

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Hansteen Holdings Plc

Meeting Date: 06/11/2019

Country: United Kingdom

Primary Security ID: G4383U105

Meeting ID: 1330197

Record Date: 06/07/2019

Meeting Type: Annual

Ticker: HSTN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Re-elect Ian Watson as Director	Mgmt	For	For	For	No
5	Re-elect Morgan Jones as Director	Mgmt	For	For	For	No
6	Re-elect Rick Lowes as Director	Mgmt	For	For	For	No
7	Re-elect Melvyn Eggleton as Director	Mgmt	For	For	For	No
8	Re-elect David Rough as Director	Mgmt	For	For	For	No
9	Re-elect Jim Clarke as Director	Mgmt	For	For	For	No
10	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
11	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
12	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

WFD Unibail-Rodamco N.V.

Meeting Date: 06/11/2019

Country: Netherlands

Primary Security ID: N96244103

Meeting ID: 1326383

Record Date: 05/14/2019

Meeting Type: Annual

Ticker: N/A

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Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Annual Meeting Agenda	Mgmt				
i	Discuss Annual Report	Mgmt				
ii	Discuss Implementation of Remuneration Policy	Mgmt				
1	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For	No
iii	Receive Explanation on Dividend Policy	Mgmt				
2	Approve Discharge of Management Board	Mgmt	For	For	For	No
3	Approve Discharge of Supervisory Board	Mgmt	For	For	For	No
4	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For	For	No
5	Authorize Repurchase of Shares	Mgmt	For	For	For	No
6	Item Withdrawn (Amend Articles Re: Change Company Name and Technical Updates)	Mgmt				
7	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For	No

Caterpillar Inc.

Meeting Date: 06/12/2019

Country: USA

Primary Security ID: 149123101

Meeting ID: 1331362

Record Date: 04/15/2019

Meeting Type: Annual

Ticker: CAT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Kelly A. Ayotte	Mgmt	For	For	For	No
1.2	Elect Director David L. Calhoun	Mgmt	For	For	For	No
1.3	Elect Director Daniel M. Dickinson	Mgmt	For	For	For	No
1.4	Elect Director Juan Gallardo	Mgmt	For	For	For	No
1.5	Elect Director Dennis A. Muilenburg	Mgmt	For	For	For	No
1.6	Elect Director William A. Osborn	Mgmt	For	For	For	No
1.7	Elect Director Debra L. Reed-Klages	Mgmt	For	For	For	No
1.8	Elect Director Edward B. Rust, Jr.	Mgmt	For	For	For	No
1.9	Elect Director Susan C. Schwab	Mgmt	For	For	For	No
1.10	Elect Director D. James Umpleby, III	Mgmt	For	For	For	No

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1.11	Elect Director Miles D. White	Mgmt	For	For	For	No
1.12	Elect Director Rayford Wilkins, Jr.	Mgmt	For	For	For	No
2	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Amend Proxy Access Right	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the proposed amendments would enhance the company's existing right for shareholders.</i>						
5	Report on Risks of Doing Business in Conflict-Affected Areas	SH	Against	Against	Against	No

Freeport-McMoRan Inc.

Meeting Date: 06/12/2019

Country: USA

Primary Security ID: 35671D857

Meeting ID: 1330192

Record Date: 04/15/2019

Meeting Type: Annual

Ticker: FCX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Richard C. Adkerson	Mgmt	For	For	For	No
1.2	Elect Director Gerald J. Ford	Mgmt	For	For	For	No
1.3	Elect Director Lydia H. Kennard	Mgmt	For	For	For	No
1.4	Elect Director Dustan E. McCoy	Mgmt	For	For	For	No
1.5	Elect Director Frances Fragos Townsend	Mgmt	For	For	For	No
2	Ratify Ernst & Young LLP as Auditor	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No

Lianhua Supermarket Holdings Co., Ltd.

Meeting Date: 06/12/2019

Country: China

Primary Security ID: Y5279F102

Meeting ID: 1330688

Record Date: 05/10/2019

Meeting Type: Annual

Ticker: 980

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve 2018 Report of the Board of Directors	Mgmt	For	For	For	No
2	Approve 2018 Report of the Supervisory Committee	Mgmt	For	For	For	No

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3	Approve 2018 Consolidated Audited Financial Statements and 2018 Report of the International Auditors	Mgmt	For	For	For	No
4	Approve 2018 Profit Distribution Proposal	Mgmt	For	For	For	No
5	Approve Shanghai Certified Public Accountants as PRC Auditors and Deloitte Touche Tohmatsu as International Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
6	Elect Zhao Xin-sheng as Director	Mgmt	For	For	For	No

Resideo Technologies, Inc.

Meeting Date: 06/12/2019

Country: USA

Primary Security ID: 76118Y104

Meeting ID: 1329645

Record Date: 04/15/2019

Meeting Type: Annual

Ticker: REZI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Paul Deninger	Mgmt	For	For	For	No
1b	Elect Director Michael Nefkens	Mgmt	For	For	For	No
1c	Elect Director Sharon Wienbar	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	No
4	Ratify Deloitte & Touche LLP as Auditor	Mgmt	For	For	For	No

WPP Plc

Meeting Date: 06/12/2019

Country: Jersey

Primary Security ID: G9788D103

Meeting ID: 1328108

Record Date: 06/10/2019

Meeting Type: Annual

Ticker: WPP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Elect Mark Read as Director	Mgmt	For	For	For	No
5	Elect Cindy Rose as Director	Mgmt	For	For	For	No

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6	Re-elect Roberto Quarta as Director	Mgmt	For	For	For	No
7	Re-elect Dr Jacques Aigrain as Director	Mgmt	For	For	For	No
8	Re-elect Tarek Farahat as Director	Mgmt	For	For	For	No
9	Re-elect Sir John Hood as Director	Mgmt	For	For	For	No
10	Re-elect Daniela Riccardi as Director	Mgmt	For	For	For	No
11	Re-elect Paul Richardson as Director	Mgmt	For	For	For	No
12	Re-elect Nicole Seligman as Director	Mgmt	For	For	For	No
13	Re-elect Sally Susman as Director	Mgmt	For	For	For	No
14	Re-elect Solomon Trujillo as Director	Mgmt	For	For	For	No
15	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No

Dollar Tree, Inc.

Meeting Date: 06/13/2019

Country: USA

Primary Security ID: 256746108

Meeting ID: 1327694

Record Date: 04/09/2019

Meeting Type: Annual

Ticker: DLTR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Arnold S. Barron	Mgmt	For	For	For	No
1.2	Elect Director Gregory M. Bridgeford	Mgmt	For	For	For	No
1.3	Elect Director Thomas W. Dickson	Mgmt	For	For	For	No
1.4	Elect Director Conrad M. Hall	Mgmt	For	For	For	No
1.5	Elect Director Lemuel E. Lewis	Mgmt	For	For	For	No
1.6	Elect Director Jeffrey G. Naylor	Mgmt	For	For	For	No
1.7	Elect Director Gary M. Philbin	Mgmt	For	For	For	No
1.8	Elect Director Bob Sasser	Mgmt	For	For	For	No
1.9	Elect Director Thomas A. Saunders, III	Mgmt	For	For	For	No
1.10	Elect Director Stephanie P. Stahl	Mgmt	For	For	For	No
1.11	Elect Director Carrie A. Wheeler	Mgmt	For	For	For	No
1.12	Elect Director Thomas E. Whiddon	Mgmt	For	For	For	No

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1.13	Elect Director Carl P. Zeithaml	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	No

Just Group Plc

Meeting Date: 06/13/2019

Country: United Kingdom

Primary Security ID: G9331B109

Meeting ID: 1307297

Record Date: 06/11/2019

Meeting Type: Annual

Ticker: JUST

Meeting Notes:

Item 2: Voted against the remuneration report as operating profit targets for the annual bonus awards during the year in review were set at a level below the previous year's performance. This was despite a positive outlook at the time.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	Against	Yes
3	Re-elect Chris Gibson-Smith as Director	Mgmt	For	For	For	No
4	Re-elect Paul Bishop as Director	Mgmt	For	For	For	No
5	Re-elect Ian Cormack as Director	Mgmt	For	For	For	No
6	Re-elect Michael Deakin as Director	Mgmt	For	For	For	No
7	Re-elect Steve Melcher as Director	Mgmt	For	For	For	No
8	Re-elect Keith Nicholson as Director	Mgmt	For	For	For	No
9	Re-elect David Richardson as Director	Mgmt	For	For	For	No
10	Re-elect Clare Spottiswoode as Director	Mgmt	For	For	For	No
11	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
13	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST these items is considered warranted on account of:* Abuse of similar authorities approved at the previous AGM.</i>						
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST these items is considered warranted on account of:* Abuse of similar authorities approved at the previous AGM.</i>						

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16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST these items is considered warranted on account of:* Abuse of similar authorities approved at the previous AGM.</i>						
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

PetroChina Company Limited

Meeting Date: 06/13/2019

Country: China

Primary Security ID: Y6883Q104

Meeting ID: 1311005

Record Date: 05/10/2019

Meeting Type: Annual

Ticker: 857

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	AGM BALLOT FOR HOLDERS OF H SHARES	Mgmt				
1	Approve 2018 Report of the Board of Directors	Mgmt	For	For	For	No
2	Approve 2018 Report of the Supervisory Committee	Mgmt	For	For	For	No
3	Approve 2018 Financial Report	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Authorize Board to Determine the Distribution of Interim Dividends	Mgmt	For	For	For	No
6	Approve KPMG Huazhen as Domestic Auditors and KPMG as International Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
7	Approve Provision of Guarantee and Relevant Authorizations	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted since the company will be taking in a disproportionate amount of risk relative to its ownership stake without compelling justification.</i>						
8	Authorize Board to Issue Debt Financing Instruments	Mgmt	For	For	For	No
9	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Domestic Shares and/or H Shares	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted for the following:* The share issuance limit is greater than 10 percent.* The company has not specified the discount limit.</i>						
10.1	Elect Zhang Wei as Director	SH	For	For	For	No
10.2	Elect Jiao Fangzheng as Director	SH	For	For	For	No

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Reporting Period: 06/10/2019 to 06/10/2020

Tesco Plc

Meeting Date: 06/13/2019

Country: United Kingdom

Primary Security ID: G87621101

Meeting ID: 1321692

Record Date: 06/11/2019

Meeting Type: Annual

Ticker: TSCO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Elect Melissa Bethell as Director	Mgmt	For	For	For	No
5	Re-elect John Allan as Director	Mgmt	For	For	For	No
6	Re-elect Mark Armour as Director	Mgmt	For	For	For	No
7	Re-elect Stewart Gilliland as Director	Mgmt	For	For	For	No
8	Re-elect Steve Golsby as Director	Mgmt	For	For	For	No
9	Re-elect Byron Grote as Director	Mgmt	For	For	For	No
10	Re-elect Dave Lewis as Director	Mgmt	For	For	For	No
11	Re-elect Mikael Olsson as Director	Mgmt	For	For	For	No
12	Re-elect Deanna Oppenheimer as Director	Mgmt	For	For	For	No
13	Re-elect Simon Patterson as Director	Mgmt	For	For	For	No
14	Re-elect Alison Platt as Director	Mgmt	For	For	For	No
15	Re-elect Lindsey Pownall as Director	Mgmt	For	For	For	No
16	Re-elect Alan Stewart as Director	Mgmt	For	For	For	No
17	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
18	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
19	Approve Deferred Bonus Plan	Mgmt	For	For	For	No
20	Authorise Issue of Equity	Mgmt	For	For	For	No
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
24	Approve Scrip Dividend	Mgmt	For	For	For	No
25	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No

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26	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
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Toyota Motor Corp.

Meeting Date: 06/13/2019	Country: Japan	Primary Security ID: J92676113	Meeting ID: 1337197
Record Date: 03/31/2019	Meeting Type: Annual	Ticker: 7203	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Uchiyamada, Takeshi	Mgmt	For	For	For	No
1.2	Elect Director Hayakawa, Shigeru	Mgmt	For	For	For	No
1.3	Elect Director Toyoda, Akio	Mgmt	For	For	For	No
1.4	Elect Director Kobayashi, Koji	Mgmt	For	For	For	No
1.5	Elect Director Didier Leroy	Mgmt	For	For	For	No
1.6	Elect Director Terashi, Shigeki	Mgmt	For	For	For	No
1.7	Elect Director Sugawara, Ikuro	Mgmt	For	For	For	No
1.8	Elect Director Sir Philip Craven	Mgmt	For	For	For	No
1.9	Elect Director Kudo, Teiko	Mgmt	For	For	For	No
2.1	Appoint Statutory Auditor Kato, Haruhiko	Mgmt	For	For	For	No
2.2	Appoint Statutory Auditor Ogura, Katsuyuki	Mgmt	For	For	For	No
2.3	Appoint Statutory Auditor Wake, Yoko	Mgmt	For	For	For	No
2.4	Appoint Statutory Auditor Ozu, Hiroshi	Mgmt	For	For	For	No
3	Appoint Alternate Statutory Auditor Sakai, Ryuji	Mgmt	For	For	For	No
4	Approve Cash Compensation Ceiling and Restricted Stock Plan for Directors	Mgmt	For	For	For	No

Carrefour SA

Meeting Date: 06/14/2019	Country: France	Primary Security ID: F13923119	Meeting ID: 1335400
Record Date: 06/12/2019	Meeting Type: Annual/Special	Ticker: CA	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				

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1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of EUR 0.46 per Share	Mgmt	For	For	For	No
4	Ratify Change Location of Registered Office to 93 Avenue de Paris, 91300 Massy	Mgmt	For	For	For	No
5	Ratify Appointment of Claudia Almeida e Silva as Director	Mgmt	For	For	For	No
6	Ratify Appointment of Alexandre Arnault as Director	Mgmt	For	Against	Against	No

*Voting Policy Rationale: * A vote FOR the ratification of the appointment of independent nominee Almeida e Silva is warranted in the absence of significant concerns (Item 5). * Votes AGAINST the (re)elections of non-independent nominees Arnault, Breton, Buarque de Almeida and Diniz are warranted given the lack of independence at the board level (including all board members: 42.1 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 47.1 percent vs 50 percent recommended) (Items 6-9). * A vote AGAINST the reelection of Breton is warranted because he is overboarded (Item 7). * Votes AGAINST the reelections of Breton, Diniz, and Edelstenne are warranted because they attended less than 75 percent of board meetings in 2018 and we do not know if they attended more than 75 percent of meetings in 2017 (Items 7, 9-10).*

7	Reelect Thierry Breton as Director	Mgmt	For	Against	Against	No
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*Voting Policy Rationale: * A vote FOR the ratification of the appointment of independent nominee Almeida e Silva is warranted in the absence of significant concerns (Item 5). * Votes AGAINST the (re)elections of non-independent nominees Arnault, Breton, Buarque de Almeida and Diniz are warranted given the lack of independence at the board level (including all board members: 42.1 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 47.1 percent vs 50 percent recommended) (Items 6-9). * A vote AGAINST the reelection of Breton is warranted because he is overboarded (Item 7). * Votes AGAINST the reelections of Breton, Diniz, and Edelstenne are warranted because they attended less than 75 percent of board meetings in 2018 and we do not know if they attended more than 75 percent of meetings in 2017 (Items 7, 9-10).*

8	Reelect Flavia Buarque de Almeida as Director	Mgmt	For	Against	Against	No
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*Voting Policy Rationale: * A vote FOR the ratification of the appointment of independent nominee Almeida e Silva is warranted in the absence of significant concerns (Item 5). * Votes AGAINST the (re)elections of non-independent nominees Arnault, Breton, Buarque de Almeida and Diniz are warranted given the lack of independence at the board level (including all board members: 42.1 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 47.1 percent vs 50 percent recommended) (Items 6-9). * A vote AGAINST the reelection of Breton is warranted because he is overboarded (Item 7). * Votes AGAINST the reelections of Breton, Diniz, and Edelstenne are warranted because they attended less than 75 percent of board meetings in 2018 and we do not know if they attended more than 75 percent of meetings in 2017 (Items 7, 9-10).*

9	Reelect Abilio Diniz as Director	Mgmt	For	Against	Against	No
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*Voting Policy Rationale: * A vote FOR the ratification of the appointment of independent nominee Almeida e Silva is warranted in the absence of significant concerns (Item 5). * Votes AGAINST the (re)elections of non-independent nominees Arnault, Breton, Buarque de Almeida and Diniz are warranted given the lack of independence at the board level (including all board members: 42.1 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 47.1 percent vs 50 percent recommended) (Items 6-9). * A vote AGAINST the reelection of Breton is warranted because he is overboarded (Item 7). * Votes AGAINST the reelections of Breton, Diniz, and Edelstenne are warranted because they attended less than 75 percent of board meetings in 2018 and we do not know if they attended more than 75 percent of meetings in 2017 (Items 7, 9-10).*

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10	Reelect Charles Edelstenne as Director	Mgmt	For	Against	Against	No
	<p><i>Voting Policy Rationale: * A vote FOR the ratification of the appointment of independent nominee Almeida e Silva is warranted in the absence of significant concerns (Item 5). * Votes AGAINST the (re)elections of non-independent nominees Arnault, Breton, Buarque de Almeida and Diniz are warranted given the lack of independence at the board level (including all board members: 42.1 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 47.1 percent vs 50 percent recommended) (Items 6-9). * A vote AGAINST the reelection of Breton is warranted because he is overboarded (Item 7). * Votes AGAINST the reelections of Breton, Diniz, and Edelstenne are warranted because they attended less than 75 percent of board meetings in 2018 and we do not know if they attended more than 75 percent of meetings in 2017 (Items 7, 9-10).</i></p>					
11	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.28 Million	Mgmt	For	For	For	No
12	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For	No
13	Approve Non-Compete Agreement with Alexandre Bompard, Chairman and CEO	Mgmt	For	Against	Against	No
	<p><i>Voting Policy Rationale: Item 12A vote FOR the auditors' special report is warranted because its content does not raise concerns, except for the non-compete agreement with the CEO, which is analyzed separately under Item 13. Item 13A vote AGAINST the non-compete agreement with the company's CEO is warranted as the maximum payment can exceed twice the last cash compensation.</i></p>					
14	Approve Compensation of Alexandre Bompard, Chairman and CEO	Mgmt	For	Against	Against	No
	<p><i>Voting Policy Rationale: A vote AGAINST the remuneration report of CEO/chairman Bompard is warranted because: * 40 percent of the bonus depends on non-financial criteria, which are not precisely defined; * Compensation effects between financial bonus criteria cannot be ruled out; * The information provided regarding the performance conditions attached to the cash-based LTIP granted in 2018 does not enable shareholders to assess the stringency of these conditions; * The information provided regarding the performance conditions attached to the cash-based LTIP vested in 2018 does not enable shareholders to verify that the maximum payout is supported by an appropriate performance; and * LTIPs have a performance period of two years, which cannot be deemed sufficiently long-term oriented.</i></p>					
15	Approve Remuneration Policy of Alexandre Bompard, Chairman and CEO	Mgmt	For	Against	Against	No
	<p><i>Voting Policy Rationale: A vote AGAINST this remuneration policy is warranted because: * It includes a significant increase in the LTI value, which is not supported by any compelling explanation; * The performance period attached to 2019 LTI is not considered sufficiently long-term oriented; * The performance conditions attached to the 2019 LTI enable compensation effects between criteria; * The potential payment attached to the non-compete clause could exceed twice the last cash compensation earned; and * The remuneration policy enables the grant of golden hellos and other exceptional remunerations without providing appropriate caps.</i></p>					
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
17	Amend Bylaws Re: Adding a Preamble	Mgmt	For	For	For	No
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 500 Million	Mgmt	For	For	For	No
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 175 Million	Mgmt	For	For	For	No

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21	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 175 Million	Mgmt	For	For	For	No
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For	No
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For	No
24	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For	No
25	Authorize up to 0.8 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Against	No

Voting Policy Rationale: A vote AGAINST this resolution is warranted because we have insufficient guarantees that the performance conditions attached to the future awards would be sufficiently challenging.

26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

NXP Semiconductors NV

Meeting Date: 06/17/2019

Country: Netherlands

Primary Security ID: N6596X109

Meeting ID: 1334446

Record Date: 05/20/2019

Meeting Type: Annual

Ticker: NXPI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Annual Meeting Agenda	Mgmt				
1	Open Meeting	Mgmt				
2a	Discuss Implementation of Remuneration Policy	Mgmt				
2b	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt				
2c	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2d	Approve Discharge of Board Members	Mgmt	For	For	For	No
3a	Reelect Richard L. Clemmer as Executive Director	Mgmt	For	For	For	No
3b	Reelect Peter Bonfield as Non-Executive Director	Mgmt	For	For	For	No
3c	Reelect Kenneth A. Goldman as Non-Executive Director	Mgmt	For	For	For	No
3d	Reelect Josef Kaeser as Non-Executive Director	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

3e	Elect Lena Olving as Non-Executive Director	Mgmt	For	For	For	No
3f	Reelect Peter Smitham as Non-Executive Director	Mgmt	For	For	For	No
3g	Reelect Julie Southern as Non-Executive Director	Mgmt	For	For	For	No
3h	Elect Jasmin Staiblin as Non-Executive Director	Mgmt	For	For	For	No
3i	Reelect Gregory Summe as Non-Executive Director	Mgmt	For	For	For	No
3j	Elect Karl-Henrik Sundstrom as Non-Executive Director	Mgmt	For	For	For	No
4a	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	For	No
4b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For	No
5	Approve NXP 2019 Omnibus Incentive Plan	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because:* Non-executive directors participate in the plan;* Total potential dilution exceeds 10 percent; and* Performance conditions have not been disclosed.</i>						
6	Authorize Repurchase of Shares	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST is warranted because:* This proposal exceeds commonly used safeguards regarding volume and pricing;* The authorization would allow NXP to hold up to 50 percent of the issued share capital; and* The company holds more than 10 percent of the issued capital in treasury.</i>						
7	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For	No
8	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For	For	No

Amadeus IT Group SA

Meeting Date: 06/18/2019

Country: Spain

Primary Security ID: E04648114

Meeting ID: 1337566

Record Date: 06/13/2019

Meeting Type: Annual

Ticker: AMS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For	No
2	Approve Non-Financial Information Report	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends	Mgmt	For	For	For	No
4	Approve Discharge of Board	Mgmt	For	For	For	No
5	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For	No
6	Fix Number of Directors at 13	Mgmt	For	For	For	No
7.1	Elect Josep Pique Camps as Director	Mgmt	For	For	For	No
7.2	Elect William Connelly as Director	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

7.3	Reelect Jose Antonio Tazon Garcia as Director	Mgmt	For	For	For	No
7.4	Reelect Luis Maroto Camino as Director	Mgmt	For	For	For	No
7.5	Reelect David Webster as Director	Mgmt	For	For	For	No
7.6	Reelect Guillermo de la Dehesa Romero as Director	Mgmt	For	For	For	No
7.7	Reelect Clara Furse as Director	Mgmt	For	For	For	No
7.8	Reelect Pierre-Henri Gourgeon as Director	Mgmt	For	For	For	No
7.9	Reelect Francesco Loredan as Director	Mgmt	For	For	For	No
8	Advisory Vote on Remuneration Report	Mgmt	For	For	For	No
9	Approve Remuneration of Directors	Mgmt	For	For	For	No
10	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities without Preemptive Rights up to EUR 5 Billion	Mgmt	For	For	For	No
11	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No

Deutsche Wohnen SE

Meeting Date: 06/18/2019

Country: Germany

Primary Security ID: D2046U176

Meeting ID: 1336207

Record Date: 05/27/2019

Meeting Type: Annual

Ticker: DWNI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2018 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 0.87 per Share	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST the allocation of income resolution is warranted due to long-term low payout ratios.</i>						
3	Approve Discharge of Management Board for Fiscal 2018	Mgmt	For	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal 2018	Mgmt	For	For	For	No
5	Ratify KPMG AG as Auditors for Fiscal 2019	Mgmt	For	For	For	No
6	Elect Arwed Fischer to the Supervisory Board	Mgmt	For	For	For	No

Horizon Discovery Group Plc

Meeting Date: 06/18/2019

Country: United Kingdom

Primary Security ID: G4566G105

Meeting ID: 1339652

Record Date: 06/14/2019

Meeting Type: Annual

Ticker: HZD

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because of the following deviations from best practice:*</i> <i>Vesting of the long-term incentive awards granted during the year is not subject to the achievement of performance conditions;</i> <i>and* Awards granted are subject to a vesting period of less than three years.</i></p>						
2	Re-elect Susan Searle as Director	Mgmt	For	For	For	No
3	Re-elect Dr Vishal Gulati as Director	Mgmt	For	For	For	No
4	Elect Margarita Krivitski as Director	Mgmt	For	For	For	No
5	Elect Jayesh Pankhania as Director	Mgmt	For	For	For	No
6	Reappoint Deloitte LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For	No
7	Authorise Issue of Equity	Mgmt	For	For	For	No
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
9	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No

Komatsu Ltd.

Meeting Date: 06/18/2019

Country: Japan

Primary Security ID: J35759125

Meeting ID: 1340211

Record Date: 03/31/2019

Meeting Type: Annual

Ticker: 6301

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Allocation of Income, with a Final Dividend of JPY 59	Mgmt	For	For	For	No
2.1	Elect Director Ohashi, Tetsuji	Mgmt	For	For	For	No
2.2	Elect Director Ogawa, Hiroyuki	Mgmt	For	For	For	No
2.3	Elect Director Urano, Kuniko	Mgmt	For	For	For	No
2.4	Elect Director Oku, Masayuki	Mgmt	For	For	For	No
2.5	Elect Director Yabunaka, Mitoji	Mgmt	For	For	For	No
2.6	Elect Director Kigawa, Makoto	Mgmt	For	For	For	No
2.7	Elect Director Moriyama, Masayuki	Mgmt	For	For	For	No
2.8	Elect Director Mizuhara, Kiyoshi	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Shinotsuka, Eiko	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

MetLife, Inc.

Meeting Date: 06/18/2019

Country: USA

Primary Security ID: 59156R108

Meeting ID: 1330395

Record Date: 04/22/2019

Meeting Type: Annual

Ticker: MET

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Cheryl W. Grise	Mgmt	For	For	For	No
1b	Elect Director Carlos M. Gutierrez	Mgmt	For	For	For	No
1c	Elect Director Gerald L. Hassell	Mgmt	For	For	For	No
1d	Elect Director David L. Herzog	Mgmt	For	For	For	No
1e	Elect Director R. Glenn Hubbard	Mgmt	For	For	For	No
1f	Elect Director Edward J. Kelly, III	Mgmt	For	For	For	No
1g	Elect Director William E. Kennard	Mgmt	For	For	For	No
1h	Elect Director Michel A. Khalaf	Mgmt	For	For	For	No
1i	Elect Director James M. Kilts	Mgmt	For	For	For	No
1j	Elect Director Catherine R. Kinney	Mgmt	For	For	For	No
1k	Elect Director Diana L. McKenzie	Mgmt	For	For	For	No
1l	Elect Director Denise M. Morrison	Mgmt	For	For	For	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No

NTT DoCoMo, Inc.

Meeting Date: 06/18/2019

Country: Japan

Primary Security ID: J59399121

Meeting ID: 1339799

Record Date: 03/31/2019

Meeting Type: Annual

Ticker: 9437

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Allocation of Income, With a Final Dividend of JPY 55	Mgmt	For	For	For	No
2.1	Elect Director Tsubouchi, Koji	Mgmt	For	For	For	No
2.2	Elect Director Fujiwara, Michio	Mgmt	For	For	For	No
2.3	Elect Director Tateishi, Mayumi	Mgmt	For	For	For	No
2.4	Elect Director Kuroda, Katsumi	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

3.1	Appoint Statutory Auditor Sagae, Hironobu	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this nominee is warranted because:* The outside statutory auditor nominee's affiliation with the company could compromise independence.</i>						
3.2	Appoint Statutory Auditor Kajikawa, Mikio	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this nominee is warranted because:* The outside statutory auditor nominee's affiliation with the company could compromise independence.</i>						
3.3	Appoint Statutory Auditor Nakata, Katsumi	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this nominee is warranted because:* The outside statutory auditor nominee's affiliation with the company could compromise independence.</i>						
3.4	Appoint Statutory Auditor Tsujiyama, Eiko	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this nominee is warranted because:* The outside statutory auditor nominee's affiliation with the company could compromise independence.</i>						

Alphabet Inc.

Meeting Date: 06/19/2019 **Country:** USA **Primary Security ID:** 02079K305 **Meeting ID:** 1333693
Record Date: 04/22/2019 **Meeting Type:** Annual **Ticker:** GOOGL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Larry Page	Mgmt	For	For	For	No
1.2	Elect Director Sergey Brin	Mgmt	For	For	For	No
1.3	Elect Director John L. Hennessy	Mgmt	For	For	For	No
1.4	Elect Director L. John Doerr	Mgmt	For	Withhold	Withhold	No
<i>Voting Policy Rationale: * WITHHOLD votes from Ann Mather for serving as a director on more than five public company boards.* WITHHOLD votes are warranted for compensation committee members L. John Doerr and K. Ram Shriram due to poor stewardship of the executive pay program, as evidenced by continued use of outsized time-vested equity grants and a lack of performance-conditioned compensation.* A vote FOR the remaining director nominees is warranted.</i>						
1.5	Elect Director Roger W. Ferguson, Jr.	Mgmt	For	For	For	No
1.6	Elect Director Ann Mather	Mgmt	For	Withhold	Withhold	No
<i>Voting Policy Rationale: * WITHHOLD votes from Ann Mather for serving as a director on more than five public company boards.* WITHHOLD votes are warranted for compensation committee members L. John Doerr and K. Ram Shriram due to poor stewardship of the executive pay program, as evidenced by continued use of outsized time-vested equity grants and a lack of performance-conditioned compensation.* A vote FOR the remaining director nominees is warranted.</i>						
1.7	Elect Director Alan R. Mulally	Mgmt	For	For	For	No
1.8	Elect Director Sundar Pichai	Mgmt	For	For	For	No
1.9	Elect Director K. Ram Shriram	Mgmt	For	Withhold	Withhold	No
<i>Voting Policy Rationale: * WITHHOLD votes from Ann Mather for serving as a director on more than five public company boards.* WITHHOLD votes are warranted for compensation committee members L. John Doerr and K. Ram Shriram due to poor stewardship of the executive pay program, as evidenced by continued use of outsized time-vested equity grants and a lack of performance-conditioned compensation.* A vote FOR the remaining director nominees is warranted.</i>						
1.10	Elect Director Robin L. Washington	Mgmt	For	For	For	No

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2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
3	Amend Omnibus Stock Plan	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors:* The plan provides for the transferability of stock options without shareholder approval (negative override)* Plan cost is excessive* Three-year average burn rate is excessive* Disclosure of CIC vesting treatment is incomplete* 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	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because it signals to the board a preference for a capital structure that aligns economic ownership with voting power.</i></p>						
5	Adopt a Policy Prohibiting Inequitable Employment Practices	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted as revising the company's human capital management policies could reduce related reputational and financial risks to the company and help shareholders better gauge the company's management thereof.</i></p>						
6	Establish Societal Risk Oversight Committee	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because the existing board structure does not appear to provide adequate oversight on potential risks that the company's existing and emerging technologies present to the company's stakeholders, which, in turn, creates risks for the company in terms of employee retention, regulatory backlash, and reputational damage with users and advertisers.</i></p>						
7	Report on Sexual Harassment Policies	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as additional information on the company's sexual harassment policies could help shareholders better assess the company's management of related risks.</i></p>						
8	Require a Majority Vote for the Election of Directors	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would give shareholders a more meaningful voice in the election of directors and further enhance the company's corporate governance.</i></p>						
9	Report on Gender Pay Gap	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information that allows them to better measure the progress of the company's diversity and inclusion initiatives.</i></p>						
10	Employ Advisors to Explore Alternatives to Maximize Value	SH	Against	Against	Against	No
11	Approve Nomination of Employee Representative Director	SH	Against	Against	Against	No
12	Adopt Simple Majority Vote	SH	Against	Against	Against	No
13	Assess Feasibility of Including Sustainability as a Performance Measure for Senior Executive Compensation	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because Alphabet's compensation program lacks performance-based pay elements, and the adoption of this proposal may promote a more strongly performance-based pay program for executives.</i></p>						
14	Report on Human Rights Risk Assessment	SH	Against	Against	Against	No
15	Adopt Compensation Clawback Policy	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because the proposed clawback policy would expand the company's current recoupment tools, allowing for potential recoupment in circumstances other than a financial restatement. Accordingly, the adoption of such a policy would also benefit shareholders.</i></p>						

Vote Summary Report

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16	Report on Policies and Risks Related to Content Governance	SH	Against	Against	Against	No
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Biogen Inc.

Meeting Date: 06/19/2019	Country: USA	Primary Security ID: 09062X103	Meeting ID: 1333585
Record Date: 04/22/2019	Meeting Type: Annual	Ticker: BIIB	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director John R. Chiminski *Withdrawn Resolution*	Mgmt				
1b	Elect Director Alexander J. Denner	Mgmt	For	For	For	No
1c	Elect Director Caroline D. Dorsa	Mgmt	For	For	For	No
1d	Elect Director William A. Hawkins	Mgmt	For	For	For	No
1e	Elect Director Nancy L. Leaming	Mgmt	For	For	For	No
1f	Elect Director Jesus B. Mantas	Mgmt	For	For	For	No
1g	Elect Director Richard C. Mulligan	Mgmt	For	For	For	No
1h	Elect Director Robert W. Pangia	Mgmt	For	For	For	No
1i	Elect Director Stelios Papadopoulos	Mgmt	For	For	For	No
1j	Elect Director Brian S. Posner	Mgmt	For	For	For	No
1k	Elect Director Eric K. Rowinsky	Mgmt	For	For	For	No
1l	Elect Director Lynn Schenk	Mgmt	For	For	For	No
1m	Elect Director Stephen A. Sherwin	Mgmt	For	For	For	No
1n	Elect Director Michel Vounatsos	Mgmt	For	For	For	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No

International Consolidated Airlines Group SA

Meeting Date: 06/19/2019	Country: Spain	Primary Security ID: E67674106	Meeting ID: 1336373
Record Date: 06/15/2019	Meeting Type: Annual	Ticker: IAG	

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For	No
2	Approve Non-Financial Information Statement	Mgmt	For	For	For	No
3	Approve Discharge of Board	Mgmt	For	For	For	No
4	Reappoint Ernst & Young SL as Auditors	Mgmt	For	For	For	No
5	Approve Allocation of Income	Mgmt	For	For	For	No
6	Approve Final Dividend	Mgmt	For	For	For	No
7	Approve Special Dividend	Mgmt	For	For	For	No
8a	Re-elect Antonio Vazquez Romero as Director	Mgmt	For	For	For	No
8b	Re-elect William Walsh as Director	Mgmt	For	For	For	No
8c	Re-elect Marc Bolland as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Items 8a, 8b, 8d-8IA vote FOR these Directors is warranted as no significant concerns have been identified. Item 8cA vote AGAINST the re-election of Marc Bolland is warranted:* In addition to his role as NED at the Group, he holds a position as an executive officer and an equivalent role to a chair at two large publicly-listed companies, in addition to an additional NED position at a large company. Overall, these positions carry significant time requirements and are likely to undermine Marc Bolland's ability to adequately fulfill his role as NED at International Consolidated Airlines Group SA.</i></p>						
8d	Re-elect Deborah Kerr as Director	Mgmt	For	For	For	No
8e	Re-elect Maria Fernanda Mejia Campuzano as Director	Mgmt	For	For	For	No
8f	Re-elect Kieran Poynter as Director	Mgmt	For	For	For	No
8g	Re-elect Emilio Saracho Rodriguez de Torres as Director	Mgmt	For	For	For	No
8h	Re-elect Nicola Shaw as Director	Mgmt	For	For	For	No
8i	Re-elect Alberto Terol Esteban as Director	Mgmt	For	For	For	No
8j	Elect Margaret Ewing as Director	Mgmt	For	For	For	No
8k	Elect Francisco Javier Ferran Larraz as Director	Mgmt	For	For	For	No
8l	Elect Stephen Gunning as Director	Mgmt	For	For	For	No
9	Approve Remuneration Report	Mgmt	For	For	For	No
10	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
11	Authorise Issue of Equity	Mgmt	For	For	For	No
12	Authorise Issue of Convertible Bonds, Debentures, Warrants, and Other Debt Securities	Mgmt	For	For	For	No
13	Authorise Issue of Convertible Bonds, Debentures, Warrants, and Other Debt Securities without Pre-emptive Rights	Mgmt	For	For	For	No

Vote Summary Report

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14	Authorise the Company to Call General Meeting with 15 Days' Notice	Mgmt	For	For	For	No
15	Authorise Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No

Nippon Yusen KK

Meeting Date: 06/19/2019

Country: Japan

Primary Security ID: J56515232

Meeting ID: 1339796

Record Date: 03/31/2019

Meeting Type: Annual

Ticker: 9101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Allocation of Income, with a Final Dividend of JPY 10	Mgmt	For	For	For	No
2.1	Elect Director Naito, Tadaaki	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because:* Top management is responsible for the company's unfavorable ROE performance.</i>						
2.2	Elect Director Nagasawa, Hitoshi	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because:* Top management is responsible for the company's unfavorable ROE performance.</i>						
2.3	Elect Director Yoshida, Yoshiyuki	Mgmt	For	For	For	No
2.4	Elect Director Takahashi, Eiichi	Mgmt	For	For	For	No
2.5	Elect Director Harada, Hiroki	Mgmt	For	For	For	No
2.6	Elect Director Katayama, Yoshihiro	Mgmt	For	For	For	No
2.7	Elect Director Kuniya, Hiroko	Mgmt	For	For	For	No
2.8	Elect Director Tanabe, Eiichi	Mgmt	For	For	For	No
3.1	Appoint Statutory Auditor Miyamoto, Noriko	Mgmt	For	For	For	No
3.2	Appoint Statutory Auditor Kanemoto, Toshinori	Mgmt	For	For	For	No

Saga Plc

Meeting Date: 06/19/2019

Country: United Kingdom

Primary Security ID: G7770H108

Meeting ID: 1318765

Record Date: 06/17/2019

Meeting Type: Annual

Ticker: SAGA

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

				Against	Against	No
2	Approve Remuneration Report	Mgmt	For			
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration report is considered warranted:* The remuneration report states that the CEO will receive an LTIP award equivalent to 200% of salary in FY2020. This is a point of concern, given the significant decline in share price; and* The CEO's bonus payout of c. 53% of salary is not considered to be aligned with the Company's performance.</i></p>						
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect Patrick O'Sullivan as Director	Mgmt	For	For	For	No
5	Re-elect Lance Batchelor as Director	Mgmt	For	For	For	No
6	Re-elect Orna NiChionna as Director	Mgmt	For	For	For	No
7	Re-elect Ray King as Director	Mgmt	For	For	For	No
8	Re-elect Gareth Williams as Director	Mgmt	For	For	For	No
9	Elect Eva Eisenschimmel as Director	Mgmt	For	For	For	No
10	Elect Julie Hopes as Director	Mgmt	For	For	For	No
11	Elect Gareth Hoskin as Director	Mgmt	For	For	For	No
12	Elect James Quin as Director	Mgmt	For	For	For	No
13	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	For	No
17	Amend Long-Term Incentive Plan	Mgmt	For	For	For	No
18	Amend Deferred Bonus Plan	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Whitbread Plc

Meeting Date: 06/19/2019

Country: United Kingdom

Primary Security ID: G9606P197

Meeting ID: 1295632

Record Date: 06/17/2019

Meeting Type: Annual

Ticker: WTB

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Elect Frank Fiskers as Director	Mgmt	For	For	For	No
5	Re-elect David Atkins as Director	Mgmt	For	For	For	No
6	Re-elect Alison Brittain as Director	Mgmt	For	For	For	No
7	Re-elect Nicholas Cadbury as Director	Mgmt	For	For	For	No
8	Re-elect Adam Crozier as Director	Mgmt	For	For	For	No
9	Re-elect Richard Gillingwater as Director	Mgmt	For	For	For	No
10	Re-elect Chris Kennedy as Director	Mgmt	For	For	For	No
11	Re-elect Deanna Oppenheimer as Director	Mgmt	For	For	For	No
12	Re-elect Louise Smalley as Director	Mgmt	For	For	For	No
13	Re-elect Susan Martin as Director	Mgmt	For	For	For	No
14	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
16	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Whitbread Plc

Meeting Date: 06/19/2019

Country: United Kingdom

Primary Security ID: G9606P197

Meeting ID: 1333380

Record Date: 06/17/2019

Meeting Type: Special

Ticker: WTB

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Authorise Market Purchase of Ordinary Shares in Connection with the Tender Offer	Mgmt	For	For	For	No
2	Approve Share Consolidation	Mgmt	For	For	For	No
3	Amend Articles of Association	Mgmt	For	For	For	No
4	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

A&J Mucklow Group Plc

Meeting Date: 06/20/2019 **Country:** United Kingdom **Primary Security ID:** G63252103 **Meeting ID:** 1342878
Record Date: 06/18/2019 **Meeting Type:** Special **Ticker:** MKLW

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Matters Relating to the Acquisition of A&J Mucklow Group plc by LondonMetric Property plc	Mgmt	For	For	For	No

A&J Mucklow Group Plc

Meeting Date: 06/20/2019 **Country:** United Kingdom **Primary Security ID:** G63252103 **Meeting ID:** 1342914
Record Date: 06/18/2019 **Meeting Type:** Court **Ticker:** MKLW

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

Activision Blizzard, Inc.

Meeting Date: 06/20/2019 **Country:** USA **Primary Security ID:** 00507V109 **Meeting ID:** 1328367
Record Date: 04/22/2019 **Meeting Type:** Annual **Ticker:** ATVI

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Reveta Bowers	Mgmt	For	For	For	No
1.2	Elect Director Robert Corti	Mgmt	For	For	For	No
1.3	Elect Director Hendrik Hartong, III	Mgmt	For	For	For	No
1.4	Elect Director Brian Kelly	Mgmt	For	For	For	No
1.5	Elect Director Robert A. Kotick	Mgmt	For	For	For	No
1.6	Elect Director Barry Meyer	Mgmt	For	For	For	No
1.7	Elect Director Robert Morgado	Mgmt	For	For	For	No
1.8	Elect Director Peter Nolan	Mgmt	For	For	For	No
1.9	Elect Director Casey Wasserman	Mgmt	For	For	For	No
1.10	Elect Director Elaine Wynn	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No

Delta Air Lines, Inc.

Meeting Date: 06/20/2019

Country: USA

Primary Security ID: 247361702

Meeting ID: 1331473

Record Date: 04/30/2019

Meeting Type: Annual

Ticker: DAL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Edward H. Bastian	Mgmt	For	For	For	No
1b	Elect Director Francis S. Blake	Mgmt	For	For	For	No
1c	Elect Director Daniel A. Carp	Mgmt	For	For	For	No
1d	Elect Director Ashton B. Carter	Mgmt	For	For	For	No
1e	Elect Director David G. DeWalt	Mgmt	For	For	For	No
1f	Elect Director William H. Easter, III	Mgmt	For	For	For	No
1g	Elect Director Christopher A. Hazleton	Mgmt	For	For	For	No
1h	Elect Director Michael P. Huerta	Mgmt	For	For	For	No
1i	Elect Director Jeanne P. Jackson	Mgmt	For	For	For	No
1j	Elect Director George N. Mattson	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

1k	Elect Director Sergio A. L. Rial	Mgmt	For	For	For	No
1l	Elect Director Kathy N. Waller	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
4	Provide Right to Act by Written Consent	SH	Against	For	For	No

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

Genting Bhd.

Meeting Date: 06/20/2019

Country: Malaysia

Primary Security ID: Y26926116

Meeting ID: 1320875

Record Date: 06/13/2019

Meeting Type: Annual

Ticker: 3182

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Resolutions	Mgmt				
1	Approve Final Dividend	Mgmt	For	For	For	No
2	Approve Directors' Fees	Mgmt	For	For	For	No
3	Approve Directors' Benefits	Mgmt	For	For	For	No
4	Elect Lim Keong Hui as Director	Mgmt	For	For	For	No
5	Elect Manharlal A/L Ratilal as Director	Mgmt	For	For	For	No
6	Elect Eric Ooi Lip Aun as Director	Mgmt	For	For	For	No
7	Approve PricewaterhouseCoopers PLT as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For	No
9	Authorize Share Repurchase Program	Mgmt	For	For	For	No
10	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions	Mgmt	For	For	For	No
	Special Resolution	Mgmt				
1	Adopt New Constitution	Mgmt	For	For	For	No

Industrial & Commercial Bank of China Limited

Meeting Date: 06/20/2019

Country: China

Primary Security ID: Y3990B112

Meeting ID: 1333276

Record Date: 05/21/2019

Meeting Type: Annual

Ticker: 1398

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	AGM BALLOT FOR HOLDERS OF H SHARES	Mgmt				
1	Approve 2018 Work Report of the Board of Directors	Mgmt	For	For	For	No
2	Approve 2018 Work Report of the Board of Supervisors	Mgmt	For	For	For	No
3	Approve 2018 Audited Accounts	Mgmt	For	For	For	No
4	Approve 2018 Profit Distribution Plan	Mgmt	For	For	For	No
5	Approve 2019 Fixed Asset Investment Budget	Mgmt	For	For	For	No
6	Approve KPMG Huazhen LLP and KPMG as External Auditors and KPMG Huazhen LLP as Internal Control Auditors	Mgmt	For	For	For	No
7	Elect Yang Siu Shun as Director	Mgmt	For	For	For	No
8	Elect Zhang Wei as Supervisor	Mgmt	For	For	For	No
9	Elect Shen Bingxi as Supervisor	Mgmt	For	For	For	No
10	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted for the following:* The share issuance limit is greater than 10 percent.* The company has not specified the discount limit.</i>						
11	Elect Lu Yongzhen as Director	SH	For	For	For	No

LondonMetric Property Plc

Meeting Date: 06/20/2019 **Country:** United Kingdom **Primary Security ID:** G5689W109 **Meeting ID:** 1340289
Record Date: 06/18/2019 **Meeting Type:** Special **Ticker:** LMP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Acquisition of the Entire Issued Share Capital of A&J Mucklow Group Plc	Mgmt	For	For	For	No

Aon plc

Meeting Date: 06/21/2019 **Country:** United Kingdom **Primary Security ID:** G0408V102 **Meeting ID:** 1331354
Record Date: 04/23/2019 **Meeting Type:** Annual **Ticker:** AON

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Jin-Yong Cai	Mgmt	For	For	For	No
1.2	Elect Director Jeffrey C. Campbell	Mgmt	For	For	For	No
1.3	Elect Director Gregory C. Case	Mgmt	For	For	For	No
1.4	Elect Director Fulvio Conti	Mgmt	For	For	For	No
1.5	Elect Director Cheryl A. Francis	Mgmt	For	For	For	No
1.6	Elect Director Lester B. Knight	Mgmt	For	For	For	No
1.7	Elect Director J. Michael Losh	Mgmt	For	For	For	No
1.8	Elect Director Richard B. Myers	Mgmt	For	For	For	No
1.9	Elect Director Richard C. Notebaert	Mgmt	For	For	For	No
1.10	Elect Director Gloria Santona	Mgmt	For	For	For	No
1.11	Elect Director Carolyn Y. Woo	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Directors' Remuneration Report	Mgmt	For	For	For	No
4	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
6	Ratify Ernst & Young LLP as Aon's U.K. Statutory Auditor	Mgmt	For	For	For	No
7	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
8	Amend Omnibus Stock Plan	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: * Plan cost is excessive* Disclosure of CIC vesting treatment is incomplete or considered discretionary* The plan allows broad discretion to accelerate vesting</i></p>						
9	Approve Reduction of Capital	Mgmt	For	For	For	No
10	Adopt New Articles of Association	Mgmt	For	For	For	No
11	Authorize Shares for Market Purchase	Mgmt	For	For	For	No
12	Authorize Issue of Equity	Mgmt	For	For	For	No
13	Issue of Equity or Equity-Linked Securities without Pre-emptive Rights	Mgmt	For	For	For	No
14	Approve Political Donations	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Dai-ichi Life Holdings, Inc.

Meeting Date: 06/21/2019

Country: Japan

Primary Security ID: J09748112

Meeting ID: 1338594

Record Date: 03/31/2019

Meeting Type: Annual

Ticker: 8750

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Allocation of Income, With a Final Dividend of JPY 58	Mgmt	For	For	For	No
2.1	Elect Director Watanabe, Koichiro	Mgmt	For	For	For	No
2.2	Elect Director Inagaki, Seiji	Mgmt	For	For	For	No
2.3	Elect Director Tsuyuki, Shigeo	Mgmt	For	For	For	No
2.4	Elect Director Tsutsumi, Satoru	Mgmt	For	For	For	No
2.5	Elect Director Ishii, Kazuma	Mgmt	For	For	For	No
2.6	Elect Director Taketomi, Masao	Mgmt	For	For	For	No
2.7	Elect Director Teramoto, Hideo	Mgmt	For	For	For	No
2.8	Elect Director George Olcott	Mgmt	For	For	For	No
2.9	Elect Director Maeda, Koichi	Mgmt	For	For	For	No
2.10	Elect Director Inoue, Yuriko	Mgmt	For	For	For	No
2.11	Elect Director Shingai, Yasushi	Mgmt	For	For	For	No

East Japan Railway Co.

Meeting Date: 06/21/2019

Country: Japan

Primary Security ID: J1257M109

Meeting ID: 1339013

Record Date: 03/31/2019

Meeting Type: Annual

Ticker: 9020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Allocation of Income, with a Final Dividend of JPY 75	Mgmt	For	For	For	No
2.1	Appoint Statutory Auditor Takiguchi, Keiji	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this nominee is warranted because:* The outside statutory auditor nominee's affiliation with the company could compromise independence.</i>						
2.2	Appoint Statutory Auditor Kinoshita, Takashi	Mgmt	For	For	For	No
2.3	Appoint Statutory Auditor Hashiguchi, Nobuyuki	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

JFE Holdings, Inc.

Meeting Date: 06/21/2019

Country: Japan

Primary Security ID: J2817M100

Meeting ID: 1340591

Record Date: 03/31/2019

Meeting Type: Annual

Ticker: 5411

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Allocation of Income, with a Final Dividend of JPY 50	Mgmt	For	For	For	No
2.1	Elect Director Kakigi, Koji	Mgmt	For	For	For	No
2.2	Elect Director Kitano, Yoshihisa	Mgmt	For	For	For	No
2.3	Elect Director Terahata, Masashi	Mgmt	For	For	For	No
2.4	Elect Director Oda, Naosuke	Mgmt	For	For	For	No
2.5	Elect Director Oshita, Hajime	Mgmt	For	For	For	No
2.6	Elect Director Yoshida, Masao	Mgmt	For	For	For	No
2.7	Elect Director Yamamoto, Masami	Mgmt	For	For	For	No
2.8	Elect Director Kemori, Nobumasa	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Baba, Kumiko	Mgmt	For	For	For	No
4	Approve Takeover Defense Plan (Poison Pill)	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this poison pill plan is warranted because:* The total duration exceeds three years.* The plan lacks a credible special committee.</i>						
5	Remove Existing Director Hayashida, Eiji	SH	Against	Against	Against	No

Phoenix Spree Deutschland Ltd.

Meeting Date: 06/21/2019

Country: Jersey

Primary Security ID: G7S95TAA8

Meeting ID: 1342383

Record Date: 06/19/2019

Meeting Type: Annual

Ticker: PSDL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because:* NEDs have received additional remuneration for the additional work they provided during the year.</i>						
3	Approve Final Dividend	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

4	Re-elect Robert Hingley as Director	Mgmt	For	Abstain	Abstain	No
<p><i>Voting Policy Rationale: Item 4An ABSTENTION on the re-election of Robert Hingley is warranted because:* Potential independence issues have been identified and he currently sits on the Remuneration Committee, and the composition of this Committee does not adhere to UK best practice recommendations for a company of this size.A vote 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 5 to 8A vote AGAINST the re-election of Quentin Spicer, Charlotte Valeur, Jonathan Thompson and Monique O'Keefe is warranted because:* Potential independence issues have been identified and they currently sit on the Audit and Remuneration Committees, and the composition of these Committees does not adhere to UK best practice recommendations for a company of this size.</i></p>						
5	Re-elect Quentin Spicer as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Item 4An ABSTENTION on the re-election of Robert Hingley is warranted because:* Potential independence issues have been identified and he currently sits on the Remuneration Committee, and the composition of this Committee does not adhere to UK best practice recommendations for a company of this size.A vote 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 5 to 8A vote AGAINST the re-election of Quentin Spicer, Charlotte Valeur, Jonathan Thompson and Monique O'Keefe is warranted because:* Potential independence issues have been identified and they currently sit on the Audit and Remuneration Committees, and the composition of these Committees does not adhere to UK best practice recommendations for a company of this size.</i></p>						
6	Re-elect Charlotte Valeur as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Item 4An ABSTENTION on the re-election of Robert Hingley is warranted because:* Potential independence issues have been identified and he currently sits on the Remuneration Committee, and the composition of this Committee does not adhere to UK best practice recommendations for a company of this size.A vote 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 5 to 8A vote AGAINST the re-election of Quentin Spicer, Charlotte Valeur, Jonathan Thompson and Monique O'Keefe is warranted because:* Potential independence issues have been identified and they currently sit on the Audit and Remuneration Committees, and the composition of these Committees does not adhere to UK best practice recommendations for a company of this size.</i></p>						
7	Re-elect Jonathan Thompson as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Item 4An ABSTENTION on the re-election of Robert Hingley is warranted because:* Potential independence issues have been identified and he currently sits on the Remuneration Committee, and the composition of this Committee does not adhere to UK best practice recommendations for a company of this size.A vote 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 5 to 8A vote AGAINST the re-election of Quentin Spicer, Charlotte Valeur, Jonathan Thompson and Monique O'Keefe is warranted because:* Potential independence issues have been identified and they currently sit on the Audit and Remuneration Committees, and the composition of these Committees does not adhere to UK best practice recommendations for a company of this size.</i></p>						
8	Re-elect Monique O'Keefe as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Item 4An ABSTENTION on the re-election of Robert Hingley is warranted because:* Potential independence issues have been identified and he currently sits on the Remuneration Committee, and the composition of this Committee does not adhere to UK best practice recommendations for a company of this size.A vote 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 5 to 8A vote AGAINST the re-election of Quentin Spicer, Charlotte Valeur, Jonathan Thompson and Monique O'Keefe is warranted because:* Potential independence issues have been identified and they currently sit on the Audit and Remuneration Committees, and the composition of these Committees does not adhere to UK best practice recommendations for a company of this size.</i></p>						
9	Ratify RSM UK Audit LLP as Auditors	Mgmt	For	For	For	No
10	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
12	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because:* The proposed amount is above five percent of issued share capital and no commitment has been given that shares would be issued at or above net asset value.</i></p>						

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Sigma Capital Group Plc

Meeting Date: 06/21/2019

Country: United Kingdom

Primary Security ID: G8124S105

Meeting ID: 1331779

Record Date: 06/19/2019

Meeting Type: Annual

Ticker: SGM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Re-elect David Sigsworth as Director	Mgmt	For	Abstain	Abstain	No
<i>Voting Policy Rationale: Item 2An ABSTENTION on the re-election of David Sigsworth is warranted because:* 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.Additionally, he is considered to be ultimately responsible for the Company's corporate governance practices, and the following deviations from best practice have been identified:* The Board does not comprise at least two independent NEDs.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 optionItem 3A vote FOR the re-election of Graeme Hogg is warranted because no significant concerns have been identified with this individual.</i>						
3	Re-elect Graeme Hogg as Director	Mgmt	For	For	For	No
4	Approve Remuneration Report	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because:* Certain Executive Directors received transaction related incentives during the year under review.* Above inflationary salary increases were given to two Executive Directors which were not accompanied by adequate explanations.</i>						
5	Appoint BDO LLP as Auditors	Mgmt	For	For	For	No
6	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
7	Approve Final Dividend	Mgmt	For	For	For	No
8	Authorise Issue of Equity	Mgmt	For	For	For	No
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

Sumitomo Corp.

Meeting Date: 06/21/2019

Country: Japan

Primary Security ID: J77282119

Meeting ID: 1340209

Record Date: 03/31/2019

Meeting Type: Annual

Ticker: 8053

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Allocation of Income, with a Final Dividend of JPY 38	Mgmt	For	For	For	No
2.1	Elect Director Nakamura, Kuniharu	Mgmt	For	For	For	No
2.2	Elect Director Hyodo, Masayuki	Mgmt	For	For	For	No
2.3	Elect Director Takahata, Koichi	Mgmt	For	For	For	No
2.4	Elect Director Yamano, Hideki	Mgmt	For	For	For	No
2.5	Elect Director Nambu, Toshikazu	Mgmt	For	For	For	No
2.6	Elect Director Seishima, Takayuki	Mgmt	For	For	For	No
2.7	Elect Director Ehara, Nobuyoshi	Mgmt	For	For	For	No
2.8	Elect Director Ishida, Koji	Mgmt	For	For	For	No
2.9	Elect Director Iwata, Kimie	Mgmt	For	For	For	No
2.10	Elect Director Yamazaki, Hisashi	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Hosono, Michihiko	Mgmt	For	For	For	No
4	Approve Annual Bonus	Mgmt	For	For	For	No

China Railway Group Limited

Meeting Date: 06/25/2019

Country: China

Primary Security ID: Y1509D116

Meeting ID: 1336109

Record Date: 06/04/2019

Meeting Type: Annual

Ticker: 390

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	AGM BALLOT FOR HOLDERS OF H SHARES	Mgmt				
1	Approve 2018 Report of the Board of Directors	Mgmt	For	For	For	No
2	Approve 2018 Report of the Supervisory Committee	Mgmt	For	For	For	No
3	Approve 2018 Work Report of Independent Directors	Mgmt	For	For	For	No
4	Approve 2018 A Share Annual Report and the Abstract, H Share Annual Report and Results Announcement	Mgmt	For	For	For	No
5	Approve 2018 Audited Consolidated Financial Statements	Mgmt	For	For	For	No
6	Approve Profit Distribution Plan	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

7	Approve PricewaterhouseCoopers as International Auditors and PricewaterhouseCoopers Zhong Tian LLP as Domestic Auditors and to Fix Their Remuneration	Mgmt	For	For	For	No
8	Approve PricewaterhouseCoopers Zhong Tian LLP as Internal Control Auditors and to Fix Their Remuneration	Mgmt	For	For	For	No
9	Approve Provision of External Guarantee by the Company	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted as the company has failed to disclose pertinent details regarding this proposal.</i>						
10	Approve Remuneration of Directors and Supervisors	Mgmt	For	For	For	No
11	Approve Purchase of Liabilities Insurance for Directors, Supervisors and Senior Management of the Company	Mgmt	For	For	For	No

DuPont de Nemours, Inc.

Meeting Date: 06/25/2019

Country: USA

Primary Security ID: 26614N102

Meeting ID: 1333412

Record Date: 04/26/2019

Meeting Type: Annual

Ticker: DD

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Edward D. Breen	Mgmt	For	For	For	No
1b	Elect Director Ruby R. Chandy	Mgmt	For	For	For	No
1c	Elect Director Franklin K. Clyburn, Jr.	Mgmt	For	For	For	No
1d	Elect Director Terrence R. Curtin	Mgmt	For	For	For	No
1e	Elect Director Alexander M. Cutler	Mgmt	For	For	For	No
1f	Elect Director C. Marc Doyle	Mgmt	For	For	For	No
1g	Elect Director Eleuthere I. du Pont	Mgmt	For	For	For	No
1h	Elect Director Rajiv L. Gupta	Mgmt	For	For	For	No
1i	Elect Director Luther C. Kissam	Mgmt	For	For	For	No
1j	Elect Director Frederick M. Lowery	Mgmt	For	For	For	No
1k	Elect Director Raymond J. Milchovich	Mgmt	For	For	For	No
1l	Elect Director Steven M. Sterin	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

4	Provide Right to Act by Written Consent	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>						
5	Report on Pay Disparity	SH	Against	Against	Against	No
6	Report on Public Health Risks of Petrochemical Operations in Flood Prone Areas	SH	Against	Against	Against	No
7	Report on Efforts to Reduce Plastic Pellet Pollution	SH	Against	Against	Against	No

Mastercard Incorporated

Meeting Date: 06/25/2019 **Country:** USA **Primary Security ID:** 57636Q104 **Meeting ID:** 1332747
Record Date: 04/26/2019 **Meeting Type:** Annual **Ticker:** MA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Richard Haythornthwaite	Mgmt	For	For	For	No
1b	Elect Director Ajay Banga	Mgmt	For	For	For	No
1c	Elect Director David R. Carlucci	Mgmt	For	For	For	No
1d	Elect Director Richard K. Davis	Mgmt	For	For	For	No
1e	Elect Director Steven J. Freiberg	Mgmt	For	For	For	No
1f	Elect Director Julius Genachowski	Mgmt	For	For	For	No
1g	Elect Director Choon Phong Goh	Mgmt	For	For	For	No
1h	Elect Director Merit E. Janow	Mgmt	For	For	For	No
1i	Elect Director Oki Matsumoto	Mgmt	For	For	For	No
1j	Elect Director Youngme Moon	Mgmt	For	For	For	No
1k	Elect Director Rima Qureshi	Mgmt	For	For	For	No
1l	Elect Director Jose Octavio Reyes Lagunes	Mgmt	For	For	For	No
1m	Elect Director Gabrielle Sulzberger	Mgmt	For	For	For	No
1n	Elect Director Jackson Tai	Mgmt	For	For	For	No
1o	Elect Director Lance Uggla	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
4	Report on Gender Pay Gap	SH	Against	For	For	No

Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information allowing them to measure the progress of the company's diversity and inclusion initiatives.

Vote Summary Report

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5	Establish Human Rights Board Committee	SH	Against	Against	Against	No
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PT Global Mediacom Tbk

Meeting Date: 06/25/2019	Country: Indonesia	Primary Security ID: Y7119T144	Meeting ID: 1336465
Record Date: 05/29/2019	Meeting Type: Annual	Ticker: BMTR	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Directors' Report	Mgmt	For	For	For	No
2	Approve Financial Statements and Discharge of Directors and Commissioners	Mgmt	For	For	For	No
3	Approve Allocation of Income	Mgmt	For	For	For	No
4	Approve Changes in Board of Company	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information to make an informed voting decision.</i>						
5	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

PT Global Mediacom Tbk

Meeting Date: 06/25/2019	Country: Indonesia	Primary Security ID: Y7119T144	Meeting ID: 1336466
Record Date: 05/29/2019	Meeting Type: Special	Ticker: BMTR	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Authorize Commissioners to Issue Stocks in relation to Management and Employee Stock Option Program (MESOP)	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted due to lack of information to make an informed voting decision.</i>						
2	Amend Articles of Association	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted due to lack of information to make an informed voting decision.</i>						

Silence Therapeutics Plc

Meeting Date: 06/25/2019	Country: United Kingdom	Primary Security ID: G8128Y157	Meeting ID: 1326035
Record Date: 06/21/2019	Meeting Type: Annual	Ticker: SLN	

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Re-elect Alistair Gray as Director	Mgmt	For	For	For	No
3	Elect Dave Lemus as Director	Mgmt	For	For	For	No
4	Elect David Solomon as Director	Mgmt	For	For	For	No
5	Elect Iain Ross as Director	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: Items 2 to 4 and 6A vote FOR the election of David (Dave) Lemus, David Solomon and James Ede-Golightly and the re-election of Alistair Gray is warranted because no significant concerns have been identified. Item 5A vote AGAINST the election of Iain Ross is warranted because: * Apart from his role as Board Chair at the Company, he also has chairmanships in three other publicly-listed companies which could potentially compromise his ability to commit sufficient time to his role at the Company.</i>						
6	Elect James Ede-Golightly as Director	Mgmt	For	For	For	No
7	Reappoint PricewaterhouseCoopers LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For	No
8	Authorise Issue of Equity	Mgmt	For	For	For	No
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: Item 8A vote FOR this resolution 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>						

Kawasaki Heavy Industries, Ltd.

Meeting Date: 06/26/2019

Country: Japan

Primary Security ID: J31502131

Meeting ID: 1341157

Record Date: 03/31/2019

Meeting Type: Annual

Ticker: 7012

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Allocation of Income, with a Final Dividend of JPY 35	Mgmt	For	For	For	No
2.1	Elect Director Murayama, Shigeru	Mgmt	For	For	For	No
2.2	Elect Director Kanehana, Yoshinori	Mgmt	For	For	For	No
2.3	Elect Director Tomida, Kenji	Mgmt	For	For	For	No
2.4	Elect Director Watanabe, Tatsuya	Mgmt	For	For	For	No
2.5	Elect Director Yoneda, Michio	Mgmt	For	For	For	No
2.6	Elect Director Yamamoto, Katsuya	Mgmt	For	For	For	No
2.7	Elect Director Namiki, Sukeyuki	Mgmt	For	For	For	No

Vote Summary Report

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2.8	Elect Director Hashimoto, Yasuhiko	Mgmt	For	For	For	No
2.9	Elect Director Tamura, Yoshiaki	Mgmt	For	For	For	No
2.10	Elect Director Jenifer Rogers	Mgmt	For	For	For	No
2.11	Elect Director Shimokawa, Hiroyoshi	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Saito, Ryoichi	Mgmt	For	For	For	No

LoopUp Group plc

Meeting Date: 06/26/2019

Country: United Kingdom

Primary Security ID: G56421103

Meeting ID: 1343387

Record Date: 06/24/2019

Meeting Type: Annual

Ticker: LOOP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because of the following deviations from best practice:*</i> <i>The Board does not comprise at least two independent NEDs;*</i> <i>The Audit and Remuneration Committees are not fully independent;*</i> <i>Share option awards were granted to the Executive Directors during the year under review, and it is not disclosed whether performance conditions apply to these share options.*</i> <i>The share options referred to above vest in less than three years.</i></p>						
2	Reappoint Grant Thornton UK LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For	No
3	Elect Keith Taylor as Director	Mgmt	For	For	For	No
4	Re-elect Michael Hughes as Director	Mgmt	For	For	For	No
5	Authorise Issue of Equity	Mgmt	For	For	For	No
6	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
7	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

LXI REIT Plc

Meeting Date: 06/26/2019

Country: United Kingdom

Primary Security ID: G57009105

Meeting ID: 1339146

Record Date: 06/24/2019

Meeting Type: Annual

Ticker: LXI

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

Vote Summary Report

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4	Re-elect John Cartwright as Director	Mgmt	For	For	For	No
5	Re-elect Jeannette Etherden as Director	Mgmt	For	For	For	No
6	Re-elect Colin Smith as Director	Mgmt	For	For	For	No
7	Reappoint BDO LLP as Auditors	Mgmt	For	For	For	No
8	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
9	Approve Final Dividend	Mgmt	For	For	For	No
10	Authorise Issue of Equity	Mgmt	For	For	For	No
11	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
13	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Unilever NV

Meeting Date: 06/26/2019

Country: Netherlands

Primary Security ID: N8981F271

Meeting ID: 1340602

Record Date: 05/29/2019

Meeting Type: Special

Ticker: UNA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Meeting for Holders of Depositary Receipts	Mgmt				
1	Open Meeting	Mgmt				
2	Abolish Depositary Receipt Structure	Mgmt	For	For	For	No
3	Allow Questions	Mgmt				
4	Close Meeting	Mgmt				

AirAsia Group Bhd.

Meeting Date: 06/27/2019

Country: Malaysia

Primary Security ID: Y0029V101

Meeting ID: 1332163

Record Date: 06/20/2019

Meeting Type: Annual

Ticker: 5099

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Directors' Remuneration	Mgmt	For	For	For	No
2	Elect Abdel Aziz @ Abdul Aziz Bin Abu Bakar as Director	Mgmt	For	For	For	No

Vote Summary Report

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3	Elect Stuart L. Dean as Director	Mgmt	For	For	For	No
4	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For	No
6	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions	Mgmt	For	For	For	No
7	Authorize Share Repurchase Program	Mgmt	For	For	For	No

Daikin Industries Ltd.

Meeting Date: 06/27/2019

Country: Japan

Primary Security ID: J10038115

Meeting ID: 1340208

Record Date: 03/31/2019

Meeting Type: Annual

Ticker: 6367

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Allocation of Income, with a Final Dividend of JPY 90	Mgmt	For	For	For	No
2.1	Appoint Statutory Auditor Uematsu, Kosei	Mgmt	For	For	For	No
2.2	Appoint Statutory Auditor Tamori, Hisao	Mgmt	For	For	For	No
3	Appoint Alternate Statutory Auditor Ono, Ichiro	Mgmt	For	For	For	No

First Derivatives Plc

Meeting Date: 06/27/2019

Country: United Kingdom

Primary Security ID: G3466Z106

Meeting ID: 1339472

Record Date: 06/26/2019

Meeting Type: Annual

Ticker: FDP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect Graham Ferguson as Director	Mgmt	For	For	For	No
5	Re-elect Seamus Keating as Director	Mgmt	For	For	For	No
6	Re-elect Brian Conlon as Director	Mgmt	For	For	For	No
7	Re-elect Keith MacDonald as Director	Mgmt	For	For	For	No

Vote Summary Report

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8	Re-elect Virginia Gambale as Director	Mgmt	For	Abstain	Abstain	No
<p><i>Voting Policy Rationale: Items 4-7 and 9A vote FOR the re-election of Robert Ferguson, Seamus Keating, Brian Conlon, Keith MacDonald and Donna Troy is warranted because no significant concerns have been identified. Item 8 An ABSTENTION on the re-election of Virginia Gambale is warranted because: * She is the Chair of the Audit Committee and it is noted that the previous auditor (KPMG LLP) received significant non-audit fees for the eighth consecutive year. 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>						
9	Re-elect Donna Troy as Director	Mgmt	For	For	For	No
10	Appoint Deloitte (NI) Limited as Auditors and Authorise Their Remuneration	Mgmt	For	For	For	No
11	Authorise Issue of Equity	Mgmt	For	For	For	No
12	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
13	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
14	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Haier Electronics Group Co., Ltd.

Meeting Date: 06/27/2019

Country: Bermuda

Primary Security ID: G42313125

Meeting ID: 1269295

Record Date: 06/21/2019

Meeting Type: Annual

Ticker: 1169

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2a	Elect Liang Hai Shan as Director	Mgmt	For	For	For	No
2b	Elect Xie Ju Zhi as Director	Mgmt	For	For	For	No
2c	Elect Li Hua Gang as Director	Mgmt	For	For	For	No
2d	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
3	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent. * The discount limit is greater than 10 percent.</i></p>						
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent. * The discount limit is greater than 10 percent.</i></p>						

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

8	Approve Allotment and Issuance of New Shares Under the Restricted Share Award Scheme	Mgmt	For	Against	Against	No
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Voting Policy Rationale: A vote AGAINST this resolution is warranted given the directors eligible to receive awards under the Restricted Share Award Scheme are involved in its administration.

Haier Electronics Group Co., Ltd.

