	Mgmt	For	For	No
1c	Elect Director Anne Gates	Mgmt	For	For	No
1d	Elect Director Karen M. Hogue	Mgmt	For	For	No
1e	Elect Director W. Rodney McMullen	Mgmt	For	For	No
1f	Elect Director Clyde R. Moore	Mgmt	For	For	No
1g	Elect Director Ronald L. Sargent	Mgmt	For	For	No
1h	Elect Director J. Amanda Sourry Knox (Amanda Sourry)	Mgmt	For	For	No
1i	Elect Director Mark S. Sutton	Mgmt	For	For	No
1j	Elect Director Ashok Vemuri	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify PricewaterhouseCoopers LLC as Auditor	Mgmt	For	For	No
4	Assess Environmental Impact of Non-Recyclable Packaging	SH	Against	For	Yes

*Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure on metrics and targets related to the use of plastic packaging would allow shareholders to better assess the company's management of associated financial, environmental, and reputational risks.*

## Twitter, Inc.

**Meeting Date:** 06/24/2021

**Country:** USA

**Ticker:** TWTR

**Record Date:** 04/05/2021

**Meeting Type:** Annual

**Primary Security ID:** 90184L102

## Twitter, Inc. \$

Voting Policy: ISS

Shares Voted: 213,501

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Jesse Cohn	Mgmt	For	For	No
1b	Elect Director Martha Lane Fox	Mgmt	For	For	No
1c	Elect Director Fei-Fei Li	Mgmt	For	For	No
1d	Elect Director David Rosenblatt	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	No
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
5	Declassify the Board of Directors	Mgmt	For	For	No
6	Report on Climate Change *Withdrawn Resolution*	SH			
7	Require Independent Director Nominee with Human and/or Civil Rights Experience	SH	Against	Against	No

## Tesco Plc

Meeting Date: 06/25/2021

Country: United Kingdom

Ticker: TSCO

Record Date: 06/23/2021

Meeting Type: Annual

Primary Security ID: G8T67X102

Voting Policy: ISS

Shares Voted: 11,244,140

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	No
4	Approve Final Dividend	Mgmt	For	For	No
5	Re-elect John Allan as Director	Mgmt	For	For	No
6	Re-elect Melissa Bethell as Director	Mgmt	For	For	No
7	Re-elect Stewart Gilliland as Director	Mgmt	For	For	No
8	Re-elect Steve Golsby as Director	Mgmt	For	For	No
9	Re-elect Byron Grote as Director	Mgmt	For	For	No
10	Re-elect Ken Murphy as Director	Mgmt	For	For	No
11	Re-elect Simon Patterson as Director	Mgmt	For	For	No
12	Re-elect Alison Platt as Director	Mgmt	For	For	No
13	Re-elect Lindsey Pownall as Director	Mgmt	For	For	No

## Tesco Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
14	Elect Bertrand Bodson as Director	Mgmt	For	For	No
15	Elect Thierry Garnier as Director	Mgmt	For	For	No
16	Elect Imran Nawaz as Director	Mgmt	For	For	No
17	Elect Karen Whitworth as Director	Mgmt	For	For	No
18	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	No
19	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
20	Authorise Issue of Equity	Mgmt	For	For	No
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
24	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
26	Approve Long-Term Incentive Plan	Mgmt	For	For	No
27	Approve Savings-Related Share Option Scheme	Mgmt	For	For	No
28	Adopt New Articles of Association	Mgmt	For	For	No

## Matas A/S

**Meeting Date:** 06/29/2021

**Country:** Denmark

**Ticker:** MATAS

**Record Date:** 06/22/2021

**Meeting Type:** Annual

**Primary Security ID:** K6S686100

**Voting Policy:** ISS

**Shares Voted:** 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote	No
3	Approve Allocation of Income and Dividends of DKK 2 Per Share	Mgmt	For	Do Not Vote	No
4	Approve Discharge of Management and Board	Mgmt	For	Do Not Vote	No
5	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Do Not Vote	No

## Matas A/S \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
6	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	Do Not Vote	No
7a	Reelect Lars Vinge Frederiksen as Director	Mgmt	For	Do Not Vote	No
7b	Reelect Lars Frederiksen as Director	Mgmt	For	Do Not Vote	No
7c	Reelect Henrik Taudorf Lorensen as Director	Mgmt	For	Do Not Vote	No
7d	Reelect Mette Maix as Director	Mgmt	For	Do Not Vote	No
7e	Reelect Birgitte Nielsen as Director	Mgmt	For	Do Not Vote	No
7f	Elect Kenneth Melchior as New Director	Mgmt	For	Do Not Vote	No
8	Ratify Ernst & Young as Auditors	Mgmt	For	Do Not Vote	No
9a	Authorize Share Repurchase Program	Mgmt	For	Do Not Vote	No
9b	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	Do Not Vote	No
9c	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	Do Not Vote	No
10	Other Business	Mgmt			

## PT Lippo Karawaci Tbk

**Meeting Date:** 06/29/2021

**Country:** Indonesia

**Ticker:** LPKR

**Record Date:** 06/04/2021

**Meeting Type:** Annual

**Primary Security ID:** Y7129W186

**Voting Policy:** ISS

**Shares Voted:** 35,755,686

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements, Statutory Reports, and Discharge of Directors and Commissioners	Mgmt	For	For	No
2	Approve Allocation of Income and Omission of Dividend	Mgmt	For	For	No
3	Approve Amir Abadi Jusuf, Aryanto, Mawar & Rekan as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	No
4	Approve Changes in the Boards of the Company	Mgmt	For	For	No
5	Approve Remuneration of Directors and Commissioners	Mgmt	For	For	No

# PT Lippo Karawaci Tbk \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
6	Amend Articles of Association	Mgmt	For	For	No
7	Accept Report on the Use of Proceeds	Mgmt			

## QIAGEN NV

**Meeting Date:** 06/29/2021      **Country:** Netherlands      **Ticker:** QGEN  
**Record Date:** 06/01/2021      **Meeting Type:** Annual  
**Primary Security ID:** N72482123

**Voting Policy:** ISS

**Shares Voted:** 16,870

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt			
1	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	Against	Yes
3	Approve Discharge of Management Board	Mgmt	For	For	No
4	Approve Discharge of Supervisory Board	Mgmt	For	For	No
5.a	Reelect Metin Colpan to Supervisory Board	Mgmt	For	For	No
5.b	Reelect Thomas Ebeling to Supervisory Board	Mgmt	For	For	No
5.c	Reelect Toralf Haag to Supervisory Board	Mgmt	For	For	No
5.d	Reelect Ross L. Levine to Supervisory Board	Mgmt	For	For	No
5.e	Reelect Elaine Mardis to Supervisory Board	Mgmt	For	For	No
5.f	Reelect Lawrence A. Rosen to Supervisory Board	Mgmt	For	For	No
5.g	Reelect Elizabeth E. Tallett to Supervisory Board	Mgmt	For	For	No
6.a	Reelect Thierry Bernard to Management Board	Mgmt	For	For	No
6.b	Reelect Roland Sackers to Management Board	Mgmt	For	For	No
7	Approve Remuneration Policy for Management Board	Mgmt	For	For	No
8.a	Approve Partial Amendment of Remuneration Policy for Supervisory Board	Mgmt	For	For	No
8.b	Approve Remuneration of Supervisory Board	Mgmt	For	For	No
9	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For	No
10.a	Grant Board Authority to Issue Shares	Mgmt	For	For	No
10.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
10.c	Authorize Board to Exclude Preemptive Rights from Share Issuances in Connection to Mergers, Acquisitions or Strategic Alliances	Mgmt	For	Against	Yes
<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>					
11	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	No
12	Amend Articles of Association in Connection with Changes to Dutch Law	Mgmt	For	For	No

## Unibail-Rodamco-Westfield NV

**Meeting Date:** 06/29/2021      **Country:** Netherlands      **Ticker:** N/A  
**Record Date:** 06/01/2021      **Meeting Type:** Annual  
**Primary Security ID:** N96244103

**Voting Policy:** ISS

**Shares Voted:** 6,547

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt			
i	Discuss Annual Report	Mgmt			
1	Approve Remuneration Report	Mgmt	For	For	No
2	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	No
ii	Receive Explanation on Dividend Policy	Mgmt			
3	Approve Discharge of Management Board	Mgmt	For	For	No
4	Approve Discharge of Supervisory Board	Mgmt	For	For	No
5	Elect Dominic Lowe to Management Board	Mgmt	For	For	No
6	Elect Jean-Marie Tritant to Supervisory Board	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: A vote FOR the election of Catherine Pourre is warranted because:* The nominee is elected for a period not exceeding four years;* The candidate appears to possess the necessary qualifications for board membership; and* There is no known controversy concerning the candidate.A vote AGAINST nominees (Jean-Marie Tritant and Fabrice Mouchel) is warranted as the overall level of independence is below 50 percent.</i>					
7	Elect Fabrice Mouchel to Supervisory Board	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: A vote FOR the election of Catherine Pourre is warranted because:* The nominee is elected for a period not exceeding four years;* The candidate appears to possess the necessary qualifications for board membership; and* There is no known controversy concerning the candidate.A vote AGAINST nominees (Jean-Marie Tritant and Fabrice Mouchel) is warranted as the overall level of independence is below 50 percent.</i>					
8	Elect Catherine Pourre to Supervisory Board	Mgmt	For	For	No
9	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For	No
10	Approve Remuneration Policy for Management Board Members	Mgmt	For	For	No
11	Approve Remuneration Policy for Supervisory Board Members	Mgmt	For	For	No



## Unibail-Rodamco-Westfield NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
12	Amend Articles of Association	Mgmt	For	For	No
13	Authorize Repurchase of Shares	Mgmt	For	For	No
14	Approve Cancellation of Repurchased Shares	Mgmt	For	For	No

## Volvo AB

**Meeting Date:** 06/29/2021      **Country:** Sweden      **Ticker:** VOLV.B  
**Record Date:** 06/18/2021      **Meeting Type:** Special  
**Primary Security ID:** 928856301

**Voting Policy:** ISS

**Shares Voted:** 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Elect Chairman of Meeting	Mgmt	For	Do Not Vote	No
2.1	Designate Erik Sjoman as Inspector of Minutes of Meeting	Mgmt	For	Do Not Vote	No
2.2	Designate Martin Jonasson as Inspector of Minutes of Meeting	Mgmt	For	Do Not Vote	No
3	Prepare and Approve List of Shareholders	Mgmt	For	Do Not Vote	No
4	Approve Agenda of Meeting	Mgmt	For	Do Not Vote	No
5	Acknowledge Proper Convening of Meeting	Mgmt	For	Do Not Vote	No
6	Approve Special Dividends of SEK 9.50 Per Share	Mgmt	For	Do Not Vote	No

## Kingfisher Plc

**Meeting Date:** 06/30/2021      **Country:** United Kingdom      **Ticker:** KGF  
**Record Date:** 06/28/2021      **Meeting Type:** Annual  
**Primary Security ID:** G5256E441

**Voting Policy:** ISS

**Shares Voted:** 4,557,821

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Final Dividend	Mgmt	For	For	No
4	Elect Catherine Bradley as Director	Mgmt	For	For	No
5	Elect Tony Buffin as Director	Mgmt	For	For	No
6	Re-elect Claudia Arney as Director	Mgmt	For	For	No

## Kingfisher Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
7	Re-elect Bernard Bot as Director	Mgmt	For	For	No
8	Re-elect Jeff Carr as Director	Mgmt	For	For	No
9	Re-elect Andrew Cosslett as Director	Mgmt	For	For	No
10	Re-elect Thierry Garnier as Director	Mgmt	For	For	No
11	Re-elect Sophie Gasperment as Director	Mgmt	For	For	No
12	Re-elect Rakhi Goss-Custard as Director	Mgmt	For	For	No
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	No
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## 3i Group Plc

**Meeting Date:** 07/01/2021

**Country:** United Kingdom

**Ticker:** III

**Record Date:** 06/29/2021

**Meeting Type:** Annual

**Primary Security ID:** G88473148

**Voting Policy:** ISS

**Shares Voted:** 172,076

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Final Dividend	Mgmt	For	For	No
4	Re-elect Caroline Banzky as Director	Mgmt	For	For	No
5	Re-elect Simon Borrows as Director	Mgmt	For	For	No
6	Re-elect Stephen Daintith as Director	Mgmt	For	For	No
7	Re-elect David Hutchison as Director	Mgmt	For	For	No
8	Re-elect Coline McConville as Director	Mgmt	For	For	No
9	Elect Peter McKellar as Director	Mgmt	For	For	No
10	Re-elect Alexandra Schaapveld as Director	Mgmt	For	For	No

## 3i Group Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
11	Re-elect Simon Thompson as Director	Mgmt	For	For	No
12	Re-elect Julia Wilson as Director	Mgmt	For	For	No
13	Reappoint KPMG LLP as Auditors	Mgmt	For	For	No
14	Authorise Board Acting Through the Audit and Compliance Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## McKay Securities Plc

**Meeting Date:** 07/01/2021

**Country:** United Kingdom

**Ticker:** MCKS

**Record Date:** 06/29/2021

**Meeting Type:** Annual

**Primary Security ID:** G59332117

**Voting Policy:** ISS

**Shares Voted:** 1,043,523

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Final Dividend	Mgmt	For	For	No
4	Re-elect Richard Grainger as Director	Mgmt	For	For	No
5	Re-elect Simon Perkins as Director	Mgmt	For	For	No
6	Re-elect Giles Salmon as Director	Mgmt	For	For	No
7	Re-elect Tom Elliott as Director	Mgmt	For	For	No
8	Re-elect Jon Austen as Director	Mgmt	For	For	No
9	Re-elect Jeremy Bates as Director	Mgmt	For	For	No
10	Elect Helen Sachdev as Director	Mgmt	For	For	No
11	Re-elect Nick Shepherd as Director	Mgmt	For	For	No
12	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	No
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No

## McKay Securities Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
14	Authorise Issue of Equity	Mgmt	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
19	Adopt New Articles of Association	Mgmt	For	For	No

## Trainline Plc

**Meeting Date:** 07/01/2021

**Country:** United Kingdom

**Ticker:** TRN

**Record Date:** 06/29/2021

**Meeting Type:** Annual

**Primary Security ID:** G8992Y119

**Voting Policy:** ISS

**Shares Voted:** 1,290,820

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	Against	Yes
3	Re-elect Brian McBride as Director	Mgmt	For	For	No
4	Re-elect Duncan Tatton-Brown as Director	Mgmt	For	For	No
5	Re-elect Kjersti Wiklund as Director	Mgmt	For	For	No
6	Re-elect Shaun McCabe as Director	Mgmt	For	For	No
7	Elect Andy Phillipps as Director	Mgmt	For	For	No
8	Elect Jennifer Duvalier as Director	Mgmt	For	For	No
9	Elect Jody Ford as Director	Mgmt	For	For	No
10	Appoint PwC LLP as Auditors	Mgmt	For	For	No
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
12	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No

## Trainline Plc

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

## Ubisoft Entertainment SA

Meeting Date: 07/01/2021

Country: France

Ticker: UBI

Record Date: 06/29/2021

Meeting Type: Annual/Special

Primary Security ID: F9396N106

Voting Policy: ISS

Shares Voted: 24,298

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	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 Report 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 of Chairman and CEO	Mgmt	For	For	No
12	Approve Remuneration Policy of Vice-CEOs	Mgmt	For	For	No
13	Approve Remuneration Policy of Directors	Mgmt	For	For	No
14	Ratify Appointment of Belen Essioux-Trujillo as Director	Mgmt	For	For	No
15	Reelect Laurence Hubert-Moy as Director	Mgmt	For	For	No
16	Reelect Didier Crespel as Director	Mgmt	For	For	No
17	Reelect Claude Guillemot as Director	Mgmt	For	Against	Yes

*Voting Policy Rationale: \* Votes FOR the ratification of appointment and reelections of these independent nominees are warranted in the absence of specific concerns (Items 14 to 16). \* The number of outside mandates held by Claude Guillemot, Michel Guillemot and Christian Guillemot is in excess of recommended guidelines for executive. Therefore, their reelection warrants votes AGAINST (Items 17-19).*

## Ubisoft Entertainment SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
18	Reelect Michel Guillemot as Director	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: * Votes FOR the ratification of appointment and reelections of these independent nominees are warranted in the absence of specific concerns (Items 14 to 16). * The number of outside mandates held by Claude Guillemot, Michel Guillemot and Christian Guillemot is in excess of recommended guidelines for executive. Therefore, their reelection warrants votes AGAINST (Items 17-19).</i></p>					
19	Reelect Christian Guillemot as Director	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: * Votes FOR the ratification of appointment and reelections of these independent nominees are warranted in the absence of specific concerns (Items 14 to 16). * The number of outside mandates held by Claude Guillemot, Michel Guillemot and Christian Guillemot is in excess of recommended guidelines for executive. Therefore, their reelection warrants votes AGAINST (Items 17-19).</i></p>					
20	Ratify Change Location of Registered Office to 2 rue Chene Heleuc, 56910 Carentoir and Amend Article 2 of Bylaws Accordingly	Mgmt	For	For	No
21	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	No
	Extraordinary Business	Mgmt			
22	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	No
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	No
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and/or Corporate Officers of International Subsidiaries	Mgmt	For	For	No
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans, Reserved for Specific Beneficiaries	Mgmt	For	For	No
26	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	No
27	Authorize up to 0.10 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Executive Corporate Officers	Mgmt	For	For	No
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	No

## Assura Plc

**Meeting Date:** 07/06/2021

**Country:** United Kingdom

**Ticker:** AGR

**Record Date:** 07/02/2021

**Meeting Type:** Annual

**Primary Security ID:** G2386T109

**Voting Policy:** ISS

**Shares Voted:** 4,364,623

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Appoint Ernst & Young LLP as Auditors	Mgmt	For	For	No

## Assura Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
5	Re-elect Ed Smith as Director	Mgmt	For	For	No
6	Re-elect Louise Fowler as Director	Mgmt	For	For	No
7	Re-elect Jonathan Murphy as Director	Mgmt	For	For	No
8	Re-elect Jayne Cottam as Director	Mgmt	For	For	No
9	Re-elect Jonathan Davies as Director	Mgmt	For	For	No
10	Elect Samantha Barrell as Director	Mgmt	For	For	No
11	Elect Emma Cariaga as Director	Mgmt	For	For	No
12	Elect Noel Gordon as Director	Mgmt	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Kering SA

**Meeting Date:** 07/06/2021

**Country:** France

**Ticker:** KER

**Record Date:** 07/02/2021

**Meeting Type:** Ordinary Shareholders

**Primary Security ID:** F5433L103

**Voting Policy:** ISS

**Shares Voted:** 4,821

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Business	Mgmt			
1	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	No

## AVEVA Group Plc

**Meeting Date:** 07/07/2021

**Country:** United Kingdom

**Ticker:** AVV

**Record Date:** 07/05/2021

**Meeting Type:** Annual

**Primary Security ID:** G06812120

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Final Dividend	Mgmt	For	For	No
4	Approve Sub-Plan for Californian-based Participants of Global Employee Share Purchase Plan	Mgmt	For	For	No
5	Approve Long Term Incentive Plan	Mgmt	For	For	No
6	Approve Restricted Share Plan	Mgmt	For	For	No
7	Re-elect Olivier Blum as Director	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: Item 7: Elect Olivier Blum as Director A vote AGAINST this resolution is warranted because: * Olivier Blum is a nominee of the controlling shareholder and thereby not considered to be independent. The composition of the Remuneration Committee does not comply with the recommendations of the UK Code as a result of this Director. Item 8- 14: A vote FOR these candidates is warranted as no significant concerns have been identified.</i></p>					
8	Re-elect Peter Herweck as Director	Mgmt	For	For	No
9	Re-elect Philip Aiken as Director	Mgmt	For	For	No
10	Re-elect James Kidd as Director	Mgmt	For	For	No
11	Re-elect Jennifer Allerton as Director	Mgmt	For	For	No
12	Re-elect Christopher Humphrey as Director	Mgmt	For	For	No
13	Re-elect Ron Mobed as Director	Mgmt	For	For	No
14	Re-elect Paula Dowdy as Director	Mgmt	For	For	No
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	No
16	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
18	Authorise Issue of Equity	Mgmt	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
20	Adopt New Articles of Association	Mgmt	For	For	No
21	Approve Reduction of Share Premium Account	Mgmt	For	For	No
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

**First Derivatives Plc**
**Meeting Date:** 07/08/2021

**Country:** United Kingdom

**Ticker:** FDP

**Record Date:** 07/06/2021

**Meeting Type:** Annual

**Primary Security ID:** G3466Z106



## First Derivatives Plc \$

Voting Policy: ISS

Shares Voted: 13,003

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve No Final Dividend	Mgmt	For	For	No
4	Re-elect Seamus Keating as Director	Mgmt	For	For	No
5	Re-elect Virginia Gambale as Director	Mgmt	For	For	No
6	Re-elect Donna Troy as Director	Mgmt	For	For	No
7	Elect Ryan Preston as Director	Mgmt	For	For	No
8	Elect Steve Fisher as Director	Mgmt	For	For	No
9	Elect Thomas Seifert as Director	Mgmt	For	For	No
10	Elect Ayman Sayed as Director	Mgmt	For	For	No
11	Reappoint Deloitte (NI) Limited as Auditors and Authorise Their Remuneration	Mgmt	For	For	No
12	Approve Change of Company Name to FD Technologies plc	Mgmt	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Great Portland Estates Plc

Meeting Date: 07/08/2021

Country: United Kingdom

Ticker: GPOR

Record Date: 07/06/2021

Meeting Type: Annual

Primary Security ID: G40712211

Voting Policy: ISS

Shares Voted: 517,540

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Final Dividend	Mgmt	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	No
4	Re-elect Toby Courtauld as Director	Mgmt	For	For	No
5	Re-elect Nick Sanderson as Director	Mgmt	For	For	No
6	Re-elect Richard Mully as Director	Mgmt	For	For	No

## Great Portland Estates Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
7	Re-elect Charles Philipps as Director	Mgmt	For	For	No
8	Re-elect Wendy Becker as Director	Mgmt	For	For	No
9	Re-elect Vicky Jarman as Director	Mgmt	For	For	No
10	Re-elect Nick Hampton as Director	Mgmt	For	For	No
11	Re-elect Alison Rose as Director	Mgmt	For	For	No
12	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	No
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
19	Adopt New Articles of Association	Mgmt	For	For	No

## Land Securities Group Plc

**Meeting Date:** 07/08/2021      **Country:** United Kingdom      **Ticker:** LAND  
**Record Date:** 07/06/2021      **Meeting Type:** Annual  
**Primary Security ID:** G5375M142

**Voting Policy:** ISS

**Shares Voted:** 1,776,412

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	No
4	Approve Final Dividend	Mgmt	For	For	No
5	Elect Vanessa Simms as Director	Mgmt	For	For	No
6	Elect Manjiry Tamhane as Director	Mgmt	For	For	No
7	Re-elect Mark Allan as Director	Mgmt	For	For	No
8	Re-elect Colette O'Shea as Director	Mgmt	For	For	No
9	Re-elect Edward Bonham Carter as Director	Mgmt	For	For	No
10	Re-elect Nicholas Cadbury as Director	Mgmt	For	For	No
11	Re-elect Madeleine Cosgrave as Director	Mgmt	For	For	No