Meeting Date: 06/27/2019 **Country:** Bermuda **Primary Security ID:** G42313125 **Meeting ID:** 1342865
Record Date: 06/21/2019 **Meeting Type:** Special **Ticker:** 1169

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve New Financial Services Agreement, Revised Deposit Cap and Related Transactions	Mgmt	For	Against	Against	No

Voting Policy Rationale: A vote AGAINST this proposal is warranted because the proposed related-party transactions include a financial service agreement with the group finance company, which may expose the company to unnecessary risks.

Mitsubishi Heavy Industries, Ltd.

Meeting Date: 06/27/2019 **Country:** Japan **Primary Security ID:** J44002178 **Meeting ID:** 1342025
Record Date: 03/31/2019 **Meeting Type:** Annual **Ticker:** 7011

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Allocation of Income, with a Final Dividend of JPY 65	Mgmt	For	For	For	No
2.1	Elect Director Miyanaga, Shunichi	Mgmt	For	For	For	No
2.2	Elect Director Izumisawa, Seiji	Mgmt	For	For	For	No
2.3	Elect Director Koguchi, Masanori	Mgmt	For	For	For	No
2.4	Elect Director Mishima, Masahiko	Mgmt	For	For	For	No
2.5	Elect Director Shinohara, Naoyuki	Mgmt	For	For	For	No
2.6	Elect Director Kobayashi, Ken	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Goto, Toshifumi	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Christina Ahmadjian	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Unoura, Hiro	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

3.4	Elect Director and Audit Committee Member Hirano, Nobuyuki	Mgmt	For	Against	Against	No
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Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: This outside director candidate who will be an audit committee member lacks independence.*

4	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For	No
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Mitsubishi UFJ Financial Group, Inc.

Meeting Date: 06/27/2019

Country: Japan

Primary Security ID: J44497105

Meeting ID: 1342161

Record Date: 03/31/2019

Meeting Type: Annual

Ticker: 8306

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Allocation of Income, with a Final Dividend of JPY 11	Mgmt	For	For	For	No
2.1	Elect Director Fujii, Mariko	Mgmt	For	For	For	No
2.2	Elect Director Kato, Kaoru	Mgmt	For	For	For	No
2.3	Elect Director Matsuyama, Haruka	Mgmt	For	For	For	No
2.4	Elect Director Toby S. Myerson	Mgmt	For	For	For	No
2.5	Elect Director Nomoto, Hirofumi	Mgmt	For	For	For	No
2.6	Elect Director Okuda, Tsutomu	Mgmt	For	For	For	No
2.7	Elect Director Shingai, Yasushi	Mgmt	For	For	For	No
2.8	Elect Director Tarisa Watanagase	Mgmt	For	For	For	No
2.9	Elect Director Yamate, Akira	Mgmt	For	For	For	No
2.10	Elect Director Kuroda, Tadashi	Mgmt	For	For	For	No
2.11	Elect Director Okamoto, Junichi	Mgmt	For	For	For	No
2.12	Elect Director Hirano, Nobuyuki	Mgmt	For	For	For	No
2.13	Elect Director Ikegaya, Mikio	Mgmt	For	For	For	No
2.14	Elect Director Araki, Saburo	Mgmt	For	For	For	No
2.15	Elect Director Mike, Kanetsugu	Mgmt	For	For	For	No
2.16	Elect Director Kamezawa, Hironori	Mgmt	For	For	For	No

Mitsui Fudosan Co., Ltd.

Meeting Date: 06/27/2019

Country: Japan

Primary Security ID: J4509L101

Meeting ID: 1341118

Record Date: 03/31/2019

Meeting Type: Annual

Ticker: 8801

Vote Summary Report

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Allocation of Income, with a Final Dividend of JPY 24	Mgmt	For	For	For	No
2.1	Elect Director Iwasa, Hiromichi	Mgmt	For	For	For	No
2.2	Elect Director Komoda, Masanobu	Mgmt	For	For	For	No
2.3	Elect Director Kitahara, Yoshikazu	Mgmt	For	For	For	No
2.4	Elect Director Fujibayashi, Kiyotaka	Mgmt	For	For	For	No
2.5	Elect Director Onozawa, Yasuo	Mgmt	For	For	For	No
2.6	Elect Director Ishigami, Hiroyuki	Mgmt	For	For	For	No
2.7	Elect Director Yamamoto, Takashi	Mgmt	For	For	For	No
2.8	Elect Director Hamamoto, Wataru	Mgmt	For	For	For	No
2.9	Elect Director Egawa, Masako	Mgmt	For	For	For	No
2.10	Elect Director Nogimori, Masafumi	Mgmt	For	For	For	No
2.11	Elect Director Nakayama, Tsunehiro	Mgmt	For	For	For	No
2.12	Elect Director Ito, Shinichiro	Mgmt	For	For	For	No
3.1	Appoint Statutory Auditor Sato, Masatoshi	Mgmt	For	For	For	No
3.2	Appoint Statutory Auditor Kato, Yoshitaka	Mgmt	For	For	For	No
3.3	Appoint Statutory Auditor Manago, Yasushi	Mgmt	For	For	For	No
4	Approve Annual Bonus	Mgmt	For	For	For	No

Shin-Etsu Chemical Co., Ltd.

Meeting Date: 06/27/2019

Country: Japan

Primary Security ID: J72810120

Meeting ID: 1342182

Record Date: 03/31/2019

Meeting Type: Annual

Ticker: 4063

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Allocation of Income, with a Final Dividend of JPY 100	Mgmt	For	For	For	No
2.1	Elect Director Saito, Yasuhiko	Mgmt	For	For	For	No
2.2	Elect Director Ishihara, Toshinobu	Mgmt	For	For	For	No
2.3	Elect Director Ueno, Susumu	Mgmt	For	For	For	No
2.4	Elect Director Matsui, Yukihiko	Mgmt	For	For	For	No

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2.5	Elect Director Miyajima, Masaki	Mgmt	For	For	For	No
2.6	Elect Director Frank Peter Popoff	Mgmt	For	For	For	No
2.7	Elect Director Miyazaki, Tsuyoshi	Mgmt	For	For	For	No
2.8	Elect Director Fukui, Toshihiko	Mgmt	For	For	For	No
2.9	Elect Director Kasahara, Toshiyuki	Mgmt	For	For	For	No
2.10	Elect Director Maruyama, Kazumasa	Mgmt	For	For	For	No
3.1	Appoint Statutory Auditor Okamoto, Hiroaki	Mgmt	For	For	For	No
3.2	Appoint Statutory Auditor Nagano, Kiyoshi	Mgmt	For	For	For	No
3.3	Appoint Statutory Auditor Onezawa, Hidenori	Mgmt	For	For	For	No
4	Approve Stock Option Plan	Mgmt	For	For	For	No

Sumitomo Mitsui Financial Group, Inc.

Meeting Date: 06/27/2019

Country: Japan

Primary Security ID: J7771X109

Meeting ID: 1343086

Record Date: 03/31/2019

Meeting Type: Annual

Ticker: 8316

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Allocation of Income, with a Final Dividend of JPY 95	Mgmt	For	For	For	No
2.1	Elect Director Kunibe, Takeshi	Mgmt	For	For	For	No
2.2	Elect Director Ota, Jun	Mgmt	For	For	For	No
2.3	Elect Director Takashima, Makoto	Mgmt	For	For	For	No
2.4	Elect Director Nagata, Haruyuki	Mgmt	For	For	For	No
2.5	Elect Director Nakashima, Toru	Mgmt	For	For	For	No
2.6	Elect Director Inoue, Atsuhiko	Mgmt	For	For	For	No
2.7	Elect Director Mikami, Toru	Mgmt	For	For	For	No
2.8	Elect Director Kubo, Tetsuya	Mgmt	For	For	For	No
2.9	Elect Director Matsumoto, Masayuki	Mgmt	For	For	For	No
2.10	Elect Director Arthur M. Mitchell	Mgmt	For	For	For	No
2.11	Elect Director Yamazaki, Shozo	Mgmt	For	For	For	No
2.12	Elect Director Kono, Masaharu	Mgmt	For	For	For	No
2.13	Elect Director Tsutsui, Yoshinobu	Mgmt	For	For	For	No
2.14	Elect Director Shimbo, Katsuyoshi	Mgmt	For	For	For	No
2.15	Elect Director Sakurai, Eriko	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Sumitomo Mitsui Trust Holdings, Inc.

Meeting Date: 06/27/2019

Country: Japan

Primary Security ID: J7772M102

Meeting ID: 1342752

Record Date: 03/31/2019

Meeting Type: Annual

Ticker: 8309

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Allocation of Income, with a Final Dividend of JPY 75	Mgmt	For	For	For	No
2.1	Elect Director Okubo, Tetsuo	Mgmt	For	For	For	No
2.2	Elect Director Araumi, Jiro	Mgmt	For	For	For	No
2.3	Elect Director Nishida, Yutaka	Mgmt	For	For	For	No
2.4	Elect Director Hashimoto, Masaru	Mgmt	For	For	For	No
2.5	Elect Director Kitamura, Kunitaro	Mgmt	For	For	For	No
2.6	Elect Director Tsunekage, Hitoshi	Mgmt	For	For	For	No
2.7	Elect Director Shudo, Kuniyuki	Mgmt	For	For	For	No
2.8	Elect Director Tanaka, Koji	Mgmt	For	For	For	No
2.9	Elect Director Suzuki, Takeshi	Mgmt	For	For	For	No
2.10	Elect Director Araki, Mikio	Mgmt	For	For	For	No
2.11	Elect Director Matsushita, Isao	Mgmt	For	For	For	No
2.12	Elect Director Saito, Shinichi	Mgmt	For	For	For	No
2.13	Elect Director Yoshida, Takashi	Mgmt	For	For	For	No
2.14	Elect Director Kawamoto, Hiroko	Mgmt	For	For	For	No
2.15	Elect Director Aso, Mitsuhiro	Mgmt	For	For	For	No

Takeda Pharmaceutical Co., Ltd.

Meeting Date: 06/27/2019

Country: Japan

Primary Security ID: J8129E108

Meeting ID: 1342798

Record Date: 03/31/2019

Meeting Type: Annual

Ticker: 4502

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Allocation of Income, with a Final Dividend of JPY 90	Mgmt	For	For	For	No
2.1	Elect Director Christophe Weber	Mgmt	For	Against	Against	No

Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: Top management is responsible for the company's unfavorable ROE performance.*

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

2.2	Elect Director Iwasaki, Masato	Mgmt	For	For	For	No
2.3	Elect Director Andrew Plump	Mgmt	For	For	For	No
2.4	Elect Director Constantine Saroukos	Mgmt	For	For	For	No
2.5	Elect Director Sakane, Masahiro	Mgmt	For	For	For	No
2.6	Elect Director Olivier Bohuon	Mgmt	For	For	For	No
2.7	Elect Director Ian Clark	Mgmt	For	For	For	No
2.8	Elect Director Fujimori, Yoshiaki	Mgmt	For	For	For	No
2.9	Elect Director Steven Gillis	Mgmt	For	For	For	No
2.10	Elect Director Shiga, Toshiyuki	Mgmt	For	For	For	No
2.11	Elect Director Jean-Luc Butel	Mgmt	For	For	For	No
2.12	Elect Director Kuniya, Shiro	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Higashi, Emiko	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Michel Orsinger	Mgmt	For	For	For	No
4	Approve Trust-Type Equity Compensation Plan	Mgmt	For	Against	Against	No

Voting Policy Rationale: A vote AGAINST this proposal is warranted because: The company fails to disclose how it specifically measures the success of the Shire integration, and shares will be transferred to recipients annually, violating ISS guidelines.*

5	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For	No
6	Approve Annual Bonus	Mgmt	For	Against	Against	No

Voting Policy Rationale: A vote AGAINST the proposal is warranted because: The proposed payment does not appear appropriate in light of the firm's financial performance, particularly return on equity, and equity valuation, as compared to its peers.*

7	Amend Articles to Require Individual Compensation Disclosure for Directors	SH	Against	For	For	No
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Voting Policy Rationale: A vote FOR this shareholder proposal is recommended because: Given the size of compensation packages for inside directors, addition of a clawback provision appears beneficial to shareholders, as that would serve as a healthy check-and-balance mechanism.*

8	Amend Articles to Add Compensation Claw-back Provision	SH	Against	For	For	No
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Voting Policy Rationale: A vote FOR this shareholder proposal is recommended because: Given the size of compensation packages for inside directors, addition of a clawback provision appears beneficial to shareholders, as that would serve as a healthy check-and-balance mechanism.*

The Kroger Co.

Meeting Date: 06/27/2019

Country: USA

Primary Security ID: 501044101

Meeting ID: 1337730

Record Date: 05/01/2019

Meeting Type: Annual

Ticker: KR

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Nora A. Aufreiter	Mgmt	For	For	For	No
1b	Elect Director Anne Gates	Mgmt	For	For	For	No
1c	Elect Director Susan J. Kropf	Mgmt	For	For	For	No
1d	Elect Director W. Rodney McMullen	Mgmt	For	For	For	No
1e	Elect Director Jorge P. Montoya	Mgmt	For	For	For	No
1f	Elect Director Clyde R. Moore	Mgmt	For	For	For	No
1g	Elect Director James A. Runde	Mgmt	For	For	For	No
1h	Elect Director Ronald L. Sargent	Mgmt	For	For	For	No
1i	Elect Director Bobby S. Shackouls	Mgmt	For	For	For	No
1j	Elect Director Mark S. Sutton	Mgmt	For	For	For	No
1k	Elect Director Ashok Vemuri	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Approve Omnibus Stock Plan	Mgmt	For	For	For	No
4	Amend Bylaws	Mgmt	For	For	For	No
5	Ratify PricewaterhouseCoopers LLC as Auditor	Mgmt	For	For	For	No
6	Assess Environmental Impact of Non-Recyclable Packaging	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as shareholders would benefit from additional information regarding the company's recyclable packaging commitments and management of related risks.</i>						
7	Require Independent Board Chairman	SH	Against	Against	Against	No

Tissue Regenix Group Plc

Meeting Date: 06/27/2019
Country: United Kingdom
Primary Security ID: G8887U107
Meeting ID: 1344730
Record Date: 06/25/2019
Meeting Type: Annual
Ticker: TRX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because of the following deviations from best practice:* The performance conditions for the options granted to the Executive Directors relate to share price targets, a measure considered to have a number of drawbacks;* These options will vest in less than three years; and* The level of disclosure is not in line with recommended market practice.</i>						

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

2	Elect Gareth Jones as Director	Mgmt	For	For	For	No
3	Re-elect Steven Couldwell as Director	Mgmt	For	For	For	No
4	Re-elect Randeep Grewal as Director	Mgmt	For	For	For	No
5	Appoint RSM UK Audit LLP as Auditors	Mgmt	For	For	For	No
6	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
7	Authorise Issue of Equity	Mgmt	For	For	For	No
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
9	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

Yandex NV

Meeting Date: 06/27/2019

Country: Netherlands

Primary Security ID: N97284108

Meeting ID: 1346677

Record Date: 05/30/2019

Meeting Type: Annual

Ticker: YNDX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Annual Meeting Agenda	Mgmt				
1	Approve to Extend the Period for Preparing the Annual Account for the Financial Year 2018	Mgmt	For	For	For	No
2	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Discharge of Directors	Mgmt	For	For	For	No
4	Reelect Rogier Rijnja as Non-Executive Director	Mgmt	For	For	For	No
5	Reelect Charles Ryan as Non-Executive Director	Mgmt	For	For	For	No
6	Reelect Alexander Voloshin as Non-Executive Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote FOR the elections of Rogier Rijnja and Charles Ryan is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates. A vote AGAINST the non-independent nominees (Tigran Khudaverdyan, Mikhail Parakhin and Alexander Voloshin) is warranted as the future board composition lacks sufficient independent among its members.</i></p>						
7	Elect Mikhail Parakhin as Non-Executive Director	Mgmt	For	Against	Against	No

*Voting Policy Rationale: A vote FOR the elections of Rogier Rijnja and Charles Ryan is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates. A vote AGAINST the non-independent nominees (Tigran Khudaverdyan, Mikhail Parakhin and Alexander Voloshin) is warranted as the future board composition lacks sufficient independent among its members.*

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

8	Elect Tigran Khudaverdyan as Executive Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote FOR the elections of Rogier Rijnja and Charles Ryan is warranted because:* The nominees are elected for a period not exceeding four years;* The candidates appear to possess the necessary qualifications for board membership; and* There is no known controversy concerning the candidatesA vote AGAINST the non-independent nominees (Tigran Khudaverdyan, Mikhail Parakhin and Alexander Voloshin) is warranted as the future board composition lacks sufficient independent among its members.</i></p>						
9	Approve Cancellation of Outstanding Class C Shares	Mgmt	For	For	For	No
10	Ratify Auditors	Mgmt	For	For	For	No
11	Amend 2016 Equity Incentive Plan	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because:* Non-executive directors participate in the plan* Total potential dilution exceeds 10 percent* Vesting period for options is less than three years</i></p>						
12	Grant Board Authority to Issue Class A Shares and Preference Shares	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST these proposals is warranted because:* The authorization to issue shares is not in line with commonly used safeguards regarding volume and duration;* The authorization to issue shares would last for 60 months; and* The company would be authorized to issue preference shares that can be used to thwart a takeover bid.</i></p>						
13	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST these proposals is warranted because:* The authorization to issue shares is not in line with commonly used safeguards regarding volume and duration;* The authorization to issue shares would last for 60 months; and* The company would be authorized to issue preference shares that can be used to thwart a takeover bid.</i></p>						
14	Authorize Repurchase of Up to 20 Percent of Issued Share Capital	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because:* The proposal is not in line with the commonly used safeguards regarding volume;* The authorization would allow Yandex to repurchase up to 20 percent of the outstanding share capital, exceeding commonly accepted safeguards.</i></p>						

Gazprom PJSC

Meeting Date: 06/28/2019

Country: Russia

Primary Security ID: X3123F106

Meeting ID: 1342559

Record Date: 06/03/2019

Meeting Type: Annual

Ticker: GAZP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Meeting for ADR Holders	Mgmt				
1	Approve Annual Report	Mgmt	For	For	For	No
2	Approve Financial Statements	Mgmt	For	For	For	No
3	Approve Allocation of Income	Mgmt	For	For	For	No
4	Approve Dividends of RUB 16.61 per Share	Mgmt	For	For	For	No
5	Ratify Auditor	Mgmt	For	For	For	No
6	Approve Remuneration of Directors	Mgmt				

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

7	Approve Remuneration of Members of Audit Commission	Mgmt	For	For	For	No
8	Amend Charter	Mgmt	For	For	For	No
9	Amend Regulations on General Meetings	Mgmt	For	For	For	No
10	Amend Regulations on Board of Directors	Mgmt	For	For	For	No
11	Amend Regulations on Management	Mgmt	For	For	For	No
12	Approve Termination of Regulations on Dividend Payment	Mgmt	For	For	For	No
	Elect 11 Directors by Cumulative Voting	Mgmt				
13.1	Elect Andrei Akimov as Director	Mgmt				
13.2	Elect Viktor Zubkov as Director	Mgmt	None	Against	Against	No
13.3	Elect Timur Kulibaev as Director	Mgmt	None	Against	Against	No
13.4	Elect Denis Manturov as Director	Mgmt	None	Against	Against	No
13.5	Elect Vitalii Markelov as Director	Mgmt	None	Against	Against	No
13.6	Elect Viktor Martynov as Director	Mgmt	None	Against	Against	No
13.7	Elect Vladimir Mau as Director	Mgmt	None	Against	Against	No
13.8	Elect Aleksei Miller as Director	Mgmt				
13.9	Elect Aleksandr Novak as Director	Mgmt	None	Against	Against	No
13.10	Elect Dmitrii Patrushev as Director	Mgmt	None	Against	Against	No
13.11	Elect Mikhail Sereda as Director	Mgmt	None	Against	Against	No
	Elect Nine Members of Audit Commission	Mgmt				
14.1	Elect Ivan Bezmenov as Member of Audit Commission	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Votes FOR Items 14.2, 14.3 and 14.4 are warranted because:* Only nine nominees will be elected;* There are no concerns regarding the current composition of the audit commission;As incumbent members of the audit commission, these nominees are best suited to continue the uninterrupted functioning of the audit commission.</i></p>						
14.2	Elect Vadim Bikulov as Member of Audit Commission	Mgmt	For	For	For	No
14.3	Elect Aleksandr Gladkov as Member of Audit Commission	Mgmt	For	For	For	No
14.4	Elect Margarita Mironova as Member of Audit Commission	Mgmt	For	For	For	No
14.5	Elect Iurii Nosov as Member of Audit Commission	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Votes FOR Items 14.2, 14.3 and 14.4 are warranted because:* Only nine nominees will be elected;* There are no concerns regarding the current composition of the audit commission;As incumbent members of the audit commission, these nominees are best suited to continue the uninterrupted functioning of the audit commission.</i></p>						
14.6	Elect Karen Oganian as Member of Audit Commission	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Votes FOR Items 14.2, 14.3 and 14.4 are warranted because:* Only nine nominees will be elected;* There are no concerns regarding the current composition of the audit commission;As incumbent members of the audit commission, these nominees are best suited to continue the uninterrupted functioning of the audit commission.</i></p>						

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

14.7	Elect Dmitrii Pashkovskii as Member of Audit Commission	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: Votes FOR Items 14.2, 14.3 and 14.4 are warranted because: * Only nine nominees will be elected; * There are no concerns regarding the current composition of the audit commission; As incumbent members of the audit commission, these nominees are best suited to continue the uninterrupted functioning of the audit commission.</i>						
14.8	Elect Sergei Platonov as Member of Audit Commission	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: Votes FOR Items 14.2, 14.3 and 14.4 are warranted because: * Only nine nominees will be elected; * There are no concerns regarding the current composition of the audit commission; As incumbent members of the audit commission, these nominees are best suited to continue the uninterrupted functioning of the audit commission.</i>						
14.9	Elect Evgenii Stoliarov as Member of Audit Commission	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: Votes FOR Items 14.2, 14.3 and 14.4 are warranted because: * Only nine nominees will be elected; * There are no concerns regarding the current composition of the audit commission; As incumbent members of the audit commission, these nominees are best suited to continue the uninterrupted functioning of the audit commission.</i>						
14.10	Elect Tatiana Fisenko as Member of Audit Commission	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: Votes FOR Items 14.2, 14.3 and 14.4 are warranted because: * Only nine nominees will be elected; * There are no concerns regarding the current composition of the audit commission; As incumbent members of the audit commission, these nominees are best suited to continue the uninterrupted functioning of the audit commission.</i>						

LSR Group PJSC

Meeting Date: 06/28/2019

Country: Russia

Primary Security ID: X32441101

Meeting ID: 1345970

Record Date: 06/04/2019

Meeting Type: Annual

Ticker: LSRG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Meeting for GDR Holders	Mgmt				
1	Approve Annual Report	Mgmt	For	For	For	No
2	Approve Financial Statements	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of RUB 78 per Share	Mgmt	For	For	For	No
4	Fix Number of Directors at Seven	Mgmt	For	For	For	No
	Elect Seven Directors by Cumulative Voting	Mgmt				
5.1	Elect Dmitrii Goncharov as Director	Mgmt	None	Against	Against	No
5.2	Elect Igor Levit as Director	Mgmt	None	Against	Against	No
5.3	Elect Aleksei Makhnev as Director	Mgmt	None	For	For	No
5.4	Elect Andrei Molchanov as Director	Mgmt	None	Against	Against	No
5.5	Elect Andrei Nesterenko as Director	Mgmt	None	For	For	No
5.6	Elect Vitalii Podolskii as Director	Mgmt	None	For	For	No
5.7	Elect Aleksandr Prisiazhniuk as Director	Mgmt	None	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

	Elect Three Members of Audit Commission	Mgmt				
6.1	Elect Natalia Klevtsova as Member of Audit Commission	Mgmt	For	For	For	No
6.2	Elect Denis Siniugin as Member of Audit Commission	Mgmt	For	For	For	No
6.3	Elect Liudmila Fradina as Member of Audit Commission	Mgmt	For	For	For	No
7.1	Ratify LLC Audit-Service SPb as RAS Auditor	Mgmt	For	For	For	No
7.2	Ratify KPMG JSC as IFRS Auditor	Mgmt	For	For	For	No

trivago NV

Meeting Date: 06/28/2019

Country: Netherlands

Primary Security ID: 89686D105

Meeting ID: 1338070

Record Date: 05/09/2019

Meeting Type: Annual

Ticker: TRVG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Meeting for ADR Holders	Mgmt				
1	Open Meeting	Mgmt				
2	Discuss Annual Report for FY 2018 (Non-Voting)	Mgmt				
3	Discuss Implementation of Remuneration Policy	Mgmt				
4	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For	No
5	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt				
6	Ratify Ernst & Young as Auditors	Mgmt	For	For	For	No
7	Approve Discharge of Management Board	Mgmt	For	For	For	No
8	Approve Discharge of Supervisory Board	Mgmt	For	For	For	No
9	Reelect R.T.J. Schromgens to Management Board	Mgmt	For	For	For	No
10	Reelect T.J. Thomas to Management Board	Mgmt	For	For	For	No
11	Reelect P.M. Kern to Supervisory Board	Mgmt	For	For	For	No
12	Reelect H. Mankodi to Supervisory Board	Mgmt	For	For	For	No
13	Reelect F.G. Mazzella to Supervisory Board	Mgmt	For	For	For	No
14	Reelect M.D. Okerstrom to Supervisory Board	Mgmt	For	For	For	No
15	Reelect L.N. Ostberg to Supervisory Board	Mgmt	For	For	For	No
16	Reelect D. Schneider to Supervisory Board	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

17	Authorize Repurchase of Shares	Mgmt	For	For	For	No
18	Approve Amended and Restated Omnibus Incentive Plan	Mgmt	For	Against	Against	No

Voting Policy Rationale: A vote AGAINST this resolution is warranted because: Non-executive directors participate in the plan;* Total potential dilution exceeds 10 percent;* Performance conditions have not been attached to the plan and the vesting period is below three years.*

19	Close Meeting	Mgmt
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Domino's Pizza Group Plc

Meeting Date: 07/01/2019 **Country:** United Kingdom **Primary Security ID:** G28113101 **Meeting ID:** 1344677
Record Date: 06/27/2019 **Meeting Type:** Special **Ticker:** DOM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Amend the Borrowing Limit Under the Company's Articles of Association	Mgmt	For	For	For	No

Assura Plc

Meeting Date: 07/02/2019 **Country:** United Kingdom **Primary Security ID:** G2386T109 **Meeting ID:** 1341821
Record Date: 06/28/2019 **Meeting Type:** Annual **Ticker:** AGR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
5	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
6	Re-elect Ed Smith as Director	Mgmt	For	For	For	No
7	Elect Louise Fowler as Director	Mgmt	For	For	For	No
8	Re-elect Jonathan Murphy as Director	Mgmt	For	For	For	No
9	Re-elect Jenefer Greenwood as Director	Mgmt	For	For	For	No
10	Re-elect Jayne Cottam as Director	Mgmt	For	For	For	No
11	Re-elect Jonathan Davies as Director	Mgmt	For	For	For	No
12	Authorise Issue of Equity	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Shandong Weigao Group Medical Polymer Company Limited

Meeting Date: 07/02/2019

Country: China

Primary Security ID: Y76810103

Meeting ID: 1332091

Record Date: 05/31/2019

Meeting Type: Annual

Ticker: 1066

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve 2018 Audited Consolidated Financial Statements	Mgmt	For	For	For	No
2	Approve 2018 Report of the Board of Directors	Mgmt	For	For	For	No
3	Approve 2018 Report of the Supervisory Committee	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Approve Deloitte Touche Tohmatsu as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
6	Authorize Board to Fix Remuneration of Directors, Supervisors and Senior Management	Mgmt	For	For	For	No
7	Elect Gong Jian Bo as Director	Mgmt	For	For	For	No
8	Elect Fu Ming Zhong as Director	Mgmt	For	For	For	No
9	Elect Wang Jin Xia as Director	Mgmt	For	For	For	No
10	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for H Shares	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted for the following:* The H share issuance limit is greater than 10 percent.* The company has not specified the discount limit.</i></p>						
11	Authorize Repurchase of Issued H Share Capital	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Shandong Weigao Group Medical Polymer Company Limited

Meeting Date: 07/02/2019

Country: China

Primary Security ID: Y76810103

Meeting ID: 1332175

Record Date: 05/31/2019

Meeting Type: Special

Ticker: 1066

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Amend Articles of Association	Mgmt	For	For	For	No

Ubisoft Entertainment SA

Meeting Date: 07/02/2019

Country: France

Primary Security ID: F9396N106

Meeting ID: 1341253

Record Date: 06/28/2019

Meeting Type: Annual/Special

Ticker: UBI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Allocation of Income and Absence of Dividends	Mgmt	For	For	For	No
3	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For	No
5	Approve Compensation of Yves Guillemot, Chairman and CEO	Mgmt	For	For	For	No
6	Approve Compensation of Claude Guillemot, Vice-CEO	Mgmt	For	For	For	No
7	Approve Compensation of Michel Guillemot, Vice-CEO	Mgmt	For	For	For	No
8	Approve Compensation of Gerard Guillemot, Vice-CEO	Mgmt	For	For	For	No
9	Approve Compensation of Christian Guillemot, Vice-CEO	Mgmt	For	For	For	No
10	Approve Remuneration Policy for Chairman and CEO	Mgmt	For	For	For	No
11	Approve Remuneration Policy for Vice-CEOs	Mgmt	For	For	For	No
12	Reelect Virginie Haas as Director	Mgmt	For	For	For	No
13	Reelect Corinne Fernandez-Handelsman as Director	Mgmt	For	For	For	No
14	Renew Appointment of KPMG SA as Auditor	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

15	Acknowledge End of Mandate of KPMG Audit IS SAS as Alternate Auditor and Decision to Neither Replace Nor Renew	Mgmt	For	For	For	No
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
18	Authorize Capitalization of Reserves of Up to EUR 10 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For	No
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 1.45 Million	Mgmt	For	For	For	No
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 850,000	Mgmt	For	For	For	No
21	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 850,000	Mgmt	For	For	For	No
22	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For	For	No
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For	No
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans (International Subsidiaries)	Mgmt	For	For	For	No
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans, Reserved for Employees and Corporate Officers of International Subsidiaries (Specific Countries)	Mgmt	For	For	For	No
27	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For	No
28	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 19 to 27 at EUR 4 Million	Mgmt	For	For	For	No
29	Amend Article 8 of Bylaws Re: Employee Representative	Mgmt	For	For	For	No
30	Amend Article 14 of Bylaws Re: Auditors	Mgmt	For	For	For	No
31	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Great Portland Estates Plc

Meeting Date: 07/04/2019

Country: United Kingdom

Primary Security ID: G40712211

Meeting ID: 1281446

Record Date: 07/02/2019

Meeting Type: Annual

Ticker: GPOR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Re-elect Toby Courtauld as Director	Mgmt	For	For	For	No
5	Re-elect Nick Sanderson as Director	Mgmt	For	For	For	No
6	Re-elect Richard Mully as Director	Mgmt	For	For	For	No
7	Re-elect Charles Philipps as Director	Mgmt	For	For	For	No
8	Re-elect Wendy Becker as Director	Mgmt	For	For	For	No
9	Re-elect Nick Hampton as Director	Mgmt	For	For	For	No
10	Re-elect Alison Rose as Director	Mgmt	For	For	For	No
11	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

J Sainsbury Plc

Meeting Date: 07/04/2019

Country: United Kingdom

Primary Security ID: G77732173

Meeting ID: 1333982

Record Date: 07/02/2019

Meeting Type: Annual

Ticker: SBRY

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Elect Martin Scicluna as Director	Mgmt	For	For	For	No
5	Re-elect Matt Brittin as Director	Mgmt	For	For	For	No
6	Re-elect Brian Cassin as Director	Mgmt	For	For	For	No
7	Re-elect Mike Coupe as Director	Mgmt	For	For	For	No
8	Re-elect Jo Harlow as Director	Mgmt	For	For	For	No
9	Re-elect David Keens as Director	Mgmt	For	For	For	No
10	Re-elect Kevin O'Byrne as Director	Mgmt	For	For	For	No
11	Re-elect Dame Susan Rice as Director	Mgmt	For	For	For	No
12	Re-elect John Rogers as Director	Mgmt	For	For	For	No
13	Re-elect Jean Tomlin as Director	Mgmt	For	For	For	No
14	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
19	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
20	Authorise Market Purchase Ordinary Shares	Mgmt	For	For	For	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

McKay Securities Plc

Meeting Date: 07/04/2019

Country: United Kingdom

Primary Security ID: G59332117

Meeting ID: 1295096

Record Date: 07/02/2019

Meeting Type: Annual

Ticker: MCKS

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect Richard Grainger as Director	Mgmt	For	For	For	No
5	Re-elect Simon Perkins as Director	Mgmt	For	For	For	No
6	Re-elect Giles Salmon as Director	Mgmt	For	For	For	No
7	Re-elect Tom Elliott as Director	Mgmt	For	For	For	No
8	Re-elect Jon Austen as Director	Mgmt	For	For	For	No
9	Re-elect Jeremy Bates as Director	Mgmt	For	For	For	No
10	Re-elect Nick Shepherd as Director	Mgmt	For	For	For	No
11	Appoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Kingfisher Plc

Meeting Date: 07/09/2019

Country: United Kingdom

Primary Security ID: G5256E441

Meeting ID: 1310097

Record Date: 07/05/2019

Meeting Type: Annual

Ticker: KGF

Meeting Notes:

Item 3: Voted against the remuneration policy because bonus payments didn't appear to reflect performance in the previous year and changes made in the new policy didn't go far enough to mitigate against existing concerns.

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

2	Approve Remuneration Report	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * Bonus payments made in the year under review do not appear justified by company performance; and* Alignment share awards will be granted to the CEO at the same level as in FY2019. This is not considered appropriate in the context of company performance, and in view of the fact that Kingfisher has already announced a succession planning process that will see the CEO step down.</i></p>						
3	Approve Remuneration Policy	Mgmt	For	For	Against	Yes
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Elect Claudia Arney as Director	Mgmt	For	For	For	No
6	Elect Sophie Gasperment as Director	Mgmt	For	For	For	No
7	Re-elect Andrew Cosslett as Director	Mgmt	For	For	For	No
8	Re-elect Jeff Carr as Director	Mgmt	For	For	For	No
9	Re-elect Pascal Cagni as Director	Mgmt	For	For	For	No
10	Re-elect Clare Chapman as Director	Mgmt	For	For	For	No
11	Re-elect Rakhi Goss-Custard as Director	Mgmt	For	For	For	No
12	Re-elect Veronique Laury as Director	Mgmt	For	For	For	No
13	Re-elect Mark Seligman as Director	Mgmt	For	For	For	No
14	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
16	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Lenovo Group Limited

Meeting Date: 07/09/2019

Country: Hong Kong

Primary Security ID: Y5257Y107

Meeting ID: 1345233

Record Date: 07/02/2019

Meeting Type: Annual

Ticker: 992

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

2	Approve Final Dividend	Mgmt	For	For	For	No
3a	Elect Zhu Linan as Director	Mgmt	For	For	For	No
3b	Elect Yang Chih-Yuan Jerry as Director	Mgmt	For	For	For	No
3c	Elect Gordon Robert Halyburton Orr as Director	Mgmt	For	For	For	No
3d	Elect Woo Chin Wan Raymond as Director	Mgmt	For	For	For	No
3e	Authorize Board Not to Fill Up Vacated Office Resulting From Retirement of Tian Suning as Director	Mgmt	For	For	For	No
3f	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
4	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	No

*Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent. * The company has not specified the discount limit.*

6	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	No

*Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent. * The company has not specified the discount limit.*

8	Approve Award Plans and California Sub-Plans	Mgmt	For	Against	Against	No
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*Voting Policy Rationale: VOTE RECOMMENDATIONA vote AGAINST this resolution is warranted because: * The company could be considered a mature company, and the aggregate limit under the proposed award plans exceeds 5 percent of the company's issued capital. * Performance criteria and meaningful vesting periods attached to the plans were not disclosed. * The directors eligible to receive awards under the plans are involved in the administration of the plans.*

Alstom SA

Meeting Date: 07/10/2019

Country: France

Primary Security ID: F0259M475

Meeting ID: 1344234

Record Date: 07/05/2019

Meeting Type: Annual/Special

Ticker: ALO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of EUR 5.50 per Share	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

4	Reelect Henri Poupart-Lafarge as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Henri Poupart-Lafarge is warranted (Item 4). Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 5-6).</i></p>						
5	Reelect Sylvie Kande de Beaupuy as Director	Mgmt	For	For	For	No
6	Reelect Sylvie Rucar as Director	Mgmt	For	For	For	No
7	Approve Non-Compete Agreement with Henri Poupart-Lafarge	Mgmt	For	For	For	No
8	Approve Pension Scheme Agreement with Henri Poupart-Lafarge	Mgmt	For	For	For	No
9	Approve Compensation of Chairman and CEO	Mgmt	For	For	For	No
10	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For	No
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
12	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
13	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	Mgmt	For	For	For	No
14	Authorize up to 5 Million Shares for Use in Restricted Stock Plans	Mgmt	For	For	For	No
15	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

BT Group Plc

Meeting Date: 07/10/2019

Country: United Kingdom

Primary Security ID: G16612106

Meeting ID: 1336864

Record Date: 07/08/2019

Meeting Type: Annual

Ticker: BT.A

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect Jan du Plessis as Director	Mgmt	For	For	For	No
5	Re-elect Simon Lowth as Director	Mgmt	For	For	For	No
6	Re-elect Iain Conn as Director	Mgmt	For	For	For	No
7	Re-elect Tim Hottges as Director	Mgmt	For	For	For	No
8	Re-elect Isabel Hudson as Director	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

9	Re-elect Mike Inglis as Director	Mgmt	For	For	For	No
10	Re-elect Nick Rose as Director	Mgmt	For	For	For	No
11	Re-elect Jasmine Whitbread as Director	Mgmt	For	For	For	No
12	Elect Philip Jansen as Director	Mgmt	For	For	For	No
13	Elect Matthew Key as Director	Mgmt	For	For	For	No
14	Elect Allison Kirkby as Director	Mgmt	For	For	For	No
15	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
16	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
21	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No

Helical Plc

Meeting Date: 07/11/2019

Country: United Kingdom

Primary Security ID: G43904195

Meeting ID: 1340286

Record Date: 07/09/2019

Meeting Type: Annual

Ticker: HLCL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Re-elect Richard Grant as Director	Mgmt	For	For	For	No
4	Re-elect Gerald Kaye as Director	Mgmt	For	For	For	No
5	Re-elect Tim Murphy as Director	Mgmt	For	For	For	No
6	Re-elect Matthew Bonning-Snook as Director	Mgmt	For	For	For	No
7	Re-elect Susan Clayton as Director	Mgmt	For	For	For	No
8	Re-elect Richard Cotton as Director	Mgmt	For	For	For	No
9	Elect Joe Lister as Director	Mgmt	For	For	For	No
10	Elect Sue Farr as Director	Mgmt	For	For	For	No
11	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

12	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
13	Approve Remuneration Report	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Land Securities Group Plc

Meeting Date: 07/11/2019

Country: United Kingdom

Primary Security ID: G5375M142

Meeting ID: 1337446

Record Date: 07/09/2019

Meeting Type: Annual

Ticker: LAND

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Elect Madeleine Cosgrave as Director	Mgmt	For	For	For	No
5	Elect Christophe Evain as Director	Mgmt	For	For	For	No
6	Re-elect Robert Noel as Director	Mgmt	For	For	For	No
7	Re-elect Martin Greenslade as Director	Mgmt	For	For	For	No
8	Re-elect Colette O'Shea as Director	Mgmt	For	For	For	No
9	Re-elect Christopher Bartram as Director	Mgmt	For	For	For	No
10	Re-elect Edward Bonham Carter as Director	Mgmt	For	For	For	No
11	Re-elect Nicholas Cadbury as Director	Mgmt	For	For	For	No
12	Re-elect Cressida Hogg as Director	Mgmt	For	For	For	No
13	Re-elect Stacey Rauch as Director	Mgmt	For	For	For	No
14	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
16	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

17	Authorise Issue of Equity	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
21	Adopt New Articles of Association	Mgmt	For	For	For	No

LondonMetric Property Plc

Meeting Date: 07/11/2019

Country: United Kingdom

Primary Security ID: G5689W109

Meeting ID: 1347028

Record Date: 07/09/2019

Meeting Type: Annual

Ticker: LMP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
5	Re-elect Patrick Vaughan as Director	Mgmt	For	For	For	No
6	Re-elect Andrew Jones as Director	Mgmt	For	For	For	No
7	Re-elect Martin McGann as Director	Mgmt	For	For	For	No
8	Re-elect James Dean as Director	Mgmt	For	For	For	No
9	Re-elect Rosalyn Wilton as Director	Mgmt	For	For	For	No
10	Re-elect Andrew Livingston as Director	Mgmt	For	For	For	No
11	Re-elect Suzanne Avery as Director	Mgmt	For	For	For	No
12	Elect Robert Fowlds as Director	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
14	Authorise Board to Offer Scrip Dividend	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Workspace Group Plc

Meeting Date: 07/11/2019

Country: United Kingdom

Primary Security ID: G5595E136

Meeting ID: 1345132

Record Date: 07/09/2019

Meeting Type: Annual

Ticker: WKP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect Daniel Kitchen as Director	Mgmt	For	For	For	No
5	Re-elect Graham Clemett as Director	Mgmt	For	For	For	No
6	Re-elect Dr Maria Moloney as Director	Mgmt	For	For	For	No
7	Re-elect Chris Girling as Director	Mgmt	For	For	For	No
8	Re-elect Damon Russell as Director	Mgmt	For	For	For	No
9	Re-elect Stephen Hubbard as Director	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: Items 4 and 9A vote AGAINST the re-elections of Daniel Kitchen and Stephen Hubbard is warranted.* Apart from their roles as Board Chair and NED, respectively, they each hold a considerable number of external mandates at other listed companies which could potentially compromise their availability to commit sufficient time to their roles at the Company. Items 5-8, 10A vote FOR these Directors is warranted, as no significant concerns have been identified.</i>						
10	Elect Ishbel Macpherson as Director	Mgmt	For	For	For	No
11	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
14	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Lyxor MSCI India UCITS ETF

Meeting Date: 07/12/2019

Country: France

Primary Security ID: F5984K108

Meeting ID: 1347794

Record Date: 07/09/2019

Meeting Type: Special

Ticker: INR

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Extraordinary Business	Mgmt				
1	Approve Merger by Absorption of FCP LYXOR RUSSELL 2000 UCITS ETF by LYXOR RUSSELL 2000 UCITS ETF, sub-fund (to be created) of MULTI UNITS France SICAV fund	Mgmt	For	For		No
2	Amend Article 28 of Bylaws to Comply with Legal Changes Re: Company Duration and Termination	Mgmt	For	For		No
3	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For		No

Alibaba Group Holding Limited

Meeting Date: 07/15/2019

Country: Cayman Islands

Primary Security ID: 01609W102

Meeting ID: 1346905

Record Date: 06/07/2019

Meeting Type: Annual

Ticker: BABA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Meeting for ADR Holders	Mgmt				
1	Approve Share Subdivision	Mgmt	For	For	For	No
2.1	Elect Daniel Yong Zhang as Director	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: Votes AGAINST non-independent director nominee Yong (Daniel) Zhang are warranted for failing to establish a board on which a majority of the directors are independent. Votes FOR the remaining director nominees are warranted.</i>						
2.2	Elect Chee Hwa Tung as Director	Mgmt	For	For	For	No
2.3	Elect Jerry Yang as Director	Mgmt	For	For	For	No
2.4	Elect Wan Ling Martello as Director	Mgmt	For	For	For	No
3	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For	No

Industria de Diseno Textil SA

Meeting Date: 07/16/2019

Country: Spain

Primary Security ID: E62821125

Meeting ID: 1347224

Record Date: 07/11/2019

Meeting Type: Annual

Ticker: ITX

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Standalone Financial Statements	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements	Mgmt	For	For	For	No
3	Approve Non-Financial Information Report	Mgmt	For	For	For	No
4	Approve Allocation of Income and Dividends	Mgmt	For	For	For	No
5	Fix Number of Directors at 11	Mgmt	For	For	For	No
6.a	Reelect Pablo Isla Alvarez de Tejera as Director	Mgmt	For	For	For	No
6.b	Reelect Amancio Ortega Gaona as Director	Mgmt	For	For	For	No
6.c	Elect Carlos Crespo Gonzalez as Director	Mgmt	For	For	For	No
6.d	Reelect Emilio Saracho Rodriguez de Torres as Director	Mgmt	For	For	For	No
6.e	Reelect Jose Luis Duran Schulz as Director	Mgmt	For	For	For	No
7.a	Amend Article 13 Re: General Meetings	Mgmt	For	For	For	No
7.b	Amend Articles Re: Board Committees	Mgmt	For	For	For	No
7.c	Amend Articles Re: Annual Accounts and Allocation of Income	Mgmt	For	For	For	No
8	Renew Appointment of Deloitte as Auditor	Mgmt	For	For	For	No
9	Approve Restricted Stock Plan	Mgmt	For	For	For	No
10	Authorize Share Repurchase Program	Mgmt	For	For	For	No
11	Amend Remuneration Policy	Mgmt	For	For	For	No
12	Advisory Vote on Remuneration Report	Mgmt	For	For	For	No
13	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No
14	Receive Amendments to Board of Directors Regulations	Mgmt				

Bloomsbury Publishing Plc

Meeting Date: 07/17/2019

Country: United Kingdom

Primary Security ID: G1179Q132

Meeting ID: 1339470

Record Date: 07/15/2019

Meeting Type: Annual

Ticker: BMY

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Elect Leslie-Ann Reed as Director	Mgmt	For	For	For	No
5	Re-elect John Warren as Director	Mgmt	For	For	For	No
6	Re-elect Steven Hall as Director	Mgmt	For	For	For	No
7	Re-elect Nigel Newton as Director	Mgmt	For	For	For	No
8	Re-elect Penny Scott-Bayfield as Director	Mgmt	For	For	For	No
9	Re-elect Jonathan Glasspool as Director	Mgmt	For	For	For	No
10	Re-elect Sir Richard Lambert as Director	Mgmt	For	For	For	No
11	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

Burberry Group Plc

Meeting Date: 07/17/2019

Country: United Kingdom

Primary Security ID: G1700D105

Meeting ID: 1338197

Record Date: 07/15/2019

Meeting Type: Annual

Ticker: BRBY

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect Dr Gerry Murphy as Director	Mgmt	For	For	For	No
5	Re-elect Fabiola Arredondo as Director	Mgmt	For	For	For	No
6	Re-elect Jeremy Darroch as Director	Mgmt	For	For	For	No
7	Re-elect Ron Frasch as Director	Mgmt	For	For	For	No
8	Re-elect Matthew Key as Director	Mgmt	For	For	For	No
9	Re-elect Dame Carolyn McCall as Director	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

10	Re-elect Orna NiChionna as Director	Mgmt	For	For	For	No
11	Re-elect Marco Gobbetti as Director	Mgmt	For	For	For	No
12	Re-elect Julie Brown as Director	Mgmt	For	For	For	No
13	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Johnson Matthey Plc

Meeting Date: 07/17/2019

Country: United Kingdom

Primary Security ID: G51604166

Meeting ID: 1342808

Record Date: 07/15/2019

Meeting Type: Annual

Ticker: JMAT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Elect Xiaozhi Liu as Director	Mgmt	For	For	For	No
5	Re-elect Alan Ferguson as Director	Mgmt	For	For	For	No
6	Re-elect Jane Griffiths as Director	Mgmt	For	For	For	No
7	Re-elect Robert MacLeod as Director	Mgmt	For	For	For	No
8	Re-elect Anna Manz as Director	Mgmt	For	For	For	No
9	Re-elect Chris Mottershead as Director	Mgmt	For	For	For	No
10	Re-elect John O'Higgins as Director	Mgmt	For	For	For	No
11	Re-elect Patrick Thomas as Director	Mgmt	For	For	For	No
12	Re-elect John Walker as Director	Mgmt	For	For	For	No
13	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
21	Amend Articles of Association	Mgmt	For	For	For	No

Babcock International Group Plc

Meeting Date: 07/18/2019

Country: United Kingdom

Primary Security ID: G0689Q152

Meeting ID: 1339900

Record Date: 07/16/2019

Meeting Type: Annual

Ticker: BAB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Elect Ruth Cairnie as Director	Mgmt	For	For	For	No
5	Re-elect Sir David Omand as Director	Mgmt	For	For	For	No
6	Re-elect Victoire de Margerie as Director	Mgmt	For	For	For	No
7	Re-elect Ian Duncan as Director	Mgmt	For	For	For	No
8	Re-elect Lucy Dimes as Director	Mgmt	For	For	For	No
9	Re-elect Myles Lee as Director	Mgmt	For	For	For	No
10	Re-elect Kjersti Wiklund as Director	Mgmt	For	For	For	No
11	Re-elect Jeff Randall as Director	Mgmt	For	For	For	No
12	Re-elect Archie Bethel as Director	Mgmt	For	For	For	No
13	Re-elect Franco Martinelli as Director	Mgmt	For	For	For	No
14	Re-elect John Davies as Director	Mgmt	For	For	For	No
15	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

16	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
17	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
18	Authorise Issue of Equity	Mgmt	For	For	For	No
19	Approve Performance Share Plan	Mgmt	For	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Regional REIT Ltd.

Meeting Date: 07/18/2019

Country: Guernsey

Primary Security ID: G7418M105

Meeting ID: 1349000

Record Date: 07/16/2019

Meeting Type: Special

Ticker: RGL

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

Royal Mail Plc

Meeting Date: 07/18/2019

Country: United Kingdom

Primary Security ID: G7368G108

Meeting ID: 1339902

Record Date: 07/16/2019

Meeting Type: Annual

Ticker: RMG

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

7	Re-elect Stuart Simpson as Director	Mgmt	For	For	For	No
8	Elect Maria da Cunha as Director	Mgmt	For	For	For	No
9	Elect Michael Findlay as Director	Mgmt	For	For	For	No
10	Re-elect Rita Griffin as Director	Mgmt	For	For	For	No
11	Re-elect Simon Thompson as Director	Mgmt	For	For	For	No
12	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
13	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
14	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

SSE Plc

Meeting Date: 07/18/2019

Country: United Kingdom

Primary Security ID: G8842P102

Meeting ID: 1280926

Record Date: 07/16/2019

Meeting Type: Annual

Ticker: SSE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Re-elect Gregor Alexander as Director	Mgmt	For	For	For	No
6	Re-elect Sue Bruce as Director	Mgmt	For	For	For	No
7	Re-elect Tony Cocker as Director	Mgmt	For	For	For	No
8	Re-elect Crawford Gillies as Director	Mgmt	For	For	For	No
9	Re-elect Richard Gillingwater as Director	Mgmt	For	For	For	No
10	Re-elect Peter Lynas as Director	Mgmt	For	For	For	No
11	Re-elect Helen Mahy as Director	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

12	Re-elect Alistair Phillips-Davies as Director	Mgmt	For	For	For	No
13	Re-elect Martin Pibworth as Director	Mgmt	For	For	For	No
14	Elect Melanie Smith as Director	Mgmt	For	For	For	No
15	Appoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
16	Authorise Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

The British Land Co. Plc

Meeting Date: 07/19/2019

Country: United Kingdom

Primary Security ID: G15540118

Meeting ID: 1341764

Record Date: 07/17/2019

Meeting Type: Annual

Ticker: BLND

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Re-elect Simon Carter as Director	Mgmt	For	For	For	No
6	Re-elect Lynn Gladden as Director	Mgmt	For	For	For	No
7	Re-elect Chris Grigg as Director	Mgmt	For	For	For	No
8	Re-elect Alastair Hughes as Director	Mgmt	For	For	For	No
9	Re-elect William Jackson as Director	Mgmt	For	For	For	No
10	Re-elect Nicholas Macpherson as Director	Mgmt	For	For	For	No
11	Re-elect Preben Prebensen as Director	Mgmt	For	For	For	No
12	Re-elect Tim Score as Director	Mgmt	For	For	For	No
13	Re-elect Laura Wade-Gery as Director	Mgmt	For	For	For	No
14	Re-elect Rebecca Worthington as Director	Mgmt	For	For	For	No
15	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
17	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
18	Approve Scrip Dividends	Mgmt	For	For	For	No
19	Authorise Issue of Equity	Mgmt	For	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Banco Santander SA

Meeting Date: 07/22/2019

Country: Spain

Primary Security ID: E19790109

Meeting ID: 1348086

Record Date: 07/17/2019

Meeting Type: Special

Ticker: SAN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Issuance of Shares in Connection with Acquisition of Shares of Banco Santander Mexico SA, Institucion de Banca Multiple, Grupo Financiero Santander Mexico	Mgmt	For	For	For	No
2	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No

The UNITE Group Plc

Meeting Date: 07/23/2019

Country: United Kingdom

Primary Security ID: G9283N101

Meeting ID: 1350694

Record Date: 07/19/2019

Meeting Type: Special

Ticker: UTG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Matters Relating to the Acquisition of Liberty Living	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Vodafone Group Plc

Meeting Date: 07/23/2019

Country: United Kingdom

Primary Security ID: G93882192

Meeting ID: 1337609

Record Date: 07/19/2019

Meeting Type: Annual

Ticker: VOD

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Elect Sanjiv Ahuja as Director	Mgmt	For	For	For	No
3	Elect David Thodey as Director	Mgmt	For	For	For	No
4	Re-elect Gerard Kleisterlee as Director	Mgmt	For	For	For	No
5	Re-elect Nick Read as Director	Mgmt	For	For	For	No
6	Re-elect Margherita Della Valle as Director	Mgmt	For	For	For	No
7	Re-elect Sir Crispin Davis as Director	Mgmt	For	For	For	No
8	Re-elect Michel Demare as Director	Mgmt	For	For	For	No
9	Re-elect Dame Clara Furse as Director	Mgmt	For	For	For	No
10	Re-elect Valerie Gooding as Director	Mgmt	For	For	For	No
11	Re-elect Renee James as Director	Mgmt	For	For	For	No
12	Re-elect Maria Amparo Moraleda Martinez as Director	Mgmt	For	For	For	No
13	Re-elect David Nish as Director	Mgmt	For	For	For	No
14	Approve Final Dividend	Mgmt	For	For	For	No
15	Approve Remuneration Report	Mgmt	For	For	For	No
16	Appoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
17	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
18	Authorise Issue of Equity	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
22	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Experian Plc

Meeting Date: 07/24/2019

Country: Jersey

Primary Security ID: G32655105

Meeting ID: 1280673

Record Date: 07/22/2019

Meeting Type: Annual

Ticker: EXPN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Re-elect Dr Ruba Borno as Director	Mgmt	For	For	For	No
4	Re-elect Brian Cassin as Director	Mgmt	For	For	For	No
5	Re-elect Caroline Donahue as Director	Mgmt	For	For	For	No
6	Re-elect Luiz Fleury as Director	Mgmt	For	For	For	No
7	Re-elect Deirdre Mahlan as Director	Mgmt	For	For	For	No
8	Re-elect Lloyd Pitchford as Director	Mgmt	For	For	For	No
9	Re-elect Mike Rogers as Director	Mgmt	For	For	For	No
10	Re-elect George Rose as Director	Mgmt	For	For	For	No
11	Re-elect Kerry Williams as Director	Mgmt	For	For	For	No
12	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

Yoma Strategic Holdings Ltd.

Meeting Date: 07/24/2019

Country: Singapore

Primary Security ID: Y9841J113

Meeting ID: 1351662

Record Date:

Meeting Type: Annual

Ticker: Z59

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For	No
2	Approve Directors' Fees	Mgmt	For	For	For	No
3	Elect Chi Tung Melvyn as Director	Mgmt	For	For	For	No
4	Elect Timothy Ong Teck Mong as Director	Mgmt	For	For	For	No
5	Approve Nexia TS Public Accounting Corporation as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
6	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because the issuance request without preemptive rights exceeds the recommended limit.</i>						
7	Approve Grant of Options and Issuance of Shares Pursuant to the Yoma Strategic Holdings Employee Share Option Scheme 2012	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because:* The company could be considered a mature company, and the limit under the proposed YSH ESOS 2012 is 10 percent of the company's issued capital.* The YSH ESOS 2012 permits stock options to be issued with an exercise price at a discount to the current market price.* Performance conditions and meaningful vesting periods have not been disclosed.* The directors eligible to receive options under the YSH ESOS 2012 are involved in the administration of the YSH ESOS 2012.</i>						
8	Approve Grant of Awards and Issuance of Shares Under the Yoma Performance Share Plan	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because:* The company could be considered a mature company, and the limit under the proposed plan is 10 percent of the company's issued capital.* Performance conditions and meaningful vesting periods have not been disclosed.* The directors eligible to receive options under the plan are involved in the administration of the plan.</i>						
9	Authorize Share Repurchase Program	Mgmt	For	For	For	No
10	Approve Mandate for Interested Person Transactions	Mgmt	For	For	For	No

GB Group Plc

Meeting Date: 07/25/2019

Country: United Kingdom

Primary Security ID: G3770M106

Meeting ID: 1345128

Record Date: 07/23/2019

Meeting Type: Annual

Ticker: GBG

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

2	Approve Final Dividend	Mgmt	For	For	For	No
3	Re-elect Nicholas Brown as Director	Mgmt	For	For	For	No
4	Re-elect Charmaine Carmichael as Director	Mgmt	For	For	For	No
5	Approve Remuneration Report	Mgmt	For	For	For	No
6	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
7	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
8	Authorise Issue of Equity	Mgmt	For	For	For	No
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

Macquarie Group Limited

Meeting Date: 07/25/2019

Country: Australia

Primary Security ID: Q57085286

Meeting ID: 1334244

Record Date: 07/23/2019

Meeting Type: Annual

Ticker: MQG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
2a	Elect Michael J Hawker as Director	Mgmt	For	For	For	No
2b	Elect Michael J Coleman as Director	Mgmt	For	For	For	No
2c	Elect Philip M Coffey as Director	Mgmt	For	For	For	No
2d	Elect Jillian R Broadbent as Director	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Approve Participation of Shemara Wikramanayake in the Macquarie Group Employee Retained Equity Plan	Mgmt	For	For	For	No
5	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	Mgmt	For	For	For	No
6	Approve Issuance of Macquarie Group Capital Notes 4	Mgmt	For	For	For	No

NewRiver REIT Plc

Meeting Date: 07/25/2019

Country: Guernsey

Primary Security ID: G64950101

Meeting ID: 13340243

Record Date: 07/23/2019

Meeting Type: Annual

Ticker: NRR

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Elect Colin Rutherford as Director	Mgmt	For	For	For	No
4	Re-elect Margaret Ford as Director	Mgmt	For	For	For	No
5	Re-elect David Lockhart as Director	Mgmt	For	For	For	No
6	Re-elect Allan Lockhart as Director	Mgmt	For	For	For	No
7	Re-elect Mark Davies as Director	Mgmt	For	For	For	No
8	Re-elect Kay Chaldecott as Director	Mgmt	For	For	For	No
9	Re-elect Alastair Miller as Director	Mgmt	For	For	For	No
10	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
11	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
12	Approve Interim Dividends	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Accordia Golf Trust

Meeting Date: 07/29/2019

Country: Singapore

Primary Security ID: Y000HT119

Meeting ID: 1351937

Record Date:

Meeting Type: Annual

Ticker: ADQU

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Adopt Report of the Trustee-Manager, Statement by the Trustee-Manager and the Audited Financial Statements	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Directors of the Trustee-Manager to Fix Their Remuneration	Mgmt	For	For	For	No
3	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For	No

National Grid Plc

Meeting Date: 07/29/2019

Country: United Kingdom

Primary Security ID: G6S9A7120

Meeting ID: 1279831

Record Date: 07/27/2019

Meeting Type: Annual

Ticker: NG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Re-elect Sir Peter Gershon as Director	Mgmt	For	For	For	No
4	Re-elect John Pettigrew as Director	Mgmt	For	For	For	No
5	Elect Andy Agg as Director	Mgmt	For	For	For	No
6	Re-elect Dean Seavers as Director	Mgmt	For	For	For	No
7	Re-elect Nicola Shaw as Director	Mgmt	For	For	For	No
8	Re-elect Jonathan Dawson as Director	Mgmt	For	For	For	No
9	Re-elect Therese Esperdy as Director	Mgmt	For	For	For	No
10	Re-elect Paul Golby as Director	Mgmt	For	For	For	No
11	Re-elect Amanda Mesler as Director	Mgmt	For	For	For	No
12	Elect Earl Shipp as Director	Mgmt	For	For	For	No
13	Elect Jonathan Silver as Director	Mgmt	For	For	For	No
14	Re-elect Mark Williamson as Director	Mgmt	For	For	For	No
15	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
16	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
17	Approve Remuneration Policy	Mgmt	For	For	For	No
18	Approve Remuneration Report	Mgmt	For	For	For	No
19	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
20	Authorise Issue of Equity	Mgmt	For	For	For	No
21	Approve Scrip Dividend Scheme	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

22	Authorise Directors to Capitalise the Appropriate Nominal Amounts of New Shares of the Company Allotted Pursuant to the Company's Scrip Dividend Scheme	Mgmt	For	For	For	No
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
24	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
26	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Sirius Real Estate Ltd.

Meeting Date: 07/29/2019

Country: Guernsey

Primary Security ID: G8187C104

Meeting ID: 1348326

Record Date: 07/25/2019

Meeting Type: Annual

Ticker: SRE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Re-elect Justin Atkinson as Director	Mgmt	For	For	For	No
3	Elect Mark Cherry as Director	Mgmt	For	For	For	No
4	Re-elect Andrew Coombs as Director	Mgmt	For	For	For	No
5	Elect Daniel Kitchen as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Items 2,3 and 6A vote FOR these Directors is warranted as no significant concerns have been identified. Item 5A vote AGAINST the election of Daniel Kitchen is warranted: * Apart from his role as Board Chair, he holds a considerable number of external mandates at other listed companies which could compromise his ability to commit sufficient time to his role at the Company. Items 4 and 7A vote FOR the re-election of Andrew Coombs and Jill May is warranted, but it is not without concerns for shareholders: * They attended fewer than 75% of the Board Meetings that they were entitled to attend during the year under review. The main reason for support is: * There is no evidence of a longer-term attendance issue at this time. This will be kept under review. Item 8A vote FOR the re-election of James Peggie is warranted, but it is not without concerns for shareholders: * As Chair of the Remuneration Committee he is ultimately responsible for the company's approach to executive remuneration. As discussed in the remuneration policy analysis, and in the previous ISS report, significant concerns have been identified with the remuneration framework, specifically with the new LTIP which allows for the grant of block awards and the size of these awards are relatively high. The main reason for support is: * There has been some effort to attempt to understand shareholder concerns following the EGM. This will be kept under review.</i></p>						
6	Re-elect Alistair Marks as Director	Mgmt	For	For	For	No
7	Re-elect Jill May as Director	Mgmt	For	For	For	No
8	Re-elect James Peggie as Director	Mgmt	For	For	For	No
9	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
10	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
11	Approve Final Dividend	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

				Against	Against	No
12	Approve Remuneration Policy	Mgmt	For			
<p><i>Voting Policy Rationale: This is the annual advisory vote on the Group's remuneration policy as required by the JSE Listings Requirements. A vote AGAINST this item is warranted: * The LTIP scheme and remuneration policy provide for awards to be made which encompass earlier years as part of each successive grant's performance period, effectively acting as a block award dispersed over a three to five-year period. * The maximum cap of annual LTIP grant size as a multiple of salary is considered to be excessive for a Company of this size.</i></p>						
13	Approve Implementation Report	Mgmt	For	For	For	No
14	Approve Scrip Dividend	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

ZTE Corporation

Meeting Date: 07/29/2019

Country: China

Primary Security ID: Y0004F105

Meeting ID: 1347516

Record Date: 06/28/2019

Meeting Type: Special

Ticker: 763

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	EGM BALLOT FOR HOLDERS OF H SHARES	Mgmt				
1.00	Approve Amendments to Articles of Association, the Rules of Procedure for General Meetings of Shareholders and the Rules of Procedure for Board of Directors Meetings	Mgmt	For	For	For	No
2.00	Amend Rules and Procedures Regarding Meetings of Board of Supervisory Committee	Mgmt	For	For	For	No
3.00	Approve Execution of a Supplemental Agreement with Shenzhen Vanke Development Co., Ltd. on the Shenzhen Bay Super Headquarters Base	SH	For	For	For	No

SunTrust Banks, Inc.

Meeting Date: 07/30/2019

Country: USA

Primary Security ID: 867914103

Meeting ID: 1348532

Record Date: 06/24/2019

Meeting Type: Special

Ticker: STI

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Merger Agreement	Mgmt	For	For	For	No
2	Advisory Vote on Golden Parachutes	Mgmt	For	For	For	No
3	Adjourn Meeting	Mgmt	For	For	For	No

Halfords Group Plc

Meeting Date: 07/31/2019

Country: United Kingdom

Primary Security ID: G4280E105

Meeting ID: 1348568

Record Date: 07/29/2019

Meeting Type: Annual

Ticker: HFD

Meeting Notes:

Item 8: Voted against re-election due to concerns over the track record of the Non-Executive Director.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Elect Loraine Woodhouse as Director	Mgmt	For	For	For	No
5	Elect Jill Caseberry as Director	Mgmt	For	For	For	No
6	Re-elect Graham Stapleton as Director	Mgmt	For	For	For	No
7	Re-elect Keith Williams as Director	Mgmt	For	For	For	No
8	Re-elect David Adams as Director	Mgmt	For	Abstain	Against	Yes

*Voting Policy Rationale: Items 4-7 and 9A vote FOR these Directors is warranted as no significant concerns have been identified. Item 8: Re-elect David Adams as Director An ABSTAIN on this resolution is considered warranted: * David Adams was the Chair of Conviviality plc, which abruptly collapsed in early 2018. The FRC, the UK's regulatory body for audit, has launched an investigation into the collapse of Conviviality plc. A vote AGAINST this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise abstentions as a valid option.*

9	Re-elect Helen Jones as Director	Mgmt	For	For	For	No
10	Appoint BDO LLP as Auditors	Mgmt	For	For	For	No
11	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
12	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No

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14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

The Siam Commercial Bank Public Company Limited

Meeting Date: 08/06/2019 **Country:** Thailand **Primary Security ID:** Y7905M105 **Meeting ID:** 1350659
Record Date: 07/17/2019 **Meeting Type:** Special **Ticker:** SCB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Sale of All Ordinary Shares in SCB Life Assurance Public Company Limited to FWD Group Financial Services Pte. Ltd	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted given the lack of sufficient information to assess the fairness of the proposed transactions.</i>						
2	Approve Delegation of Authority to the Executive Committee or Chief Executive Officer and Chairman of the Executive Committee to Perform Any Actions in Relation to the Share Sale Agreement, Distribution Agreement or Other Relevant Agreements	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted given the lack of sufficient information to assess the fairness of the proposed transactions.</i>						

PT Matahari Department Store Tbk

Meeting Date: 08/08/2019 **Country:** Indonesia **Primary Security ID:** Y7139L105 **Meeting ID:** 1350482
Record Date: 07/16/2019 **Meeting Type:** Special **Ticker:** LPPF

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Amend Article 3 of the Articles of Association in Relation to Electronically Integrated Business Licensing Services	Mgmt	For	For	For	No

iEnergizer Ltd.

Meeting Date: 08/13/2019 **Country:** Guernsey **Primary Security ID:** G47461101 **Meeting ID:** 1354477
Record Date: 08/09/2019 **Meeting Type:** Annual **Ticker:** IBPO

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Ratify Grant Thornton as Auditors and Authorise Their Remuneration	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because:* The details regarding the remuneration paid to the auditors during the year were not disclosed by the Company.</i>						
3	Elect Ashish Madan as Director	Mgmt	For	For	For	No
4	Re-elect Marc Vassanelli as Director	Mgmt	For	For	For	No

Want Want China Holdings Limited

Meeting Date: 08/20/2019 **Country:** Cayman Islands **Primary Security ID:** G9431R103 **Meeting ID:** 1353081
Record Date: 08/14/2019 **Meeting Type:** Annual **Ticker:** 151

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2a	Approve Final Dividend	Mgmt	For	For	For	No
2b	Approve Special Dividend	Mgmt	For	For	For	No
3a1	Elect Tsai Shao-Chung as Director	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST the election of Tsai Shao-Chung and Pei Ker-wei is warranted given that they serve on the remuneration committee and there are concerns surrounding the company's remuneration practices. A vote FOR the remaining nominees is warranted.</i>						
3a2	Elect Huang Yung-Sung as Director	Mgmt	For	For	For	No
3a3	Elect Chu Chi-Wen as Director	Mgmt	For	For	For	No
3a4	Elect Tsai Ming-Hui as Director	Mgmt	For	For	For	No
3a5	Elect Lai Hong Yee as Director	Mgmt	For	For	For	No
3a6	Elect Cheng Wen-Hsien as Director	Mgmt	For	For	For	No
3a7	Elect Pei Kerwei as Director	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST the election of Tsai Shao-Chung and Pei Ker-wei is warranted given that they serve on the remuneration committee and there are concerns surrounding the company's remuneration practices. A vote FOR the remaining nominees is warranted.</i>						
3b	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No

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4	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
5	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent. * The company has not specified the discount limit.</i>						
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent. * The company has not specified the discount limit.</i>						

IQGeo Group Plc

Meeting Date: 08/22/2019 **Country:** United Kingdom **Primary Security ID:** G4939N100 **Meeting ID:** 1355937
Record Date: 08/20/2019 **Meeting Type:** Special **Ticker:** IQG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Authorise Market Purchase of Ordinary Shares in Connection with the Tender Offer and Repurchase	Mgmt	For	For	For	No

Luk Fook Holdings (International) Limited

Meeting Date: 08/22/2019 **Country:** Bermuda **Primary Security ID:** G5695X125 **Meeting ID:** 1353762
Record Date: 08/16/2019 **Meeting Type:** Annual **Ticker:** 590

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3.1a	Elect Tse Moon Chuen as Director	Mgmt	For	For	For	No
3.1b	Elect Chan So Kuen as Director	Mgmt	For	For	For	No
3.1c	Elect Wong Ho Lung, Danny as Director	Mgmt	For	For	For	No
3.1d	Elect Mak Wing Sum, Alvin as Director	Mgmt	For	For	For	No
3.1e	Elect Hui King Wai as Director	Mgmt	For	For	For	No
3.2	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No

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4	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	No

*Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent. * The company has not specified the discount limit.*

6	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	No

*Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent. * The company has not specified the discount limit.*

Naspers Ltd.