## Land Securities Group Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
12	Re-elect Christophe Evain as Director	Mgmt	For	For	No
13	Re-elect Cressida Hogg as Director	Mgmt	For	For	No
14	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	No
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
21	Approve Restricted Stock Plan	Mgmt	For	For	No

## J Sainsbury Plc

**Meeting Date:** 07/09/2021

**Country:** United Kingdom

**Ticker:** SBRY

**Record Date:** 07/07/2021

**Meeting Type:** Annual

**Primary Security ID:** G77732173

**Voting Policy:** ISS

**Shares Voted:** 1,101,487

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Final Dividend	Mgmt	For	For	No
4	Elect Adrian Hennah as Director	Mgmt	For	For	No
5	Re-elect Brian Cassin as Director	Mgmt	For	For	No
6	Re-elect Jo Harlow as Director	Mgmt	For	For	No
7	Re-elect Tanuj Kapilashrami as Director	Mgmt	For	For	No
8	Re-elect Kevin O'Byrne as Director	Mgmt	For	For	No
9	Re-elect Dame Susan Rice as Director	Mgmt	For	For	No
10	Re-elect Simon Roberts as Director	Mgmt	For	For	No
11	Re-elect Martin Scicluna as Director	Mgmt	For	For	No
12	Re-elect Keith Weed as Director	Mgmt	For	For	No
13	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	No
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No

## J Sainsbury Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
15	Authorise Issue of Equity	Mgmt	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
20	Approve Savings-Related Share Option Scheme	Mgmt	For	For	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Melrose Industries Plc

**Meeting Date:** 07/09/2021

**Country:** United Kingdom

**Ticker:** MRO

**Record Date:** 07/07/2021

**Meeting Type:** Special

**Primary Security ID:** G5973J178

**Voting Policy:** ISS

**Shares Voted:** 7,406,584

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Reduction of Share Premium Account	Mgmt	For	For	No
2	Approve Issuance of B2 Shares	Mgmt	For	For	No
3	Approve Share Consolidation	Mgmt	For	For	No

## Prosus NV

**Meeting Date:** 07/09/2021

**Country:** Netherlands

**Ticker:** PRX

**Record Date:** 06/11/2021

**Meeting Type:** Special

**Primary Security ID:** N7163R103

**Voting Policy:** ISS

**Shares Voted:** 23,992

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Special Meeting Agenda	Mgmt			

## Prosus NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Proposed Transaction	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST is warranted at this time because: * The proposed group restructuring is not considered to fully address the substantial discount to NAV the company is trading at; * Absence of concrete and comprehensive evidence that this proposal will in fact address the NAV discount or what subsequent steps will be taken to address this concern in full; * The proposal entails increased complexity and an introduction of a cross-holding structure resulting in a governance that is considered to be a poor construct for management accountability and potentially perpetuates existing issues with the creation of disparity between economic and voting control at Prosus. However, this is not without recognizing that management suggests a well-intentioned solution which in theory should benefit both sides, whereas Naspers' control over Prosus remains similar (i.e. 72 percent voting control).</i></p>					
2	Close Meeting	Mgmt			

## Urban Logistics REIT Plc

**Meeting Date:** 07/12/2021

**Country:** United Kingdom

**Ticker:** SHED

**Record Date:** 07/08/2021

**Meeting Type:** Annual

**Primary Security ID:** G6853M109

**Voting Policy:** ISS

**Shares Voted:** 3,145,770

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Re-elect Nigel Rich as Director	Mgmt	For	For	No
3	Re-elect Jonathan Gray as Director	Mgmt	For	For	No
4	Re-elect Bruce Anderson as Director	Mgmt	For	For	No
5	Re-elect Richard Moffitt as Director	Mgmt	For	For	No
6	Re-elect Mark Johnson as Director	Mgmt	For	For	No
7	Re-elect Heather Hancock as Director	Mgmt	For	For	No
8	Appoint RSM UK Audit LLP as Auditors	Mgmt	For	For	No
9	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
10	Approve Company's Dividend Policy	Mgmt	For	For	No
11	Authorise Issue of Equity	Mgmt	For	For	No
12	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights (Additional Authority)	Mgmt	For	For	No
14	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
15	Adopt New Articles of Association	Mgmt	For	For	No

## Industria de Diseno Textil SA \$

Meeting Date: 07/13/2021

Country: Spain

Ticker: ITX

Record Date: 07/08/2021

Meeting Type: Annual

Primary Security ID: E6282J125

Voting Policy: ISS

Shares Voted: 44,491

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
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 and Dividends	Mgmt	For	For	No
5	Reelect Jose Arnau Sierra as Director	Mgmt	For	For	No
6	Renew Appointment of Deloitte as Auditor	Mgmt	For	For	No
7.a	Amend Article 8 Re: Representation of Shares	Mgmt	For	For	No
7.b	Amend Articles Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	Mgmt	For	For	No
7.c	Amend Articles Re: Board of Directors and Board Committees	Mgmt	For	For	No
7.d	Amend Article 36 Re: Approval of Accounts and Distribution of Dividends	Mgmt	For	For	No
7.e	Approve Restated Articles of Association	Mgmt	For	For	No
8	Approve Restated General Meeting Regulations Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	Mgmt	For	For	No
9	Approve Remuneration Policy	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
13	Receive Amendments to Board of Directors Regulations	Mgmt			

## LondonMetric Property Plc

Meeting Date: 07/13/2021

Country: United Kingdom

Ticker: LMP

Record Date: 07/09/2021

Meeting Type: Annual

Primary Security ID: G5689W109

Voting Policy: ISS

Shares Voted: 5,384,165

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

## LondonMetric Property Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
2	Approve Remuneration Report	Mgmt	For	For	No
3	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	No
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
5	Re-elect Patrick Vaughan as Director	Mgmt	For	For	No
6	Re-elect Andrew Jones as Director	Mgmt	For	For	No
7	Re-elect Martin McGann as Director	Mgmt	For	For	No
8	Re-elect James Dean as Director	Mgmt	For	For	No
9	Re-elect Rosalyn Wilton as Director	Mgmt	For	For	No
10	Re-elect Andrew Livingston as Director	Mgmt	For	For	No
11	Re-elect Suzanne Avery as Director	Mgmt	For	For	No
12	Re-elect Robert Fowlds as Director	Mgmt	For	For	No
13	Elect Katerina Patmore as Director	Mgmt	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## The British Land Co. Plc

**Meeting Date:** 07/13/2021

**Country:** United Kingdom

**Ticker:** BLND

**Record Date:** 07/09/2021

**Meeting Type:** Annual

**Primary Security ID:** G15540118

**Voting Policy:** ISS

**Shares Voted:** 1,471,639

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Final Dividend	Mgmt	For	For	No
4	Re-elect Simon Carter as Director	Mgmt	For	For	No
5	Re-elect Lynn Gladden as Director	Mgmt	For	For	No
6	Elect Irvinder Goodhew as Director	Mgmt	For	For	No
7	Re-elect Alastair Hughes as Director	Mgmt	For	For	No

## The British Land Co. Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
8	Re-elect Nicholas Macpherson as Director	Mgmt	For	For	No
9	Re-elect Preben Prebensen as Director	Mgmt	For	For	No
10	Re-elect Tim Score as Director	Mgmt	For	For	No
11	Re-elect Laura Wade-Gery as Director	Mgmt	For	For	No
12	Elect Loraine Woodhouse as Director	Mgmt	For	For	No
13	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Burberry Group Plc

**Meeting Date:** 07/14/2021      **Country:** United Kingdom      **Ticker:** BRBY  
**Record Date:** 07/12/2021      **Meeting Type:** Annual  
**Primary Security ID:** G1700D105

**Voting Policy:** ISS

**Shares Voted:** 314,519

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Final Dividend	Mgmt	For	For	No
4	Re-elect Dr Gerry Murphy as Director	Mgmt	For	For	No
5	Re-elect Marco Gobbetti as Director	Mgmt	For	For	No
6	Re-elect Julie Brown as Director	Mgmt	For	For	No
7	Re-elect Fabiola Arredondo as Director	Mgmt	For	For	No
8	Re-elect Sam Fischer as Director	Mgmt	For	For	No
9	Re-elect Ron Frasch as Director	Mgmt	For	For	No
10	Re-elect Matthew Key as Director	Mgmt	For	For	No



## Burberry Group Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
11	Re-elect Debra Lee as Director	Mgmt	For	For	No
12	Re-elect Dame Carolyn McCall as Director	Mgmt	For	For	No
13	Re-elect Orna NiChionna as Director	Mgmt	For	For	No
14	Elect Antoine de Saint-Affrique as Director	Mgmt	For	For	No
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	No
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
17	Approve International Free Share Plan	Mgmt	For	For	No
18	Approve Share Incentive Plan	Mgmt	For	For	No
19	Approve Sharesave Plan	Mgmt	For	For	No
20	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
21	Authorise Issue of Equity	Mgmt	For	For	No
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
25	Adopt New Articles of Association	Mgmt	For	For	No

## Draper Esprit Plc

**Meeting Date:** 07/14/2021

**Country:** United Kingdom

**Ticker:** GROW

**Record Date:** 07/12/2021

**Meeting Type:** Annual

**Primary Security ID:** G28295106

**Voting Policy:** ISS

**Shares Voted:** 1,124,312

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration and Nomination Committee Report	Mgmt	For	For	No
3	Re-elect Karen Slatford as Director	Mgmt	For	For	No
4	Re-elect Martin Davis as Director	Mgmt	For	For	No
5	Re-elect Stuart Chapman as Director	Mgmt	For	For	No
6	Re-elect Ben Wilkinson as Director	Mgmt	For	For	No
7	Re-elect Grahame Cook as Director	Mgmt	For	For	No
8	Re-elect Richard Pelly as Director	Mgmt	For	For	No
9	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No

## Draper Esprit Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
10	Authorise the Audit, Risk and Valuations Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
11	Authorise Issue of Equity	Mgmt	For	For	No
12	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
14	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Draper Esprit Plc

**Meeting Date:** 07/14/2021

**Country:** United Kingdom

**Ticker:** GROW

**Record Date:** 07/12/2021

**Meeting Type:** Special

**Primary Security ID:** G28295106

**Voting Policy:** ISS

**Shares Voted:** 1,124,312

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Adopt New Articles of Association	Mgmt	For	For	No
2	Adopt the Amended Investment Policy of the Company	Mgmt	For	For	No

## LXI REIT Plc

**Meeting Date:** 07/14/2021

**Country:** United Kingdom

**Ticker:** LXI

**Record Date:** 07/12/2021

**Meeting Type:** Annual

**Primary Security ID:** G57009105

**Voting Policy:** ISS

**Shares Voted:** 2,777,385

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	No
4	Authorise Directors to Declare and Pay All Dividends of the Company as Interim Dividends	Mgmt	For	For	No
5	Re-elect Stephen Hubbard as Director	Mgmt	For	For	No
6	Re-elect John Cartwright as Director	Mgmt	For	For	No
7	Re-elect Jeannette Etherden as Director	Mgmt	For	For	No

## LXI REIT Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
8	Re-elect Colin Smith as Director	Mgmt	For	For	No
9	Re-elect Patricia Dimond as Director	Mgmt	For	For	No
10	Reappoint BDO LLP as Auditors	Mgmt	For	For	No
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
12	Authorise Issue of Equity	Mgmt	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
14	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## BT Group Plc

**Meeting Date:** 07/15/2021

**Country:** United Kingdom

**Ticker:** BT.A

**Record Date:** 07/13/2021

**Meeting Type:** Annual

**Primary Security ID:** G16612106

**Voting Policy:** ISS

**Shares Voted:** 11,400,588

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Re-elect Jan du Plessis as Director	Mgmt	For	For	No
4	Re-elect Philip Jansen as Director	Mgmt	For	For	No
5	Re-elect Simon Lowth as Director	Mgmt	For	For	No
6	Re-elect Adel Al-Saleh as Director	Mgmt	For	For	No
7	Re-elect Sir Ian Cheshire as Director	Mgmt	For	For	No
8	Re-elect Iain Conn as Director	Mgmt	For	For	No
9	Re-elect Isabel Hudson as Director	Mgmt	For	For	No
10	Re-elect Matthew Key as Director	Mgmt	For	For	No
11	Re-elect Allison Kirkby as Director	Mgmt	For	For	No
12	Re-elect Leena Nair as Director	Mgmt	For	For	No
13	Re-elect Sara Weller as Director	Mgmt	For	For	No
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For	No
15	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	No

## BT Group Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
21	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
22	Adopt New Articles of Association	Mgmt	For	For	No

## Helical Plc

**Meeting Date:** 07/15/2021

**Country:** United Kingdom

**Ticker:** HLCL

**Record Date:** 07/13/2021

**Meeting Type:** Annual

**Primary Security ID:** G43904195

**Voting Policy:** ISS

**Shares Voted:** 851,150

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Final Dividend	Mgmt	For	For	No
3	Re-elect Richard Grant as Director	Mgmt	For	For	No
4	Re-elect Gerald Kaye as Director	Mgmt	For	For	No
5	Re-elect Tim Murphy as Director	Mgmt	For	For	No
6	Re-elect Matthew Bonning-Snook as Director	Mgmt	For	For	No
7	Re-elect Sue Clayton as Director	Mgmt	For	For	No
8	Re-elect Richard Cotton as Director	Mgmt	For	For	No
9	Re-elect Joe Lister as Director	Mgmt	For	For	No
10	Re-elect Sue Farr as Director	Mgmt	For	For	No
11	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	No
12	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
13	Approve Remuneration Report	Mgmt	For	For	No
14	Approve Remuneration Policy	Mgmt	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No

## Helical Plc

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

## Cairn Energy Plc

**Meeting Date:** 07/19/2021      **Country:** United Kingdom      **Ticker:** CNE  
**Record Date:** 07/15/2021      **Meeting Type:** Special  
**Primary Security ID:** G1856T128

**Voting Policy:** ISS

**Shares Voted:** 1,193,757

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Acquisition of 50 per cent of Upstream Interests in the Western Desert, The Arab Republic of Egypt	Mgmt	For	For	No

## Equiniti Group Plc

**Meeting Date:** 07/19/2021      **Country:** United Kingdom      **Ticker:** EQN  
**Record Date:** 07/16/2021      **Meeting Type:** Court  
**Primary Security ID:** G315B4104

**Voting Policy:** ISS

**Shares Voted:** 4,220,112

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

## Equiniti Group Plc

**Meeting Date:** 07/19/2021      **Country:** United Kingdom      **Ticker:** EQN  
**Record Date:** 07/16/2021      **Meeting Type:** Special  
**Primary Security ID:** G315B4104

## Equiniti Group Plc \$

Voting Policy: ISS

Shares Voted: 4,220,112

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve the Recommended Cash Acquisition of Equiniti Group plc by Earth Private Holdings Ltd; Amend Articles of Association	Mgmt	For	For	No

## Bloomsbury Publishing Plc

Meeting Date: 07/21/2021

Country: United Kingdom

Ticker: BMY

Record Date: 07/19/2021

Meeting Type: Annual

Primary Security ID: G1179Q132

Voting Policy: ISS

Shares Voted: 1,157,687

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Special Dividend	Mgmt	For	For	No
4	Approve Final Dividend	Mgmt	For	For	No
5	Re-elect Steven Hall as Director	Mgmt	For	For	No
6	Re-elect Sir Richard Lambert as Director	Mgmt	For	For	No
7	Re-elect Nigel Newton as Director	Mgmt	For	For	No
8	Re-elect Leslie-Ann Reed as Director	Mgmt	For	For	No
9	Re-elect Penny Scott-Bayfield as Director	Mgmt	For	For	No
10	Elect Baroness Lola Young of Hornsey as Director	Mgmt	For	For	No
11	Reappoint KPMG LLP as Auditors	Mgmt	For	For	No
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No

## Electricite de France SA

Meeting Date: 07/21/2021

Country: France

Ticker: EDF

Record Date: 07/19/2021

Meeting Type: Bondholder

Primary Security ID: F2940H113

# Electricite de France SA \$

Voting Policy: ISS

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Meeting for Holders of Bonds with ISIN FR0011700293 Amendment of the Terms and Conditions of the 2014 GBP Notes, Powers to carry out Formalities	Mgmt	For		No

# Experian Plc

Meeting Date: 07/21/2021

Country: Jersey

Ticker: EXPN

Record Date: 07/19/2021

Meeting Type: Annual

Primary Security ID: G32655105

Voting Policy: ISS

Shares Voted: 2,565,036

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Elect Alison Brittain as Director	Mgmt	For	For	No
4	Elect Jonathan Howell as Director	Mgmt	For	For	No
5	Re-elect Dr Ruba Borno as Director	Mgmt	For	For	No
6	Re-elect Brian Cassin as Director	Mgmt	For	For	No
7	Re-elect Caroline Donahue as Director	Mgmt	For	For	No
8	Re-elect Luiz Fleury as Director	Mgmt	For	For	No
9	Re-elect Deirdre Mahlan as Director	Mgmt	For	For	No
10	Re-elect Lloyd Pitchford as Director	Mgmt	For	For	No
11	Re-elect Mike Rogers as Director	Mgmt	For	For	No
12	Re-elect George Rose as Director	Mgmt	For	For	No
13	Re-elect Kerry Williams as Director	Mgmt	For	For	No
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For	No
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No

## Experian Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
20	Adopt New Articles of Association	Mgmt	For	For	No

## Royal Mail Plc

**Meeting Date:** 07/21/2021      **Country:** United Kingdom      **Ticker:** RMG  
**Record Date:** 07/19/2021      **Meeting Type:** Annual  
**Primary Security ID:** G7368G108

**Voting Policy:** ISS

**Shares Voted:** 962,167

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Final Dividend	Mgmt	For	For	No
4	Re-elect Keith Williams as Director	Mgmt	For	For	No
5	Re-elect Simon Thompson as Director	Mgmt	For	For	No
6	Elect Martin Seidenberg as Director	Mgmt	For	For	No
7	Elect Mick Jeavons as Director	Mgmt	For	For	No
8	Re-elect Baroness Sarah Hogg as Director	Mgmt	For	For	No
9	Re-elect Rita Griffin as Director	Mgmt	For	For	No
10	Re-elect Maria da Cunha as Director	Mgmt	For	For	No
11	Re-elect Michael Findlay as Director	Mgmt	For	For	No
12	Re-elect Lynne Peacock as Director	Mgmt	For	For	No
13	Reappoint KPMG LLP as Auditors	Mgmt	For	For	No
14	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No



## St. Modwen Properties Plc \$

Meeting Date: 07/21/2021

Country: United Kingdom

Ticker: SMP

Record Date: 07/19/2021

Meeting Type: Court

Primary Security ID: G61824101

Voting Policy: ISS

Shares Voted: 168,400

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

## St. Modwen Properties Plc

Meeting Date: 07/21/2021

Country: United Kingdom

Ticker: SMP

Record Date: 07/19/2021

Meeting Type: Special

Primary Security ID: G61824101

Voting Policy: ISS

Shares Voted: 168,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve the Recommended Cash Acquisition of St Modwen Properties plc by Brighton Bidco Limited; Amend Articles of Association	Mgmt	For	For	No

## Bytes Technology Group Plc

Meeting Date: 07/22/2021

Country: United Kingdom

Ticker: BYIT

Record Date: 07/20/2021

Meeting Type: Annual

Primary Security ID: G1824W104

Voting Policy: ISS

Shares Voted: 3,425,926

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	No
4	Elect Patrick De Smedt as Director	Mgmt	For	For	No
5	Elect Neil Murphy as Director	Mgmt	For	For	No
6	Elect Keith Richardson as Director	Mgmt	For	For	No
7	Elect Mike Phillips as Director	Mgmt	For	For	No
8	Elect Alison Vincent as Director	Mgmt	For	For	No
9	Elect David Maw as Director	Mgmt	For	For	No
10	Appoint Ernst & Young LLP as Auditors	Mgmt	For	For	No

## Bytes Technology Group Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
11	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
12	Authorise Issue of Equity	Mgmt	For	For	No
13	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Nationwide Building Society

**Meeting Date:** 07/22/2021

**Country:** United Kingdom

**Ticker:** NBS

**Record Date:** 07/20/2021

**Meeting Type:** Annual

**Primary Security ID:** G6S178103

**Voting Policy:** ISS

**Shares Voted:** 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For		No
2	Approve Remuneration Report	Mgmt	For		No
3	Reappoint Ernst & Young LLP as Auditors	Mgmt	For		No
4	Elect Debbie Klein as Director	Mgmt	For		No
5	Elect Tamara Rajah as Director	Mgmt	For		No
6	Re-elect Mai Fyfield as Director	Mgmt	For		No
7	Re-elect Joe Garner as Director	Mgmt	For		No
8	Re-elect Albert Hitchcock as Director	Mgmt	For		No
9	Re-elect Kevin Parry as Director	Mgmt	For		No
10	Re-elect Chris Rhodes as Director	Mgmt	For		No
11	Re-elect Phil Rivett as Director	Mgmt	For		No
12	Re-elect David Roberts as Director	Mgmt	For		No
13	Re-elect Tim Tookey as Director	Mgmt	For		No
14	Re-elect Gunn Waersted as Director	Mgmt	For		No

Meeting Date: 07/22/2021

Country: United Kingdom

Ticker: SSE

Record Date: 07/20/2021

Meeting Type: Annual

Primary Security ID: G8842P102

Voting Policy: ISS

Shares Voted: 1,222,285

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Final Dividend	Mgmt	For	For	No
4	Re-elect Gregor Alexander as Director	Mgmt	For	For	No
5	Re-elect Sue Bruce as Director	Mgmt	For	For	No
6	Re-elect Tony Cocker as Director	Mgmt	For	For	No
7	Re-elect Peter Lynas as Director	Mgmt	For	For	No
8	Re-elect Helen Mahy as Director	Mgmt	For	For	No
9	Elect John Manzoni as Director	Mgmt	For	For	No
10	Re-elect Alistair Phillips-Davies as Director	Mgmt	For	For	No
11	Re-elect Martin Pibworth as Director	Mgmt	For	For	No
12	Re-elect Melanie Smith as Director	Mgmt	For	For	No
13	Re-elect Angela Strank as Director	Mgmt	For	For	No
14	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	No
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	No
17	Approve Scrip Dividend Scheme	Mgmt	For	For	No
18	Approve Sharesave Scheme	Mgmt	For	For	No
19	Approve Net Zero Transition Report	Mgmt	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
23	Adopt New Articles of Association	Mgmt	For	For	No