Meeting Date: 08/23/2019

Country: South Africa

Primary Security ID: S53435103

Meeting ID: 1348830

Record Date: 08/16/2019

Meeting Type: Annual

Ticker: NPN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Resolutions	Mgmt				
1	Accept Financial Statements and Statutory Reports for the Year Ended 31 March 2019	Mgmt	For	For	For	No
2	Approve Dividends for N Ordinary and A Ordinary Shares	Mgmt	For	For	For	No
3	Reappoint PricewaterhouseCoopers Inc as Auditors of the Company with V Myburgh as the Individual Registered Auditor	Mgmt	For	For	For	No
4	Re-elect Nolo Letele as Directors	Mgmt	For	For	For	No
5.1	Re-elect Koos Bekker as Director	Mgmt	For	For	For	No
5.2	Re-elect Steve Pacak as Director	Mgmt	For	For	For	No
5.3	Re-elect Cobus Stofberg as Director	Mgmt	For	For	For	No
5.4	Re-elect Ben van der Ross as Director	Mgmt	For	For	For	No
5.5	Re-elect Debra Meyer as Director	Mgmt	For	For	For	No
6.1	Re-elect Don Eriksson as Member of the Audit Committee	Mgmt	For	For	For	No
6.2	Re-elect Ben van der Ross as Member of the Audit Committee	Mgmt	For	For	For	No
6.3	Re-elect Rachel Jafta as Member of the Audit Committee	Mgmt	For	For	For	No

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7	Approve Remuneration Policy	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted:* The remuneration policy includes a significant proportion of long-term incentives that are not performance-related with a portion of these awards vesting after only one year; and* It is also noted that the total number of shares reserved for equity compensation purposes is considered excessive. This concern is only slightly mitigated, by the Company's commitment to settle all equity awards via shares repurchased from the market.</i></p>						
8	Approve Implementation of the Remuneration Policy	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: VOTE RECOMMENDATION A vote AGAINST this item is warranted:* The quantum of long term incentives awarded is high, with a large portion not subject to performance conditions.* Scope for increased disclosure of performance targets under the variable pay framework.BACKGROUND INFORMATION Policies: Approve Executive Compensation</i></p>						
9	Place Authorised but Unissued Shares under Control of Directors	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted:* The proposed authority could result in significant levels of dilution and would give the Board the ability to make significant decisions that ought to be presented for specific shareholder approval.* The authority could involve the issue of new A ordinary shares, which have multiple voting rights, and therefore perpetuate the Company's dual-class share structure.</i></p>						
10	Authorise Board to Issue Shares for Cash	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted:* The proposed authority could involve the issue of new A ordinary shares, which have multiple voting rights, and therefore perpetuate the Company's dual-class share structure.</i></p>						
11	Approve Amendments to the Trust Deed constituting the Naspers Restricted Stock Plan Trust and the Share Scheme envisaged by such Trust Deed	Mgmt	For	For	For	No
12	Authorise Ratification of Approved Resolutions	Mgmt	For	For	For	No
	Special Resolutions	Mgmt				
1.1	Approve Fees of the Board Chairman	Mgmt	For	For	For	No
1.2	Approve Fees of the Board Member	Mgmt	For	For	For	No
1.3	Approve Fees of the Audit Committee Chairman	Mgmt	For	For	For	No
1.4	Approve Fees of the Audit Committee Member	Mgmt	For	For	For	No
1.5	Approve Fees of the Risk Committee Chairman	Mgmt	For	For	For	No
1.6	Approve Fees of the Risk Committee Member	Mgmt	For	For	For	No
1.7	Approve Fees of the Human Resources and Remuneration Committee Chairman	Mgmt	For	For	For	No
1.8	Approve Fees of the Human Resources and Remuneration Committee Member	Mgmt	For	For	For	No
1.9	Approve Fees of the Nomination Committee Chairman	Mgmt	For	For	For	No
1.10	Approve Fees of the Nomination Committee Member	Mgmt	For	For	For	No
1.11	Approve Fees of the Social and Ethics Committee Chairman	Mgmt	For	For	For	No
1.12	Approve Fees of the Social and Ethics Committee Member	Mgmt	For	For	For	No

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1.13	Approve Fees of the Trustees of Group Share Schemes/Other Personnel Funds	Mgmt	For	For	For	No
2	Approve Financial Assistance in Terms of Section 44 of the Companies Act	Mgmt	For	For	For	No
3	Approve Financial Assistance in Terms of Section 45 of the Companies Act	Mgmt	For	For	For	No
4	Authorise Repurchase of N Ordinary Shares	Mgmt	For	For	For	No
5	Authorise Repurchase of A Ordinary Shares	Mgmt	For	Against	Against	No

Voting Policy Rationale: A vote AGAINST this item is warranted: The Company does not specify how the purchase price for A ordinary shares would be determined or whether any limit applies to repurchases. In addition, potential conflicts of interest could exist.*

6	Authorise Specific Repurchase of N Ordinary Shares from Holders of N Ordinary Shares	Mgmt	For	Against	Against	No
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Voting Policy Rationale: A vote AGAINST this item is considered warranted on account of: The accelerated repurchase authority is in addition to the general authority to repurchase up to 20% of the issued N share capital with no obvious benefits or details of the repurchase set out for investor attention.*

Naspers Ltd.

Meeting Date: 08/23/2019 **Country:** South Africa **Primary Security ID:** S53435103 **Meeting ID:** 1349026
Record Date: 08/16/2019 **Meeting Type:** Special **Ticker:** NPN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Matters in Relation to the Implementation of the Proposed Transaction	Mgmt	For	For	For	No

BBA Aviation Plc

Meeting Date: 08/28/2019 **Country:** United Kingdom **Primary Security ID:** G08932165 **Meeting ID:** 1355363
Record Date: 08/26/2019 **Meeting Type:** Special **Ticker:** BBA

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

TheWorks.co.uk Plc

Meeting Date: 08/28/2019 **Country:** United Kingdom **Primary Security ID:** G9541C103 **Meeting ID:** 1350693
Record Date: 08/26/2019 **Meeting Type:** Annual **Ticker:** WRKS

Vote Summary Report

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Approve Remuneration Policy	Mgmt	For	For	For	No
5	Elect Dean Hoyle as Director	Mgmt	For	For	For	No
6	Elect Kevin Keaney as Director	Mgmt	For	For	For	No
7	Elect Gavin Peck as Director	Mgmt	For	For	For	No
8	Elect Catherine Glickman as Director	Mgmt	For	For	For	No
9	Elect Harry Morley as Director	Mgmt	For	For	For	No
10	Appoint KPMG LLP as Auditors	Mgmt	For	For	For	No
11	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
12	Authorise Issue of Equity	Mgmt	For	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
17	Approve Dividend Ratification and Releases	Mgmt	For	For	For	No

MultiChoice Group Ltd.

Meeting Date: 08/29/2019

Country: South Africa

Primary Security ID: S8039U101

Meeting ID: 1302136

Record Date: 08/23/2019

Meeting Type: Annual

Ticker: MCG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Resolutions	Mgmt				
1.1	Elect Don Eriksson as Director	Mgmt	For	For	For	No
1.2	Elect Tim Jacobs as Director	Mgmt	For	For	For	No

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1.3	Elect Nolo Letele as Director	Mgmt	For	For	For	No
1.4	Elect Jabu Mabuza as Director	Mgmt	For	For	For	No
1.5	Elect Elias Masilela as Director	Mgmt	For	For	For	No
1.6	Elect Calvo Mawela as Director	Mgmt	For	For	For	No
1.7	Elect Kgomoitso Moroka as Director	Mgmt	For	For	For	No
1.8	Elect Steve Pacak as Director	Mgmt	For	For	For	No
1.9	Elect Imtiaz Patel as Director	Mgmt	For	For	For	No
1.10	Elect Christine Sabwa as Director	Mgmt	For	For	For	No
1.11	Elect Fatai Sanusi as Director	Mgmt	For	For	For	No
1.12	Elect Louisa Stephens as Director	Mgmt	For	For	For	No
1.13	Elect Jim Volkwyn as Director	Mgmt	For	For	For	No
2	Appoint PricewaterhouseCoopers Inc as Auditors of the Company with Brett Humphreys as Designated Individual Registered Auditor	Mgmt	For	For	For	No
3.1	Elect Steve Pacak as Chair of the Audit Committee	Mgmt	For	For	For	No
3.2	Elect Don Eriksson as Member of the Audit Committee	Mgmt	For	For	For	No
3.3	Elect Christine Sabwa as Member of the Audit Committee	Mgmt	For	For	For	No
3.4	Elect Louisa Stephens as Member of the Audit Committee	Mgmt	For	For	For	No
4	Authorise Board to Issue Shares for Cash	Mgmt	For	For	For	No
	Non-binding Advisory Resolutions	Mgmt				
1	Approve Remuneration Policy	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted.* A significant portion of awards under the new LTIP are not performance-related, and all awards vest as early as two years from the date of grant.* The total number of shares reserved for the new scheme exceeds the recommended limit.</i></p>						
2	Approve Implementation of the Remuneration Policy	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted.* The CFO was awarded a sign-on bonus upon his Board appointment, without further explanation.* The Executive Chair and CFO were awarded discretionary bonuses linked to the recent listing, in addition to the performance bonuses.* The specific targets linked to annual bonuses are not disclosed.</i></p>						
	Special Resolutions	Mgmt				
1.1	Approve Remuneration of Non-executive Directors	Mgmt	For	For	For	No
1.2	Approve Remuneration of Audit Committee Chair	Mgmt	For	For	For	No
1.3	Approve Remuneration of Audit Committee Member	Mgmt	For	For	For	No
1.4	Approve Remuneration of Risk Committee Chair	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

1.5	Approve Remuneration of Risk Committee Member	Mgmt	For	For	For	No
1.6	Approve Remuneration of Remuneration Committee Chair	Mgmt	For	For	For	No
1.7	Approve Remuneration of Remuneration Committee Member	Mgmt	For	For	For	No
1.8	Approve Remuneration of Nomination Committee Chair	Mgmt	For	For	For	No
1.9	Approve Remuneration of Nomination Committee Member	Mgmt	For	For	For	No
1.10	Approve Remuneration of Social and Ethics Committee Chair	Mgmt	For	For	For	No
1.11	Approve Remuneration of Social and Ethics Committee Member	Mgmt	For	For	For	No
2	Authorise Repurchase of Issued Share Capital	Mgmt	For	For	For	No
3	Approve Financial Assistance in Terms of Section 44 of the Companies Act	Mgmt	For	Against	Against	No

Voting Policy Rationale: Item 3A vote FOR this item is warranted, but is not without concerns for shareholders: This resolution will facilitate the operation of current and future equity incentive schemes, and the proposed scheme raises concerns due to the vesting profile which allows for the release of awards less than three years from the grant date. Item 4A vote FOR this item is warranted:* This is a routine request, proposed as a result of the implementation of the Companies Act 2008.*

4	Approve Financial Assistance in Terms of Section 45 of the Companies Act	Mgmt	For	For	For	No
	Continuation of Ordinary Resolutions	Mgmt				
5	Authorise Ratification of Approved Resolutions	Mgmt	For	For	For	No

DS Smith Plc

Meeting Date: 09/03/2019

Country: United Kingdom

Primary Security ID: G2848Q123

Meeting ID: 1347440

Record Date: 09/01/2019

Meeting Type: Annual

Ticker: SMDS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Re-elect Gareth Davis as Director	Mgmt	For	For	For	No
5	Re-elect Miles Roberts as Director	Mgmt	For	For	For	No
6	Re-elect Adrian Marsh as Director	Mgmt	For	For	For	No
7	Re-elect Chris Britton as Director	Mgmt	For	For	For	No
8	Re-elect Kathleen O'Donovan as Director	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

9	Elect David Robbie as Director	Mgmt	For	For	For	No
10	Re-elect Louise Smalley as Director	Mgmt	For	For	For	No
11	Elect Rupert Soames as Director	Mgmt	For	For	For	No
12	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Alpha Financial Markets Consulting Plc

Meeting Date: 09/04/2019

Country: United Kingdom

Primary Security ID: G021AC101

Meeting ID: 1345123

Record Date: 09/02/2019

Meeting Type: Annual

Ticker: AFM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because of the following deviations from best practice: * The Board does not comprise at least two independent NEDs, excluding the Chairman.* The composition of the Audit and Remuneration Committees is not compliant with recommended guidelines.* The performance period for long-term incentive awards granted to Executive Directors during the year is less than three years.</i></p>						
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
5	Authorise Issue of Equity	Mgmt	For	For	For	No
6	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
7	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
8	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Dixons Carphone Plc

Meeting Date: 09/05/2019

Country: United Kingdom

Primary Security ID: G2903R107

Meeting ID: 1348583

Record Date: 09/03/2019

Meeting Type: Annual

Ticker: DC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted.* LTIP awards levels for FY2019/20 are at a significant uplift as compared to previous years – despite the rebalancing of remuneration framework with reduced LTI opportunity going forward - because of a significant decline in the Company's share price. The Remuneration Committee considered the share price performance and did not consider it appropriate to adjust the LTI award size; and* Bonus payout levels are not considered to be in line with the Company's overall performance.</i>						
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Elect Eileen Burbidge as Director	Mgmt	For	For	For	No
6	Re-elect Alex Baldock as Director	Mgmt	For	For	For	No
7	Re-elect Tony DeNunzio as Director	Mgmt	For	For	For	No
8	Re-elect Andrea Gisle Joosen as Director	Mgmt	For	For	For	No
9	Re-elect Lord Livingston of Parkhead as Director	Mgmt	For	For	For	No
10	Re-elect Jonny Mason as Director	Mgmt	For	For	For	No
11	Re-elect Fiona McBain as Director	Mgmt	For	For	For	No
12	Re-elect Gerry Murphy as Director	Mgmt	For	For	For	No
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
16	Approve Colleague Shareholder Scheme	Mgmt	For	For	For	No
17	Approve Share Incentive Plan	Mgmt	For	For	For	No
18	Authorise Issue of Equity	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Greene King Plc

Meeting Date: 09/06/2019

Country: United Kingdom

Primary Security ID: G40880133

Meeting ID: 1349716

Record Date: 09/04/2019

Meeting Type: Annual

Ticker: GNK

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted:* As announced in May 2019, a payment of GBP 850,000 has been agreed with former CEO Rooney Anand in connection with his departure, which is said to be broadly equivalent to one year's fixed pay. This is considered a significant cost of severance, especially since the CEO initiated discussions about his intention to stand down one year earlier, in May 2018.</i>						
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect Mike Coupe as Director	Mgmt	For	For	For	No
5	Re-elect Gordon Fryett as Director	Mgmt	For	For	For	No
6	Re-elect Rob Rowley as Director	Mgmt	For	For	For	No
7	Re-elect Richard Smothers as Director	Mgmt	For	For	For	No
8	Re-elect Lynne Weedall as Director	Mgmt	For	For	For	No
9	Re-elect Philip Yea as Director	Mgmt	For	For	For	No
10	Elect Nick Mackenzie as Director	Mgmt	For	For	For	No
11	Elect Sandra Turner as Director	Mgmt	For	For	For	No
12	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Ashtead Group Plc

Meeting Date: 09/10/2019

Country: United Kingdom

Primary Security ID: G05320109

Meeting ID: 1348176

Record Date: 09/06/2019

Meeting Type: Annual

Ticker: AHT

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Re-elect Paul Walker as Director	Mgmt	For	For	For	No
6	Re-elect Brendan Horgan as Director	Mgmt	For	For	For	No
7	Re-elect Michael Pratt as Director	Mgmt	For	For	For	No
8	Elect Angus Cockburn as Director	Mgmt	For	For	For	No
9	Re-elect Lucinda Riches as Director	Mgmt	For	For	For	No
10	Re-elect Tanya Fratto as Director	Mgmt	For	For	For	No
11	Elect Lindsley Ruth as Director	Mgmt	For	For	For	No
12	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Oxford Instruments Plc

Meeting Date: 09/10/2019

Country: United Kingdom

Primary Security ID: G6838N107

Meeting ID: 1346796

Record Date: 09/06/2019

Meeting Type: Annual

Ticker: OXIG

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

3	Elect Neil Carson as Director	Mgmt	For	For	For	No
4	Re-elect Ian Barkshire as Director	Mgmt	For	For	For	No
5	Re-elect Gavin Hill as Director	Mgmt	For	For	For	No
6	Re-elect Stephen Blair as Director	Mgmt	For	For	For	No
7	Re-elect Mary Waldner as Director	Mgmt	For	For	For	No
8	Re-elect Thomas Geitner as Director	Mgmt	For	For	For	No
9	Re-elect Richard Friend as Director	Mgmt	For	For	For	No
10	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
12	Approve Remuneration Report	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
18	Adopt New Articles of Association	Mgmt	For	For	For	No

NetApp, Inc.

Meeting Date: 09/12/2019

Country: USA

Primary Security ID: 64110D104

Meeting ID: 1356099

Record Date: 07/17/2019

Meeting Type: Annual

Ticker: NTAP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director T. Michael Nevens	Mgmt	For	For	For	No
1b	Elect Director Gerald Held	Mgmt	For	For	For	No
1c	Elect Director Kathryn M. Hill	Mgmt	For	For	For	No
1d	Elect Director Deborah L. Kerr	Mgmt	For	For	For	No
1e	Elect Director George Kurian	Mgmt	For	For	For	No
1f	Elect Director Scott F. Schenkel	Mgmt	For	For	For	No
1g	Elect Director George T. Shaheen	Mgmt	For	For	For	No
2	Amend Omnibus Stock Plan	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

3	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For	No
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No

XPS Pensions Group Plc

Meeting Date: 09/12/2019

Country: United Kingdom

Primary Security ID: G9829Q105

Meeting ID: 1349945

Record Date: 09/10/2019

Meeting Type: Annual

Ticker: XPS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Re-elect Tom Cross Brown as Director	Mgmt	For	For	For	No
5	Re-elect Alan Bannatyne as Director	Mgmt	For	For	For	No
6	Re-elect Ben Bramhall as Director	Mgmt	For	For	For	No
7	Re-elect Paul Cuff as Director	Mgmt	For	For	For	No
8	Elect Sarah Ing as Director	Mgmt	For	For	For	No
9	Elect Snehal Shah as Director	Mgmt	For	For	For	No
10	Re-elect Margaret Snowdon as Director	Mgmt	For	For	For	No
11	Reappoint BDO LLP as Auditors	Mgmt	For	For	For	No
12	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Auto Trader Group Plc

Meeting Date: 09/19/2019

Country: United Kingdom

Primary Security ID: G06708104

Meeting ID: 1331770

Record Date: 09/17/2019

Meeting Type: Annual

Ticker: AUTO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect Ed Williams as Director	Mgmt	For	For	For	No
5	Re-elect Trevor Mather as Director	Mgmt	For	For	For	No
6	Re-elect Nathan Coe as Director	Mgmt	For	For	For	No
7	Re-elect David Keens as Director	Mgmt	For	For	For	No
8	Re-elect Jill Easterbrook as Director	Mgmt	For	For	For	No
9	Re-elect Jeni Mundy as Director	Mgmt	For	For	For	No
10	Elect Catherine Faiers as Director	Mgmt	For	For	For	No
11	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Mgmt	For	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Diageo Plc

Meeting Date: 09/19/2019

Country: United Kingdom

Primary Security ID: G42089113

Meeting ID: 1293450

Record Date: 09/17/2019

Meeting Type: Annual

Ticker: DGE

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Elect Debra Crew as Director	Mgmt	For	For	For	No
5	Re-elect Lord Davies as Director	Mgmt	For	For	For	No
6	Re-elect Javier Ferran as Director	Mgmt	For	For	For	No
7	Re-elect Susan Kilsby as Director	Mgmt	For	For	For	No
8	Re-elect Ho KwonPing as Director	Mgmt	For	For	For	No
9	Re-elect Nicola Mendelsohn as Director	Mgmt	For	For	For	No
10	Re-elect Ivan Menezes as Director	Mgmt	For	For	For	No
11	Re-elect Kathryn Mikells as Director	Mgmt	For	For	For	No
12	Re-elect Alan Stewart as Director	Mgmt	For	For	For	No
13	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	For	No
17	Approve Irish Sharesave Scheme	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
21	Adopt New Articles of Association	Mgmt	For	For	For	No

ECO Animal Health Group Plc

Meeting Date: 09/19/2019

Country: United Kingdom

Primary Security ID: G3039F108

Meeting ID: 1360728

Record Date: 09/17/2019

Meeting Type: Annual

Ticker: EAH

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Elect Christopher Wilks as Director	Mgmt	For	For	For	No
4	Re-elect Marc Loomes as Director	Mgmt	For	For	For	No
5	Re-elect Andrew Jones as Director	Mgmt	For	For	For	No
6	Re-elect Anthony Rawlinson as Director	Mgmt	For	For	For	No
7	Appoint BDO LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For	No
8	Authorise Issue of Equity	Mgmt	For	For	For	No
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No

IG Group Holdings Plc

Meeting Date: 09/19/2019

Country: United Kingdom

Primary Security ID: G4753Q106

Meeting ID: 1354132

Record Date: 09/17/2019

Meeting Type: Annual

Ticker: IGG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect June Felix as Director	Mgmt	For	For	For	No
5	Re-elect Stephen Hill as Director	Mgmt	For	For	For	No
6	Re-elect Malcolm Le May as Director	Mgmt	For	For	For	No
7	Re-elect Paul Mainwaring as Director	Mgmt	For	For	For	No
8	Re-elect Bridget Messer as Director	Mgmt	For	For	For	No
9	Re-elect Jim Newman as Director	Mgmt	For	For	For	No
10	Re-elect Jon Noble as Director	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

11	Elect Sally-Ann Hibberd as Director	Mgmt	For	For	For	No
12	Elect Jonathan Moulds as Director	Mgmt	For	For	For	No
13	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

NIKE, Inc.

Meeting Date: 09/19/2019

Country: USA

Primary Security ID: 654106103

Meeting ID: 1354257

Record Date: 07/19/2019

Meeting Type: Annual

Ticker: NKE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Alan B. Graf, Jr.	Mgmt	For	For	For	No
1.2	Elect Director Peter B. Henry	Mgmt	For	For	For	No
1.3	Elect Director Michelle A. Peluso	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No

NAVER Corp.

Meeting Date: 09/20/2019

Country: South Korea

Primary Security ID: Y62579100

Meeting ID: 1354342

Record Date: 08/19/2019

Meeting Type: Special

Ticker: 035420

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Spin-Off Agreement	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

FedEx Corporation

Meeting Date: 09/23/2019

Country: USA

Primary Security ID: 31428X106

Meeting ID: 1357552

Record Date: 07/29/2019

Meeting Type: Annual

Ticker: FDX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director John A. Edwardson	Mgmt	For	For	For	No
1.2	Elect Director Marvin R. Ellison	Mgmt	For	For	For	No
1.3	Elect Director Susan Patricia Griffith	Mgmt	For	For	For	No
1.4	Elect Director John C. (Chris) Inglis	Mgmt	For	For	For	No
1.5	Elect Director Kimberly A. Jabal	Mgmt	For	For	For	No
1.6	Elect Director Shirley Ann Jackson	Mgmt	For	For	For	No
1.7	Elect Director R. Brad Martin	Mgmt	For	For	For	No
1.8	Elect Director Joshua Cooper Ramo	Mgmt	For	For	For	No
1.9	Elect Director Susan C. Schwab	Mgmt	For	For	For	No
1.10	Elect Director Frederick W. Smith	Mgmt	For	For	For	No
1.11	Elect Director David P. Steiner	Mgmt	For	For	For	No
1.12	Elect Director Paul S. Walsh	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. While it is positive that the board determined to not pay annual bonuses to NEOs in recognition of poor performance, the increase in the CEO's target STI opportunity is not sufficiently explained, and his sizable long-term awards position his total pay near the median despite long-term TSR underperformance. Further, the annual incentive program allows for significant committee discretion and the majority of long-term incentives are time-vesting, resulting in an overall pay structure that is not rigorously performance-based. Investors may object to the company's payment to NEOs of tax reimbursements for restricted stock – such a practice is not the market norm and it represents a non-performance-based benefit.</i></p>						
3	Approve Omnibus Stock Plan	Mgmt	For	For	For	No
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
5	Report on Lobbying Payments and Policy	SH	Against	For	For	No
<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 comprehensive understanding of the company's management of its lobbying activities and any related risks and benefits.</i></p>						
6	Report on Employee Representation on the Board of Directors	SH	Against	Against	Against	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

General Mills, Inc.

Meeting Date: 09/24/2019

Country: USA

Primary Security ID: 370334104

Meeting ID: 1357544

Record Date: 07/26/2019

Meeting Type: Annual

Ticker: GIS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director R. Kerry Clark	Mgmt	For	For	For	No
1b	Elect Director David M. Cordani	Mgmt	For	For	For	No
1c	Elect Director Roger W. Ferguson, Jr.	Mgmt	For	For	For	No
1d	Elect Director Jeffrey L. Harmening	Mgmt	For	For	For	No
1e	Elect Director Maria G. Henry	Mgmt	For	For	For	No
1f	Elect Director Elizabeth C. Lempres	Mgmt	For	For	For	No
1g	Elect Director Diane L. Neal	Mgmt	For	For	For	No
1h	Elect Director Steve Odland	Mgmt	For	For	For	No
1i	Elect Director Maria A. Sastre	Mgmt	For	For	For	No
1j	Elect Director Eric D. Sprunk	Mgmt	For	For	For	No
1k	Elect Director Jorge A. Uribe	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	No

Mercia Asset Management Plc

Meeting Date: 09/24/2019

Country: United Kingdom

Primary Security ID: G6S114108

Meeting ID: 1351405

Record Date: 09/20/2019

Meeting Type: Annual

Ticker: MERC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Re-elect Ian Metcalfe as Director	Mgmt	For	For	For	No
4	Re-elect Dr Mark Payton as Director	Mgmt	For	For	For	No
5	Reappoint Deloitte LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For	No
6	Authorise Issue of Equity	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

7	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
8	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

Carclo Plc

Meeting Date: 09/25/2019

Country: United Kingdom

Primary Security ID: G18956105

Meeting ID: 1362423

Record Date: 09/23/2019

Meeting Type: Annual

Ticker: CAR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Elect Joe Oatley as Director	Mgmt	For	For	For	No
2	Re-elect Mark Rollins as Director	Mgmt	For	For	For	No
3	Re-elect Sarah Matthews-DeMers as Director	Mgmt	For	For	For	No
4	Re-elect Peter Slabbert as Director	Mgmt	For	For	For	No
5	Re-elect David Toohey as Director	Mgmt	For	For	For	No
6	Authorise Issue of Equity	Mgmt	For	For	For	No
7	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
8	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
9	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Joules Group Plc

Meeting Date: 09/25/2019

Country: United Kingdom

Primary Security ID: G5186P102

Meeting ID: 1354133

Record Date: 09/23/2019

Meeting Type: Annual

Ticker: JOUL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect Ian Filby as Director	Mgmt	For	For	For	No
5	Re-elect Tom Joule as Director	Mgmt	For	For	For	No
6	Re-elect Marc Dench as Director	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

7	Re-elect Jill Little as Director	Mgmt	For	For	For	No
8	Re-elect Colin Porter as Director	Mgmt	For	For	For	No
9	Re-elect David Stead as Director	Mgmt	For	For	For	No
10	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
12	Authorise Issue of Equity with Pre-emptive Rights	Mgmt	For	For	For	No
13	Authorise Political Donations and Expenditure	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
17	Approve Rule 9 Waiver Relating to the Buyback Authority	Mgmt	For	Against	Against	No

*Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * Rule 9 waivers can give rise to concerns over creeping control, with the major shareholder's stake increasing further without the payment of a control premium.*

18	Approve Rule 9 Waiver Relating to the Exercise of Options by Tom Joule to Acquire Shares	Mgmt	For	Against	Against	No
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*Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * Rule 9 waivers can give rise to concerns over creeping control, with the major shareholder's stake increasing further without the payment of a control premium.*

NCC Group Plc

Meeting Date: 09/25/2019

Country: United Kingdom

Primary Security ID: G64319109

Meeting ID: 1354479

Record Date: 09/23/2019

Meeting Type: Annual

Ticker: NCC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
5	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
6	Re-elect Adam Palsler as Director	Mgmt	For	For	For	No
7	Re-elect Chris Stone as Director	Mgmt	For	For	For	No
8	Re-elect Jonathan Brooks as Director	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

9	Re-elect Chris Batterham as Director	Mgmt	For	For	For	No
10	Re-elect Jennifer Duvalier as Director	Mgmt	For	For	For	No
11	Re-elect Mike Ettling as Director	Mgmt	For	For	For	No
12	Re-elect Tim Kowalski as Director	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
18	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
19	Approve UK Share Incentive Plan	Mgmt	For	For	For	No
20	Adopt New Articles of Association	Mgmt	For	For	For	No

Kainos Group Plc

Meeting Date: 09/26/2019

Country: United Kingdom

Primary Security ID: G5209U104

Meeting ID: 1354315

Record Date: 09/24/2019

Meeting Type: Annual

Ticker: KNOS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Re-elect Dr Brendan Mooney as Director	Mgmt	For	For	For	No
6	Re-elect Richard McCann as Director	Mgmt	For	For	For	No
7	Re-elect Paul Gannon as Director	Mgmt	For	For	For	No
8	Re-elect Andy Malpass as Director	Mgmt	For	For	For	No
9	Re-elect Chris Cowan as Director	Mgmt	For	For	For	No
10	Re-elect Tom Burnet as Director	Mgmt	For	For	For	No
11	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

13	Authorise Issue of Equity	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Kromek Group Plc

Meeting Date: 09/26/2019

Country: United Kingdom

Primary Security ID: G5317Z102

Meeting ID: 1361901

Record Date: 09/24/2019

Meeting Type: Annual

Ticker: KMK

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Re-elect Sir Peter Williams as Director	Mgmt	For	For	For	No
3	Re-elect Arnab Basu as Director	Mgmt	For	For	For	No
4	Re-elect Christopher Wilks as Director	Mgmt	For	For	For	No
5	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
6	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
7	Authorise Issue of Equity	Mgmt	For	For	For	No
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
9	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

Hardy Oil & Gas Plc

Meeting Date: 09/30/2019

Country: Isle of Man

Primary Security ID: G43929101

Meeting ID: 1349944

Record Date: 09/26/2019

Meeting Type: Annual

Ticker: HDY

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

3	Re-elect Peter Milne as Director	Mgmt	For	For	For	No
4	Ratify Crowe U.K. LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For	No
5	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
6	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

Rosneft Oil Co.

Meeting Date: 09/30/2019 **Country:** Russia **Primary Security ID:** X7394C106 **Meeting ID:** 1362192
Record Date: 09/05/2019 **Meeting Type:** Special **Ticker:** ROSN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Meeting for GDR Holders	Mgmt				
1	Approve Interim Dividends of RUB 15.34 for First Half Year of Fiscal 2019	Mgmt	For	For	For	No

Hardy Oil & Gas Plc

Meeting Date: 10/01/2019 **Country:** Isle of Man **Primary Security ID:** G43929101 **Meeting ID:** 1352921
Record Date: 09/27/2019 **Meeting Type:** Special **Ticker:** HDY

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Sale by the Company of the Whole Capital Stock of Hardy Exploration & Production (India) Inc. to Invenire Energy Private Limited	Mgmt	For	For	For	No
2	Approve Transfer of the Company's Category of Listing from a Premium Listing (Commercial Company) to a Standard Listing (Shares)	Mgmt	For	For	For	No

Teleperformance SE

Meeting Date: 10/01/2019 **Country:** France **Primary Security ID:** F9120F106 **Meeting ID:** 1355486
Record Date: 09/27/2019 **Meeting Type:** Special **Ticker:** TEP

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
2	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

The Procter & Gamble Company

Meeting Date: 10/08/2019

Country: USA

Primary Security ID: 742718109

Meeting ID: 1360140

Record Date: 08/09/2019

Meeting Type: Annual

Ticker: PG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Francis S. Blake	Mgmt	For	For	For	No
1b	Elect Director Angela F. Braly	Mgmt	For	For	For	No
1c	Elect Director Amy L. Chang	Mgmt	For	For	For	No
1d	Elect Director Scott D. Cook	Mgmt	For	For	For	No
1e	Elect Director Joseph Jimenez	Mgmt	For	For	For	No
1f	Elect Director Terry J. Lundgren	Mgmt	For	For	For	No
1g	Elect Director Christine M. McCarthy	Mgmt	For	For	For	No
1h	Elect Director W. James Mc Nerney, Jr.	Mgmt	For	For	For	No
1i	Elect Director Nelson Peltz	Mgmt	For	For	For	No
1j	Elect Director David S. Taylor	Mgmt	For	For	For	No
1k	Elect Director Margaret C. Whitman	Mgmt	For	For	For	No
1l	Elect Director Patricia A. Woertz	Mgmt	For	For	For	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Approve Omnibus Stock Plan	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Greene King Plc

Meeting Date: 10/09/2019 **Country:** United Kingdom **Primary Security ID:** G40880133 **Meeting ID:** 1365670
Record Date: 10/07/2019 **Meeting Type:** Court **Ticker:** GNK

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

Greene King Plc

Meeting Date: 10/09/2019 **Country:** United Kingdom **Primary Security ID:** G40880133 **Meeting ID:** 1365739
Record Date: 10/07/2019 **Meeting Type:** Special **Ticker:** GNK

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve the Recommended Cash Acquisition of Greene King plc by CK Noble (UK) Limited; Amend Articles of Association	Mgmt	For	For	For	No

Hargreaves Lansdown Plc

Meeting Date: 10/10/2019 **Country:** United Kingdom **Primary Security ID:** G43940108 **Meeting ID:** 1356950
Record Date: 10/08/2019 **Meeting Type:** Annual **Ticker:** HL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
6	Elect Dan Olley as Director	Mgmt	For	For	For	No
7	Re-elect Deanna Oppenheimer as Director	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

8	Re-elect Christopher Hill as Director	Mgmt	For	For	For	No
9	Re-elect Philip Johnson as Director	Mgmt	For	For	For	No
10	Re-elect Shirley Garrood as Director	Mgmt	For	For	For	No
11	Re-elect Stephen Robertson as Director	Mgmt	For	For	For	No
12	Re-elect Fiona Clutterbuck as Director	Mgmt	For	For	For	No
13	Re-elect Roger Perkin as Director	Mgmt	For	For	For	No
14	Authorise Market Purchase or Ordinary Shares	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
18	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
19	Approve Savings Related Share Option Scheme	Mgmt	For	For	For	No

Vectura Group Plc

Meeting Date: 10/10/2019

Country: United Kingdom

Primary Security ID: G9325J100

Meeting ID: 1364737

Record Date: 10/08/2019

Meeting Type: Special

Ticker: VEC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Special Dividend	Mgmt	For	For	For	No
2	Approve Share Consolidation	Mgmt	For	For	For	No
3	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

Raytheon Company

Meeting Date: 10/11/2019

Country: USA

Primary Security ID: 755111507

Meeting ID: 1364803

Record Date: 09/10/2019

Meeting Type: Special

Ticker: RTN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Merger Agreement	Mgmt	For	For	For	No
2	Advisory Vote on Golden Parachutes	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

3	Adjourn Meeting	Mgmt	For	For	For	No
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United Technologies Corporation

Meeting Date: 10/11/2019	Country: USA	Primary Security ID: 913017109	Meeting ID: 1364802
Record Date: 09/10/2019	Meeting Type: Special	Ticker: UTX	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Issue Shares in Connection with Merger	Mgmt	For	For	For	No
2	Adjourn Meeting	Mgmt	For	For	For	No

Allergan plc

Meeting Date: 10/14/2019	Country: Ireland	Primary Security ID: G01773108	Meeting ID: 1366397
Record Date: 09/16/2019	Meeting Type: Special	Ticker: AGN	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	This is a duplicate meeting for ballots received via Broadridge distribution system	Mgmt				
	Court Meeting	Mgmt				
1	Approve Scheme of Arrangement	Mgmt	For	For	For	No
	Special Meeting	Mgmt				
1	Approve Scheme of Arrangement	Mgmt	For	For	For	No
2	Approve Cancellation of Cancellation Shares	Mgmt	For	For	For	No
3	Authorize Board to Allot and Issue Shares	Mgmt	For	For	For	No
4	Amend Articles of Association	Mgmt	For	For	For	No
5	Advisory Vote on Golden Parachutes	Mgmt	For	For	For	No
6	Adjourn Meeting	Mgmt	For	For	For	No

Prudential Plc

Meeting Date: 10/15/2019	Country: United Kingdom	Primary Security ID: G72899100	Meeting ID: 1367033
Record Date: 10/11/2019	Meeting Type: Special	Ticker: PRU	

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Matters Relating to the Demerger of the M&G Group from the Prudential Group	Mgmt	For	For	For	No
2	Elect Amy Yip as Director	Mgmt	For	For	For	No

Treasury Wine Estates Limited

Meeting Date: 10/16/2019 **Country:** Australia **Primary Security ID:** Q9194S107 **Meeting ID:** 1365303
Record Date: 10/14/2019 **Meeting Type:** Annual **Ticker:** TWE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
2a	Elect Louisa Cheang as Director	Mgmt	For	For	For	No
2b	Elect Ed Chan as Director	Mgmt	For	For	For	No
2c	Elect Warwick Every-Burns as Director	Mgmt	For	For	For	No
2d	Elect Garry Hounsell as Director	Mgmt	For	For	For	No
2e	Elect Colleen Jay as Director	Mgmt	For	For	For	No
2f	Elect Lauri Shanahan as Director	Mgmt	For	For	For	No
2g	Elect Paul Rayner as Director	Mgmt	For	For	For	No
3	Approve Proportional Takeover Provision	Mgmt	For	For	For	No
4	Approve Remuneration Report	Mgmt	For	For	For	No
5	Approve Grant of Performance Rights to Michael Clarke	Mgmt	For	For	For	No

BHP Group Plc

Meeting Date: 10/17/2019 **Country:** United Kingdom **Primary Security ID:** G10877127 **Meeting ID:** 1356796
Record Date: 10/15/2019 **Meeting Type:** Annual **Ticker:** BHP

Meeting Notes:

Item 17: Voted against re-election due to concerns over the current number of external positions held and the track record of the Non-Executive Director.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Management Proposals	Mgmt				

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Appoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
3	Authorise the Risk and Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
4	Authorise Issue of Equity	Mgmt	For	For	For	No
5	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
6	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
7	Approve Remuneration Policy	Mgmt	For	For	For	No
8	Approve Remuneration Report for UK Law Purposes	Mgmt	For	For	For	No
9	Approve Remuneration Report for Australian Law Purposes	Mgmt	For	For	For	No
10	Approve Grant of Awards under the Group's Incentive Plans to Andrew Mackenzie	Mgmt	For	For	For	No
11	Elect Ian Cockerill as Director	Mgmt	For	For	For	No
12	Elect Susan Kilsby as Director	Mgmt	For	For	For	No
13	Re-elect Terry Bowen as Director	Mgmt	For	For	For	No
14	Re-elect Malcolm Broomhead as Director	Mgmt	For	For	For	No
15	Re-elect Anita Frew as Director	Mgmt	For	For	For	No
16	Re-elect Andrew Mackenzie as Director	Mgmt	For	For	For	No
17	Re-elect Lindsay Maxsted as Director	Mgmt	For	For	Against	Yes

*Voting Policy Rationale: Items 11-16 & 18-20: Elect and re-elect Directors A vote FOR these Directors is warranted as no significant concerns have been identified. Item 17: Re-elect Lindsay Maxsted A vote FOR the re-election of Lindsay Maxsted is considered warranted although it is not without concern for shareholders on account of: * He is Chair of Westpac Banking Corp which has faced various governance, risk and reputation issues in recent years; and* In addition to his role at BHP Lindsay Maxsted also chairs two other public company boards. Main reason for support: * The concerns around his role at Westpac are not considered to be so egregious as to warrant withholding support from his re-election at this time.*

18	Re-elect John Mogford as Director	Mgmt	For	For	For	No
19	Re-elect Shriti Vadera as Director	Mgmt	For	For	For	No
20	Re-elect Ken MacKenzie as Director	Mgmt	For	For	For	No
	Shareholder Proposals	Mgmt				
21	Amend Constitution of BHP Group Limited	SH	Against	Against	Against	No
22	Approve Suspension of Memberships of Industry Associations That Are Involved in Lobbying Inconsistent with the Goals of the Paris Agreement	SH	Against	Against	Against	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Watches of Switzerland Group Plc

Meeting Date: 10/17/2019

Country: United Kingdom

Primary Security ID: G94648105

Meeting ID: 1366038

Record Date: 10/15/2019

Meeting Type: Annual

Ticker: WOSG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No
3	Elect Dennis Millard as Director	Mgmt	For	For	For	No
4	Elect Brian Duffy as Director	Mgmt	For	For	For	No
5	Elect Anders Romberg as Director	Mgmt	For	For	For	No
6	Elect Teresa Colaanni as Director	Mgmt	For	For	For	No
7	Elect Rosa Monckton as Director	Mgmt	For	For	For	No
8	Elect Robert Moorhead as Director	Mgmt	For	For	For	No
9	Elect Fabrice Nottin as Director	Mgmt	For	For	For	No
10	Appoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
12	Authorise Issue of Equity	Mgmt	For	For	For	No
13	Authorise Political Donations and Expenditure	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Indus Gas Ltd.

Meeting Date: 10/24/2019

Country: Guernsey

Primary Security ID: G47956100

Meeting ID: 1370064

Record Date: 10/21/2019

Meeting Type: Annual

Ticker: INDI

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

2	Re-elect Peter Cockburn and Ajay Kalsi as Directors	Mgmt	For	Against	Against	No
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Voting Policy Rationale: A vote AGAINST this proposal is warranted because: The proposal related to the bundled re-election of directors which is not considered to be in line with recommended market practice.*

3	Ratify Grant Thornton as Auditors and Authorise Their Remuneration	Mgmt	For	Against	Against	No
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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.*

South32 Ltd.

Meeting Date: 10/24/2019

Country: Australia

Primary Security ID: Q86668102

Meeting ID: 1358358

Record Date: 10/22/2019

Meeting Type: Annual

Ticker: S32

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
2a	Elect Wayne Osborn as Director	Mgmt	For	For	For	No
2b	Elect Keith Rumble as Director	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Approve Grant to Graham Kerr	Mgmt	For	For	For	No

WPP Plc

Meeting Date: 10/24/2019

Country: Jersey

Primary Security ID: G9788D103

Meeting ID: 1369701

Record Date: 10/22/2019

Meeting Type: Special

Ticker: WPP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Matters Relating to the Sale by the Company of 60 Percent of their Kantar Business	Mgmt	For	For	For	No

Ctrip.com International Ltd.

Meeting Date: 10/25/2019

Country: Cayman Islands

Primary Security ID: 89677Q107

Meeting ID: 1364827

Record Date: 09/12/2019

Meeting Type: Annual

Ticker: CTRP

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Meeting for ADR Holders Approve Change of Company Name	Mgmt Mgmt	For	For	For	No

China Railway Group Limited

Meeting Date: 10/30/2019 **Country:** China **Primary Security ID:** Y1509D116 **Meeting ID:** 1365196
Record Date: 10/09/2019 **Meeting Type:** Special **Ticker:** 390

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	EGM BALLOT FOR HOLDERS OF H SHARES Elect Chen Yun as Director	Mgmt Mgmt	For	For	For	No
2	Amend Rules and Procedures Regarding Meetings of Board of Supervisory Committee	Mgmt	For	For	For	No
3	Amend Articles of Association	SH	For	For	For	No

Hargreaves Services Plc

Meeting Date: 10/30/2019 **Country:** United Kingdom **Primary Security ID:** G4394K104 **Meeting ID:** 1361019
Record Date: 10/28/2019 **Meeting Type:** Annual **Ticker:** HSP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because:* A NED has been awarded performance-related pay during the year under review.</i>						
3	Approve Final Dividend	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

4	Re-elect Roger McDowell as Director	Mgmt	For	Abstain	Abstain	No
<p><i>Voting Policy Rationale: Item 4An ABSTENTION on the re-election of Roger McDowell 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.Shareholders may also wish to note the following concerns:* 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; and* He is the Board Chair who is considered to be ultimately responsible for the Company's corporate governance practices, and the Board does not comprise at least two independent NEDs.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 5 and 6A vote FOR the re-election/election of John Samuel and David Anderson is warranted because no significant concerns have been identified.</i></p>						
5	Re-elect John Samuel as Director	Mgmt	For	For	For	No
6	Elect David Anderson as Director	Mgmt	For	For	For	No
7	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
8	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
9	Authorise Issue of Equity	Mgmt	For	For	For	No
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
12	Approve Executive Share Option Scheme	Mgmt	For	For	For	No

Avacta Group Plc

Meeting Date: 11/04/2019

Country: United Kingdom

Primary Security ID: G2967N117

Meeting ID: 1371861

Record Date: 10/31/2019

Meeting Type: Special

Ticker: AVCT

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

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

Shoprite Holdings Ltd.

Meeting Date: 11/04/2019

Country: South Africa

Primary Security ID: S76263102

Meeting ID: 1369335

Record Date: 10/25/2019

Meeting Type: Annual

Ticker: SHP

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Resolutions	Mgmt				
1	Accept Financial Statements and Statutory Reports for the Year Ended 30 June 2019	Mgmt	For	For	For	No
2	Reappoint PricewaterhouseCoopers Inc. as Auditors of the Company with MC Hamman as the Individual Registered Auditor	Mgmt	For	For	For	No
3	Re-elect Dr Christo Wiese as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Item 3A vote AGAINST the re-election of the Chair, Christo Wiese, is considered warranted:* Concerns are raised around the events at Steinhoff International, given Christo Wiese's seniority and tenure on that board. The nature of the issues at Steinhoff raise substantial questions about Christo Wiese's ability to effectively oversee management and serve the best interests of shareholders at Shoprite. Item 4A vote FOR this item is warranted:* No significant concerns have been identified with the re-election of Alice le Roux.</i></p>						
4	Elect Alice le Roux as Director	Mgmt	For	For	For	No
5	Re-elect Johannes Basson as Chairperson of the Audit and Risk Committee	Mgmt	For	For	For	No
6	Elect Alice le Roux as Member of the Audit and Risk Committee	Mgmt	For	For	For	No
7	Re-elect Joseph Rock as Member of the Audit and Risk Committee	Mgmt	For	For	For	No
8	Place Authorised but Unissued Shares under Control of Directors	Mgmt	For	For	For	No
9	Authorise Board to Issue Shares for Cash	Mgmt	For	For	For	No
10	Authorise Ratification of Approved Resolutions	Mgmt	For	For	For	No
11.1	Approve Remuneration Policy	Mgmt	For	For	For	No
11.2	Approve Implementation of the Remuneration Policy	Mgmt	For	For	For	No
	Shareholder Proposal	Mgmt				
12	Elect Jan le Roux, a Shareholder Nominee to the Board	SH	None	Against	Against	No
	Special Resolutions	Mgmt				
1a	Approve Fees of the Chairperson of the Board	Mgmt	For	For	For	No
1b	Approve Fees of the Lead Independent Director	Mgmt	For	For	For	No
1c	Approve Fees of the Non-executive Directors	Mgmt	For	For	For	No
1d	Approve Fees of the Chairperson of the Audit and Risk Committee	Mgmt	For	For	For	No
1e	Approve Fees of the Members of the Audit and Risk Committee	Mgmt	For	For	For	No
1f	Approve Fees of the Chairperson of the Remuneration Committee	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

1g	Approve Fees of the Members of the Remuneration Committee	Mgmt	For	For	For	No
1h	Approve Fees of the Chairperson of the Nomination Committee	Mgmt	For	For	For	No
1i	Approve Fees of the Members of the Nomination Committee	Mgmt	For	For	For	No
1j	Approve Fees of the Chairperson of the Social and Ethics Committee	Mgmt	For	For	For	No
1k	Approve Fees of the Members of the Social and Ethics Committee	Mgmt	For	For	For	No
1l	Approve Additional Fees Per Meeting	Mgmt	For	For	For	No
1m	Approve Additional Fees Per Hour	Mgmt	For	Against	Against	No

Voting Policy Rationale: Items 1a, 1b & 1f-1kA vote FOR these resolutions is considered warranted although it is not without concern for shareholders. Significant increases in NED fees were made during the year under review. The main reasons for support.* The proposed fees appear to remain in line with what comparable South African companies are offering to their NEDs. Items 1c-1e & 1lA vote FOR these items is warranted.* The fees paid during the previous fiscal year are not considered excessive and are in line with what comparable South African companies have paid to their NEDs. No major concerns are raised. Item 1mA vote AGAINST this item is considered warranted.* The payment of additional fees for ad hoc meetings or other assignments to NEDs has the potential to undermine the independent judgement that NEDs should bring to the board.*

2	Approve Financial Assistance to Subsidiaries, Related and Inter-related Entities	Mgmt	For	Against	Against	No
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Voting Policy Rationale: A vote AGAINST this item is warranted. This proposal includes a general authority relating to the provision of financial assistance to Directors; and* The resolution would facilitate the provision of loans to Directors in connection with the operation of the co-investment shares element of the long-term incentive plans, as described in the remuneration policy.*

3	Authorise Repurchase of Issued Share Capital	Mgmt	For	For	For	No
4	Amend Memorandum of Incorporation Re: Clause 1	Mgmt	For	For	For	No

Coty Inc.

Meeting Date: 11/05/2019

Country: USA

Primary Security ID: 222070203

Meeting ID: 1367029

Record Date: 09/12/2019

Meeting Type: Annual

Ticker: COTY

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Beatrice Ballini	Mgmt	For	For	For	No
1.2	Elect Director Sabine Chalmers	Mgmt	For	For	For	No
1.3	Elect Director Joachim Creus	Mgmt	For	For	For	No
1.4	Elect Director Pierre Denis	Mgmt	For	For	For	No
1.5	Elect Director Olivier Goudet	Mgmt	For	For	For	No
1.6	Elect Director Peter Harf	Mgmt	For	Withhold	Withhold	No

Voting Policy Rationale: WITHHOLD votes are warranted for Peter Harf for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

1.7	Elect Director Pierre Laubies	Mgmt	For	For	For	No
1.8	Elect Director Paul S. Michaels	Mgmt	For	For	For	No
1.9	Elect Director Erhard Schoewel	Mgmt	For	For	For	No
1.10	Elect Director Robert Singer	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	No

Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company paid severance to former CEO Pane upon what is characterized as a voluntary resignation. The payment of severance upon a voluntary resignation is not common market practice, as severance is intended as a protection against involuntary job loss. Based on the current disclosure in the proxy statement, it is not clear that Pane's employment was terminated or that he resigned for "good reason" as defined in his employment agreement. In addition, there are concerns regarding the size of special retention awards granted to certain NEOs, which is magnified given that they are not linked to any performance criteria.

3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No
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Wilmington plc

Meeting Date: 11/05/2019

Country: United Kingdom

Primary Security ID: G9670Q105

Meeting ID: 1366117

Record Date: 11/01/2019

Meeting Type: Annual

Ticker: WIL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect Martin Morgan as Director	Mgmt	For	For	For	No
5	Elect Mark Milner as Director	Mgmt	For	For	For	No
6	Re-elect Richard Amos as Director	Mgmt	For	For	For	No
7	Re-elect Derek Carter as Director	Mgmt	For	For	For	No
8	Re-elect Nathalie Schwarz as Director	Mgmt	For	For	For	No
9	Re-elect Paul Dollman as Director	Mgmt	For	For	For	No
10	Appoint Grant Thornton UK LLP as Auditors	Mgmt	For	For	For	No
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
12	Authorise Issue of Equity	Mgmt	For	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
14	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

GCP Student Living plc

Meeting Date: 11/06/2019

Country: United Kingdom

Primary Security ID: G37745109

Meeting ID: 1363002

Record Date: 11/04/2019

Meeting Type: Annual

Ticker: DIGS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Re-elect Robert Peto as Director	Mgmt	For	For	For	No
4	Re-elect Gillian Day as Director	Mgmt	For	For	For	No
5	Re-elect Malcolm Naish as Director	Mgmt	For	For	For	No
6	Re-elect Marlene Wood as Director	Mgmt	For	For	For	No
7	Elect David Hunter as Director	Mgmt	For	For	For	No
8	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
9	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
10	Approve the Company's Dividend Policy	Mgmt	For	For	For	No
11	Authorise Issue of Equity	Mgmt	For	For	For	No
12	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
13	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
14	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

BHP Group Limited

Meeting Date: 11/07/2019

Country: Australia

Primary Security ID: Q1498M100

Meeting ID: 1356797

Record Date: 11/05/2019

Meeting Type: Annual

Ticker: BHP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Appoint Ernst & Young as Auditor of the Company	Mgmt	For	For	For	No
3	Authorize the Risk and Audit Committee to Fix Remuneration of the Auditors	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

4	Approve General Authority to Issue Shares in BHP Group Plc	Mgmt	For	For	For	No
5	Approve General Authority to Issue Shares in BHP Group Plc for Cash	Mgmt	For	For	For	No
6	Approve the Repurchase of Shares in BHP Group Plc	Mgmt	For	For	For	No
7	Approve Remuneration Policy	Mgmt	For	For	For	No
8	Approve Remuneration Report for UK Law Purposes	Mgmt	For	For	For	No
9	Approve Remuneration Report for Australian Law Purposes	Mgmt	For	For	For	No
10	Approve the Grant of Awards to Andrew Mackenzie	Mgmt	For	For	For	No
11	Elect Ian Cockerill as Director	Mgmt	For	For	For	No
12	Elect Susan Kilsby as Director	Mgmt	For	For	For	No
13	Elect Terry Bowen as Director	Mgmt	For	For	For	No
14	Elect Malcolm Broomhead as Director	Mgmt	For	For	For	No
15	Elect Anita Frew as Director	Mgmt	For	For	For	No
16	Elect Andrew Mackenzie as Director	Mgmt	For	For	For	No
17	Elect Lindsay Maxsted as Director	Mgmt	For	For	For	No
18	Elect John Mogford as Director	Mgmt	For	For	For	No
19	Elect Shriti Vadera as Director	Mgmt	For	For	For	No
20	Elect Ken MacKenzie as Director	Mgmt	For	For	For	No
21	Amend Constitution of BHP Group Limited	SH	Against	Against	Against	No
22	Approve Suspension of Memberships of Industry Associations That Are Involved in Lobbying Inconsistent with the Goals of the Paris Agreement	SH	Against	Against	Against	No

Tapestry, Inc.

Meeting Date: 11/07/2019

Country: USA

Primary Security ID: 876030107

Meeting ID: 1367654

Record Date: 09/06/2019

Meeting Type: Annual

Ticker: TPR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1A	Elect Director Darrell Cavens	Mgmt	For	For	For	No
1B	Elect Director David Denton	Mgmt	For	For	For	No
1C	Elect Director Anne Gates	Mgmt	For	For	For	No
1D	Elect Director Andrea Guerra	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

1E	Elect Director Susan Kropf	Mgmt	For	For	For	No
1F	Elect Director Annabelle Yu Long	Mgmt	For	For	For	No
1G	Elect Director Ivan Menezes	Mgmt	For	For	For	No
1H	Elect Director Jide Zeitlin	Mgmt	For	For	For	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Amend Omnibus Stock Plan	Mgmt	For	For	For	No

Pernod Ricard SA

Meeting Date: 11/08/2019

Country: France

Primary Security ID: F72027109

Meeting ID: 1368576

Record Date: 11/06/2019

Meeting Type: Annual/Special

Ticker: RI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of EUR 3.12 per Share	Mgmt	For	For	For	No
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For	No
5	Reelect Kory Sorenson as Director	Mgmt	For	For	For	No
6	Elect Esther Berrozpe Galindo as Director	Mgmt	For	For	For	No
7	Elect Philippe Petitcolin as Director	Mgmt	For	For	For	No
8	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.25 Million	Mgmt	For	For	For	No
9	Approve Compensation of Alexandre Ricard, Chairman and CEO	Mgmt	For	For	For	No
10	Approve Remuneration Policy for Alexandre Ricard, Chairman and CEO	Mgmt	For	For	For	No
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
12	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

13	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 135 Million	Mgmt	For	For	For	No
14	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 41 Million	Mgmt	For	For	For	No
15	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For	No
16	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 41 Million	Mgmt	For	For	For	No
17	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For	No
18	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Exchange Offers	Mgmt	For	For	For	No
19	Authorize Capitalization of Reserves of Up to EUR 135 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For	No
20	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For	No
21	Authorize up to 1.5 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	For	For	No
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	Mgmt	For	For	For	No
24	Amend Article 16 of Bylaws Re: Employee Representative	Mgmt	For	For	For	No
25	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Hays plc

Meeting Date: 11/13/2019

Country: United Kingdom

Primary Security ID: G4361D109

Meeting ID: 1361405

Record Date: 11/11/2019

Meeting Type: Annual

Ticker: HAS

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

5	Re-elect Andrew Martin as Director	Mgmt	For	For	For	No
6	Re-elect Alistair Cox as Director	Mgmt	For	For	For	No
7	Re-elect Paul Venables as Director	Mgmt	For	For	For	No
8	Re-elect Torsten Kreindl as Director	Mgmt	For	For	For	No
9	Re-elect Susan Murray as Director	Mgmt	For	For	For	No
10	Re-elect MT Rainey as Director	Mgmt	For	For	For	No
11	Re-elect Peter Williams as Director	Mgmt	For	For	For	No
12	Elect Cheryl Millington as Director	Mgmt	For	For	For	No
13	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
18	Authorise Market Purchase of Ordinary shares	Mgmt	For	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
20	Approve UK Sharesave Plan	Mgmt	For	For	For	No
21	Approve International Sharesave Plan	Mgmt	For	For	For	No

Smiths Group Plc

Meeting Date: 11/13/2019

Country: United Kingdom

Primary Security ID: G82401111

Meeting ID: 1370544

Record Date: 11/11/2019

Meeting Type: Annual

Ticker: SMIN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect Bruno Angelici as Director	Mgmt	For	For	For	No
5	Re-elect Olivier Bohuon as Director	Mgmt	For	For	For	No
6	Re-elect Sir George Buckley as Director	Mgmt	For	For	For	No
7	Re-elect Dame Ann Dowling as Director	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

8	Re-elect Tanya Fratto as Director	Mgmt	For	For	For	No
9	Re-elect William Seeger as Director	Mgmt	For	For	For	No
10	Re-elect Mark Seligman as Director	Mgmt	For	For	For	No
11	Re-elect John Shipsey as Director	Mgmt	For	For	For	No
12	Re-elect Andrew Reynolds Smith as Director	Mgmt	For	For	For	No
13	Re-elect Noel Tata as Director	Mgmt	For	For	For	No
14	Appoint KPMG LLP as Auditors	Mgmt	For	For	For	No
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
21	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No

Genus Plc

Meeting Date: 11/14/2019

Country: United Kingdom

Primary Security ID: G3827X105

Meeting ID: 1368924

Record Date: 11/12/2019

Meeting Type: Annual

Ticker: GNS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Approve Performance Share Plan	Mgmt	For	For	For	No
5	Approve Deferred Share Bonus Plan	Mgmt	For	For	For	No
6	Amend Deferred Share Bonus Plan	Mgmt	For	For	For	No
7	Approve Final Dividend	Mgmt	For	For	For	No
8	Re-elect Bob Lawson as Director	Mgmt	For	For	For	No
9	Re-elect Stephen Wilson as Director	Mgmt	For	For	For	No
10	Re-elect Lysanne Gray as Director	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

11	Re-elect Lykele van der Broek as Director	Mgmt	For	For	For	No
12	Re-elect Lesley Knox as Director	Mgmt	For	For	For	No
13	Re-elect Ian Charles as Director	Mgmt	For	For	For	No
14	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Picton Property Income Ltd.

Meeting Date: 11/14/2019

Country: Guernsey

Primary Security ID: G7083C101

Meeting ID: 1369849

Record Date: 11/12/2019

Meeting Type: Annual

Ticker: PCTN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Ratify KPMG Channel Islands Limited as Auditors	Mgmt	For	For	For	No
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
4	Re-elect Mark Batten as Director	Mgmt	For	For	For	No
5	Elect Maria Bentley as Director	Mgmt	For	For	For	No
6	Elect Andrew Dewhirst as Director	Mgmt	For	For	For	No
7	Re-elect Roger Lewis as Director	Mgmt	For	For	For	No
8	Re-elect Michael Morris as Director	Mgmt	For	For	For	No
9	Re-elect Nicholas Thompson as Director	Mgmt	For	For	For	No
10	Approve Remuneration Report	Mgmt	For	For	For	No
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
12	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

13	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
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Ricardo Plc

Meeting Date: 11/14/2019

Country: United Kingdom

Primary Security ID: G75528110

Meeting ID: 1365172

Record Date: 11/12/2019

Meeting Type: Annual

Ticker: RCDO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
4	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
5	Elect Russell King as Director	Mgmt	For	For	For	No
6	Elect Jack Boyer as Director	Mgmt	For	For	For	No
7	Re-elect Bill Spencer as Director	Mgmt	For	For	For	No
8	Re-elect Sir Terry Morgan as Director	Mgmt	For	For	For	No
9	Re-elect Ian Gibson as Director	Mgmt	For	For	For	No
10	Re-elect Laurie Bowen as Director	Mgmt	For	For	For	No
11	Re-elect Dave Shemmans as Director	Mgmt	For	For	For	No
12	Re-elect Malin Persson as Director	Mgmt	For	For	For	No
13	Re-elect Mark Garrett as Director	Mgmt	For	For	For	No
14	Approve Remuneration Report	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Shandong Weigao Group Medical Polymer Company Limited

Meeting Date: 11/15/2019

Country: China

Primary Security ID: Y76810103

Meeting ID: 1367199

Record Date: 10/15/2019

Meeting Type: Special

Ticker: 1066

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Distribution of Interim Dividend	Mgmt	For	For	For	No

Shandong Weigao Group Medical Polymer Company Limited

Meeting Date: 11/15/2019 **Country:** China **Primary Security ID:** Y76810103 **Meeting ID:** 1367329
Record Date: 10/15/2019 **Meeting Type:** Special **Ticker:** 1066

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Logistic and Distribution Services Framework Agreement, Annual Caps and Related Transactions	Mgmt	For	For	For	No
2	Approve Finance Leasing and Factoring Framework Agreement, Annual Caps and Related Transactions	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because the proposed related-party transactions are provision of financial services which may expose the company to unnecessary risks.</i>						
3	Approve Purchase Framework Agreement, Annual Caps and Related Transactions	Mgmt	For	For	For	No

Dunelm Group Plc

Meeting Date: 11/19/2019 **Country:** United Kingdom **Primary Security ID:** G2935W108 **Meeting ID:** 1369988
Record Date: 11/15/2019 **Meeting Type:** Annual **Ticker:** DNLM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Re-elect Will Adderley as Director	Mgmt	For	For	For	No
4	Re-elect Nick Wilkinson as Director	Mgmt	For	For	For	No
5	Re-elect Laura Carr as Director	Mgmt	For	For	For	No
6	Re-elect Andy Harrison as Director	Mgmt	For	For	For	No
7	Re-elect Andy Harrison as Director (Independent Shareholder Vote)	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

8	Re-elect Marion Sears as Director	Mgmt	For	For	For	No
9	Re-elect Marion Sears as Director (Independent Shareholder Vote)	Mgmt	For	For	For	No
10	Re-elect William Reeve as Director	Mgmt	For	For	For	No
11	Re-elect William Reeve as Director (Independent Shareholder Vote)	Mgmt	For	For	For	No
12	Re-elect Peter Ruis as Director	Mgmt	For	For	For	No
13	Re-elect Peter Ruis as Director (Independent Shareholder Vote)	Mgmt	For	For	For	No
14	Elect Ian Bull as Director	Mgmt	For	For	For	No
15	Elect Ian Bull as Director (Independent Shareholder Vote)	Mgmt	For	For	For	No
16	Elect Paula Vennells as Director	Mgmt	For	For	For	No
17	Elect Paula Vennells as Director (Independent Shareholder Vote)	Mgmt	For	For	For	No
18	Approve Implementation Report	Mgmt	For	For	For	No
19	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
20	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
21	Authorise Issue of Equity	Mgmt	For	For	For	No
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
24	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Oracle Corporation

Meeting Date: 11/19/2019

Country: USA

Primary Security ID: 68389X105

Meeting ID: 1367652

Record Date: 09/20/2019

Meeting Type: Annual

Ticker: ORCL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Jeffrey S. Berg	Mgmt	For	Withhold	Withhold	No

Voting Policy Rationale: WITHHOLD votes are warranted from incumbent Governance Committee members Bruce R. Chizen, Leon Panetta 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. Votes FOR the remaining director nominees are warranted.

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

1.2	Elect Director Michael J. Boskin	Mgmt	For	For	For	No
1.3	Elect Director Safra A. Catz	Mgmt	For	For	For	No
1.4	Elect Director Bruce R. Chizen	Mgmt	For	Withhold	Withhold	No

Voting Policy Rationale: WITHHOLD votes are warranted from incumbent Governance Committee members Bruce R. Chizen, Leon Panetta 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. Votes FOR the remaining director nominees are warranted.

1.5	Elect Director George H. Conrades	Mgmt	For	Withhold	Withhold	No
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Voting Policy Rationale: WITHHOLD votes are warranted from incumbent Governance Committee members Bruce R. Chizen, Leon Panetta 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. Votes FOR the remaining director nominees are warranted.

1.6	Elect Director Lawrence J. Ellison	Mgmt	For	For	For	No
1.7	Elect Director Rona A. Fairhead	Mgmt	For	For	For	No
1.8	Elect Director Hector Garcia-Molina *Withdrawn Resolution*	Mgmt				
1.9	Elect Director Jeffrey O. Henley	Mgmt	For	For	For	No
1.10	Elect Director Mark V. Hurd - Deceased	Mgmt				
1.11	Elect Director Renee J. James	Mgmt	For	For	For	No
1.12	Elect Director Charles W. Moorman, IV	Mgmt	For	Withhold	Withhold	No

Voting Policy Rationale: WITHHOLD votes are warranted from incumbent Governance Committee members Bruce R. Chizen, Leon Panetta 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. Votes FOR the remaining director nominees are warranted.

1.13	Elect Director Leon E. Panetta	Mgmt	For	Withhold	Withhold	No
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Voting Policy Rationale: WITHHOLD votes are warranted from incumbent Governance Committee members Bruce R. Chizen, Leon Panetta 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. Votes FOR the remaining director nominees are warranted.

1.14	Elect Director William G. Parrett	Mgmt	For	For	For	No
1.15	Elect Director Naomi O. Seligman	Mgmt	For	Withhold	Withhold	No

Voting Policy Rationale: WITHHOLD votes are warranted from incumbent Governance Committee members Bruce R. Chizen, Leon Panetta 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. Votes FOR the remaining director nominees are warranted.

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	No
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Voting Policy Rationale: A vote AGAINST this proposal is warranted. The compensation committee did not demonstrate adequate responsiveness to last year's low support for the say-on-pay proposal; the company's responsiveness disclosure largely mirrors the past two years' proxy disclosures. After last year's exceedingly large front-loaded grants to top executives, the board has not made any new changes following the low vote support. Further, the lower reported pay following large front-loaded grants intended to cover future years of equity compensation is not considered a meaningful action taken by the board to address shareholders' concerns. Additionally concerning, the company awarded an NEO large equity awards in FY2019, which include supplemental awards that lack performance conditions.

3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
4	Report on Gender Pay Gap	SH	Against	For	For	No

Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information allowing them to measure the progress of the company's diversity and inclusion initiatives.

5	Require Independent Board Chairman	SH	Against	For	For	No
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Voting Policy Rationale: A vote FOR this proposal is warranted as shareholders may benefit from a board led by an independent chair who challenges and provides better oversight of management. The company exhibits ongoing executive compensation concerns, non-responsiveness to shareholders regarding compensation concerns, significant share pledging by the chair, and short-and long-term underperformance against peers, which cumulatively indicate ineffective independent board oversight. Further, the lead director role is not considered robust and may not be able to effectively counterbalance the three executive leaders. Accordingly, this non-binding proposal offers an opportunity to clarify board leadership.

Close Brothers Group Plc

Meeting Date: 11/21/2019 **Country:** United Kingdom **Primary Security ID:** G22120102 **Meeting ID:** 1368048
Record Date: 11/19/2019 **Meeting Type:** Annual **Ticker:** CBG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect Mike Biggs as Director	Mgmt	For	For	For	No
5	Re-elect Preben Prebensen as Director	Mgmt	For	For	For	No
6	Re-elect Mike Morgan as Director	Mgmt	For	For	For	No
7	Re-elect Oliver Corbett as Director	Mgmt	For	For	For	No
8	Elect Peter Duffy as Director	Mgmt	For	For	For	No
9	Re-elect Geoffrey Howe as Director	Mgmt	For	For	For	No
10	Re-elect Lesley Jones as Director	Mgmt	For	For	For	No
11	Re-elect Bridget Macaskill as Director	Mgmt	For	For	For	No
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
15	Authorise Issue of Equity in Relation to the Issue of AT1 Securities	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issue of AT1 Securities	Mgmt	For	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Ferguson Plc

Meeting Date: 11/21/2019

Country: Jersey

Primary Security ID: G3421J106

Meeting ID: 1313183

Record Date: 11/19/2019

Meeting Type: Annual

Ticker: FERG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * Significant increases to the 'normal' LTIP awards for the CEO and CFO have been made for FY2020, which follow large, above-inflationary increases to their base salaries. * Bonus payouts under the financial performance measures paid out at c. 80% of maximum for FY2019, despite performance between threshold and on-target levels. The amendments to the Executive Directors' remuneration should be considered in context with the future demerger of Wolseley UK, which will decrease the size and complexity of the business.</i></p>						
3	Approve Remuneration Policy	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration policy is warranted because: * The Company has created a two-tiered remuneration structure by significantly increasing the bonus and LTIP opportunities for US-based executives. This should be viewed in the context of the impending demerger of Wolseley UK which will result in a reduction in the size and complexity of the business. * The bonus allows for significant payouts to be made for on-target performance.</i></p>						
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Re-elect Tessa Bamford as Director	Mgmt	For	For	For	No
6	Re-elect Gareth Davis as Director	Mgmt	For	For	For	No
7	Elect Geoff Drabble as Director	Mgmt	For	For	For	No
8	Elect Catherine Halligan as Director	Mgmt	For	For	For	No
9	Re-elect Kevin Murphy as Director	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

10	Re-elect Alan Murray as Director	Mgmt	For	For	For	No
11	Re-elect Michael Powell as Director	Mgmt	For	For	For	No
12	Elect Tom Schmitt as Director	Mgmt	For	For	For	No
13	Re-elect Dr Nadia Shouraboura as Director	Mgmt	For	For	For	No
14	Re-elect Jacqueline Simmonds as Director	Mgmt	For	For	For	No
15	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
17	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
18	Authorise Issue of Equity	Mgmt	For	For	For	No
19	Amend Long Term Incentive Plan 2019	Mgmt	For	Against	Against	No

Voting Policy Rationale: A vote AGAINST the proposed amendment to the LTIP is warranted because: The increase to the maximum LTIP opportunity creates a two-tiered remuneration structure, significantly increasing the LTIP opportunity for US-based executives, without any obvious benefit to shareholders and despite the impending demerger of Wolseley UK which represents a reduction in the size and complexity of the business.*

20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

MMA Offshore Limited

Meeting Date: 11/21/2019

Country: Australia

Primary Security ID: Q6240Q101

Meeting ID: 1371489

Record Date: 11/19/2019

Meeting Type: Annual

Ticker: MRM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Remuneration Report	Mgmt	For	For	For	No
2	Elect Hugh Andrew Jon (Andrew) Edwards as Director	Mgmt	For	For	For	No
3	Approve MMA Offshore Limited's Performance Rights Plan - 2019	Mgmt	For	For	For	No
4	Approve Grant of Performance Rights to David Ross	Mgmt	For	For	For	No
5	***Withdrawn Resolution*** Approve Issuance of Consideration Shares to Neptune Marine Services Limited	Mgmt				
6	Ratify Past Issuance of Consideration Shares to Neptune Marine Services Limited	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

BBA Aviation Plc

Meeting Date: 11/22/2019

Country: United Kingdom

Primary Security ID: G08932165

Meeting ID: 1375332

Record Date: 11/20/2019

Meeting Type: Special

Ticker: BBA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Special Dividend and Share Consolidation	Mgmt	For	For	For	No
2	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

Industrial & Commercial Bank of China Limited

Meeting Date: 11/22/2019

Country: China

Primary Security ID: Y3990B112

Meeting ID: 1367215

Record Date: 10/22/2019

Meeting Type: Special

Ticker: 1398

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	EGM BALLOT FOR HOLDERS OF H SHARES	Mgmt				
1	Elect Gu Shu as Director	Mgmt	For	For	For	No
2	Approve Payment Plan of Remuneration to Directors for 2018	Mgmt	For	For	For	No
3	Approve Payment Plan of Remuneration to Supervisors for 2018	Mgmt	For	For	For	No
4	Approve Application for Provisional Authorization Limit on External Donations	Mgmt	For	For	For	No
5	Elect Cao Liqun as Director	SH	For	For	For	No
6	Elect Feng Weidong as Director	SH	For	For	For	No

Clinigen Group Plc

Meeting Date: 11/26/2019

Country: United Kingdom

Primary Security ID: G2R22L107

Meeting ID: 1368925

Record Date: 11/22/2019

Meeting Type: Annual

Ticker: CLIN

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

3	Approve Final Dividend	Mgmt	For	For	For	No
4	Elect Alan Boyd as Director	Mgmt	For	For	For	No
5	Elect Nick Keher as Director	Mgmt	For	For	For	No
6	Re-elect Peter Allen as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Items 4, 5, 7-10A vote FOR the election of Alan Boyd and Nick Keher and re-election of Shaun Chilton, John Hartup, Ian Nicholson, and Anne Hyland is warranted because no significant concerns have been identified. Item 6A vote AGAINST the re-election of Peter Allen is warranted because: * Apart from his role as Non-executive Chair of the Company, he 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.</i></p>						
7	Re-elect Shaun Chilton as Director	Mgmt	For	For	For	No
8	Re-elect John Hartup as Director	Mgmt	For	For	For	No
9	Re-elect Ian Nicholson as Director	Mgmt	For	For	For	No
10	Re-elect Anne Hyland as Director	Mgmt	For	For	For	No
11	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
13	Authorise Political Donations and Expenditure	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No

Target Healthcare REIT Plc

Meeting Date: 11/28/2019

Country: United Kingdom

Primary Security ID: G8672Z105

Meeting ID: 1373505

Record Date: 11/26/2019

Meeting Type: Annual

Ticker: THRL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Approve the Company's Dividend Policy	Mgmt	For	For	For	No
5	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
6	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
7	Re-elect Malcolm Naish as Director	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

8	Re-elect June Andrews as Director	Mgmt	For	For	For	No
9	Re-elect Gordon Coull as Director	Mgmt	For	For	For	No
10	Re-elect Tom Hutchison III as Director	Mgmt	For	For	For	No
11	Authorise Issue of Equity	Mgmt	For	For	For	No
12	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
13	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
14	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Bovis Homes Group Plc

Meeting Date: 12/02/2019

Country: United Kingdom

Primary Security ID: G12698109

Meeting ID: 1376219

Record Date: 11/28/2019

Meeting Type: Special

Ticker: BVS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Acquisition of the Linden Homes and Partnerships & Regeneration Businesses of Galliford Try plc	Mgmt	For	For	For	No
2	Authorise Issue of Equity Pursuant to the Acquisition	Mgmt	For	For	For	No
3	Approve Long Term Incentive Plan	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted on account of: * The proposed LTIP forms part of the reworked remuneration framework: support for which is not considered warranted on account of higher bonus and LTIP individual limits.</i>						
4	Approve Remuneration Policy	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST the proposed remuneration policy is warranted on account of the following issues: * Under the proposed policy, the award levels under the annual bonus and the LTIP will be increased to 150% of salary and 200% of salary, respectively. * The proposed increase in award levels will result in significant increase in total remuneration opportunity for both executives.</i>						
5	Approve the Bonus Issue	Mgmt	For	For	For	No
6	Authorise Issue of Bonus Issue Shares	Mgmt	For	For	For	No
7	Amend Articles of Association	Mgmt	For	For	For	No
8	Authorise the Directors to Change the Company's Name	Mgmt	For	For	For	No

Microsoft Corporation

Meeting Date: 12/04/2019

Country: USA

Primary Security ID: 594918104

Meeting ID: 1371482

Record Date: 10/08/2019

Meeting Type: Annual

Ticker: MSFT

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director William H. Gates, III	Mgmt	For	For	For	No
1.2	Elect Director Reid G. Hoffman	Mgmt	For	For	For	No
1.3	Elect Director Hugh F. Johnston	Mgmt	For	For	For	No
1.4	Elect Director Teri L. List-Stoll	Mgmt	For	For	For	No
1.5	Elect Director Satya Nadella	Mgmt	For	For	For	No
1.6	Elect Director Sandra E. Peterson	Mgmt	For	For	For	No
1.7	Elect Director Penny S. Pritzker	Mgmt	For	For	For	No
1.8	Elect Director Charles W. Scharf	Mgmt	For	For	For	No
1.9	Elect Director Arne M. Sorenson	Mgmt	For	For	For	No
1.10	Elect Director John W. Stanton	Mgmt	For	For	For	No
1.11	Elect Director John W. Thompson	Mgmt	For	For	For	No
1.12	Elect Director Emma N. Walmsley	Mgmt	For	For	For	No
1.13	Elect Director Padmasree Warrior	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	No

Voting Policy Rationale: A vote AGAINST this proposal is warranted. While acknowledging the company's strong long-term performance, there are concerns around considerable CEO pay increases in FY19 that include elements that are not strongly performance-based, including a significant base salary increase and increases in time-vesting equity awards. The CEO's base salary increased by \$1 million per annum, which has a cascading effect on incentive opportunities targeted as a percentage of base salary. The STI target payout opportunity increased by \$3 million. The concerns are magnified given that half of the STI program is based on qualitative rather than quantitative performance assessments. Lastly, the CEO's target LTI opportunity increased by \$10 million to \$25 million, half of which is time-vesting. With a payout potential of such magnitude, a greater proportion of the target incentive value should be linked to long-term performance criteria.

3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No
4	Report on Employee Representation on the Board of Directors	SH	Against	Against	Against	No
5	Report on Gender Pay Gap	SH	Against	For	For	No

Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders could benefit from additional information allowing them to measure the progress of the company's diversity and inclusion initiatives.

CQS Natural Resources Growth & Income Plc

Meeting Date: 12/05/2019

Country: United Kingdom

Primary Security ID: G2166J107

Meeting ID: 1371070

Record Date: 12/03/2019

Meeting Type: Annual

Ticker: CYN

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve the Company's Dividend Policy	Mgmt	For	For	For	No
4	Re-elect Richard Prickett as Director	Mgmt	For	For	For	No
5	Re-elect Carole Cable as Director	Mgmt	For	For	For	No
6	Re-elect Christopher Casey as Director	Mgmt	For	For	For	No
7	Re-elect Alun Evans as Director	Mgmt	For	For	For	No
8	Re-elect Helen Green as Director	Mgmt	For	For	For	No
9	Reappoint BDO LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For	No
10	Approve Limit in the Aggregate Fees Paid to the Directors	Mgmt	For	For	For	No
11	Approve Continuation of Company as Investment Trust	Mgmt	For	For	For	No
12	Authorise Issue of Equity	Mgmt	For	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
14	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

MJ Gleeson Plc

Meeting Date: 12/05/2019

Country: United Kingdom

Primary Security ID: G3926R108

Meeting ID: 1365631

Record Date: 12/03/2019

Meeting Type: Annual

Ticker: GLE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Re-elect Stefan Allanson as Director	Mgmt	For	For	For	No
4	Re-elect Dermot Gleeson as Director	Mgmt	For	For	For	No
5	Elect James Thomson as Director	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

6	Re-elect James Ancell as Director	Mgmt	For	For	For	No
7	Re-elect Christopher Mills as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Items 3-6 and 8-10A vote FOR these Directors is warranted as no significant concerns have been identified. Item 7: Re-election of Christopher Mills 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 13 other publicly listed companies, which could potentially compromise his ability to commit sufficient time to his role at MJ Gleeson Plc.</i></p>						
8	Re-elect Colin Dearlove as Director	Mgmt	For	For	For	No
9	Elect Fiona Goldsmith as Director	Mgmt	For	For	For	No
10	Elect Andrew Coppel as Director	Mgmt	For	For	For	No
11	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
13	Approve Remuneration Report	Mgmt	For	For	For	No
14	Approve Remuneration Policy	Mgmt	For	For	For	No
15	Approve Related Party Transaction with Hampton Investment Properties Ltd	Mgmt	For	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Associated British Foods Plc

Meeting Date: 12/06/2019

Country: United Kingdom

Primary Security ID: G05600138

Meeting ID: 1375714

Record Date: 12/04/2019

Meeting Type: Annual

Ticker: ABF

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

7	Re-elect John Bason as Director	Mgmt	For	For	For	No
8	Re-elect Ruth Cairnie as Director	Mgmt	For	For	For	No
9	Re-elect Wolfhart Hauser as Director	Mgmt	For	For	For	No
10	Re-elect Michael McLintock as Director	Mgmt	For	For	For	No
11	Re-elect Richard Reid as Director	Mgmt	For	For	For	No
12	Re-elect George Weston as Director	Mgmt	For	For	For	No
13	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Authorise Political Donations and Expenditure	Mgmt	For	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Medtronic plc

Meeting Date: 12/06/2019

Country: Ireland

Primary Security ID: G5960L103

Meeting ID: 1358759

Record Date: 10/10/2019

Meeting Type: Annual

Ticker: MDT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Richard H. Anderson	Mgmt	For	For	For	No
1b	Elect Director Craig Arnold	Mgmt	For	For	For	No
1c	Elect Director Scott C. Donnelly	Mgmt	For	For	For	No
1d	Elect Director Andrea J. Goldsmith	Mgmt	For	For	For	No
1e	Elect Director Randall J. Hogan, III	Mgmt	For	For	For	No
1f	Elect Director Omar Ishrak	Mgmt	For	For	For	No
1g	Elect Director Michael O. Leavitt	Mgmt	For	For	For	No
1h	Elect Director James T. Lenehan	Mgmt	For	For	For	No
1i	Elect Director Geoffrey S. Martha	Mgmt	For	For	For	No
1j	Elect Director Elizabeth G. Nabel	Mgmt	For	For	For	No
1k	Elect Director Denise M. O'Leary	Mgmt	For	For	For	No
1l	Elect Director Kendall J. Powell	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For	No
5	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	Mgmt	For	For	For	No
6	Authorize Overseas Market Purchases of Ordinary Shares	Mgmt	For	For	For	No

Whitbread Plc

Meeting Date: 12/06/2019 **Country:** United Kingdom **Primary Security ID:** G9606P197 **Meeting ID:** 1380337
Record Date: 12/04/2019 **Meeting Type:** Special **Ticker:** WTB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Remuneration Policy	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST the remuneration policy is considered warranted on account of:* The proposed policy replaces a performance based long term incentive structure with a non-performance based one, leading to higher certainty of reward outcomes. The change is not considered to be accompanied with a sufficient reduction in quantum opportunity.</i>						
2	Approve Restricted Share Plan	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST the Restricted Share Plan is considered warranted on account of:* The proposed award of non-performance based restricted shares forms part of the reworked remuneration framework. There is some reduction in overall quantum but this is not considered sufficient to justify the higher certainty of quantum on offer.</i>						

Palo Alto Networks, Inc.

Meeting Date: 12/09/2019 **Country:** USA **Primary Security ID:** 697435105 **Meeting ID:** 1372518
Record Date: 10/15/2019 **Meeting Type:** Annual **Ticker:** PANW

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Asheem Chandna	Mgmt	For	Withhold	Withhold	No
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent compensation committee members Asheem Chandna and James Goetz due to insufficient responsiveness to last year's failed say-on-pay proposal.A vote FOR the remaining director nominee is warranted.</i>						
1b	Elect Director James J. Goetz	Mgmt	For	Withhold	Withhold	No
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent compensation committee members Asheem Chandna and James Goetz due to insufficient responsiveness to last year's failed say-on-pay proposal.A vote FOR the remaining director nominee is warranted.</i>						

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

1c	Elect Director Mark D. McLaughlin	Mgmt	For	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	No

Voting Policy Rationale: A vote AGAINST this proposal is warranted. After a failed say-on-pay result in 2018, the compensation committee did not adequately respond to shareholder concerns. While the committee disclosed engagement and positive feedback heard prior to the 2018 vote, the proxy did not disclose investor outreach following the annual meeting nor shareholder feedback regarding the concerns that led to the failed vote. Further, ongoing pay-for-performance concerns remain, as multiple NEOs received sizable equity awards which significantly elevated their pay levels for the year. Lastly, the board also awarded additional RSUs in lieu of the forfeited portion of the annual incentive cash awards.

Bellway Plc

Meeting Date: 12/10/2019

Country: United Kingdom

Primary Security ID: G09744155

Meeting ID: 1370942

Record Date: 12/06/2019

Meeting Type: Annual

Ticker: BWY

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect Paul Hampden Smith as Director	Mgmt	For	For	For	No
5	Re-elect Jason Honeyman as Director	Mgmt	For	For	For	No
6	Re-elect Keith Adey as Director	Mgmt	For	For	For	No
7	Re-elect Denise Jagger as Director	Mgmt	For	For	For	No
8	Re-elect Jill Caseberry as Director	Mgmt	For	For	For	No
9	Re-elect Ian McHoul as Director	Mgmt	For	For	For	No
10	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
11	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
12	Authorise Issue of Equity	Mgmt	For	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Cisco Systems, Inc.

Meeting Date: 12/10/2019

Country: USA

Primary Security ID: 17275R102

Meeting ID: 1372517

Record Date: 10/11/2019

Meeting Type: Annual

Ticker: CSCO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director M. Michele Burns	Mgmt	For	For	For	No
1b	Elect Director Wesley G. Bush	Mgmt	For	For	For	No
1c	Elect Director Michael D. Capellas	Mgmt	For	For	For	No
1d	Elect Director Mark Garrett	Mgmt	For	For	For	No
1e	Elect Director Kristina M. Johnson	Mgmt	For	For	For	No
1f	Elect Director Roderick C. McGeary	Mgmt	For	For	For	No
1g	Elect Director Charles H. Robbins	Mgmt	For	For	For	No
1h	Elect Director Arun Sarin	Mgmt	For	For	For	No
1i	Elect Director Brenton L. Saunders	Mgmt	For	For	For	No
1j	Elect Director Carol B. Tome	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
4	Require Independent Board Chairman	SH	Against	Against	Against	No

Kernel Holding SA

Meeting Date: 12/10/2019

Country: Luxembourg

Primary Security ID: L5829P109

Meeting ID: 1376362

Record Date: 11/26/2019

Meeting Type: Annual

Ticker: KER

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Annual Meeting Agenda	Mgmt				
1	Receive and Approve Board's and Auditor's Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements	Mgmt	For	For	For	No
3	Approve Financial Statements	Mgmt	For	For	For	No
4	Approve Dividends	Mgmt	For	For	For	No
5	Approve Discharge of Directors	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

6	Reelect Andrzej Danilczuk as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Votes FOR Items 7 and 8 are warranted due to a lack of concerns about the independent director nominees and they appear to possess the necessary qualifications for board membership. A vote FOR Item 12 is warranted as there is no concern identified with his capacity as the company's CEO. Votes AGAINST are warranted for re-election of non-independent candidates as the board lack sufficient independence among its board members.</i></p>						
7	Reelect Nathalie Bachich as Director	Mgmt	For	For	For	No
8	Reelect Sergei Shibaev as Director	Mgmt	For	For	For	No
9	Reelect Anastasiia Usachova as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Votes FOR Items 7 and 8 are warranted due to a lack of concerns about the independent director nominees and they appear to possess the necessary qualifications for board membership. A vote FOR Item 12 is warranted as there is no concern identified with his capacity as the company's CEO. Votes AGAINST are warranted for re-election of non-independent candidates as the board lack sufficient independence among its board members.</i></p>						
10	Reelect Yuriy Kovalchuk as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Votes FOR Items 7 and 8 are warranted due to a lack of concerns about the independent director nominees and they appear to possess the necessary qualifications for board membership. A vote FOR Item 12 is warranted as there is no concern identified with his capacity as the company's CEO. Votes AGAINST are warranted for re-election of non-independent candidates as the board lack sufficient independence among its board members.</i></p>						
11	Reelect Viktoriia Lukianenko as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Votes FOR Items 7 and 8 are warranted due to a lack of concerns about the independent director nominees and they appear to possess the necessary qualifications for board membership. A vote FOR Item 12 is warranted as there is no concern identified with his capacity as the company's CEO. Votes AGAINST are warranted for re-election of non-independent candidates as the board lack sufficient independence among its board members.</i></p>						
12	Reelect Yevgen Osypov as Director	Mgmt	For	For	For	No
13	Approve Remuneration of Non-Executive Directors	Mgmt	For	For	For	No
14	Approve Remuneration of Executive Directors	Mgmt	For	For	For	No
15	Approve Discharge of Auditor	Mgmt	For	For	For	No
16	Renew Appointment of Deloitte as Auditor	Mgmt	For	For	For	No

Ping An Insurance (Group) Co. of China Ltd.

Meeting Date: 12/10/2019

Country: China

Primary Security ID: Y69790106

Meeting ID: 1372981

Record Date: 11/08/2019

Meeting Type: Special

Ticker: 2318

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	EGM BALLOT FOR HOLDERS OF H SHARES	Mgmt				
	APPROVE THE ELECTION OF DIRECTORS OF THE COMPANY	Mgmt				
1.01	Elect Xie Yonglin as Director	Mgmt	For	For	For	No
1.02	Elect Tan Sin Yin as Director	Mgmt	For	For	For	No
2	Amend Articles of Association	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

RPS Group Plc

Meeting Date: 12/16/2019

Country: United Kingdom

Primary Security ID: G7701P104

Meeting ID: 1381043

Record Date: 12/12/2019

Meeting Type: Special

Ticker: RPS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Remuneration Policy	Mgmt	For	For	For	No

dotDigital Group Plc

Meeting Date: 12/17/2019

Country: United Kingdom

Primary Security ID: G2897D106

Meeting ID: 1381145

Record Date: 12/13/2019

Meeting Type: Annual

Ticker: DOTD

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Re-elect Milan Patel as Director	Mgmt	For	For	For	No
4	Elect Boris Huard as Director	Mgmt	For	For	For	No
5	Reappoint Jeffreys Henry LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For	No
6	Approve Final Dividend	Mgmt	For	For	For	No
7	Authorise Issue of Equity	Mgmt	For	For	For	No
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
9	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
10	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

Carclo Plc

Meeting Date: 12/19/2019

Country: United Kingdom

Primary Security ID: G18956105

Meeting ID: 1379888

Record Date: 12/17/2019

Meeting Type: Special

Ticker: CAR

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

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

Fang Holdings Limited

Meeting Date: 12/20/2019

Country: Cayman Islands

Primary Security ID: 30711Y201

Meeting ID: 1381148

Record Date: 11/21/2019

Meeting Type: Annual

Ticker: SFUN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Meeting for ADR Holders	Mgmt				
1	Elect Director Howard Huyue Zhang	Mgmt	For	For	For	No
2	Elect Director Hong Qin	Mgmt	For	For	For	No

Mercia Asset Management Plc

Meeting Date: 12/20/2019

Country: United Kingdom

Primary Security ID: G6S114108

Meeting ID: 1383679

Record Date: 12/18/2019

Meeting Type: Special

Ticker: MERC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Authorise Issue of Equity Pursuant to the Placing and Acquisition	Mgmt	For	For	For	No
2	Authorise Issue of Equity without Pre-emptive Rights Pursuant to the Placing and Acquisition	Mgmt	For	For	For	No
3	Authorise Issue of Equity	Mgmt	For	For	For	No
4	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

SIG Plc

Meeting Date: 12/23/2019 **Country:** United Kingdom **Primary Security ID:** G80797106 **Meeting ID:** 1384274
Record Date: 12/19/2019 **Meeting Type:** Special **Ticker:** SHI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Matters Relating to the Disposal of the Air Handling Division	Mgmt	For	For	For	No

Zhejiang Expressway Co., Ltd.

Meeting Date: 12/23/2019 **Country:** China **Primary Security ID:** Y9891F102 **Meeting ID:** 1376215
Record Date: 11/22/2019 **Meeting Type:** Special **Ticker:** 576

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Issuance of H Share Convertible Bonds and Related Transactions	Mgmt	For	Against	Against	No

Voting Policy Rationale: A vote AGAINST this resolution is warranted given the new H shares that could possibly be issued under the convertible bonds will be made in accordance with the terms of a general share issuance mandate that does not warrant shareholder support.

Occidental Petroleum Corporation

Meeting Date: 12/31/2019 **Country:** USA **Primary Security ID:** 674599105 **Meeting ID:** 1354031
Record Date: 07/11/2019 **Meeting Type:** Proxy Contest **Ticker:** OXY

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Management Proxy (White Proxy Card)	Mgmt				
1	Revoke Consent to Request to Fix a Record Date	SH	For	Do Not Vote	Do Not Vote	No
	Dissident Card	Mgmt				
1	Consent to Request to Fix a Record Date	SH	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Fitbit, Inc.

Meeting Date: 01/03/2020 **Country:** USA **Primary Security ID:** 33812L102 **Meeting ID:** 1385563
Record Date: 12/05/2019 **Meeting Type:** Special **Ticker:** FIT

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

Industrial & Commercial Bank of China Limited

Meeting Date: 01/08/2020 **Country:** China **Primary Security ID:** Y3990B112 **Meeting ID:** 1384950
Record Date: 12/27/2019 **Meeting Type:** Special **Ticker:** 1398

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

Micron Technology, Inc.

Meeting Date: 01/16/2020 **Country:** USA **Primary Security ID:** 595112103 **Meeting ID:** 1384455
Record Date: 11/18/2019 **Meeting Type:** Annual **Ticker:** MU

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

1.6	Elect Director Robert E. Switz	Mgmt	For	For	For	No
1.7	Elect Director MaryAnn Wright	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No

AJ Bell Plc

Meeting Date: 01/22/2020

Country: United Kingdom

Primary Security ID: G01457103

Meeting ID: 1384141

Record Date: 01/20/2020

Meeting Type: Annual

Ticker: AJB

Meeting Notes:

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

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

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17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
18	Approve Waiver on Tender-Bid Requirement Pursuant to the Market Purchases	Mgmt	For	Against	For	Yes
19	Approve Waiver on Tender-Bid Requirement Pursuant to the Share Awards	Mgmt	For	Against	For	Yes
20	Approve Waiver on Tender-Bid Requirement Pursuant to the Grant of Options to AJ Bell Trust	Mgmt	For	Against	For	Yes

Costco Wholesale Corporation

Meeting Date: 01/22/2020

Country: USA

Primary Security ID: 22160K105

Meeting ID: 1385109

Record Date: 11/18/2019

Meeting Type: Annual

Ticker: COST

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

Nuance Communications, Inc.

Meeting Date: 01/22/2020

Country: USA

Primary Security ID: 67020Y100

Meeting ID: 1385515

Record Date: 11/25/2019

Meeting Type: Annual

Ticker: NUAN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Mark D. Benjamin	Mgmt	For	For	For	No
1.2	Elect Director Daniel Brennan	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

1.3	Elect Director Lloyd Carney	Mgmt	For	Withhold	Withhold	No
<p><i>Voting Policy Rationale: A WITHHOLD vote from Lloyd Carney is warranted for his service on more than three public company boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i></p>						
1.4	Elect Director Thomas Ebling	Mgmt	For	For	For	No
1.5	Elect Director Robert Finocchio, Jr.	Mgmt	For	For	For	No
1.6	Elect Director Laura S. Kaiser	Mgmt	For	For	For	No
1.7	Elect Director Michal Katz	Mgmt	For	For	For	No
1.8	Elect Director Mark Laret	Mgmt	For	For	For	No
1.9	Elect Director Sanjay Vaswani	Mgmt	For	For	For	No
2	Approve Omnibus Stock Plan	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Ratify BDO USA, LLP as Auditors	Mgmt	For	For	For	No
5	Require Independent Board Chairman	SH	Against	For	For	No

Voting Policy Rationale: A vote FOR this proposal is warranted, notwithstanding the current presence of an independent chair, given that the company's shareholder returns have underperformed both its peers and the broader index over both short- and long-term periods, while long-standing compensation concerns have yielded successive years of failed vote results. Accordingly, the company would benefit from maintaining the strongest form of board oversight in the form of an independent chair.

Tracsis Plc

Meeting Date: 01/22/2020

Country: United Kingdom

Primary Security ID: G90029102

Meeting ID: 1380298

Record Date: 01/20/2020

Meeting Type: Annual

Ticker: TRCS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
5	Re-elect Maxwell Cawthra as Director	Mgmt	For	For	For	No
6	Re-elect Chris Cole as Director	Mgmt	For	For	For	No
7	Elect Chris Barnes as Director	Mgmt	For	For	For	No
8	Approve Final Dividend	Mgmt	For	For	For	No
9	Authorise Issue of Equity	Mgmt	For	For	For	No
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No

Vote Summary Report

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11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
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Air Products and Chemicals, Inc.

Meeting Date: 01/23/2020	Country: USA	Primary Security ID: 009158106	Meeting ID: 1385273
Record Date: 11/29/2019	Meeting Type: Annual	Ticker: APD	

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

RDI REIT Plc

Meeting Date: 01/23/2020	Country: Isle of Man	Primary Security ID: G7392E103	Meeting ID: 1386049
Record Date: 01/21/2020	Meeting Type: Annual	Ticker: RDI	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Re-elect Gavin Tipper as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Item 3A vote AGAINST the re-election of Gavin Tipper is warranted.* In addition to his role as Board Chair at RDI REIT Plc, Gavin Tipper also serves as Board Chair at two other publicly listed companies. This may undermine his ability to devote sufficient time to his role at the Company. Items 4 to 9A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>						
4	Re-elect Michael Farrow as Director	Mgmt	For	For	For	No
5	Re-elect Sue Ford as Director	Mgmt	For	For	For	No

Vote Summary Report

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6	Re-elect Elizabeth Peace as Director	Mgmt	For	For	For	No
7	Elect Pieter Prinsloo as Director	Mgmt	For	For	For	No
8	Re-elect Mike Watters as Director	Mgmt	For	For	For	No
9	Re-elect Donald Grant as Director	Mgmt	For	For	For	No
10	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
11	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
12	Approve Remuneration Policy	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

Marston's Plc

Meeting Date: 01/24/2020

Country: United Kingdom

Primary Security ID: G5852L104

Meeting ID: 1382984

Record Date: 01/22/2020

Meeting Type: Annual

Ticker: MARS

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

14	Authorise Issue of Equity	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Becton, Dickinson and Company

Meeting Date: 01/28/2020

Country: USA

Primary Security ID: 075887109

Meeting ID: 1385954

Record Date: 12/09/2019

Meeting Type: Annual

Ticker: BDX

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

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Euromoney Institutional Investor Plc

Meeting Date: 01/28/2020

Country: United Kingdom

Primary Security ID: G31556122

Meeting ID: 1338198

Record Date: 01/24/2020

Meeting Type: Annual

Ticker: ERM

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

Vote Summary Report

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Visa Inc.

Meeting Date: 01/28/2020 **Country:** USA **Primary Security ID:** 92826C839 **Meeting ID:** 1384276
Record Date: 11/29/2019 **Meeting Type:** Annual **Ticker:** V

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Lloyd A. Carney	Mgmt	For	Against	Against	No
	<i>Voting Policy Rationale: A vote AGAINST Lloyd Carney is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i>					
1b	Elect Director Mary B. Cranston	Mgmt	For	For	For	No
1c	Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	For	For	For	No
1d	Elect Director Alfred F. Kelly, Jr.	Mgmt	For	For	For	No
1e	Elect Director Ramon L. Laguarta	Mgmt	For	For	For	No
1f	Elect Director John F. Lundgren	Mgmt	For	For	For	No
1g	Elect Director Robert W. Matschullat	Mgmt	For	For	For	No
1h	Elect Director Denise M. Morrison	Mgmt	For	For	For	No
1i	Elect Director Suzanne Nora Johnson	Mgmt	For	For	For	No
1j	Elect Director John A. C. Swainson	Mgmt	For	For	For	No
1k	Elect Director Maynard G. Webb, Jr.	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	No

Life Healthcare Group Holdings Ltd.

Meeting Date: 01/29/2020 **Country:** South Africa **Primary Security ID:** S4682C100 **Meeting ID:** 1386334
Record Date: 01/24/2020 **Meeting Type:** Annual **Ticker:** LHC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Resolutions	Mgmt				
1	Appoint Deloitte & Touche (Deloitte) as Auditors of the Company with B Nyembe as the Individual Designated Auditor	Mgmt	For	For	For	No
2.1	Re-elect Marian Jacobs as Director	Mgmt	For	For	For	No
2.2	Re-elect Royden Vice as Director	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

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

Accenture plc

Meeting Date: 01/30/2020

Country: Ireland

Primary Security ID: G1151C101

Meeting ID: 1385116

Record Date: 12/02/2019

Meeting Type: Annual

Ticker: ACN

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

1i	Elect Director Julie Sweet	Mgmt	For	For	For	No
1j	Elect Director Frank K. Tang	Mgmt	For	For	For	No
1k	Elect Director Tracey T. Travis	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Amend Omnibus Stock Plan	Mgmt	For	For	For	No
4	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
5	Authorize Board to Allot and Issue Shares	Mgmt	For	For	For	No
6	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	Mgmt	For	For	For	No
7	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For	No

Avon Rubber Plc

Meeting Date: 01/30/2020

Country: United Kingdom

Primary Security ID: G06860103

Meeting ID: 1385086

Record Date: 01/28/2020

Meeting Type: Annual

Ticker: AVON

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

15	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
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Hollywood Bowl Group Plc

Meeting Date: 01/30/2020	Country: United Kingdom	Primary Security ID: G45655100	Meeting ID: 1385589
Record Date: 01/28/2020	Meeting Type: Annual	Ticker: BOWL	

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

Walgreens Boots Alliance, Inc.

Meeting Date: 01/30/2020	Country: USA	Primary Security ID: 931427108	Meeting ID: 1384977
Record Date: 12/02/2019	Meeting Type: Annual	Ticker: WBA	

Vote Summary Report

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

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

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

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

Britvic Plc

Meeting Date: 01/31/2020

Country: United Kingdom

Primary Security ID: G17387104

Meeting ID: 1384972

Record Date: 01/29/2020

Meeting Type: Annual

Ticker: BVIC

Meeting Notes:

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

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

Hansteen Holdings Plc

Meeting Date: 01/31/2020

Country: United Kingdom

Primary Security ID: G4383U105

Meeting ID: 1389389

Record Date: 01/29/2020

Meeting Type: Court

Ticker: HSTN

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

1	Approve Scheme of Arrangement	Mgmt	For	For	For	No
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Hansteen Holdings Plc

Meeting Date: 01/31/2020	Country: United Kingdom	Primary Security ID: G4383U105	Meeting ID: 1389459
Record Date: 01/29/2020	Meeting Type: Special	Ticker: HSTN	

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

Shaftesbury Plc

Meeting Date: 01/31/2020	Country: United Kingdom	Primary Security ID: G80603106	Meeting ID: 1382282
Record Date: 01/29/2020	Meeting Type: Annual	Ticker: SHB	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect Jonathan Nicholls as Director	Mgmt	For	For	For	No
5	Re-elect Brian Bickell as Director	Mgmt	For	For	For	No
6	Re-elect Simon Quayle as Director	Mgmt	For	For	For	No
7	Re-elect Thomas Welton as Director	Mgmt	For	For	For	No
8	Re-elect Christopher Ward as Director	Mgmt	For	For	For	No
9	Re-elect Richard Akers as Director	Mgmt	For	For	For	No
10	Re-elect Dermot Mathias as Director	Mgmt	For	For	For	No
11	Re-elect Jennelle Tilling as Director	Mgmt	For	For	For	No
12	Re-elect Sally Walden as Director	Mgmt	For	For	For	No
13	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

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

Zhejiang Expressway Co., Ltd.

Meeting Date: 02/03/2020

Country: China

Primary Security ID: Y9891F102

Meeting ID: 1386738

Record Date: 01/03/2020

Meeting Type: Special

Ticker: 576

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

Aon plc

Meeting Date: 02/04/2020

Country: United Kingdom

Primary Security ID: G0408V102

Meeting ID: 1386990

Record Date: 01/31/2020

Meeting Type: Special

Ticker: AON

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Aon plc

Meeting Date: 02/04/2020 **Country:** United Kingdom **Primary Security ID:** G0408V102 **Meeting ID:** 1386991
Record Date: 01/31/2020 **Meeting Type:** Court **Ticker:** AON

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

Emerson Electric Co.

Meeting Date: 02/04/2020 **Country:** USA **Primary Security ID:** 291011104 **Meeting ID:** 1385695
Record Date: 11/26/2019 **Meeting Type:** Annual **Ticker:** EMR

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

Ingersoll-Rand plc

Meeting Date: 02/04/2020 **Country:** Ireland **Primary Security ID:** G47791101 **Meeting ID:** 1387948
Record Date: 12/17/2019 **Meeting Type:** Special **Ticker:** IR

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Rockwell Automation, Inc.

Meeting Date: 02/04/2020

Country: USA

Primary Security ID: 773903109

Meeting ID: 1386511

Record Date: 12/09/2019

Meeting Type: Annual

Ticker: ROK

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

Grainger Plc

Meeting Date: 02/05/2020

Country: United Kingdom

Primary Security ID: G40432117

Meeting ID: 1382758

Record Date: 02/03/2020

Meeting Type: Annual

Ticker: GRI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Re-elect Mark Clare as Director	Mgmt	For	For	For	No
6	Re-elect Helen Gordon as Director	Mgmt	For	For	For	No
7	Re-elect Vanessa Simms as Director	Mgmt	For	For	For	No
8	Re-elect Andrew Carr-Locke as Director	Mgmt	For	For	For	No
9	Re-elect Rob Wilkinson as Director	Mgmt	For	For	For	No
10	Re-elect Justin Read as Director	Mgmt	For	For	For	No
11	Elect Janette Bell as Director	Mgmt	For	For	For	No
12	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
19	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
20	Amend Long-Term Incentive Plan	Mgmt	For	For	For	No

Imperial Brands Plc

Meeting Date: 02/05/2020

Country: United Kingdom

Primary Security ID: G4720C107

Meeting ID: 1386093

Record Date: 02/03/2020

Meeting Type: Annual

Ticker: IMB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect Susan Clark as Director	Mgmt	For	For	For	No
5	Re-elect Alison Cooper as Director	Mgmt	For	For	For	No
6	Re-elect Therese Esperdy as Director	Mgmt	For	For	For	No
7	Re-elect Simon Langelier as Director	Mgmt	For	For	For	No
8	Re-elect Matthew Phillips as Director	Mgmt	For	For	For	No
9	Re-elect Steven Stanbrook as Director	Mgmt	For	For	For	No
10	Elect Jonathan Stanton as Director	Mgmt	For	For	For	No
11	Re-elect Oliver Tant as Director	Mgmt	For	For	For	No
12	Re-elect Karen Witts as Director	Mgmt	For	For	For	No
13	Appoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

16	Authorise Issue of Equity	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Siemens AG

Meeting Date: 02/05/2020

Country: Germany

Primary Security ID: D69671218

Meeting ID: 1385314

Record Date:

Meeting Type: Annual

Ticker: SIE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2018/19 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 3.90 per Share	Mgmt	For	For	For	No
3.1	Approve Discharge of Management Board Member Joe Kaeser for Fiscal 2018/19	Mgmt	For	For	For	No
3.2	Approve Discharge of Management Board Member Roland Busch for Fiscal 2018/19	Mgmt	For	For	For	No
3.3	Approve Discharge of Management Board Member Lisa Davis for Fiscal 2018/19	Mgmt	For	For	For	No
3.4	Approve Discharge of Management Board Member Klaus Helmrich for Fiscal 2018/19	Mgmt	For	For	For	No
3.5	Approve Discharge of Management Board Member Janina Kugel for Fiscal 2018/19	Mgmt	For	For	For	No
3.6	Approve Discharge of Management Board Member Cedrik Neike for Fiscal 2018/19	Mgmt	For	For	For	No
3.7	Approve Discharge of Management Board Member Michael Sen for Fiscal 2018/19	Mgmt	For	For	For	No
3.8	Approve Discharge of Management Board Member Ralf Thomas for Fiscal 2018/19	Mgmt	For	For	For	No
4.1	Approve Discharge of Supervisory Board Member Jim Hagemann Snabe for Fiscal 2018/19	Mgmt	For	For	For	No
4.2	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal 2018/19	Mgmt	For	For	For	No
4.3	Approve Discharge of Supervisory Board Member Werner Wenning for Fiscal 2018/19	Mgmt	For	For	For	No
4.4	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal 2018/19	Mgmt	For	For	For	No
4.5	Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal 2018/19	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

4.6	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal 2018/19	Mgmt	For	For	For	No
4.7	Approve Discharge of Supervisory Board Member Reinhard Hahn (until January 30, 2019) for Fiscal 2018/19	Mgmt	For	For	For	No
4.8	Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal 2018/19	Mgmt	For	For	For	No
4.9	Approve Discharge of Supervisory Board Member Robert Kensbock for Fiscal 2018/19	Mgmt	For	For	For	No
4.10	Approve Discharge of Supervisory Board Member Harald Kern for Fiscal 2018/19	Mgmt	For	For	For	No
4.11	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal 2018/19	Mgmt	For	For	For	No
4.12	Approve Discharge of Supervisory Board Member Nicola Leibinger-Kammueler for Fiscal 2018/19	Mgmt	For	For	For	No
4.13	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal 2018/19	Mgmt	For	For	For	No
4.14	Approve Discharge of Supervisory Board Member Hagen Reimer (from January 30, 2019) for Fiscal 2018/19	Mgmt	For	For	For	No
4.15	Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal 2018/19	Mgmt	For	For	For	No
4.16	Approve Discharge of Supervisory Board Member Dame Shafik for Fiscal 2018/19	Mgmt	For	For	For	No
4.17	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal 2018/19	Mgmt	For	For	For	No
4.18	Approve Discharge of Supervisory Board Member Michael Sigmund for Fiscal 2018/19	Mgmt	For	For	For	No
4.19	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal 2018/19	Mgmt	For	For	For	No
4.20	Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal 2018/19	Mgmt	For	For	For	No
4.21	Approve Discharge of Supervisory Board Member Gunnar Zukunft for Fiscal 2018/19	Mgmt	For	For	For	No
5	Ratify Ernst & Young GmbH as Auditors for Fiscal 2019/20	Mgmt	For	For	For	No
6	Approve Remuneration Policy	Mgmt	For	For	For	No
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For	No
8	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For	No
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 15 Billion; Approve Creation of EUR 180 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

10	Approve Affiliation Agreement with Subsidiary Siemens Mobility GmbH	Mgmt	For	For	For	No
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Compass Group Plc

Meeting Date: 02/06/2020

Country: United Kingdom

Primary Security ID: G23296208

Meeting ID: 1382356

Record Date: 02/04/2020

Meeting Type: Annual

Ticker: CPG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Elect Karen Witts as Director	Mgmt	For	For	For	No
5	Re-elect Dominic Blakemore as Director	Mgmt	For	For	For	No
6	Re-elect Gary Green as Director	Mgmt	For	For	For	No
7	Re-elect Carol Arrowsmith as Director	Mgmt	For	For	For	No
8	Re-elect John Bason as Director	Mgmt	For	For	For	No
9	Re-elect Stefan Bomhard as Director	Mgmt	For	For	For	No
10	Re-elect John Bryant as Director	Mgmt	For	For	For	No
11	Re-elect Anne-Francoise Nesmes as Director	Mgmt	For	For	For	No
12	Re-elect Nelson Silva as Director	Mgmt	For	For	For	No
13	Re-elect Ireena Vittal as Director	Mgmt	For	For	For	No
14	Re-elect Paul Walsh as Director	Mgmt	For	For	For	No
15	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
17	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
18	Approve Payment of Fees to Non-executive Directors	Mgmt	For	For	For	No
19	Authorise Issue of Equity	Mgmt	For	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

23	Authorise the Company to Call General Meeting with 14 Working Days' Notice	Mgmt	For	For	For	No
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easyJet Plc

Meeting Date: 02/06/2020

Country: United Kingdom

Primary Security ID: G3030S109

Meeting ID: 1381007

Record Date: 02/04/2020

Meeting Type: Annual

Ticker: EZJ

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

On The Beach Group Plc

Meeting Date: 02/06/2020

Country: United Kingdom

Primary Security ID: G6754C101

Meeting ID: 1382648

Record Date: 02/04/2020

Meeting Type: Annual

Ticker: OTB

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Tyson Foods, Inc.

Meeting Date: 02/06/2020

Country: USA

Primary Security ID: 902494103

Meeting ID: 1386963

Record Date: 12/09/2019

Meeting Type: Annual

Ticker: TSN

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

7	Adopt Share Retention Policy For Senior Executives	SH	Against	For	For	No
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Voting Policy Rationale: A vote FOR this proposal is warranted as the more rigorous guidelines recommended by the proponent may better address concerns about maintaining a strong link between the interests of top executives and long-term shareholder value.

Brewin Dolphin Holdings Plc

Meeting Date: 02/07/2020

Country: United Kingdom

Primary Security ID: G1338M113

Meeting ID: 1382644

Record Date: 02/05/2020

Meeting Type: Annual

Ticker: BRW

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
22	Approve Increase in Directors' Aggregate Remuneration	Mgmt	For	For	For	No

Cineworld Group Plc

Meeting Date: 02/11/2020

Country: United Kingdom

Primary Security ID: G219AH100

Meeting ID: 1391604

Record Date: 02/07/2020

Meeting Type: Special

Ticker: CINE

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

TUI AG

Meeting Date: 02/11/2020

Country: Germany

Primary Security ID: D8484K166

Meeting ID: 1385275

Record Date:

Meeting Type: Annual

Ticker: TUI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2018/19 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 0.54 per Share	Mgmt	For	For	For	No
3.1	Approve Discharge of Management Board Member Friedrich Jousen for Fiscal 2018/19	Mgmt	For	For	For	No
3.2	Approve Discharge of Management Board Member Birgit Conix for Fiscal 2018/19	Mgmt	For	For	For	No
3.3	Approve Discharge of Management Board Member David Burling for Fiscal 2018/19	Mgmt	For	For	For	No
3.4	Approve Discharge of Management Board Member Sebastian Ebel for Fiscal 2018/19	Mgmt	For	For	For	No
3.5	Approve Discharge of Management Board Member Elke Eller for Fiscal 2018/19	Mgmt	For	For	For	No
3.6	Approve Discharge of Management Board Member Frank Rosenberger for Fiscal 2018/19	Mgmt	For	For	For	No
4.1	Approve Discharge of Supervisory Board Member Dieter Zetsche for Fiscal 2018/19	Mgmt	For	For	For	No
4.2	Approve Discharge of Supervisory Board Member Frank Jakobi for Fiscal 2018/19	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

4.3	Approve Discharge of Supervisory Board Member Peter Long for Fiscal 2018/19	Mgmt	For	For	For	No
4.4	Approve Discharge of Supervisory Board Member Andreas Barczewski for Fiscal 2018/19	Mgmt	For	For	For	No
4.5	Approve Discharge of Supervisory Board Member Peter Bremme for Fiscal 2018/19	Mgmt	For	For	For	No
4.6	Approve Discharge of Supervisory Board Member Edgar Ernst for Fiscal 2018/19	Mgmt	For	For	For	No
4.7	Approve Discharge of Supervisory Board Member Wolfgang Flintermann for Fiscal 2018/19	Mgmt	For	For	For	No
4.8	Approve Discharge of Supervisory Board Member Angelika Gifford for Fiscal 2018/19	Mgmt	For	For	For	No
4.9	Approve Discharge of Supervisory Board Member Valerie Gooding for Fiscal 2018/19	Mgmt	For	For	For	No
4.10	Approve Discharge of Supervisory Board Member Dierk Hirschel for Fiscal 2018/19	Mgmt	For	For	For	No
4.11	Approve Discharge of Supervisory Board Member Janis Kong for Fiscal 2018/19	Mgmt	For	For	For	No
4.12	Approve Discharge of Supervisory Board Member Vladimir Lukin for Fiscal 2018/19	Mgmt	For	For	For	No
4.13	Approve Discharge of Supervisory Board Member Klaus Mangold for Fiscal 2018/19	Mgmt	For	For	For	No
4.14	Approve Discharge of Supervisory Board Member Coline McConville for Fiscal 2018/19	Mgmt	For	For	For	No
4.15	Approve Discharge of Supervisory Board Member Alexey Mordashov for Fiscal 2018/19	Mgmt	For	For	For	No
4.16	Approve Discharge of Supervisory Board Member Michael Poenipp for Fiscal 2018/19	Mgmt	For	For	For	No
4.17	Approve Discharge of Supervisory Board Member Carmen Gueell for Fiscal 2018/19	Mgmt	For	For	For	No
4.18	Approve Discharge of Supervisory Board Member Carola Schwirn for Fiscal 2018/19	Mgmt	For	For	For	No
4.19	Approve Discharge of Supervisory Board Member Anette Stempel for Fiscal 2018/19	Mgmt	For	For	For	No
4.20	Approve Discharge of Supervisory Board Member Ortwin Strubelt for Fiscal 2018/19	Mgmt	For	For	For	No
4.21	Approve Discharge of Supervisory Board Member Joan Riu for Fiscal 2018/19	Mgmt	For	For	For	No
4.22	Approve Discharge of Supervisory Board Member Stefan Weinhofer for Fiscal 2018/19	Mgmt	For	For	For	No
5	Ratify Deloitte GmbH as Auditors for Fiscal 2019/20	Mgmt	For	For	For	No
6	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For	No
7	Amend Articles of Association	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

8.1	Elect Vladimir Lukin to the Supervisory Board	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST the non-independent nominee Vladimir Lukin (Item 8.1) is warranted because of the failure to establish a sufficiently independent board. Votes FOR the independent nominees Coline McConville, Maria Garana Corces, and Ingrid-Helen Arnold (Items 8.2-8.4) are warranted as their presence helps to increase the independence of the board.</i></p>						
8.2	Elect Coline McConville to the Supervisory Board	Mgmt	For	For	For	No
8.3	Elect Maria Corces to the Supervisory Board	Mgmt	For	For	For	No
8.4	Elect Ingrid-Helen Arnold to the Supervisory Board	Mgmt	For	For	For	No
9	Approve Remuneration Policy	Mgmt	For	For	For	No

RWS Holdings Plc

Meeting Date: 02/12/2020

Country: United Kingdom

Primary Security ID: G7734E126

Meeting ID: 1390945

Record Date: 02/10/2020

Meeting Type: Annual

Ticker: RWS

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
17	Approve Waiver of Rule 9 of the Takeover Code	Mgmt	For	Against	Against	No

Voting Policy Rationale: A vote AGAINST this resolution is warranted because: AB Concert Party's shareholding might increase significantly as a result of any market purchase by the Company of its own shares, raising concerns over creeping control of the Company.*

Paragon Banking Group Plc

Meeting Date: 02/13/2020

Country: United Kingdom

Primary Security ID: G6376N154

Meeting ID: 1382281

Record Date: 02/11/2020

Meeting Type: Annual

Ticker: PAG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted:* Changes to the remuneration arrangements for FY2020 have led to significant increases in fixed pay for the CEO and CFO;* Salary increases and the newly-introduced fixed role-based allowance have been backdated to apply from 1 October 2019 in anticipation of the Company becoming a Level 2 CRD IV bank. The rationale for backdating the fixed pay increases is not considered to be sufficiently compelling, given that the Company has yet to achieve Level 2 status.</i>						
3	Approve Remuneration Policy	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST the remuneration policy is warranted:* The amendments to the remuneration policy facilitate a significant increase in fixed pay opportunity which have not been offset by a sufficient reduction in overall pay opportunity;* Fixed pay increases have been backdated to take effect from 1 October 2019, despite the Company having yet to achieve Level 2 CRD IV status. The change in Level status is what forms the basis for the main amendments to the remuneration policy.</i>						
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Re-elect Fiona Clutterbuck as Director	Mgmt	For	For	For	No
6	Re-elect Nigel Terrington as Director	Mgmt	For	For	For	No
7	Re-elect Richard Woodman as Director	Mgmt	For	For	For	No
8	Re-elect Peter Hartill as Director	Mgmt	For	For	For	No
9	Re-elect Hugo Tudor as Director	Mgmt	For	For	For	No
10	Re-elect Barbara Ridpath as Director	Mgmt	For	For	For	No
11	Re-elect Finlay Williamson as Director	Mgmt	For	For	For	No
12	Re-elect Graeme Yorston as Director	Mgmt	For	For	For	No
13	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
19	Authorise Issue of Equity in Relation to Additional Tier 1 Securities	Mgmt	For	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights in Relation to Additional Tier 1 Securities	Mgmt	For	For	For	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Phoenix Group Holdings Plc

Meeting Date: 02/13/2020 **Country:** United Kingdom **Primary Security ID:** G7S8MZ109 **Meeting ID:** 1390548
Record Date: 02/11/2020 **Meeting Type:** Special **Ticker:** PHNX

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

Cerence Inc.

Meeting Date: 02/20/2020 **Country:** USA **Primary Security ID:** 156727109 **Meeting ID:** 1389431
Record Date: 12/23/2019 **Meeting Type:** Annual **Ticker:** CRNC

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Infinion Technologies AG

Meeting Date: 02/20/2020

Country: Germany

Primary Security ID: D35415104

Meeting ID: 1389692

Record Date:

Meeting Type: Annual

Ticker: IFX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 0.27 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For	For	No
5	Ratify KPMG AG as Auditors for Fiscal 2020	Mgmt	For	For	For	No
6.1	Elect Xiaoqun Clever to the Supervisory Board	Mgmt	For	For	For	No
6.2	Elect Friedrich Eichiner to the Supervisory Board	Mgmt	For	For	For	No
6.3	Elect Hans-Ulrich Holdenried to the Supervisory Board	Mgmt	For	For	For	No
6.4	Elect Manfred Puffer to the Supervisory Board	Mgmt	For	For	For	No
6.5	Elect Ulrich Spiesshofer to the Supervisory Board	Mgmt	For	For	For	No
6.6	Elect Margret Suckale to the Supervisory Board	Mgmt	For	For	For	No
7	Approve Cancellation of Conditional Capital 2010/I	Mgmt	For	For	For	No
8	Approve Creation of EUR 750 Million Pool of Capital with Partial Exclusion of Preemptive Rights	Mgmt	For	For	For	No
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 4 Billion; Approve Creation of EUR 260 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For	No

Integratin Holdings Plc

Meeting Date: 02/20/2020

Country: United Kingdom

Primary Security ID: G4796T109

Meeting ID: 1386211

Record Date: 02/18/2020

Meeting Type: Annual

Ticker: IHP

Meeting Notes:

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

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

Kone Oyj

Meeting Date: 02/25/2020

Country: Finland

Primary Security ID: X4551T105

Meeting ID: 1391648

Record Date: 02/13/2020

Meeting Type: Annual

Ticker: KNEBV

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Open Meeting	Mgmt				
2	Call the Meeting to Order	Mgmt				
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt	For	For	For	No
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
5	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
6	Receive Financial Statements and Statutory Reports	Mgmt				
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
8	Approve Allocation of Income and Dividends of EUR 1.6975 per Class A Share and EUR 1.70 per Class B Share	Mgmt	For	For	For	No
9	Approve Discharge of Board and President	Mgmt	For	For	For	No
10	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted because: * the company has not disclosed performance criteria, targets and maximum award levels on long-term incentive plans; and* one executive director chairs the remuneration committee while another executive director is also a member of the remuneration committee.</i></p>						
11	Approve Remuneration of Directors in the Amount of EUR 60,000 for Chairman, EUR 50,000 for Vice Chairman, and EUR 45,000 for Other Directors; Approve Attendance Fees for Board and Committee Work	Mgmt	For	For	For	No
12	Fix Number of Directors at Nine	Mgmt	For	For	For	No
13	Reelect Matti Alahuhta, Anne Brunila, Antti Herlin, Iris Herlin, Jussi Herlin, Ravi Kant, Juhani Kaskeala and Sirpa Pietikainen as Directors; Elect Susan Duinhoven as New Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to: * Insufficient independence among the board members; * Insufficient independence in the audit committee with the chairman of the committee being also non-independent; * Executives directors sit on the audit and remuneration committees.</i></p>						
14	Amend Articles Re: Business Area; Auditors; General Meeting	Mgmt	For	For	For	No
15.a	Approve Remuneration of Auditors	Mgmt	For	For	For	No
15.b	Fix Number of Auditors at Two for Financial Year 2020	Mgmt	For	For	For	No
15.c	Fix Number of Auditors at One for Financial Year 2021	Mgmt	For	For	For	No
15.d	Ratify PricewaterhouseCoopers and Jouko Malinen as Auditors for Financial Year 2020	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

15.e	Ratify Ernst & Young as Auditors for Financial Year 2021	Mgmt	For	For	For	No
16	Authorize Share Repurchase Program	Mgmt	For	For	For	No
17	Approve Issuance Shares without Preemptive Rights	Mgmt	For	For	For	No
18	Close Meeting	Mgmt				

The Sage Group Plc

Meeting Date: 02/25/2020

Country: United Kingdom

Primary Security ID: G7771K142

Meeting ID: 1381225

Record Date: 02/21/2020

Meeting Type: Annual

Ticker: SGE

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Apple Inc.

Meeting Date: 02/26/2020

Country: USA

Primary Security ID: 037833100

Meeting ID: 1388634

Record Date: 01/02/2020

Meeting Type: Annual

Ticker: AAPL

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

Deere & Company

Meeting Date: 02/26/2020

Country: USA

Primary Security ID: 244199105

Meeting ID: 1389344

Record Date: 12/31/2019

Meeting Type: Annual

Ticker: DE

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

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

SSP Group Plc

Meeting Date: 02/26/2020

Country: United Kingdom

Primary Security ID: G8402N125

Meeting ID: 1381227

Record Date: 02/24/2020

Meeting Type: Annual

Ticker: SSPG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted:* The FY2019 bonus payment to the former CEO, Kate Swann, lacks pro-rating for time served on the Board.</i></p>						
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect Simon Smith as Director	Mgmt	For	For	For	No
5	Re-elect Jonathan Davies as Director	Mgmt	For	For	For	No
6	Re-elect Carolyn Bradley as Director	Mgmt	For	For	For	No
7	Re-elect Ian Dyson as Director	Mgmt	For	For	For	No
8	Re-elect Per Utnegaard as Director	Mgmt	For	For	For	No
9	Elect Mike Clasper as Director	Mgmt	For	For	For	No
10	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
12	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Aberforth Smaller Cos. Trust Plc

Meeting Date: 03/03/2020

Country: United Kingdom

Primary Security ID: G8198E107

Meeting ID: 1391843

Record Date: 02/28/2020

Meeting Type: Annual

Ticker: ASL

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

QUALCOMM Incorporated

Meeting Date: 03/10/2020

Country: USA

Primary Security ID: 747525103

Meeting ID: 1391264

Record Date: 01/13/2020

Meeting Type: Annual

Ticker: QCOM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Mark Fields	Mgmt	For	For	For	No
1b	Elect Director Jeffrey W. Henderson	Mgmt	For	For	For	No
1c	Elect Director Ann M. Livermore	Mgmt	For	For	For	No
1d	Elect Director Harish Manwani	Mgmt	For	For	For	No
1e	Elect Director Mark D. McLaughlin	Mgmt	For	For	For	No
1f	Elect Director Steve Mollenkopf	Mgmt	For	For	For	No
1g	Elect Director Clark T. "Sandy" Randt, Jr.	Mgmt	For	For	For	No
1h	Elect Director Irene B. Rosenfeld	Mgmt	For	For	For	No
1i	Elect Director Kornelis "Neil" Smit	Mgmt	For	For	For	No
1j	Elect Director Anthony J. Vinciguerra	Mgmt	For	For	For	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
3	Amend Omnibus Stock Plan	Mgmt	For	For	For	No
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	No

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

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

Meeting Date: 03/10/2020

Country: USA

Primary Security ID: 889478103

Meeting ID: 1392437

Record Date: 01/15/2020

Meeting Type: Annual

Ticker: TOL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Robert I. Toll	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

1.2	Elect Director Douglas C. Yearley, Jr.	Mgmt	For	For	For	No
1.3	Elect Director Edward G. Boehne	Mgmt	For	For	For	No
1.4	Elect Director Richard J. Braemer	Mgmt	For	For	For	No
1.5	Elect Director Stephen F. East	Mgmt	For	For	For	No
1.6	Elect Director Christine N. Garvey	Mgmt	For	For	For	No
1.7	Elect Director Karen H. Grimes	Mgmt	For	For	For	No
1.8	Elect Director Carl B. Marbach	Mgmt	For	For	For	No
1.9	Elect Director John A. McLean	Mgmt	For	For	For	No
1.10	Elect Director Stephen A. Novick	Mgmt	For	For	For	No
1.11	Elect Director Wendell E. Pritchett	Mgmt	For	For	For	No
1.12	Elect Director Paul E. Shapiro	Mgmt	For	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No

The Walt Disney Company

Meeting Date: 03/11/2020

Country: USA

Primary Security ID: 254687106

Meeting ID: 1390597

Record Date: 01/13/2020

Meeting Type: Annual

Ticker: DIS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Susan E. Arnold	Mgmt	For	For	For	No
1b	Elect Director Mary T. Barra	Mgmt	For	For	For	No
1c	Elect Director Safra A. Catz	Mgmt	For	For	For	No
1d	Elect Director Francis A. deSouza	Mgmt	For	For	For	No
1e	Elect Director Michael B.G. Froman	Mgmt	For	For	For	No
1f	Elect Director Robert A. Iger	Mgmt	For	For	For	No
1g	Elect Director Maria Elena Lagomasino	Mgmt	For	For	For	No
1h	Elect Director Mark G. Parker	Mgmt	For	For	For	No
1i	Elect Director Derica W. Rice	Mgmt	For	For	For	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	No
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Voting Policy Rationale: A vote AGAINST this proposal is warranted. Although meaningful improvements were made to address shareholders' concerns, including the elimination of certain compensation increases the CEO would otherwise be contractually entitled to, there remain significant concerns regarding CEO pay magnitude and structure. Specifically, the CEO's base salary is more than double that of company peers at \$3 million. The CEO's target and maximum annual incentive pay opportunities remain set at \$12 million and \$24 million, which is 400 percent and 800 percent of base salary, respectively. This resulted in an annual incentive award for 2019 that exceeded the CEO total pay peer median. In addition, performance awards under the LTI program continue to target merely median performance, while goals under the STI program are only disclosed as a range, with specific target goals undisclosed.

4	Amend Omnibus Stock Plan	Mgmt	For	For	For	No
5	Report on Lobbying Payments and Policy	SH	Against	For	For	No

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

Applied Materials, Inc.

Meeting Date: 03/12/2020

Country: USA

Primary Security ID: 038222105

Meeting ID: 1392028

Record Date: 01/16/2020

Meeting Type: Annual

Ticker: AMAT

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Banco Bilbao Vizcaya Argentaria SA

Meeting Date: 03/13/2020

Country: Spain

Primary Security ID: E11805103

Meeting ID: 1394287

Record Date: 03/08/2020

Meeting Type: Annual

Ticker: BBVA

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

Safestore Holdings Plc

Meeting Date: 03/18/2020

Country: United Kingdom

Primary Security ID: G77733106

Meeting ID: 1388872

Record Date: 03/16/2020

Meeting Type: Annual

Ticker: SAFE

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

5	Approve Final Dividend	Mgmt	For	For	For	No
6	Elect David Hearn as Director	Mgmt	For	For	For	No
7	Re-elect Frederic Vecchioli as Director	Mgmt	For	For	For	No
8	Re-elect Andy Jones as Director	Mgmt	For	For	For	No
9	Re-elect Ian Krieger as Director	Mgmt	For	For	For	No
10	Re-elect Joanne Kenrick as Director	Mgmt	For	For	For	No
11	Re-elect Claire Balmforth as Director	Mgmt	For	For	For	No
12	Re-elect Bill Oliver as Director	Mgmt	For	For	For	No
13	Approve Remuneration Policy	Mgmt	For	For	For	No
14	Approve Long Term Incentive Plan	Mgmt	For	For	For	No
15	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Samsung Electronics Co., Ltd.

Meeting Date: 03/18/2020

Country: South Korea

Primary Security ID: Y74718100

Meeting ID: 1397279

Record Date: 12/31/2019

Meeting Type: Annual

Ticker: 005930

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

Starbucks Corporation

Meeting Date: 03/18/2020

Country: USA

Primary Security ID: 855244109

Meeting ID: 1391360

Record Date: 01/10/2020

Meeting Type: Annual

Ticker: SBUX

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Richard E. Allison, Jr.	Mgmt	For	For	For	No
1b	Elect Director Rosalind G. Brewer	Mgmt	For	For	For	No
1c	Elect Director Andrew Campion	Mgmt	For	For	For	No
1d	Elect Director Mary N. Dillon	Mgmt	For	For	For	No
1e	Elect Director Isabel Ge Mahe	Mgmt	For	For	For	No
1f	Elect Director Melody Hobson	Mgmt	For	For	For	No
1g	Elect Director Kevin R. Johnson	Mgmt	For	For	For	No
1h	Elect Director Jorgen Vig Knudstorp	Mgmt	For	For	For	No
1i	Elect Director Satya Nadella	Mgmt	For	For	For	No
1j	Elect Director Joshua Cooper Ramo	Mgmt	For	For	For	No
1k	Elect Director Clara Shih	Mgmt	For	For	For	No
1l	Elect Director Javier G. Teruel	Mgmt	For	For	For	No
1m	Elect Director Myron E. Ullman, III	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No
4	Report on Risks of Omitting Viewpoint and Ideology from EEO Policy	SH	Against	Against	Against	No

Hyundai Motor Co., Ltd.

Meeting Date: 03/19/2020

Country: South Korea

Primary Security ID: Y38472109

Meeting ID: 1396560

Record Date: 12/31/2019

Meeting Type: Annual

Ticker: 005380

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Amend Articles of Incorporation	Mgmt	For	For	For	No
3.1	Elect Choi Eun-su as Outside Director	Mgmt	For	For	For	No
3.2	Elect Kim Sang-hyeon as Inside Director	Mgmt	For	Against	Against	No

Voting Policy Rationale: A vote AGAINST the following nominee is warranted for the following: Kim Sang-hyeon (Item 3.2) is not independent; the company is a large company, and the board is not majority independent. A vote FOR the remaining director nominee is warranted.*

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

4	Elect Choi Eun-su as a Member of Audit Committee	Mgmt	For	For	For	No
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

Samsung Life Insurance Co., Ltd.

Meeting Date: 03/19/2020

Country: South Korea

Primary Security ID: Y74860100

Meeting ID: 1397069

Record Date: 12/31/2019

Meeting Type: Annual

Ticker: 032830

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

Amorepacific Corp.

Meeting Date: 03/20/2020

Country: South Korea

Primary Security ID: Y01258105

Meeting ID: 1402431

Record Date: 12/31/2019

Meeting Type: Annual

Ticker: 090430

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

KB Financial Group, Inc.

Meeting Date: 03/20/2020

Country: South Korea

Primary Security ID: Y46007103

Meeting ID: 1398306

Record Date: 12/31/2019

Meeting Type: Annual

Ticker: 105560

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Amend Articles of Incorporation	Mgmt	For	For	For	No
3.1	Elect Hur Yin as Non-Independent Non-Executive Director	Mgmt	For	For	For	No
3.2	Elect Stuart B. Solomon as Outside Director	Mgmt	For	For	For	No
3.3	Elect Sonu Suk-ho as Outside Director	Mgmt	For	For	For	No
3.4	Elect Choi Myung-hee as Outside Director	Mgmt	For	For	For	No
3.5	Elect Jeong Kou-whan as Outside Director	Mgmt	For	For	For	No
3.6	Elect Kwon Seon-ju as Outside Director	Mgmt	For	For	For	No
4	Elect Oh Gyu-taek as Outside Director to serve as an Audit Committee Member	Mgmt	For	For	For	No
5.1	Elect Choi Myung-hee as a Member of Audit Committee	Mgmt	For	For	For	No
5.2	Elect Jeong Kou-whan as a Member of Audit Committee	Mgmt	For	For	For	No
5.3	Elect Kim Gyeong-ho as a Member of Audit Committee	Mgmt	For	For	For	No
6	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

Crest Nicholson Holdings Plc

Meeting Date: 03/24/2020

Country: United Kingdom

Primary Security ID: G25425102

Meeting ID: 1391565

Record Date: 03/20/2020

Meeting Type: Annual

Ticker: CRST

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Elect Iain Ferguson as Director	Mgmt	For	For	For	No
4	Elect Peter Truscott as Director	Mgmt	For	For	For	No
5	Elect Duncan Cooper as Director	Mgmt	For	For	For	No
6	Elect Tom Nicholson as Director	Mgmt	For	For	For	No
7	Re-elect Lucinda Bell as Director	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

8	Re-elect Sharon Flood as Director	Mgmt	For	For	For	No
9	Re-elect Louise Hardy as Director	Mgmt	For	For	For	No
10	Re-elect Octavia Morley as Director	Mgmt	For	For	For	No
11	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
12	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
13	Approve Remuneration Policy	Mgmt	For	For	For	No
14	Approve Remuneration Report	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Wal-Mart de Mexico SAB de CV

Meeting Date: 03/24/2020

Country: Mexico

Primary Security ID: P98180188

Meeting ID: 1395683

Record Date: 03/13/2020

Meeting Type: Annual

Ticker: WALMEX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Approve Report of Audit and Corporate Practices Committees	Mgmt	For	For	For	No
1b	Approve CEO's Report	Mgmt	For	For	For	No
1c	Approve Board Opinion on CEO's Report	Mgmt	For	For	For	No
1d	Approve Board of Directors' Report	Mgmt	For	For	For	No
1e	Approve Report on Adherence to Fiscal Obligations	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of MXN 1.79 Per Share	Mgmt	For	For	For	No
4	Approve Report and Resolutions Re: Employee Stock Purchase Plan	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted because the lack of disclosure regarding the key terms of the proposed equity compensation plan prevents international institutional shareholders from fully assessing whether the plan adequately aligns the interest of its beneficiaries and shareholders.</i></p>						
5	Approve Report on Share Repurchase Reserves	Mgmt	For	For	For	No
6a1	Elect or Ratify Enrique Ostale as Director	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

6a2	Elect or Ratify Richard Mayfield as Director	Mgmt	For	For	For	No
6a3	Elect or Ratify Christopher Nicholas as Director	Mgmt	For	For	For	No
6a4	Elect or Ratify Guilherme Loureiro as Director	Mgmt	For	For	For	No
6a5	Elect or Ratify Lori Flees as Director	Mgmt	For	For	For	No
6a6	Elect or Ratify Kirsten Evans as Director	Mgmt	For	For	For	No
6a7	Elect or Ratify Adolfo Cerezo as Director	Mgmt	For	For	For	No
6a8	Elect or Ratify Blanca Treviño as Director	Mgmt	For	For	For	No
6a9	Elect or Ratify Roberto Newell as Director	Mgmt	For	For	For	No
6a10	Elect or Ratify Ernesto Cervera as Director	Mgmt	For	For	For	No
6a11	Elect or Ratify Eric Perez Grovas as Director	Mgmt	For	For	For	No
6b1	Elect or Ratify Adolfo Cerezo as Chairman of Audit and Corporate Practices Committees	Mgmt	For	For	For	No
6b2	Approve Discharge of Board of Directors and Officers	Mgmt	For	For	For	No
6b3	Approve Directors and Officers Liability	Mgmt	For	For	For	No
6c1	Approve Remuneration of Board Chairman	Mgmt	For	For	For	No
6c2	Approve Remuneration of Director	Mgmt	For	For	For	No
6c3	Approve Remuneration of Chairman of Audit and Corporate Practices Committees	Mgmt	For	For	For	No
6c4	Approve Remuneration of Member of Audit and Corporate Practices Committees	Mgmt	For	For	For	No
7	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No

PetroChina Company Limited

Meeting Date: 03/25/2020

Country: China

Primary Security ID: Y6883Q104

Meeting ID: 1393640

Record Date: 02/21/2020

Meeting Type: Special

Ticker: 857

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	EGM BALLOT FOR HOLDERS OF H SHARES	Mgmt				
	ELECT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				
1.1	Elect Dai Houliang as Director	SH	For	For	For	No
1.2	Elect Lv Bo as Director	SH	For	For	For	No
1.3	Elect Li Fanrong as Director	SH	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

LG Electronics, Inc.

Meeting Date: 03/26/2020

Country: South Korea

Primary Security ID: Y5275H177

Meeting ID: 1400426

Record Date: 12/31/2019

Meeting Type: Annual

Ticker: 066570

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

NAVER Corp.

Meeting Date: 03/27/2020

Country: South Korea

Primary Security ID: Y62579100

Meeting ID: 1399024

Record Date: 12/31/2019

Meeting Type: Annual

Ticker: 035420

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

Broadcom Inc.

Meeting Date: 03/30/2020

Country: USA

Primary Security ID: 11135F101

Meeting ID: 1396468

Record Date: 02/06/2020

Meeting Type: Annual

Ticker: AVGO

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

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

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

UPM-Kymmene Oyj

Meeting Date: 03/31/2020

Country: Finland

Primary Security ID: X9518S108

Meeting ID: 1391981

Record Date: 03/19/2020

Meeting Type: Annual

Ticker: UPM

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

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

Primary Health Properties Plc

Meeting Date: 04/01/2020

Country: United Kingdom

Primary Security ID: G7240B186

Meeting ID: 1399532

Record Date: 03/30/2020

Meeting Type: Annual

Ticker: PHP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Approve the Company's Dividend Policy	Mgmt	For	For	For	No
5	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
6	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
7	Re-elect Steven Owen as Director	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

8	Re-elect Harry Hyman as Director	Mgmt	For	For	For	No
9	Re-elect Richard Howell as Director	Mgmt	For	For	For	No
10	Re-elect Peter Cole as Director	Mgmt	For	For	For	No
11	Re-elect Laure Duhot as Director	Mgmt	For	For	For	No
12	Re-elect Ian Krieger as Director	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No

Schlumberger N.V.