## Telecom Plus Plc

Meeting Date: 07/22/2021

Country: United Kingdom

Ticker: TEP

Record Date: 07/20/2021

Meeting Type: Annual

Primary Security ID: G8729H108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Final Dividend	Mgmt	For	For	No
4	Re-elect Charles Wigoder as Director	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: Item 4A vote AGAINST is considered warranted for the re-election of Charles Wigoder because:* He is the Board Chair and considered responsible for the Corporate Governance arrangements at the Company. It is noted the composition of the Audit Committee and the overall Board structure has been non-compliant with the recommendation of the Code for a number of years, with no effective improvement. Furthermore, board diversity concerns persist, due to the limited female representation on the Board, and the lack of any commitment to have Board composition be aligned with the Hampton-Alexander guidelines.Item 5-9 &amp; 12A vote FOR these Directors is warranted as no significant concerns have been identified.Item 10A vote AGAINST the re-election of Melvin Lawson is considered warranted because:* Melvin Lawson is a non-independent NED whose membership of the Board contributes to the non-compliance with the Code. The director does not sit on any of the principal board Committees leading to a qualified support for his re-election considered warranted at the 2020 AGM. However, a negative recommendation is considered warranted as the Company has failed to improve the independence on the Board.Item 11A vote AGAINST Julian Schild is warranted because:* Julian Schild is considered non-independent due to his tenure but remains the Chair of the Audit Committee. In line with the UK Code, audit committees should comprise wholly of independent directors.</i></p>					
5	Re-elect Andrew Lindsay as Director	Mgmt	For	For	No
6	Re-elect Nicholas Schoenfeld as Director	Mgmt	For	For	No
7	Elect Stuart Burnett as Director	Mgmt	For	For	No
8	Re-elect Beatrice Hollond as Director	Mgmt	For	For	No
9	Re-elect Andrew Blowers as Director	Mgmt	For	For	No
10	Re-elect Melvin Lawson as Director	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: Item 4A vote AGAINST is considered warranted for the re-election of Charles Wigoder because:* He is the Board Chair and considered responsible for the Corporate Governance arrangements at the Company. It is noted the composition of the Audit Committee and the overall Board structure has been non-compliant with the recommendation of the Code for a number of years, with no effective improvement. Furthermore, board diversity concerns persist, due to the limited female representation on the Board, and the lack of any commitment to have Board composition be aligned with the Hampton-Alexander guidelines.Item 5-9 &amp; 12A vote FOR these Directors is warranted as no significant concerns have been identified.Item 10A vote AGAINST the re-election of Melvin Lawson is considered warranted because:* Melvin Lawson is a non-independent NED whose membership of the Board contributes to the non-compliance with the Code. The director does not sit on any of the principal board Committees leading to a qualified support for his re-election considered warranted at the 2020 AGM. However, a negative recommendation is considered warranted as the Company has failed to improve the independence on the Board.Item 11A vote AGAINST Julian Schild is warranted because:* Julian Schild is considered non-independent due to his tenure but remains the Chair of the Audit Committee. In line with the UK Code, audit committees should comprise wholly of independent directors.</i></p>					
11	Re-elect Julian Schild as Director	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: Item 4A vote AGAINST is considered warranted for the re-election of Charles Wigoder because:* He is the Board Chair and considered responsible for the Corporate Governance arrangements at the Company. It is noted the composition of the Audit Committee and the overall Board structure has been non-compliant with the recommendation of the Code for a number of years, with no effective improvement. Furthermore, board diversity concerns persist, due to the limited female representation on the Board, and the lack of any commitment to have Board composition be aligned with the Hampton-Alexander guidelines.Item 5-9 &amp; 12A vote FOR these Directors is warranted as no significant concerns have been identified.Item 10A vote AGAINST the re-election of Melvin Lawson is considered warranted because:* Melvin Lawson is a non-independent NED whose membership of the Board contributes to the non-compliance with the Code. The director does not sit on any of the principal board Committees leading to a qualified support for his re-election considered warranted at the 2020 AGM. However, a negative recommendation is considered warranted as the Company has failed to improve the independence on the Board.Item 11A vote AGAINST Julian Schild is warranted because:* Julian Schild is considered non-independent due to his tenure but remains the Chair of the Audit Committee. In line with the UK Code, audit committees should comprise wholly of independent directors.</i></p>					

## Telecom Plus Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
12	Elect Suzanne Williams as Director	Mgmt	For	For	No
13	Reappoint KPMG LLP as Auditors	Mgmt	For	For	No
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Workspace Group Plc

**Meeting Date:** 07/22/2021

**Country:** United Kingdom

**Ticker:** WKP

**Record Date:** 07/20/2021

**Meeting Type:** Annual

**Primary Security ID:** G5595E136

**Voting Policy:** ISS

**Shares Voted:** 2,474,973

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Final Dividend	Mgmt	For	For	No
4	Re-elect Stephen Hubbard as Director	Mgmt	For	For	No
5	Re-elect Graham Clemett as Director	Mgmt	For	For	No
6	Re-elect David Benson as Director	Mgmt	For	For	No
7	Re-elect Chris Girling as Director	Mgmt	For	For	No
8	Re-elect Damon Russell as Director	Mgmt	For	For	No
9	Re-elect Suzi Williams as Director	Mgmt	For	For	No
10	Elect Rosie Shapland as Director	Mgmt	For	For	No
11	Elect Lesley-Ann Nash as Director	Mgmt	For	For	No
12	Reappoint KPMG LLP as Auditors	Mgmt	For	For	No
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	No

## Workspace Group Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Linde Plc

**Meeting Date:** 07/26/2021

**Country:** Ireland

**Ticker:** LIN

**Record Date:** 07/24/2021

**Meeting Type:** Annual

**Primary Security ID:** G5494J103

**Voting Policy:** ISS

**Shares Voted:** 28,750

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Wolfgang H. Reitzle	Mgmt	For	For	No
1b	Elect Director Stephen F. Angel	Mgmt	For	For	No
1c	Elect Director Ann-Kristin Achleitner	Mgmt	For	For	No
1d	Elect Director Clemens A. H. Borsig	Mgmt	For	For	No
1e	Elect Director Nance K. Dicciani	Mgmt	For	For	No
1f	Elect Director Thomas Enders	Mgmt	For	For	No
1g	Elect Director Franz Fehrenbach	Mgmt	For	For	No
1h	Elect Director Edward G. Galante	Mgmt	For	For	No
1i	Elect Director Larry D. McVay	Mgmt	For	For	No
1j	Elect Director Victoria E. Ossadnik	Mgmt	For	For	No
1k	Elect Director Martin H. Richenhagen	Mgmt	For	For	No
1l	Elect Director Robert L. Wood	Mgmt	For	For	No
2a	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	No
2b	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
4	Approve Remuneration Policy	Mgmt	For	For	No
5	Approve Remuneration Report	Mgmt	For	For	No
6	Approve Omnibus Stock Plan	Mgmt	For	For	No
7	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	No

Meeting Date: 07/26/2021

Country: United Kingdom

Ticker: NG

Record Date: 07/22/2021

Meeting Type: Annual

Primary Security ID: G6S9A7120

Voting Policy: ISS

Shares Voted: 4,982,662

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Final Dividend	Mgmt	For	For	No
3	Elect Paula Reynolds as Director	Mgmt	For	For	No
4	Re-elect John Pettigrew as Director	Mgmt	For	For	No
5	Re-elect Andy Agg as Director	Mgmt	For	For	No
6	Re-elect Mark Williamson as Director	Mgmt	For	For	No
7	Re-elect Jonathan Dawson as Director	Mgmt	For	For	No
8	Re-elect Therese Esperdy as Director	Mgmt	For	For	No
9	Re-elect Liz Hewitt as Director	Mgmt	For	For	No
10	Re-elect Amanda Mesler as Director	Mgmt	For	For	No
11	Re-elect Earl Shipp as Director	Mgmt	For	For	No
12	Re-elect Jonathan Silver as Director	Mgmt	For	For	No
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	No
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
15	Approve Remuneration Report	Mgmt	For	For	No
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	No
18	Approve Long Term Performance Plan	Mgmt	For	For	No
19	Approve US Employee Stock Purchase Plan	Mgmt	For	For	No
20	Approve Climate Change Commitments and Targets	Mgmt	For	For	No
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
25	Adopt New Articles of Association	Mgmt	For	For	No

**Meeting Date:** 07/26/2021

**Country:** USA

**Ticker:** TBLD

**Record Date:** 07/01/2021

**Meeting Type:** Annual

**Primary Security ID:** U8884H103

**Voting Policy:** ISS

**Shares Voted:** 790,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Appoint Grant Thornton LLP as Auditors and Authorise Their Remuneration	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because:* There is no available disclosure with regard to the remuneration of the Company's auditors for the period under review.</i>					
3	Elect Antonio Assenza as Director	Mgmt	For	For	No
4	Elect Neil Catto as Director	Mgmt	For	For	No
5	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because:* The proposed amount under the general authority exceeds recommended limits of 10 percent of issued share capital for share issuances without pre-emptive rights.</i>					

## NewRiver REIT Plc

**Meeting Date:** 07/27/2021

**Country:** United Kingdom

**Ticker:** NRR

**Record Date:** 07/23/2021

**Meeting Type:** Annual

**Primary Security ID:** G64950101

**Voting Policy:** ISS

**Shares Voted:** 6,818,255

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Final Dividend	Mgmt	For	For	No
4	Re-elect Margaret Ford as Director	Mgmt	For	For	No
5	Re-elect Colin Rutherford as Director	Mgmt	For	For	No
6	Re-elect Allan Lockhart as Director	Mgmt	For	For	No
7	Re-elect Mark Davies as Director	Mgmt	For	For	No
8	Re-elect Kay Chaldecott as Director	Mgmt	For	For	No
9	Re-elect Alastair Miller as Director	Mgmt	For	For	No
10	Elect Charlie Parker as Director	Mgmt	For	For	No
11	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	No



## NewRiver REIT Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
18	Approve Cancellation of the Share Premium Account	Mgmt	For	For	No
19	Adopt New Articles of Association	Mgmt	For	For	No

## Vodafone Group Plc

**Meeting Date:** 07/27/2021

**Country:** United Kingdom

**Ticker:** VOD

**Record Date:** 07/23/2021

**Meeting Type:** Annual

**Primary Security ID:** G93882192

**Voting Policy:** ISS

**Shares Voted:** 41,352,630

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Elect Olaf Swantee as Director	Mgmt	For	For	No
3	Re-elect Jean-Francois van Boxmeer as Director	Mgmt	For	For	No
4	Re-elect Nick Read as Director	Mgmt	For	For	No
5	Re-elect Margherita Della Valle as Director	Mgmt	For	For	No
6	Re-elect Sir Crispin Davis as Director	Mgmt	For	For	No
7	Re-elect Michel Demare as Director	Mgmt	For	For	No
8	Re-elect Dame Clara Furse as Director	Mgmt	For	For	No
9	Re-elect Valerie Gooding as Director	Mgmt	For	For	No
10	Re-elect Maria Amparo Moraleda Martinez as Director	Mgmt	For	For	No
11	Re-elect Sanjiv Ahuja as Director	Mgmt	For	For	No
12	Re-elect David Nish as Director	Mgmt	For	For	No
13	Approve Final Dividend	Mgmt	For	For	No
14	Approve Remuneration Report	Mgmt	For	For	No
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	No
16	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	No

## Vodafone Group Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
21	Adopt New Articles of Association	Mgmt	For	For	No
22	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Alstom SA

**Meeting Date:** 07/28/2021

**Country:** France

**Ticker:** ALO

**Record Date:** 07/26/2021

**Meeting Type:** Annual/Special

**Primary Security ID:** F0259M475

**Voting Policy:** ISS

**Shares Voted:** 8,752

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	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 0.25 per Share With an Option for Payment of Dividends in Cash or in Shares	Mgmt	For	For	No
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	No
5	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For	No
6	Acknowledge End of Mandate of Jean-Christophe Georghiou as Alternate Auditor and Decision Not to Replace and Renew	Mgmt	For	For	No
7	Renew Appointment of Mazars as Auditor	Mgmt	For	For	No
8	Acknowledge End of Mandate of Jean-Maurice El Nouchi as Alternate Auditor and Decision Not to Replace and Renew	Mgmt	For	For	No
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	No
10	Approve Remuneration Policy of Directors	Mgmt	For	For	No
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
12	Approve Compensation of Henri Poupart-Lafarge, Chairman and CEO	Mgmt	For	For	No
13	Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Mgmt	For	For	No
	Extraordinary Business	Mgmt			
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	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	Authorize up to 5 Million Shares for Use in Restricted Stock Plans	Mgmt	For	For	No
18	Remove Articles Related to Preferred Stock	Mgmt	For	For	No
19	Amend Articles of Bylaws to Comply with Legal Changes	Mgmt	For	For	No
20	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 911 Million	Mgmt	For	For	No
21	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 260 Million	Mgmt	For	For	No
22	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 260 Million	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	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	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	No
26	Authorize Capital Increase of Up to EUR 260 Million for Future Exchange Offers	Mgmt	For	For	No
27	Approve Issuance of Equity or Equity-Linked Securities for Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 260 Million	Mgmt	For	For	No
	Ordinary Business	Mgmt			
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	No

## Card Factory Plc \$

**Meeting Date:** 07/28/2021

**Country:** United Kingdom

**Ticker:** CARD

**Record Date:** 07/26/2021

**Meeting Type:** Annual

**Primary Security ID:** G1895H101

**Voting Policy:** ISS

**Shares Voted:** 3,902,603

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Re-elect Paul Moody as Director	Mgmt	For	For	No
3	Elect Darcy Willson-Rymer as Director	Mgmt	For	For	No
4	Re-elect Kristian Lee as Director	Mgmt	For	For	No
5	Re-elect Octavia Morley as Director	Mgmt	For	For	No
6	Re-elect David Stead as Director	Mgmt	For	For	No
7	Re-elect Paul McCrudden as Director	Mgmt	For	For	No
8	Re-elect Roger Whiteside as Director	Mgmt	For	For	No
9	Re-elect Nathan Lane as Director	Mgmt	For	For	No
10	Approve Remuneration Report	Mgmt	For	For	No
11	Approve Remuneration Policy	Mgmt	For	For	No
12	Reappoint KPMG LLP as Auditors	Mgmt	For	For	No
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
19	Adopt New Articles of Association	Mgmt	For	For	No

## discoverIE Group Plc

**Meeting Date:** 07/29/2021

**Country:** United Kingdom

**Ticker:** DSCV

**Record Date:** 07/27/2021

**Meeting Type:** Annual

**Primary Security ID:** G2887F103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	No
4	Re-elect Malcolm Diamond as Director	Mgmt	For	For	No
5	Re-elect Nick Jefferies as Director	Mgmt	For	For	No
6	Re-elect Simon Gibbins as Director	Mgmt	For	For	No
7	Re-elect Bruce Thompson as Director	Mgmt	For	For	No
8	Re-elect Tracey Graham as Director	Mgmt	For	For	No
9	Re-elect Clive Watson as Director	Mgmt	For	For	No
10	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
12	Authorise Issue of Equity	Mgmt	For	For	No
13	Authorise Issue of Equity with Pre-emptive Rights in Connection with a Rights Issue	Mgmt	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Mgmt	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with a Rights Issue	Mgmt	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
20	Approve 2021 Long-Term Incentive Plan	Mgmt	For	For	No

## GB Group Plc

Meeting Date: 07/29/2021

Country: United Kingdom

Ticker: GBG

Record Date: 07/27/2021

Meeting Type: Annual

Primary Security ID: G3770M106

Voting Policy: ISS

Shares Voted: 3,894,519

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Final Dividend	Mgmt	For	For	No
3	Re-elect David Rasche as Director	Mgmt	For	For	No
4	Re-elect Elizabeth Catchpole as Director	Mgmt	For	For	No
5	Elect David Ward as Director	Mgmt	For	For	No
6	Approve Remuneration Report	Mgmt	For	For	No
7	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	No
8	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
9	Authorise Issue of Equity	Mgmt	For	For	No
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
11	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
13	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Intermediate Capital Group Plc

Meeting Date: 07/29/2021

Country: United Kingdom

Ticker: ICP

Record Date: 07/27/2021

Meeting Type: Annual

Primary Security ID: G4807D192

Voting Policy: ISS

Shares Voted: 87,219

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	No
4	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
5	Approve Final Dividend	Mgmt	For	For	No
6	Re-elect Vijay Bharadia as Director	Mgmt	For	For	No
7	Re-elect Benoit Durteste as Director	Mgmt	For	For	No
8	Re-elect Virginia Holmes as Director	Mgmt	For	For	No

## Intermediate Capital Group Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
9	Re-elect Michael Nelligan as Director	Mgmt	For	For	No
10	Re-elect Kathryn Purves as Director	Mgmt	For	For	No
11	Re-elect Amy Schioldager as Director	Mgmt	For	For	No
12	Re-elect Andrew Sykes as Director	Mgmt	For	For	No
13	Re-elect Stephen Welton as Director	Mgmt	For	For	No
14	Re-elect Lord Davies of Abersoch as Director	Mgmt	For	For	No
15	Re-elect Antje Hensel-Roth as Director	Mgmt	For	For	No
16	Elect Rosemary Leith as Director	Mgmt	For	For	No
17	Elect Matthew Lester as Director	Mgmt	For	For	No
18	Authorise Issue of Equity	Mgmt	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Johnson Matthey Plc

**Meeting Date:** 07/29/2021

**Country:** United Kingdom

**Ticker:** JMAT

**Record Date:** 07/27/2021

**Meeting Type:** Annual

**Primary Security ID:** G51604166

**Voting Policy:** ISS

**Shares Voted:** 261,080

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Final Dividend	Mgmt	For	For	No
4	Elect Stephen Oxley as Director	Mgmt	For	For	No
5	Re-elect Jane Griffiths as Director	Mgmt	For	For	No
6	Re-elect Xiaozhi Liu as Director	Mgmt	For	For	No
7	Re-elect Robert MacLeod as Director	Mgmt	For	For	No
8	Re-elect Chris Mottershead as Director	Mgmt	For	For	No
9	Re-elect John O'Higgins as Director	Mgmt	For	For	No
10	Re-elect Patrick Thomas as Director	Mgmt	For	For	No

## Johnson Matthey Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
11	Re-elect Doug Webb as Director	Mgmt	For	For	No
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Sirius Real Estate Ltd.

**Meeting Date:** 07/30/2021

**Country:** Guernsey

**Ticker:** SRE

**Record Date:** 07/28/2021

**Meeting Type:** Annual

**Primary Security ID:** G8187C104

**Voting Policy:** ISS

**Shares Voted:** 5,566,588

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Re-elect Caroline Britton as Director	Mgmt	For	For	No
3	Re-elect Mark Cherry as Director	Mgmt	For	For	No
4	Re-elect Kelly Cleveland as Director	Mgmt	For	For	No
5	Re-elect Andrew Coombs as Director	Mgmt	For	For	No
6	Elect Joanne Kenrick as a Director	Mgmt	For	For	No
7	Re-elect Daniel Kitchen as Director	Mgmt	For	For	No
8	Re-elect Alistair Marks as Director	Mgmt	For	For	No
9	Re-elect James Peggie as Director	Mgmt	For	For	No
10	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No
11	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
12	Approve Dividend	Mgmt	For	For	No
13	Approve Remuneration Policy	Mgmt	For	For	No
14	Approve Implementation Report	Mgmt	For	For	No



## Sirius Real Estate Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
15	Approve Scrip Dividend	Mgmt	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
19	Approve Long Term Incentive Plan	Mgmt	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No

## Argentex Group Plc

**Meeting Date:** 08/04/2021      **Country:** United Kingdom      **Ticker:** AGFX  
**Record Date:** 08/02/2021      **Meeting Type:** Annual  
**Primary Security ID:** G053A6107

**Voting Policy:** ISS

**Shares Voted:** 476,043

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Re-elect Lord Digby Jones as Director	Mgmt	For	For	No
4	Re-elect Harry Adams as Director	Mgmt	For	For	No
5	Elect Jo Stent as Director	Mgmt	For	For	No
6	Re-elect Henry Beckwith as Director	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: Items 3-5 &amp; 7-9A vote FOR the re-election/election of Lord Digby Jones, Harry Adams, Jo Stent, Jonathan Gray, Nigel Railton and Lena Wilson is warranted because no significant concerns have been identified. Item 6A vote AGAINST the re-election of Henry Beckwith 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></p>					
7	Re-elect Jonathan Gray as Director	Mgmt	For	For	No
8	Re-elect Nigel Railton as Director	Mgmt	For	For	No
9	Re-elect Lena Wilson as Director	Mgmt	For	For	No
10	Appoint Deloitte LLP as Auditors	Mgmt	For	For	No
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
12	Authorise Issue of Equity	Mgmt	For	For	No
13	Approve Final Dividend	Mgmt	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No

## iEnergizer Ltd. \$

**Meeting Date:** 08/13/2021

**Country:** Guernsey

**Ticker:** IBPO

**Record Date:** 08/11/2021

**Meeting Type:** Annual

**Primary Security ID:** G47461101

**Voting Policy:** ISS

**Shares Voted:** 5,296,304

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Ratify Grant Thornton as Auditors and Authorise Their Remuneration	Mgmt	For	For	No
3	Re-elect Chris de Putron as Director	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: Item 3A vote AGAINST the re-election of Chris de Putron is warranted because: * He is the Chair of the Nomination Committee and the Board does not have at least one woman board member. Item 4A vote FOR the re-election of Mark De La Rue is warranted because no significant concerns have been identified.</i>					
4	Re-elect Mark De La Rue as Director	Mgmt	For	For	No

## NewRiver REIT Plc

**Meeting Date:** 08/13/2021

**Country:** United Kingdom

**Ticker:** NRR

**Record Date:** 08/11/2021

**Meeting Type:** Special

**Primary Security ID:** G64950101

**Voting Policy:** ISS

**Shares Voted:** 6,941,255

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Disposal by the Company of Hawthorn Leisure REIT Limited	Mgmt	For	For	No

## Marston's Issuer Plc

**Meeting Date:** 08/17/2021

**Country:** United Kingdom

**Ticker:** N/A

**Record Date:**

**Meeting Type:** Bondholder

**Primary Security ID:** G48831AE4

**Voting Policy:** ISS

**Shares Voted:** 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Meeting for Holders of Bonds with ISIN XS0226792280	Mgmt			
1	Approve Extraordinary Resolution as per Meeting Notice	Mgmt	For		No

## Marston's Issuer Plc \$

**Meeting Date:** 08/17/2021

**Country:** United Kingdom

**Ticker:** N/A

**Record Date:**

**Meeting Type:** Bondholder

**Primary Security ID:** G48831AE4

**Voting Policy:** ISS

**Shares Voted:** 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Meeting for Holders of Bonds with ISIN XS0226790748	Mgmt			
1	Approve Extraordinary Resolution as per Meeting Notice	Mgmt	For		No

## Prosus NV

**Meeting Date:** 08/24/2021

**Country:** Netherlands

**Ticker:** PRX

**Record Date:** 07/27/2021

**Meeting Type:** Annual

**Primary Security ID:** N7163R103

**Voting Policy:** ISS

**Shares Voted:** 2,717

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt			
1	Receive Report of Management Board (Non-Voting)	Mgmt			
2	Approve Remuneration Report	Mgmt	For	Against	Yes
<p><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 2020/2021 is considered excessive (USD 18 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. * Albeit we recognize the company has made a number of efforts to address shareholders concerns as raised at the 2020 AGM, given the level of dissent the changes are not considered to fully address or fully mitigate concerns.</i></p>					
3	Adopt Financial Statements	Mgmt	For	For	No
4	Approve Dividend Distribution in Relation to the Financial Year Ending March 31, 2021	Mgmt	For	For	No
5	Approve Dividend Distribution in Relation to the Financial Year Ending March 31, 2022 and Onwards	Mgmt	For	For	No
6	Approve Discharge of Executive Directors	Mgmt	For	For	No
7	Approve Discharge of Non-Executive Directors	Mgmt	For	For	No
8	Approve Remuneration Policy for Executive and Non-Executive Directors	Mgmt	For	Against	Yes
<p><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></p>					
9	Elect Angelien Kemna as Non-Executive Director	Mgmt	For	For	No

## Prosus NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
10.1	Reelect Hendrik du Toit as Non-Executive Director	Mgmt	For	For	No
10.2	Reelect Craig Enenstein as Non-Executive Director	Mgmt	For	For	No
10.3	Reelect Nolo Letele as Non-Executive Director	Mgmt	For	For	No
10.4	Reelect Roberto Oliveira de Lima 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
13	Authorize Repurchase of Shares	Mgmt	For	For	No
14	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	No
15	Close Meeting	Mgmt			

## Cloudera, Inc.

**Meeting Date:** 08/25/2021

**Country:** USA

**Ticker:** CLDR

**Record Date:** 07/01/2021

**Meeting Type:** Special

**Primary Security ID:** 18914U100

**Voting Policy:** ISS

**Shares Voted:** 218,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Merger Agreement	Mgmt	For	For	No
2	Advisory Vote on Golden Parachutes	Mgmt	For	For	No
3	Adjourn Meeting	Mgmt	For	For	No

## Elekta AB

**Meeting Date:** 08/25/2021

**Country:** Sweden

**Ticker:** EKTA.B

**Record Date:** 08/17/2021

**Meeting Type:** Annual

**Primary Security ID:** W2479G107

**Voting Policy:** ISS

**Shares Voted:** 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Management Proposals	Mgmt			
1	Open Meeting	Mgmt			
2	Open Meeting	Mgmt			

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>	<b>Vote Against Mgmt</b>
2	Elect Chairman of Meeting	Mgmt	For	Do Not Vote	No
3	Prepare and Approve List of Shareholders	Mgmt	For	Do Not Vote	No
4	Approve Agenda of Meeting	Mgmt	For	Do Not Vote	No
5.1	Designate Per Colleen as Inspector of Minutes of Meeting	Mgmt	For	Do Not Vote	No
5.2	Designate Filippa Gerstadt as Inspector of Minutes of Meeting	Mgmt	For	Do Not Vote	No
6	Acknowledge Proper Convening of Meeting	Mgmt	For	Do Not Vote	No
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote	No
9	Approve Allocation of Income and Dividends of SEK 2.20 Per Share	Mgmt	For	Do Not Vote	No
10.1	Approve Discharge of Board Member and Chair Laurent Leksell	Mgmt	For	Do Not Vote	No
10.2	Approve Discharge of Board Member Caroline Leksell Cooke	Mgmt	For	Do Not Vote	No
10.3	Approve Discharge of Board Member Johan Malmquist	Mgmt	For	Do Not Vote	No
10.4	Approve Discharge of Board Member Wolfgang Reim	Mgmt	For	Do Not Vote	No
10.5	Approve Discharge of Board Member Jan Secher	Mgmt	For	Do Not Vote	No
10.6	Approve Discharge of Board Member Birgitta Stymne Goransson	Mgmt	For	Do Not Vote	No
10.7	Approve Discharge of Board Member Cecilia Wikstrom	Mgmt	For	Do Not Vote	No
10.8	Approve Discharge of President and CEO Gustaf Salford	Mgmt	For	Do Not Vote	No
10.9	Approve Discharge of Former President and CEO Richard Hausmann	Mgmt	For	Do Not Vote	No
11.1	Determine Number of Members (7) of Board	Mgmt	For	Do Not Vote	No
11.2	Determine Number Deputy Members (0) of Board	Mgmt	For	Do Not Vote	No
12.1	Approve Remuneration of Directors in the Aggregate Amount of SEK 5.04 Million	Mgmt	For	Do Not Vote	No
12.2	Approve Remuneration of Auditors	Mgmt	For	Do Not Vote	No
13.1	Reelect Laurent Leksell as Director	Mgmt	For	Do Not Vote	No
13.2	Reelect Caroline Leksell Cooke as Director	Mgmt	For	Do Not Vote	No
13.3	Reelect Johan Malmquist as Director	Mgmt	For	Do Not Vote	No

## Elekta AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
13.4	Reelect Wolfgang Reim as Director	Mgmt	For	Do Not Vote	No
13.5	Reelect Jan Secher as Director	Mgmt	For	Do Not Vote	No
13.6	Reelect Birgitta Stymne Goransson as Director	Mgmt	For	Do Not Vote	No
13.7	Reelect Cecilia Wikstrom as Director	Mgmt	For	Do Not Vote	No
13.8	Reelect Laurent Leksell as Board Chair	Mgmt	For	Do Not Vote	No
14	Ratify Ernst & Young as Auditors	Mgmt	For	Do Not Vote	No
15	Approve Remuneration Report	Mgmt	For	Do Not Vote	No
16.a	Approve Performance Share Plan 2021	Mgmt	For	Do Not Vote	No
16.b	Approve Equity Plan Financing	Mgmt	For	Do Not Vote	No
17	Approve Equity Plan Financing of 2019, 2020 and 2021 Performance Share Plans	Mgmt	For	Do Not Vote	No
18.a	Authorize Share Repurchase Program	Mgmt	For	Do Not Vote	No
18.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	Do Not Vote	No
19	Authorize Contribution in Order to Establish Philanthropic Foundation	Mgmt	For	Do Not Vote	No
	Shareholder Proposal Submitted by Thorwald Arvidsson	Mgmt			
20	Amend Articles	SH	None	Do Not Vote	No
	Management Proposal	Mgmt			
21	Close Meeting	Mgmt			

## Prudential Plc

**Meeting Date:** 08/27/2021

**Country:** United Kingdom

**Ticker:** PRU

**Record Date:** 08/25/2021

**Meeting Type:** Special

**Primary Security ID:** G72899100

**Voting Policy:** ISS

**Shares Voted:** 8,075,470

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Matters Relating to the Demerger of the Jackson Group from the Prudential Group	Mgmt	For	For	No

## Tritax EuroBox Plc \$

**Meeting Date:** 08/27/2021

**Country:** United Kingdom

**Ticker:** EBOX

**Record Date:** 08/25/2021

**Meeting Type:** Special

**Primary Security ID:** G9101X109

**Voting Policy:** ISS

**Shares Voted:** 701,378

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1 +	Approve the Related Party Transaction relating to the Settimo Torinese Proposal	Mgmt	For	For	No
2 +	Approve the Related Party Transaction relating to the Bornem Proposal	Mgmt	For	For	No

## Kernel Holding SA

**Meeting Date:** 08/30/2021

**Country:** Luxembourg

**Ticker:** KER

**Record Date:** 08/16/2021

**Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** L5829P109

**Voting Policy:** ISS

**Shares Voted:** 140,735

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Extraordinary Meeting Agenda	Mgmt			
1	Approve Management Incentive Plan	Mgmt	For	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because:* Executives serve on the remuneration committee* Total potential dilution exceeds 5 percent* Performance conditions have not been disclosed* Vesting period for options has not been disclosed +</i>				
2 +	Approve Share Repurchase	Mgmt	For	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST is warranted because the proposal is considered excessive with respect to the anticipated repurchase volume of up to 23 percent of the currently issued share capital.</i>				
3 +	Approve Remuneration Policy	Mgmt	For	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST is warranted, because:* The company failed to provide clear disclosure on the individual award levels and limits under both the STI and LTI schemes; and* The absence of disclosure on applicable performance metrics under the LTI. +</i>				
4 +	Elect Pieterneel Boogaard as Non-Executive Independent Director and Approve Her Remuneration	Mgmt	For	For	No
5 +	Amend Article 1 of the Articles of Association	Mgmt	For	For	No
6 +	Amend Article 5 of the Articles of Association	Mgmt	For	For	No
7 +	Amend Article 10 of the Articles of Association	Mgmt	For	For	No
8 +	Amend Article 11 of the Articles of Association	Mgmt	For	For	No
9.a +	Approve PwC as Auditor	Mgmt	For	For	No
9.b +	Approve Deloitte as Auditor	Mgmt	For	For	No
10 +	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	No

## Just Group Plc \$

**Meeting Date:** 08/31/2021

**Country:** United Kingdom

**Ticker:** JUST

**Record Date:** 08/26/2021

**Meeting Type:** Special

**Primary Security ID:** G9331B109

**Voting Policy:** ISS

**Shares Voted:** 11,685,059

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Authorise Issue of Equity in Connection with the Issue of Contingent Convertible Securities	Mgmt	For	For	No
2	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Issue of Contingent Convertible Securities	Mgmt	For	For	No

## Watches of Switzerland Group Plc

**Meeting Date:** 09/02/2021

**Country:** United Kingdom

**Ticker:** WOSG

**Record Date:** 08/31/2021

**Meeting Type:** Annual

**Primary Security ID:** G94648105

**Voting Policy:** ISS

**Shares Voted:** 269,651

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Elect Ian Carter as Director	Mgmt	For	For	No
4	Re-elect Brian Duffy as Director	Mgmt	For	For	No
5	Re-elect Anders Romberg as Director	Mgmt	For	For	No
6	Re-elect Tea Colaianni as Director	Mgmt	For	For	No
7	Re-elect Rosa Monckton as Director	Mgmt	For	For	No
8	Re-elect Robert Moorhead as Director	Mgmt	For	For	No
9	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	No
10	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
11	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
12	Authorise Issue of Equity	Mgmt	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No



## Watches of Switzerland Group Plc \$

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

## DS Smith Plc

Meeting Date: 09/07/2021

Country: United Kingdom

Ticker: SMDS

Record Date: 09/05/2021

Meeting Type: Annual

Primary Security ID: G2848Q123

Voting Policy: ISS

Shares Voted: 2,471,209

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Final Dividend	Mgmt	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	No
4	Re-elect Geoff Drabble as Director	Mgmt	For	For	No
5	Re-elect Miles Roberts as Director	Mgmt	For	For	No
6	Re-elect Adrian Marsh as Director	Mgmt	For	For	No
7	Re-elect Celia Baxter as Director	Mgmt	For	For	No
8	Re-elect Alina Kessel as Director	Mgmt	For	For	No
9	Re-elect David Robbie as Director	Mgmt	For	For	No
10	Re-elect Louise Smalley as Director	Mgmt	For	For	No
11	Re-elect Rupert Soames as Director	Mgmt	For	For	No
12	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	No
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## XPS Pensions Group Plc

Meeting Date: 09/07/2021

Country: United Kingdom

Ticker: XPS

Record Date: 09/03/2021

Meeting Type: Annual

Primary Security ID: G9829Q105

Voting Policy: ISS

Shares Voted: 3,018,232

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Final Dividend	Mgmt	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	No
4	Re-elect Tom Cross Brown as Director	Mgmt	For	For	No
5	Re-elect Alan Bannatyne as Director	Mgmt	For	For	No
6	Re-elect Ben Bramhall as Director	Mgmt	For	For	No
7	Re-elect Paul Cuff as Director	Mgmt	For	For	No
8	Re-elect Sarah Ing as Director	Mgmt	For	For	No
9	Re-elect Snehal Shah as Director	Mgmt	For	For	No
10	Re-elect Margaret Snowdon as Director	Mgmt	For	For	No
11	Reappoint BDO LLP as Auditors	Mgmt	For	For	No
12	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
13	Authorise the Company to Use Electronic Communications	Mgmt	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Compagnie Financiere Richemont SA

Meeting Date: 09/08/2021

Country: Switzerland

Ticker: CFR

Record Date:

Meeting Type: Annual

Primary Security ID: H25662182

Voting Policy: ISS

Shares Voted: 39,043

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Allocation of Income and Dividends of CHF 2.00 per Registered A Share and CHF 0.20 per Registered B Share	Mgmt	For	For	No

# Compagnie Financiere Richemont SA \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	No
4.1	Reelect Johann Rupert as Director and Board Chairman	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: Board of directors elections (Items 4.1-4.18) Votes FOR the proposed nominees Jerome Lambert, Clayton Brendish, Nikesh Arora, Jean-Blaise Eckert, Burkhardt Grund, Keyu Jin, Wendy Luhabe, Ruggero Magnoni, Jeff Moss, Vesna Nevistic, Guillaume Pictet, Maria Ramos, Anthony Rupert, Patrick Thomas, and Jasmine Whitbread are warranted due to a lack of concerns. 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 directors Clayton Brendish, Keyu Jin, Wendy Luhabe, Jeff Moss, Vesna Nevistic, Guillaume Pictet, Maria Ramos, as well as Jerome Lambert (current CEO) are warranted. Compensation committee elections (Items 5.1-5.4) Votes FOR the proposed nominees are warranted.</i></p>					
4.2	Reelect Josua Malherbe as Director	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: Board of directors elections (Items 4.1-4.18) Votes FOR the proposed nominees Jerome Lambert, Clayton Brendish, Nikesh Arora, Jean-Blaise Eckert, Burkhardt Grund, Keyu Jin, Wendy Luhabe, Ruggero Magnoni, Jeff Moss, Vesna Nevistic, Guillaume Pictet, Maria Ramos, Anthony Rupert, Patrick Thomas, and Jasmine Whitbread are warranted due to a lack of concerns. 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 directors Clayton Brendish, Keyu Jin, Wendy Luhabe, Jeff Moss, Vesna Nevistic, Guillaume Pictet, Maria Ramos, as well as Jerome Lambert (current CEO) are warranted. Compensation committee elections (Items 5.1-5.4) Votes FOR the proposed nominees are warranted. +</i></p>					
4.3 +	Reelect Nikesh Arora as Director	Mgmt	For	For	No
4.4 +	Reelect Clay Brendish as Director	Mgmt	For	For	No
4.5 +	Reelect Jean-Blaise Eckert as Director	Mgmt	For	For	No
4.6 +	Reelect Burkhardt Grund as Director	Mgmt	For	For	No
4.7 +	Reelect Keyu Jin as Director	Mgmt	For	For	No
4.8 +	Reelect Jerome Lambert as Director	Mgmt	For	For	No
4.9 +	Reelect Wendy Luhabe as Director	Mgmt	For	For	No
4.10 +	Reelect Ruggero Magnoni as Director	Mgmt	For	For	No
4.11 +	Reelect Jeff Moss as Director	Mgmt	For	For	No
4.12 +	Reelect Vesna Nevistic as Director	Mgmt	For	For	No
4.13 +	Reelect Guillaume Pictet as Director	Mgmt	For	For	No
4.14 +	Reelect Maria Ramos as Director	Mgmt	For	For	No
4.15 +	Reelect Anton Rupert as Director	Mgmt	For	For	No
4.16 +	Reelect Jan Rupert as Director	Mgmt	For	For	No
4.17 +	Reelect Patrick Thomas as Director	Mgmt	For	For	No
4.18 +	Reelect Jasmine Whitbread as Director	Mgmt	For	For	No
5.1 +	Reappoint Clay Brendish as Member of the Compensation Committee	Mgmt	For	For	No
5.2 +	Reappoint Keyu Jin as Member of the Compensation Committee	Mgmt	For	For	No
5.3 +	Reappoint Guillaume Pictet as Member of the Compensation Committee	Mgmt	For	For	No
5.4 +	Reappoint Maria Ramos as Member of the Compensation Committee	Mgmt	For	For	No

## Compagnie Financiere Richemont SA \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
6	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For	No
7	Designate Etude Gampert Demierre Moreno as Independent Proxy	Mgmt	For	For	No
8.1	Approve Remuneration of Directors in the Amount of CHF 8.1 Million	Mgmt	For	For	No
8.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 6.6 Million	Mgmt	For	For	No
8.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 14.9 Million	Mgmt	For	For	No
9	Transact Other Business (Voting)	Mgmt	For	Against	Yes

*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.*

## DSV Panalpina A/S

**Meeting Date:** 09/08/2021      **Country:** Denmark      **Ticker:** DSV  
**Record Date:** 09/01/2021      **Meeting Type:** Extraordinary Shareholders  
**Primary Security ID:** K31864117

**Voting Policy:** ISS

**Shares Voted:** 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Elect Tarek Sultan Al-Essa as Director	Mgmt	For	Do Not Vote	No
2.1	Approve Creation of DKK 48 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 48 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 48 Million	Mgmt	For	Do Not Vote	No
2.2	Change Company Name to DSV A/S	Mgmt	For	Do Not Vote	No
3	Amendment to Remuneration Policy for Board of Directors and Executive Management	Mgmt	For	Do Not Vote	No

## Halfords Group Plc

**Meeting Date:** 09/08/2021      **Country:** United Kingdom      **Ticker:** HFD  
**Record Date:** 09/06/2021      **Meeting Type:** Annual  
**Primary Security ID:** G4280E105

## Halfords Group Plc \$

Voting Policy: ISS

Shares Voted: 2,453,763

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Final Dividend	Mgmt	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	No
4	Elect Tom Singer as Director	Mgmt	For	For	No
5	Re-elect Keith Williams as Director	Mgmt	For	For	No
6	Re-elect Helen Jones as Director	Mgmt	For	For	No
7	Re-elect Jill Caseberry as Director	Mgmt	For	For	No
8	Re-elect Graham Stapleton as Director	Mgmt	For	For	No
9	Re-elect Loraine Woodhouse as Director	Mgmt	For	For	No
10	Reappoint BDO LLP as Auditors	Mgmt	For	For	No
11	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
12	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Kromek Group Plc

Meeting Date: 09/08/2021

Country: United Kingdom

Ticker: KMK

Record Date: 09/06/2021

Meeting Type: Annual

Primary Security ID: G5317Z102

Voting Policy: ISS

Shares Voted: 7,665,218

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because of the following reasons:*</i> The Company awarded share options to Executive Directors outside the LTIP, and the options are not linked to any specified performance criteria. In addition, the Company did not disclose a specific vesting period for each award made during the year under review.* The termination benefits paid to the former CFO is not within the notice period provided in his service contract. In addition, he received ex-gratia termination payments in the form of share options.</p>					
2	Elect Albertus Beumer as Director	Mgmt	For	For	No
3	Elect Paul Farquhar as Director	Mgmt	For	For	No

## Kromek Group Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4	Re-elect Arnab Basu as Director	Mgmt	For	For	No
5	Appoint Haysmacintyre LLP as Auditors	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because there has been a change in auditors and the Company has not disclosed the reason and the selection process that led to the appointment of the new auditors.</i>					
6	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
7	Authorise Issue of Equity	Mgmt	For	For	No
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
9	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No

## NetApp, Inc.

**Meeting Date:** 09/10/2021

**Country:** USA

**Ticker:** NTAP

**Record Date:** 07/16/2021

**Meeting Type:** Annual

**Primary Security ID:** 64110D104

**Voting Policy:** ISS

**Shares Voted:** 47,809

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director T. Michael Nevens	Mgmt	For	For	No
1b	Elect Director Deepak Ahuja	Mgmt	For	For	No
1c	Elect Director Gerald Held	Mgmt	For	For	No
1d	Elect Director Kathryn M. Hill	Mgmt	For	For	No
1e	Elect Director Deborah L. Kerr	Mgmt	For	For	No
1f	Elect Director George Kurian	Mgmt	For	For	No
1g	Elect Director Carrie Palin	Mgmt	For	For	No
1h	Elect Director Scott F. Schenkel	Mgmt	For	For	No
1i	Elect Director George T. Shaheen	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	No
4	Approve Omnibus Stock Plan	Mgmt	For	For	No
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	No
6	Provide Right to Act by Written Consent	Mgmt	For	For	No
7	Provide Right to Act by Written Consent	SH	Against	For	Yes

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

## Warehouse REIT Plc \$

**Meeting Date:** 09/13/2021

**Country:** United Kingdom

**Ticker:** WHR

**Record Date:** 09/09/2021

**Meeting Type:** Annual

**Primary Security ID:** G94437103

**Voting Policy:** ISS

**Shares Voted:** 3,445,479

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	No
4	Re-elect Stephen Barrow as Director	Mgmt	For	For	No
5	Re-elect Simon Hope as Director	Mgmt	For	For	No
6	Re-elect Neil Kirton as Director	Mgmt	For	For	No
7	Re-elect Lynette Lackey as Director	Mgmt	For	For	No
8	Re-elect Martin Meech as Director	Mgmt	For	For	No
9	Re-elect Aimee Pitman as Director	Mgmt	For	For	No
10	Appoint BDO LLP as Auditors	Mgmt	For	For	No
11	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
12	Approve Dividend Policy	Mgmt	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Mercia Asset Management Plc

**Meeting Date:** 09/14/2021

**Country:** United Kingdom

**Ticker:** MERC

**Record Date:** 09/10/2021

**Meeting Type:** Annual

**Primary Security ID:** G6S114108

**Voting Policy:** ISS

**Shares Voted:** 13,341,465

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

## Mercia Asset Management Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
3	Elect Diane Seymour-Williams as Director	Mgmt	For	For	No
4	Re-elect Martin Glanfield as Director	Mgmt	For	For	No
5	Re-elect Raymond Chamberlain as Director	Mgmt	For	For	No
6	Re-elect Caroline Plumb as Director	Mgmt	For	For	No
7	Appoint BDO LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	No
8	Authorise Issue of Equity	Mgmt	For	For	No
9	Approve Final Dividend	Mgmt	For	For	No
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
12	Adopt New Articles of Association	Mgmt	For	For	No

## Dixons Carphone Plc

**Meeting Date:** 09/15/2021

**Country:** United Kingdom

**Ticker:** DC

**Record Date:** 09/13/2021

**Meeting Type:** Annual

**Primary Security ID:** G2903R107

**Voting Policy:** ISS

**Shares Voted:** 7,374,772

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Final Dividend	Mgmt	For	For	No
4	Elect Bruce Marsh as Director	Mgmt	For	For	No
5	Re-elect Alex Baldock as Director	Mgmt	For	For	No
6	Re-elect Eileen Burbidge as Director	Mgmt	For	For	No
7	Re-elect Tony DeNunzio as Director	Mgmt	For	For	No
8	Re-elect Andrea Gisle Joosen as Director	Mgmt	For	For	No
9	Re-elect Lord Livingston of Parkhead as Director	Mgmt	For	For	No
10	Re-elect Fiona McBain as Director	Mgmt	For	For	No
11	Re-elect Gerry Murphy as Director	Mgmt	For	For	No
12	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	No
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No



## Dixons Carphone Plc \$

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

## PIMCO Funds Global Investors Series plc - US Investment Grade Corporate Bond Fun

**Meeting Date:** 09/15/2021      **Country:** Ireland      **Ticker:** BMPS5H.F  
**Record Date:** 09/13/2021      **Meeting Type:** Annual  
**Primary Security ID:** G7097J829