Meeting Date: 04/01/2020

Country: Curacao

Primary Security ID: 806857108

Meeting ID: 1396593

Record Date: 02/12/2020

Meeting Type: Annual

Ticker: SLB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Patrick de La Chevardiere	Mgmt	For	For	For	No
1b	Elect Director Miguel M. Galuccio	Mgmt	For	For	For	No
1c	Elect Director Olivier Le Peuch	Mgmt	For	For	For	No
1d	Elect Director Tatiana A. Mitrova	Mgmt	For	For	For	No
1e	Elect Director Lubna S. Olayan	Mgmt	For	For	For	No
1f	Elect Director Mark G. Papa	Mgmt	For	For	For	No
1g	Elect Director Leo Rafael Reif	Mgmt	For	For	For	No
1h	Elect Director Henri Seydoux	Mgmt	For	For	For	No
1i	Elect Director Jeff W. Sheets	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Adopt and Approve Financials and Dividends	Mgmt	For	For	For	No
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Banco Santander SA

Meeting Date: 04/02/2020

Country: Spain

Primary Security ID: E19790109

Meeting ID: 1399876

Record Date: 03/27/2020

Meeting Type: Annual

Ticker: SAN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.A	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For	No
1.B	Approve Non-Financial Information Statement	Mgmt	For	For	For	No
1.C	Approve Discharge of Board	Mgmt	For	For	For	No
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For	No
3.A	Fix Number of Directors at 15	Mgmt	For	For	For	No
3.B	Elect Luis Isasi Fernandez de Bobadilla as Director	Mgmt	For	For	For	No
3.C	Elect Sergio Agapito Lires Rial as Director	Mgmt	For	For	For	No
3.D	Ratify Appointment of and Elect Pamela Ann Walkden as Director	Mgmt	For	For	For	No
3.E	Reelect Ana Patricia Botin-Sanz de Sautuola y O'Shea as Director	Mgmt	For	For	For	No
3.F	Reelect Rodrigo Echenique Gordillo as Director	Mgmt	For	For	For	No
3.G	Reelect Esther Gimenez-Salinas i Colomer as Director	Mgmt	For	For	For	No
3.H	Reelect Sol Daurella Comadran as Director	Mgmt	For	For	For	No
4	Ratify Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For	No
5	Authorize Share Repurchase Program	Mgmt	For	For	For	No
6	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	Mgmt	For	For	For	No
7.A	Approve Scrip Dividends	Mgmt	For	For	For	No
7.B	Approve Scrip Dividends	Mgmt	For	For	For	No
8	Authorize Issuance of Non-Convertible Debt Securities up to EUR 50 Billion	Mgmt	For	For	For	No
9	Approve Remuneration Policy	Mgmt	For	For	For	No
10	Approve Remuneration of Directors	Mgmt	For	For	For	No
11	Fix Maximum Variable Compensation Ratio	Mgmt	For	For	For	No
12.A	Approve Deferred Multiyear Objectives Variable Remuneration Plan	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

12.B	Approve Deferred and Conditional Variable Remuneration Plan	Mgmt	For	For	For	No
12.C	Approve Digital Transformation Award	Mgmt	For	For	For	No
12.D	Approve Buy-out Policy	Mgmt	For	For	For	No
12.E	Approve Employee Stock Purchase Plan	Mgmt	For	For	For	No
13	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No
14	Advisory Vote on Remuneration Report	Mgmt	For	For	For	No

Iberdrola SA

Meeting Date: 04/02/2020

Country: Spain

Primary Security ID: E6165F166

Meeting ID: 1398189

Record Date: 03/27/2020

Meeting Type: Annual

Ticker: IBE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For	No
2	Approve Consolidated and Standalone Management Reports	Mgmt	For	For	For	No
3	Approve Non-Financial Information Statement	Mgmt	For	For	For	No
4	Approve Discharge of Board	Mgmt	For	For	For	No
5	Renew Appointment of KPMG Auditores as Auditor	Mgmt	For	For	For	No
6	Amend Articles Re: Corporate Interest and Social Dividend	Mgmt	For	For	For	No
7	Amend Article 8 Re: Compliance System and Compliance Unit	Mgmt	For	For	For	No
8	Amend Article 10 to Reflect Changes in Capital	Mgmt	For	For	For	No
9	Amend Article 9 of General Meeting Regulations Re: Shareholders' Power to Approve the Non-Financial Information Statement	Mgmt	For	For	For	No
10	Amend Articles of General Meeting Regulations Re: Right to Information and Remote Participation	Mgmt	For	For	For	No
11	Amend Articles of General Meeting Regulations Re: Technical Improvements	Mgmt	For	For	For	No
12	Approve Allocation of Income and Dividends	Mgmt	For	For	For	No
13	Approve Scrip Dividends	Mgmt	For	For	For	No
14	Approve Scrip Dividends	Mgmt	For	For	For	No
15	Advisory Vote on Remuneration Report	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

16	Approve Restricted Stock Plan	Mgmt	For	For	For	No
17	Elect Nicola Mary Brewer as Director	Mgmt	For	For	For	No
18	Elect Regina Helena Jorge Nunes as Director	Mgmt	For	For	For	No
19	Reelect Inigo Victor de Oriol Ibarra as Director	Mgmt	For	For	For	No
20	Reelect Samantha Barber as Director	Mgmt	For	For	For	No
21	Fix Number of Directors at 14	Mgmt	For	For	For	No
22	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	Mgmt	For	For	For	No
23	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 5 Billion with Exclusion of Preemptive Rights up to 10 Percent of Capital	Mgmt	For	For	For	No
24	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No

Carnival Corporation

Meeting Date: 04/06/2020

Country: Panama

Primary Security ID: 143658300

Meeting ID: 1399141

Record Date: 02/06/2020

Meeting Type: Annual

Ticker: CCL

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

8	Re-elect John Parker as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	For	For	For	No
9	Re-elect Stuart Subotnick as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	For	For	For	No
10	Re-elect Laura Weil as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	For	For	For	No
11	Re-elect Randall J. Weisenburger as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	For	For	For	No
12	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
13	Approve Directors' Remuneration Report other than Remuneration Report Set out in Section B of Part II (in accordance with legal requirements applicable to UK companies)	Mgmt	For	For	For	No
14	Approve Directors' Remuneration Policy (in accordance with legal requirements applicable to UK companies)	Mgmt	For	For	For	No
15	Reappoint PricewaterhouseCoopers LLP as Independent Auditors of Carnival plc; Ratify the Selection of the U.S. Firm of PricewaterhouseCoopers LLP as the Independent Registered Certified Public Accounting Firm of Carnival Corporation	Mgmt	For	For	For	No
16	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
17	Receive the UK Accounts and Reports of the Directors and Auditors of Carnival plc for the year ended November 30, 2019 (in accordance with legal requirements applicable to UK companies).	Mgmt	For	For	For	No
18	Approve Issuance of Equity	Mgmt	For	For	For	No
19	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For	No
20	Authorize Share Repurchase Program	Mgmt	For	For	For	No
21	Approve Omnibus Stock Plan	Mgmt	For	For	For	No
22	Approve UK Employee Share Purchase Plan	Mgmt	For	For	For	No

Carnival Plc

Meeting Date: 04/06/2020

Country: United Kingdom

Primary Security ID: G19081101

Meeting ID: 1349175

Record Date: 04/02/2020

Meeting Type: Annual

Ticker: CCL

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Re-elect Micky Arison as Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For	No
2	Re-elect Sir Jonathon Band as Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For	No
3	Re-elect Jason Cahilly as Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For	No
4	Re-elect Helen Deeble as Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For	No
5	Re-elect Arnold Donald as Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For	No
6	Re-elect Richard Glasier as Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For	No
7	Re-elect Katie Lahey as Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For	No
8	Re-elect Sir John Parker as Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For	No
9	Re-elect Stuart Subotnick as Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For	No
10	Re-elect Laura Weil as Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For	No
11	Re-elect Randall Weisenburger as Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For	No
12	Advisory Vote to Approve Executive Compensation	Mgmt	For	For	For	No
13	Approve Remuneration Report	Mgmt	For	For	For	No
14	Approve Remuneration Policy	Mgmt	For	For	For	No
15	Reappoint PricewaterhouseCoopers LLP as Independent Auditors of Carnival plc; Ratify the Selection of the U.S. Firm of PricewaterhouseCoopers LLP as the Independent Registered Public Accounting Firm of Carnival Corporation	Mgmt	For	For	For	No
16	Authorise the Audit Committee of Carnival plc to Fix Remuneration of Auditors	Mgmt	For	For	For	No
17	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
18	Authorise Issue of Equity	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
21	Approve Stock Plan	Mgmt	For	For	For	No
22	Approve UK Employee Share Purchase Plan	Mgmt	For	For	For	No

Rio Tinto Plc

Meeting Date: 04/08/2020

Country: United Kingdom

Primary Security ID: G75754104

Meeting ID: 1385684

Record Date: 04/06/2020

Meeting Type: Annual

Ticker: RIO

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

Vote Summary Report

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20	Amend Articles of Association Re: General Updates and Changes	Mgmt	For	For	For	No
	Resolution 21 will be Voted on by Rio Tinto plc and Rio Tinto Limited Shareholders Voting as Separate Electorate	Mgmt				
21	Amend Articles of Association Re: Hybrid and Contemporaneous General Meetings	Mgmt	For	For	For	No
	Resolutions 22 to 25 will be Voted on by Rio Tinto plc Shareholders Only	Mgmt				
22	Authorise Issue of Equity	Mgmt	For	For	For	No
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
24	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Royal Ahold Delhaize NV

Meeting Date: 04/08/2020

Country: Netherlands

Primary Security ID: N0074E105

Meeting ID: 1389467

Record Date: 03/11/2020

Meeting Type: Annual

Ticker: AD

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

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

Adobe Inc.

Meeting Date: 04/09/2020

Country: USA

Primary Security ID: 00724F101

Meeting ID: 1400782

Record Date: 02/12/2020

Meeting Type: Annual

Ticker: ADBE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Amy L. Banse	Mgmt	For	For	For	No
1b	Elect Director Frank A. Calderoni	Mgmt	For	For	For	No
1c	Elect Director James E. Daley	Mgmt	For	For	For	No
1d	Elect Director Laura B. Desmond	Mgmt	For	For	For	No
1e	Elect Director Charles M. Geschke	Mgmt	For	For	For	No
1f	Elect Director Shantanu Narayen	Mgmt	For	For	For	No
1g	Elect Director Kathleen Oberg	Mgmt	For	For	For	No
1h	Elect Director Dheeraj Pandey	Mgmt	For	For	For	No
1i	Elect Director David A. Ricks	Mgmt	For	For	For	No
1j	Elect Director Daniel L. Rosensweig	Mgmt	For	For	For	No
1k	Elect Director John E. Warnock	Mgmt	For	For	For	No
2	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For	No
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	No
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
5	Report on Gender Pay Gap	SH	Against	Against	Against	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Dow Inc.

Meeting Date: 04/09/2020

Country: USA

Primary Security ID: 260557103

Meeting ID: 1400785

Record Date: 02/12/2020

Meeting Type: Annual

Ticker: DOW

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

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

Meeting Date: 04/09/2020

Country: China

Primary Security ID: Y69790106

Meeting ID: 1397107

Record Date: 03/09/2020

Meeting Type: Annual

Ticker: 2318

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	AGM BALLOT FOR HOLDERS OF H SHARES	Mgmt				
1	Approve 2019 Report of the Board of Directors	Mgmt	For	For	For	No
2	Approve 2019 Report of the Supervisory Committee	Mgmt	For	For	For	No
3	Approve 2019 Annual Report and Its Summary	Mgmt	For	For	For	No

Vote Summary Report

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

Smith & Nephew Plc

Meeting Date: 04/09/2020

Country: United Kingdom

Primary Security ID: G82343164

Meeting ID: 1399099

Record Date: 04/07/2020

Meeting Type: Annual

Ticker: SN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Re-elect Graham Baker as Director	Mgmt	For	For	For	No
6	Re-elect Vinita Bali as Director	Mgmt	For	For	For	No
7	Re-elect Baroness Virginia Bottomley as Director	Mgmt	For	For	For	No
8	Re-elect Roland Diggelmann as Director	Mgmt	For	For	For	No
9	Re-elect Erik Engstrom as Director	Mgmt	For	For	For	No
10	Re-elect Robin Freestone as Director	Mgmt	For	For	For	No
11	Re-elect Marc Owen as Director	Mgmt	For	For	For	No
12	Re-elect Angie Risley as Director	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

13	Re-elect Roberto Quarta as Director	Mgmt	For	For	For	No
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
16	Approve Global Share Plan 2020	Mgmt	For	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

UniCredit SpA

Meeting Date: 04/09/2020

Country: Italy

Primary Security ID: T9T23L642

Meeting ID: 1393341

Record Date: 03/31/2020

Meeting Type: Annual/Special

Ticker: UCG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Allocation of Income	Mgmt	For	For	For	No
3	Approve Dividend Distribution	Mgmt	For	For	For	No
4	Approve Elimination of Negative Reserves	Mgmt	For	For	For	No
5.1	Approve Decrease in Size of Board	Mgmt	For	For	For	No
5.2	Elect Beatriz Lara Bartolome as Director	Mgmt	For	For	For	No
5.3	Elect Diego De Giorgi as Director	Mgmt	For	For	For	No
6	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
7	Approve 2020 Group Incentive System	Mgmt	For	For	For	No
8	Approve Remuneration Policy	Mgmt	For	For	For	No
9	Approve Second Section of the Remuneration Report	Mgmt	For	For	For	No
10	Approve Long-Term Incentive Plan	Mgmt	For	For	For	No
11	Authorize Share Repurchase Program	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

	Extraordinary Business	Mgmt				
1	Authorize Board to Increase Capital to Service 2019 Group Incentive System	Mgmt	For	For	For	No
2	Authorize Board to Increase Capital to Service 2020 Group Incentive System	Mgmt	For	For	For	No
3	Amend Company Bylaws Re: Clause 6	Mgmt	For	For	For	No
4	Authorize Cancellation of Repurchased Shares	Mgmt	For	For	For	No
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against	Against	No

Bunzl Plc

Meeting Date: 04/15/2020

Country: United Kingdom

Primary Security ID: G16968110

Meeting ID: 1397972

Record Date: 04/09/2020

Meeting Type: Annual

Ticker: BNZL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	Abstain	Abstain	No
3	Elect Peter Ventress as Director	Mgmt	For	For	For	No
4	Re-elect Frank van Zanten as Director	Mgmt	For	For	For	No
5	Elect Richard Howes as Director	Mgmt	For	For	For	No
6	Re-elect Vanda Murray as Director	Mgmt	For	For	For	No
7	Re-elect Lloyd Pitchford as Director	Mgmt	For	For	For	No
8	Re-elect Stephan Nanninga as Director	Mgmt	For	For	For	No
9	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
10	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
11	Approve Remuneration Policy	Mgmt	For	For	For	No
12	Approve Remuneration Report	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
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Hunting Plc

Meeting Date: 04/15/2020	Country: United Kingdom	Primary Security ID: G46648104	Meeting ID: 1396156
Record Date: 04/13/2020	Meeting Type: Annual	Ticker: HTG	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Elect Bruce Ferguson as Director	Mgmt	For	For	For	No
5	Re-elect Annell Bay as Director	Mgmt	For	For	For	No
6	Re-elect Carol Chesney as Director	Mgmt	For	For	For	No
7	Re-elect John Glick as Director	Mgmt	For	For	For	No
8	Re-elect Richard Hunting as Director	Mgmt	For	For	For	No
9	Re-elect Jim Johnson as Director	Mgmt	For	For	For	No
10	Re-elect Keith Lough as Director	Mgmt	For	For	For	No
11	Reappoint Deloitte LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For	No
12	Authorise Issue of Equity	Mgmt	For	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Royal KPN NV

Meeting Date: 04/15/2020	Country: Netherlands	Primary Security ID: N4297B146	Meeting ID: 1391858
Record Date: 03/18/2020	Meeting Type: Annual	Ticker: KPN	

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Annual Meeting Agenda	Mgmt				
1	Open Meeting	Mgmt				
2	Receive Report of Management Board (Non-Voting)	Mgmt				
3	Adopt Financial Statements	Mgmt	For	For	For	No
4	Approve Remuneration Report	Mgmt	For	For	For	No
5	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt				
6	Approve Dividends of EUR 12.5 Per Share	Mgmt	For	For	For	No
7	Approve Discharge of Management Board	Mgmt	For	For	For	No
8	Approve Discharge of Supervisory Board	Mgmt	For	For	For	No
9	Ratify Ernst & Young as Auditors	Mgmt	For	For	For	No
10	Opportunity to Make Recommendations	Mgmt				
11	Elect C. Guillouard to Supervisory Board	Mgmt	For	For	For	No
12	Announce Vacancies on the Supervisory Board	Mgmt				
13	Approve Remuneration Policy for Management Board	Mgmt	For	For	For	No
14	Approve Remuneration Policy for Supervisory Board	Mgmt	For	For	For	No
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
16	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	For	No
17	Grant Board Authority to Issue Shares up to 10 Percent of Issued Capital	Mgmt	For	For	For	No
18	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For	No
19	Other Business (Non-Voting)	Mgmt				
20	Close Meeting	Mgmt				

The Bank of New York Mellon Corporation

Meeting Date: 04/15/2020

Country: USA

Primary Security ID: 064058100

Meeting ID: 1402316

Record Date: 02/18/2020

Meeting Type: Annual

Ticker: BK

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Linda Z. Cook	Mgmt	For	For	For	No
1b	Elect Director Joseph J. Echevarria	Mgmt	For	For	For	No
1c	Elect Director Thomas P. "Todd" Gibbons	Mgmt	For	For	For	No
1d	Elect Director Jeffrey A. Goldstein	Mgmt	For	For	For	No
1e	Elect Director Edmund F. "Ted" Kelly	Mgmt	For	For	For	No
1f	Elect Director Jennifer B. Morgan	Mgmt	For	For	For	No
1g	Elect Director Elizabeth E. Robinson	Mgmt	For	For	For	No
1h	Elect Director Samuel C. Scott, III	Mgmt	For	For	For	No
1i	Elect Director Frederick O. Terrell	Mgmt	For	For	For	No
1j	Elect Director Alfred W. "AI" Zollar	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	No
4	Report on Gender Pay Gap	SH	Against	Against	Against	No
5	Require Shareholder Approval of Bylaw Amendments Adopted by the Board of Directors	SH	Against	Against	Against	No

Airbus SE

Meeting Date: 04/16/2020

Country: Netherlands

Primary Security ID: N0280G100

Meeting ID: 1393340

Record Date: 03/19/2020

Meeting Type: Annual

Ticker: AIR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Annual Meeting Agenda	Mgmt				
1	Open Meeting	Mgmt				
2.1	Discussion on Company's Corporate Governance Structure	Mgmt				
2.2	Receive Report on Business and Financial Statements	Mgmt				
2.3	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt				
3	Discussion of Agenda Items	Mgmt				

Vote Summary Report

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4.1	Adopt Financial Statements	Mgmt	For	For	For	No
4.2	Approve Allocation of Income and Dividends of EUR of 1.80 per Share	Mgmt				
4.3	Approve Discharge of Non-Executive Members of the Board of Directors	Mgmt	For	Against	Against	No

*Voting Policy Rationale: A vote AGAINST is warranted because: * Because of the substantial monetary and reputational costs to the company as a result of the corruption and bribery settlements with US, UK, and French authorities in an amount of EUR 3.6 billion; * As a precautionary measure, although investigations against Airbus are closed, US and UK authorities are considering prosecutions against individuals; * The concerns about the company's governance, culture, and internal controls that led to serious shortcomings and offences and ultimately causing financial and reputational damage. However, this is not without noting that this concerned an investigation for company practices until 2015, that the company is recognized for the constructive role it played during the investigations, and the remedy actions taken to avoid this happening in the future. The aforementioned has led to a substantial reduction in the final settlement amount. As such, this recommendation should not be understood as a sign to the current board, but a way to signal serious concerns to the company for past practices.*

4.4	Approve Discharge of Executive Members of the Board of Directors	Mgmt	For	Against	Against	No
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*Voting Policy Rationale: A vote AGAINST is warranted because: * Because of the substantial monetary and reputational costs to the company as a result of the corruption and bribery settlements with US, UK, and French authorities in an amount of EUR 3.6 billion; * As a precautionary measure, although investigations against Airbus are closed, US and UK authorities are considering prosecutions against individuals; * The concerns about the company's governance, culture, and internal controls that led to serious shortcomings and offences and ultimately causing financial and reputational damage. However, this is not without noting that this concerned an investigation for company practices until 2015, that the company is recognized for the constructive role it played during the investigations, and the remedy actions taken to avoid this happening in the future. The aforementioned has led to a substantial reduction in the final settlement amount. As such, this recommendation should not be understood as a sign to the current board, but a way to signal serious concerns to the company for past practices.*

4.5	Ratify Ernst & Young as Auditors	Mgmt	For	For	For	No
4.6	Adopt Remuneration Policy	Mgmt	For	For	For	No
4.7	Approve Remuneration Report Containing Remuneration Policy	Mgmt	For	For	For	No
4.8	Elect Mark Dunkerley as Non-Executive Director	Mgmt	For	For	For	No
4.9	Elect Stephan Gemkow as Non-Executive Director	Mgmt	For	For	For	No
4.10	Reelect Ralph D. Crosby, Jr. as Non-Executive Director	Mgmt	For	For	For	No
4.11	Reelect Lord Drayson (Paul) as Non-Executive Director	Mgmt	For	For	For	No
4.12	Grant Board Authority to Issue Shares Up To 0.51 Percent of Issued Capital and Exclude Preemptive Rights Re: ESOP and LTIP Plans	Mgmt	For	For	For	No
4.13	Grant Board Authority to Issue Shares Up To 1.15 Percent of Issued Capital and Exclude Preemptive Rights Re: Company Funding	Mgmt	For	For	For	No
4.14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
4.15	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For	No
5	Close Meeting	Mgmt				

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

CNH Industrial NV

Meeting Date: 04/16/2020

Country: Netherlands

Primary Security ID: N20944109

Meeting ID: 1390944

Record Date: 03/19/2020

Meeting Type: Annual

Ticker: CNHI

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

4.k	Elect Tufan Erginbilgic as Non-Executive Director	Mgmt	For	For	For	No
4.l	Elect Vagn Sorensen as Non-Executive Director	Mgmt	For	Against	Against	No

Voting Policy Rationale: A vote FOR the elections of Leo Houle, Hubertus Muehlhaeuser, Howard Buffett, Nelda Connors, Tufan Erginbilgic, John Lanaway, Alessandro Nasi, Lorenzo Simonelli, Jacqueline Tammenoms Bakker, and Jacques Theurillat is warranted because: The nominees are elected for a period not exceeding four years;* The candidates appear to possess the necessary qualifications for board membership; and* There is no known controversy concerning the candidates.A vote AGAINST nominees Suzanne (Lady) Heywood and Vagn Soerensen is warranted as the nominees are considered to be overboarded.The proposed appointment of Hubertus Muehlhaeuser is no longer a voting item as he withdrew his nomination and resigned from the board.*

5	Ratify Ernst & Young as Auditors	Mgmt	For	For	For	No
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
7	Close Meeting	Mgmt				

Ferrovial SA

Meeting Date: 04/16/2020

Country: Spain

Primary Security ID: E49512119

Meeting ID: 1399911

Record Date: 04/08/2020

Meeting Type: Annual

Ticker: FER

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

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

Stanley Black & Decker, Inc.

Meeting Date: 04/17/2020

Country: USA

Primary Security ID: 854502101

Meeting ID: 1402655

Record Date: 02/14/2020

Meeting Type: Annual

Ticker: SWK

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Andrea J. Ayers	Mgmt	For	For	For	No
1.2	Elect Director George W. Buckley	Mgmt	For	For	For	No
1.3	Elect Director Patrick D. Campbell	Mgmt	For	For	For	No
1.4	Elect Director Carlos M. Cardoso	Mgmt	For	For	For	No
1.5	Elect Director Robert B. Coutts	Mgmt	For	For	For	No
1.6	Elect Director Debra A. Crew	Mgmt	For	For	For	No
1.7	Elect Director Michael D. Hankin	Mgmt	For	For	For	No
1.8	Elect Director James M. Loree	Mgmt	For	For	For	No
1.9	Elect Director Dmitri L. Stockton	Mgmt	For	For	For	No
1.10	Elect Director Irving Tan	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
4	Provide Right to Act by Written Consent	SH	Against	For	For	No

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

Vivendi SA

Meeting Date: 04/20/2020

Country: France

Primary Security ID: F97982106

Meeting ID: 1403212

Record Date: 04/16/2020

Meeting Type: Annual/Special

Ticker: VIV

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

9	Approve Compensation of Yannick Bollore, Chairman of the Supervisory Board	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted. Yannick Bollore is considered as an executive of the group by ISS due to the level and structure of his remuneration, which are comparable to those of Vivendi's management board members. His remuneration report falls short of good market practice because notably as:* Information on his short-term variable remuneration as chairman and CEO of Havas is very limited; and* Yannick Bollore received performance shares while he serves as supervisory board chairman of the company. This type of remuneration for a supervisory board chairman is a highly uncommon practice with unclear added value for shareholders.</i></p>						
10	Approve Compensation of Arnaud de Puyfontaine, Chairman of the Management Board	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Items 11-12Votes AGAINST the remuneration reports of Alix and de Bailliencourt 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;* Given their executive functions in another listed group, the company failed to properly demonstrate the link between the activities carried out for Vivendi and the remunerations paid by Vivendi; and* There have been two executives serving on the company's remuneration committee.Items 10-16Votes AGAINST the remuneration reports of the management board chairman and all management board members:* The company failed to explain why it chose to use restated figures in the calculation of the bonus outcome;* The company has provided very poor information on the level of achievement of qualitative criteria attached to the bonus;* It is still impossible to assess the stringency of performance conditions attached to the shares granted during the FY in review as the company does not disclose any detailed information on the vesting schedule applied.* The company still has not explained why it has put so much weight in the EPS-based criterion (50 percent of the grant).</i></p>						
11	Approve Compensation of Gilles Alix, Management Board Member	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Items 11-12Votes AGAINST the remuneration reports of Alix and de Bailliencourt 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;* Given their executive functions in another listed group, the company failed to properly demonstrate the link between the activities carried out for Vivendi and the remunerations paid by Vivendi; and* There have been two executives serving on the company's remuneration committee.Items 10-16Votes AGAINST the remuneration reports of the management board chairman and all management board members:* The company failed to explain why it chose to use restated figures in the calculation of the bonus outcome;* The company has provided very poor information on the level of achievement of qualitative criteria attached to the bonus;* It is still impossible to assess the stringency of performance conditions attached to the shares granted during the FY in review as the company does not disclose any detailed information on the vesting schedule applied.* The company still has not explained why it has put so much weight in the EPS-based criterion (50 percent of the grant).</i></p>						
12	Approve Compensation of Cedric de Bailliencourt, Management Board Member	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Items 11-12Votes AGAINST the remuneration reports of Alix and de Bailliencourt are warranted because:* The remunerations that they receive as executives of the 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;* Given their executive functions in another listed group, the company failed to properly demonstrate the link between the activities carried out for Vivendi and the remunerations paid by Vivendi; and* There have been two executives serving on the company's remuneration committee.Items 10-16Votes AGAINST the remuneration reports of the management board chairman and all management board members:* The company failed to explain why it chose to use restated figures in the calculation of the bonus outcome;* The company has provided very poor information on the level of achievement of qualitative criteria attached to the bonus;* It is still impossible to assess the stringency of performance conditions attached to the shares granted during the FY in review as the company does not disclose any detailed information on the vesting schedule applied.* The company still has not explained why it has put so much weight in the EPS-based criterion (50 percent of the grant).</i></p>						

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

13	Approve Compensation of Frederic Crepin, Management Board Member	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Items 11-12Votes AGAINST the remuneration reports of Alix and de 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;* Given their executive functions in another listed group, the company failed to properly demonstrate the link between the activities carried out for Vivendi and the remunerations paid by Vivendi; and* There have been two executives serving on the company's remuneration committee.Items 10-16Votes AGAINST the remuneration reports of the management board chairman and all management board members:* The company failed to explain why it chose to use restated figures in the calculation of the bonus outcome;* The company has provided very poor information on the level of achievement of qualitative criteria attached to the bonus;* It is still impossible to assess the stringency of performance conditions attached to the shares granted during the FY in review as the company does not disclose any detailed information on the vesting schedule applied.* The company still has not explained why it has put so much weight in the EPS-based criterion (50 percent of the grant).</i></p>						
14	Approve Compensation of Simon Gillham, Management Board Member	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Items 11-12Votes AGAINST the remuneration reports of Alix and de 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;* Given their executive functions in another listed group, the company failed to properly demonstrate the link between the activities carried out for Vivendi and the remunerations paid by Vivendi; and* There have been two executives serving on the company's remuneration committee.Items 10-16Votes AGAINST the remuneration reports of the management board chairman and all management board members:* The company failed to explain why it chose to use restated figures in the calculation of the bonus outcome;* The company has provided very poor information on the level of achievement of qualitative criteria attached to the bonus;* It is still impossible to assess the stringency of performance conditions attached to the shares granted during the FY in review as the company does not disclose any detailed information on the vesting schedule applied.* The company still has not explained why it has put so much weight in the EPS-based criterion (50 percent of the grant).</i></p>						
15	Approve Compensation of Herve Philippe, Management Board Member	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Items 11-12Votes AGAINST the remuneration reports of Alix and de 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;* Given their executive functions in another listed group, the company failed to properly demonstrate the link between the activities carried out for Vivendi and the remunerations paid by Vivendi; and* There have been two executives serving on the company's remuneration committee.Items 10-16Votes AGAINST the remuneration reports of the management board chairman and all management board members:* The company failed to explain why it chose to use restated figures in the calculation of the bonus outcome;* The company has provided very poor information on the level of achievement of qualitative criteria attached to the bonus;* It is still impossible to assess the stringency of performance conditions attached to the shares granted during the FY in review as the company does not disclose any detailed information on the vesting schedule applied.* The company still has not explained why it has put so much weight in the EPS-based criterion (50 percent of the grant).</i></p>						
16	Approve Compensation of Stephane Roussel, Management Board Member	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Items 11-12Votes AGAINST the remuneration reports of Alix and de Baillencourt are warranted because:* The remunerations that they receive as executives of the 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;* Given their executive functions in another listed group, the company failed to properly demonstrate the link between the activities carried out for Vivendi and the remunerations paid by Vivendi; and* There have been two executives serving on the company's remuneration committee.Items 10-16Votes AGAINST the remuneration reports of the management board chairman and all management board members:* The company failed to explain why it chose to use restated figures in the calculation of the bonus outcome;* The company has provided very poor information on the level of achievement of qualitative criteria attached to the bonus;* It is still impossible to assess the stringency of performance conditions attached to the shares granted during the FY in review as the company does not disclose any detailed information on the vesting schedule applied.* The company still has not explained why it has put so much weight in the EPS-based criterion (50 percent of the grant).</i></p>						

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

17	Approve Remuneration Policy of Chairman and Members of Supervisory Board	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this remuneration policy is warranted due to:*</i> The lack of transparency on the remuneration of the chairman of the supervisory board, who is also an executive of a subsidiary;* The possible grants of performance shares to non-executive members of the supervisory board; and* The board of directors failed to explain the appointment of Vincent Bollore as censor maintaining an employment contract as advisor of the management board chairman including a remuneration package equivalent to management board members.</p>						
18	Approve Remuneration Policy of Chairman of Management Board	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Item 18 (management board chairman)A vote AGAINST the remuneration policy of the management board chairman is warranted because pension rights will be kept equivalent to those de Puyfontaine would have benefited under the previous scheme while their acquisition will no longer be constrained by a presence requirement.Item 19 (management board members)A vote AGAINST the remuneration policy of management board members is warranted because:*</i> The remunerations that Alix and de Baillencourt receive as executives of the Bollore Group, main shareholder of Vivendi, create important conflicts of interests, which are not properly tackled by the company's procedures;* Given Alix and De Baillencourt's functions in another group, the company failed to properly demonstrate the link between the activities carried out for Vivendi and the remunerations paid by Vivendi;* The company has not provided a compelling explanation for the increase in Alix fixed pay for the second year in a row as well as the grant of 20,000 performance shares;* The severance arrangements of management board members would enable payments greater than 24 months of last cash compensation; and* Pension rights will be kept equivalent to those beneficiaries would have benefited under the previous scheme while their acquisition will no longer be constrained by a presence requirement.</p>						
19	Approve Remuneration Policy of Management Board Members	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Item 18 (management board chairman)A vote AGAINST the remuneration policy of the management board chairman is warranted because pension rights will be kept equivalent to those de Puyfontaine would have benefited under the previous scheme while their acquisition will no longer be constrained by a presence requirement.Item 19 (management board members)A vote AGAINST the remuneration policy of management board members is warranted because:*</i> The remunerations that Alix and de Baillencourt receive as executives of the Bollore Group, main shareholder of Vivendi, create important conflicts of interests, which are not properly tackled by the company's procedures;* Given Alix and De Baillencourt's functions in another group, the company failed to properly demonstrate the link between the activities carried out for Vivendi and the remunerations paid by Vivendi;* The company has not provided a compelling explanation for the increase in Alix fixed pay for the second year in a row as well as the grant of 20,000 performance shares;* The severance arrangements of management board members would enable payments greater than 24 months of last cash compensation; and* Pension rights will be kept equivalent to those beneficiaries would have benefited under the previous scheme while their acquisition will no longer be constrained by a presence requirement.</p>						
20	Approve Additional Pension Scheme Agreement with Arnaud de Puyfontaine, Chairman of the Management Board	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Votes AGAINST those proposals are warranted because they can be considered as artificial increases of the defined-benefit pension plan just before its closure thanks to:*</i> the grant of additional seniority to some management board members (Items 7, 21, 24, 25); and* the change in calculation of benefits for the management board (Items 7, 20-26)</p>						
21	Approve Additional Pension Scheme Agreement with Gilles Alix, Management Board Member	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Votes AGAINST those proposals are warranted because they can be considered as artificial increases of the defined-benefit pension plan just before its closure thanks to:*</i> the grant of additional seniority to some management board members (Items 7, 21, 24, 25); and* the change in calculation of benefits for the management board (Items 7, 20-26)</p>						
22	Approve Additional Pension Scheme Agreement with Cedric de Baillencourt, Management Board Member	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Votes AGAINST those proposals are warranted because they can be considered as artificial increases of the defined-benefit pension plan just before its closure thanks to:*</i> the grant of additional seniority to some management board members (Items 7, 21, 24, 25); and* the change in calculation of benefits for the management board (Items 7, 20-26)</p>						

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

23	Approve Additional Pension Scheme Agreement with Frederic Crepin, Management Board Member	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: Votes AGAINST those proposals are warranted because they can be considered as artificial increases of the defined-benefit pension plan just before its closure thanks to:* the grant of additional seniority to some management board members (Items 7, 21, 24, 25); and* the change in calculation of benefits for the management board (Items 7, 20-26)</i>						
24	Approve Additional Pension Scheme Agreement with Simon Gillham, Management Board Member	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: Votes AGAINST those proposals are warranted because they can be considered as artificial increases of the defined-benefit pension plan just before its closure thanks to:* the grant of additional seniority to some management board members (Items 7, 21, 24, 25); and* the change in calculation of benefits for the management board (Items 7, 20-26)</i>						
25	Approve Additional Pension Scheme Agreement with Herve Philippe, Management Board Member	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: Votes AGAINST those proposals are warranted because they can be considered as artificial increases of the defined-benefit pension plan just before its closure thanks to:* the grant of additional seniority to some management board members (Items 7, 21, 24, 25); and* the change in calculation of benefits for the management board (Items 7, 20-26)</i>						
26	Approve Additional Pension Scheme Agreement with Stephane Roussel, Management Board Member	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: Votes AGAINST those proposals are warranted because they can be considered as artificial increases of the defined-benefit pension plan just before its closure thanks to:* the grant of additional seniority to some management board members (Items 7, 21, 24, 25); and* the change in calculation of benefits for the management board (Items 7, 20-26)</i>						
	Extraordinary Business	Mgmt				
27	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
28	Authorize Specific Buyback Program and Cancellation of Repurchased Share	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because the company failed to demonstrate that this buyback program is in shareholders' interests.</i>						
29	Amend Article 8 of Bylaws Re: Employee Representative	Mgmt	For	For	For	No
30	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Citigroup Inc.

Meeting Date: 04/21/2020

Country: USA

Primary Security ID: 172967424

Meeting ID: 1406053

Record Date: 02/24/2020

Meeting Type: Annual

Ticker: C

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Michael L. Corbat	Mgmt	For	For	For	No
1b	Elect Director Ellen M. Costello	Mgmt	For	For	For	No
1c	Elect Director Grace E. Dailey	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

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

London Stock Exchange Group Plc

Meeting Date: 04/21/2020

Country: United Kingdom

Primary Security ID: G5689U103

Meeting ID: 1400264

Record Date: 04/17/2020

Meeting Type: Annual

Ticker: LSE

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

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

Public Storage

Meeting Date: 04/21/2020

Country: USA

Primary Security ID: 74460D109

Meeting ID: 1406909

Record Date: 02/28/2020

Meeting Type: Annual

Ticker: PSA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Ronald L. Havner, Jr.	Mgmt	For	For	For	No
1.2	Elect Director Tamara Hughes Gustavson	Mgmt	For	For	For	No
1.3	Elect Director Uri P. Harkham	Mgmt	For	For	For	No
1.4	Elect Director Leslie S. Heisz	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

1.5	Elect Director B. Wayne Hughes, Jr.	Mgmt	For	For	For	No
1.6	Elect Director Avedick B. Poladian	Mgmt	For	For	For	No
1.7	Elect Director Gary E. Pruitt	Mgmt	For	For	For	No
1.8	Elect Director John Reyes	Mgmt	For	For	For	No
1.9	Elect Director Joseph D. Russell, Jr.	Mgmt	For	For	For	No
1.10	Elect Director Tariq M. Shaukat	Mgmt	For	For	For	No
1.11	Elect Director Ronald P. Spogli	Mgmt	For	For	For	No
1.12	Elect Director Daniel C. Staton	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No

SEGRO Plc

Meeting Date: 04/21/2020

Country: United Kingdom

Primary Security ID: G80277141

Meeting ID: 1404362

Record Date: 04/17/2020

Meeting Type: Annual

Ticker: SGRO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Re-elect Gerald Corbett as Director	Mgmt	For	For	For	No
5	Re-elect Mary Barnard as Director	Mgmt	For	For	For	No
6	Re-elect Sue Clayton as Director	Mgmt	For	For	For	No
7	Re-elect Soumen Das as Director	Mgmt	For	For	For	No
8	Re-elect Carol Fairweather as Director	Mgmt	For	For	For	No
9	Re-elect Christopher Fisher as Director	Mgmt	For	For	For	No
10	Re-elect Andy Gulliford as Director	Mgmt	For	For	For	No
11	Re-elect Martin Moore as Director	Mgmt	For	For	For	No
12	Re-elect David Sleath as Director	Mgmt	For	For	For	No
13	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

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

U.S. Bancorp

Meeting Date: 04/21/2020

Country: USA

Primary Security ID: 902973304

Meeting ID: 1405454

Record Date: 02/25/2020

Meeting Type: Annual

Ticker: USB

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

ASML Holding NV

Meeting Date: 04/22/2020

Country: Netherlands

Primary Security ID: N07059202

Meeting ID: 1369591

Record Date: 03/25/2020

Meeting Type: Annual

Ticker: ASML

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Annual Meeting Agenda	Mgmt				
1	Open Meeting	Mgmt				
2	Discuss the Company's Business, Financial Situation and Sustainability	Mgmt				
3.a	Approve Remuneration Report	Mgmt	For	For	For	No
3.b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3.c	Receive Clarification on Company's Reserves and Dividend Policy	Mgmt				
3.d	Approve Dividends of EUR 2.40 Per Share	Mgmt	For	For	For	No
4.a	Approve Discharge of Management Board	Mgmt	For	For	For	No
4.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For	No
5	Approve Number of Shares for Management Board	Mgmt	For	For	For	No
6	Approve Certain Adjustments to the Remuneration Policy for Management Board	Mgmt	For	For	For	No
7	Approve Remuneration Policy for Supervisory Board	Mgmt	For	For	For	No
8.a	Announce Vacancies on the Supervisory Board	Mgmt				
8.b	Opportunity to Make Recommendations	Mgmt				
8.c	Announce Intention to Reappoint A.P. Aris and Appoint D.W.A. East and D.M. Durcan to Supervisory Board	Mgmt				
8.d	Reelect A.P. (Annet) Aris to Supervisory Board	Mgmt	For	For	For	No
8.e	Elect D.M. (Mark) Durcan to Supervisory Board	Mgmt	For	For	For	No
8.f	Elect D.W.A. (Warren) East to Supervisory Board	Mgmt	For	For	For	No
8.g	Receive Information on the Composition of the Supervisory Board	Mgmt				
9	Ratify KPMG as Auditors	Mgmt	For	For	For	No
10.a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital for General Purposes	Mgmt	For	For	For	No
10.b	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 10.a	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

10.c	Grant Board Authority to Issue or Grant Rights to Subscribe for Ordinary Shares Up to 5 Percent in Case of Merger or Acquisition	Mgmt	For	For	For	No
10.d	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 10.c	Mgmt	For	For	For	No
11.a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
11.b	Authorize Additional Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
12	Authorize Cancellation of Repurchased Shares	Mgmt	For	For	For	No
13	Other Business (Non-Voting)	Mgmt				
14	Close Meeting	Mgmt				

Bank of America Corporation

Meeting Date: 04/22/2020

Country: USA

Primary Security ID: 060505104

Meeting ID: 1404826

Record Date: 03/02/2020

Meeting Type: Annual

Ticker: BAC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Sharon L. Allen	Mgmt	For	For	For	No
1b	Elect Director Susan S. Bies	Mgmt	For	For	For	No
1c	Elect Director Jack O. Bovender, Jr.	Mgmt	For	For	For	No
1d	Elect Director Frank P. Bramble, Sr.	Mgmt	For	For	For	No
1e	Elect Director Pierre J.P. de Weck	Mgmt	For	For	For	No
1f	Elect Director Arnold W. Donald	Mgmt	For	For	For	No
1g	Elect Director Linda P. Hudson	Mgmt	For	For	For	No
1h	Elect Director Monica C. Lozano	Mgmt	For	For	For	No
1i	Elect Director Thomas J. May	Mgmt	For	For	For	No
1j	Elect Director Brian T. Moynihan	Mgmt	For	For	For	No
1k	Elect Director Lionel L. Nowell, III	Mgmt	For	For	For	No
1l	Elect Director Denise L. Ramos	Mgmt	For	For	For	No
1m	Elect Director Clayton S. Rose	Mgmt	For	For	For	No
1n	Elect Director Michael D. White	Mgmt	For	For	For	No
1o	Elect Director Thomas D. Woods	Mgmt	For	For	For	No
1p	Elect Director R. David Yost	Mgmt	For	For	For	No
1q	Elect Director Maria T. Zuber	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
4	Amend Proxy Access Right	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed elimination of the 20-shareholder aggregation limit would improve the company's existing proxy access right for shareholders.</i>						
5	Provide Right to Act by Written Consent	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>						
6	Report on Gender Pay Gap	SH	Against	Against	Against	No
7	Review of Statement of the Purpose of a Corporation and Report on Recommended Changes to Governance Documents, Policies, and Practices	SH	Against	Against	Against	No

The Coca-Cola Company

Meeting Date: 04/22/2020

Country: USA

Primary Security ID: 191216100

Meeting ID: 1403392

Record Date: 02/24/2020

Meeting Type: Annual

Ticker: KO

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Aggreko Plc

Meeting Date: 04/23/2020

Country: United Kingdom

Primary Security ID: G0116S185

Meeting ID: 1401930

Record Date: 04/21/2020

Meeting Type: Annual

Ticker: AGK

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	Abstain	Abstain	No
<i>Voting Policy Rationale: An ABSTENTION is warranted for this item because the Company has announced that it intends to withdraw this resolution at the AGM.</i>						
4	Elect Sarah Kuijlaars as Director	Mgmt	For	For	For	No
5	Re-elect Ken Hanna as Director	Mgmt	For	For	For	No
6	Re-elect Chris Weston as Director	Mgmt	For	For	For	No
7	Re-elect Heath Drewett as Director	Mgmt	For	For	For	No
8	Re-elect Dame Nicola Brewer as Director	Mgmt	For	For	For	No
9	Re-elect Barbara Jeremiah as Director	Mgmt	For	For	For	No
10	Re-elect Uwe Krueger as Director	Mgmt	For	For	For	No
11	Re-elect Diana Layfield as Director	Mgmt	For	For	For	No
12	Re-elect Ian Marchant as Director	Mgmt	For	For	For	No
13	Re-elect Miles Roberts as Director	Mgmt	For	For	For	No
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Akzo Nobel NV

Meeting Date: 04/23/2020

Country: Netherlands

Primary Security ID: N01803308

Meeting ID: 1398035

Record Date: 03/26/2020

Meeting Type: Annual

Ticker: AKZA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Annual Meeting Agenda	Mgmt				
1	Open Meeting	Mgmt				
2.a	Receive Report of Management Board (Non-Voting)	Mgmt				
3.a	Adopt Financial Statements	Mgmt	For	For	For	No
3.b	Discuss on the Company's Dividend Policy	Mgmt				
3.c	Approve Dividends of EUR 1.90 Per Share	Mgmt	For	For	For	No
3.d	Approve Remuneration Report	Mgmt	For	For	For	No
4.a	Approve Discharge of Management Board	Mgmt	For	For	For	No
4.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For	No
5	Reelect P. Kirby to Supervisory Board	Mgmt	For	For	For	No
6.a	Amend Remuneration Policy for Management Board	Mgmt	For	For	For	No
6.b	Amend Remuneration Policy for Supervisory Board	Mgmt	For	For	For	No
7	Amend Articles Re: Implementation of the Act on the Conversion of BearerShares and the Dutch Provisions Implementing the Shareholder Rights Directive II	Mgmt	For	For	For	No
8.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For	No
8.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For	No
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
10	Authorize Cancellation of Repurchased Shares	Mgmt	For	For	For	No
11	Close Meeting	Mgmt				

Avacta Group Plc

Meeting Date: 04/23/2020

Country: United Kingdom

Primary Security ID: G2967N117

Meeting ID: 1416793

Record Date: 04/21/2020

Meeting Type: Special

Ticker: AVCT

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

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

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

CLS Holdings Plc

Meeting Date: 04/23/2020

Country: United Kingdom

Primary Security ID: G2212D187

Meeting ID: 1403039

Record Date: 04/21/2020

Meeting Type: Annual

Ticker: CLI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Re-elect Lennart Sten as Director	Mgmt	For	For	For	No
6	Re-elect Anna Seeley as Director	Mgmt	For	Abstain	Abstain	No

*Voting Policy Rationale: Items 5 & 7-12: Elect and re-elect Directors A vote FOR these Directors is warranted as no significant concerns have been identified. Items 6, 13 & 14: Re-elect Anna Seeley, Christopher Jarvis & Bengt Mortstedt An ABSTENTION on these resolutions is warranted because: * They are non-independent NEDs and the composition of the Board is not compliant with the UK Code. The Abstentions recognise that significant improvements have been made to the Board and Committee compositions during the year. A vote FOR this resolution is warranted for those shareholders who have a fiduciary responsibility to vote either for or against, or who do not recognise abstention as a valid option.*

7	Re-elect Fredrik Widlund as Director	Mgmt	For	For	For	No
8	Elect Andrew Kirkman as Director	Mgmt	For	For	For	No
9	Re-elect Sten Mortstedt as Director	Mgmt	For	For	For	No
10	Re-elect Elizabeth Edwards as Director	Mgmt	For	For	For	No
11	Elect Bill Holland as Director	Mgmt	For	For	For	No
12	Elect Denise Jagger as Director	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

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

CRH Plc

Meeting Date: 04/23/2020

Country: Ireland

Primary Security ID: G25508105

Meeting ID: 1329873

Record Date: 04/21/2020

Meeting Type: Annual

Ticker: CRH

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4a	Re-elect Richie Boucher as Director	Mgmt	For	For	For	No
4b	Elect Johan Karlstrom as Director	Mgmt	For	For	For	No
4c	Elect Shaun Kelly as Director	Mgmt	For	For	For	No
4d	Re-elect Heather McSharry as Director	Mgmt	For	For	For	No
4e	Re-elect Albert Manifold as Director	Mgmt	For	For	For	No
4f	Re-elect Senan Murphy as Director	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

4g	Re-elect Gillian Platt as Director	Mgmt	For	For	For	No
4h	Re-elect Mary Rhinehart as Director	Mgmt	For	For	For	No
4i	Re-elect Lucinda Riches as Director	Mgmt	For	For	For	No
4j	Re-elect Siobhan Talbot as Director	Mgmt	For	For	For	No
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
6	Ratify Deloitte Ireland LLP as Auditors	Mgmt	For	For	For	No
7	Authorise Issue of Equity	Mgmt	For	For	For	No
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
9	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
10	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
11	Authorise Reissuance of Treasury Shares	Mgmt	For	For	For	No
12	Approve Scrip Dividend	Mgmt	For	For	For	No

Croda International Plc

Meeting Date: 04/23/2020

Country: United Kingdom

Primary Security ID: G25536155

Meeting ID: 1399387

Record Date: 04/21/2020

Meeting Type: Annual

Ticker: CRDA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Re-elect Roberto Cirillo as Director	Mgmt	For	For	For	No
6	Re-elect Jacqui Ferguson as Director	Mgmt	For	For	For	No
7	Re-elect Steve Foots as Director	Mgmt	For	For	For	No
8	Re-elect Anita Frew as Director	Mgmt	For	For	For	No
9	Re-elect Helena Ganczakowski as Director	Mgmt	For	For	For	No
10	Re-elect Keith Layden as Director	Mgmt	For	For	For	No
11	Re-elect Jez Maiden as Director	Mgmt	For	For	For	No
12	Elect John Ramsay as Director	Mgmt	For	For	For	No

Vote Summary Report

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13	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
21	Amend Performance Share Plan 2014	Mgmt	For	For	For	No

Fortum Oyj

Meeting Date: 04/23/2020

Country: Finland

Primary Security ID: X2978Z118

Meeting ID: 1393322

Record Date: 04/09/2020

Meeting Type: Annual

Ticker: FORTUM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Open Meeting	Mgmt				
2	Call the Meeting to Order	Mgmt				
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt	For	For	For	No
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
5	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
6	Receive Financial Statements and Statutory Reports	Mgmt				
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
8	Approve Allocation of Income and Dividends of EUR 1.10 Per Share	Mgmt	For	For	For	No
9	Approve Discharge of Board and President	Mgmt	For	For	For	No
10	Receive Committee Chairmen's Review on the Remuneration Policy of the Company	Mgmt				
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For	No

Vote Summary Report

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12	Approve Remuneration of Directors in the Amount of EUR 77,200 for Chair, EUR 57,500 for Deputy Chair and EUR 40,400 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For	No
13	Fix Number of Directors at Nine	Mgmt	For	For	For	No
14	Reelect Eva Hamilton, Essimari Kairisto, Matti Lievonen (Chair), Klaus-Dieter Maubach (Vice Chair), Anja McAlister, Veli-Matti Reinikkala and Philipp Rosler as Directors; Elect Teppo Paavola and Annette Stube as New Directors	Mgmt	For	For	For	No
15	Approve Remuneration of Auditors	Mgmt	For	For	For	No
16	Ratify Deloitte as Auditors	Mgmt	For	For	For	No
17	Authorize Share Repurchase Program	Mgmt	For	For	For	No
18	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For	No
19	Approve Charitable Donations	Mgmt	For	For	For	No
	Shareholder Proposal Submitted by WWF Finland	Mgmt				
20	Include Paris Agreement 1.5-degree Celsius Target in Articles of Association	SH	Against	Against	Against	No
21	Close Meeting	Mgmt				

Heineken NV

Meeting Date: 04/23/2020

Country: Netherlands

Primary Security ID: N39427211

Meeting ID: 1389802

Record Date: 03/26/2020

Meeting Type: Annual

Ticker: HEIA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Annual Meeting Agenda	Mgmt				
1.a	Receive Report of Management Board (Non-Voting)	Mgmt				
1.b	Approve Remuneration Report	Mgmt	For	For	For	No
1.c	Adopt Financial Statements	Mgmt	For	For	For	No
1.d	Receive Explanation on Dividend Policy	Mgmt				
1.e	Approve Dividends of EUR 1.68 Per Share	Mgmt	For	For	For	No
1.f	Approve Discharge of Management Board	Mgmt	For	For	For	No
1.g	Approve Discharge of Supervisory Board	Mgmt	For	For	For	No
2.a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
2.b	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

2.c	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 2.b	Mgmt	For	For	For	No
3	Approve Remuneration Policy for Management Board	Mgmt	For	For	For	No
4	Approve Remuneration Policy for Supervisory Board	Mgmt	For	For	For	No
5	Ratify Deloitte as Auditors	Mgmt	For	For	For	No
6.a	Amend Articles 7, 9, 10, 12, 13 Paragraph 1 and Article 18 of the Articles of Association	Mgmt	For	For	For	No
6.b	Amend Article 13 Paragraph 10 of the Articles of Association	Mgmt	For	Against	Against	No

Voting Policy Rationale: A vote FOR Item 6a is warranted because the proposed amendment are not considered contentious and would largely reflect legal updates related to the implementation of the Shareholder Rights Directive into Dutch law. A vote AGAINST Item 6b is warranted because the shareholding requirement to submit shareholder resolutions is increased from approximately 0.1 percent to 1 percent of the capital. This development is considered not to be in shareholders' interest as this would limit the rights of minority shareholders.

7	Elect Dolf van den Brink to Management Board	Mgmt	For	For	For	No
8	Reelect Pamela Mars Wright to Supervisory Board	Mgmt	For	For	For	No
9	Close Meeting	Mgmt				

Johnson & Johnson

Meeting Date: 04/23/2020

Country: USA

Primary Security ID: 478160104

Meeting ID: 1405804

Record Date: 02/25/2020

Meeting Type: Annual

Ticker: JNJ

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Mary C. Beckerle	Mgmt	For	For	For	No
1b	Elect Director D. Scott Davis	Mgmt	For	For	For	No
1c	Elect Director Ian E. L. Davis	Mgmt	For	For	For	No
1d	Elect Director Jennifer A. Doudna	Mgmt	For	For	For	No
1e	Elect Director Alex Gorsky	Mgmt	For	For	For	No
1f	Elect Director Marillyn A. Hewson	Mgmt	For	For	For	No
1g	Elect Director Hubert Joly	Mgmt	For	For	For	No
1h	Elect Director Mark B. McClellan	Mgmt	For	For	For	No
1i	Elect Director Anne M. Mulcahy	Mgmt	For	For	For	No
1j	Elect Director Charles Prince	Mgmt	For	For	For	No
1k	Elect Director A. Eugene Washington	Mgmt	For	For	For	No
1l	Elect Director Mark A. Weinberger	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

1m	Elect Director Ronald A. Williams	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
4	Amend Certificate of Incorporation to Permit Removal of Directors With or Without Cause	Mgmt	For	For	For	No
5	Require Independent Board Chair	SH	Against	For	For	No

Voting Policy Rationale: A vote FOR this proposal is warranted. The proponent raises a compelling argument that JNJ would be best served by adopting an independent chair policy at its next CEO transition in light of the mounting – and potentially material – legal and reputational risks facing the company, particularly around key JNJ consumer brands and its role in the opioid epidemic. These circumstances suggest that shareholders would benefit from the most robust form of independent board oversight, in the form of an independent board chair.

6	Report on Governance Measures Implemented Related to Opioids	SH	Against	For	For	No
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Voting Policy Rationale: A vote FOR this proposal is warranted because shareholders would benefit from more specific information about proactive steps the board is taking to mitigate risks related to the manufacture and marketing of opioid-related products, and that incentives are aligned with the health of the communities it serves.

Lockheed Martin Corporation

Meeting Date: 04/23/2020

Country: USA

Primary Security ID: 539830109

Meeting ID: 1405805

Record Date: 02/24/2020

Meeting Type: Annual

Ticker: LMT

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

4	Approve Omnibus Stock Plan	Mgmt	For	For	For	No
5	Provide Right to Act by Written Consent	SH	Against	For	For	No

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

Pfizer Inc.

Meeting Date: 04/23/2020

Country: USA

Primary Security ID: 717081103

Meeting ID: 1407747

Record Date: 02/25/2020

Meeting Type: Annual

Ticker: PFE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Ronald E. Blaylock	Mgmt	For	For	For	No
1.2	Elect Director Albert Bourla	Mgmt	For	For	For	No
1.3	Elect Director W. Don Cornwell	Mgmt	For	For	For	No
1.4	Elect Director Joseph J. Echevarria	Mgmt	For	For	For	No
1.5	Elect Director Scott Gottlieb	Mgmt	For	For	For	No
1.6	Elect Director Helen H. Hobbs	Mgmt	For	For	For	No
1.7	Elect Director Susan Hockfield	Mgmt	For	For	For	No
1.8	Elect Director James M. Kilts	Mgmt	For	For	For	No
1.9	Elect Director Dan R. Littman	Mgmt	For	For	For	No
1.10	Elect Director Shantanu Narayan	Mgmt	For	For	For	No
1.11	Elect Director Suzanne Nora Johnson	Mgmt	For	For	For	No
1.12	Elect Director James Quincey	Mgmt	For	For	For	No
1.13	Elect Director James C. Smith	Mgmt	For	For	For	No
2	Ratify KPMG LLP as Auditor	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Provide Right to Act by Written Consent	SH	Against	Against	Against	No
5	Amend Proxy Access Right	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed elimination of the 20 shareholder aggregation limit and the proposed increase in nomination limit to 25 percent of the board would improve the company's existing proxy access right for shareholders.</i>						
6	Report on Lobbying Payments and Policy	SH	Against	Against	Against	No
7	Require Independent Board Chair	SH	Against	Against	Against	No
8	Report on Gender Pay Gap	SH	Against	For	For	No

Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from more information to measure the progress of the company's diversity and inclusion initiatives.

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

9	Elect Director Susan Desmond-Hellmann	Mgmt	For	For	For	No
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RELX Plc

Meeting Date: 04/23/2020

Country: United Kingdom

Primary Security ID: G7493L105

Meeting ID: 1395166

Record Date: 04/21/2020

Meeting Type: Annual

Ticker: REL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
6	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
7	Elect Charlotte Hogg as Director	Mgmt	For	For	For	No
8	Re-elect Erik Engstrom as Director	Mgmt	For	For	For	No
9	Re-elect Sir Anthony Habgood as Director	Mgmt	For	For	For	No
10	Re-elect Wolfhart Hauser as Director	Mgmt	For	For	For	No
11	Re-elect Marike van Lier Lels as Director	Mgmt	For	For	For	No
12	Re-elect Nick Luff as Director	Mgmt	For	For	For	No
13	Re-elect Robert MacLeod as Director	Mgmt	For	For	For	No
14	Re-elect Linda Sanford as Director	Mgmt	For	For	For	No
15	Re-elect Andrew Sukawaty as Director	Mgmt	For	For	For	No
16	Re-elect Suzanne Wood as Director	Mgmt	For	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Schneider Electric SE

Meeting Date: 04/23/2020

Country: France

Primary Security ID: F86921107

Meeting ID: 1393032

Record Date: 04/21/2020

Meeting Type: Annual/Special

Ticker: SU

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of EUR 2.55 per Share	Mgmt	For	For	For	No
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For	No
5	Approve Termination Package of Emmanuel Babeau, Vice-CEO	Mgmt	For	For	For	No
6	Approve Compensation Report	Mgmt	For	For	For	No
7	Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO	Mgmt	For	For	For	No
8	Approve Compensation of Emmanuel Babeau, Vice-CEO	Mgmt	For	For	For	No
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For	No
10	Approve Remuneration Policy of Emmanuel Babeau, Vice-CEO	Mgmt	For	For	For	No
11	Approve Remuneration Policy of Board Members	Mgmt	For	For	For	No
12	Reelect Leo Apotheker as Director	Mgmt	For	For	For	No
13	Reelect Cecile Cabanis as Director	Mgmt	For	For	For	No
14	Reelect Fred Kindle as Director	Mgmt	For	For	For	No
15	Reelect Willy Kissling as Director	Mgmt	For	For	For	No
16	Elect Jill Lee as Director	Mgmt	For	For	For	No
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
18	Amend Article 11 of Bylaws to Comply with New Regulation Re: Employee Representatives	Mgmt	For	For	For	No
19	Amend Articles 13 and 16 of Bylaws to Comply with New Regulation	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For	No
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Taylor Wimpey Plc

Meeting Date: 04/23/2020

Country: United Kingdom

Primary Security ID: G86954107

Meeting ID: 1398987

Record Date: 04/21/2020

Meeting Type: Annual

Ticker: TW

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	Abstain	Abstain	No
<i>Voting Policy Rationale: An ABSTAIN on the final dividend is warranted as the resolution will be withdrawn. A vote FOR this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise abstention as a valid option.</i>						
3	Approve Special Dividend	Mgmt	For	Abstain	Abstain	No
<i>Voting Policy Rationale: An ABSTAIN on the special dividend is warranted as the resolution will be withdrawn. A vote FOR this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise abstention as a valid option.</i>						
4	Elect Irene Dorner as Director	Mgmt	For	For	For	No
5	Re-elect Pete Redfern as Director	Mgmt	For	For	For	No
6	Re-elect Chris Carney as Director	Mgmt	For	For	For	No
7	Re-elect Jennie Daly as Director	Mgmt	For	For	For	No
8	Re-elect Kate Barker as Director	Mgmt	For	For	For	No
9	Re-elect Gwyn Burr as Director	Mgmt	For	For	For	No
10	Re-elect Angela Knight as Director	Mgmt	For	For	For	No
11	Elect Robert Noel as Director	Mgmt	For	For	For	No
12	Re-elect Humphrey Singer as Director	Mgmt	For	For	For	No
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
19	Approve Remuneration Report	Mgmt	For	For	For	No
20	Approve Remuneration Policy	Mgmt	For	For	For	No
21	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Texas Instruments Incorporated

Meeting Date: 04/23/2020

Country: USA

Primary Security ID: 882508104

Meeting ID: 1405290

Record Date: 02/24/2020

Meeting Type: Annual

Ticker: TXN

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

Tullow Oil Plc

Meeting Date: 04/23/2020

Country: United Kingdom

Primary Security ID: G91235104

Meeting ID: 1399439

Record Date: 04/21/2020

Meeting Type: Annual

Ticker: TLW

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Re-elect Mike Daly as Director	Mgmt	For	For	For	No
5	Elect Martin Greenslade as Director	Mgmt	For	For	For	No
6	Elect Sheila Khama as Director	Mgmt	For	For	For	No
7	Elect Genevieve Sangudi as Director	Mgmt	For	For	For	No
8	Re-elect Dorothy Thompson as Director	Mgmt	For	For	For	No
9	Re-elect Jeremy Wilson as Director	Mgmt	For	For	For	No
10	Re-elect Les Wood as Director	Mgmt	For	For	For	No
11	Appoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

Wolters Kluwer NV

Meeting Date: 04/23/2020

Country: Netherlands

Primary Security ID: N9643A197

Meeting ID: 1389913

Record Date: 03/26/2020

Meeting Type: Annual

Ticker: WKL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Annual Meeting Agenda	Mgmt				
1	Open Meeting	Mgmt				
2.a	Receive Report of Management Board (Non-Voting)	Mgmt				
2.b	Receive Report of Supervisory Board (Non-Voting)	Mgmt				

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

2.c	Approve Remuneration Report	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because:* The Pay for Performance evaluation indicates the 2019 pay package is considered excessive relative to European peers. Similar concerns were raised for previous year pay packages in 2015, 2016, 2017, and 2018, where this is the first year the remuneration report and thus outcomes are subject to a shareholders' vote.* The company's pay benchmarking peer group is consisting of 56 percent US peers, driving up the benchmark for remuneration levels. We raise concerns with the composition of the peer group and more specifically with regard to the overweight of US peers driving the size of the pay package.* The company has not provided disclosure on the actual performance relative to the targets to fully understand how payouts relate to individual performance metrics.</i></p>						
3.a	Adopt Financial Statements	Mgmt	For	For	For	No
3.b	Receive Explanation on Dividend Policy	Mgmt				
3.c	Approve Dividends of EUR 1.18 Per Share	Mgmt	For	For	For	No
4.a	Approve Discharge of Management Board	Mgmt	For	For	For	No
4.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For	No
5.a	Reelect Jeanette Horan to Supervisory Board	Mgmt	For	For	For	No
5.b	Elect Jack de Kreij to Supervisory Board	Mgmt	For	For	For	No
5.c	Elect Sophie Vandebroek to Supervisory Board	Mgmt	For	For	For	No
6	Approve Remuneration Policy for Management Board	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because:* The remuneration policy remains largely unchanged to the current policy where the quantum concern (see analysis of the remuneration report) is not adequately addressed;* The pay benchmarking peer group is predominantly (56 percent) composed of US peers, driving up the benchmark for setting quantum levels at Wolters Kluwer as a European companies. We raise concerns with the composition of the peer group and more specifically with regard to the overweight of US peers.</i></p>						
7.a	Approve Remuneration Policy for Supervisory Board	Mgmt	For	For	For	No
7.b	Amend Remuneration of Supervisory Board Members	Mgmt	For	For	For	No
8.a	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	For	No
8.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For	No
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
10	Authorize Cancellation of Repurchased Shares	Mgmt	For	For	For	No
11	Other Business (Non-Voting)	Mgmt				
12	Close Meeting	Mgmt				

Abbott Laboratories

Meeting Date: 04/24/2020

Country: USA

Primary Security ID: 002824100

Meeting ID: 1407734

Record Date: 02/26/2020

Meeting Type: Annual

Ticker: ABT

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

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

AT&T Inc.

Meeting Date: 04/24/2020

Country: USA

Primary Security ID: 00206R102

Meeting ID: 1406052

Record Date: 02/26/2020

Meeting Type: Annual

Ticker: T

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

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

Hermes International SCA

Meeting Date: 04/24/2020

Country: France

Primary Security ID: F48051100

Meeting ID: 1403216

Record Date: 04/22/2020

Meeting Type: Annual/Special

Ticker: RMS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Discharge of General Managers	Mgmt	For	For	For	No
4	Approve Allocation of Income and Dividends of EUR 4.55 per Share	Mgmt	For	For	For	No
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * The company failed to provide sufficient information concerning a consulting agreement entered into with Studio des Fleurs. It is therefore impossible to ascertain that the continuation of this agreement is in shareholders' interests; and* The company fails to provide comprehensive information regarding the transactions with RDAI. In this context, it is impossible to ascertain that the continuation of transactions with RDAI is the interest of all shareholders.</i></p>						
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against	No
7	Approve Compensation of Corporate Officers	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted because the discretionary power to set executives' remunerations lies in the hands of the general partner, which is the same legal entity as one of the general managers and is controlled by the family of the other general manager, leading to an important conflict of interest.</i></p>						
8	Approve Compensation of Axel Dumas, General Manager	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Votes AGAINST these remuneration reports are warranted because: ? The company does not provide sufficient information regarding the determination of the executives' remuneration, which appears largely discretionary; and* The discretionary power to set executives' remunerations lies in the hands of the general partner, which is the same legal entity as one of the general managers and is controlled by the family of the other general manager, leading to an important conflict of interest.</i></p>						
9	Approve Compensation of Emile Hermes SARL, General Manager	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Votes AGAINST these remuneration reports are warranted because: ? The company does not provide sufficient information regarding the determination of the executives' remuneration, which appears largely discretionary; and* The discretionary power to set executives' remunerations lies in the hands of the general partner, which is the same legal entity as one of the general managers and is controlled by the family of the other general manager, leading to an important conflict of interest.</i></p>						
10	Approve Compensation of Eric de Seynes, Chairman of the Supervisory Board	Mgmt	For	For	For	No
11	Approve Remuneration Policy of General Managers	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this remuneration policy is warranted because the discretionary power to set executives' remunerations lies in the hands of the general partner, which is the same legal entity as one of the general managers and is controlled by the family of the other general manager, leading to an important conflict of interest.</i></p>						
12	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For	No
13	Reelect Dorothee Altmayer as Supervisory Board Member	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: * A vote FOR the reelection of this independent nominee is warranted in the absence of specific concerns (Item 14). * Votes AGAINST the reelections of these non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 13, 15 and 16).</i></p>						
14	Reelect Monique Cohen as Supervisory Board Member	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

15	Reelect Renaud Mommeja as Supervisory Board Member	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: * A vote FOR the reelection of this independent nominee is warranted in the absence of specific concerns (Item 14). * Votes AGAINST the reelections of these non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 13, 15 and 16).</i></p>						
16	Reelect Eric de Seynes as Supervisory Board Member	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: * A vote FOR the reelection of this independent nominee is warranted in the absence of specific concerns (Item 14). * Votes AGAINST the reelections of these non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 13, 15 and 16).</i></p>						
	Extraordinary Business	Mgmt				
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
18	Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The exercise price could show a discount to the average market price. * No information is available on the nature of performance conditions. * The vesting period is not disclosed. * The performance period is not disclosed.</i></p>						
19	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * No information is available on the nature of performance conditions. * The vesting period is not sufficiently long-term oriented. * The performance period is not disclosed.</i></p>						
20	Amend Articles 18 and 22 of Bylaws Re: Employee Representative and Supervisory Board Members Remuneration	Mgmt	For	For	For	No
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

HSBC Holdings Plc

Meeting Date: 04/24/2020

Country: United Kingdom

Primary Security ID: G4634U169

Meeting ID: 1405525

Record Date: 04/23/2020

Meeting Type: Annual

Ticker: HSBA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Management Proposals	Mgmt				
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3a	Elect Noel Quinn as Director	Mgmt	For	For	For	No
3b	Re-elect Laura Cha as Director	Mgmt	For	For	For	No
3c	Re-elect Henri de Castries as Director	Mgmt	For	For	For	No
3d	Re-elect Irene Lee as Director	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

3e	Re-elect Jose Antonio Meade Kuribrena as Director	Mgmt	For	For	For	No
3f	Re-elect Heidi Miller as Director	Mgmt	For	For	For	No
3g	Re-elect David Nish as Director	Mgmt	For	For	For	No
3h	Re-elect Ewen Stevenson as Director	Mgmt	For	For	For	No
3i	Re-elect Jackson Tai as Director	Mgmt	For	For	For	No
3j	Re-elect Mark Tucker as Director	Mgmt	For	For	For	No
3k	Re-elect Pauline van der Meer Mohr as Director	Mgmt	For	For	For	No
4	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
5	Authorise the Group Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
6	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
7	Authorise Issue of Equity	Mgmt	For	For	For	No
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
9	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
10	Authorise Directors to Allot Any Repurchased Shares	Mgmt	For	For	For	No
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
12	Authorise Issue of Equity in Relation to Contingent Convertible Securities	Mgmt	For	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights in Relation to Contingent Convertible Securities	Mgmt	For	For	For	No
14	Amend Share Plan 2011	Mgmt	For	For	For	No
15	Amend Savings-Related Share Option Plan (UK)	Mgmt	For	For	For	No
16	Amend UK Share Incentive Plan and International Employee Share Purchase Plan	Mgmt	For	For	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
	Shareholder Proposal	Mgmt				
18	Remove the "State Deduction" Feature of the Post 1974 Midland Bank Defined Benefit Pension Scheme	SH	Against	Against	Against	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

ITV Plc

Meeting Date: 04/24/2020

Country: United Kingdom

Primary Security ID: G4984A110

Meeting ID: 1410287

Record Date: 04/22/2020

Meeting Type: Annual

Ticker: ITV

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Pearson Plc

Meeting Date: 04/24/2020

Country: United Kingdom

Primary Security ID: G69651100

Meeting ID: 1397424

Record Date: 04/22/2020

Meeting Type: Annual

Ticker: PSON

Meeting Notes:

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

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

St. Modwen Properties Plc

Meeting Date: 04/24/2020

Country: United Kingdom

Primary Security ID: G61824101

Meeting ID: 1398187

Record Date: 04/22/2020

Meeting Type: Annual

Ticker: SMP

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
20	Adopt New Articles of Association	Mgmt	For	For	For	No

Assicurazioni Generali SpA

Meeting Date: 04/27/2020

Country: Italy

Primary Security ID: T05040109

Meeting ID: 1393671

Record Date: 04/16/2020

Meeting Type: Annual/Special

Ticker: G

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

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

Honeywell International Inc.