**Voting Policy:** ISS

**Shares Voted:** 28,314,021

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	No
2	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No

## Ashtead Group Plc

**Meeting Date:** 09/16/2021      **Country:** United Kingdom      **Ticker:** AHT  
**Record Date:** 09/14/2021      **Meeting Type:** Annual  
**Primary Security ID:** G05320109

**Voting Policy:** ISS

**Shares Voted:** 1,534,629

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is considered warranted:* The CFO received a significant salary increase, which brings his salary above median for FTSE 100 companies. This will accompany significant variable pay award opportunities in FY2022, due to a larger LTIP award, and a once-off Strategic Plan award grant following the AGM.* Bonus award target-setting for FY2021 can accommodate further stretch, and is justified with limited rationale.</i>					
3	Approve Remuneration Policy	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is considered warranted:* The new LTIP will have a higher award opportunity, under which additional one-off Strategic Plan awards will be granted to EDs in FY2022. The total quantum is significant and is not supported with compelling rationale.</i>					
4	Approve Final Dividend	Mgmt	For	For	No
5	Re-elect Paul Walker as Director	Mgmt	For	For	No
6	Re-elect Brendan Horgan as Director	Mgmt	For	For	No

## Ashtead Group Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
7	Re-elect Michael Pratt as Director	Mgmt	For	For	No
8	Re-elect Angus Cockburn as Director	Mgmt	For	For	No
9	Re-elect Lucinda Riches as Director	Mgmt	For	For	No
10	Re-elect Tanya Fratto as Director	Mgmt	For	For	No
11	Re-elect Lindsley Ruth as Director	Mgmt	For	For	No
12	Re-elect Jill Easterbrook as Director	Mgmt	For	For	No
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	No
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
15	Approve Long-Term Incentive Plan	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this item is considered warranted: * The plan will be utilised in order to grant significantly sized awards to EDs.</i></p>					
16	Authorise Issue of Equity	Mgmt	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
21	Adopt New Articles of Association	Mgmt	For	For	No

## ECO Animal Health Group Plc

**Meeting Date:** 09/16/2021

**Country:** United Kingdom

**Ticker:** EAH

**Record Date:** 09/14/2021

**Meeting Type:** Annual

**Primary Security ID:** G3039F108

**Voting Policy:** ISS

**Shares Voted:** 798,666

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Final Dividend	Mgmt	For	For	No
3	Re-elect Anthony Rawlinson as Director	Mgmt	For	For	No
4	Reappoint BDO LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	No
5	Authorise Issue of Equity	Mgmt	For	For	No
6	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No

## ECO Animal Health Group Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
7	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
8	Adopt New Articles of Association	Mgmt	For	For	No

## Auto Trader Group Plc

**Meeting Date:** 09/17/2021      **Country:** United Kingdom      **Ticker:** AUTO  
**Record Date:** 09/15/2021      **Meeting Type:** Annual  
**Primary Security ID:** G06708104

**Voting Policy:** ISS

**Shares Voted:** 4,013,214

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	No
4	Approve Final Dividend	Mgmt	For	For	No
5	Re-elect Ed Williams as Director	Mgmt	For	For	No
6	Re-elect Nathan Coe as Director	Mgmt	For	For	No
7	Re-elect David Keens as Director	Mgmt	For	For	No
8	Re-elect Jill Easterbrook as Director	Mgmt	For	For	No
9	Re-elect Jeni Mundy as Director	Mgmt	For	For	No
10	Re-elect Catherine Faiers as Director	Mgmt	For	For	No
11	Re-elect Jamie Warner as Director	Mgmt	For	For	No
12	Re-elect Sigga Sigurdardottir as Director	Mgmt	For	For	No
13	Reappoint KPMG LLP as Auditors	Mgmt	For	For	No
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Mgmt	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Smiths Group Plc \$

**Meeting Date:** 09/17/2021

**Country:** United Kingdom

**Ticker:** SMIN

**Record Date:** 09/15/2021

**Meeting Type:** Special

**Primary Security ID:** G82401111

**Voting Policy:** ISS

**Shares Voted:** 739,546

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve the Sale of Smiths Medical 2020 Limited to Trulli Bidco Limited Pursuant to the Sale and Purchase Agreement	Mgmt	For	Against	Yes
2	Approve Share Buyback Programme	Mgmt	For	Against	Yes

## Sulzer AG

**Meeting Date:** 09/20/2021

**Country:** Switzerland

**Ticker:** SUN

**Record Date:**

**Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** H83580284

**Voting Policy:** ISS

**Shares Voted:** 528

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Spin-Off of APS	Mgmt	For	For	No
2	Approve Incorporation of medmix AG	Mgmt	For	For	No
3.1	Elect Gregoire Poux-Guillaume as Director and Board Chairman of medmix AG	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST the non-independent nominees Gregoire Poux-Guillaume, Jill Lee, and Marco Musetti are warranted due to the failure to establish a sufficiently independent board.</i>					
3.2.1	Elect Jill Lee Ghim Ha as Director of medmix AG	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST the non-independent nominees Gregoire Poux-Guillaume, Jill Lee, and Marco Musetti are warranted due to the failure to establish a sufficiently independent board.</i>					
3.2.2	Elect Marco Musetti as Director of medmix AG	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST the non-independent nominees Gregoire Poux-Guillaume, Jill Lee, and Marco Musetti are warranted due to the failure to establish a sufficiently independent board.</i>					
4	Ratify KPMG AG as Auditors of medmix AG	Mgmt	For	For	No
5.1	Appoint Gregoire Poux-Guillaume as Member of the Compensation Committee of medmix AG	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST the non-independent nominees Gregoire Poux-Guillaume, Jill Lee, and Marco Musetti are warranted due to the failure to establish a sufficiently independent board.</i>					
5.2	Appoint Jill Lee Ghim Ha as Member of the Compensation Committee of medmix AG	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST the non-independent nominees Gregoire Poux-Guillaume, Jill Lee, and Marco Musetti are warranted due to the failure to establish a sufficiently independent board.</i>					

## Sulzer AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
5.3	Appoint Marco Musetti as Member of the Compensation Committee of medmix AG	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: Votes AGAINST the non-independent nominees Gregoire Poux-Guillaume, Jill Lee, and Marco Musetti are warranted due to the failure to establish a sufficiently independent board.</i></p>					
6.1	Approve Remuneration of Directors of medmix AG in the Amount of CHF 450,000	Mgmt	For	For	No
6.2.1	Approve Remuneration of Executive Committee of medmix AG in the Amount of CHF 750,000 for the Period Sep. 20, 2021 - Dec. 31, 2021	Mgmt	For	For	No
6.2.2	Approve Remuneration of Executive Committee of medmix AG in the Amount of CHF 5.5 Million for Fiscal Year 2022	Mgmt	For	For	No
7	Designate Proxy Voting Services GmbH as Independent Proxy of medmix AG	Mgmt	For	For	No
8	Transact Other Business (Voting)	Mgmt	For	Against	Yes
<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>					

## Oxford Instruments Plc

**Meeting Date:** 09/21/2021

**Country:** United Kingdom

**Ticker:** OXIG

**Record Date:** 09/17/2021

**Meeting Type:** Annual

**Primary Security ID:** G6838N107

**Voting Policy:** ISS

**Shares Voted:** 458,539

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Final Dividend	Mgmt	For	For	No
3	Re-elect Neil Carson as Director	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: Item 3A vote AGAINST the re-election of Neil Carson is warranted because: * He is the Chair of the Nomination Committee, who is considered to be ultimately accountable for board diversity. The Board does not comprise at least 33% representation of women, which is not in line with the recommendation of the Hampton-Alexander Review. There is also no clear commitment whether the Company intends to comply with the relevant board diversity standard within a year. Items 4-8A vote FOR the re-election of Ian Barkshire, Gavin Hill, Sir Richard Friend, Mary Waldner and Alison Wood is warranted as no significant concerns have been identified. +</i></p>					
4	Re-elect Ian Barkshire as Director	Mgmt	For	For	No
5	Re-elect Gavin Hill as Director	Mgmt	For	For	No
6	Re-elect Richard Friend as Director	Mgmt	For	For	No
7	Re-elect Mary Waldner as Director	Mgmt	For	For	No
8	Re-elect Alison Wood as Director	Mgmt	For	For	No
9	Reappoint BDO LLP as Auditors	Mgmt	For	For	No

## Oxford Instruments Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
10	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
11	Approve Remuneration Report	Mgmt	For	For	No
12	Authorise Issue of Equity	Mgmt	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Regional REIT Ltd.

**Meeting Date:** 09/21/2021

**Country:** Guernsey

**Ticker:** RGL

**Record Date:** 09/17/2021

**Meeting Type:** Annual

**Primary Security ID:** G7418M105

**Voting Policy:** ISS

**Shares Voted:** 2,385,805

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Ratify RSM UK Audit LLP as Auditors	Mgmt	For	For	No
3	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
4	Re-elect William Eason as Director	Mgmt	For	For	No
5	Re-elect Stephen Inglis as Director	Mgmt	For	For	No
6	Re-elect Kevin McGrath as Director	Mgmt	For	For	No
7	Re-elect Daniel Taylor as Director	Mgmt	For	For	No
8	Re-elect Tim Bee as Director	Mgmt	For	For	No
9	Re-elect Frances Daley as Director	Mgmt	For	For	No
10	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
11	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
12	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No

## Babcock International Group Plc \$

**Meeting Date:** 09/22/2021

**Country:** United Kingdom

**Ticker:** BAB

**Record Date:** 09/20/2021

**Meeting Type:** Annual

**Primary Security ID:** G0689Q152

**Voting Policy:** ISS

**Shares Voted:** 2,387,557

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Re-elect Ruth Cairnie as Director	Mgmt	For	For	No
4	Re-elect Carl-Peter Forster as Director	Mgmt	For	For	No
5	Re-elect Kjersti Wiklund as Director	Mgmt	For	For	No
6	Re-elect Russ Houlden as Director	Mgmt	For	For	No
7	Re-elect Lucy Dimes as Director	Mgmt	For	For	No
8	Elect Lord Parker of Minsmere as Director	Mgmt	For	For	No
9	Elect David Lockwood as Director	Mgmt	For	For	No
10	Elect David Mellors as Director	Mgmt	For	For	No
11	Appoint Deloitte LLP as Auditors	Mgmt	For	For	No
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
13	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
18	Adopt New Articles of Association	Mgmt	For	For	No

## IG Group Holdings Plc

**Meeting Date:** 09/22/2021

**Country:** United Kingdom

**Ticker:** IGG

**Record Date:** 09/20/2021

**Meeting Type:** Annual

**Primary Security ID:** G4753Q106

**Voting Policy:** ISS

**Shares Voted:** 1,299,989

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

## IG Group Holdings Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
3	Approve Final Dividend	Mgmt	For	For	No
4	Re-elect June Felix as Director	Mgmt	For	For	No
5	Re-elect Sally-Ann Hibberd as Director	Mgmt	For	For	No
6	Re-elect Malcolm Le May as Director	Mgmt	For	For	No
7	Re-elect Jonathan Moulds as Director	Mgmt	For	For	No
8	Re-elect Jon Noble as Director	Mgmt	For	For	No
9	Re-elect Andrew Didham as Director	Mgmt	For	For	No
10	Re-elect Mike McTighe as Director	Mgmt	For	For	No
11	Re-elect Helen Stevenson as Director	Mgmt	For	For	No
12	Re-elect Charlie Rozes as Director	Mgmt	For	For	No
13	Re-elect Rakesh Bhasin as Director	Mgmt	For	For	No
14	Elect Wu Gang as Director	Mgmt	For	For	No
15	Elect Susan Skerritt as Director	Mgmt	For	For	No
16	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
18	Authorise Issue of Equity	Mgmt	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
22	Adopt New Articles of Association	Mgmt	For	For	No
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Alpha Financial Markets Consulting Plc

**Meeting Date:** 09/23/2021

**Country:** United Kingdom

**Ticker:** AFM

**Record Date:** 09/21/2021

**Meeting Type:** Annual

**Primary Security ID:** G021AC101

**Voting Policy:** ISS

**Shares Voted:** 4,523,516

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Re-elect Penelope Judd as Director	Mgmt	For	For	No
3	Re-elect John Paton as Director	Mgmt	For	For	No



## Alpha Financial Markets Consulting Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4	Reappoint KPMG LLP as Auditors	Mgmt	For	For	No
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
6	Authorise Issue of Equity	Mgmt	For	For	No
7	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
8	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
9	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No

## Intu Debenture Plc

**Meeting Date:** 09/23/2021      **Country:** United Kingdom      **Ticker:** N/A  
**Record Date:** 09/09/2021      **Meeting Type:** Debenture Holder  
**Primary Security ID:** G18508A33

**Voting Policy:** ISS

**Shares Voted:** 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	This is a Second Call Meeting Originally Held on 09 September 2021	Mgmt			
	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		No

## Kainos Group Plc

**Meeting Date:** 09/23/2021      **Country:** United Kingdom      **Ticker:** KNOS  
**Record Date:** 09/21/2021      **Meeting Type:** Annual  
**Primary Security ID:** G5209U104

**Voting Policy:** ISS

**Shares Voted:** 1,318,825

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Final Dividend	Mgmt	For	For	No
4	Re-elect Dr Brendan Mooney as Director	Mgmt	For	For	No
5	Re-elect Richard McCann as Director	Mgmt	For	For	No
6	Re-elect Andy Malpass as Director	Mgmt	For	For	No

## Kainos Group Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
7	Re-elect Tom Burnet as Director	Mgmt	For	For	No
8	Re-elect Katie Davis as Director	Mgmt	For	For	No
9	Elect Rosaleen Blair as Director	Mgmt	For	For	No
10	Appoint KPMG as Auditors	Mgmt	For	For	No
11	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
12	Authorise Issue of Equity	Mgmt	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## BNP Paribas SA

**Meeting Date:** 09/24/2021

**Country:** France

**Ticker:** BNP

**Record Date:** 09/22/2021

**Meeting Type:** Ordinary Shareholders

**Primary Security ID:** F1058Q238

**Voting Policy:** ISS

**Shares Voted:** 82,058

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Business	Mgmt			
1	Approve Allocation of Income and Additional Dividend of EUR 1.55 per Share	Mgmt	For	For	No
2	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	No

## FedEx Corporation

**Meeting Date:** 09/27/2021

**Country:** USA

**Ticker:** FDX

**Record Date:** 08/02/2021

**Meeting Type:** Annual

**Primary Security ID:** 31428X106

**Voting Policy:** ISS

**Shares Voted:** 15,079

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Marvin R. Ellison	Mgmt	For	For	No
1b	Elect Director Susan Patricia Griffith	Mgmt	For	For	No
1c	Elect Director Kimberly A. Jabal	Mgmt	For	For	No

## FedEx Corporation \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1d	Elect Director Shirley Ann Jackson	Mgmt	For	For	No
1e	Elect Director R. Brad Martin	Mgmt	For	For	No
1f	Elect Director Joshua Cooper Ramo	Mgmt	For	For	No
1g	Elect Director Susan C. Schwab	Mgmt	For	For	No
1h	Elect Director Frederick W. Smith	Mgmt	For	For	No
1i	Elect Director David P. Steiner	Mgmt	For	For	No
1j	Elect Director Rajesh Subramaniam	Mgmt	For	For	No
1k	Elect Director Paul S. Walsh	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No
4	Require Independent Board Chair	SH	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. The bylaws currently provide that the CEO shall chair the board by default, allowing the board to avoid serious consideration of optimal board leadership. A policy that the chairman of the board should be an independent director, implemented at the next leadership transition, would allow the new CEO to focus on executing the company's business plans without the distractions of managing the board. As such, shareholders would benefit from the most robust form of independent oversight of management, in the form of an independent chair.</i></p>					
5	Report on Alignment Between Company Values and Electioneering Contributions	SH	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as a congruency analysis between FedEx's political contribution spending and its stated values would enable shareholders to better evaluate how well the company is assessing and mitigating risks to its reputation, brand, and shareholder value.</i></p>					
6	Report on Lobbying Payments and Policy	SH	Against	For	Yes
<p><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 better understanding of the company's management of its lobbying activities and any related risks and benefits.</i></p>					
7	Report on Racism in Corporate Culture	SH	Against	Against	No
8	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	Yes
<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, 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, and it is positive for shareholders to have the ability to vote on severance amounts that exceed market norms.</i></p>					

## Moonpig Group Plc

**Meeting Date:** 09/28/2021

**Country:** United Kingdom

**Ticker:** MOON

**Record Date:** 09/24/2021

**Meeting Type:** Annual

**Primary Security ID:** G6225S107

**Voting Policy:** ISS

**Shares Voted:** 1,668,372

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

## Moonpig Group Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	No
4	Elect Kate Swann as Director	Mgmt	For	For	No
5	Elect Nickyl Raithatha as Director	Mgmt	For	For	No
6	Elect Andy MacKinnon as Director	Mgmt	For	For	No
7	Elect David Keens as Director	Mgmt	For	For	No
8	Elect Susan Hooper as Director	Mgmt	For	For	No
9	Elect Niall Wass as Director	Mgmt	For	For	No
10	Elect Simon Davidson as Director	Mgmt	For	For	No
11	Appoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No

## Diageo Plc

**Meeting Date:** 09/30/2021

**Country:** United Kingdom

**Ticker:** DGE

**Record Date:** 09/28/2021

**Meeting Type:** Annual

**Primary Security ID:** G42089113

**Voting Policy:** ISS

**Shares Voted:** 4,815,316

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Final Dividend	Mgmt	For	For	No
4	Elect Lavanya Chandrashekar as Director	Mgmt	For	For	No
5	Elect Valerie Chapoulaud-Floquet as Director	Mgmt	For	For	No
6	Elect Sir John Manzoni as Director	Mgmt	For	For	No

## Diageo Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
7	Elect Ireena Vittal as Director	Mgmt	For	For	No
8	Re-elect Melissa Bethell as Director	Mgmt	For	For	No
9	Re-elect Javier Ferran as Director	Mgmt	For	For	No
10	Re-elect Susan Kilsby as Director	Mgmt	For	For	No
11	Re-elect Lady Mendelsohn as Director	Mgmt	For	For	No
12	Re-elect Ivan Menezes as Director	Mgmt	For	For	No
13	Re-elect Alan Stewart as Director	Mgmt	For	For	No
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Supreme Plc

**Meeting Date:** 09/30/2021      **Country:** United Kingdom      **Ticker:** SUP  
**Record Date:** 09/28/2021      **Meeting Type:** Annual  
**Primary Security ID:** G8586Y103

**Voting Policy:** ISS

**Shares Voted:** 400,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Elect Paul McDonald as Director	Mgmt	For	For	No
3	Elect Sandeep Chadha as Director	Mgmt	For	For	No
4	Elect Suzanne Smith as Director	Mgmt	For	For	No
5	Elect Mark Cashmore as Director	Mgmt	For	For	No
6	Elect Simon Lord as Director	Mgmt	For	For	No
7	Appoint BDO LLP as Auditors	Mgmt	For	For	No
8	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
9	Authorise Issue of Equity	Mgmt	For	For	No

## Supreme Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No

## TheWorks.co.uk Plc

**Meeting Date:** 09/30/2021      **Country:** United Kingdom      **Ticker:** WRKS  
**Record Date:** 09/28/2021      **Meeting Type:** Annual  
**Primary Security ID:** G9541C103

**Voting Policy:** ISS

**Shares Voted:** 1,636,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Elect Stephen Alldridge as Director	Mgmt	For	For	No
4	Re-elect Gavin Peck as Director	Mgmt	For	For	No
5	Re-elect Catherine Glickman as Director	Mgmt	For	For	No
6	Re-elect Harry Morley as Director	Mgmt	For	For	No
7	Reappoint KPMG LLP as Auditors	Mgmt	For	For	No
8	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
9	Authorise Issue of Equity	Mgmt	For	For	No
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
11	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
13	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Credit Suisse Group AG

**Meeting Date:** 10/01/2021      **Country:** Switzerland      **Ticker:** CSGN  
**Record Date:**      **Meeting Type:** Extraordinary Shareholders  
**Primary Security ID:** H3698D419

Voting Policy: ISS

Shares Voted: 18,448

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1 +	Elect Axel Lehmann as Director	Mgmt	For	For	No
1.2 +	Elect Juan Colombas as Director	Mgmt	For	For	No
1.3 +	Appoint Juan Colombas as Member of the Compensation Committee	Mgmt	For	For	No
2 +	Additional Voting Instructions - Shareholder Proposals (Voting)	Mgmt	Against	Against	No
3 +	Additional Voting Instructions - Board of Directors Proposals (Voting)	Mgmt	For	Against	Yes

*Voting Policy Rationale: Votes AGAINST 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) or the board of directors (Item 3); 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.*

## Daimler AG

Meeting Date: 10/01/2021

Country: Germany

Ticker: DAI

Record Date:

Meeting Type: Extraordinary Shareholders

Primary Security ID: D1668R123

Voting Policy: ISS

Shares Voted: 40,026

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1 +	Approve Spin-Off Agreement with Daimler Truck Holding AG	Mgmt	For	For	No
2 +	Change Company Name to Mercedes-Benz Group AG	Mgmt	For	For	No
3.1 +	Elect Helene Svahn to the Supervisory Board	Mgmt	For	For	No
3.2 +	Elect Olaf Koch to the Supervisory Board	Mgmt	For	For	No

## Sanne Group Plc

Meeting Date: 10/05/2021

Country: Jersey

Ticker: SNN

Record Date: 10/01/2021

Meeting Type: Special

Primary Security ID: G7805V106

Voting Policy: ISS

Shares Voted: 4,692,605

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Matters Relating to the Recommended Cash Acquisition of Sanne Group plc by Apex Acquisition Company Limited	Mgmt	For	For	No

## Sanne Group Plc \$

**Meeting Date:** 10/05/2021

**Country:** Jersey

**Ticker:** SNN

**Record Date:** 10/01/2021

**Meeting Type:** Court

**Primary Security ID:** G7805V106

**Voting Policy:** ISS

**Shares Voted:** 4,692,605

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

## NIKE, Inc.

**Meeting Date:** 10/06/2021

**Country:** USA

**Ticker:** NKE

**Record Date:** 08/06/2021

**Meeting Type:** Annual

**Primary Security ID:** 654106103

**Voting Policy:** ISS

**Shares Voted:** 67,827

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Alan B. Graf, Jr.	Mgmt	For	For	No
1b	Elect Director Peter B. Henry	Mgmt	For	For	No
1c	Elect Director Michelle A. Peluso	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST the proposal is warranted. Although the compensation committee was adequately responsive to shareholder concerns following last year's low say-on-pay vote result, pay-for-performance concerns were unmitigated for the year in review. The annual bonus was based on pre-set objective metrics, and the adjustments the company made due to the effects of the pandemic were reasonable and well-disclosed. However, the structure of the long-term program is concerning. The performance-vesting portion of the LTI program makes up approximately only one-third of the total LTI by value, resulting in an overemphasis of time-vesting awards. The proxy also does not indicate that the proportion of time-vested to performance-conditioned awards will change in FY22. There are also concerns regarding the pay levels of the Executive Chairman, which exceeded the total median CEO pay in the company's peer group, without compelling rationale.</i></p>					
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
4	Report on Political Contributions Disclosure	SH	Against	For	Yes
<p><i>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. The company's board states that it has approved updates to its current political contributions policy to increase transparency and oversight, however, those will not take effect until January 2022.</i></p>					
5	Report on Human Rights Impact Assessment	SH	Against	Against	No
6	Report on Median Gender/Racial Pay Gap	SH	Against	Against	No
7	Report on Diversity and Inclusion Efforts	SH	Against	Against	No