Meeting Date: 04/27/2020

Country: USA

Primary Security ID: 438516106

Meeting ID: 1406725

Record Date: 02/28/2020

Meeting Type: Annual

Ticker: HON

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

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

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

Intesa Sanpaolo SpA

Meeting Date: 04/27/2020

Country: Italy

Primary Security ID: T55067101

Meeting ID: 1396253

Record Date: 04/16/2020

Meeting Type: Annual/Special

Ticker: ISP

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

4a	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Annual Incentive Plan	Mgmt	For	For	For	No
4b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
1	Approve Issuance of Shares to Be Subscribed through a Contribution in Kind of Shares of Unione di Banche Italiane SpA	Mgmt	For	For	For	No
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against	Against	No

Raytheon Technologies Corporation

Meeting Date: 04/27/2020

Country: USA

Primary Security ID: 75513E101

Meeting ID: 1407589

Record Date: 03/03/2020

Meeting Type: Annual

Ticker: RTX

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

The Boeing Company

Meeting Date: 04/27/2020

Country: USA

Primary Security ID: 097023105

Meeting ID: 1407738

Record Date: 02/27/2020

Meeting Type: Annual

Ticker: BA

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Robert A. Bradway	Mgmt	For	For	For	No
1b	Elect Director David L. Calhoun	Mgmt	For	For	For	No
1c	Elect Director Arthur D. Collins, Jr.	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Votes AGAINST longtime directors Collins, Giambastiani, Schwab and Williams are warranted due to the board's failure to exercise sufficient oversight of management strategy and corporate culture. A vote FOR new CEO Calhoun is warranted, with caution, as he will need to demonstrate that he can be an effective agent of cultural change at Boeing. A vote FOR the remaining directors is warranted. Nikki Haley resigned from the board on March 16 and is not seeking reelection.</i></p>						
1d	Elect Director Edmund P. Giambastiani, Jr.	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Votes AGAINST longtime directors Collins, Giambastiani, Schwab and Williams are warranted due to the board's failure to exercise sufficient oversight of management strategy and corporate culture. A vote FOR new CEO Calhoun is warranted, with caution, as he will need to demonstrate that he can be an effective agent of cultural change at Boeing. A vote FOR the remaining directors is warranted. Nikki Haley resigned from the board on March 16 and is not seeking reelection.</i></p>						
1e	Elect Director Lynn J. Good	Mgmt	For	For	For	No
1f	Elect Director Nikki R. Haley - Withdrawn Resolution	Mgmt				
1g	Elect Director Akhil Johri	Mgmt	For	For	For	No
1h	Elect Director Lawrence W. Kellner	Mgmt	For	For	For	No
1i	Elect Director Caroline B. Kennedy	Mgmt	For	For	For	No
1j	Elect Director Steven M. Mollenkopf	Mgmt	For	For	For	No
1k	Elect Director John M. Richardson	Mgmt	For	For	For	No
1l	Elect Director Susan C. Schwab	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Votes AGAINST longtime directors Collins, Giambastiani, Schwab and Williams are warranted due to the board's failure to exercise sufficient oversight of management strategy and corporate culture. A vote FOR new CEO Calhoun is warranted, with caution, as he will need to demonstrate that he can be an effective agent of cultural change at Boeing. A vote FOR the remaining directors is warranted. Nikki Haley resigned from the board on March 16 and is not seeking reelection.</i></p>						
1m	Elect Director Ronald A. Williams	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Votes AGAINST longtime directors Collins, Giambastiani, Schwab and Williams are warranted due to the board's failure to exercise sufficient oversight of management strategy and corporate culture. A vote FOR new CEO Calhoun is warranted, with caution, as he will need to demonstrate that he can be an effective agent of cultural change at Boeing. A vote FOR the remaining directors is warranted. Nikki Haley resigned from the board on March 16 and is not seeking reelection.</i></p>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No
4	Require Director Nominee Qualifications	SH	Against	Against	Against	No
5	Report on Lobbying Payments and Policy	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as additional disclosure of the company's lobbying-related oversight mechanisms and trade association payments would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i></p>						

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

6	Require Independent Board Chairman	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is considered warranted, as concerns about corporate culture and management priorities, as well as the extent of board oversight of management in the past, are serious enough to suggest that shareholders would benefit from the most robust form of independent board oversight, in the form of an independent board chair; continuing the practice adopted by the company last year.</i></p>						
7	Provide Right to Act by Written Consent	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i></p>						
8	Adopt Share Retention Policy For Senior Executives	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. While the company maintains stock ownership requirements and all NEOs have met them, the current guidelines are not particularly robust and the company does not disclose any further retention requirements for equity incentive awards. The request to hold at least 25 percent of after-tax shares is considered to be reasonable and shareholders may benefit from the implementation of an additional holding requirement for a reasonable portion of equity-based compensation.</i></p>						
9	Increase Disclosure of Compensation Adjustments	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. While the company currently discloses the adjustments made to performance metrics from GAAP and the overall net impact on results, a line-by-line reconciliation of adjustments and explanations for them would provide greater transparency around each adjustment and the underlying rationale, which would benefit shareholders.</i></p>						

The Merchants Trust PLC

Meeting Date: 04/27/2020
Country: United Kingdom
Primary Security ID: G59976103
Meeting ID: 1409828
Record Date: 04/23/2020
Meeting Type: Special
Ticker: MRCH

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

Bausch Health Companies Inc.

Meeting Date: 04/28/2020
Country: Canada
Primary Security ID: 071734107
Meeting ID: 1393552
Record Date: 03/02/2020
Meeting Type: Annual
Ticker: BHC

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

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

Bayer AG

Meeting Date: 04/28/2020

Country: Germany

Primary Security ID: D0712D163

Meeting ID: 1401420

Record Date:

Meeting Type: Annual

Ticker: BAYN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of EUR 2.80 per Share for Fiscal 2019	Mgmt	For	For	For	No
2	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For	For	No
3	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For	For	No
4.1	Elect Ertharin Cousin to the Supervisory Board	Mgmt	For	For	For	No
4.2	Elect Otmar Wiestler to the Supervisory Board	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

4.3	Elect Horst Baier to the Supervisory Board	Mgmt	For	For	For	No
5	Approve Remuneration Policy for the Management Board	Mgmt	For	For	For	No
6	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For	No
7	Amend Articles Re: Supervisory Board Term of Office	Mgmt	For	For	For	No
8	Ratify Deloitte GmbH as Auditors for Fiscal 2020	Mgmt	For	For	For	No

Charter Communications, Inc.

Meeting Date: 04/28/2020

Country: USA

Primary Security ID: 16119P108

Meeting ID: 1409616

Record Date: 02/28/2020

Meeting Type: Annual

Ticker: CHTR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director W. Lance Conn	Mgmt	For	For	For	No
1b	Elect Director Kim C. Goodman	Mgmt	For	For	For	No
1c	Elect Director Craig A. Jacobson	Mgmt	For	For	For	No
1d	Elect Director Gregory B. Maffei	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST Steven Miron is warranted for serving as a non-independent member (per ISS' classification) of a key board committee. A vote AGAINST Gregory Maffei is warranted for serving on more than three public boards while serving as a CEO of four outside companies. A vote FOR the remaining director nominees is warranted.</i></p>						
1e	Elect Director John D. Markley, Jr.	Mgmt	For	For	For	No
1f	Elect Director David C. Merritt	Mgmt	For	For	For	No
1g	Elect Director James E. Meyer	Mgmt	For	For	For	No
1h	Elect Director Steven A. Miron	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST Steven Miron is warranted for serving as a non-independent member (per ISS' classification) of a key board committee. A vote AGAINST Gregory Maffei is warranted for serving on more than three public boards while serving as a CEO of four outside companies. A vote FOR the remaining director nominees is warranted.</i></p>						
1i	Elect Director Balan Nair	Mgmt	For	For	For	No
1j	Elect Director Michael A. Newhouse	Mgmt	For	For	For	No
1k	Elect Director Mauricio Ramos	Mgmt	For	For	For	No
1l	Elect Director Thomas M. Rutledge	Mgmt	For	For	For	No
1m	Elect Director Eric L. Zinterhofer	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

4 Require Independent Board Chairman SH Against For For No

Voting Policy Rationale: A vote FOR this proposal is warranted given that the lead directors' duties are not considered robust and there is a concern regarding the lack of a fully independent key board committee, suggesting that shareholders would benefit from the most robust form of independent oversight in the form of an independent board chair.

Corteva, Inc.

Meeting Date: 04/28/2020

Country: USA

Primary Security ID: 22052L104

Meeting ID: 1409575

Record Date: 03/09/2020

Meeting Type: Annual

Ticker: CTVA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Lamberto Andreotti	Mgmt	For	For	For	No
1b	Elect Director Robert A. Brown	Mgmt	For	For	For	No
1c	Elect Director James C. Collins, Jr.	Mgmt	For	For	For	No
1d	Elect Director Klaus A. Engel	Mgmt	For	For	For	No
1e	Elect Director Michael O. Johanns	Mgmt	For	For	For	No
1f	Elect Director Lois D. Juliber	Mgmt	For	For	For	No
1g	Elect Director Rebecca B. Liebert	Mgmt	For	For	For	No
1h	Elect Director Marcos M. Lutz	Mgmt	For	For	For	No
1i	Elect Director Nayaki Nayyar	Mgmt	For	For	For	No
1j	Elect Director Gregory R. Page	Mgmt	For	For	For	No
1k	Elect Director Lee M. Thomas	Mgmt	For	For	For	No
1l	Elect Director Patrick J. Ward	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	No
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
5	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For	No

Exelon Corporation

Meeting Date: 04/28/2020

Country: USA

Primary Security ID: 30161N101

Meeting ID: 1409158

Record Date: 03/02/2020

Meeting Type: Annual

Ticker: EXC

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Anthony Anderson	Mgmt	For	For	For	No
1b	Elect Director Ann Berzin	Mgmt	For	For	For	No
1c	Elect Director Laurie Brlas	Mgmt	For	For	For	No
1d	Elect Director Christopher M. Crane	Mgmt	For	For	For	No
1e	Elect Director Yves C. de Balmann	Mgmt	For	For	For	No
1f	Elect Director Nicholas DeBenedictis	Mgmt	For	For	For	No
1g	Elect Director Linda P. Jojo	Mgmt	For	For	For	No
1h	Elect Director Paul Juskow	Mgmt	For	For	For	No
1i	Elect Director Robert J. Lawless	Mgmt	For	For	For	No
1j	Elect Director John Richardson	Mgmt	For	For	For	No
1k	Elect Director Mayo Shattuck, III	Mgmt	For	For	For	No
1l	Elect Director John F. Young	Mgmt	For	For	For	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Approve Omnibus Stock Plan	Mgmt	For	For	For	No

Grupo Televisa SAB

Meeting Date: 04/28/2020

Country: Mexico

Primary Security ID: P4987V137

Meeting ID: 1416345

Record Date: 04/20/2020

Meeting Type: Annual

Ticker: TLEVISACPO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Meeting for Holders of Series A and B Shares (Held Directly or Through CPOs) Who are Mexican Nationals May Vote in this Meeting	Mgmt				

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

1	Approve Financial Statements and Statutory Reports as Required by Article 28 of Mexican Securities Law, Approve Financial Statements; Approve Discharge of Directors, CEO and Board Committees	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because:* The company has bundled the request to approve its financial statements and the discharge of directors and CEO under the same proposal, preventing shareholders from voting on such key resolutions separately;* The company is currently subject to multiple class action lawsuits, related to the investigations regarding alleged payment of bribes to executives of FIFA, to secure broadcasting rights for upcoming World Cup tournaments;* The corruption allegations, and the ongoing investigations, raise concerns regarding potential governance failure and breach of fiduciary duty of the company's administrators and, although the company has denied any wrong doing, no additional information regarding measures taken to address such concerns and other mitigating factors, if any, have been disclosed; and* The company has not yet disclosed its audited financial statements for fiscal year 2019.</i></p>						
2	Present Report on Compliance with Fiscal Obligations	Mgmt	For	For	For	No
3	Approve Allocation of Income	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted given that the company's payouts in recent years have consistently fallen below 30 percent of net income, and the company has failed to outperform the country's main equity index on a TSR basis in recent years.</i></p>						
4.1	Set Aggregate Nominal Amount of Share Repurchase Reserve	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted because:* The company has not yet disclosed its proposed share repurchase reserve; and* The company's most recent authority exceeded 10 percent of market capitalization, the threshold recommended under ISS policy.</i></p>						
4.2	Receive Report on Policies and Board's Decisions on Share Repurchase and Sale of Treasury Shares	Mgmt	For	For	For	No
5	Elect or Ratify Members of Board, Secretary and Other Officers	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST these items is warranted because:* There are material concerns regarding potential governance failure and breach of fiduciary duty in light of corruption investigations involving the company's administrators;* The names of the director nominees are not disclosed prior to the time that institutional shareholders are required to submit vote instructions; and* The company has bundled the election of its directors into a single voting item.</i></p>						
6	Elect or Ratify Members of Executive Committee	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST these items is warranted because:* There are material concerns regarding potential governance failure and breach of fiduciary duty in light of corruption investigations involving the company's administrators;* The names of the director nominees are not disclosed prior to the time that institutional shareholders are required to submit vote instructions; and* The company has bundled the election of its directors into a single voting item.</i></p>						
7	Elect or Ratify Chairman of Audit Committee	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST these items is warranted because:* There are material concerns regarding potential governance failure and breach of fiduciary duty in light of corruption investigations involving the company's administrators;* The names of the director nominees are not disclosed prior to the time that institutional shareholders are required to submit vote instructions; and* The company has bundled the election of its directors into a single voting item.</i></p>						
8	Elect or Ratify Chairman of Corporate Practices Committee	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST these items is warranted because:* There are material concerns regarding potential governance failure and breach of fiduciary duty in light of corruption investigations involving the company's administrators;* The names of the director nominees are not disclosed prior to the time that institutional shareholders are required to submit vote instructions; and* The company has bundled the election of its directors into a single voting item.</i></p>						
9	Approve Remuneration of Board Members, Executive, Audit and Corporate Practices Committees, and Secretaries	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

10	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No
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Hammerson Plc

Meeting Date: 04/28/2020	Country: United Kingdom	Primary Security ID: G4273Q107	Meeting ID: 1402624
Record Date: 04/24/2020	Meeting Type: Annual	Ticker: HMSO	

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

ING Groep NV

Meeting Date: 04/28/2020

Country: Netherlands

Primary Security ID: N4578E595

Meeting ID: 1391440

Record Date: 03/31/2020

Meeting Type: Annual

Ticker: INGA

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

International Business Machines Corporation

Meeting Date: 04/28/2020

Country: USA

Primary Security ID: 459200101

Meeting ID: 1404857

Record Date: 02/28/2020

Meeting Type: Annual

Ticker: IBM

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Knowles Corporation

Meeting Date: 04/28/2020

Country: USA

Primary Security ID: 49926D109

Meeting ID: 1406752

Record Date: 03/02/2020

Meeting Type: Annual

Ticker: KN

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

Sanofi

Meeting Date: 04/28/2020

Country: France

Primary Security ID: F5548N101

Meeting ID: 1407158

Record Date: 04/24/2020

Meeting Type: Annual

Ticker: SAN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Treatment of Losses and Dividends of EUR 3.15 per Share	Mgmt	For	For	For	No
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For	No
5	Ratify Appointment of Paul Hudson as Director	Mgmt	For	For	For	No
6	Reelect Laurent Attal as Director	Mgmt	For	For	For	No
7	Reelect Carole Pivnicka as Director	Mgmt	For	For	For	No
8	Reelect Diane Souza as Director	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

9	Reelect Thomas Sudhof as Director	Mgmt	For	For	For	No
10	Elect Rachel Duan as Director	Mgmt	For	For	For	No
11	Elect Lise Kingo as Director	Mgmt	For	For	For	No
12	Approve Remuneration of Directors in the Aggregate Amount of EUR 2 Million	Mgmt	For	For	For	No
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No
14	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For	No
15	Approve Remuneration Policy of CEO	Mgmt	For	For	For	No
16	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
17	Approve Compensation of Serge Weinberg, Chairman of the Board	Mgmt	For	For	For	No
18	Approve Compensation of Paul Hudson, CEO Since Sept. 1, 2019	Mgmt	For	For	For	No
19	Approve Compensation of Olivier Brandicourt, CEO Until Aug. 31, 2019	Mgmt	For	Against	Against	No

*Voting Policy Rationale: A vote AGAINST this remuneration report is warranted because:** The deemed ten-year service under the defined-benefit pension scheme granted to new CEO upon his arrival at the company was a practice lying well below market standards in France with insufficient information provided for shareholders to enable assessment of the reasonableness of the award.* The company does not disclose the level of achievement of performance conditions attached to the bonus per criterion as a percentage for the individual criteria;* The company does not justify the interest of maintaining such a long-term performance-based component for a CEO that was likely to retire few months later; and* Under LTIP's structure an overachieved criterion can offset one underachieved

20	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

The PNC Financial Services Group, Inc.

Meeting Date: 04/28/2020

Country: USA

Primary Security ID: 693475105

Meeting ID: 1408761

Record Date: 01/31/2020

Meeting Type: Annual

Ticker: PNC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Joseph Alvarado	Mgmt	For	For	For	No
1.2	Elect Director Charles E. Bunch	Mgmt	For	For	For	No
1.3	Elect Director Debra A. Cafaro	Mgmt	For	For	For	No
1.4	Elect Director Marjorie Rodgers Cheshire	Mgmt	For	For	For	No
1.5	Elect Director William S. Demchak	Mgmt	For	For	For	No
1.6	Elect Director Andrew T. Feldstein	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

1.7	Elect Director Richard J. Harshman	Mgmt	For	For	For	No
1.8	Elect Director Daniel R. Hesse	Mgmt	For	For	For	No
1.9	Elect Director Linda R. Medler	Mgmt	For	For	For	No
1.10	Elect Director Martin Pfingraff	Mgmt	For	For	For	No
1.11	Elect Director Toni Townes-Whitley	Mgmt	For	For	For	No
1.12	Elect Director Michael J. Ward	Mgmt	For	For	For	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For	No

Truist Financial Corporation

Meeting Date: 04/28/2020

Country: USA

Primary Security ID: 89832Q109

Meeting ID: 1408766

Record Date: 02/21/2020

Meeting Type: Annual

Ticker: TFC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Jennifer S. Banner	Mgmt	For	For	For	No
1.2	Elect Director K. David Boyer, Jr.	Mgmt	For	For	For	No
1.3	Elect Director Agnes Bundy Scanlan	Mgmt	For	For	For	No
1.4	Elect Director Anna R. Cablik	Mgmt	For	For	For	No
1.5	Elect Director Dallas S. Clement	Mgmt	For	For	For	No
1.6	Elect Director Paul D. Donahue	Mgmt	For	For	For	No
1.7	Elect Director Paul R. Garcia	Mgmt	For	For	For	No
1.8	Elect Director Patrick C. Graney, III	Mgmt	For	For	For	No
1.9	Elect Director Linnie M. Haynesworth	Mgmt	For	For	For	No
1.10	Elect Director Kelly S. King	Mgmt	For	For	For	No
1.11	Elect Director Easter A. Maynard	Mgmt	For	For	For	No
1.12	Elect Director Donna S. Morea	Mgmt	For	For	For	No
1.13	Elect Director Charles A. Patton	Mgmt	For	For	For	No
1.14	Elect Director Nido R. Qubein	Mgmt	For	For	For	No
1.15	Elect Director David M. Ratcliffe	Mgmt	For	For	For	No
1.16	Elect Director William H. Rogers, Jr.	Mgmt	For	For	For	No

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1.17	Elect Director Frank P. Scruggs, Jr.	Mgmt	For	For	For	No
1.18	Elect Director Christine Sears	Mgmt	For	For	For	No
1.19	Elect Director Thomas E. Skains	Mgmt	For	For	For	No
1.20	Elect Director Bruce L. Tanner	Mgmt	For	For	For	No
1.21	Elect Director Thomas N. Thompson	Mgmt	For	For	For	No
1.22	Elect Director Steven C. Voorhees	Mgmt	For	For	For	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Require Independent Board Chairman	SH	Against	For	For	No

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

Wells Fargo & Company

Meeting Date: 04/28/2020

Country: USA

Primary Security ID: 949746101

Meeting ID: 1408368

Record Date: 02/28/2020

Meeting Type: Annual

Ticker: WFC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Steven D. Black	Mgmt	For	For	For	No
1b	Elect Director Celeste A. Clark	Mgmt	For	For	For	No
1c	Elect Director Theodore F. Craver, Jr.	Mgmt	For	For	For	No
1d	Elect Director Wayne M. Hewett	Mgmt	For	For	For	No
1e	Elect Director Donald M. James	Mgmt	For	For	For	No
1f	Elect Director Maria R. Morris	Mgmt	For	For	For	No
1g	Elect Director Charles H. Noski	Mgmt	For	For	For	No
1h	Elect Director Richard B. Payne, Jr.	Mgmt	For	For	For	No
1i	Elect Director Juan A. Pujadas	Mgmt	For	For	For	No
1j	Elect Director Ronald L. Sargent	Mgmt	For	For	For	No
1k	Elect Director Charles W. Scharf	Mgmt	For	For	For	No
1l	Elect Director Suzanne M. Vautrinot	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	No
4	Require Shareholder Approval of Bylaw Amendments Adopted by the Board of Directors	SH	Against	Against	Against	No
5	Report on Incentive-Based Compensation and Risks of Material Losses	SH	Against	For	For	No

Voting Policy Rationale: A vote FOR the proposal is warranted, as shareholders would benefit from additional disclosure about employee incentive compensation programs that could lead to material losses due to excessive risk taking, given that broad-based employee incentive structures played a significant role in recent high-profile controversy and reputational harm at the company.

6	Report on Global Median Gender Pay Gap	SH	Against	Against	Against	No
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AstraZeneca Plc

Meeting Date: 04/29/2020

Country: United Kingdom

Primary Security ID: G0593M107

Meeting ID: 1395550

Record Date: 04/27/2020

Meeting Type: Annual

Ticker: AZN

Meeting Notes:

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

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

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

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51	Re-elect Marcus Wallenberg as Director	Mgmt	For	For	For	No
6	Approve Remuneration Report	Mgmt	For	For	For	No
7	Approve Remuneration Policy	Mgmt	For	For	Against	Yes
8	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
9	Authorise Issue of Equity	Mgmt	For	For	For	No
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
11	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
13	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
14	Approve Performance Share Plan	Mgmt	For	For	Against	Yes

Beiersdorf AG

Meeting Date: 04/29/2020

Country: Germany

Primary Security ID: D08792109

Meeting ID: 1414230

Record Date: 04/16/2020

Meeting Type: Annual

Ticker: BEI

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

Vote Summary Report

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

China Railway Group Limited

Meeting Date: 04/29/2020

Country: China

Primary Security ID: Y1509D116

Meeting ID: 1406324

Record Date: 04/08/2020

Meeting Type: Special

Ticker: 390

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

Elementis Plc

Meeting Date: 04/29/2020

Country: United Kingdom

Primary Security ID: G2996U108

Meeting ID: 1409285

Record Date: 04/27/2020

Meeting Type: Annual

Ticker: ELM

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

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

Lancashire Holdings Ltd.

Meeting Date: 04/29/2020

Country: Bermuda

Primary Security ID: G5361W104

Meeting ID: 1395162

Record Date: 03/31/2020

Meeting Type: Annual

Ticker: LRE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Re-elect Peter Clarke as Director	Mgmt	For	For	For	No
6	Re-elect Michael Dawson as Director	Mgmt	For	For	For	No
7	Re-elect Simon Fraser as Director	Mgmt	For	For	For	No
8	Re-elect Samantha Hoe-Richardson as Director	Mgmt	For	For	For	No
9	Re-elect Robert Lusardi as Director	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

10	Re-elect Alex Maloney as Director	Mgmt	For	For	For	No
11	Re-elect Sally Williams as Director	Mgmt	For	For	For	No
12	Elect Natalie Kershaw as Director	Mgmt	For	For	For	No
13	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
14	Authorise Board to Fix Remuneration of the Auditors	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights (Additional Authority)	Mgmt	For	For	For	No
19	Authorise Market Purchase of Common Shares	Mgmt	For	For	For	No

LSR Group PJSC

Meeting Date: 04/29/2020

Country: Russia

Primary Security ID: X32441101

Meeting ID: 1415862

Record Date: 04/07/2020

Meeting Type: Annual

Ticker: LSRG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Meeting for GDR Holders	Mgmt				
1	Approve Annual Report	Mgmt	For	For	For	No
2	Approve Financial Statements	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of RUB 30 per Share	Mgmt	For	For	For	No
4	Fix Number of Directors at Nine	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because:* The proposal leads to a decrease in the level of board independence, and* The company did not provide necessary disclosure supporting the proposed change;</i>						
	Elect Nine Directors by Cumulative Voting	Mgmt				
5.1	Elect Dmitrii Goncharov as Director	Mgmt	None	Against	Against	No
5.2	Elect Igor Levit as Director	Mgmt	None	Against	Against	No
5.3	Elect Aleksei Makhnev as Director	Mgmt	None	For	For	No
5.4	Elect Andrei Molchanov as Director	Mgmt	None	Against	Against	No
5.5	Elect Egor Molchanov as Director	Mgmt	None	Against	Against	No
5.6	Elect Natalia Nikiforova as Director	Mgmt	None	For	For	No

Vote Summary Report

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5.7	Elect Vitalii Podolskii as Director	Mgmt	None	For	For	No
5.8	Elect Aleksandr Prisiazhniuk as Director	Mgmt	None	For	For	No
5.9	Elect Evgenii Iatsyshin as Director	Mgmt	None	Against	Against	No
	Elect Three Members of Audit Commission	Mgmt				
6.1	Elect Natalia Klevtsova as Member of Audit Commission	Mgmt	For	For	For	No
6.2	Elect Denis Siniugin as Member of Audit Commission	Mgmt	For	For	For	No
6.3	Elect Liudmila Fradina as Member of Audit Commission	Mgmt	For	For	For	No
7.1	Ratify Audit-Service SPb as RAS Auditor	Mgmt	For	For	For	No
7.2	Ratify KPMG as IFRS Auditor	Mgmt	For	For	For	No

Prologis, Inc.

Meeting Date: 04/29/2020

Country: USA

Primary Security ID: 74340W103

Meeting ID: 1409833

Record Date: 03/06/2020

Meeting Type: Annual

Ticker: PLD

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Hamid R. Moghadam	Mgmt	For	For	For	No
1b	Elect Director Cristina G. Bitá	Mgmt	For	For	For	No
1c	Elect Director George L. Fotiades	Mgmt	For	For	For	No
1d	Elect Director Lydia H. Kennard	Mgmt	For	For	For	No
1e	Elect Director Irving F. Lyons, III	Mgmt	For	For	For	No
1f	Elect Director Avid Modjtábái	Mgmt	For	For	For	No
1g	Elect Director David P. O'Connor	Mgmt	For	For	For	No
1h	Elect Director Olivier Piani	Mgmt	For	For	For	No
1i	Elect Director Jeffrey L. Skelton	Mgmt	For	For	For	No
1j	Elect Director Carl B. Webb	Mgmt	For	For	For	No
1k	Elect Director William D. Zollars	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Approve Omnibus Stock Plan	Mgmt	For	For	For	No
4	Increase Authorized Common Stock	Mgmt	For	For	For	No
5	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Royal Bank of Scotland Group Plc

Meeting Date: 04/29/2020

Country: United Kingdom

Primary Security ID: G7S86Z172

Meeting ID: 1395551

Record Date: 04/27/2020

Meeting Type: Annual

Ticker: RBS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this item is considered warranted:* Pro-rating of long-term incentives is not applied to good leavers for the post-grant (but pre-vest) performance period.</i>						
3	Approve Remuneration Report	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this item is considered warranted, although it is not without concern for shareholders:* Ross McEwan resigned from the Company and has taken up the role of CEO of National Australia Bank, but has been treated as a good leaver for the purposes of his outstanding LTIP awards.</i>						
4	Approve Final Dividend	Mgmt	For	Abstain	Abstain	No
<i>Voting Policy Rationale: An ABSTAIN vote is warranted on these items:* These resolutions will be withdrawn.A vote FOR these resolutions is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise abstention as a valid option.</i>						
5	Approve Special Dividend	Mgmt	For	Abstain	Abstain	No
<i>Voting Policy Rationale: An ABSTAIN vote is warranted on these items:* These resolutions will be withdrawn.A vote FOR these resolutions is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise abstention as a valid option.</i>						
6	Re-elect Howard Davies as Director	Mgmt	For	For	For	No
7	Elect Alison Rose-Slade as Director	Mgmt	For	For	For	No
8	Re-elect Katie Murray as Director	Mgmt	For	For	For	No
9	Re-elect Frank Dangeard as Director	Mgmt	For	For	For	No
10	Re-elect Patrick Flynn as Director	Mgmt	For	For	For	No
11	Re-elect Morten Friis as Director	Mgmt	For	For	For	No
12	Re-elect Robert Gillespie as Director	Mgmt	For	For	For	No
13	Elect Yasmin Jetha as Director	Mgmt	For	For	For	No
14	Re-elect Baroness Noakes as Director	Mgmt	For	For	For	No
15	Re-elect Mike Rogers as Director	Mgmt	For	For	For	No
16	Re-elect Mark Seligman as Director	Mgmt	For	For	For	No
17	Re-elect Lena Wilson as Director	Mgmt	For	For	For	No
18	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
19	Authorise the Group Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
20	Authorise Issue of Equity	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
23	Authorise Issue of Equity in Connection with Equity Convertible Notes	Mgmt	For	For	For	No
24	Authorise Issue of Equity without Pre-emptive Rights in Connection with Equity Convertible Notes	Mgmt	For	For	For	No
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
26	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
27	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
28	Authorise Off-Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
29	Adopt New Articles of Association	Mgmt	For	For	For	No
30	Approve Employee Share Ownership Plan	Mgmt	For	For	For	No

Spirent Communications Plc

Meeting Date: 04/29/2020

Country: United Kingdom

Primary Security ID: G83562101

Meeting ID: 1403047

Record Date: 04/27/2020

Meeting Type: Annual

Ticker: SPT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Elect Eric Updyke as Director	Mgmt	For	For	For	No
5	Re-elect Paula Bell as Director	Mgmt	For	For	For	No
6	Re-elect Gary Bullard as Director	Mgmt	For	For	For	No
7	Re-elect William Thomas as Director	Mgmt	For	For	For	No
8	Re-elect Wendy Koh as Director	Mgmt	For	For	For	No
9	Re-elect Edgar Masri as Director	Mgmt	For	For	For	No
10	Re-elect Jonathan Silver as Director	Mgmt	For	For	For	No
11	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No

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13	Authorise Issue of Equity	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Synthomer Plc

Meeting Date: 04/29/2020

Country: United Kingdom

Primary Security ID: G8650C102

Meeting ID: 1414916

Record Date: 04/27/2020

Meeting Type: Annual

Ticker: SYNT

Meeting Notes:

Item 2: Voted against the remuneration policy due to lack of disclosure around the alignment of CEO pension payments to those of the wider workforce against a back drop of increase to variable pay opportunity.

Item 21: Voted against the performance share plan. Increases in variable pay opportunity whilst there is a lack of disclosure around pension alignment.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	Against	Yes
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	Abstain	Abstain	No
<p><i>Voting Policy Rationale: An ABSTAIN on the final dividend is warranted as the resolution will be withdrawn. A vote FOR this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise abstention as a valid option.</i></p>						
5	Re-elect Calum MacLean as Director	Mgmt	For	For	For	No
6	Re-elect Stephen Bennett as Director	Mgmt	For	For	For	No
7	Re-elect Alex Catto as Director	Mgmt	For	For	For	No
8	Re-elect Dato' Lee Hau Hian as Director	Mgmt	For	For	For	No
9	Re-elect Dr Just Jansz as Director	Mgmt	For	For	For	No
10	Re-elect Brendan Connolly as Director	Mgmt	For	For	For	No
11	Re-elect Caroline Johnstone as Director	Mgmt	For	For	For	No
12	Re-elect Holly Van Deursen as Director	Mgmt	For	For	For	No
13	Re-elect Neil Johnson as Director	Mgmt	For	For	For	No
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	For	No

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17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
21	Approve Performance Share Plan	Mgmt	For	For	Against	Yes

Unilever Plc

Meeting Date: 04/29/2020

Country: United Kingdom

Primary Security ID: G92087165

Meeting ID: 1402768

Record Date: 04/27/2020

Meeting Type: Annual

Ticker: ULVR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Re-elect Nils Andersen as Director	Mgmt	For	For	For	No
4	Re-elect Laura Cha as Director	Mgmt	For	For	For	No
5	Re-elect Vittorio Colao as Director	Mgmt	For	For	For	No
6	Re-elect Dr Judith Hartmann as Director	Mgmt	For	For	For	No
7	Re-elect Alan Jope as Director	Mgmt	For	For	For	No
8	Re-elect Andrea Jung as Director	Mgmt	For	For	For	No
9	Re-elect Susan Kilsby as Director	Mgmt	For	For	For	No
10	Re-elect Strive Masiyiwa as Director	Mgmt	For	For	For	No
11	Re-elect Youngme Moon as Director	Mgmt	For	For	For	No
12	Re-elect Graeme Pitkethly as Director	Mgmt	For	For	For	No
13	Re-elect John Rishton as Director	Mgmt	For	For	For	No
14	Re-elect Feike Sijbesma as Director	Mgmt	For	For	For	No
15	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
16	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
17	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
18	Authorise Issue of Equity	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

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

British American Tobacco plc

Meeting Date: 04/30/2020

Country: United Kingdom

Primary Security ID: G1510J102

Meeting ID: 1399410

Record Date: 04/28/2020

Meeting Type: Annual

Ticker: BATS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration report is considered warranted on account of the following: * CEO Jack Bowles was granted a 9.5% salary increase for FY2020. * From FY2020, the new CFO's LTIP award has been increased to 400% of salary, up from 350% of salary previously (albeit on a lower salary rate than his predecessor).</i></p>						
3	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
4	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
5	Re-elect Jack Bowles as Director	Mgmt	For	For	For	No
6	Re-elect Richard Burrows as Director	Mgmt	For	For	For	No
7	Re-elect Sue Farr as Director	Mgmt	For	For	For	No
8	Re-elect Dr Marion Helmes as Director	Mgmt	For	For	For	No
9	Re-elect Luc Jobin as Director	Mgmt	For	For	For	No
10	Re-elect Holly Koeppel as Director	Mgmt	For	For	For	No
11	Re-elect Savio Kwan as Director	Mgmt	For	For	For	No
12	Re-elect Dimitri Panayotopoulos as Director	Mgmt	For	For	For	No
13	Elect Jeremy Fowden as Director	Mgmt	For	For	For	No
14	Elect Tadeu Marroco as Director	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Approve Restricted Share Plan	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

19	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Devro Plc

Meeting Date: 04/30/2020

Country: United Kingdom

Primary Security ID: G2743R101

Meeting ID: 1418055

Record Date: 04/28/2020

Meeting Type: Annual

Ticker: DVO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	Abstain	Abstain	No
3	Elect Steve Good as Director	Mgmt	For	For	For	No
4	Re-elect Rutger Helbing as Director	Mgmt	For	For	For	No
5	Re-elect Jackie Callaway as Director	Mgmt	For	For	For	No
6	Re-elect Malcolm Swift as Director	Mgmt	For	For	For	No
7	Re-elect Dr Paul Withers as Director	Mgmt	For	For	For	No
8	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
9	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
10	Approve Remuneration Report	Mgmt	For	For	For	No
11	Approve Remuneration Policy	Mgmt	For	For	For	No
12	Authorise Issue of Equity	Mgmt	For	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

EOG Resources, Inc.

Meeting Date: 04/30/2020

Country: USA

Primary Security ID: 26875P101

Meeting ID: 1410150

Record Date: 03/06/2020

Meeting Type: Annual

Ticker: EOG

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Janet F. Clark	Mgmt	For	For	For	No
1b	Elect Director Charles R. Crisp	Mgmt	For	For	For	No
1c	Elect Director Robert P. Daniels	Mgmt	For	For	For	No
1d	Elect Director James C. Day	Mgmt	For	For	For	No
1e	Elect Director C. Christopher Gaut	Mgmt	For	For	For	No
1f	Elect Director Julie J. Robertson	Mgmt	For	For	For	No
1g	Elect Director Donald F. Textor	Mgmt	For	For	For	No
1h	Elect Director William R. Thomas	Mgmt	For	For	For	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No

Fugro NV

Meeting Date: 04/30/2020

Country: Netherlands

Primary Security ID: N3385Q197

Meeting ID: 1366800

Record Date: 04/02/2020

Meeting Type: Annual

Ticker: FUR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Annual Meeting Agenda	Mgmt				
1	Open Meeting	Mgmt				
2a	Receive Report of Supervisory Board (Non-Voting)	Mgmt				
2b	Approve Remuneration Report	Mgmt	For	For	For	No
3	Receive Report of Management Board (Non-Voting)	Mgmt				
4	Adopt Financial Statements	Mgmt	For	For	For	No
5a	Approve Discharge of Management Board	Mgmt	For	For	For	No
5b	Approve Discharge of Supervisory Board	Mgmt	For	For	For	No
6a	Approve Remuneration Policy for Management Board	Mgmt	For	For	For	No
6b	Approve Remuneration Policy for Supervisory Board	Mgmt	For	For	For	No
7a	Reelect Harrie Noy to Supervisory Board	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

7b	Elect Ron Mobed to Supervisory Board	Mgmt	For	For	For	No
8	Ratify Ernst & Young as Auditors	Mgmt	For	For	For	No
9a	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital for General Purposes	Mgmt	For	For	For	No
9b	Authorize Board to Exclude Preemptive Rights from Share Issuances Under Item 9a	Mgmt	For	For	For	No
9c	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital in Case of Merger, Acquisitions and/or Strategic Partnerships	Mgmt	For	Against	Against	No

Voting Policy Rationale: A vote AGAINST this proposal is warranted because it is not in line with commonly used safeguards regarding volume (i.e. the management board would be able to issue share up to 20 percent of the issued share capital, when also considering the proposals under Items 9a and 9b).

10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
11	Other Business (Non-Voting)	Mgmt				
12	Close Meeting	Mgmt				

James Fisher & Sons Plc

Meeting Date: 04/30/2020

Country: United Kingdom

Primary Security ID: G35056103

Meeting ID: 1408999

Record Date: 04/28/2020

Meeting Type: Annual

Ticker: FSJ

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	Abstain	Abstain	No
<i>Voting Policy Rationale: An ABSTAIN vote is warranted on this item:* This resolution will be withdrawn.A vote FOR this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise abstention as a valid option.</i>						
4	Elect Eoghan O'Lionaird as Director	Mgmt	For	For	For	No
5	Re-elect Malcolm Paul as Director	Mgmt	For	For	For	No
6	Re-elect Stuart Kilpatrick as Director	Mgmt	For	For	For	No
7	Re-elect Fergus Graham as Director	Mgmt	For	Abstain	Abstain	No
<i>Voting Policy Rationale: Item 4-6 and 8-11A vote FOR these Directors is warranted as no significant concerns have been identified.Item 7: Re-elect Fergus Graham as DirectorAn ABSTAIN vote is warranted on this item:* This resolution will be withdrawn.A vote FOR this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise abstention as a valid option.</i>						
8	Re-elect Justin Atkinson as Director	Mgmt	For	For	For	No
9	Re-elect Aedamar Comiskey as Director	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

10	Re-elect Michael Salter as Director	Mgmt	For	For	For	No
11	Re-elect Dr Inken Braunschmidt as Director	Mgmt	For	For	For	No
12	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Kerry Group Plc

Meeting Date: 04/30/2020

Country: Ireland

Primary Security ID: G52416107

Meeting ID: 1395989

Record Date: 04/28/2020

Meeting Type: Annual

Ticker: KRZ

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3a	Re-elect Gerry Behan as Director	Mgmt	For	For	For	No
3b	Re-elect Dr Hugh Brady as Director	Mgmt	For	For	For	No
3c	Re-elect Gerard Culligan as Director	Mgmt	For	For	For	No
3d	Re-elect Dr Karin Dorrepaal as Director	Mgmt	For	For	For	No
3e	Re-elect Joan Garahy as Director	Mgmt	For	For	For	No
3f	Re-elect Marguerite Larkin as Director	Mgmt	For	For	For	No
3g	Re-elect Tom Moran as Director	Mgmt	For	For	For	No
3h	Re-elect Con Murphy as Director	Mgmt	For	For	For	No
3i	Re-elect Christopher Rogers as Director	Mgmt	For	For	For	No
3j	Re-elect Edmond Scanlon as Director	Mgmt	For	For	For	No
3k	Re-elect Philip Toomey as Director	Mgmt	For	For	For	No
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
5	Approve Remuneration Report	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

6	Authorise Issue of Equity	Mgmt	For	For	For	No
7	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
8	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Mgmt	For	For	For	No
9	Authorise Market Purchase of A Ordinary Shares	Mgmt	For	For	For	No

Koninklijke Philips NV

Meeting Date: 04/30/2020

Country: Netherlands

Primary Security ID: N7637U112

Meeting ID: 1389801

Record Date: 04/02/2020

Meeting Type: Annual

Ticker: PHIA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Annual Meeting Agenda	Mgmt				
1	President's Speech	Mgmt				
2.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt				
2.b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2.c	Approve Dividends of EUR 0.85 Per Share	Mgmt	For	For	For	No
2.d	Approve Remuneration Report	Mgmt	For	For	For	No
2.e	Approve Discharge of Management Board	Mgmt	For	For	For	No
2.f	Approve Discharge of Supervisory Board	Mgmt	For	For	For	No
3.a	Approve Remuneration Policy for Management Board	Mgmt	For	For	For	No
3.b	Approve Long Term Incentive Plan for Management Board Members	Mgmt	For	For	For	No
3.c	Approve Remuneration Policy for Supervisory Board	Mgmt	For	For	For	No
4.a	Reelect N. Dhawan to Supervisory Board	Mgmt	For	For	For	No
4.b	Elect F. Sijbesma to Supervisory Board	Mgmt	For	For	For	No
4.c	Elect P. Loscher to Supervisory Board	Mgmt	For	For	For	No
5.a	Grant Board Authority to Issue Shares	Mgmt	For	For	For	No
5.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For	No
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
7	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

8 Other Business (Non-Voting) Mgmt

RPS Group Plc

Meeting Date: 04/30/2020

Country: United Kingdom

Primary Security ID: G7701P104

Meeting ID: 1396572

Record Date: 04/28/2020

Meeting Type: Annual

Ticker: RPS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Elect Judith Cottrell as Director	Mgmt	For	For	For	No
4	Re-elect Allison Bainbridge as Director	Mgmt	For	For	For	No
5	Re-elect John Douglas as Director	Mgmt	For	For	For	No
6	Re-elect Catherine Glickman as Director	Mgmt	For	For	For	No
7	Re-elect Ken Lever as Director	Mgmt	For	For	For	No
8	Re-elect Michael McKelvy as Director	Mgmt	For	For	For	No
9	Re-elect Elizabeth Peace as Director	Mgmt	For	For	For	No
10	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
11	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
12	Authorise Issue of Equity	Mgmt	For	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Schroders Plc

Meeting Date: 04/30/2020

Country: United Kingdom

Primary Security ID: G78602136

Meeting ID: 1413322

Record Date: 04/28/2020

Meeting Type: Annual

Ticker: SDR

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Approve Remuneration Policy	Mgmt	For	For	For	No
5	Approve Long Term Incentive Plan	Mgmt	For	For	For	No
6	Approve Deferred Award Plan	Mgmt	For	For	For	No
7	Elect Matthew Westerman as Director	Mgmt	For	For	For	No
8	Elect Claire Fitzalan as Director	Mgmt	For	For	For	No
9	Re-elect Michael Dobson as Director	Mgmt	For	For	For	No
10	Re-elect Peter Harrison as Director	Mgmt	For	For	For	No
11	Re-elect Richard Keers as Director	Mgmt	For	For	For	No
12	Re-elect Ian King as Director	Mgmt	For	For	For	No
13	Re-elect Sir Damon Buffini as Director	Mgmt	For	For	For	No
14	Re-elect Rhian Davies as Director	Mgmt	For	For	For	No
15	Re-elect Rakhi Goss-Custard as Director	Mgmt	For	For	For	No
16	Re-elect Deborah Waterhouse as Director	Mgmt	For	For	For	No
17	Re-elect Leonie Schroder as Director	Mgmt	For	For	For	No
18	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
19	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
20	Approve EU Political Donations and Expenditure	Mgmt	For	For	For	No
21	Authorise Issue of Equity	Mgmt	For	For	For	No
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
23	Authorise Market Purchase of Non-Voting Ordinary Shares	Mgmt	For	For	For	No
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Unilever NV

Meeting Date: 04/30/2020

Country: Netherlands

Primary Security ID: N8981F289

Meeting ID: 1402767

Record Date: 04/02/2020

Meeting Type: Annual

Ticker: UNA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Annual Meeting Agenda	Mgmt				
1	Discussion of the Annual Report and Accounts for the 2019 Financial Year	Mgmt				
2	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Approve Discharge of Executive Directors	Mgmt	For	For	For	No
5	Approve Discharge of Non-Executive Directors	Mgmt	For	For	For	No
6	Reelect N Andersen as Non-Executive Director	Mgmt	For	For	For	No
7	Reelect L Cha as Non-Executive Director	Mgmt	For	For	For	No
8	Reelect V Colao as Non-Executive Director	Mgmt	For	For	For	No
9	Reelect J Hartmann as Non-Executive Director	Mgmt	For	For	For	No
10	Reelect A Jope as Executive Director	Mgmt	For	For	For	No
11	Reelect A Jung as Non-Executive Director	Mgmt	For	For	For	No
12	Reelect S Kilsby as Non-Executive Director	Mgmt	For	For	For	No
13	Reelect S Masiyiwa as Non-Executive Director	Mgmt	For	For	For	No
14	Reelect Y Moon as Non-Executive Director	Mgmt	For	For	For	No
15	Reelect G Pitkethly as Executive Director	Mgmt	For	For	For	No
16	Reelect J Rishton as Director	Mgmt	For	For	For	No
17	Reelect F Sijbesma as Director	Mgmt	For	For	For	No
18	Ratify KPMG as Auditors	Mgmt	For	For	For	No
19	Grant Board Authority to Issue Shares	Mgmt	For	For	For	No
20	Authorize Board to Exclude Preemptive Rights from Share Issuances for General Corporate Purposes	Mgmt	For	For	For	No
21	Authorize Board to Exclude Preemptive Rights from Share Issuances for Acquisition or Specified Capital Investment Purposes	Mgmt	For	For	For	No
22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
23	Approve Reduction in Share Capital through Cancellation of Ordinary Shares	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Capital & Counties Properties Plc

Meeting Date: 05/01/2020

Country: United Kingdom

Primary Security ID: G19406100

Meeting ID: 1410262

Record Date: 04/29/2020

Meeting Type: Annual

Ticker: CAPC

Meeting Notes:

Item 12: Voted against the remuneration policy as it still allows for significant discretion which has previously been applied to reset performance targets.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Re-elect Henry Staunton as Director	Mgmt	For	For	For	No
4	Re-elect Ian Hawksworth as Director	Mgmt	For	For	For	No
5	Re-elect Situl Jobanputra as Director	Mgmt	For	For	For	No
6	Elect Michelle McGrath as Director	Mgmt	For	For	For	No
7	Re-elect Charlotte Boyle as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Item 3: Re-elect Henry Staunton as a Director A vote FOR this Director is warranted, although it is not without concern: * Henry Staunton is the Board Chair and has served on the Board for nine years. He will further remain in post until at least 2022. The main reason for support: * It is acknowledged that he was only appointed as Chair in June 2018 and therefore has not been in the role for long. Succession planning will be kept under close review. Items 4-6 and 8-9A vote FOR these Directors is warranted as no significant concerns have been identified. Item 7: Re-elect Charlotte Boyle as a Director A vote AGAINST this Director is warranted: * Charlotte Boyle is the Chair of the Remuneration Committee and serious concerns around remuneration are being highlighted for the 2020 AGM.</i></p>						
8	Re-elect Jonathan Lane as Director	Mgmt	For	For	For	No
9	Re-elect Anthony Steains as Director	Mgmt	For	For	For	No
10	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
11	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
12	Approve Remuneration Policy	Mgmt	For	For	Against	Yes
13	Approve Remuneration Report	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted: * The Remuneration Committee has applied considerable discretion in determining bonus outcomes; resetting performance targets and determining other targets over the course of FY2019; and * This has resulted in significant bonus payouts to the Executive Directors that do not appear aligned with Company performance. * Concerns have been raised regarding the significant leaving arrangements of Executive Director, Gary Yardley, including the vesting arrangements of his outstanding LTIP awards, and the Remuneration Committee's use of discretion in determining the termination provisions.</i></p>						
14	Approve Scrip Dividend Program	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
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Berkshire Hathaway Inc.

Meeting Date: 05/02/2020	Country: USA	Primary Security ID: 084670702	Meeting ID: 1407737
Record Date: 03/04/2020	Meeting Type: Annual	Ticker: BRK.B	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Warren E. Buffett	Mgmt	For	For	For	No
1.2	Elect Director Charles T. Munger	Mgmt	For	For	For	No
1.3	Elect Director Gregory E. Abel	Mgmt	For	For	For	No
1.4	Elect Director Howard G. Buffett	Mgmt	For	For	For	No
1.5	Elect Director Stephen B. Burke	Mgmt	For	For	For	No
1.6	Elect Director Kenneth I. Chenault	Mgmt	For	For	For	No
1.7	Elect Director Susan L. Decker	Mgmt	For	For	For	No
1.8	Elect Director David S. Gottesman	Mgmt	For	For	For	No
1.9	Elect Director Charlotte Guyman	Mgmt	For	For	For	No
1.10	Elect Director Ajit Jain	Mgmt	For	For	For	No
1.11	Elect Director Thomas S. Murphy	Mgmt	For	For	For	No
1.12	Elect Director Ronald L. Olson	Mgmt	For	For	For	No
1.13	Elect Director Walter Scott, Jr.	Mgmt	For	For	For	No
1.14	Elect Director Meryl B. Witmer	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Although CEO Buffett's compensation remains minimal, two NEOs continue to receive large base salaries of \$16.0 million each and overall pay is not clearly linked to company performance. Proxy statement disclosure continues to be lacking with little information provided for shareholders to assess the decisions regarding, or committee oversight of, compensation determinations for these executives.</i></p>						
3	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year	One Year	No
<p><i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted.</i></p>						
4	Adopt a Policy on Board Diversity	SH	Against	Against	Against	No

Eli Lilly and Company

Meeting Date: 05/04/2020	Country: USA	Primary Security ID: 532457108	Meeting ID: 1409998
Record Date: 03/09/2020	Meeting Type: Annual	Ticker: LLY	

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Michael L. Eskew	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST Michael Eskew is warranted for a material governance failure. The company's governing documents prohibit or restrict shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i></p>						
1b	Elect Director William G. Kaelin, Jr.	Mgmt	For	For	For	No
1c	Elect Director David A. Ricks	Mgmt	For	For	For	No
1d	Elect Director Marschall S. Runge	Mgmt	For	For	For	No
1e	Elect Director Karen Walker	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
4	Declassify the Board of Directors	Mgmt	For	For	For	No
5	Eliminate Supermajority Voting Provisions	Mgmt	For	For	For	No
6	Report on Lobbying Payments and Policy	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as additional disclosure on the company's lobbying and trade association activities, including management and board-level oversight, would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i></p>						
7	Report on Forced Swim Test	SH	Against	Against	Against	No
8	Require Independent Board Chairman	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. The lead director is not appointed solely by the independent directors and there are ongoing governance concerns with respect to the inability of shareholders to amend the bylaws. In addition, the proponent raises a compelling argument that Eli Lilly would be best served by adopting an independent chair policy in light of potentially material legal and reputational risks facing the company, particularly around drug pricing, further suggesting that shareholders would benefit from the most robust form of independent oversight, in the form of an independent chair.</i></p>						
9	Disclose Board Matrix Including Ideological Perspectives	SH	Against	Against	Against	No
10	Report on Integrating Drug Pricing Risks into Senior Executive Compensation Arrangements	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted due to the scope of the proposal, the company's current use of incentive program metrics that may be impacted by drug pricing, and the lack of comprehensive disclosure describing how risks related to public concern over drug pricing increases are taken into consideration in executive compensation programs.</i></p>						
11	Adopt Policy on Bonus Banking	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the proposal's request is not fully addressed by mechanisms in place and the proposal does not appear to be overly prescriptive. Although pay and performance were aligned for the year in review and the company maintains stock ownership guidelines, holding requirements and a clawback policy, the current ownership guidelines and holding requirements are not considered to be robust. The proposal's banking feature may provide additional safeguards for investors and is not overly prescriptive, giving the board sufficient flexibility in implementation.</i></p>						

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

12	Clawback Disclosure of Recoupment Activity from Senior Officers	SH	Against	For	For	No
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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.

Informa Plc

Meeting Date: 05/04/2020	Country: United Kingdom	Primary Security ID: G4770L106	Meeting ID: 1421607
Record Date: 04/30/2020	Meeting Type: Special	Ticker: INF	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Capital Raising	Mgmt	For	For	For	No

4imprint Group Plc

Meeting Date: 05/05/2020	Country: United Kingdom	Primary Security ID: G36555103	Meeting ID: 1413673
Record Date: 05/01/2020	Meeting Type: Annual	Ticker: FOUR	

Meeting Notes:

Item 2: voted against the remuneration report due to a lack of disclosure surrounding the bonus framework.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	Against	Yes
3	Approve Final Dividend	Mgmt	For	Abstain	Abstain	No
<i>Voting Policy Rationale: An ABSTAIN vote is warranted on this item:* This resolution will be withdrawn.A vote FOR this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise abstention as a valid option.</i>						
4	Re-elect Charles Brady as Director	Mgmt	For	For	For	No
5	Re-elect Kevin Lyons-Tarr as Director	Mgmt	For	For	For	No
6	Re-elect Paul Moody as Director	Mgmt	For	For	For	No
7	Re-elect David Seekings as Director	Mgmt	For	For	For	No
8	Elect Christina Southall as Director	Mgmt	For	For	For	No
9	Re-elect John Warren as Director	Mgmt	For	For	For	No
10	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

12	Authorise Issue of Equity	Mgmt	For	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
14	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Air Liquide SA

Meeting Date: 05/05/2020

Country: France

Primary Security ID: F01764103

Meeting ID: 1393074

Record Date: 04/30/2020

Meeting Type: Annual/Special

Ticker: AI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of EUR 2.70 per Share and an Extra of EUR 0.27 per Share to Long Term Registered Shares	Mgmt	For	For	For	No
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
5	Reelect Brian Gilvary as Director	Mgmt	For	For	For	No
6	Elect Anette Bronder as Director	Mgmt	For	For	For	No
7	Elect Kim Ann Mink as Director	Mgmt	For	For	For	No
8	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For	No
9	Approve Compensation of Benoit Potier	Mgmt	For	For	For	No
10	Approve Compensation Report for Corporate Officers	Mgmt	For	For	For	No
11	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For	For	No
12	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.3 Million	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
13	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
14	Authorize Capitalization of Reserves of Up to EUR 300 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For	No
17	Amend Article 11 of Bylaws Re: Employee Representative	Mgmt	For	For	For	No
18	Amend Article 15 of Bylaws Re: Board Powers	Mgmt	For	For	For	No
19	Amend Article 16 of Bylaws Re: Board Members Remuneration	Mgmt	For	For	For	No
20	Amend Article 9 of Bylaws Re: Shareholding Disclosure Thresholds	Mgmt	For	For	For	No
21	Amend Articles 15 and 19 of Bylaws Re: Delegate Power to Board Members	Mgmt	For	For	For	No
22	Amend Article 4 of Bylaws Re: Company Duration	Mgmt	For	For	For	No
	Ordinary Business	Mgmt				
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

American Express Company

Meeting Date: 05/05/2020

Country: USA

Primary Security ID: 025816109

Meeting ID: 1411272

Record Date: 03/09/2020

Meeting Type: Annual

Ticker: AXP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Charlene Barshefsky	Mgmt	For	For	For	No
1b	Elect Director John J. Brennan	Mgmt	For	For	For	No
1c	Elect Director Peter Chernin	Mgmt	For	For	For	No
1d	Elect Director Ralph de la Vega	Mgmt	For	For	For	No
1e	Elect Director Anne Lauvergeon	Mgmt	For	For	For	No
1f	Elect Director Michael O. Leavitt	Mgmt	For	For	For	No
1g	Elect Director Theodore J. Leonsis	Mgmt	For	For	For	No
1h	Elect Director Karen L. Parkhill	Mgmt	For	For	For	No
1i	Elect Director Lynn A. Pike	Mgmt	For	For	For	No
1j	Elect Director Stephen J. Squeri	Mgmt	For	For	For	No
1k	Elect Director Daniel L. Vasella	Mgmt	For	For	For	No
1l	Elect Director Ronald A. Williams	Mgmt	For	For	For	No
1m	Elect Director Christopher D. Young	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Amend Omnibus Stock Plan	Mgmt	For	For	For	No
5	Provide Right to Act by Written Consent	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>						
6	Report on Gender/Racial Pay Gap	SH	Against	Against	Against	No

Anglo American Plc

Meeting Date: 05/05/2020

Country: United Kingdom

Primary Security ID: G03764134

Meeting ID: 1390020

Record Date: 05/01/2020

Meeting Type: Annual

Ticker: AAL

Meeting Notes:

Item 2: voted against the remuneration report due to a lack of disclosure around the bonus framework.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Elect Hixonia Nyasulu as Director	Mgmt	For	For	For	No
4	Elect Nonkululeko Nyembezi as Director	Mgmt	For	For	For	No
5	Re-elect Ian Ashby as Director	Mgmt	For	For	For	No
6	Re-elect Marcelo Bastos as Director	Mgmt	For	For	For	No
7	Re-elect Stuart Chambers as Director	Mgmt	For	For	For	No
8	Re-elect Mark Cutifani as Director	Mgmt	For	For	For	No
9	Re-elect Byron Grote as Director	Mgmt	For	For	For	No
10	Re-elect Tony O'Neill as Director	Mgmt	For	For	For	No
11	Re-elect Stephen Pearce as Director	Mgmt	For	For	For	No
12	Re-elect Jim Rutherford as Director	Mgmt	For	For	For	No
13	Re-elect Anne Stevens as Director	Mgmt	For	For	For	No
14	Appoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
16	Approve Remuneration Policy	Mgmt	For	For	For	No
17	Approve Remuneration Report	Mgmt	For	For	Against	Yes

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

18	Approve Long Term Incentive Plan	Mgmt	For	For	For	No
19	Approve Bonus Share Plan	Mgmt	For	For	For	No
20	Authorise Issue of Equity	Mgmt	For	For	For	No
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Aperam SA

Meeting Date: 05/05/2020

Country: Luxembourg

Primary Security ID: L0187K107

Meeting ID: 1416096

Record Date: 04/21/2020

Meeting Type: Annual/Special

Ticker: APAM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Annual Meeting Agenda	Mgmt				
I	Approve Consolidated Financial Statements	Mgmt	For	For	For	No
II	Approve Financial Statements	Mgmt	For	For	For	No
III	Approve Remuneration of Directors	Mgmt	For	For	For	No
IV	Approve Dividends of EUR 1.75 Per Share	Mgmt	For	For	For	No
V	Approve Allocation of Income	Mgmt	For	For	For	No
VI	Approve Remuneration Policy	Mgmt	For	For	For	No
VII	Approve Remuneration Report	Mgmt	For	For	For	No
VIII	Approve Annual Fees Structure of the Board and Remuneration of CEO	Mgmt	For	For	For	No
IX	Approve Discharge of Directors	Mgmt	For	For	For	No
X	Reelect Joseph Greenwell as Director	Mgmt	For	For	For	No
XI	Elect Alain Kinsch as Director	Mgmt	For	For	For	No
XII	Elect Ros Rivaz as Director	Mgmt	For	For	For	No
XIII	Appoint Deloitte as Auditor	Mgmt	For	For	For	No
XIV	Approve Share Plan Grant Under the Leadership Team Performance Share Unit Plan	Mgmt	For	For	For	No
	Special Meeting Agenda	Mgmt				
I	Approve Cancellation of Shares and Reduction in Share Capital	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

II	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights and Amend Articles of Association	Mgmt	For	For	For	No
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Barrick Gold Corporation

Meeting Date: 05/05/2020

Country: Canada

Primary Security ID: 067901108

Meeting ID: 1393799

Record Date: 03/06/2020

Meeting Type: Annual

Ticker: ABX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director D. Mark Bristow	Mgmt	For	For	For	No
1.2	Elect Director Gustavo A. Cisneros	Mgmt	For	For	For	No
1.3	Elect Director Christopher L. Coleman	Mgmt	For	For	For	No
1.4	Elect Director J. Michael Evans	Mgmt	For	For	For	No
1.5	Elect Director Brian L. Greenspun	Mgmt	For	For	For	No
1.6	Elect Director J. Brett Harvey	Mgmt	For	For	For	No
1.7	Elect Director Andrew J. Quinn	Mgmt	For	For	For	No
1.8	Elect Director M. Loreto Silva	Mgmt	For	For	For	No
1.9	Elect Director John L. Thornton	Mgmt	For	For	For	No
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For	No

Bristol-Myers Squibb Company

Meeting Date: 05/05/2020

Country: USA

Primary Security ID: 110122108

Meeting ID: 1411874

Record Date: 03/16/2020

Meeting Type: Annual

Ticker: BMY

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1A	Elect Director Peter J. Arduini	Mgmt	For	For	For	No
1B	Elect Director Robert Bertolini	Mgmt	For	For	For	No
1C	Elect Director Michael W. Bonney	Mgmt	For	For	For	No
1D	Elect Director Giovanni Caforio	Mgmt	For	For	For	No
1E	Elect Director Matthew W. Emmens	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

1F	Elect Director Julia A. Haller	Mgmt	For	For	For	No
1G	Elect Director Dinesh C. Paliwal	Mgmt	For	For	For	No
1H	Elect Director Theodore R. Samuels	Mgmt	For	For	For	No
1I	Elect Director Vicki L. Sato	Mgmt	For	For	For	No
1J	Elect Director Gerald L. Storch	Mgmt	For	For	For	No
1K	Elect Director Karen H. Vousden	Mgmt	For	For	For	No
1L	Elect Director Phyllis R. Yale	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No
4	Require Independent Board Chairman	SH	Against	For	For	No

Voting Policy Rationale: A vote FOR this proposal is warranted. The proponent raises a compelling argument that BMY would be best served by adopting an independent chair policy at its next CEO transition in light of the mounting – and potentially material – financial and reputational risks facing the company and the broader health care industry, particularly around the price increases on some of the company's name-brand drugs. These circumstances suggest that shareholders would benefit from the most robust form of independent board oversight, in the form of an independent chair.

5	Provide Right to Act by Written Consent	SH	Against	For	For	No
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Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.

Danaher Corporation

Meeting Date: 05/05/2020

Country: USA

Primary Security ID: 235851102

Meeting ID: 1411702

Record Date: 03/09/2020

Meeting Type: Annual

Ticker: DHR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Linda Hefner Filler	Mgmt	For	For	For	No
1.2	Elect Director Thomas P. Joyce, Jr.	Mgmt	For	For	For	No
1.3	Elect Director Teri List-Stoll	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Walter Lohr Jr., Teri List-Stoll, and John T. Schwieters is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>						
1.4	Elect Director Walter G. Lohr, Jr.	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Walter Lohr Jr., Teri List-Stoll, and John T. Schwieters is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>						
1.5	Elect Director Jessica L. Mega	Mgmt	For	For	For	No
1.6	Elect Director Pardis C. Sabeti	Mgmt	For	For	For	No
1.7	Elect Director Mitchell P. Rales	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

1.8	Elect Director Steven M. Rales	Mgmt	For	For	For	No
1.9	Elect Director John T. Schwieters	Mgmt	For	Against	Against	No

Voting Policy Rationale: A vote AGAINST incumbent audit committee members Walter Lohr Jr., Teri List-Stoll, and John T. Schwieters is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.

1.10	Elect Director Alan G. Spoon	Mgmt	For	For	For	No
1.11	Elect Director Raymond C. Stevens	Mgmt	For	For	For	No
1.12	Elect Director Elias A. Zerhouni	Mgmt	For	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For	No

Voting Policy Rationale: A vote FOR this proposal is warranted. Lowering the ownership threshold from 25 percent to 10 percent would improve shareholders' ability to use the special meeting right and no single shareholder would be able to act unilaterally to call a special meeting at the proposed threshold.

General Electric Company

Meeting Date: 05/05/2020

Country: USA

Primary Security ID: 369604103

Meeting ID: 1406924

Record Date: 03/09/2020

Meeting Type: Annual

Ticker: GE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Elect Director Sebastien Bazin	Mgmt	For	For	For	No
2	Elect Director Ashton Carter	Mgmt	For	For	For	No
3	Elect Director H. Lawrence Culp, Jr.	Mgmt	For	For	For	No
4	Elect Director Francisco D'Souza	Mgmt	For	For	For	No
5	Elect Director Edward Garden	Mgmt	For	For	For	No
6	Elect Director Thomas W. Horton	Mgmt	For	For	For	No
7	Elect Director Risa Lavizzo-Mourey	Mgmt	For	For	For	No
8	Elect Director Catherine Lesjak	Mgmt	For	For	For	No
9	Elect Director Paula Rosput Reynolds	Mgmt	For	For	For	No
10	Elect Director Leslie Seidman	Mgmt	For	For	For	No
11	Elect Director James Tisch	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

12	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	No
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Voting Policy Rationale: A vote AGAINST this proposal is warranted. While the CEO's pay declined significantly following his 2018 special new-hire award, an unmitigated pay-for-performance misalignment persists. The CEO's salary and target incentive opportunities remained elevated and, while his equity award is entirely performance-based, the annual bonus program is largely discretionary. Particularly for large-cap companies, investors generally expect incentive programs to rely on objective, pre-set criteria rather than substantial committee discretion. Lastly, both of the targets used to determine bonus pool funding were set below actual performance in 2018 and were then achieved above maximum.

13	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	No
14	Require Independent Board Chairman	SH	Against	For	For	No

Voting Policy Rationale: A vote FOR this proposal is warranted, as the company's long-term underperformance, the complexity of its organization and business model, and the risks of another CEO's tenure being viewed by the market as unsuccessful, suggest that shareholders would benefit from the most robust form of independent boardroom oversight, provided by an independent board chair.

Allianz SE

Meeting Date: 05/06/2020 **Country:** Germany **Primary Security ID:** D03080112 **Meeting ID:** 1395294
Record Date: **Meeting Type:** Annual **Ticker:** ALV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 9.60 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For	For	No
5	Approve Affiliation Agreement with Allianz Africa Holding GmbH	Mgmt	For	For	For	No

Dominion Energy, Inc.

Meeting Date: 05/06/2020 **Country:** USA **Primary Security ID:** 25746U109 **Meeting ID:** 1411878
Record Date: 02/28/2020 **Meeting Type:** Annual **Ticker:** D

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director James A. Bennett	Mgmt	For	For	For	No
1b	Elect Director Helen E. Dragas	Mgmt	For	For	For	No
1c	Elect Director James O. Ellis, Jr.	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

1d	Elect Director Thomas F. Farrell, II	Mgmt	For	For	For	No
1e	Elect Director D. Maybank Hagood	Mgmt	For	For	For	No
1f	Elect Director John W. Harris	Mgmt	For	For	For	No
1g	Elect Director Ronald W. Jibson	Mgmt	For	For	For	No
1h	Elect Director Mark J. Kington	Mgmt	For	For	For	No
1i	Elect Director Joseph M. Rigby	Mgmt	For	For	For	No
1j	Elect Director Pamela J. Royal	Mgmt	For	For	For	No
1k	Elect Director Robert H. Spilman, Jr.	Mgmt	For	For	For	No
1l	Elect Director Susan N. Story	Mgmt	For	For	For	No
1m	Elect Director Michael E. Szymanczyk	Mgmt	For	For	For	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Require Independent Board Chairman	SH	Against	For	For	No

Voting Policy Rationale: A vote FOR this proposal is warranted. Although there are no governance concerns at this time and the lead independent director role appears to be robust, the company's TSR underperformance over both the short- and long-term suggests that shareholders would benefit from the most robust form of independent oversight, in the form of an independent board chair.

5	Provide Right to Act by Written Consent	SH	Against	For	For	No
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Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.

EMIS Group Plc

Meeting Date: 05/06/2020

Country: United Kingdom

Primary Security ID: G2898S102

Meeting ID: 1408885

Record Date: 05/04/2020

Meeting Type: Annual

Ticker: EMIS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Elect Patrick De Smedt as Director	Mgmt	For	For	For	No
5	Elect Jen Byrne as Director	Mgmt	For	For	For	No
6	Re-elect Andy Thorburn as Director	Mgmt	For	For	For	No
7	Re-elect Peter Southby as Director	Mgmt	For	For	For	No
8	Re-elect Andy McKeon as Director	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

9	Re-elect Kevin Boyd as Director	Mgmt	For	For	For	No
10	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
12	Authorise Issue of Equity	Mgmt	For	For	For	No
13	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

General Dynamics Corporation

Meeting Date: 05/06/2020

Country: USA

Primary Security ID: 369550108

Meeting ID: 1412329

Record Date: 03/09/2020

Meeting Type: Annual

Ticker: GD

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director James S. Crown	Mgmt	For	For	For	No
1b	Elect Director Rudy F. deLeon	Mgmt	For	For	For	No
1c	Elect Director Cecil D. Haney	Mgmt	For	For	For	No
1d	Elect Director Mark M. Malcolm	Mgmt	For	For	For	No
1e	Elect Director James N. Mattis	Mgmt	For	For	For	No
1f	Elect Director Phebe N. Novakovic	Mgmt	For	For	For	No
1g	Elect Director C. Howard Nye	Mgmt	For	For	For	No
1h	Elect Director William A. Osborn	Mgmt	For	For	For	No
1i	Elect Director Catherine B. Reynolds	Mgmt	For	For	For	No
1j	Elect Director Laura J. Schumacher	Mgmt	For	For	For	No
1k	Elect Director John G. Stratton	Mgmt	For	For	For	No
1l	Elect Director Peter A. Wall	Mgmt	For	For	For	No
2	Ratify KPMG LLP as Auditor	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For	No
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Voting Policy Rationale: A vote FOR this proposal is warranted as the reduction to a 15 percent threshold to call a special meeting would improve shareholder rights.