# Xtrackers (IE) plc - XTrackers Russell Midcap UCITS ETF \$

**Meeting Date:** 10/06/2021      **Country:** Ireland      **Ticker:** XRSM  
**Record Date:** 10/05/2021      **Meeting Type:** Special  
**Primary Security ID:** G2352C759

**Voting Policy:** ISS

**Shares Voted:** 200,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Change to the Investment Objective of the Fund	Mgmt	For	For	No

## Tesla, Inc.

**Meeting Date:** 10/07/2021      **Country:** USA      **Ticker:** TSLA  
**Record Date:** 08/09/2021      **Meeting Type:** Annual  
**Primary Security ID:** 88160R101

**Voting Policy:** ISS

**Shares Voted:** 10,401

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director James Murdoch	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: Votes AGAINST directors James Murdoch and Kimbal Musk are warranted due to concerns regarding excessive compensation to named executive officers and to non-executive directors. A vote AGAINST Murdoch is further warranted, in his capacity as a member of the governance committee, given the board's insufficient responsiveness to last year's majority-supported shareholder proposal. A vote AGAINST Murdoch is further warranted, in his capacity as a member of the audit committee, given concerns about the board's risk oversight in light of the pledging of a significant amount of the company's stock by certain directors.</i></p>					
1.2	Elect Director Kimbal Musk	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: Votes AGAINST directors James Murdoch and Kimbal Musk are warranted due to concerns regarding excessive compensation to named executive officers and to non-executive directors. A vote AGAINST Murdoch is further warranted, in his capacity as a member of the governance committee, given the board's insufficient responsiveness to last year's majority-supported shareholder proposal. A vote AGAINST Murdoch is further warranted, in his capacity as a member of the audit committee, given concerns about the board's risk oversight in light of the pledging of a significant amount of the company's stock by certain directors.</i></p>					
2	Amend Certificate of Incorporation to Reduce Director Terms to Two Years	Mgmt	For	For	No
3	Eliminate Supermajority Vote Requirements	Mgmt	None	For	No
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
5	Declassify the Board of Directors	SH	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because the declassification would enhance board accountability.</i></p>					
6	Report on Diversity and Inclusion Efforts	SH	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as reporting quantitative, comparable diversity data would allow shareholders to better assess the effectiveness of Tesla's diversity, equity and inclusion efforts and management of related risks.</i></p>					
7	Report on Employee Arbitration	SH	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because more information on the impact that the company's standard arbitration provision has on Tesla's employees may bring information to light that could result in improved recruitment, development and retention; and the company has been involved in several recent and related controversies.</i></p>					

## Tesla, Inc. \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
8	Assign Responsibility for Strategic Oversight of Human Capital Management to an Independent Board-Level Committee	SH	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the company has faced human capital management controversies and it is unclear if the company's existing board framework allows for adequate oversight of issues related to human capital management.</i></p>					
9	Additional Reporting on Human Rights	SH	Against	Against	No

## Powszechna Kasa Oszczednosci Bank Polski SA

**Meeting Date:** 10/12/2021      **Country:** Poland      **Ticker:** PKO  
**Record Date:** 09/26/2021      **Meeting Type:** Special  
**Primary Security ID:** X6919X108

**Voting Policy:** ISS

**Shares Voted:** 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Management Proposals	Mgmt			
1	Open Meeting	Mgmt			
2	Elect Meeting Chairman	Mgmt	For	Do Not Vote	No
3	Acknowledge Proper Convening of Meeting	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	Do Not Vote	No
	Shareholder Proposals	Mgmt			
5.1	Recall Supervisory Board Member	SH	None	Do Not Vote	No
5.2	Elect Supervisory Board Member	SH	None	Do Not Vote	No
6	Approve Collective Suitability Assessment of Supervisory Board Members	SH	None	Do Not Vote	No
7	Approve Decision on Covering Costs of Convocation of EGM	SH	None	Do Not Vote	No
	Management Proposal	Mgmt			
8	Close Meeting	Mgmt			

## The Procter & Gamble Company

**Meeting Date:** 10/12/2021      **Country:** USA      **Ticker:** PG  
**Record Date:** 08/13/2021      **Meeting Type:** Annual  
**Primary Security ID:** 742718109

# The Procter & Gamble Company \$

Voting Policy: ISS

Shares Voted: 229,935

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director B. Marc Allen	Mgmt	For	For	No
1b	Elect Director Angela F. Braly	Mgmt	For	For	No
1c	Elect Director Amy L. Chang	Mgmt	For	For	No
1d	Elect Director Joseph Jimenez	Mgmt	For	For	No
1e	Elect Director Christopher Kempczinski	Mgmt	For	For	No
1f	Elect Director Debra L. Lee	Mgmt	For	For	No
1g	Elect Director Terry J. Lundgren	Mgmt	For	For	No
1h	Elect Director Christine M. McCarthy	Mgmt	For	For	No
1i	Elect Director Jon R. Moeller	Mgmt	For	For	No
1j	Elect Director David S. Taylor	Mgmt	For	For	No
1k	Elect Director Margaret C. Whitman	Mgmt	For	For	No
1l	Elect Director Patricia A. Woertz	Mgmt	For	For	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
4	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	SH	Against	Against	No

# BHP Group Plc

Meeting Date: 10/14/2021

Country: United Kingdom

Ticker: BHP

Record Date: 10/12/2021

Meeting Type: Annual

Primary Security ID: G10877127

Voting Policy: ISS

Shares Voted: 6,423,689

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	No
3	Authorise the Risk and Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
4	Authorise Issue of Equity	Mgmt	For	For	No
5	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
6	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No

## BHP Group Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
7	Approve Remuneration Report for UK Law Purposes	Mgmt	For	For	No
8	Approve Remuneration Report for Australian Law Purposes	Mgmt	For	For	No
9	Approve Grant of Awards under the Group's Incentive Plans to Mike Henry	Mgmt	For	For	No
10	Re-elect Terry Bowen as Director	Mgmt	For	For	No
11	Re-elect Malcolm Broomhead as Director	Mgmt	For	For	No
12	Re-elect Xiaoqun Clever as Director	Mgmt	For	For	No
13	Re-elect Ian Cockerill as Director	Mgmt	For	For	No
14	Re-elect Gary Goldberg as Director	Mgmt	For	For	No
15	Re-elect Mike Henry as Director	Mgmt	For	For	No
16	Re-elect Ken MacKenzie as Director	Mgmt	For	For	No
17	Re-elect John Mogford as Director	Mgmt	For	For	No
18	Re-elect Christine O'Reilly as Director	Mgmt	For	For	No
19	Re-elect Dion Weisler as Director	Mgmt	For	For	No
20	Approve the Climate Transition Action Plan	Mgmt	For	For	No
	Shareholder Proposals	Mgmt			
21	Amend Constitution of BHP Group Limited	SH	Against	Against	No
22	Approve Climate-Related Lobbying	SH	For	For	No
23	Approve Capital Protection	SH	Against	Against	No

## Intesa Sanpaolo SpA

**Meeting Date:** 10/14/2021

**Country:** Italy

**Ticker:** ISP

**Record Date:** 10/05/2021

**Meeting Type:** Ordinary Shareholders

**Primary Security ID:** T55067101

**Voting Policy:** ISS

**Shares Voted:** 918,298

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Business	Mgmt			
1	Approve Partial Distribution of Reserves	Mgmt	For	For	No
2	Place Tax Suspension Constraint on Part of the Share Premium Reserve	Mgmt	For	For	No

## Hargreaves Lansdown Plc

**Meeting Date:** 10/15/2021

**Country:** United Kingdom

**Ticker:** HL

**Record Date:** 10/13/2021

**Meeting Type:** Annual

**Primary Security ID:** G43940108

Voting Policy: ISS

Shares Voted: 529,712

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Final Dividend	Mgmt	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	No
4	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
6	Re-elect Deanna Oppenheimer as Director	Mgmt	For	For	No
7	Re-elect Christopher Hill as Director	Mgmt	For	For	No
8	Re-elect Philip Johnson as Director	Mgmt	For	For	No
9	Re-elect Dan Olley as Director	Mgmt	For	For	No
10	Re-elect Roger Perkin as Director	Mgmt	For	For	No
11	Re-elect John Troiano as Director	Mgmt	For	For	No
12	Re-elect Andrea Blance as Director	Mgmt	For	For	No
13	Re-elect Moni Mannings as Director	Mgmt	For	For	No
14	Elect Adrian Collins as Director	Mgmt	For	For	No
15	Elect Penny James as Director	Mgmt	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Supermarket Income REIT Plc

Meeting Date: 10/18/2021

Country: United Kingdom

Ticker: SUPR

Record Date: 10/14/2021

Meeting Type: Special

Primary Security ID: G8586X105

Voting Policy: ISS

Shares Voted: 1,603,639

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Authorise Issue of Equity in Connection with the Initial Issue and the Placing Programme	Mgmt	For	For	No
2	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Initial Issue and the Placing Programme	Mgmt	For	For	No

## Wm Morrison Supermarkets Plc \$

**Meeting Date:** 10/19/2021

**Country:** United Kingdom

**Ticker:** MRW

**Record Date:** 10/15/2021

**Meeting Type:** Court

**Primary Security ID:** G62748119

**Voting Policy:** ISS

**Shares Voted:** 2,262,500

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

## Wm Morrison Supermarkets Plc

**Meeting Date:** 10/19/2021

**Country:** United Kingdom

**Ticker:** MRW

**Record Date:** 10/15/2021

**Meeting Type:** Special

**Primary Security ID:** G62748119

**Voting Policy:** ISS

**Shares Voted:** 2,262,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Matters Relating to the Recommended Cash Offer for Wm Morrison Supermarkets plc by Market Bidco Limited	Mgmt	For	For	No

## Svenska Handelsbanken AB

**Meeting Date:** 10/21/2021

**Country:** Sweden

**Ticker:** SHB.A

**Record Date:** 10/13/2021

**Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** W9112U104

**Voting Policy:** ISS

**Shares Voted:** 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	Do Not Vote	No
3.a	Designate Maria Sjostedt as Inspector of Minutes of Meeting	Mgmt	For	Do Not Vote	No
3.b	Designate Karl Aberg as Inspector of Minutes of Meeting	Mgmt	For	Do Not Vote	No
4	Prepare and Approve List of Shareholders	Mgmt	For	Do Not Vote	No
5	Approve Agenda of Meeting	Mgmt	For	Do Not Vote	No
6	Acknowledge Proper Convening of Meeting	Mgmt	For	Do Not Vote	No
7.a	Approve Transaction with a Related Party	Mgmt	For	Do Not Vote	No

# Svenska Handelsbanken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
7.b	Approve Distribution of Shares in AB Industrivarden to Shareholders	Mgmt	For	Do Not Vote	No
8	Close Meeting	Mgmt			

## Hargreaves Services Plc

**Meeting Date:** 10/27/2021      **Country:** United Kingdom      **Ticker:** HSP  
**Record Date:** 10/25/2021      **Meeting Type:** Annual  
**Primary Security ID:** G4394K104

**Voting Policy:** ISS

**Shares Voted:** 1,017,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	Against	Yes
<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	No
4	Approve Additional Dividend	Mgmt	For	For	No
5	Re-elect Roger McDowell as Director	Mgmt	For	Abstain	Yes
<i>Voting Policy Rationale: Item 5An ABSTENTION on the re-election of Roger McDowell is warranted because:* A potential independence issue has 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.* In addition to his role as Non-Executive Chair of the Company, Roger McDowell also serves in various roles at other publicly listed companies, which could compromise his ability to commit sufficient time to his role in the Company.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.Item 6A vote FOR the re-election of John Samuel is warranted because no significant concerns have been identified.Item 7A vote AGAINST the election of Nicholas Mills is warranted because:* A potential independence issue has 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>					
6	Re-elect John Samuel as Director	Mgmt	For	For	No
7	Elect Nicholas Mills as Director	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: Item 5An ABSTENTION on the re-election of Roger McDowell is warranted because:* A potential independence issue has 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.* In addition to his role as Non-Executive Chair of the Company, Roger McDowell also serves in various roles at other publicly listed companies, which could compromise his ability to commit sufficient time to his role in the Company.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.Item 6A vote FOR the re-election of John Samuel is warranted because no significant concerns have been identified.Item 7A vote AGAINST the election of Nicholas Mills is warranted because:* A potential independence issue has 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>					
8	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
9	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
10	Authorise Issue of Equity	Mgmt	For	For	No

## Hargreaves Services Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
11	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No

## Cairn Energy Plc

**Meeting Date:** 10/28/2021      **Country:** United Kingdom      **Ticker:** CNE  
**Record Date:** 10/26/2021      **Meeting Type:** Special  
**Primary Security ID:** G1856T128

**Voting Policy:** ISS

**Shares Voted:** 1,193,757

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Matters Relating to the Sale of Company's Interest in the Catcher and Kraken Fields	Mgmt	For	For	No

## Hennes & Mauritz AB

**Meeting Date:** 10/28/2021      **Country:** Sweden      **Ticker:** HM.B  
**Record Date:** 10/20/2021      **Meeting Type:** Extraordinary Shareholders  
**Primary Security ID:** W41422101

**Voting Policy:** ISS

**Shares Voted:** 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	Do Not Vote	No
3.1	Designate Jan Andersson as Inspector of Minutes of Meeting	Mgmt	For	Do Not Vote	No
3.2	Designate Erik Sjomán as Inspector of Minutes of Meeting	Mgmt	For	Do Not Vote	No
4	Prepare and Approve List of Shareholders	Mgmt	For	Do Not Vote	No
5	Approve Agenda of Meeting	Mgmt	For	Do Not Vote	No
6	Acknowledge Proper Convening of Meeting	Mgmt	For	Do Not Vote	No
7	Approve Dividends of SEK 6.50 Per Share	Mgmt	For	Do Not Vote	No
8	Close Meeting	Mgmt			



## Indus Gas Ltd. \$

**Meeting Date:** 10/28/2021

**Country:** Guernsey

**Ticker:** INDI

**Record Date:** 10/25/2021

**Meeting Type:** Annual

**Primary Security ID:** G47956100

**Voting Policy:** ISS

**Shares Voted:** 3,861,503

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Re-elect Ajay Kalsi as Director	Mgmt	For	For	No
3	Elect Clive Gibbons as Director	Mgmt	For	For	No
4	Ratify Grant Thornton as Auditors and Authorise Their Remuneration	Mgmt	For	Against	Yes

*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.*

## Silence Therapeutics Plc

**Meeting Date:** 11/01/2021

**Country:** United Kingdom

**Ticker:** SLN

**Record Date:** 10/28/2021

**Meeting Type:** Special

**Primary Security ID:** G8128Y157

**Voting Policy:** ISS

**Shares Voted:** 129,832

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Cancellation of Admission of Company's Ordinary Shares to Trading on AIM	Mgmt	For	For	No
2	Amend Articles of Association	Mgmt	For	For	No

## Chubb Limited

**Meeting Date:** 11/03/2021

**Country:** Switzerland

**Ticker:** CB

**Record Date:** 09/10/2021

**Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** H1467J104

**Voting Policy:** ISS

**Shares Voted:** 32,375

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Ratify Share Repurchase Program	Mgmt	For	For	No
2	Approve CHF 349,339,410 Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	No
3	Transact Other Business (Voting)	Mgmt	For	Against	Yes

*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.*

## Tapestry, Inc. \$

**Meeting Date:** 11/03/2021

**Country:** USA

**Ticker:** TPR

**Record Date:** 09/07/2021

**Meeting Type:** Annual

**Primary Security ID:** 876030107

**Voting Policy:** ISS

**Shares Voted:** 274,987

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director John P. Bilbrey	Mgmt	For	For	No
1b	Elect Director Darrell Cavens	Mgmt	For	For	No
1c	Elect Director Joanne Crevoiserat	Mgmt	For	For	No
1d	Elect Director David Denton	Mgmt	For	For	No
1e	Elect Director Hanneke Faber	Mgmt	For	For	No
1f	Elect Director Anne Gates	Mgmt	For	For	No
1g	Elect Director Thomas Greco	Mgmt	For	For	No
1h	Elect Director Pamela Lifford	Mgmt	For	For	No
1i	Elect Director Annabelle Yu Long	Mgmt	For	For	No
1j	Elect Director Ivan Menezes	Mgmt	For	For	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No

## Wilmington plc

**Meeting Date:** 11/03/2021

**Country:** United Kingdom

**Ticker:** WIL

**Record Date:** 11/01/2021

**Meeting Type:** Annual

**Primary Security ID:** G9670Q105

**Voting Policy:** ISS

**Shares Voted:** 3,783,723

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	No
4	Approve Final Dividend	Mgmt	For	For	No
5	Re-elect Martin Morgan as Director	Mgmt	For	For	No
6	Re-elect Mark Milner as Director	Mgmt	For	For	No
7	Elect Guy Millward as Director	Mgmt	For	For	No
8	Re-elect Paul Dollman as Director	Mgmt	For	For	No
9	Elect William Macpherson as Director	Mgmt	For	For	No
10	Re-elect Helen Sachdev as Director	Mgmt	For	For	No

## Wilmington plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
11	Reappoint Grant Thornton UK LLP as Auditors	Mgmt	For	For	No
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	No
14	Approve Deferred Bonus Plan	Mgmt	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
18	Adopt New Articles of Association	Mgmt	For	For	No

## Coty Inc.

**Meeting Date:** 11/04/2021      **Country:** USA      **Ticker:** COTY  
**Record Date:** 09/10/2021      **Meeting Type:** Annual  
**Primary Security ID:** 222070203

**Voting Policy:** ISS

**Shares Voted:** 732,615

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Beatrice Ballini	Mgmt	For	Withhold	Yes
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent compensation committee members Beatrice Ballini, Johannes Huth, and Erhard Schoewel, for persistent compensation-related concerns demonstrating poor stewardship of the pay program. A vote FOR the remaining director nominees is warranted. +</i>					
1.2 +	Elect Director Joachim Creus	Mgmt	For	For	No
1.3 +	Elect Director Nancy G. Ford	Mgmt	For	For	No
1.4 +	Elect Director Olivier Goudet	Mgmt	For	For	No
1.5 +	Elect Director Peter Harf	Mgmt	For	For	No
1.6 +	Elect Director Johannes P. Huth	Mgmt	For	Withhold	Yes
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent compensation committee members Beatrice Ballini, Johannes Huth, and Erhard Schoewel, for persistent compensation-related concerns demonstrating poor stewardship of the pay program. A vote FOR the remaining director nominees is warranted. +</i>					
1.7 +	Elect Director Maria Ausuncion Aramburuzabala Larregui	Mgmt	For	For	No
1.8 +	Elect Director Anna Adeola Makanju	Mgmt	For	For	No
1.9 +	Elect Director Sue Y. Nabi	Mgmt	For	For	No
1.10 +	Elect Director Isabelle Parize	Mgmt	For	For	No
1.11 +	Elect Director Erhard Schoewel	Mgmt	For	Withhold	Yes
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent compensation committee members Beatrice Ballini, Johannes Huth, and Erhard Schoewel, for persistent compensation-related concerns demonstrating poor stewardship of the pay program. A vote FOR the remaining director nominees is warranted.</i>					

## Coty Inc. \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.12	Elect Director Robert Singer	Mgmt	For	For	No
1.13	Elect Director Justine Tan	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Although CEO Nabi is not eligible for additional equity awards and the annual bonus plan during her employment term, her sign-on RSUs of \$280 million represent an extraordinary magnitude. Further concerning is that the awards are designed to fully vest in less than three years following the grant. Additionally, Nabi is entitled to an outsized base salary valued at approximately \$3.5 million for 2021. Overall, FY21 pay lacks pre-set performance criteria, as other NEOs' equity awards are also entirely time-based, and the FY21 bonus program was suspended due to the pandemic. Further, another NEO also received a relatively large base salary. Notably, these significant concerns for the year in review follow a multiple years of problematic pay decisions at the company.</i></p>					
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	No

## NCC Group Plc

**Meeting Date:** 11/04/2021      **Country:** United Kingdom      **Ticker:** NCC  
**Record Date:** 11/02/2021      **Meeting Type:** Annual  
**Primary Security ID:** G64319109

**Voting Policy:** ISS

**Shares Voted:** 9,041,123

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	No
4	Approve Final Dividend	Mgmt	For	For	No
5	Reappoint KPMG LLP as Auditors	Mgmt	For	For	No
6	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
7	Re-elect Adam Palsler as Director	Mgmt	For	For	No
8	Re-elect Chris Stone as Director	Mgmt	For	For	No
9	Re-elect Jonathan Brooks as Director	Mgmt	For	For	No
10	Re-elect Chris Batterham as Director	Mgmt	For	For	No
11	Re-elect Jennifer Duvalier as Director	Mgmt	For	For	No
12	Re-elect Mike Ettling as Director	Mgmt	For	For	No
13	Re-elect Tim Kowalski as Director	Mgmt	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No

## NCC Group Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No

## Hays plc

**Meeting Date:** 11/10/2021

**Country:** United Kingdom

**Ticker:** HAS

**Record Date:** 11/08/2021

**Meeting Type:** Annual

**Primary Security ID:** G4361D109

**Voting Policy:** ISS

**Shares Voted:** 4,230,764

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Final Dividend	Mgmt	For	For	No
4	Approve Special Dividend	Mgmt	For	For	No
5	Re-elect Andrew Martin as Director	Mgmt	For	For	No
6	Re-elect Alistair Cox as Director	Mgmt	For	For	No
7	Re-elect Paul Venables as Director	Mgmt	For	For	No
8	Re-elect Torsten Kreindl as Director	Mgmt	For	For	No
9	Re-elect Cheryl Millington as Director	Mgmt	For	For	No
10	Re-elect Susan Murray as Director	Mgmt	For	For	No
11	Re-elect MT Rainey as Director	Mgmt	For	For	No
12	Re-elect Peter Williams as Director	Mgmt	For	For	No
13	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
18	Authorise Market Purchase of Ordinary shares	Mgmt	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
20	Adopt New Articles of Association	Mgmt	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
21	Approve Performance Share Plan	Mgmt	For	For	No

## Oracle Corporation

**Meeting Date:** 11/10/2021      **Country:** USA      **Ticker:** ORCL  
**Record Date:** 09/13/2021      **Meeting Type:** Annual  
**Primary Security ID:** 68389X105

**Voting Policy:** ISS

**Shares Voted:** 254,732

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Jeffrey S. Berg	Mgmt	For	Withhold	Yes
<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. WITHHOLD votes are also warranted from incumbent Compensation Committee members George Conrades, Charles (Wick) Moorman IV, Leon Panetta, and Naomi Seligman for insufficient responsiveness to low support for last year's say-on-pay proposal. A vote FOR the remaining directors is warranted. +</i></p>					
1.2	Elect Director Michael J. Boskin	Mgmt	For	For	No
1.3	Elect Director Safra A. Catz	Mgmt	For	For	No
1.4	Elect Director Bruce R. Chizen	Mgmt	For	Withhold	Yes
<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. WITHHOLD votes are also warranted from incumbent Compensation Committee members George Conrades, Charles (Wick) Moorman IV, Leon Panetta, and Naomi Seligman for insufficient responsiveness to low support for last year's say-on-pay proposal. A vote FOR the remaining directors is warranted. +</i></p>					
1.5	Elect Director George H. Conrades	Mgmt	For	Withhold	Yes
<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. WITHHOLD votes are also warranted from incumbent Compensation Committee members George Conrades, Charles (Wick) Moorman IV, Leon Panetta, and Naomi Seligman for insufficient responsiveness to low support for last year's say-on-pay proposal. A vote FOR the remaining directors is warranted. +</i></p>					
1.6	Elect Director Lawrence J. Ellison	Mgmt	For	For	No
1.7	Elect Director Rona A. Fairhead	Mgmt	For	For	No
1.8	Elect Director Jeffrey O. Henley	Mgmt	For	For	No
1.9	Elect Director Renee J. James	Mgmt	For	For	No
1.10	Elect Director Charles W. Moorman, IV	Mgmt	For	Withhold	Yes
<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. WITHHOLD votes are also warranted from incumbent Compensation Committee members George Conrades, Charles (Wick) Moorman IV, Leon Panetta, and Naomi Seligman for insufficient responsiveness to low support for last year's say-on-pay proposal. A vote FOR the remaining directors is warranted. +</i></p>					
1.11	Elect Director Leon E. Panetta	Mgmt	For	Withhold	Yes
<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. WITHHOLD votes are also warranted from incumbent Compensation Committee members George Conrades, Charles (Wick) Moorman IV, Leon Panetta, and Naomi Seligman for insufficient responsiveness to low support for last year's say-on-pay proposal. A vote FOR the remaining directors is warranted.</i></p>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.12	Elect Director William G. Parrett	Mgmt	For	Withhold	Yes
<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. WITHHOLD votes are also warranted from incumbent Compensation Committee members George Conrades, Charles (Wick) Moorman IV, Leon Panetta, and Naomi Seligman for insufficient responsiveness to low support for last year's say-on-pay proposal. A vote FOR the remaining directors is warranted.</i></p>					
1.13	Elect Director Naomi O. Seligman	Mgmt	For	Withhold	Yes
<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. WITHHOLD votes are also warranted from incumbent Compensation Committee members George Conrades, Charles (Wick) Moorman IV, Leon Panetta, and Naomi Seligman for insufficient responsiveness to low support for last year's say-on-pay proposal. A vote FOR the remaining directors is warranted.</i></p>					
1.14	Elect Director Vishal Sikka	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The compensation committee demonstrated poor responsiveness to last year's low say-on-pay vote, which has received low support for several years. While the company has provided disclosure surrounding shareholders' concerns and the board's contemplation of such concerns, the company extended the performance period of large outstanding front-loaded awards. This is especially concerning as the board previously made a commitment to maintain the existing terms of the outstanding awards, as disclosed in the prior year's proxy. In addition to contradicting a prior commitment, the act of modifying previously granted awards is generally considered problematic by many investors, and such concerns are exacerbated given the magnitude of these front-loaded awards. Further, there are ongoing concerns with the use of a discretionary bonus structure for one NEO and entirely time-vesting equity awards for certain NEOs.</i></p>					
3	Amend Omnibus Stock Plan	Mgmt	For	Against	Yes
<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 equity program is estimated to be excessively dilutive (overriding factor)* The plan cost is excessive* The three-year average burn rate is excessive* The plan allows broad discretion to accelerate vesting</i></p>					
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No
5	Report on Racial Equity Audit	SH	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, as an independent racial audit would help shareholders better assess how Oracle is managing and overseeing risks related to the use of its facial recognition technology, particularly given growing privacy, civil rights and racial bias concerns associated with the use of the technology.</i></p>					
6	Require Independent Board Chair	SH	Against	For	Yes
<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, 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>					
7	Report on Political Contributions	SH	Against	Against	No

## Pernod Ricard SA

Meeting Date: 11/10/2021

Country: France

Ticker: RI

Record Date: 11/08/2021

Meeting Type: Annual/Special

Primary Security ID: F72027109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	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 3.12 per Share	Mgmt	For	For	No
4	Reelect Anne Lange as Director	Mgmt	For	For	No
5	Reelect Societe Paul Ricard as Director	Mgmt	For	For	No
6	Reelect Veronica Vargas as Director	Mgmt	For	For	No
7	Elect Namita Shah as Director	Mgmt	For	For	No
8	Approve Compensation of Alexandre Ricard, Chairman and CEO	Mgmt	For	For	No
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	No
10	Approve Remuneration Policy of Alexandre Ricard, Chairman and CEO	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this remuneration policy is warranted because: * The company proposes to increase the base salary by 14 percent until the remaining of the executive's mandate. Such increase would lead to an increase of the bonus and LTI opportunities and of the maximum potential payout. * The level of the supplementary pension scheme would increase by 100%. But the company does not provide any compelling rationale to support this increase. * As past years, the bonus structure would allow compensation between financial and non-financial criteria at maximum level. * Under the amended LTI structure, the criteria related to the profit from recurring operations and relative TSR would remain considered not stringent enough while they weigh 80% of the payout. * The company does not specify a cap or circumstances for exceptional payments.</i></p>					
11	Approve Remuneration Policy of Directors	Mgmt	For	For	No
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	No
13	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	No
	Extraordinary Business	Mgmt			
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	No
15	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 134 Million	Mgmt	For	For	No
16	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 41 Million	Mgmt	For	For	No
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 15, 16 and 18	Mgmt	For	For	No



## Pernod Ricard SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 41 Million	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 Increase of Up to 10 Percent of Issued Capital for Future Exchange Offers	Mgmt	For	For	No
21	Authorize Capitalization of Reserves of Up to EUR 134 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	No
22	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Executive Corporate Officers	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 Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	No
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	Mgmt	For	For	No
26	Amend Article 7 and 33 of Bylaws to Comply with Legal Changes	Mgmt	For	For	No
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	No

## Ricardo Plc

**Meeting Date:** 11/11/2021

**Country:** United Kingdom

**Ticker:** RCDO

**Record Date:** 11/07/2021

**Meeting Type:** Annual

**Primary Security ID:** G75528110

**Voting Policy:** ISS

**Shares Voted:** 1,279,276

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Final Dividend	Mgmt	For	For	No
3	Reappoint KPMG LLP as Auditors	Mgmt	For	For	No
4	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
5	Elect Graham Ritchie as Director	Mgmt	For	For	No
6	Re-elect Russell King as Director	Mgmt	For	For	No
7	Re-elect Jack Boyer as Director	Mgmt	For	For	No
8	Re-elect William Spencer as Director	Mgmt	For	For	No

## Ricardo Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
9	Re-elect Sir Terry Morgan as Director	Mgmt	For	For	No
10	Re-elect Ian Gibson as Director	Mgmt	For	For	No
11	Re-elect Laurie Bowen as Director	Mgmt	For	For	No
12	Re-elect Malin Persson as Director	Mgmt	For	For	No
13	Approve Remuneration Report	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because:* The Company announced Dave Shemman's intention to leave on 25 January 2021, but it was agreed that his notice period will commence at a date no later than 30 September 2021, rather than the announcement date. This non-standard approach on notice application resulted in a material uplift of the former CEO's leaving provisions, which is not considered an appropriate use of shareholders' funds.</i></p>					
14	Approve Deferred Bonus Plan	Mgmt	For	For	No
15	Authorise Issue of Equity	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted because:* The Company has used the general share issuance authority proposed at the 2019 AGM to facilitate a cashbox placing in November 2020, enabling it to circumvent the disapplication authorities previously approved by shareholders.</i></p>					
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted because:* The Company has used the general share issuance authority proposed at the 2019 AGM to facilitate a cashbox placing in November 2020, enabling it to circumvent the disapplication authorities previously approved by shareholders.</i></p>					
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Redrow Plc

**Meeting Date:** 11/12/2021      **Country:** United Kingdom      **Ticker:** RDW  
**Record Date:** 11/10/2021      **Meeting Type:** Annual  
**Primary Security ID:** G7455X147

**Voting Policy:** ISS

**Shares Voted:** 404,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Final Dividend	Mgmt	For	For	No
3	Elect Richard Akers as Director	Mgmt	For	For	No
4	Re-elect Matthew Pratt as Director	Mgmt	For	For	No
5	Re-elect Barbara Richmond as Director	Mgmt	For	For	No
6	Re-elect Nick Hewson as Director	Mgmt	For	For	No
7	Re-elect Nicky Dulieu as Director	Mgmt	For	For	No
8	Reappoint KPMG LLP as Auditors	Mgmt	For	For	No
9	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No

## Redrow Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
10	Approve Remuneration Report	Mgmt	For	For	No
11	Approve Remuneration Policy	Mgmt	For	For	No
12	Authorise Issue of Equity	Mgmt	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
17	Adopt New Articles of Association	Mgmt	For	For	No

## Skandinaviska Enskilda Banken AB

**Meeting Date:** 11/12/2021

**Country:** Sweden

**Ticker:** SEB.A

**Record Date:** 11/04/2021

**Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** W25381141

**Voting Policy:** ISS

**Shares Voted:** 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	Do Not Vote	No
3.1	Designate Charlotte Munthe Nilsson as Inspector of Minutes of Meeting	Mgmt	For	Do Not Vote	No
3.2	Designate Ossian Ek Dahl as Inspector of Minutes of Meeting	Mgmt	For	Do Not Vote	No
4	Prepare and Approve List of Shareholders	Mgmt	For	Do Not Vote	No
5	Approve Agenda of Meeting	Mgmt	For	Do Not Vote	No
6	Acknowledge Proper Convening of Meeting	Mgmt	For	Do Not Vote	No
7	Approve Dividends of SEK 4.10 Per Share	Mgmt	For	Do Not Vote	No
8	Close Meeting	Mgmt			

## Urban Logistics REIT Plc

**Meeting Date:** 11/12/2021

**Country:** United Kingdom

**Ticker:** SHED

**Record Date:** 11/10/2021

**Meeting Type:** Special

**Primary Security ID:** G6853M109

Voting Policy: ISS

Shares Voted: 3,080,770

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Changes to the Investment Policy of the Company	Mgmt	For	For	No
2	Adopt New Articles of Association	Mgmt	For	For	No
3	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
4	Authorise Issue of Equity in Connection with the Placing Programme	Mgmt	For	For	No
5	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Placing Programme	Mgmt	For	For	No
6	Authorise Issue of Equity	Mgmt	For	For	No
7	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
8	Authorise Issue of Equity without Pre-emptive Rights (Additional Authority)	Mgmt	For	For	No

## MJ Gleeson Plc

Meeting Date: 11/15/2021

Country: United Kingdom

Ticker: GLE

Record Date: 11/11/2021

Meeting Type: Annual

Primary Security ID: G3926R108

Voting Policy: ISS

Shares Voted: 92,230

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Final Dividend	Mgmt	For	For	No
3	Re-elect Dermot Gleeson as Director	Mgmt	For	For	No
4	Re-elect Andrew Coppel as Director	Mgmt	For	For	No
5	Re-elect Fiona Goldsmith as Director	Mgmt	For	For	No
6	Re-elect Christopher Mills as Director	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: Item 3: Re-elect Dermot Gleeson as Director A vote FOR the re-election of Board Chair Dermot Gleeson is considered warranted although it is not without concerns: * The UK Code recommends that board chairs should, in general, serve a maximum of nine years in the role. However, Gleeson has served on the Board for 46 years and there is no stated intention to put a succession plan in place. The main reasons for support are: * The overall board independence and diversity has improved since the last AGM. * The composition of the Board and its key Committees are in line with the recommendations of the UK Corporate Governance Code. Items 4-5 and 7-9: A vote FOR these Directors is warranted as no significant concerns have been identified. Item 6: Re-elect Christopher Mills as Director A 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>					
7	Re-elect James Thomson as Director	Mgmt	For	For	No
8	Re-elect Stefan Allanson as Director	Mgmt	For	For	No

## MJ Gleeson Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
9	Elect Carol Bailey as Director	Mgmt	For	For	No
10	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
12	Approve Remuneration Report	Mgmt	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Avanza Bank Holding AB

**Meeting Date:** 11/16/2021

**Country:** Sweden

**Ticker:** AZA

**Record Date:** 11/08/2021

**Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** W1R78Z269

**Voting Policy:** ISS

**Shares Voted:** 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Elect Chairman of Meeting	Mgmt	For	Do Not Vote	No
2	Prepare and Approve List of Shareholders	Mgmt	For	Do Not Vote	No
3	Approve Agenda of Meeting	Mgmt	For	Do Not Vote	No
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	Do Not Vote	No
5	Acknowledge Proper Convening of Meeting	Mgmt	For	Do Not Vote	No
6	Approve Dividends of SEK 2.95 Per Share	Mgmt	For	Do Not Vote	No

## Dunelm Group Plc

**Meeting Date:** 11/16/2021

**Country:** United Kingdom

**Ticker:** DNLM

**Record Date:** 11/12/2021

**Meeting Type:** Annual

**Primary Security ID:** G2935W108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Final Dividend	Mgmt	For	For	No
3	Re-elect Sir Will Adderley as Director	Mgmt	For	For	No
4	Re-elect Nick Wilkinson as Director	Mgmt	For	For	No
5	Re-elect Laura Carr as Director	Mgmt	For	For	No
6	Re-elect Andy Harrison as Director	Mgmt	For	For	No
7	Re-elect Andy Harrison as Director (Independent Shareholder Vote)	Mgmt	For	For	No
8	Re-elect Marion Sears as Director	Mgmt	For	For	No
9	Re-elect Marion Sears as Director (Independent Shareholder Vote)	Mgmt	For	For	No
10	Re-elect William Reeve as Director	Mgmt	For	For	No
11	Re-elect William Reeve as Director (Independent Shareholder Vote)	Mgmt	For	For	No
12	Re-elect Peter Ruis as Director	Mgmt	For	For	No
13	Re-elect Peter Ruis as Director (Independent Shareholder Vote)	Mgmt	For	For	No
14	Re-elect Ian Bull as Director	Mgmt	For	For	No
15	Re-elect Ian Bull as Director (Independent Shareholder Vote)	Mgmt	For	For	No
16	Elect Arja Taaveniku as Director	Mgmt	For	For	No
17	Elect Arja Taaveniku as Director (Independent Shareholder Vote)	Mgmt	For	For	No
18	Elect Vijay Talwar as Director	Mgmt	For	For	No
19	Elect Vijay Talwar as Director (Independent Shareholder Vote)	Mgmt	For	For	No
20	Approve Implementation Report	Mgmt	For	For	No
21	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
22	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
23	Authorise Issue of Equity	Mgmt	For	For	No
24	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
25	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
26	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
27	Approve Waiver of Rule 9 of the Takeover Code	Mgmt	For	For	No

## Dunelm Group Plc \$

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

## Hexagon AB

**Meeting Date:** 11/17/2021      **Country:** Sweden      **Ticker:** HEXA.B  
**Record Date:** 11/09/2021      **Meeting Type:** Extraordinary Shareholders  
**Primary Security ID:** W4R431112

**Voting Policy:** ISS

**Shares Voted:** 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Elect Chairman of Meeting	Mgmt	For	Do Not Vote	No
2	Prepare and Approve List of Shareholders	Mgmt	For	Do Not Vote	No
3	Approve Agenda of Meeting	Mgmt	For	Do Not Vote	No
4.1	Designate Johannes Wingborg as Inspector of Minutes of Meeting	Mgmt	For	Do Not Vote	No
4.2	Designate Fredrik Skoglund as Inspector of Minutes of Meeting	Mgmt	For	Do Not Vote	No
5	Acknowledge Proper Convening of Meeting	Mgmt	For	Do Not Vote	No
6	Amend Articles Re: Number of Board Members	Mgmt	For	Do Not Vote	No
7	Determine Number of Members (10) and Deputy Members (0) of Board	Mgmt	For	Do Not Vote	No
8.1	Elect Brett Watson as New Director	Mgmt	For	Do Not Vote	No
8.2	Elect Erik Huggers as New Director	Mgmt	For	Do Not Vote	No
9	Approve Remuneration of New Elected Directors	Mgmt	For	Do Not Vote	No

## Picton Property Income Ltd.

**Meeting Date:** 11/17/2021      **Country:** Guernsey      **Ticker:** PCTN  
**Record Date:** 11/15/2021      **Meeting Type:** Annual  
**Primary Security ID:** G7083C101

**Voting Policy:** ISS

**Shares Voted:** 738,630

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

## Picton Property Income Ltd. \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
2	Ratify KPMG Channel Islands Limited as Auditors	Mgmt	For	For	No
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
4	Re-elect Mark Batten as Director	Mgmt	For	For	No
5	Re-elect Maria Bentley as Director	Mgmt	For	For	No
6	Re-elect Andrew Dewhirst as Director	Mgmt	For	For	No
7	Re-elect Richard Jones as Director	Mgmt	For	For	No
8	Re-elect Michael Morris as Director	Mgmt	For	For	No
9	Elect Lena Wilson as a Director	Mgmt	For	For	No
10	Approve Remuneration Report	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration report is considered warranted because:* There are material concerns with the intended salary transition of the Executive Directors which will result in their salaries being increased by 15% for each of FY2021/22, FY2022/23 and FY2023/24 (the second and third years are conditional on the Remuneration Committee being satisfied that they remain appropriate). It is taken into account that the maximum annual bonus opportunity will also be reduced by 10% for each year that the salary increase is enacted until FY2023/24. The Company explains that the executives are currently being paid significantly below their peers. However, it is not considered that the Company has provided a compelling rationale for the material increases in fixed remuneration.</i></p>					
11	Approve Remuneration Policy	Mgmt	For	For	No
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No

## Smiths Group Plc

**Meeting Date:** 11/17/2021      **Country:** United Kingdom      **Ticker:** SMIN  
**Record Date:** 11/15/2021      **Meeting Type:** Annual  
**Primary Security ID:** G82401111

**Voting Policy:** ISS

**Shares Voted:** 814,046

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	No
4	Approve Final Dividend	Mgmt	For	For	No
5	Elect Paul Keel as Director	Mgmt	For	For	No
6	Re-elect Sir George Buckley as Director	Mgmt	For	For	No
7	Re-elect Pam Cheng as Director	Mgmt	For	For	No



## Smiths Group Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
8	Re-elect Dame Ann Dowling as Director	Mgmt	For	For	No
9	Re-elect Tanya Fratto as Director	Mgmt	For	For	No
10	Re-elect Karin Hoeing as Director	Mgmt	For	For	No
11	Re-elect William Seeger as Director	Mgmt	For	For	No
12	Re-elect Mark Seligman as Director	Mgmt	For	For	No
13	Re-elect John Shipsey as Director	Mgmt	For	For	No
14	Re-elect Noel Tata as Director	Mgmt	For	For	No
15	Reappoint KPMG LLP as Auditors	Mgmt	For	For	No
16	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
22	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No

## Smiths Group Plc

**Meeting Date:** 11/17/2021

**Country:** United Kingdom

**Ticker:** SMIN

**Record Date:** 11/15/2021

**Meeting Type:** Special

**Primary Security ID:** G82401111

**Voting Policy:** ISS

**Shares Voted:** 814,046

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Sale of Smiths Medical 2020 Limited	Mgmt	For	For	No
2	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No

## Close Brothers Group Plc

**Meeting Date:** 11/18/2021

**Country:** United Kingdom

**Ticker:** CBG

**Record Date:** 11/16/2021

**Meeting Type:** Annual

**Primary Security ID:** G22120102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Remuneration Policy	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration policy is considered warranted: The amendments to the remuneration policy facilitate a significant increase in fixed pay opportunity which, although accompanied by a material reduction in the quantum of maximum opportunity available, will pay out significantly higher guaranteed cash amounts compared to the current policy. The increase in fixed pay is primarily the result of significant salary increases to the Executive Directors, rather than a clearly-separated additional award mechanism - such as a share-settled role-based allowance or fixed pay award - that have typically been adopted by other financial institutions that have amended their pay structures to accommodate CRD IV and V pay requirements.</i></p>					
4	Approve Final Dividend	Mgmt	For	For	No
5	Re-elect Mike Biggs as Director	Mgmt	For	For	No
6	Re-elect Adrian Sainsbury as Director	Mgmt	For	For	No
7	Re-elect Mike Morgan as Director	Mgmt	For	For	No
8	Re-elect Oliver Corbett as Director	Mgmt	For	For	No
9	Re-elect Peter Duffy as Director	Mgmt	For	For	No
10	Elect Patricia Halliday as Director	Mgmt	For	For	No
11	Re-elect Lesley Jones as Director	Mgmt	For	For	No
12	Re-elect Bridget Macaskill as Director	Mgmt	For	For	No
13	Elect Tesula Mohindra as Director	Mgmt	For	For	No
14	Elect Mark Pain as Director	Mgmt	For	For	No
15	Re-elect Sally Williams as Director	Mgmt	For	For	No
16	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
18	Authorise Issue of Equity	Mgmt	For	For	No
19	Authorise Issue of Equity in Relation to the Issue of AT1 Securities	Mgmt	For	For	No
20	Approve Sharesave Plan	Mgmt	For	For	No
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
23	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issue of AT1 Securities	Mgmt	For	For	No
24	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No

## Close Brothers Group Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
26	Approve Maximum Ratio of Fixed to Variable Remuneration	Mgmt	For	For	No

## Industrivarden AB

**Meeting Date:** 11/23/2021      **Country:** Sweden      **Ticker:** INDU.A  
**Record Date:** 11/15/2021      **Meeting Type:** Extraordinary Shareholders  
**Primary Security ID:** W45430100

**Voting Policy:** ISS

**Shares Voted:** 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Elect Chairman of Meeting	Mgmt	For	Do Not Vote	No
2	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	Do Not Vote	No
3	Prepare and Approve List of Shareholders	Mgmt	For	Do Not Vote	No
4	Approve Agenda of Meeting	Mgmt	For	Do Not Vote	No
5	Acknowledge Proper Convening of Meeting	Mgmt	For	Do Not Vote	No
6.a	Approve SEK 8.3 Million Reduction in Share Capital via Share Cancellation for Transfer to Unrestricted Equity	Mgmt	For	Do Not Vote	No
6.b	Approve Capitalization of Reserves of SEK 8.3 Million for a Bonus Issue	Mgmt	For	Do Not Vote	No