Gilead Sciences, Inc.

Meeting Date: 05/06/2020 **Country:** USA **Primary Security ID:** 375558103 **Meeting ID:** 1411300
Record Date: 03/13/2020 **Meeting Type:** Annual **Ticker:** GILD

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Jacqueline K. Barton	Mgmt	For	For	For	No
1b	Elect Director Sandra J. Horning	Mgmt	For	For	For	No
1c	Elect Director Kelly A. Kramer	Mgmt	For	For	For	No
1d	Elect Director Kevin E. Lofton	Mgmt	For	For	For	No
1e	Elect Director Harish Manwani	Mgmt	For	For	For	No
1f	Elect Director Daniel P. O'Day	Mgmt	For	For	For	No
1g	Elect Director Richard J. Whitley	Mgmt	For	For	For	No
1h	Elect Director Per Wold-Olsen	Mgmt	For	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Require Independent Board Chair	SH	Against	Against	Against	No
5	Eliminate the Ownership Threshold for Stockholders to Request a Record Date to Take Action by Written Consent	SH	Against	Against	Against	No

GlaxoSmithKline Plc

Meeting Date: 05/06/2020 **Country:** United Kingdom **Primary Security ID:** G3910J112 **Meeting ID:** 1402749
Record Date: 05/04/2020 **Meeting Type:** Annual **Ticker:** GSK

Meeting Notes:

Item 2: Voted against the remuneration report. CEO LTIP opportunity is being increased despite already being generous.

Item 3: Voted against the policy as there is an ED with pension levels significantly higher than wider workforce and no disclosure surrounding aligning this. CEO LTIP opportunity increasing.

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	Against	Yes
3	Approve Remuneration Policy	Mgmt	For	Abstain	Against	Yes
<p><i>Voting Policy Rationale: An ABSTAIN vote is considered warranted: * The incumbent US-based Executive Director's pension arrangements subsist at a level significantly higher than that of the wider workforce, and there is no disclosed plan towards alignment over time. * An abstention (rather than a vote against) recognises that there is a plan towards alignment for the UK-based Directors, among other improvements to the policy. A vote FOR this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise abstention as a valid option.</i></p>						
4	Elect Sir Jonathan Symonds as Director	Mgmt	For	For	For	No
5	Elect Charles Bancroft as Director	Mgmt	For	For	For	No
6	Re-elect Emma Walmsley as Director	Mgmt	For	For	For	No
7	Re-elect Vindi Banga as Director	Mgmt	For	For	For	No
8	Re-elect Dr Hal Barron as Director	Mgmt	For	For	For	No
9	Re-elect Dr Vivienne Cox as Director	Mgmt	For	For	For	No
10	Re-elect Lynn Elsenhans as Director	Mgmt	For	For	For	No
11	Re-elect Dr Laurie Glimcher as Director	Mgmt	For	For	For	No
12	Re-elect Dr Jesse Goodman as Director	Mgmt	For	For	For	No
13	Re-elect Judy Lewent as Director	Mgmt	For	For	For	No
14	Re-elect Iain Mackay as Director	Mgmt	For	For	For	No
15	Re-elect Urs Rohner as Director	Mgmt	For	For	For	No
16	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
17	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
18	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
19	Authorise Issue of Equity	Mgmt	For	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
23	Approve the Exemption from Statement of the Name of the Senior Statutory Auditor in Published Copies of the Auditors' Reports	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
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International Flavors & Fragrances Inc.

Meeting Date: 05/06/2020	Country: USA	Primary Security ID: 459506101	Meeting ID: 1411302
Record Date: 03/10/2020	Meeting Type: Annual	Ticker: IFF	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Marcello V. Bottoli	Mgmt	For	For	For	No
1b	Elect Director Michael L. Ducker	Mgmt	For	For	For	No
1c	Elect Director David R. Epstein	Mgmt	For	For	For	No
1d	Elect Director Roger W. Ferguson, Jr.	Mgmt	For	For	For	No
1e	Elect Director John F. Ferraro	Mgmt	For	For	For	No
1f	Elect Director Andreas Fibig	Mgmt	For	For	For	No
1g	Elect Director Christina Gold	Mgmt	For	For	For	No
1h	Elect Director Katherine M. Hudson	Mgmt	For	For	For	No
1i	Elect Director Dale F. Morrison	Mgmt	For	For	For	No
1j	Elect Director Li-Huei Tsai	Mgmt	For	For	For	No
1k	Elect Director Stephen Williamson	Mgmt	For	For	For	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No

Nutrien Ltd.

Meeting Date: 05/06/2020	Country: Canada	Primary Security ID: 67077M108	Meeting ID: 1396838
Record Date: 03/20/2020	Meeting Type: Annual	Ticker: NTR	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Christopher M. Burley	Mgmt	For	For	For	No
1.2	Elect Director Maura J. Clark	Mgmt	For	For	For	No
1.3	Elect Director David C. Everitt	Mgmt	For	For	For	No
1.4	Elect Director Russell K. Girling	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

1.5	Elect Director Miranda C. Hubbs	Mgmt	For	For	For	No
1.6	Elect Director Alice D. Laberge	Mgmt	For	For	For	No
1.7	Elect Director Consuelo E. Madere	Mgmt	For	For	For	No
1.8	Elect Director Charles V. Magro	Mgmt	For	For	For	No
1.9	Elect Director Keith G. Martell	Mgmt	For	For	For	No
1.10	Elect Director Aaron W. Regent	Mgmt	For	For	For	No
1.11	Elect Director Mayo M. Schmidt	Mgmt	For	For	For	No
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For	No

PepsiCo, Inc.

Meeting Date: 05/06/2020

Country: USA

Primary Security ID: 713448108

Meeting ID: 1409927

Record Date: 03/02/2020

Meeting Type: Annual

Ticker: PEP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Shona L. Brown	Mgmt	For	For	For	No
1b	Elect Director Cesar Conde	Mgmt	For	For	For	No
1c	Elect Director Ian Cook	Mgmt	For	For	For	No
1d	Elect Director Dina Dublon	Mgmt	For	For	For	No
1e	Elect Director Richard W. Fisher	Mgmt	For	For	For	No
1f	Elect Director Michelle Gass	Mgmt	For	For	For	No
1g	Elect Director Ramon L. Laguarda	Mgmt	For	For	For	No
1h	Elect Director David C. Page	Mgmt	For	For	For	No
1i	Elect Director Robert C. Pohlard	Mgmt	For	For	For	No
1j	Elect Director Daniel Vasella	Mgmt	For	For	For	No
1k	Elect Director Darren Walker	Mgmt	For	For	For	No
1l	Elect Director Alberto Weisser	Mgmt	For	For	For	No
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For	No

Voting Policy Rationale: A vote FOR this proposal is warranted as it would enhance the existing shareholder right to call special meetings.

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

5	Report on Sugar and Public Health	SH	Against	Against	Against	No
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Phillips 66

Meeting Date: 05/06/2020	Country: USA	Primary Security ID: 718546104	Meeting ID: 1411886
Record Date: 03/11/2020	Meeting Type: Annual	Ticker: PSX	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Charles M. Holley	Mgmt	For	For	For	No
1b	Elect Director Glenn F. Tilton	Mgmt	For	For	For	No
1c	Elect Director Marna C. Whittington	Mgmt	For	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Report on Risks of Gulf Coast Petrochemical Investments	SH	Against	For	For	No

Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information about how the company is assessing and managing risks related to its petrochemical operations in areas prone to severe storms, flooding, and sea level rise.

Standard Chartered Plc

Meeting Date: 05/06/2020	Country: United Kingdom	Primary Security ID: G84228157	Meeting ID: 1400144
Record Date: 05/04/2020	Meeting Type: Annual	Ticker: STAN	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	Abstain	Abstain	No
<i>Voting Policy Rationale: An ABSTAIN on the final dividend is warranted as the resolution will be withdrawn. A vote FOR this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise abstention as a valid option</i>						
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Elect Phil Rivett as Director	Mgmt	For	For	For	No
5	Elect David Tang as Director	Mgmt	For	For	For	No
6	Re-elect David Conner as Director	Mgmt	For	For	For	No
7	Re-elect Dr Byron Grote as Director	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

8	Re-elect Andy Halford as Director	Mgmt	For	For	For	No
9	Re-elect Christine Hodgson as Director	Mgmt	For	For	For	No
10	Re-elect Gay Huey Evans as Director	Mgmt	For	For	For	No
11	Re-elect Naguib Kheraj as Director	Mgmt	For	For	For	No
12	Re-elect Dr Ngozi Okonjo-Iweala as Director	Mgmt	For	For	For	No
13	Re-elect Carlson Tong as Director	Mgmt	For	For	For	No
14	Re-elect Jose Vinals as Director	Mgmt	For	For	For	No
15	Re-elect Jasmine Whitbread as Director	Mgmt	For	For	For	No
16	Re-elect Bill Winters as Director	Mgmt	For	For	For	No
17	Appoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
18	Authorise Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
19	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
20	Authorise Board to Offer Scrip Dividend	Mgmt	For	For	For	No
21	Authorise Issue of Equity	Mgmt	For	For	For	No
22	Extend the Authority to Allot Shares by Such Number of Shares Repurchased by the Company under the Authority Granted Pursuant to Resolution 27	Mgmt	For	For	For	No
23	Authorise Issue of Equity in Relation to Equity Convertible Additional Tier 1 Securities	Mgmt	For	For	For	No
24	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
25	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
26	Authorise Issue of Equity without Pre-emptive Rights in Relation to Equity Convertible Additional Tier 1 Securities	Mgmt	For	For	For	No
27	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
28	Authorise Market Purchase of Preference Shares	Mgmt	For	For	For	No
29	Adopt New Articles of Association	Mgmt	For	For	For	No
30	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Thales SA

Meeting Date: 05/06/2020

Country: France

Primary Security ID: F9156M108

Meeting ID: 1393744

Record Date: 05/04/2020

Meeting Type: Annual/Special

Ticker: HO

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of EUR 0.60 per Share	Mgmt	For	For	For	No
4	Elect Philippe Knoche as Director	Mgmt	For	For	For	No
5	Approve Compensation of Patrice Caine, Chairman and CEO	Mgmt	For	For	For	No
6	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
7	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For	No
8	Approve Remuneration Policy of Board Members	Mgmt	For	For	For	No
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
10	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because:* It is impossible to ascertain the existence of performance conditions; and* The vesting period is not sufficiently long-term oriented.</i>						
11	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 159 Million	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: * Votes AGAINST Items 11 to 15 are warranted as the possibility of use during a takeover period is not excluded.* Item 16 warrants a vote FOR as it does not exceed the recommended limit for all authorizations together.</i>						
12	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 60 Million	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: * Votes AGAINST Items 11 to 15 are warranted as the possibility of use during a takeover period is not excluded.* Item 16 warrants a vote FOR as it does not exceed the recommended limit for all authorizations together.</i>						
13	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 60 Million	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: * Votes AGAINST Items 11 to 15 are warranted as the possibility of use during a takeover period is not excluded.* Item 16 warrants a vote FOR as it does not exceed the recommended limit for all authorizations together.</i>						

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

14	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: * Votes AGAINST Items 11 to 15 are warranted as the possibility of use during a takeover period is not excluded.* Item 16 warrants a vote FOR as it does not exceed the recommended limit for all authorizations together.</i>						
15	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: * Votes AGAINST Items 11 to 15 are warranted as the possibility of use during a takeover period is not excluded.* Item 16 warrants a vote FOR as it does not exceed the recommended limit for all authorizations together.</i>						
16	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 11-15 at EUR 180 Million	Mgmt	For	For	For	No
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
18	Amend Article 11 of Bylaws Re: Board Members Remuneration	Mgmt	For	For	For	No
	Ordinary Business	Mgmt				
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

BAE Systems plc

Meeting Date: 05/07/2020

Country: United Kingdom

Primary Security ID: G06940103

Meeting ID: 1355492

Record Date: 05/05/2020

Meeting Type: Annual

Ticker: BA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Re-elect Revathi Advaiti as Director	Mgmt	For	For	For	No
5	Re-elect Sir Roger Carr as Director	Mgmt	For	For	For	No
6	Re-elect Dame Elizabeth Corley as Director	Mgmt	For	For	For	No
7	Re-elect Christopher Grigg as Director	Mgmt	For	For	For	No
8	Re-elect Paula Reynolds as Director	Mgmt	For	For	For	No
9	Re-elect Nicholas Rose as Director	Mgmt	For	For	For	No
10	Re-elect Ian Tyler as Director	Mgmt	For	For	For	No
11	Re-elect Charles Woodburn as Director	Mgmt	For	For	For	No
12	Elect Thomas Arseneault as Director	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

13	Elect Bradley Greve as Director	Mgmt	For	For	For	No
14	Elect Jane Griffiths as Director	Mgmt	For	For	For	No
15	Elect Stephen Pearce as Director	Mgmt	For	For	For	No
16	Elect Nicole Piasecki as Director	Mgmt	For	For	For	No
17	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
18	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
19	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
20	Authorise Issue of Equity	Mgmt	For	For	For	No
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Barclays Plc

Meeting Date: 05/07/2020

Country: United Kingdom

Primary Security ID: G08036124

Meeting ID: 1395160

Record Date: 05/05/2020

Meeting Type: Annual

Ticker: BARC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Management Proposals	Mgmt				
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Elect Dawn Fitzpatrick as Director	Mgmt	For	For	For	No
5	Elect Mohamed A. El-Erian as Director	Mgmt	For	For	For	No
6	Elect Brian Gilvary as Director	Mgmt	For	For	For	No
7	Re-elect Mike Ashley as Director	Mgmt	For	For	For	No
8	Re-elect Tim Breedon as Director	Mgmt	For	For	For	No
9	Re-elect Sir Ian Cheshire as Director	Mgmt	For	For	For	No
10	Re-elect Mary Anne Citrino as Director	Mgmt	For	For	For	No
11	Re-elect Mary Francis as Director	Mgmt	For	For	For	No
12	Re-elect Crawford Gillies as Director	Mgmt	For	For	For	No
13	Re-elect Nigel Higgins as Director	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

14	Re-elect Tushar Morzaria as Director	Mgmt	For	For	For	No
15	Re-elect Diane Schueneman as Director	Mgmt	For	For	For	No
16	Re-elect James Staley as Director	Mgmt	For	For	For	No
17	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
18	Authorise the Board Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
19	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
20	Authorise Issue of Equity	Mgmt	For	For	For	No
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
23	Authorise Issue of Equity in Relation to the Issuance of Contingent Equity Conversion Notes	Mgmt	For	For	For	No
24	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issuance of Contingent Equity Conversion Notes	Mgmt	For	For	For	No
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
26	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
27	Approve SAYE Share Option Scheme	Mgmt	For	For	For	No
28	Amend Share Value Plan	Mgmt	For	For	For	No
29	Approve Barclays' Commitment in Tackling Climate Change	Mgmt	For	For	For	No
	Shareholder Proposal	Mgmt				
30	Approve ShareAction Requisitioned Resolution	SH	Against	Against	Against	No

Boston Scientific Corporation

Meeting Date: 05/07/2020

Country: USA

Primary Security ID: 101137107

Meeting ID: 1411873

Record Date: 03/13/2020

Meeting Type: Annual

Ticker: BSX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Nelda J. Connors	Mgmt	For	For	For	No
1b	Elect Director Charles J. Dockendorff	Mgmt	For	For	For	No
1c	Elect Director Yoshiaki Fujimori	Mgmt	For	For	For	No
1d	Elect Director Donna A. James	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

1e	Elect Director Edward J. Ludwig	Mgmt	For	For	For	No
1f	Elect Director Stephen P. MacMillan	Mgmt	For	For	For	No
1g	Elect Director Michael F. Mahoney	Mgmt	For	For	For	No
1h	Elect Director David J. Roux	Mgmt	For	For	For	No
1i	Elect Director John E. Sununu	Mgmt	For	For	For	No
1j	Elect Director Ellen M. Zane	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Amend Omnibus Stock Plan	Mgmt	For	For	For	No
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
5	Report on Non-Management Employee Representation on the Board of Directors	SH	Against	Against	Against	No

ConvaTec Group Plc

Meeting Date: 05/07/2020

Country: United Kingdom

Primary Security ID: G23969101

Meeting ID: 1400231

Record Date: 05/05/2020

Meeting Type: Annual

Ticker: CTEC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Elect Dr John McAdam as Director	Mgmt	For	For	For	No
6	Elect Karim Bitar as Director	Mgmt	For	For	For	No
7	Elect Brian May as Director	Mgmt	For	For	For	No
8	Re-elect Frank Schulkes as Director	Mgmt	For	For	For	No
9	Re-elect Margaret Ewing as Director	Mgmt	For	For	For	No
10	Re-elect Rick Anderson as Director	Mgmt	For	For	For	No
11	Re-elect Dr Regina Benjamin as Director	Mgmt	For	For	For	No
12	Re-elect Dr Ros Rivaz as Director	Mgmt	For	For	For	No
13	Re-elect Sten Scheibye as Director	Mgmt	For	For	For	No
14	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

16	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Duke Energy Corporation

Meeting Date: 05/07/2020

Country: USA

Primary Security ID: 26441C204

Meeting ID: 1412372

Record Date: 03/09/2020

Meeting Type: Annual

Ticker: DUK

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Michael G. Browning	Mgmt	For	For	For	No
1.2	Elect Director Annette K. Clayton	Mgmt	For	For	For	No
1.3	Elect Director Theodore F. Craver, Jr.	Mgmt	For	For	For	No
1.4	Elect Director Robert M. Davis	Mgmt	For	For	For	No
1.5	Elect Director Daniel R. DiMicco	Mgmt	For	For	For	No
1.6	Elect Director Nicholas C. Fanandakis	Mgmt	For	For	For	No
1.7	Elect Director Lynn J. Good	Mgmt	For	For	For	No
1.8	Elect Director John T. Herron	Mgmt	For	For	For	No
1.9	Elect Director William E. Kennard	Mgmt	For	For	For	No
1.10	Elect Director E. Marie McKee	Mgmt	For	For	For	No
1.11	Elect Director Marya M. Rose	Mgmt	For	For	For	No
1.12	Elect Director Thomas E. Skains	Mgmt	For	For	For	No
1.13	Elect Director William E. Webster, Jr.	Mgmt	For	For	For	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Require Independent Board Chairman	SH	Against	For	For	No

Voting Policy Rationale: A vote FOR this proposal is warranted. While there are no significant governance concerns, the company's TSR has underperformed peers and the broader market over the short- and long- term suggesting that shareholders would benefit from the most robust form of independent oversight, in the form of an independent board chair.

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

5	Eliminate Supermajority Vote Requirement	SH	None	For	For	No
6	Report on Political Contributions	SH	Against	For	For	No

Voting Policy Rationale: A vote FOR this proposal is warranted, as comprehensive information about its political expenditures would aid investors in assessing the company's management of related risks and benefits.

7	Report on Lobbying Payments and Policy	SH	Against	For	For	No
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Voting Policy Rationale: A vote FOR this proposal is warranted as additional disclosure on the company's lobbying and trade association activities, including management-level oversight, would allow shareholders to better assess the risks and benefits associated with the company's participation in the public policy process.

Edenred SA

Meeting Date: 05/07/2020

Country: France

Primary Security ID: F3192L109

Meeting ID: 1393749

Record Date: 05/05/2020

Meeting Type: Annual/Special

Ticker: EDEN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of EUR 0.70 per Share	Mgmt	For	For	For	No
4	Approve Stock Dividend Program	Mgmt	For	For	For	No
5	Reelect Jean-Paul Bailly as Director	Mgmt	For	For	For	No
6	Reelect Dominique D Hinnin as Director	Mgmt	For	For	For	No
7	Elect Alexandre de Juniac as Director	Mgmt	For	For	For	No
8	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For	No
9	Approve Remuneration Policy of Board Members	Mgmt	For	For	For	No
10	Approve Remuneration of Directors in the Aggregate Amount of EUR 700,000	Mgmt	For	For	For	No
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
12	Approve Compensation of Bertrand Dumazy, Chairman and CEO	Mgmt	For	For	For	No
13	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Conventions	Mgmt	For	For	For	No
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 160,515,205	Mgmt	For	For	For	No
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 24,320,485	Mgmt	For	For	For	No
18	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 24,320,485	Mgmt	For	For	For	No
19	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For	No
20	Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For	No
21	Authorize Capitalization of Reserves of Up to EUR 160,515,205 for Bonus Issue or Increase in Par Value	Mgmt	For	For	For	No
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
23	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans Within Performance Conditions Attached	Mgmt	For	For	For	No
24	Amend Article 15 of Bylaws Re: Board Deliberation	Mgmt	For	For	For	No
25	Amend Articles 1, 3, 4, 5, 7, 8, 9, 10, 12, 13, 14, 16, 17, 18, 19, 20, 21, 22, 23, 24, 26, 27 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For	No
26	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Equiniti Group Plc

Meeting Date: 05/07/2020

Country: United Kingdom

Primary Security ID: G315B4104

Meeting ID: 1380967

Record Date: 05/05/2020

Meeting Type: Annual

Ticker: EQN

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

4	Re-elect Mark Brooker as Director	Mgmt	For	For	For	No
5	Re-elect Alison Burns as Director	Mgmt	For	For	For	No
6	Re-elect Sally-Ann Hibberd as Director	Mgmt	For	For	For	No
7	Re-elect Dr Tim Miller as Director	Mgmt	For	For	For	No
8	Re-elect Cheryl Millington as Director	Mgmt	For	For	For	No
9	Re-elect Darren Pope as Director	Mgmt	For	For	For	No
10	Re-elect John Stier as Director	Mgmt	For	For	For	No
11	Re-elect Guy Wakeley as Director	Mgmt	For	For	For	No
12	Re-elect Philip Yea as Director	Mgmt	For	For	For	No
13	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

IMI Plc

Meeting Date: 05/07/2020

Country: United Kingdom

Primary Security ID: G47152114

Meeting ID: 1400233

Record Date: 05/05/2020

Meeting Type: Annual

Ticker: IMI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Re-elect Lord Smith of Kelvin as Director	Mgmt	For	For	For	No
4	Re-elect Thomas Thune Andersen as Director	Mgmt	For	For	For	No
5	Elect Caroline Dowling as Director	Mgmt	For	For	For	No
6	Re-elect Carl-Peter Forster as Director	Mgmt	For	For	For	No
7	Re-elect Katie Jackson as Director	Mgmt	For	For	For	No
8	Re-elect Isobel Sharp as Director	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

9	Re-elect Daniel Shook as Director	Mgmt	For	For	For	No
10	Re-elect Roy Twite as Director	Mgmt	For	For	For	No
11	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
14	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
A	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
B	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
C	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
D	Authorise the Company to Call General Meeting with 14 Working Days' Notice	Mgmt	For	For	For	No

InterContinental Hotels Group Plc

Meeting Date: 05/07/2020

Country: United Kingdom

Primary Security ID: G4804L163

Meeting ID: 1396194

Record Date: 05/05/2020

Meeting Type: Annual

Ticker: IHG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST the proposed remuneration policy is warranted on account of: * The maximum LTIP opportunity will be increased to 350% of salary for the CEO and 275% of salary for other executives, and the Remuneration Committee has not provided a compelling rationale. * The on-target bonus remains at 57.5% of maximum, which is above the maximum outlined in ISS UK & Ireland Guidelines.</i></p>						
3	Approve Remuneration Report	Mgmt	For	For	For	No
4a	Elect Arthur de Haast as Director	Mgmt	For	For	For	No
4b	Re-elect Keith Barr as Director	Mgmt	For	For	For	No
4c	Re-elect Anne Busquet as Director	Mgmt	For	For	For	No
4d	Re-elect Patrick Cescau as Director	Mgmt	For	For	For	No
4e	Re-elect Ian Dyson as Director	Mgmt	For	For	For	No
4f	Re-elect Paul Edgecliffe-Johnson as Director	Mgmt	For	For	For	No
4g	Re-elect Jo Harlow as Director	Mgmt	For	For	For	No
4h	Re-elect Elie Maalouf as Director	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

4i	Re-elect Luke Mayhew as Director	Mgmt	For	For	For	No
4j	Re-elect Jill McDonald as Director	Mgmt	For	For	For	No
4k	Re-elect Dale Morrison as Director	Mgmt	For	For	For	No
5	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
6	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
7	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
8	Amend Long Term Incentive Plan	Mgmt	For	Against	Against	No

Voting Policy Rationale: A vote AGAINST this resolution is warranted as the proposed amendment will increase the maximum award limit under the LTIP, and the Remuneration Committee has not provided a compelling rationale for such an increase.

9	Authorise Issue of Equity	Mgmt	For	For	For	No
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
11	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
13	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
14	Adopt New Articles of Association	Mgmt	For	For	For	No

Melrose Industries Plc

Meeting Date: 05/07/2020

Country: United Kingdom

Primary Security ID: G5973J178

Meeting ID: 1403042

Record Date: 05/05/2020

Meeting Type: Annual

Ticker: MRO

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

Voting Policy Rationale: An ABSTENTION on this resolution is considered warranted. Concerns remain around the operation of the long-term incentive plan due to the high potential payouts and the complexity of the scheme, though some improvements from the 2017 iteration are noted.* A further concern is that the policy leaves open the potential for "golden hellos", although the Company has provided some assurances around its intentions.* Following publication of the annual report, the Company has stated that due to the uncertainty caused by COVID-19, a new LTIP will not be put to shareholder vote at the AGM, but at a later date incorporating any changes deemed necessary by the Board. As such it is considered that the proposed remuneration policy cannot be evaluated fully at this stage.* An abstention registers concern regarding the structure but, assuming the resolution is passed, allows the Company to continue to make payments under the rest of the framework until there is greater clarity. A vote FOR this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognize abstention as a valid option.*

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

4	Approve Final Dividend	Mgmt	For		Abstain	Abstain	No
<i>Voting Policy Rationale: An ABSTAIN vote is warranted on this item:* This resolution will be withdrawn.A vote FOR this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognize abstention as a valid option.</i>							
5	Re-elect Christopher Miller as Director	Mgmt	For		For	For	No
6	Re-elect David Roper as Director	Mgmt	For		For	For	No
7	Re-elect Simon Peckham as Director	Mgmt	For		For	For	No
8	Re-elect Geoffrey Martin as Director	Mgmt	For		For	For	No
9	Re-elect Justin Dowley as Director	Mgmt	For		For	For	No
10	Re-elect Liz Hewitt as Director	Mgmt	For		For	For	No
11	Re-elect David Lis as Director	Mgmt	For		For	For	No
12	Re-elect Archie Kane as Director	Mgmt	For		For	For	No
13	Re-elect Charlotte Twynning as Director	Mgmt	For		For	For	No
14	Elect Funmi Adegoke as Director	Mgmt	For		For	For	No
15	Reappoint Deloitte LLP as Auditors	Mgmt	For		For	For	No
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For		For	For	No
17	Authorise Issue of Equity	Mgmt	For		For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For		For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For		For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For		For	For	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For		For	For	No

National Express Group Plc

Meeting Date: 05/07/2020

Country: United Kingdom

Primary Security ID: G6374M109

Meeting ID: 1399417

Record Date: 05/05/2020

Meeting Type: Annual

Ticker: NEX

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

3	Approve Final Dividend	Mgmt	For	Abstain	Abstain	No
<p><i>Voting Policy Rationale: An ABSTAIN vote is warranted on this item:* This resolution will be withdrawn.A vote FOR this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise abstention as a valid option</i></p>						
4	Re-elect Sir John Armitth as Director	Mgmt	For	For	For	No
5	Re-elect Matt Ashley as Director	Mgmt	For	Abstain	Abstain	No
<p><i>Voting Policy Rationale: Item 4 and 6-15A vote FOR these Directors is warranted as no significant concerns have been identified.Item 5: re-elect Matt Ashley as DirectorAn ABSTAIN vote is warranted on this item:* This resolution will be withdrawn due to resignation of director.A vote FOR this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise abstention as a valid option.</i></p>						
6	Re-elect Jorge Cosmen as Director	Mgmt	For	For	For	No
7	Re-elect Matthew Crummack as Director	Mgmt	For	For	For	No
8	Re-elect Chris Davies as Director	Mgmt	For	For	For	No
9	Re-elect Dean Finch as Director	Mgmt	For	For	For	No
10	Elect Ana de Pro Gonzalo as Director	Mgmt	For	For	For	No
11	Elect Karen Geary as Director	Mgmt	For	For	For	No
12	Re-elect Mike McKeon as Director	Mgmt	For	For	For	No
13	Re-elect Chris Muntwyler as Director	Mgmt	For	For	For	No
14	Re-elect Elliot (Lee) Sander as Director	Mgmt	For	For	For	No
15	Re-elect Dr Ashley Steel as Director	Mgmt	For	For	For	No
16	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
17	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
18	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
19	Authorise Issue of Equity	Mgmt	For	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
24	Adopt New Articles of Association	Mgmt	For	For	For	No

OneSavings Bank Plc

Meeting Date: 05/07/2020

Country: United Kingdom

Primary Security ID: G6769K106

Meeting ID: 1379021

Record Date: 05/05/2020

Meeting Type: Annual

Ticker: OSB

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Approve Maximum Ratio of Variable to Fixed Remuneration	Mgmt	For	For	For	No
5	Approve Final Dividend	Mgmt	For	Abstain	Abstain	No
<p><i>Voting Policy Rationale: An ABSTAIN is warranted on this item:* This resolution will be withdrawn.A vote FOR these resolutions is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise withhold as a valid option.</i></p>						
6a	Elect Noel Harwerth as Director	Mgmt	For	For	For	No
6b	Elect Rajan Kapoor as Director	Mgmt	For	For	For	No
6c	Re-elect David Weymouth as Director	Mgmt	For	For	For	No
6d	Re-elect John Allatt as Director	Mgmt	For	For	For	No
6e	Re-elect Sarah Hedger as Director	Mgmt	For	For	For	No
6f	Re-elect Mary McNamara as Director	Mgmt	For	For	For	No
6g	Re-elect Andrew Golding as Director	Mgmt	For	For	For	No
6h	Re-elect April Talintyre as Director	Mgmt	For	For	For	No
7	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
8	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
9	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
10	Authorise Issue of Equity	Mgmt	For	For	For	No
11	Authorise Issue of Equity in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	For	For	For	No
12	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	For	For	For	No
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Rathbone Brothers Plc

Meeting Date: 05/07/2020

Country: United Kingdom

Primary Security ID: G73904107

Meeting ID: 1397031

Record Date: 05/05/2020

Meeting Type: Annual

Ticker: RAT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect Mark Nicholls as Director	Mgmt	For	For	For	No
5	Re-elect Paul Stockton as Director	Mgmt	For	For	For	No
6	Re-elect Jennifer Mathias as Director	Mgmt	For	For	For	No
7	Re-elect Colin Clark as Director	Mgmt	For	For	For	No
8	Re-elect James Dean as Director	Mgmt	For	For	For	No
9	Re-elect Terri Duhon as Director	Mgmt	For	For	For	No
10	Re-elect Sarah Gentleman as Director	Mgmt	For	For	For	No
11	Re-elect James Pettigrew as Director	Mgmt	For	For	For	No
12	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
14	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Repsol SA

Meeting Date: 05/07/2020

Country: Spain

Primary Security ID: E8471S130

Meeting ID: 1411853

Record Date: 05/01/2020

Meeting Type: Annual

Ticker: REP

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For	No
2	Approve Non-Financial Information Statement	Mgmt	For	For	For	No
3	Approve Treatment of Net Loss	Mgmt	For	For	For	No
4	Approve Creation of Reserves Not Arising from Profits and Approve Transfer of Reserves for the Transition to the 2007 Spanish General Accounting Plan Account to Voluntary Reserves	Mgmt	For	For	For	No
5	Approve Discharge of Board	Mgmt	For	For	For	No
6	Approve Scrip Dividends	Mgmt	For	For	For	No
7	Approve Scrip Dividends	Mgmt	For	For	For	No
8	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For	No
9	Approve Share Matching Program	Mgmt	For	For	For	No
10	Approve Long-Term Incentive Plan	Mgmt	For	For	For	No
11	Advisory Vote on Remuneration Report	Mgmt	For	For	For	No
12	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No

Rolls-Royce Holdings Plc

Meeting Date: 05/07/2020

Country: United Kingdom

Primary Security ID: G76225104

Meeting ID: 1400238

Record Date: 05/05/2020

Meeting Type: Annual

Ticker: RR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Re-elect Sir Ian Davis as Director	Mgmt	For	For	For	No
5	Re-elect Warren East as Director	Mgmt	For	For	For	No
6	Re-elect Stephen Daintith as Director	Mgmt	For	For	For	No
7	Re-elect Lewis Booth as Director	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

8	Re-elect Sir Frank Chapman as Director	Mgmt	For	For	For	No
9	Elect George Culmer as Director	Mgmt	For	For	For	No
10	Re-elect Irene Dorner as Director	Mgmt	For	For	For	No
11	Re-elect Beverly Goulet as Director	Mgmt	For	For	For	No
12	Re-elect Lee Hsien Yang as Director	Mgmt	For	For	For	No
13	Re-elect Nick Luff as Director	Mgmt	For	For	For	No
14	Re-elect Sir Kevin Smith as Director	Mgmt	For	For	For	No
15	Re-elect Jasmin Staiblin as Director	Mgmt	For	For	For	No
16	Elect Dame Angela Strank as Director	Mgmt	For	For	For	No
17	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
18	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
19	Approve Payment to Shareholders	Mgmt	For	For	For	No
20	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
21	Authorise Issue of Equity	Mgmt	For	For	For	No
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

Rolls-Royce Holdings Plc

Meeting Date: 05/07/2020

Country: United Kingdom

Primary Security ID: G76225104

Meeting ID: 1420174

Record Date: 05/05/2020

Meeting Type: Special

Ticker: RR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Increase in Borrowing Limit	Mgmt	For	For	For	No

RSA Insurance Group Plc

Meeting Date: 05/07/2020

Country: United Kingdom

Primary Security ID: G7705H157

Meeting ID: 1399421

Record Date: 05/05/2020

Meeting Type: Annual

Ticker: RSA

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	Abstain	Abstain	No
<p><i>Voting Policy Rationale: An ABSTAIN vote is warranted on this item:* This resolution will be withdrawn.A vote FOR this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise abstention as a valid option.</i></p>						
5	Re-elect Martin Scicluna as Director	Mgmt	For	For	For	No
6	Re-elect Stephen Hester as Director	Mgmt	For	For	For	No
7	Re-elect Scott Egan as Director	Mgmt	For	For	For	No
8	Elect Charlotte Jones as Director	Mgmt	For	For	For	No
9	Re-elect Alastair Barbour as Director	Mgmt	For	For	For	No
10	Re-elect Sonia Baxendale as Director	Mgmt	For	For	For	No
11	Elect Clare Bousfield as Director	Mgmt	For	For	For	No
12	Re-elect Kath Cates as Director	Mgmt	For	For	For	No
13	Re-elect Enrico Cucchiani as Director	Mgmt	For	For	For	No
14	Re-elect Martin Strobel as Director	Mgmt	For	For	For	No
15	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
16	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
17	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
18	Approve Increase in the Maximum Aggregate Fees Payable to Non-executive Directors	Mgmt	For	For	For	No
19	Authorise Issue of Equity	Mgmt	For	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
22	Authorise Issue of Equity in Connection with the Issue of Mandatory Convertible Securities	Mgmt	For	For	For	No
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Issue of Mandatory Convertible Securities	Mgmt	For	For	For	No
24	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

25	Adopt New Articles of Association	Mgmt	For	For	For	No
26	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

St. James's Place Plc

Meeting Date: 05/07/2020

Country: United Kingdom

Primary Security ID: G5005D124

Meeting ID: 1418057

Record Date: 05/05/2020

Meeting Type: Annual

Ticker: STJ

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Re-elect Iain Cornish as Director	Mgmt	For	For	For	No
4	Re-elect Andrew Croft as Director	Mgmt	For	For	For	No
5	Re-elect Ian Gascoigne as Director	Mgmt	For	For	For	No
6	Re-elect Craig Gentle as Director	Mgmt	For	For	For	No
7	Re-elect Simon Jeffreys as Director	Mgmt	For	For	For	No
8	Re-elect Patience Wheatcroft as Director	Mgmt	For	For	For	No
9	Re-elect Roger Yates as Director	Mgmt	For	For	For	No
10	Elect Emma Griffin as Director	Mgmt	For	For	For	No
11	Elect Rosemary Hilary as Director	Mgmt	For	For	For	No
12	Elect Helena Morrissey as Director	Mgmt	For	For	For	No
13	Approve Remuneration Report	Mgmt	For	For	For	No
14	Approve Remuneration Policy	Mgmt	For	For	For	No
15	Reappoint PricewaterhouseCoopers LLP (PwC) as Auditors	Mgmt	For	For	For	No
16	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	For	No
18	Approve Share Incentive Plan	Mgmt	For	For	For	No
19	Approve Sharesave Option Plan	Mgmt	For	For	For	No
20	Approve Company Share Option Plan	Mgmt	For	For	For	No
21	Approve Performance Share Plan	Mgmt	For	For	For	No
22	Approve Deferred Bonus Plan	Mgmt	For	For	For	No
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

24	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
26	Adopt New Articles of Association	Mgmt	For	For	For	No

The UNITE Group Plc

Meeting Date: 05/07/2020

Country: United Kingdom

Primary Security ID: G9283N101

Meeting ID: 1398989

Record Date: 05/05/2020

Meeting Type: Annual

Ticker: UTG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Deliberately left blank	Mgmt				
4	Re-elect Phil White as Director	Mgmt	For	For	For	No
5	Re-elect Richard Smith as Director	Mgmt	For	For	For	No
6	Re-elect Joe Lister as Director	Mgmt	For	For	For	No
7	Re-elect Elizabeth McMeikan as Director	Mgmt	For	For	For	No
8	Re-elect Ross Paterson as Director	Mgmt	For	For	For	No
9	Re-elect Richard Akers as Director	Mgmt	For	For	For	No
10	Re-elect Ilaria del Beato as Director	Mgmt	For	For	For	No
11	Elect Dame Shirley Peace as Director	Mgmt	For	For	For	No
12	Elect Thomas Jackson as Director	Mgmt	For	For	For	No
13	Elect Steve Smith as Director	Mgmt	For	For	For	No
14	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	For	No
17	Approve Savings-Related Share Option Scheme	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Verizon Communications Inc.

Meeting Date: 05/07/2020

Country: USA

Primary Security ID: 92343V104

Meeting ID: 1410798

Record Date: 03/09/2020

Meeting Type: Annual

Ticker: VZ

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Shellye L. Archambeau	Mgmt	For	For	For	No
1.2	Elect Director Mark T. Bertolini	Mgmt	For	For	For	No
1.3	Elect Director Vittorio Colao	Mgmt	For	For	For	No
1.4	Elect Director Melanie L. Healey	Mgmt	For	For	For	No
1.5	Elect Director Clarence Otis, Jr.	Mgmt	For	For	For	No
1.6	Elect Director Daniel H. Schulman	Mgmt	For	For	For	No
1.7	Elect Director Rodney E. Slater	Mgmt	For	For	For	No
1.8	Elect Director Hans E. Vestberg	Mgmt	For	For	For	No
1.9	Elect Director Gregory G. Weaver	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
4	Eliminate Above-Market Earnings in Executive Retirement Plans	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. The proposal is narrowly tailored to eliminate a benefit that is not a best practice. Although no participant received above-market earnings for FY2019, the practice does not appear to have been eliminated from the program. Lastly, above-market earnings are not a performance-based element of compensation and provide a benefit to executives which is not available to the broader employee population.</i></p>						
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as lowering the ownership threshold for shareholders to call a special meeting from 25 percent to 10 percent would enhance shareholders' rights.</i></p>						
6	Report on Lobbying Payments and Policy	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional reporting on the company's lobbying-related practices, such as its trade association payments and oversight mechanisms, would benefit shareholders in assessing its management of related risks.</i></p>						
7	Assess Feasibility of Data Privacy as a Performance Measure for Senior Executive Compensation	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted due to the scope of the proposal, and the fact that the company faces growing regulatory pressure and regulatory scrutiny in this area. Shareholders would benefit from additional information about how company executives are incentivized to increase consumer privacy protections.</i></p>						
8	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this item is warranted given that the proposal applies only to future severance arrangements, the current agreements will not be affected, and the proposal offers flexibility as to when the board may seek shareholder approval of a new or renewed severance arrangement, such as at the next annual meeting.</i></p>						

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

AbbVie Inc.

Meeting Date: 05/08/2020

Country: USA

Primary Security ID: 00287Y109

Meeting ID: 1410784

Record Date: 03/13/2020

Meeting Type: Annual

Ticker: ABBV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Robert J. Alpern	Mgmt	For	For	For	No
1.2	Elect Director Edward M. Liddy	Mgmt	For	For	For	No
1.3	Elect Director Melody B. Meyer	Mgmt	For	For	For	No
1.4	Elect Director Frederick H. Waddell	Mgmt	For	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For	No
5	Report on Lobbying Payments and Policy	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional information on the company's direct and indirect lobbying and oversight mechanisms, would provide shareholders a comprehensive understanding of the company's management of its lobbying activities and any related risks and benefits.</i>						
6	Require Independent Board Chairman	SH	Against	Against	Against	No
7	Report on Integrating Risks Related to Drug Pricing into Senior Executive Compensation	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted due to the scope of the proposal, the company's current use of incentive program metrics which may be impacted by drug pricing, and the lack of comprehensive disclosure describing how risks related to public concern over drug pricing increases are taken into consideration in executive compensation programs.</i>						

Colgate-Palmolive Company

Meeting Date: 05/08/2020

Country: USA

Primary Security ID: 194162103

Meeting ID: 1411876

Record Date: 03/09/2020

Meeting Type: Annual

Ticker: CL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director John P. Bilbrey	Mgmt	For	For	For	No
1b	Elect Director John T. Cahill	Mgmt	For	For	For	No
1c	Elect Director Lisa M. Edwards	Mgmt	For	For	For	No
1d	Elect Director Helene D. Gayle	Mgmt	For	For	For	No
1e	Elect Director C. Martin Harris	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

1f	Elect Director Martina Hund-Mejean	Mgmt	For	For	For	No
1g	Elect Director Lorrie M. Norrington	Mgmt	For	For	For	No
1h	Elect Director Michael B. Polk	Mgmt	For	For	For	No
1i	Elect Director Stephen I. Sadove	Mgmt	For	For	For	No
1j	Elect Director Noel R. Wallace	Mgmt	For	For	For	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Require Independent Board Chairman	SH	Against	For	For	No

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.

5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For	No
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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.

Dover Corporation

Meeting Date: 05/08/2020

Country: USA

Primary Security ID: 260003108

Meeting ID: 1412371

Record Date: 03/12/2020

Meeting Type: Annual

Ticker: DOV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director H. John Gilbertson, Jr.	Mgmt	For	For	For	No
1b	Elect Director Kristiane C. Graham	Mgmt	For	For	For	No
1c	Elect Director Michael F. Johnston	Mgmt	For	For	For	No
1d	Elect Director Eric A. Spiegel	Mgmt	For	For	For	No
1e	Elect Director Richard J. Tobin	Mgmt	For	For	For	No
1f	Elect Director Stephen M. Todd	Mgmt	For	For	For	No
1g	Elect Director Stephen K. Wagner	Mgmt	For	For	For	No
1h	Elect Director Keith E. Wandell	Mgmt	For	For	For	No
1i	Elect Director Mary A. Winston	Mgmt	For	For	For	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

4	Provide Right to Act by Written Consent	SH	Against	For	For	No
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Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.

Illinois Tool Works Inc.

Meeting Date: 05/08/2020

Country: USA

Primary Security ID: 452308109

Meeting ID: 1412918

Record Date: 03/09/2020

Meeting Type: Annual

Ticker: ITW

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Daniel J. Brutto	Mgmt	For	For	For	No
1b	Elect Director Susan Crown	Mgmt	For	For	For	No
1c	Elect Director James W. Griffith	Mgmt	For	For	For	No
1d	Elect Director Jay L. Henderson	Mgmt	For	For	For	No
1e	Elect Director Richard H. Lenny	Mgmt	For	For	For	No
1f	Elect Director E. Scott Santi	Mgmt	For	For	For	No
1g	Elect Director David B. Smith, Jr.	Mgmt	For	For	For	No
1h	Elect Director Pamela B. Strobel	Mgmt	For	For	For	No
1i	Elect Director Kevin M. Warren	Mgmt	For	For	For	No
1j	Elect Director Anne D. Williams	Mgmt	For	For	For	No
2	Ratify Deloitte & Touche LLP as Auditor	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Provide Right to Act by Written Consent	SH	Against	For	For	No

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

Koninklijke DSM NV

Meeting Date: 05/08/2020

Country: Netherlands

Primary Security ID: N5017D122

Meeting ID: 1369592

Record Date: 04/10/2020

Meeting Type: Annual

Ticker: DSM

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

2	Receive Report of Management Board (Non-Voting)	Mgmt					
3	Approve Remuneration Report	Mgmt	For		For	For	No
4	Adopt Financial Statements	Mgmt	For		For	For	No
5.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt					
5.b	Approve Dividends of EUR 2.40 Per Share	Mgmt	For		For	For	No
6.a	Approve Discharge of Management Board	Mgmt	For		For	For	No
6.b	Approve Discharge of Supervisory Board	Mgmt	For		For	For	No
7.a	Reelect Rob Routs to Supervisory Board	Mgmt	For		For	For	No
7.b	Reelect Eileen Kennedy to Supervisory Board	Mgmt	For		For	For	No
7.c	Reelect Pradeep Pant to Supervisory Board	Mgmt	For		For	For	No
7.d	Elect Thomas Leysen to Supervisory Board	Mgmt	For		For	For	No
8	Ratify KPMG as Auditors	Mgmt	For		For	For	No
9.a	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	Mgmt	For		For	For	No
9.b	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital in Connection with a Rights Issue	Mgmt	For		For	For	No
10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For		For	For	No
11	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For		For	For	No
12	Other Business (Non-Voting)	Mgmt					
13	Close Meeting	Mgmt					

Marriott International, Inc.

Meeting Date: 05/08/2020

Country: USA

Primary Security ID: 571903202

Meeting ID: 1418542

Record Date: 03/13/2020

Meeting Type: Annual

Ticker: MAR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director J.W. Marriott, Jr.	Mgmt	For	For	For	No
1b	Elect Director Bruce W. Duncan	Mgmt	For	For	For	No
1c	Elect Director Deborah Marriott Harrison	Mgmt	For	For	For	No
1d	Elect Director Frederick A. "Fritz" Henderson	Mgmt	For	For	For	No
1e	Elect Director Eric Hippeau	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

1f	Elect Director Lawrence W. Kellner	Mgmt	For	For	For	No
1g	Elect Director Debra L. Lee	Mgmt	For	For	For	No
1h	Elect Director Aylwin B. Lewis	Mgmt	For	For	For	No
1i	Elect Director Margaret M. McCarthy	Mgmt	For	For	For	No
1j	Elect Director George Munoz	Mgmt	For	For	For	No
1k	Elect Director Susan C. Schwab	Mgmt	For	For	For	No
1l	Elect Director Arne M. Sorenson	Mgmt	For	For	For	No
2	Ratify Ernst & Young LLP as Auditor	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Eliminate Supermajority Vote Requirement	SH	Against	For	For	No

Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement would enhance shareholder rights.

5	Prepare Employment Diversity Report	SH	Against	For	For	No
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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.

The Progressive Corporation

Meeting Date: 05/08/2020

Country: USA

Primary Security ID: 743315103

Meeting ID: 1414048

Record Date: 03/13/2020

Meeting Type: Annual

Ticker: PGR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Philip Bleser	Mgmt	For	For	For	No
1b	Elect Director Stuart B. Burgdoerfer	Mgmt	For	For	For	No
1c	Elect Director Pamela J. Craig	Mgmt	For	For	For	No
1d	Elect Director Charles A. Davis	Mgmt	For	For	For	No
1e	Elect Director Roger N. Farah	Mgmt	For	For	For	No
1f	Elect Director Lawton W. Fitt	Mgmt	For	For	For	No
1g	Elect Director Susan Patricia Griffith	Mgmt	For	For	For	No
1h	Elect Director Jeffrey D. Kelly	Mgmt	For	For	For	No
1i	Elect Director Patrick H. Nettles	Mgmt	For	For	For	No
1j	Elect Director Barbara R. Snyder	Mgmt	For	For	For	No
1k	Elect Director Jan E. Tighe	Mgmt	For	For	For	No
1l	Elect Director Kahina Van Dyke	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	For	For	For	No

The Wharf (Holdings) Limited

Meeting Date: 05/08/2020 **Country:** Hong Kong **Primary Security ID:** Y8800U127 **Meeting ID:** 1415569
Record Date: 05/04/2020 **Meeting Type:** Annual **Ticker:** 4

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2a	Elect Andrew On Kiu Chow as Director	Mgmt	For	For	For	No
2b	Elect Paul Yiu Cheung Tsui as Director	Mgmt	For	For	For	No
2c	Elect Kevin Kwok Pong Chan as Director	Mgmt	For	For	For	No
2d	Elect Vincent Kang Fang as Director	Mgmt	For	For	For	No
3	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
4	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following:* The aggregate share issuance limit is greater than 10 percent.* The company has not specified the discount limit.</i>						
6	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	No

Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: The aggregate share issuance limit is greater than 10 percent.* The company has not specified the discount limit.*

Yum China Holdings, Inc.

Meeting Date: 05/08/2020 **Country:** USA **Primary Security ID:** 98850P109 **Meeting ID:** 1412878
Record Date: 03/17/2020 **Meeting Type:** Annual **Ticker:** YUMC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Fred Hu	Mgmt	For	For	For	No
1b	Elect Director Joey Wat	Mgmt	For	For	For	No
1c	Elect Director Peter A. Bassi	Mgmt	For	For	For	No
1d	Elect Director Christian L. Campbell	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

1e	Elect Director Ed Yiu-Cheong Chan	Mgmt	For	For	For	No
1f	Elect Director Edouard Ettegui	Mgmt	For	For	For	No
1g	Elect Director Cyril Han	Mgmt	For	For	For	No
1h	Elect Director Louis T. Hsieh	Mgmt	For	For	For	No
1i	Elect Director Ruby Lu	Mgmt	For	For	For	No
1j	Elect Director Zili Shao	Mgmt	For	For	For	No
1k	Elect Director William Wang	Mgmt	For	For	For	No
2	Ratify KPMG Huazhen LLP as Auditor	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No

Uber Technologies, Inc.

Meeting Date: 05/11/2020

Country: USA

Primary Security ID: 90353T100

Meeting ID: 1414127

Record Date: 03/16/2020

Meeting Type: Annual

Ticker: UBER

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Ronald Sugar	Mgmt	For	For	For	No
1b	Elect Director Ursula Burns	Mgmt	For	For	For	No
1c	Elect Director Robert Eckert	Mgmt	For	For	For	No
1d	Elect Director Amanda Ginsberg	Mgmt	For	For	For	No
1e	Elect Director Dara Khosrowshahi	Mgmt	For	For	For	No
1f	Elect Director Wan Ling Martello	Mgmt	For	For	For	No
1g	Elect Director Yasir Al-Rumayyan	Mgmt	For	For	For	No
1h	Elect Director John Thain	Mgmt	For	For	For	No
1i	Elect Director David I. Trujillo	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The second installment of the CEO's sizable new-hire award vests after just 12 months, limiting its retentive value, and it follows a previous grant of the same magnitude awarded in the prior year, with the same vesting terms. Concerns are also raised regarding incentive programs, as annual bonuses are largely discretionary and only some NEOs receive performance equity. Further, for NEOs who were granted performance shares, most performance periods are annual, and targets are not disclosed even after the close of the performance period.</i></p>						
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	No
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

3M Company

Meeting Date: 05/12/2020

Country: USA

Primary Security ID: 88579Y101

Meeting ID: 1393606

Record Date: 03/17/2020

Meeting Type: Annual

Ticker: MMM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Thomas "Tony" K. Brown	Mgmt	For	For	For	No
1b	Elect Director Pamela J. Craig	Mgmt	For	For	For	No
1c	Elect Director David B. Dillon	Mgmt	For	For	For	No
1d	Elect Director Michael L. Eskew	Mgmt	For	For	For	No
1e	Elect Director Herbert L. Henkel	Mgmt	For	For	For	No
1f	Elect Director Amy E. Hood	Mgmt	For	For	For	No
1g	Elect Director Muhtar Kent	Mgmt	For	For	For	No
1h	Elect Director Dambisa F. Moyo	Mgmt	For	For	For	No
1i	Elect Director Gregory R. Page	Mgmt	For	For	For	No
1j	Elect Director Michael F. Roman	Mgmt	For	For	For	No
1k	Elect Director Patricia A. Woertz	Mgmt	For	For	For	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Consider Pay Disparity Between Executives and Other Employees	SH	Against	Against	Against	No

Amundi SA

Meeting Date: 05/12/2020

Country: France

Primary Security ID: F0300Q103

Meeting ID: 1395220

Record Date: 05/08/2020

Meeting Type: Annual/Special

Ticker: AMUN

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For	No
5	Approve Compensation Report	Mgmt	For	For	For	No
6	Approve Compensation of Yves Perrier, CEO	Mgmt	For	For	For	No
7	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No
8	Approve Remuneration Policy of CEO	Mgmt	For	For	For	No
9	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For	No
10	Advisory Vote on the Aggregate Remuneration Granted in 2019 to Senior Management, Responsible Officers and Regulated Risk-Takers	Mgmt	For	For	For	No
11	Ratify Appointment of Henri Buecher as Director	Mgmt	For	For	For	No
12	Reelect Laurence Danon as Director	Mgmt	For	For	For	No
13	Reelect Helene Molinari as Director	Mgmt	For	For	For	No
14	Reelect Christian Rouchon as Director	Mgmt	For	Against	Against	No

*Voting Policy Rationale: * Votes FOR the (re)elections of these non-independent nominees are warranted as the current level of board independence is, for now, satisfactory (33.3 percent as recommended) and in the absence of specific concerns (Items 11 and 15). * Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 12 and 13). * A vote AGAINST Item 14 is warranted as the practice of a non-independent audit committee chair lies below market practice and against recommended guidelines.*

15	Reelect Andree Samat as Director	Mgmt	For	For	For	No
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
17	Amend Article 13 of Bylaws Re: Board Members Remuneration	Mgmt	For	For	For	No
18	Amend Article 14 of Bylaws Re: Board Members Deliberation via Written Consultation	Mgmt	For	For	For	No
19	Correction Regarding Items 18 and 19 of May 16, 2019 AGM: Item 18 to be Understood as an Increase in Capital by Public Offer; Item 19 to be Understood as Increase in Capital As Private Placement	Mgmt	For	For	For	No
20	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

ConocoPhillips

Meeting Date: 05/12/2020

Country: USA

Primary Security ID: 20825C104

Meeting ID: 1413752

Record Date: 03/16/2020

Meeting Type: Annual

Ticker: COP

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Charles E. Bunch	Mgmt	For	For	For	No
1b	Elect Director Caroline Maury Devine	Mgmt	For	For	For	No
1c	Elect Director John V. Faraci	Mgmt	For	For	For	No
1d	Elect Director Jody Freeman	Mgmt	For	For	For	No
1e	Elect Director Gay Huey Evans	Mgmt	For	For	For	No
1f	Elect Director Jeffrey A. Joerres	Mgmt	For	For	For	No
1g	Elect Director Ryan M. Lance	Mgmt	For	For	For	No
1h	Elect Director William H. McRaven	Mgmt	For	For	For	No
1i	Elect Director Sharmila Mulligan	Mgmt	For	For	For	No
1j	Elect Director Arjun N. Murti	Mgmt	For	For	For	No
1k	Elect Director Robert A. Niblock	Mgmt	For	For	For	No
1l	Elect Director David T. Seaton	Mgmt	For	For	For	No
1m	Elect Director R. A. Walker	Mgmt	For	For	For	No
2	Ratify Ernst & Young LLP as Auditor	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No

Masco Corporation

Meeting Date: 05/12/2020

Country: USA

Primary Security ID: 574599106

Meeting ID: 1413364

Record Date: 03/16/2020

Meeting Type: Annual

Ticker: MAS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Keith J. Allman	Mgmt	For	For	For	No
1b	Elect Director J. Michael Losh	Mgmt	For	For	For	No
1c	Elect Director Christopher A. O'Herlihy	Mgmt	For	For	For	No
1d	Elect Director Charles K. Stevens, III	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Nielsen Holdings plc

Meeting Date: 05/12/2020

Country: United Kingdom

Primary Security ID: G6518L108

Meeting ID: 1415334

Record Date: 03/20/2020

Meeting Type: Annual

Ticker: NLSN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director James A. Attwood, Jr.	Mgmt	For	For	For	No
1b	Elect Director Thomas H. Castro	Mgmt	For	For	For	No
1c	Elect Director Guerrino De Luca	Mgmt	For	For	For	No
1d	Elect Director Karen M. Hoguet	Mgmt	For	For	For	No
1e	Elect Director David Kenny	Mgmt	For	For	For	No
1f	Elect Director Harish Manwani	Mgmt	For	For	For	No
1g	Elect Director Janice Marinelli Mazza	Mgmt	For	For	For	No
1h	Elect Director Robert C. Pozen	Mgmt	For	For	For	No
1i	Elect Director David Rawlinson	Mgmt	For	For	For	No
1j	Elect Director Nancy Tellem	Mgmt	For	For	For	No
1k	Elect Director Javier G. Teruel	Mgmt	For	For	For	No
1l	Elect Director Lauren Zalaznick	Mgmt	For	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
3	Reappoint Ernst & Young LLP as UK Statutory Auditors	Mgmt	For	For	For	No
4	Authorize the Audit Committee to Fix Remuneration of UK Statutory Auditor	Mgmt	For	For	For	No
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	No

Voting Policy Rationale: A vote AGAINST this proposal is warranted. Although pay and performance misalignment concerns were mitigated by lower pay, a portion of which is attributable to a make-whole award, and annual and long-term programs that are primarily based on objective financial and operational goals with clearly disclosed targets, such mitigating factors were offset by excessive payments and benefits provided to NEO Anderson upon his resignation. These payments and benefits, which were provided in exchange for certain covenants and support services, include \$1.3 million in cash and partial prorated vesting of outstanding equity awards. While investors may expect to see modest payments in exchange for certain covenants, the payments and benefits Anderson received significantly exceed the amount he would otherwise be entitled to upon a resignation.

6	Approve Remuneration Report	Mgmt	For	Against	Against	No
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Voting Policy Rationale: As the company is classified as a US domestic issuer and given that the focus of this proposal is on top executive pay, the recommendation for this proposal is aligned to the US say-on-pay analysis. Accordingly, a vote AGAINST this item is warranted.

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

7	Authorise Issue of Equity	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Item 7A vote AGAINST resolution 7 is warranted because:* The duration of the proposal is for longer than 18 months, contrary to recommended limits; and* The Company has not, in the past, sought renewal of the authority each year, nor has it committed to seek annual renewal going forwardItem 8A vote AGAINST resolution 8 is warranted because:* The duration of the proposal is for longer than 18 months, contrary to recommended limits; and* The proposed amount exceeds recommended limits of 10 percent of issued share capital.</i></p>						
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Item 7A vote AGAINST resolution 7 is warranted because:* The duration of the proposal is for longer than 18 months, contrary to recommended limits; and* The Company has not, in the past, sought renewal of the authority each year, nor has it committed to seek annual renewal going forwardItem 8A vote AGAINST resolution 8 is warranted because:* The duration of the proposal is for longer than 18 months, contrary to recommended limits; and* The proposed amount exceeds recommended limits of 10 percent of issued share capital.</i></p>						
9	Approve Share Repurchase Contracts and Repurchase Counterparties	Mgmt	For	For	For	No

Prudential Financial, Inc.

Meeting Date: 05/12/2020

Country: USA

Primary Security ID: 744320102

Meeting ID: 1412355

Record Date: 03/13/2020

Meeting Type: Annual

Ticker: PRU

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Thomas J. Baltimore, Jr.	Mgmt	For	For	For	No
1.2	Elect Director Gilbert F. Casellas	Mgmt	For	For	For	No
1.3	Elect Director Robert M. Falzon	Mgmt	For	For	For	No
1.4	Elect Director Martina Hund-Mejean	Mgmt	For	For	For	No
1.5	Elect Director Karl J. Krapek	Mgmt	For	For	For	No
1.6	Elect Director Peter R. Lighte	Mgmt	For	For	For	No
1.7	Elect Director Charles F. Lowrey	Mgmt	For	For	For	No
1.8	Elect Director George Paz	Mgmt	For	For	For	No
1.9	Elect Director Sandra Pianalto	Mgmt	For	For	For	No
1.10	Elect Director Christine A. Poon	Mgmt	For	For	For	No
1.11	Elect Director Douglas A. Scovanner	Mgmt	For	For	For	No
1.12	Elect Director Michael A. Todman	Mgmt	For	For	For	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

4	Require Independent Board Chairman	SH	Against	For	For	No
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Voting Policy Rationale: A vote FOR this proposal is warranted. The company's sustained long-term TSR underperformance has coincided with a board leadership structure in which the chair and CEO roles are combined. Accordingly, shareholders would benefit from a policy requiring the strongest form of independent oversight in the form of an independent chair.

Reckitt Benckiser Group Plc

Meeting Date: 05/12/2020

Country: United Kingdom

Primary Security ID: G74079107

Meeting ID: 1417095

Record Date: 05/07/2020

Meeting Type: Annual

Ticker: RB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect Andrew Bonfield as Director	Mgmt	For	For	For	No
5	Re-elect Nicandro Durante as Director	Mgmt	For	For	For	No
6	Re-elect Mary Harris as Director	Mgmt	For	For	For	No
7	Re-elect Mehmood Khan as Director	Mgmt	For	For	For	No
8	Re-elect Pam Kirby as Director	Mgmt	For	For	For	No
9	Re-elect Chris Sinclair as Director	Mgmt	For	For	For	No
10	Re-elect Elane Stock as Director	Mgmt	For	For	For	No
11	Elect Jeff Carr as Director	Mgmt	For	For	For	No
12	Elect Sara Mathew as Director	Mgmt	For	For	For	No
13	Elect Laxman Narasimhan as Director	Mgmt	For	For	For	No
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
16	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Simon Property Group, Inc.

Meeting Date: 05/12/2020

Country: USA

Primary Security ID: 828806109

Meeting ID: 1415849

Record Date: 03/16/2020

Meeting Type: Annual

Ticker: SPG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Glyn F. Aeppel	Mgmt	For	For	For	No
1b	Elect Director Larry C. Glasscock	Mgmt	For	For	For	No
1c	Elect Director Karen N. Horn	Mgmt	For	For	For	No
1d	Elect Director Allan Hubbard	Mgmt	For	For	For	No
1e	Elect Director Reuben S. Leibowitz	Mgmt	For	For	For	No
1f	Elect Director Gary M. Rodkin	Mgmt	For	For	For	No
1g	Elect Director Stefan M. Selig	Mgmt	For	For	For	No
1h	Elect Director Daniel C. Smith	Mgmt	For	For	For	No
1i	Elect Director J. Albert Smith, Jr.	Mgmt	For	For	For	No
1j	Elect Director Marta R. Stewart	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No

Standard Life Aberdeen Plc

Meeting Date: 05/12/2020

Country: United Kingdom

Primary Security ID: G84246118

Meeting ID: 1405142

Record Date: 05/07/2020

Meeting Type: Annual

Ticker: SLA

Meeting Notes:

Item 6: Voted against the remuneration policy, pay opportunity felt excessive whilst the new policy looked to make increases in certain areas.

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

6	Approve Remuneration Policy	Mgmt	For	For	Against	Yes
7A	Re-elect Sir Douglas Flint as Director	Mgmt	For	For	For	No
7B	Re-elect Stephanie Bruce as Director	Mgmt	For	For	For	No
7C	Re-elect John Devine as Director	Mgmt	For	For	For	No
7D	Re-elect Melanie Gee as Director	Mgmt	For	For	For	No
7E	Re-elect Martin Pike as Director	Mgmt	For	For	For	No
7F	Re-elect Cathleen Raffaelli as Director	Mgmt	For	For	For	No
7G	Re-elect Jutta af Rosenborg as Director	Mgmt	For	For	For	No
7H	Re-elect Keith Skeoch as Director	Mgmt	For	For	For	No
8A	Elect Jonathan Asquith as Director	Mgmt	For	For	For	No
8B	Elect Brian McBride as Director	Mgmt	For	For	For	No
8C	Elect Cecilia Reyes as Director	Mgmt	For	For	For	No
9	Authorise EU Political Donations and Expenditures	Mgmt	For	For	For	No
10	Authorise Issue of Equity	Mgmt	For	For	For	No
11	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
13	Authorise Issue of Equity in Relation to the Issue of Convertible Bonds	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-Emptive Rights in Relation to the Issue of Convertible Bonds	Mgmt	For	For	For	No
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
16	Adopt New Articles of Association	Mgmt	For	For	Against	Yes

The Charles Schwab Corporation

Meeting Date: 05/12/2020

Country: USA

Primary Security ID: 808513105

Meeting ID: 1414724

Record Date: 03/16/2020

Meeting Type: Annual

Ticker: SCHW

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director William S. Haraf	Mgmt	For	For	For	No
1b	Elect Director Frank C. Herring	Mgmt	For	For	For	No
1c	Elect Director Roger O. Walther	Mgmt	For	For	For	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Amend Omnibus Stock Plan	Mgmt	For	For	For	No
5	Provide Proxy Access Right	Mgmt	For	For	For	No
6	Adopt Policy to Annually Disclose EEO-1 Data	SH	Against	For	For	No
<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	Report on Lobbying Payments and Policy	SH	Against	For	For	No

Voting Policy Rationale: A vote FOR this resolution is warranted, as additional information on the company's trade association memberships, payments, and oversight, along with direct lobbying expenditures, would enable shareholders to better assess the company's comprehensive lobbying-related activities and management of related risks and opportunities.

The Hershey Company

Meeting Date: 05/12/2020

Country: USA

Primary Security ID: 427866108

Meeting ID: 1415665

Record Date: 03/13/2020

Meeting Type: Annual

Ticker: HSY

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Pamela M. Arway	Mgmt	For	For	For	No
1.2	Elect Director James W. Brown	Mgmt	For	For	For	No
1.3	Elect Director Michele G. Buck	Mgmt	For	For	For	No
1.4	Elect Director Victor L. Crawford	Mgmt	For	For	For	No
1.5	Elect Director Charles A. Davis	Mgmt	For	For	For	No
1.6	Elect Director Mary Kay Haben	Mgmt	For	For	For	No
1.7	Elect Director James C. Katzman	Mgmt	For	For	For	No
1.8	Elect Director M. Diane Koken	Mgmt	For	For	For	No
1.9	Elect Director Robert M. Malcolm	Mgmt	For	For	For	No
1.10	Elect Director Anthony J. Palmer	Mgmt	For	For	For	No
1.11	Elect Director Juan R. Perez	Mgmt	For	For	For	No
1.12	Elect Director Wendy L. Schoppert	Mgmt	For	For	For	No
1.13	Elect Director David L. Shedlarz	Mgmt	For	For	For	No
2	Ratify Ernst & Young LLP as Auditor	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

X5 Retail Group NV

Meeting Date: 05/12/2020

Country: Netherlands

Primary Security ID: 98387E205

Meeting ID: 1409293

Record Date: 04/14/2020

Meeting Type: Annual

Ticker: FIVE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Meeting for GDR Holders	Mgmt				
1	Open Meeting	Mgmt				
2	Receive Report of Management Board (Non-Voting)	Mgmt				
3.A	Approve Remuneration Report	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because: * Substantial increase in base pay without disclosure of more concrete information on the results of the benchmarking exercise. * The Board used discretionary powers that can be considered disproportionate for the STI awards. * The LTI plan lacks any form of retrospective disclosure. * The remuneration for the supervisory board is excessive compared to market standards.</i></p>						
3.B	Receive Explanation on Company's Dividend Policy	Mgmt				
3.C	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3.D	Approve Dividends of RUB 110.47 per Share	Mgmt	For	For	For	No
4.A	Approve Discharge of Management Board	Mgmt	For	For	For	No
4.B	Approve Discharge of Supervisory Board	Mgmt	For	For	For	No
5	Amend Remuneration Policy for Management Board	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because* The overall level of disclosure is not in line with best market practice and does not enable shareholders to assess the stringency of the plan; and* The legacy agreements with the CEO remain in place and become part of the policy ensuring a guaranteed total pay package of USD 4 million, de facto guaranteeing variable remuneration, which is considered to add risk to pay for failure.</i></p>						
6	Elect Marat Atnashev to Supervisory Board	Mgmt	For	For	For	No
7.A	Amend Remuneration Policy for Supervisory Board	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because of the excessiveness on the remuneration of the supervisory board regarding this remuneration proposal.</i></p>						
7.B	Approve Restricted Stock Grants to Supervisory Board Members	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because of the excessiveness on the remuneration of the supervisory board regarding this remuneration proposal.</i></p>						
8.A	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For	No
8.B	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For	No
8.C	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

9	Appoint Ernst & Young as Auditors	Mgmt	For	For	For	No
10	Close Meeting	Mgmt				

American International Group, Inc.

Meeting Date: 05/13/2020 **Country:** USA **Primary Security ID:** 026874784 **Meeting ID:** 1414837
Record Date: 03/18/2020 **Meeting Type:** Annual **Ticker:** AIG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director W. Don Cornwell	Mgmt	For	For	For	No
1b	Elect Director Brian Duperreault	Mgmt	For	For	For	No
1c	Elect Director John H. Fitzpatrick	Mgmt	For	For	For	No
1d	Elect Director William G. Jurgensen	Mgmt	For	For	For	No
1e	Elect Director Christopher S. Lynch	Mgmt	For	For	For	No
1f	Elect Director Henry S. Miller	Mgmt	For	For	For	No
1g	Elect Director Linda A. Mills	Mgmt	For	For	For	No
1h	Elect Director Thomas F. Motamed	Mgmt	For	For	For	No
1i	Elect Director Peter R. Porrino	Mgmt	For	For	For	No
1j	Elect Director Amy L. Schioldager	Mgmt	For	For	For	No
1k	Elect Director Douglas M. Steenland	Mgmt	For	For	For	No
1l	Elect Director Therese M. Vaughan	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Amend Securities Transfer Restrictions	Mgmt	For	For	For	No
4	Ratify NOL Rights Plan (NOL Pill)	Mgmt	For	For	For	No
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For	No

Voting Policy Rationale: A vote FOR this proposal is warranted as lowering the ownership threshold for shareholders to call a special meeting from 25 percent to 10 percent would enhance shareholders' rights. Additionally, there is no shareholder that could act unilaterally at this time to call a special meeting at the proposed threshold.