## Clinigen Group Plc

**Meeting Date:** 11/24/2021      **Country:** United Kingdom      **Ticker:** CLIN  
**Record Date:** 11/22/2021      **Meeting Type:** Annual  
**Primary Security ID:** G2R22L107

**Voting Policy:** ISS

**Shares Voted:** 879,331

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	Against	Yes
3	Approve Final Dividend	Mgmt	For	For	No
4	Elect Elmar Schnee as Director	Mgmt	For	For	No
5	Elect Ian Johnson as Director	Mgmt	For	For	No

## Clinigen Group Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
6	Elect Sharon Curran as Director	Mgmt	For	For	No
7	Re-elect Anne Hyland as Director	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: A vote FOR the election of Ian Johnson is warranted because no significant concerns have been identified.</i>					
8	Re-elect Alan Boyd as Director	Mgmt	For	Against	Yes
<i>Voting Policy Rationale: A vote FOR the election of Ian Johnson is warranted because no significant concerns have been identified.</i>					
9	Re-elect Shaun Chilton as Director	Mgmt	For	For	No
10	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
12	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No

## Genus Plc

**Meeting Date:** 11/24/2021

**Country:** United Kingdom

**Ticker:** GNS

**Record Date:** 11/22/2021

**Meeting Type:** Annual

**Primary Security ID:** G3827X105

**Voting Policy:** ISS

**Shares Voted:** 920,208

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Share Incentive Plan	Mgmt	For	For	No
4	Approve International Share Incentive Plan	Mgmt	For	For	No
5	Approve Final Dividend	Mgmt	For	For	No
6	Elect Jason Chin as Director	Mgmt	For	For	No
7	Re-elect Iain Ferguson as Director	Mgmt	For	For	No
8	Re-elect Stephen Wilson as Director	Mgmt	For	For	No
9	Re-elect Alison Henriksen as Director	Mgmt	For	For	No
10	Re-elect Lysanne Gray as Director	Mgmt	For	For	No
11	Re-elect Lykele van der Broek as Director	Mgmt	For	For	No

## Genus Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
12	Re-elect Lesley Knox as Director	Mgmt	For	For	No
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	No
14	Authorise Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
20	Adopt New Articles of Association	Mgmt	For	For	No

## Supermarket Income REIT Plc

**Meeting Date:** 11/24/2021

**Country:** United Kingdom

**Ticker:** SUPR

**Record Date:** 11/22/2021

**Meeting Type:** Annual

**Primary Security ID:** G8586X105

**Voting Policy:** ISS

**Shares Voted:** 1,907,101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	No
4	Approve the Company's Dividend Policy	Mgmt	For	For	No
5	Re-elect Nick Hewson as Director	Mgmt	For	For	No
6	Re-elect Vince Prior as Director	Mgmt	For	For	No
7	Re-elect Jon Austen as Director	Mgmt	For	For	No
8	Re-elect Cathryn Vanderspar as Director	Mgmt	For	For	No
9	Reappoint BDO LLP as Auditors	Mgmt	For	For	No
10	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
11	Authorise Issue of Equity	Mgmt	For	For	No
12	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No

## Supermarket Income REIT Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
14	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
16	Authorise the Company to Use Electronic Communications	Mgmt	For	For	No
17	Approve Matters Relating to the Relevant Distributions	Mgmt	For	For	No
18	Approve Cancellation of the Share Premium Account	Mgmt	For	For	No
19	Adopt New Articles of Association	Mgmt	For	For	No

## Hammerson Plc

**Meeting Date:** 11/25/2021      **Country:** United Kingdom      **Ticker:** HMSO  
**Record Date:** 11/23/2021      **Meeting Type:** Special  
**Primary Security ID:** G4273Q164

**Voting Policy:** ISS

**Shares Voted:** 1,251,779

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Enhanced Scrip Dividend Alternative	Mgmt	For	For	No

## Microsoft Corporation

**Meeting Date:** 11/30/2021      **Country:** USA      **Ticker:** MSFT  
**Record Date:** 09/30/2021      **Meeting Type:** Annual  
**Primary Security ID:** 594918104

**Voting Policy:** ISS

**Shares Voted:** 498,472

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Reid G. Hoffman	Mgmt	For	For	No
1.2	Elect Director Hugh F. Johnston	Mgmt	For	For	No
1.3	Elect Director Teri L. List	Mgmt	For	For	No
1.4	Elect Director Satya Nadella	Mgmt	For	For	No
1.5	Elect Director Sandra E. Peterson	Mgmt	For	For	No
1.6	Elect Director Penny S. Pritzker	Mgmt	For	For	No
1.7	Elect Director Carlos A. Rodriguez	Mgmt	For	For	No
1.8	Elect Director Charles W. Scharf	Mgmt	For	For	No
1.9	Elect Director John W. Stanton	Mgmt	For	For	No
1.10	Elect Director John W. Thompson	Mgmt	For	For	No

## Microsoft Corporation \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.11	Elect Director Emma N. Walmsley	Mgmt	For	For	No
1.12	Elect Director Padmasree Warrior	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	No
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	No
5	Report on Gender/Racial Pay Gap	SH	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders could benefit from the median pay gap statistics that would allow them to compare and measure the progress of the company's diversity and inclusion initiatives.</i></p>					
6	Report on Effectiveness of Workplace Sexual Harassment Policies	SH	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as the company faces potential controversies related to workplace sexual harassment and gender discrimination. Additional information on the company's sexual harassment policies and the implementation of these policies would help shareholders better assess how the company is addressing such risks.</i></p>					
7	Prohibit Sales of Facial Recognition Technology to All Government Entities	SH	Against	Against	No
8	Report on Implementation of the Fair Chance Business Pledge	SH	Against	Against	No
9	Report on Lobbying Activities Alignment with Company Policies	SH	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as a report on the congruency of the company's public position with its and its political partners' lobbying positions would provide shareholders needed information about reputational risks that may arise from publicity around perceived inconsistencies.</i></p>					

## Coloplast A/S

**Meeting Date:** 12/02/2021      **Country:** Denmark      **Ticker:** COLO.B  
**Record Date:** 11/25/2021      **Meeting Type:** Annual  
**Primary Security ID:** K16018192

**Voting Policy:** ISS

**Shares Voted:** 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote	No
3	Approve Allocation of Income	Mgmt	For	Do Not Vote	No
4	Approve Remuneration Report	Mgmt	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	Do Not Vote	No

## Coloplast A/S \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
6	Approve Update of the Company's Overall Guidelines for Incentive Pay to the Executive Management	Mgmt	For	Do Not Vote	No
7.1	Reelect Lars Soren Rasmussen as Director	Mgmt	For	Do Not Vote	No
7.2	Reelect Niels Peter Louis-Hansen as Director	Mgmt	For	Do Not Vote	No
7.3	Reelect Jette Nygaard-Andersen as Director	Mgmt	For	Do Not Vote	No
7.4	Reelect Carsten Hellmann as Director	Mgmt	For	Do Not Vote	No
7.5	Reelect Marianne Wiinholt as Director	Mgmt	For	Do Not Vote	No
7.6	Elect Annette Bruls as New Director	Mgmt	For	Do Not Vote	No
8	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	Do Not Vote	No
9	Other Business	Mgmt			

## Ferguson Plc

**Meeting Date:** 12/02/2021

**Country:** Jersey

**Ticker:** FERG

**Record Date:** 11/30/2021

**Meeting Type:** Annual

**Primary Security ID:** G3421J106

**Voting Policy:** ISS

**Shares Voted:** 463,661

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Final Dividend	Mgmt	For	For	No
4	Elect Kelly Baker as Director	Mgmt	For	For	No
5	Elect Brian May as Director	Mgmt	For	For	No
6	Elect Suzanne Wood as Director	Mgmt	For	For	No
7	Re-elect Bill Brundage as Director	Mgmt	For	For	No
8	Re-elect Geoff Drabble as Director	Mgmt	For	For	No
9	Re-elect Catherine Halligan as Director	Mgmt	For	For	No
10	Re-elect Kevin Murphy as Director	Mgmt	For	For	No
11	Re-elect Alan Murray as Director	Mgmt	For	For	No
12	Re-elect Tom Schmitt as Director	Mgmt	For	For	No
13	Re-elect Dr Nadia Shouraboura as Director	Mgmt	For	For	No
14	Re-elect Jacqueline Simmonds as Director	Mgmt	For	For	No



## Ferguson Plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
15	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	No
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
18	Authorise Issue of Equity	Mgmt	For	For	No
19	Approve Employee Share Purchase Plan	Mgmt	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No

## Lianhua Supermarket Holdings Co., Ltd.

**Meeting Date:** 12/02/2021

**Country:** China

**Ticker:** 980

**Record Date:** 11/01/2021

**Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** Y5279F102

**Voting Policy:** ISS

**Shares Voted:** 10,761,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Provision of Deposit Services under the Financial Services Agreement and Proposed Annual Caps	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote FOR Item 2 is warranted given:* the transactions to be contemplated under this proposal are within the ordinary and usual course of the company's business and are on normal commercial terms; and* the independent non-executive directors and independent financial advisor believe that the transactions are fair and reasonable for the company's shareholders. A vote AGAINST Item 1 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></p>					
2	Approve Sales Agency Framework Agreement and Proposed Annual Caps	Mgmt	For	For	No
3	Elect Pu Shao-hua as Director	SH	For	For	No
4	Elect Shi Xiao-long as Director	SH	For	For	No
5	Elect Tian Ying-jie as Supervisor	SH	For	For	No

## Bellway Plc

**Meeting Date:** 12/06/2021

**Country:** United Kingdom

**Ticker:** BWY

**Record Date:** 12/04/2021

**Meeting Type:** Annual

**Primary Security ID:** G09744155

Voting Policy: ISS

Shares Voted: 1,480,276

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	No
4	Approve Final Dividend	Mgmt	For	For	No
5	Re-elect Paul Hampden Smith as Director	Mgmt	For	For	No
6	Re-elect Jason Honeyman as Director	Mgmt	For	For	No
7	Re-elect Keith Adey as Director	Mgmt	For	For	No
8	Re-elect Denise Jagger as Director	Mgmt	For	For	No
9	Re-elect Jill Caseberry as Director	Mgmt	For	For	No
10	Re-elect Ian McHoul as Director	Mgmt	For	For	No
11	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	No
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

**Medtronic plc**

Meeting Date: 12/09/2021

Country: Ireland

Ticker: MDT

Record Date: 10/14/2021

Meeting Type: Annual

Primary Security ID: G5960L103

Voting Policy: ISS

Shares Voted: 178,424

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Richard H. Anderson	Mgmt	For	For	No
1b	Elect Director Craig Arnold	Mgmt	For	For	No
1c	Elect Director Scott C. Donnelly	Mgmt	For	For	No
1d	Elect Director Andrea J. Goldsmith	Mgmt	For	For	No
1e	Elect Director Randall J. Hogan, III	Mgmt	For	For	No

## Medtronic plc \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1f	Elect Director Kevin E. Lofton	Mgmt	For	For	No
1g	Elect Director Geoffrey S. Martha	Mgmt	For	For	No
1h	Elect Director Elizabeth G. Nabel	Mgmt	For	For	No
1i	Elect Director Denise M. O'Leary	Mgmt	For	For	No
1j	Elect Director Kendall J. Powell	Mgmt	For	For	No
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	No
5	Approve Omnibus Stock Plan	Mgmt	For	For	No
6	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	No
7	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	Mgmt	For	For	No
8	Authorize Overseas Market Purchases of Ordinary Shares	Mgmt	For	For	No

## Associated British Foods Plc

**Meeting Date:** 12/10/2021      **Country:** United Kingdom      **Ticker:** ABF  
**Record Date:** 12/08/2021      **Meeting Type:** Annual  
**Primary Security ID:** G05600138

**Voting Policy:** ISS

**Shares Voted:** 519,656

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this item is considered warranted because:* The Remuneration Committee has exercised discretion to override the anticipated formulaic outcomes of performance targets applicable to in-flight awards made under the 2018 LTIP, which were not scheduled to vest given the impact of COVID-19 on the Company's financials. Rather than utilise the original EPS performance targets, awards have been informed by a highly subjective performance framework, with the final vesting level of awards determined by the ultimate discretion of the Remuneration Committee. This has resulted in 40% of the shares originally awarded vesting, valued at GBP 752,000 for the CEO and GBP 495,000 for the CFO.</i></p>					
3	Approve Final Dividend	Mgmt	For	For	No
4	Re-elect Emma Adamo as Director	Mgmt	For	For	No
5	Re-elect Graham Allan as Director	Mgmt	For	For	No
6	Re-elect John Bason as Director	Mgmt	For	For	No
7	Re-elect Ruth Cairnie as Director	Mgmt	For	For	No
8	Re-elect Wolfhart Hauser as Director	Mgmt	For	For	No

## Associated British Foods Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
9	Re-elect Michael McLintock as Director	Mgmt	For	For	No
10	Elect Dame Heather Rabbatts as Director	Mgmt	For	For	No
11	Re-elect Richard Reid as Director	Mgmt	For	For	No
12	Re-elect George Weston as Director	Mgmt	For	For	No
13	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	No
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## Kansas City Southern

**Meeting Date:** 12/10/2021      **Country:** USA      **Ticker:** KSU  
**Record Date:** 10/14/2021      **Meeting Type:** Special  
**Primary Security ID:** 485170302

**Voting Policy:** ISS

**Shares Voted:** 32,487

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Merger Agreement	Mgmt	For	For	No
2	Advisory Vote on Golden Parachutes	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. While cash severance is double trigger and reasonably based, NEOs are entitled to receive problematic excise tax gross-ups pursuant to new 2021 agreements. Additionally, a majority of time-based equity awards will fully vest in connection with the merger, and performance shares will be converted into cash-based awards at their maximum performance level, without a compelling rationale. Lastly, retention bonuses are sizeable.</i></p>					
3	Adjourn Meeting	Mgmt	For	For	No

## Noble Group Holding Limited

**Meeting Date:** 12/10/2021      **Country:** Bermuda      **Ticker:** N/A  
**Record Date:** 11/17/2021      **Meeting Type:** Special  
**Primary Security ID:** G6584L107

## Noble Group Holding Limited \$

Voting Policy: ISS

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For		No
2	Elect Claus-Georg Nette as Director	Mgmt	For		No
3	Elect David Isaac Adelman as Director	Mgmt	For		No
4	Elect Ajay Mishra as Director	Mgmt	For		No
5	Elect Peter Douglas Coleman as Director	Mgmt	For		No
6	Elect Matthew Frank Hinds as Director	Mgmt	For		No
7	Approve Directors' Fees	Mgmt	For		No
8	Approve BDO Limited as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For		No
9	Approve Issuance of Shares Under the Noble Group Holdings Share Option Scheme	Mgmt	For		No
10	Approve Issuance of Shares Under the Noble Group Holdings Restricted Share Plan	Mgmt	For		No

## Royal Dutch Shell Plc

Meeting Date: 12/10/2021

Country: United Kingdom

Ticker: RDSA

Record Date: 12/08/2021

Meeting Type: Special

Primary Security ID: G7690A100

Voting Policy: ISS

Shares Voted: 11,006,185

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Adopt New Articles of Association	Mgmt	For	For	No

## Tritax EuroBox Plc

Meeting Date: 12/10/2021

Country: United Kingdom

Ticker: EBOX

Record Date: 12/08/2021

Meeting Type: Special

Primary Security ID: G9101X109

Voting Policy: ISS

Shares Voted: 1,222,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve the Related Party Transaction Relating to the Gelsenkirchen Proposal	Mgmt	For	For	No
2	Approve the Related Party Transaction Relating to the Bonen Proposal	Mgmt	For	For	No
3	Approve the Related Party Transaction Relating to the German Propco Guarantor Amendment Proposal	Mgmt	For	For	No

## Vanguard Funds plc - Vanguard FTSE North America UCITS ETF \$

**Meeting Date:** 12/10/2021

**Country:** Ireland

**Ticker:** VDNR

**Record Date:** 12/08/2021

**Meeting Type:** Annual

**Primary Security ID:** G9T17W202

**Voting Policy:** ISS

**Shares Voted:** 65,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports and Review the Company's Affairs	Mgmt	For	For	No
2	Ratify KPMG as Auditors and Authorise Their Remuneration	Mgmt	For	For	No

**Voting Policy:** ISS

**Shares Voted:** 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports and Review the Company's Affairs	Mgmt	For		No
2	Ratify KPMG as Auditors and Authorise Their Remuneration	Mgmt	For		No

## Cisco Systems, Inc.

**Meeting Date:** 12/13/2021

**Country:** USA

**Ticker:** CSCO

**Record Date:** 10/15/2021

**Meeting Type:** Annual

**Primary Security ID:** 17275R102

**Voting Policy:** ISS

**Shares Voted:** 370,625

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director M. Michele Burns	Mgmt	For	For	No
1b	Elect Director Wesley G. Bush	Mgmt	For	For	No
1c	Elect Director Michael D. Capellas	Mgmt	For	For	No
1d	Elect Director Mark Garrett	Mgmt	For	For	No
1e	Elect Director John D. Harris, II	Mgmt	For	For	No
1f	Elect Director Kristina M. Johnson	Mgmt	For	For	No
1g	Elect Director Roderick C. McGeary	Mgmt	For	For	No
1h	Elect Director Charles H. Robbins	Mgmt	For	For	No
1i	Elect Director Brenton L. Saunders	Mgmt	For	For	No
1j	Elect Director Lisa T. Su	Mgmt	For	For	No
1k	Elect Director Marianna Tessel	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No

## Cisco Systems, Inc. \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
4	Amend Proxy Access Right	SH	Against	For	Yes

*Voting Policy Rationale: A vote FOR this proposal is warranted as it would enhance the company's proxy access right for shareholders while maintaining safeguards in the nomination process.*

## Palo Alto Networks, Inc.

**Meeting Date:** 12/14/2021      **Country:** USA      **Ticker:** PANW  
**Record Date:** 10/18/2021      **Meeting Type:** Annual  
**Primary Security ID:** 697435105

**Voting Policy:** ISS

**Shares Voted:** 18,026

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director John M. Donovan	Mgmt	For	For	No
1b	Elect Director John Key	Mgmt	For	For	No
1c	Elect Director Mary Pat McCarthy	Mgmt	For	For	No
1d	Elect Director Nir Zuk	Mgmt	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
4	Approve Omnibus Stock Plan	Mgmt	For	For	No

## Sodexo SA

**Meeting Date:** 12/14/2021      **Country:** France      **Ticker:** SW  
**Record Date:** 12/10/2021      **Meeting Type:** Annual/Special  
**Primary Security ID:** F84941123

**Voting Policy:** ISS

**Shares Voted:** 4,830

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	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 per Share	Mgmt	For	For	No

## Sodexo SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4	Approve Transaction with Bellon SA Re: Service Agreement	Mgmt	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as: * The service agreement would provide additional influence to the main shareholder toward the company's management, which may not be in line with all shareholders' interest; and* The company does not provide the price setting conditions underlying the transaction for the upcoming years.</i></p>					
5	Reelect Francois-Xavier Bellon as Director	Mgmt	For	For	No
6	Elect Jean-Baptiste Chasseloup de Chatillon as Director	Mgmt	For	For	No
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For	No
8	Approve Compensation of Sophie Bellon, Chairman of the Board	Mgmt	For	For	No
9	Approve Compensation of Denis Machuel, CEO	Mgmt	For	For	No
10	Approve Remuneration of Directors in the Aggregate Amount of EUR 1 Million	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	Mgmt	For	For	No
14	Approve Compensation of Denis Machuel, CEO Until 30 September 2021	Mgmt	For	For	No
15	Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Mgmt	For	For	No
	Extraordinary Business	Mgmt			
16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	No
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 85 Million	Mgmt	For	For	No
18	Authorize Capitalization of Reserves of Up to EUR 85 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	No
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	No
20	Authorize up to 2.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	No
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	No

## Target Healthcare REIT Plc

**Meeting Date:** 12/14/2021

**Country:** United Kingdom

**Ticker:** THRL

**Record Date:** 12/10/2021

**Meeting Type:** Annual

**Primary Security ID:** G8672Z105



## Target Healthcare REIT Plc \$

Voting Policy: ISS

Shares Voted: 412,917

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Company's Dividend Policy	Mgmt	For	For	No
4	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	No
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
6	Elect Vince Niblett as Director	Mgmt	For	For	No
7	Re-elect Malcolm Naish as Director	Mgmt	For	For	No
8	Re-elect Gordon Coull as Director	Mgmt	For	For	No
9	Re-elect Alison Fyfe as Director	Mgmt	For	For	No
10	Authorise Issue of Equity	Mgmt	For	For	No
11	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
13	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

## iShares VII plc - iShares Core S&P 500 UCITS ETF

Meeting Date: 12/17/2021

Country: Ireland

Ticker: CSP1

Record Date: 12/15/2021

Meeting Type: Annual

Primary Security ID: G4955H110

Voting Policy: ISS

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Resolutions	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For		No
2	Ratify Deloitte as Auditors	Mgmt	For		No
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For		No
4	Re-elect Ros O'Shea as Director	Mgmt	For		No
5	Re-elect Jessica Irschick as Director	Mgmt	For		No
6	Re-elect Barry O'Dwyer as Director	Mgmt	For		No
7	Re-elect Paul McGowan as Director	Mgmt	For		No
8	Re-elect Paul McNaughton as Director	Mgmt	For		No

## iShares VII plc - iShares Core S&P 500 UCITS ETF \$

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
9	Re-elect Deirdre Somers as Director	Mgmt	For		No
	Special Resolution	Mgmt			
1	Approve Proposed Updates to the Constitution	Mgmt	For		No

## Synthomer Plc

**Meeting Date:** 12/17/2021      **Country:** United Kingdom      **Ticker:** SYNT  
**Record Date:** 12/15/2021      **Meeting Type:** Special  
**Primary Security ID:** G8650C102

**Voting Policy:** ISS

**Shares Voted:** 67,535

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Acquisition of Adhesive Resins Business of Eastman Chemical Company	Mgmt	For	For	No
2	Approve Increase in Borrowing Limit Under the Company's Articles of Association	Mgmt	For	For	No

## CNH Industrial NV

**Meeting Date:** 12/23/2021      **Country:** Netherlands      **Ticker:** CNHI  
**Record Date:** 11/25/2021      **Meeting Type:** Extraordinary Shareholders  
**Primary Security ID:** N20944109

**Voting Policy:** ISS

**Shares Voted:** 174,915

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Receive Explanation of the Demerger as Part of the Separation and Listing of the Iveco Group	Mgmt			
3	Approve Demerger in Accordance with the Proposal between CNH Industrial N.V. and Iveco Group N.V.	Mgmt	For	For	No
4.a	Elect Asa Tamsons as Non-Executive Director	Mgmt	For	For	No
4.b	Elect Catia Bastioli as Non-Executive Director	Mgmt	For	For	No
5	Approve Discharge of Tufan Erginbilgic and Lorenzo Simonelli as Non-Executive Directors	Mgmt	For	For	No
6	Close Meeting	Mgmt			