Cineworld Group Plc

Meeting Date: 05/13/2020 **Country:** United Kingdom **Primary Security ID:** G219AH100 **Meeting ID:** 1406385
Record Date: 05/11/2020 **Meeting Type:** Annual **Ticker:** CINE

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Re-elect Alicja Kornasiewicz as Director	Mgmt	For	For	For	No
4	Re-elect Nisan Cohen as Director	Mgmt	For	For	For	No
5	Re-elect Israel Greidinger as Director	Mgmt	For	For	For	No
6	Re-elect Moshe Greidinger as Director	Mgmt	For	For	For	No
7	Re-elect Renana Teperberg as Director	Mgmt	For	For	For	No
8	Re-elect Camela Galano as Director	Mgmt	For	For	For	No
9	Re-elect Dean Moore as Director	Mgmt	For	For	For	No
10	Re-elect Scott Rosenblum as Director	Mgmt	For	For	For	No
11	Re-elect Arni Samuelsson as Director	Mgmt	For	For	For	No
12	Re-elect Eric Senat as Director	Mgmt	For	For	For	No
13	Appoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Credit Agricole SA

Meeting Date: 05/13/2020

Country: France

Primary Security ID: F22797108

Meeting ID: 1395674

Record Date: 05/11/2020

Meeting Type: Annual/Special

Ticker: ACA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For	For	For	No
4	Approve Transaction with Credit Agricole CIB RE: Acquisition of 32,953 Preferred C Shares	Mgmt	For	For	For	No
5	Elect Marie-Claire Daveu as Director	Mgmt	For	For	For	No
6	Elect Pierre Cambefort as Director	Mgmt	For	Against	Against	No

*Voting Policy Rationale: * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 5, and 9-12). * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 6-8, 13 and 14).*

7	Elect Pascal Lheureux as Director	Mgmt	For	Against	Against	No
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*Voting Policy Rationale: * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 5, and 9-12). * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 6-8, 13 and 14).*

8	Elect Philippe de Waal as Director	Mgmt	For	Against	Against	No
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*Voting Policy Rationale: * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 5, and 9-12). * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 6-8, 13 and 14).*

9	Reelect Caroline Catoire as Director	Mgmt	For	For	For	No
10	Reelect Laurence Dors as Director	Mgmt	For	For	For	No
11	Reelect Francoise Gri as Director	Mgmt	For	For	For	No
12	Reelect Catherine Pourre as Director	Mgmt	For	For	For	No
13	Reelect Daniel Epron as Director	Mgmt	For	Against	Against	No

*Voting Policy Rationale: * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 5, and 9-12). * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 6-8, 13 and 14).*

14	Reelect Gerard Ouvrier-Buffer as Director	Mgmt	For	Against	Against	No
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*Voting Policy Rationale: * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 5, and 9-12). * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 6-8, 13 and 14).*

15	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For	No
16	Approve Remuneration Policy of CEO	Mgmt	For	Against	Against	No

*Voting Policy Rationale: Votes AGAINST these remuneration policies are warranted because: * Although the introduction of long-term remuneration may be seen as an improvement, the proposed LTIP structure will not strengthened the link with long-term performance while increasing the remuneration package; * Post-mandate vesting conditions of the proposed LTIP are not in line with recommended guidelines; and * Severance agreements raise concerns over potential risk of pay-for-failure.*

17	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against	Against	No
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*Voting Policy Rationale: Votes AGAINST these remuneration policies are warranted because: * Although the introduction of long-term remuneration may be seen as an improvement, the proposed LTIP structure will not strengthened the link with long-term performance while increasing the remuneration package; * Post-mandate vesting conditions of the proposed LTIP are not in line with recommended guidelines; and * Severance agreements raise concerns over potential risk of pay-for-failure.*

18	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No
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Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

19	Approve Compensation of Dominique Lefebvre, Chairman of the Board	Mgmt	For	For	For	No
20	Approve Compensation of Philippe Brassac, CEO	Mgmt	For	For	For	No
21	Approve Compensation of Xavier Musca, Vice-CEO	Mgmt	For	For	For	No
22	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
23	Approve the Aggregate Remuneration Granted in 2019 to Senior Management, Responsible Officers and Regulated Risk-Takers	Mgmt	For	For	For	No
24	Fix Maximum Variable Compensation Ratio for Executives and Risk Takers	Mgmt	For	For	For	No
25	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
26	Amend Article 11 of Bylaws Re: Board Composition	Mgmt	For	For	For	No
27	Amend Articles 14 and 19 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For	No
28	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 4.3 Billion	Mgmt	For	For	For	No
29	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 870 Million	Mgmt	For	For	For	No
30	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 870 Million	Mgmt	For	For	For	No
31	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For	No
32	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For	No
33	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For	For	No
34	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 28-32 and 36-37 at EUR 4.3 Billion	Mgmt	For	For	For	No
35	Authorize Capitalization of Reserves of Up to EUR 1 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For	For	No
36	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

37	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	Mgmt	For	For	For	No
38	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
39	Authorize up to 0.75 Percent of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because performance conditions cannot be considered challenging, and it is impossible to ascertain whether they would be assessed over a sufficiently long-term period.</i>						
40	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Eni SpA

Meeting Date: 05/13/2020 **Country:** Italy **Primary Security ID:** T3643A145 **Meeting ID:** 1393678
Record Date: 05/04/2020 **Meeting Type:** Annual/Special **Ticker:** ENI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
	Management Proposals	Mgmt				
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Allocation of Income	Mgmt	For	For	For	No
3	Fix Number of Directors	Mgmt	For	For	For	No
4	Fix Board Terms for Directors	Mgmt	For	For	For	No
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt				
5.1	Slate Submitted by Ministry of Economy and Finance	SH	None	For	For	No
5.2	Slate Submitted by Institutional Investors (Assogestioni)	SH	None	Against	Against	No
	Shareholder Proposals Submitted by Ministry of Economy and Finance	Mgmt				
6	Elect Lucia Calvosa as Board Chair	SH	None	For	For	No
7	Approve Remuneration of Directors	SH	None	For	For	No
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt				
8.1	Slate Submitted by Ministry of Economy and Finance	SH	None	For	For	No
8.2	Slate Submitted by Institutional Investors (Assogestioni)	SH	None	Against	Against	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

9	Appoint Chairman of Internal Statutory Auditors	SH	None	For	For	No
	Shareholder Proposal Submitted by Ministry of Economy and Finance	Mgmt				
10	Approve Internal Auditors' Remuneration Management Proposals	SH	None	For	For	No
		Mgmt				
11	Approve Long Term Incentive Plan 2020-2022	Mgmt	For	For	For	No
12	Approve Remuneration Policy	Mgmt	For	For	For	No
13	Approve Second Section of the Remuneration Report	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
14	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5.1	Mgmt	For	For	For	No
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against	Against	No

Marshalls Plc

Meeting Date: 05/13/2020

Country: United Kingdom

Primary Security ID: G58718100

Meeting ID: 1338030

Record Date: 05/11/2020

Meeting Type: Annual

Ticker: MSLH

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
4	Re-elect Vanda Murray as Director	Mgmt	For	For	For	No
5	Re-elect Janet Ashdown as Director	Mgmt	For	For	For	No
6	Re-elect Jack Clarke as Director	Mgmt	For	For	For	No
7	Re-elect Martyn Coffey as Director	Mgmt	For	For	For	No
8	Re-elect Graham Prothero as Director	Mgmt	For	For	For	No
9	Re-elect Tim Pile as Director	Mgmt	For	For	For	No
10	Elect Angela Bromfield as Director	Mgmt	For	For	For	No
11	Approve Remuneration Policy	Mgmt	For	For	For	No
12	Approve Remuneration Report	Mgmt	For	For	For	No
13	Approve Management Incentive Plan	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

14	Authorise Issue of Equity	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Mondelez International, Inc.

Meeting Date: 05/13/2020

Country: USA

Primary Security ID: 609207105

Meeting ID: 1413396

Record Date: 03/12/2020

Meeting Type: Annual

Ticker: MDLZ

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Lewis W.K. Booth	Mgmt	For	For	For	No
1.2	Elect Director Charles E. Bunch	Mgmt	For	For	For	No
1.3	Elect Director Debra A. Crew	Mgmt	For	For	For	No
1.4	Elect Director Lois D. Juliber	Mgmt	For	For	For	No
1.5	Elect Director Peter W. May	Mgmt	For	For	For	No
1.6	Elect Director Jorge S. Mesquita	Mgmt	For	For	For	No
1.7	Elect Director Fredric G. Reynolds	Mgmt	For	For	For	No
1.8	Elect Director Christiana S. Shi	Mgmt	For	For	For	No
1.9	Elect Director Patrick T. Siewert	Mgmt	For	For	For	No
1.10	Elect Director Michael A. Todman	Mgmt	For	For	For	No
1.11	Elect Director Jean-Francois M. L. van Boxmeer	Mgmt	For	For	For	No
1.12	Elect Director Dirk Van de Put	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
4	Consider Pay Disparity Between Executives and Other Employees	SH	Against	Against	Against	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Rentokil Initial Plc

Meeting Date: 05/13/2020

Country: United Kingdom

Primary Security ID: G7494G105

Meeting ID: 1399420

Record Date: 05/11/2020

Meeting Type: Annual

Ticker: RTO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Elect Cathy Turner as Director	Mgmt	For	For	For	No
4	Re-elect John Pettigrew as Director	Mgmt	For	For	For	No
5	Re-elect Andy Ransom as Director	Mgmt	For	For	For	No
6	Re-elect Angela Seymour-Jackson as Director	Mgmt	For	For	For	No
7	Re-elect Richard Solomons as Director	Mgmt	For	For	For	No
8	Re-elect Julie Southern as Director	Mgmt	For	For	For	No
9	Re-elect Jeremy Townsend as Director	Mgmt	For	For	For	No
10	Re-elect Linda Yueh as Director	Mgmt	For	For	For	No
11	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
17	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Robert Walters Plc

Meeting Date: 05/13/2020

Country: United Kingdom

Primary Security ID: G7608T118

Meeting ID: 1401936

Record Date: 05/11/2020

Meeting Type: Annual

Ticker: RWA

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration report is considered warranted.* The Company's disclosure of non-financial performance targets in respect of bonus outcomes continues to be market-lagging, and there is no commitment to disclose targets on a retrospective basis. This concern is even more stark for the year under review, given the lack of payout under the financial element of the bonus and 92%-100% payout under the non-financial element.</i></p>						
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Re-elect Carol Hui as Director	Mgmt	For	For	For	No
5	Re-elect Robert Walters as Director	Mgmt	For	For	For	No
6	Re-elect Alan Bannatyne as Director	Mgmt	For	For	For	No
7	Re-elect Brian McArthur-Muscroft as Director	Mgmt	For	For	For	No
8	Re-elect Tanith Dodge as Director	Mgmt	For	For	For	No
9	Re-elect Steven Cooper as Director	Mgmt	For	For	For	No
10	Reappoint BDO LLP as Auditors	Mgmt	For	For	For	No
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
12	Authorise Issue of Equity	Mgmt	For	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
14	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

S&P Global Inc.

Meeting Date: 05/13/2020

Country: USA

Primary Security ID: 78409V104

Meeting ID: 1414125

Record Date: 03/23/2020

Meeting Type: Annual

Ticker: SPGI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Marco Alvera	Mgmt	For	For	For	No
1.2	Elect Director William J. Amelio	Mgmt	For	For	For	No
1.3	Elect Director William D. Green	Mgmt	For	For	For	No
1.4	Elect Director Charles E. Haldeman, Jr.	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

1.5	Elect Director Stephanie C. Hill	Mgmt	For	For	For	No
1.6	Elect Director Rebecca J. Jacoby	Mgmt	For	For	For	No
1.7	Elect Director Monique F. Leroux	Mgmt	For	For	For	No
1.8	Elect Director Maria R. Morris	Mgmt	For	For	For	No
1.9	Elect Director Douglas L. Peterson	Mgmt	For	For	For	No
1.10	Elect Director Edward B. Rust, Jr.	Mgmt	For	For	For	No
1.11	Elect Director Kurt L. Schmoke	Mgmt	For	For	For	No
1.12	Elect Director Richard E. Thornburgh	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Provide Directors May Be Removed With or Without Cause	Mgmt	For	For	For	No
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No

Sanne Group Plc

Meeting Date: 05/13/2020

Country: Jersey

Primary Security ID: G7805V106

Meeting ID: 1421536

Record Date: 05/11/2020

Meeting Type: Annual

Ticker: SNN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Appoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
6	Re-elect Rupert Robson as Director	Mgmt	For	For	For	No
7	Re-elect Andy Pomfret as Director	Mgmt	For	For	For	No
8	Re-elect Mel Carvill as Director	Mgmt	For	For	For	No
9	Re-elect Nicola Palios as Director	Mgmt	For	For	For	No
10	Re-elect Julia Chapman as Director	Mgmt	For	For	For	No
11	Re-elect James Ireland as Director	Mgmt	For	For	For	No
12	Re-elect Yves Stein as Director	Mgmt	For	For	For	No
13	Re-elect Martin Schnaier as Director	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

Spirax-Sarco Engineering Plc

Meeting Date: 05/13/2020

Country: United Kingdom

Primary Security ID: G83561129

Meeting ID: 1338069

Record Date: 05/11/2020

Meeting Type: Annual

Ticker: SPX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No
3	Amend Performance Share Plan	Mgmt	For	For	For	No
4	Approve Remuneration Report	Mgmt	For	For	For	No
5	Approve Final Dividend	Mgmt	For	For	For	No
6	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
7	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
8	Re-elect Jamie Pike as Director	Mgmt	For	For	For	No
9	Re-elect Nicholas Anderson as Director	Mgmt	For	For	For	No
10	Re-elect Kevin Boyd as Director	Mgmt	For	For	For	No
11	Re-elect Neil Daws as Director	Mgmt	For	For	For	No
12	Re-elect Dr Trudy Schoolenberg as Director	Mgmt	For	For	For	No
13	Re-elect Peter France as Director	Mgmt	For	For	For	No
14	Re-elect Caroline Johnstone as Director	Mgmt	For	For	For	No
15	Re-elect Jane Kingston as Director	Mgmt	For	For	For	No
16	Elect Kevin Thompson as Director	Mgmt	For	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	For	No
18	Approve Scrip Dividend Alternative	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

TP ICAP Plc

Meeting Date: 05/13/2020

Country: United Kingdom

Primary Security ID: G8984B101

Meeting ID: 1403337

Record Date: 05/11/2020

Meeting Type: Annual

Ticker: TCAP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect Richard Berliand as Director	Mgmt	For	For	For	No
5	Re-elect Nicolas Breteau as Director	Mgmt	For	For	For	No
6	Elect Angela Crawford-Ingle as Director	Mgmt	For	For	For	No
7	Re-elect Michael Heaney as Director	Mgmt	For	For	For	No
8	Elect Mark Hemsley as Director	Mgmt	For	For	For	No
9	Re-elect Angela Knight as Director	Mgmt	For	For	For	No
10	Re-elect Edmund Ng as Director	Mgmt	For	For	For	No
11	Re-elect Roger Perkin as Director	Mgmt	For	For	For	No
12	Re-elect Philip Price as Director	Mgmt	For	For	For	No
13	Re-elect Robin Stewart as Director	Mgmt	For	For	For	No
14	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
16	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Tritax Big Box REIT Plc

Meeting Date: 05/13/2020

Country: United Kingdom

Primary Security ID: G9101W101

Meeting ID: 1403334

Record Date: 05/11/2020

Meeting Type: Annual

Ticker: BBOX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Elect Karen Whitworth as Director	Mgmt	For	For	For	No
4	Re-elect Sir Richard Jewson as Director	Mgmt	For	For	For	No
5	Re-elect Aubrey Adams as Director	Mgmt	For	For	For	No
6	Re-elect Richard Laing as Director	Mgmt	For	For	For	No
7	Re-elect Susanne Given as Director	Mgmt	For	For	For	No
8	Re-elect Alastair Hughes as Director	Mgmt	For	For	For	No
9	Reappoint BDO LLP as Auditors	Mgmt	For	For	For	No
10	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
11	Approve Dividend Policy	Mgmt	For	For	For	No
12	Authorise Issue of Equity	Mgmt	For	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
17	Adopt New Articles of Association	Mgmt	For	For	For	No

Altria Group, Inc.

Meeting Date: 05/14/2020

Country: USA

Primary Security ID: 02209S103

Meeting ID: 1415661

Record Date: 03/23/2020

Meeting Type: Annual

Ticker: MO

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director John T. Casteen, III	Mgmt	For	For	For	No
1b	Elect Director Dinyar S. Devitre	Mgmt	For	For	For	No
1c	Elect Director Thomas F. Farrell, II	Mgmt	For	For	For	No
1d	Elect Director Debra J. Kelly-Ennis	Mgmt	For	For	For	No
1e	Elect Director W. Leo Kiely, III	Mgmt	For	For	For	No
1f	Elect Director Kathryn B. McQuade	Mgmt	For	For	For	No
1g	Elect Director George Munoz	Mgmt	For	For	For	No
1h	Elect Director Mark E. Newman	Mgmt	For	For	For	No
1i	Elect Director Nabil Y. Sakkab	Mgmt	For	For	For	No
1j	Elect Director Virginia E. Shanks	Mgmt	For	For	For	No
1k	Elect Director Howard A. Willard, III *Withdrawn Resolution*	Mgmt				
2	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	No

Voting Policy Rationale: After a review of the company's compensation program and practices, a vote AGAINST this proposal is warranted. Although pay and performance are reasonably aligned for the year in review, the compensation committee approved several problematic severance payments to the CEO and another NEO. In connection with the CEO's retirement, the board approved a cash severance payment in lieu of his outstanding FY18 and FY19 equity awards (assuming target payout for PSU awards) that the CEO forfeited immediately upon retirement. Providing cash severance in lieu of forfeited equity awards arguably provides little benefit to shareholders given the executive in question no longer works for the company. Furthermore, in this case, shareholders may view sizable cash payments to Willard as a pay-for-failure scenario, rewarding him for his departure even though shareholder returns have been negative during his tenure as CEO. With respect to NEO Crosthwaite, in addition to receiving cash severance payment in lieu of outstanding equity awards that were forfeited when he left the company to join JUUL, the committee also approved a problematic supplemental severance payment of \$2.5 million. The supplemental severance payment is nearly 5x the NEO Crosthwaite's annual base salary. Supplemental severance payments of this magnitude are not supported by market practices and undermine the purpose of establishing and disclosing policies regarding potential severance payments.

4	Approve Omnibus Stock Plan	Mgmt	For	For	For	No
5	Report on Lobbying Payments and Policy	SH	Against	For	For	No

Voting Policy Rationale: A vote FOR this resolution is warranted, as additional information on the company's direct and indirect lobbying expenditures and oversight of trade association memberships, would provide shareholders a comprehensive understanding of the company's management of its lobbying activities and any related risks and benefits.

6	Report on Underage Tobacco Prevention Policies	SH	Against	For	For	No
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Voting Policy Rationale: A recommendation FOR this resolution is warranted, as additional disclosure would help shareholders assess the effectiveness of Altria's policies and principles aimed at discouraging the use of nicotine delivery products in young people, as well as its management of related risks; Altria is also involved in a number of ongoing lawsuits and federal investigations related to the health effects and former youth marketing of its companies' e-vapor products.

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Bayerische Motoren Werke AG

Meeting Date: 05/14/2020

Country: Germany

Primary Security ID: D12096109

Meeting ID: 1393513

Record Date: 04/22/2020

Meeting Type: Annual

Ticker: BMW

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 2.50 per Ordinary Share and EUR 2.52 per Preferred Share	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For	For	No
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal 2020	Mgmt	For	For	For	No
6.1	Elect Norbert Reithofer to the Supervisory Board	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST the non-independent nominee, Norbert Reithofer, is warranted because of the failure to establish a sufficiently independent board. A vote AGAINST Norbert Reithofer, a non-independent audit committee member, is further warranted because the company has failed to establish a sufficiently independent audit committee. A vote FOR the independent nominee, Anke Schaeferkordt, is warranted because her presence helps to increase the level of board independence.</i>						
6.2	Elect Anke Schaeferkordt to the Supervisory Board	Mgmt	For	For	For	No
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	For	No

Cairn Energy Plc

Meeting Date: 05/14/2020

Country: United Kingdom

Primary Security ID: G17528269

Meeting ID: 1405139

Record Date: 05/12/2020

Meeting Type: Annual

Ticker: CNE

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

6	Re-elect Ian Tyler as Director	Mgmt	For	For	For	No
7	Re-elect Keith Lough as Director	Mgmt	For	For	For	No
8	Re-elect Peter Kallos as Director	Mgmt	For	For	For	No
9	Re-elect Nicoletta Giadrossi as Director	Mgmt	For	For	For	No
10	Elect Alison Wood as Director	Mgmt	For	For	For	No
11	Elect Catherine Krajccek as Director	Mgmt	For	For	For	No
12	Re-elect Simon Thomson as Director	Mgmt	For	For	For	No
13	Re-elect James Smith as Director	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Crown Castle International Corp.

Meeting Date: 05/14/2020

Country: USA

Primary Security ID: 22822V101

Meeting ID: 1414113

Record Date: 03/20/2020

Meeting Type: Annual

Ticker: CCI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director P. Robert Bartolo	Mgmt	For	For	For	No
1b	Elect Director Jay A. Brown	Mgmt	For	For	For	No
1c	Elect Director Cindy Christy	Mgmt	For	For	For	No
1d	Elect Director Ari Q. Fitzgerald	Mgmt	For	For	For	No
1e	Elect Director Robert E. Garrison, II	Mgmt	For	For	For	No
1f	Elect Director Andrea J. Goldsmith	Mgmt	For	For	For	No
1g	Elect Director Lee W. Hogan	Mgmt	For	For	For	No
1h	Elect Director Edward C. Hutcheson, Jr.	Mgmt	For	For	For	No
1i	Elect Director J. Landis Martin	Mgmt	For	For	For	No
1j	Elect Director Robert F. McKenzie	Mgmt	For	For	For	No
1k	Elect Director Anthony J. Melone	Mgmt	For	For	For	No
1l	Elect Director W. Benjamin Moreland	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No

CVS Health Corporation

Meeting Date: 05/14/2020

Country: USA

Primary Security ID: 126650100

Meeting ID: 1416485

Record Date: 03/18/2020

Meeting Type: Annual

Ticker: CVS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Fernando Aguirre	Mgmt	For	For	For	No
1b	Elect Director C. David Brown, II	Mgmt	For	For	For	No
1c	Elect Director Alecia A. DeCoudreaux	Mgmt	For	For	For	No
1d	Elect Director Nancy-Ann M. DeParle	Mgmt	For	For	For	No
1e	Elect Director David W. Dorman	Mgmt	For	For	For	No
1f	Elect Director Roger N. Farah	Mgmt	For	For	For	No
1g	Elect Director Anne M. Finucane	Mgmt	For	For	For	No
1h	Elect Director Edward J. Ludwig	Mgmt	For	For	For	No
1i	Elect Director Larry J. Merlo	Mgmt	For	For	For	No
1j	Elect Director Jean-Pierre Millon	Mgmt	For	For	For	No
1k	Elect Director Mary L. Schapiro	Mgmt	For	For	For	No
1l	Elect Director William C. Weldon	Mgmt	For	For	For	No
1m	Elect Director Tony L. White	Mgmt	For	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	No

Voting Policy Rationale: A vote AGAINST this proposal is warranted. Reported CEO compensation was elevated due to previous changes in the denomination of long-term incentives, which has resulted in two cycles of awards being reported in the same pay year for 2018 and 2019 as a result of disclosure rules. In addition, the compensation committee accelerated the grant of CEO Merlo's PSUs for 2020 to August 2019. While regular-cycle PSUs vest after three years, Merlo's August 2019 PSUs vest in May 2021, less than two years after grant, and use the same target goals and performance period as were set for the regular cycle 2019 PSUs. When grants are intended to cover future years of incentive pay, rigorous performance criteria and meaningful vesting periods are warranted. Another NEO also received three additional years of performance units during the year in review, as a front-loaded award in lieu of PSUs for 2020 through 2022, in addition to a \$1 million discretionary cash bonus.

4	Amend Omnibus Stock Plan	Mgmt	For	For	For	No
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

6	Amend Shareholder Written Consent Provisions	SH	Against	Against	Against	No
7	Require Independent Board Chairman	SH	Against	Against	Against	No

Enel SpA

Meeting Date: 05/14/2020

Country: Italy

Primary Security ID: T3679P115

Meeting ID: 1394221

Record Date: 05/05/2020

Meeting Type: Annual

Ticker: ENEL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
	Management Proposals	Mgmt				
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Allocation of Income	Mgmt	For	For	For	No
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No
4	Fix Number of Directors	Mgmt	For	For	For	No
5	Fix Board Terms for Directors	Mgmt	For	For	For	No
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt				
6.1	Slate 1 Submitted by Ministry of Economy and Finance	SH	None	Against	Against	No
6.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For	For	No
	Shareholder Proposal Submitted by Ministry of Economy and Finance	Mgmt				
7	Elect Michele Alberto Fabiano Crisostomo as Board Chair	SH	None	For	For	No
	Management Proposals	Mgmt				
8	Approve Remuneration of Directors	Mgmt	For	For	For	No
9	Approve Long Term Incentive Plan	Mgmt	For	For	For	No
10.1	Approve Remuneration Policy	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST Item 10.1 is warranted because the company is increasing the CEO/GM pay package without a compelling rationale. Item 10.2 warrants a vote FOR because the 2019 compensation practices of the company are very well described and do not contravene good market standards.</i></p>						
10.2	Approve Second Section of the Remuneration Report	Mgmt	For	For	For	No
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against	Against	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

ENGIE SA

Meeting Date: 05/14/2020

Country: France

Primary Security ID: F7629A107

Meeting ID: 1393070

Record Date: 05/12/2020

Meeting Type: Annual/Special

Ticker: ENGI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Treatment of Losses	Mgmt	For	For	For	No
4	Approve Termination Package of Isabelle Kocher, CEO Until Feb. 24, 2020	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted as the company failed to disclose: * Sufficient information on how it determined such payment; and* a compelling rationale to support the conclusion of a non-compete clause at the time of the executive departure.</i></p>						
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For	No
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
7	Reelect Fabrice Bregier as Director	Mgmt	For	For	For	No
8	Reelect Lord Peter Ricketts of Shortlands as Director	Mgmt	For	For	For	No
9	Renew Appointment of Ernst & Young et Autres as Auditor	Mgmt	For	For	For	No
10	Renew Appointment of Deloitte & Associes as Auditor	Mgmt	For	For	For	No
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
12	Approve Compensation of Jean-Pierre Clamadieu, Chairman of the Board	Mgmt	For	For	For	No
13	Approve Compensation of Isabelle Kocher, CEO	Mgmt	For	For	For	No
14	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No
15	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For	No
16	Approve Remuneration Policy of CEO Until Feb. 24, 2020	Mgmt	For	For	For	No
17	Approve Remuneration Policy of CEO For Transitional Period Since Feb. 24, 2020 Until Appointment of New CEO	Mgmt	For	Against	Against	No

Voting Policy Rationale: A vote AGAINST this remuneration policy is warranted because the company does not indicate any detailed information on performance shares for FY2020.

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

18	Approve Remuneration Policy of New CEO Extraordinary Business	Mgmt	For	For	For	No
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 225 Million	Mgmt	For	For	For	No
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 225 Million	Mgmt	For	For	For	No
21	Approve Issuance of Equity or Equity-Linked Securities for Private Placements , up to Aggregate Nominal Amount of EUR 225 Million	Mgmt	For	For	For	No
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For	No
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For	No
24	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 19-23 and 27-28 at EUR 265 Million	Mgmt	For	For	For	No
25	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because the authorization can be used during a takeover period.</i>						
26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
28	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For	No
29	Amend Article 2 of Bylaws Re: Update Corporate Purpose	Mgmt	For	For	For	No
30	Add Corporate Purpose and Amend Article 2 of Bylaws Accordingly	Mgmt	For	For	For	No
31	Amend Articles 6, 13, 17 and 23 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For	No
32	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Intel Corporation

Meeting Date: 05/14/2020

Country: USA

Primary Security ID: 458140100

Meeting ID: 1414557

Record Date: 03/16/2020

Meeting Type: Annual

Ticker: INTC

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director James J. Goetz	Mgmt	For	For	For	No
1b	Elect Director Alyssa Henry	Mgmt	For	For	For	No
1c	Elect Director Omar Ishrak	Mgmt	For	For	For	No
1d	Elect Director Risa Lavizzo-Mourey	Mgmt	For	For	For	No
1e	Elect Director Tsu-Jae King Liu	Mgmt	For	For	For	No
1f	Elect Director Gregory D. Smith	Mgmt	For	For	For	No
1g	Elect Director Robert 'Bob' H. Swan	Mgmt	For	For	For	No
1h	Elect Director Andrew Wilson	Mgmt	For	For	For	No
1i	Elect Director Frank D. Yeary	Mgmt	For	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	No

Voting Policy Rationale: CEO Swan's one-time awards, which are now reflected in proxy pay tables, were disclosed by the company prior to last year's vote and were the basis for ISS' opposition to say-on-pay last year. Following the low support for say-on-pay in 2019, the company engaged with a significant portion of its shareholder base, and made changes to address certain concerns related to one-time awards, focused around improving disclosure and providing a better understanding of the new CEO's pay, specifically the magnitude, and disclosing the committee's intention to not grant one-time special awards to current NEOs. The quantitative misalignment warrants an in-depth review of incentive programs. That review reveals goal rigor concerns with the short- and long-term incentive programs. While disclosure of operational metrics did improve in 2019, it is lacking sufficient details to be fully analyzed (including no quantified goal disclosure), and this made up half of the short-term program. The other half of the short-term program is based on two financial goals, although these goals allow the CEO to earn 100 percent of his target payout if absolute net income matches merely the prior year's net income (i.e. no year-over-year growth in the measure), and relative net income growth matching merely the average growth of its peer group. While it is noted that 2018 saw record net income levels, and maintaining that could be challenging, concerns still remain as outperformance or actual growth is not needed to achieve target goals. Additionally, if the company had a year where net income declined, as it did in 2016, the following year it would only need to match the 2016 results for a target payout. This puts into question the goal rigor of the program, which is magnified by the CEO's relatively high target and maximum payout opportunities under the bonus program (although the maximum payout opportunity will be reduced for next year). In addition, half of the CEO's annual PSU awards continue to target merely median performance, with no cap if TSR is negative. Finally, the new EPS growth target goals are not disclosed, which prevents shareholders from fully assessing the rigor of the program at this time. In light of these concerns, the pay-for-performance misalignment is not mitigated and support for this proposal is therefore not warranted.

4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For	No
5	Provide Right to Act by Written Consent	SH	Against	For	For	No
6	Report on Global Median Gender/Racial Pay Gap	SH	Against	Against	Against	No

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Just Eat Takeaway.com NV

Meeting Date: 05/14/2020

Country: Netherlands

Primary Security ID: N4753E105

Meeting ID: 1416034

Record Date: 04/16/2020

Meeting Type: Annual

Ticker: TKWY

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Annual Meeting Agenda	Mgmt				
1	Open Meeting	Mgmt				
2.a	Receive Report of Management Board (Non-Voting)	Mgmt				
2.b	Approve Remuneration Report	Mgmt	For	For	For	No
2.c	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Amend Remuneration Policy for Management Board	Mgmt	For	For	For	No
4	Approve Remuneration Policy for Supervisory Board	Mgmt	For	For	For	No
5.a	Approve Discharge of Management Board	Mgmt	For	For	For	No
5.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For	No
6.a	Reelect Jitse Groen to Management Board	Mgmt	For	For	For	No
6.b	Reelect Brent Wissink to Management Board	Mgmt	For	For	For	No
6.c	Reelect Jorg Gerbig to Management Board	Mgmt	For	For	For	No
7.a	Reelect Adriaan Nuhn to Supervisory Board	Mgmt	For	For	For	No
7.b	Reelect Corinne Vigreux to Supervisory Board	Mgmt	For	For	For	No
7.c	Reelect Ron Teerlink to Supervisory Board	Mgmt	For	For	For	No
7.d	Reelect Gwyn Burr to Supervisory Board	Mgmt	For	For	For	No
7.e	Reelect Jambu Palaniappan to Supervisory Board	Mgmt	For	For	For	No
8	Grant Board Authority to Issue Shares Up to 25 Percent of Issued Capital	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because it is not in line with commonly used safeguards regarding volume (i.e. the management board would be able to issue share up to 25 percent of the issued share capital).</i>						
9.a	Authorize Board to Exclude Preemptive Rights from Share Issuances for General Corporate Purposes	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

9.b	Authorize Board to Exclude Preemptive Rights from Share Issuances Authorize Board to Exclude Preemptive Rights from Share Issuances for Mergers, Acquisitions and/or Strategic Alliances	Mgmt	For	Against	Against	No
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Voting Policy Rationale: A vote AGAINST is warranted because this proposal is in addition to the proposal under Item 9a and would mean the board may exclude preemptive rights up to 20 percent of the issued share capital.

10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
11	Other Business (Non-Voting)	Mgmt				
12	Close Meeting	Mgmt				

Just Group Plc

Meeting Date: 05/14/2020

Country: United Kingdom

Primary Security ID: G9331B109

Meeting ID: 1415444

Record Date: 05/12/2020

Meeting Type: Annual

Ticker: JUST

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Elect Michelle Cracknell as Director	Mgmt	For	For	For	No
5	Elect Andy Parsons as Director	Mgmt	For	For	For	No
6	Re-elect Chris Gibson-Smith as Director	Mgmt	For	For	For	No
7	Re-elect Paul Bishop as Director	Mgmt	For	For	For	No
8	Re-elect Ian Cormack as Director	Mgmt	For	For	For	No
9	Re-elect Steve Melcher as Director	Mgmt	For	For	For	No
10	Re-elect Keith Nicholson as Director	Mgmt	For	For	For	No
11	Re-elect David Richardson as Director	Mgmt	For	For	For	No
12	Re-elect Clare Spottiswoode as Director	Mgmt	For	For	For	No
13	Appoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
14	Authorise Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Next Plc

Meeting Date: 05/14/2020

Country: United Kingdom

Primary Security ID: G6500M106

Meeting ID: 1409287

Record Date: 05/12/2020

Meeting Type: Annual

Ticker: NXT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Re-elect Jonathan Bewes as Director	Mgmt	For	For	For	No
5	Re-elect Tristia Harrison as Director	Mgmt	For	For	For	No
6	Re-elect Amanda James as Director	Mgmt	For	For	For	No
7	Re-elect Richard Papp as Director	Mgmt	For	For	For	No
8	Re-elect Michael Roney as Director	Mgmt	For	For	For	No
9	Re-elect Francis Salway as Director	Mgmt	For	For	For	No
10	Re-elect Jane Shields as Director	Mgmt	For	For	For	No
11	Re-elect Dame Dianne Thompson as Director	Mgmt	For	For	For	No
12	Re-elect Lord Wolfson as Director	Mgmt	For	For	For	No
13	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Amend Long Term Incentive Plan	Mgmt	For	For	For	No
16	Approve Share Matching Plan	Mgmt	For	For	For	No
17	Approve Sharesave Plan	Mgmt	For	For	For	No
18	Approve Management Share Option Plan	Mgmt	For	For	For	No
19	Authorise Issue of Equity	Mgmt	For	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
23	Authorise Off-Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
24	Approve Increase in Borrowing Powers	Mgmt	For	For	For	No
25	Adopt New Articles of Association	Mgmt	For	For	For	No
26	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Prudential Plc

Meeting Date: 05/14/2020

Country: United Kingdom

Primary Security ID: G72899100

Meeting ID: 1405751

Record Date: 05/12/2020

Meeting Type: Annual

Ticker: PRU

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Elect Jeremy Anderson as Director	Mgmt	For	For	For	No
5	Elect Shriti Vadera as Director	Mgmt	For	For	For	No
6	Re-elect Mark Fitzpatrick as Director	Mgmt	For	For	For	No
7	Re-elect David Law as Director	Mgmt	For	For	For	No
8	Re-elect Paul Manduca as Director	Mgmt	For	For	For	No
9	Re-elect Kaikhushru Nargolwala as Director	Mgmt	For	For	For	No
10	Re-elect Anthony Nightingale as Director	Mgmt	For	For	For	No
11	Re-elect Philip Remnant as Director	Mgmt	For	For	For	No
12	Re-elect Alice Schroeder as Director	Mgmt	For	For	For	No
13	Re-elect James Turner as Director	Mgmt	For	For	For	No
14	Re-elect Thomas Watjen as Director	Mgmt	For	For	For	No
15	Re-elect Michael Wells as Director	Mgmt	For	For	For	No
16	Re-elect Fields Wicker-Miurin as Director	Mgmt	For	For	For	No
17	Re-elect Amy Yip as Director	Mgmt	For	For	For	No
18	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

19	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
20	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
21	Authorise Issue of Equity	Mgmt	For	For	For	No
22	Authorise Issue of Equity to Include Repurchased Shares	Mgmt	For	For	For	No
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
24	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
25	Authorise Issue of Equity in Connection with the Issue of Mandatory Convertible Securities	Mgmt	For	For	For	No
26	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Issue of Mandatory Convertible Securities	Mgmt	For	For	For	No
27	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
28	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Revanche Therapeutics, Inc.

Meeting Date: 05/14/2020

Country: USA

Primary Security ID: 761330109

Meeting ID: 1412383

Record Date: 03/16/2020

Meeting Type: Annual

Ticker: RVNC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Jill Beraud	Mgmt	For	For	For	No
1.2	Elect Director Robert Byrnes	Mgmt	For	Withhold	Withhold	No
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominee Robert Byrnes given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR new director nominee Jill Beraud is warranted.</i></p>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The CEO received a new-hire equity award of excessive magnitude, resulting in pay many times higher than annual peer CEO pay. Further, over 40 percent of the award was in time-vested equity. Shareholders prefer that new-hire awards are modest equity grants and predominately based on rigorous performance criteria.</i></p>						

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Tesco Plc

Meeting Date: 05/14/2020

Country: United Kingdom

Primary Security ID: G87621101

Meeting ID: 1424528

Record Date: 05/12/2020

Meeting Type: Special

Ticker: TSCO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Matters Relating to the Disposal of the Asia Business to C.P. Retail Development Company Limited	Mgmt	For	For	For	No

Union Pacific Corporation

Meeting Date: 05/14/2020

Country: USA

Primary Security ID: 907818108

Meeting ID: 1416356

Record Date: 03/20/2020

Meeting Type: Annual

Ticker: UNP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Andrew H. Card, Jr.	Mgmt	For	For	For	No
1b	Elect Director William J. DeLaney	Mgmt	For	For	For	No
1c	Elect Director David B. Dillon	Mgmt	For	For	For	No
1d	Elect Director Lance M. Fritz	Mgmt	For	For	For	No
1e	Elect Director Deborah C. Hopkins	Mgmt	For	For	For	No
1f	Elect Director Jane H. Lute	Mgmt	For	For	For	No
1g	Elect Director Michael R. McCarthy	Mgmt	For	For	For	No
1h	Elect Director Thomas F. McLarty, III	Mgmt	For	For	For	No
1i	Elect Director Bhavesh V. Patel	Mgmt	For	For	For	No
1j	Elect Director Jose H. Villarreal	Mgmt	For	For	For	No
1k	Elect Director Christopher J. Williams	Mgmt	For	For	For	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Require Independent Board Chairman	SH	Against	Against	Against	No
5	Report on Climate Change	SH	Against	Against	Against	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

United Parcel Service, Inc.

Meeting Date: 05/14/2020

Country: USA

Primary Security ID: 911312106

Meeting ID: 1410155

Record Date: 03/16/2020

Meeting Type: Annual

Ticker: UPS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director David P. Abney	Mgmt	For	For	For	No
1b	Elect Director Rodney C. Adkins	Mgmt	For	For	For	No
1c	Elect Director Michael J. Burns	Mgmt	For	For	For	No
1d	Elect Director William R. Johnson	Mgmt	For	For	For	No
1e	Elect Director Ann M. Livermore	Mgmt	For	For	For	No
1f	Elect Director Rudy H.P. Markham	Mgmt	For	For	For	No
1g	Elect Director Franck J. Moison	Mgmt	For	For	For	No
1h	Elect Director Clark 'Sandy' T. Randt, Jr.	Mgmt	For	For	For	No
1i	Elect Director Christiana Smith Shi	Mgmt	For	For	For	No
1j	Elect Director John T. Stankey	Mgmt	For	For	For	No
1k	Elect Director Carol B. Tome	Mgmt	For	For	For	No
1l	Elect Director Kevin Warsh	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No
4	Report on Lobbying Payments and Policy	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional information on the company's trade association memberships, payments, and oversight mechanisms would give shareholders a comprehensive understanding of the company's management of its lobbying activities and any related risks and benefits.</i>						
5	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For	No
6	Report on Climate Change	SH	Against	For	For	No

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.

YUM! Brands, Inc.

Meeting Date: 05/14/2020

Country: USA

Primary Security ID: 988498101

Meeting ID: 1416510

Record Date: 03/16/2020

Meeting Type: Annual

Ticker: YUM

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Paget L. Alves	Mgmt	For	For	For	No
1b	Elect Director Keith Barr	Mgmt	For	For	For	No
1c	Elect Director Michael J. Cavanagh	Mgmt	For	For	For	No
1d	Elect Director Christopher M. Connor	Mgmt	For	For	For	No
1e	Elect Director Brian C. Cornell	Mgmt	For	For	For	No
1f	Elect Director Tanya L. Domier	Mgmt	For	For	For	No
1g	Elect Director David W. Gibbs	Mgmt	For	For	For	No
1h	Elect Director Mirian M. Graddick-Weir	Mgmt	For	For	For	No
1i	Elect Director Thomas C. Nelson	Mgmt	For	For	For	No
1j	Elect Director P. Justin Skala	Mgmt	For	For	For	No
1k	Elect Director Elane B. Stock	Mgmt	For	For	For	No
1l	Elect Director Annie Young-Scrivner	Mgmt	For	For	For	No
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Report on Supply Chain Impact on Deforestation	SH	Against	For	For	No

Voting Policy Rationale: A vote FOR this resolution is warranted, as shareholders would benefit from additional information on how the company is managing its supply chain's impact on deforestation.

Derwent London Plc

Meeting Date: 05/15/2020

Country: United Kingdom

Primary Security ID: G27300105

Meeting ID: 1398413

Record Date: 05/13/2020

Meeting Type: Annual

Ticker: DLN

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

6	Re-elect Claudia Arney as Director	Mgmt	For	For	For	No
7	Re-elect Lucinda Bell as Director	Mgmt	For	For	For	No
8	Re-elect Richard Dakin as Director	Mgmt	For	For	For	No
9	Re-elect Simon Fraser as Director	Mgmt	For	For	For	No
10	Re-elect Nigel George as Director	Mgmt	For	For	For	No
11	Re-elect Helen Gordon as Director	Mgmt	For	For	For	No
12	Re-elect Simon Silver as Director	Mgmt	For	For	For	No
13	Re-elect David Silverman as Director	Mgmt	For	For	For	No
14	Re-elect Cilla Snowball as Director	Mgmt	For	For	For	No
15	Re-elect Paul Williams as Director	Mgmt	For	For	For	No
16	Re-elect Damian Wisniewski as Director	Mgmt	For	For	For	No
17	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
18	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
19	Authorise Issue of Equity	Mgmt	For	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Intercontinental Exchange, Inc.

Meeting Date: 05/15/2020

Country: USA

Primary Security ID: 45866F104

Meeting ID: 1412378

Record Date: 03/17/2020

Meeting Type: Annual

Ticker: ICE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Sharon Y. Bowen	Mgmt	For	For	For	No
1b	Elect Director Charles R. Crisp	Mgmt	For	For	For	No
1c	Elect Director Duriya M. Farooqui	Mgmt	For	For	For	No
1d	Elect Director Jean-Marc Forneri	Mgmt	For	For	For	No
1e	Elect Director The Right Hon. the Lord Hague of Richmond	Mgmt	For	For	For	No
1f	Elect Director Frederick W. Hatfield	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

1g	Elect Director Thomas E. Noonan	Mgmt	For	For	For	No
1h	Elect Director Frederic V. Salerno	Mgmt	For	For	For	No
1i	Elect Director Jeffrey C. Sprecher	Mgmt	For	For	For	No
1j	Elect Director Judith A. Sprieser	Mgmt	For	For	For	No
1k	Elect Director Vincent Tese	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No

Phoenix Group Holdings Plc

Meeting Date: 05/15/2020

Country: United Kingdom

Primary Security ID: G7S8MZ109

Meeting ID: 1410766

Record Date: 05/13/2020

Meeting Type: Annual

Ticker: PHNX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Re-elect Alastair Barbour as Director	Mgmt	For	For	For	No
6	Elect Andy Briggs as a Director	Mgmt	For	For	For	No
7	Re-elect Campbell Fleming as Director	Mgmt	For	For	For	No
8	Re-elect Karen Green as Director	Mgmt	For	For	For	No
9	Re-elect Nicholas Lyons as Director	Mgmt	For	For	For	No
10	Re-elect Wendy Mayall as Director	Mgmt	For	For	For	No
11	Re-elect John Pollock as Director	Mgmt	For	For	For	No
12	Re-elect Belinda Richards as Director	Mgmt	For	For	For	No
13	Re-elect Nicholas Shott as Director	Mgmt	For	For	For	No
14	Re-elect Kory Sorenson as Director	Mgmt	For	For	For	No
15	Elect Rakesh Thakrar as a Director	Mgmt	For	For	For	No
16	Elect Mike Tumilty as a Director	Mgmt	For	For	For	No
17	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
18	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

19	Authorise issue of Equity	Mgmt	For	For	For	No
20	Approve EU Political Donations	Mgmt	For	For	For	No
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
23	Authorise Shares for Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
25	Authorise issue of Equity in connection with the acquisition of ReAssure Group plc.	Mgmt	For	For	For	No
26	Authorise Issue of Equity without Pre-emptive Rights in Connection with the acquisition of ReAssure Group plc.	Mgmt	For	For	For	No
27	Authorise Issue of Equity without Pre-emptive Rights in Connection with an acquisition or other capital investment conditional upon the acquisition of ReAssure Group plc.	Mgmt	For	For	For	No
28	Authorise Shares for Market Purchase in Connection with the acquisition of ReAssure Group plc.	Mgmt	For	For	For	No

Rocket Internet SE

Meeting Date: 05/15/2020

Country: Germany

Primary Security ID: D6S914104

Meeting ID: 1395621

Record Date: 05/02/2020

Meeting Type: Annual

Ticker: RKET

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For	For	No
5	Ratify Ernst & Young GmbH as Auditors for Fiscal 2020	Mgmt	For	For	For	No
6.1	Elect Marcus Englert to the Supervisory Board	Mgmt	For	Against	Against	No

Voting Policy Rationale: Votes AGAINST the non-independent nominees, Marcus Englert, Norbert Lang, Pierre Louette and Joachim Schindler, are warranted because of the failure to establish a majority-independent board.

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

6.2	Elect Norbert Lang to the Supervisory Board	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: Votes AGAINST the non-independent nominees, Marcus Englert, Norbert Lang, Pierre Louette and Joachim Schindler, are warranted because of the failure to establish a majority-independent board.</i>						
6.3	Elect Pierre Louette to the Supervisory Board	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: Votes AGAINST the non-independent nominees, Marcus Englert, Norbert Lang, Pierre Louette and Joachim Schindler, are warranted because of the failure to establish a majority-independent board.</i>						
6.4	Elect Joachim Schindler to the Supervisory Board	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: Votes AGAINST the non-independent nominees, Marcus Englert, Norbert Lang, Pierre Louette and Joachim Schindler, are warranted because of the failure to establish a majority-independent board.</i>						
7	Amend Corporate Purpose	Mgmt	For	For	For	No
8	Amend Articles Re: Rights and Duties of the Supervisory Board	Mgmt	For	For	For	No
9	Amend Articles Re: Participation and Voting Rights	Mgmt	For	For	For	No
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For	No
11	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST the use of financial derivatives when repurchasing shares is warranted because the life of options is not explicitly limited to 18 months.</i>						

Signature Aviation Plc

Meeting Date: 05/15/2020

Country: United Kingdom

Primary Security ID: G8127H114

Meeting ID: 1415392

Record Date: 05/13/2020

Meeting Type: Annual

Ticker: SIG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Re-elect Amee Chande as Director	Mgmt	For	For	For	No
3	Re-elect David Crook as Director	Mgmt	For	For	For	No
4	Re-elect Wayne Edmunds as Director	Mgmt	For	For	For	No
5	Re-elect Peter Edwards as Director	Mgmt	For	For	For	No
6	Re-elect Emma Gilthorpe as Director	Mgmt	For	For	For	No
7	Re-elect Victoria Jarman as Director	Mgmt	For	For	For	No
8	Re-elect Mark Johnstone as Director	Mgmt	For	For	For	No
9	Re-elect Stephen King as Director	Mgmt	For	For	For	No
10	Re-elect Sir Nigel Rudd as Director	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

11	Re-elect Peter Ventress as Director	Mgmt	For	For	For	No
12	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
14	Approve Remuneration Report	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Unibail-Rodamco-Westfield

Meeting Date: 05/15/2020

Country: Netherlands

Primary Security ID: F95094581

Meeting ID: 1412364

Record Date: 05/13/2020

Meeting Type: Annual/Special

Ticker: URW

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of EUR 5.40 per Share	Mgmt	For	For	For	No
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For	No
5	Approve Compensation of Christophe Cuvillier, Chairman of the Management Board	Mgmt	For	For	For	No
6	Approve Compensation of Jaap Tonckens, Member of the Management Board	Mgmt	For	For	For	No
7	Approve Compensation of Colin Dyer, Chairman of the Supervisory Board	Mgmt	For	For	For	No
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
9	Approve Remuneration Policy for Chairman of the Management Board	Mgmt	For	For	For	No
10	Approve Remuneration Policy for Management Board Members	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

11	Approve Remuneration Policy for Supervisory Board Members	Mgmt	For	For	For	No
12	Reelect Colin Dyer as Supervisory Board Member	Mgmt	For	For	For	No
13	Reelect Philippe Collombel as Supervisory Board Member	Mgmt	For	For	For	No
14	Reelect Dagmar Kollmann as Supervisory Board Member	Mgmt	For	For	For	No
15	Reelect Roderick Munsters as Supervisory Board Member	Mgmt	For	For	For	No
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 100 Million	Mgmt	For	For	For	No
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 60 Million	Mgmt	For	For	For	No
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 18-19	Mgmt	For	For	For	No
21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For	No
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
	Ordinary Business	Mgmt				
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Westinghouse Air Brake Technologies Corporation

Meeting Date: 05/15/2020

Country: USA

Primary Security ID: 929740108

Meeting ID: 1416372

Record Date: 03/17/2020

Meeting Type: Annual

Ticker: WAB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Rafael Santana	Mgmt	For	For	For	No
1.2	Elect Director Lee B. Foster, II	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

3	Amend Omnibus Stock Plan	Mgmt	For	For	For	No
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No

Zhejiang Expressway Co., Ltd.

Meeting Date: 05/15/2020 **Country:** China **Primary Security ID:** Y9891F102 **Meeting ID:** 1414298
Record Date: 04/14/2020 **Meeting Type:** Annual **Ticker:** 576

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve 2019 Report of the Directors	Mgmt	For	For	For	No
2	Approve 2019 Report of the Supervisory Committee	Mgmt	For	For	For	No
3	Approve 2019 Audited Financial Statements	Mgmt	For	For	For	No
4	Approve 2019 Final Dividend	Mgmt	For	For	For	No
5	Approve 2019 Final Accounts and 2020 Financial Budget	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST is warranted due to lack of disclosure.</i>						
6	Approve Deloitte Touche Tohmatsu Certified Public Accountants Hong Kong as the Hong Kong Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
7	Approve Pan China Certified Public Accountants as the PRC Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
8	Elect Chen Ninghui as Director	Mgmt	For	For	For	No
9	Elect Fan Ye as Director	Mgmt	For	For	For	No
10	Authorize Board to Approve the Proposed Directors' Service Contracts and Relevant Documents and Authorize Any One Executive Director to Sign Such Contracts and Relevant Documents	Mgmt	For	For	For	No
11	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for H Shares and Related Transactions	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted for the following:* The aggregate H share Issuance limit is greater than 10 percent.* The company has not specified the discount limit.</i>						
12	Amend Articles of Association	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

American Tower Corporation

Meeting Date: 05/18/2020

Country: USA

Primary Security ID: 03027X100

Meeting ID: 1417079

Record Date: 03/23/2020

Meeting Type: Annual

Ticker: AMT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Thomas A. Bartlett	Mgmt	For	For	For	No
1b	Elect Director Raymond P. Dolan	Mgmt	For	For	For	No
1c	Elect Director Robert D. Hormats	Mgmt	For	For	For	No
1d	Elect Director Gustavo Lara Cantu	Mgmt	For	For	For	No
1e	Elect Director Grace D. Lieblein	Mgmt	For	For	For	No
1f	Elect Director Craig Macnab	Mgmt	For	For	For	No
1g	Elect Director JoAnn A. Reed	Mgmt	For	For	For	No
1h	Elect Director Pamela D.A. Reeve	Mgmt	For	For	For	No
1i	Elect Director David E. Sharbutt	Mgmt	For	For	For	No
1j	Elect Director Bruce L. Tanner	Mgmt	For	For	For	No
1k	Elect Director Samme L. Thompson	Mgmt	For	For	For	No
2	Ratify Deloitte & Touche LLP as Auditor	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Report on Political Contributions and Expenditures	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional information regarding the company's political contributions, particularly its trade associations payments and related management and board oversight, would help investors in assessing its management of related risks.</i>						
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would enhance the existing shareholder right to call special meetings.</i>						

accesso Technology Group Plc

Meeting Date: 05/19/2020

Country: United Kingdom

Primary Security ID: G1150H101

Meeting ID: 1425664

Record Date: 05/15/2020

Meeting Type: Annual

Ticker: ACSO

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Re-elect Steve Brown as Director	Mgmt	For	For	For	No
3	Re-elect Andrew Malpass as Director	Mgmt	For	For	For	No
4	Re-elect William Russell as Director	Mgmt	For	For	For	No
5	Re-elect David Gammon as Director	Mgmt	For	For	For	No
6	Re-elect Karen Slatford as Director	Mgmt	For	For	For	No
7	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
8	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
9	Authorise Issue of Equity	Mgmt	For	For	For	No
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
11	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No

Amgen Inc.

Meeting Date: 05/19/2020

Country: USA

Primary Security ID: 031162100

Meeting ID: 1418094

Record Date: 03/20/2020

Meeting Type: Annual

Ticker: AMGN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Wanda M. Austin	Mgmt	For	For	For	No
1b	Elect Director Robert A. Bradway	Mgmt	For	For	For	No
1c	Elect Director Brian J. Druker	Mgmt	For	For	For	No
1d	Elect Director Robert A. Eckert	Mgmt	For	For	For	No
1e	Elect Director Greg C. Garland	Mgmt	For	For	For	No
1f	Elect Director Fred Hassan	Mgmt	For	For	For	No
1g	Elect Director Charles M. Holley, Jr.	Mgmt	For	For	For	No
1h	Elect Director Tyler Jacks	Mgmt	For	For	For	No
1i	Elect Director Ellen J. Kullman	Mgmt	For	For	For	No
1j	Elect Director Ronald D. Sugar	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

1k	Elect Director R. Sanders Williams	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
4	Require Independent Board Chairman	SH	Against	Against	Against	No

BNP Paribas SA

Meeting Date: 05/19/2020

Country: France

Primary Security ID: F1058Q238

Meeting ID: 1396064

Record Date: 05/15/2020

Meeting Type: Annual/Special

Ticker: BNP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For	For	For	No
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For	No
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
6	Reelect Jean Lemierre as Director	Mgmt	For	For	For	No
7	Reelect Jacques Aschenbroich as Director	Mgmt	For	For	For	No
8	Reelect Monique Cohen as Director	Mgmt	For	For	For	No
9	Reelect Daniela Schwarzer as Director	Mgmt	For	For	For	No
10	Reelect Fields Wicker-Miurin as Director	Mgmt	For	For	For	No
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For	No
13	Approve Remuneration Policy of CEO and Vice-CEO	Mgmt	For	For	For	No
14	Approve Compensation of Corporate Officers	Mgmt	For	For	For	No
15	Approve Compensation of Jean Lemierre, Chairman of the Board	Mgmt	For	For	For	No
16	Approve Compensation of Jean-Laurent Bonnafe, CEO	Mgmt	For	For	For	No
17	Approve Compensation of Philippe Bordenave, Vice-CEO	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

18	Approve the Overall Envelope of Compensation of Certain Senior Management, Responsible Officers and the Risk-takers Extraordinary Business	Mgmt	For	For	For	No
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Billion	Mgmt	For	For	For	No
20	Authorize Capital Increase of Up to EUR 240 Million for Future Exchange Offers	Mgmt	For	For	For	No
21	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For	For	No
22	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 20-21 at EUR 240 Million	Mgmt	For	For	For	No
23	Authorize Capitalization of Reserves of Up to EUR 1 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For	For	No
24	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 19-21 at EUR 1 Billion	Mgmt	For	For	For	No
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
27	Amend Article 7 of Bylaws Re: Employee Shareholder Representative	Mgmt	For	For	For	No
28	Amend Article 15 of Bylaws Re: Board Members Deliberation via Written Consultation	Mgmt	For	For	For	No
29	Amend Articles 7, 10, 11, 19 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For	No
30	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Deutsche Boerse AG

Meeting Date: 05/19/2020

Country: Germany

Primary Security ID: D1882G119

Meeting ID: 1394481

Record Date:

Meeting Type: Annual

Ticker: DB1

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 2.90 per Share	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For	For	No
5	Elect Michael Ruediger to the Supervisory Board	Mgmt	For	For	For	No
6	Approve Creation of EUR 19 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For	No
7	Approve Creation of EUR 19 Million Pool of Capital with Preemptive Rights	Mgmt	For	For	For	No
8	Approve Remuneration Policy	Mgmt	For	For	For	No
9	Approve Remuneration of Supervisory Board Members	Mgmt	For	For	For	No
10	Amend Corporate Purpose	Mgmt	For	For	For	No
11	Ratify KPMG AG as Auditors for Fiscal 2020	Mgmt	For	For	For	No

Halliburton Company

Meeting Date: 05/19/2020

Country: USA

Primary Security ID: 406216101

Meeting ID: 1417854

Record Date: 03/20/2020

Meeting Type: Annual

Ticker: HAL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Abdulaziz F. Al Khayyal	Mgmt	For	For	For	No
1b	Elect Director William E. Albrecht	Mgmt	For	For	For	No
1c	Elect Director M. Katherine Banks	Mgmt	For	For	For	No
1d	Elect Director Alan M. Bennett	Mgmt	For	For	For	No
1e	Elect Director Milton Carroll	Mgmt	For	For	For	No
1f	Elect Director Nance K. Dicciani	Mgmt	For	For	For	No
1g	Elect Director Murry S. Gerber	Mgmt	For	For	For	No
1h	Elect Director Patricia Hemingway Hall	Mgmt	For	For	For	No
1i	Elect Director Robert A. Malone	Mgmt	For	For	For	No
1j	Elect Director Jeffrey A. Miller	Mgmt	For	For	For	No
2	Ratify KPMG LLP as Auditor	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Amend Omnibus Stock Plan	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

JPMorgan Chase & Co.

Meeting Date: 05/19/2020

Country: USA

Primary Security ID: 46625H100

Meeting ID: 1417029

Record Date: 03/20/2020

Meeting Type: Annual

Ticker: JPM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Linda B. Bammann	Mgmt	For	For	For	No
1b	Elect Director Stephen B. Burke	Mgmt	For	For	For	No
1c	Elect Director Todd A. Combs	Mgmt	For	For	For	No
1d	Elect Director James S. Crown	Mgmt	For	For	For	No
1e	Elect Director James Dimon	Mgmt	For	For	For	No
1f	Elect Director Timothy P. Flynn	Mgmt	For	For	For	No
1g	Elect Director Melody Hobson	Mgmt	For	For	For	No
1h	Elect Director Michael A. Neal	Mgmt	For	For	For	No
1i	Elect Director Lee R. Raymond	Mgmt	For	For	For	No
1j	Elect Director Virginia M. Rometty	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	For	For	For	No
4	Require Independent Board Chair	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as shareholders would benefit from more independent oversight in the form of an independent chair. The timing of this proposal is compelling given the looming succession concerns, which gives shareholders an opportunity to convey a preference that new independent oversight is necessary.</i>						
5	Report on Reputational Risk Related to Canadian Oil Sands, Oil Sands Pipeline Companies and Arctic Oil and Gas Exploration and Production.	SH	Against	Against	Against	No
6	Report on Climate Change	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information on the company's plans regarding aligning its GHG emissions with the Paris Agreement climate goals.</i>						
7	Amend Shareholder Written Consent Provisions	SH	Against	Against	Against	No
8	Report on Charitable Contributions	SH	Against	Against	Against	No
9	Report on Gender/Racial Pay Gap	SH	Against	Against	Against	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Orange SA

Meeting Date: 05/19/2020

Country: France

Primary Security ID: F6866T100

Meeting ID: 1397418

Record Date: 05/15/2020

Meeting Type: Annual/Special

Ticker: ORA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of EUR 0.50 per Share	Mgmt	For	For	For	No
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For	No
5	Elect Frederic Sanchez as Director	Mgmt	For	For	For	No
6	Reelect Christel Heydemann as Director	Mgmt	For	For	For	No
7	Reelect Bernard Ramanantsoa as Director	Mgmt	For	For	For	No
8	Elect Laurence Dalbousiere as Director	Mgmt	For	For	For	No
9	Approve Compensation Report for Corporate Officers	Mgmt	For	For	For	No
10	Approve Compensation of Stephane Richard, Chairman and CEO	Mgmt	For	For	For	No
11	Approve Compensation of Ramon Fernandez, Vice-CEO	Mgmt	For	For	For	No
12	Approve Compensation of Gervais Pellissier, Vice-CEO	Mgmt	For	For	For	No
13	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For	No
14	Approve Remuneration Policy of Vice-CEOs	Mgmt	For	For	For	No
15	Approve Remuneration Policy of Non-Executive Directors	Mgmt	For	For	For	No
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
17	Amend Article 2 of Bylaws Re: Corporate Purpose	Mgmt	For	For	For	No
18	Amend Article 13 of Bylaws Re: Employee Representative	Mgmt	For	For	For	No
19	Authorize up to 0.07 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Key Employees and Corporate Officers With Performance Conditions Attached	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
21	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
22	Amend Article 13 of Bylaws Re: Employee Shareholders	Mgmt	For	For	For	No
	Ordinary Business	Mgmt				
23	Approve Stock Dividend Program	Mgmt	For	For	For	No
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No
	Shareholder Proposals Submitted by Fonds Commun de Placement d'Entreprise Orange Actions	Mgmt				
A	Amend Item 16: Authorize Repurchase of Shares	SH	Against	Against	Against	No
B	Amend Article 13 of Bylaws Re: Plurality of Directorships	SH	Against	Against	Against	No
C	Amend Item 19: Authorize Shares for Use in Restricted Stock Plans Reserved for Key Employees and Corporate Officers With Performance Conditions Attached	SH	Against	Against	Against	No
D	Amend Employee Stock Purchase Plans in Favor of Employees	SH	Against	Against	Against	No

Royal Dutch Shell Plc

Meeting Date: 05/19/2020

Country: United Kingdom

Primary Security ID: G7690A118

Meeting ID: 1355669

Record Date: 05/15/2020

Meeting Type: Annual

Ticker: RDSB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Management Proposals	Mgmt				
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Elect Dick Boer as Director	Mgmt	For	For	For	No
5	Elect Andrew Mackenzie as Director	Mgmt	For	For	For	No
6	Elect Martina Hund-Mejean as Director	Mgmt	For	For	For	No
7	Re-elect Ben van Beurden as Director	Mgmt	For	For	For	No
8	Re-elect Neil Carson as Director	Mgmt	For	For	For	No
9	Re-elect Ann Godbehere as Director	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

10	Re-elect Euleen Goh as Director	Mgmt	For	For	For	No
11	Re-elect Charles Holliday as Director	Mgmt	For	For	For	No
12	Re-elect Catherine Hughes as Director	Mgmt	For	For	For	No
13	Re-elect Sir Nigel Sheinwald as Director	Mgmt	For	For	For	No
14	Re-elect Jessica Uhl as Director	Mgmt	For	For	For	No
15	Re-elect Gerrit Zalm as Director	Mgmt	For	For	For	No
16	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
18	Authorise Issue of Equity	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
	Shareholder Proposal	Mgmt				
21	Request Shell to Set and Publish Targets for Greenhouse Gas (GHG) Emissions	SH	Against	Against	Against	No

The Restaurant Group Plc

Meeting Date: 05/19/2020

Country: United Kingdom

Primary Security ID: G7535J118

Meeting ID: 1398986

Record Date: 05/15/2020

Meeting Type: Annual

Ticker: RTN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Re-elect Debbie Hewitt as Director	Mgmt	For	For	For	No
4	Elect Andy Hornby as Director	Mgmt	For	For	For	No
5	Re-elect Kirk Davis as Director	Mgmt	For	For	For	No
6	Re-elect Allan Leighton as Director	Mgmt	For	For	For	No
7	Re-elect Graham Clemett as Director	Mgmt	For	For	For	No
8	Elect Alison Digges as Director	Mgmt	For	For	For	No
9	Elect Zoe Morgan as Director	Mgmt	For	For	For	No
10	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

12	Authorise Issue of Equity	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST these items is considered warranted, as the Company has used the authorities approved at the previous AGM in a manner inconsistent with its stated commitments. While it is recognised that some companies may need to expeditiously access emergency funds during the current health crisis, it is not clear that the situation at The Restaurant Group Plc warranted a circumvention of shareholders' pre-emption rights at this given point of time.</i></p>						
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST these items is considered warranted, as the Company has used the authorities approved at the previous AGM in a manner inconsistent with its stated commitments. While it is recognised that some companies may need to expeditiously access emergency funds during the current health crisis, it is not clear that the situation at The Restaurant Group Plc warranted a circumvention of shareholders' pre-emption rights at this given point of time.</i></p>						
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST these items is considered warranted, as the Company has used the authorities approved at the previous AGM in a manner inconsistent with its stated commitments. While it is recognised that some companies may need to expeditiously access emergency funds during the current health crisis, it is not clear that the situation at The Restaurant Group Plc warranted a circumvention of shareholders' pre-emption rights at this given point of time.</i></p>						
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
16	Approve Increase in Directors' Aggregate Remuneration	Mgmt	For	For	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
18	Approve Cancellation of Share Premium Account	Mgmt	For	For	For	No

BW LPG Ltd.

Meeting Date: 05/20/2020

Country: Bermuda

Primary Security ID: G17384101

Meeting ID: 1430621

Record Date: 05/15/2020

Meeting Type: Annual

Ticker: BWLPG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Confirm Notice of Annual General Meeting	Mgmt				
2	Receive Financial Statements and Statutory Reports	Mgmt				
3	Fix Number of Directors at Eight	Mgmt	For	For	For	No
4	Reelect Martha Kold Bakkevig as Director	Mgmt	For	For	For	No
5	Reelect Sonali Chandmal as Director	Mgmt	For	For	For	No
6	Reelect Andrew E. Wolff as Director	Mgmt	For	For	For	No
7	Amend Bylaws	Mgmt	For	For	For	No
8	Appoint Andreas Sohmen-Pao as Company Chairman	Mgmt	For	For	For	No
9.a	Elect Bjarte Boe as Member of Nomination Committee	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

9.b	Elect Elaine Yew Wen Suen as Member of Nomination Committee	Mgmt	For	For	For	No
10	Receive Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt				
11	Approve Remuneration of Directors in the Amount of USD 80,000 for the Chairman and USD 65,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
12	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

China Mobile Limited

Meeting Date: 05/20/2020

Country: Hong Kong

Primary Security ID: Y14965100

Meeting ID: 1409274

Record Date: 05/13/2020

Meeting Type: Annual

Ticker: 941

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Elect Wang Yuhang as Director	Mgmt	For	For	For	No
4.1	Elect Paul Chow Man Yiu as Director	Mgmt	For	For	For	No
4.2	Elect Stephen Yiu Kin Wah as Director	Mgmt	For	For	For	No
5	Approve PricewaterhouseCoopers and PricewaterhouseCoopers Zhong Tian LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
6	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
7	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following:* The aggregate share issuance limit is greater than 10 percent.* The company has not specified the discount limit.</i>						
8	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following:* The aggregate share issuance limit is greater than 10 percent.* The company has not specified the discount limit.</i>						
9	Adopt Share Option Scheme and Related Transactions	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because:* The company could be considered a mature company, and the limit under the proposed scheme exceeds 5 percent of the company's issued capital.* The company did not disclose sufficient information on the performance conditions attached to the vesting of options granted under the scheme.* The directors eligible to receive options under the scheme are involved in the administration of the scheme.</i>						

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Deutsche Bank AG

Meeting Date: 05/20/2020

Country: Germany

Primary Security ID: D18190898

Meeting ID: 1419376

Record Date:

Meeting Type: Annual

Ticker: DBK

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Management Proposals	Mgmt				
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				
2.1	Approve Discharge of Management Board Member Christian Sewing for Fiscal 2019	Mgmt	For	For	For	No
2.2	Approve Discharge of Management Board Member Karl von Rohr for Fiscal 2019	Mgmt	For	For	For	No
2.3	Approve Discharge of Management Board Member Fabrizio Campelli (from Nov. 1, 2019) for Fiscal 2019	Mgmt	For	For	For	No
2.4	Approve Discharge of Management Board Member Frank Kuhnke for Fiscal 2019	Mgmt	For	For	For	No
2.5	Approve Discharge of Management Board Member Stuart Lewis for Fiscal 2019	Mgmt	For	For	For	No
2.6	Approve Discharge of Management Board Member Sylvie Matherat (until July 31, 2019) for Fiscal 2019	Mgmt	For	For	For	No
2.7	Approve Discharge of Management Board Member James von Moltke for Fiscal 2019	Mgmt	For	For	For	No
2.8	Approve Discharge of Management Board Member Garth Ritchie (until July 31, 2019) for Fiscal 2019	Mgmt	For	For	For	No
2.9	Approve Discharge of Management Board Member Werner Steinmueller for Fiscal 2019	Mgmt	For	For	For	No
2.10	Approve Discharge of Management Board Member Frank Strauss (until July 31, 2019) for Fiscal 2019	Mgmt	For	For	For	No
3.1	Approve Discharge of Supervisory Board Member Paul Achleitner for Fiscal 2019	Mgmt	For	For	For	No
3.2	Approve Discharge of Supervisory Board Member Detlef Polaschek for Fiscal 2019	Mgmt	For	For	For	No
3.3	Approve Discharge of Supervisory Board Member Ludwig Blomeyer - Bartenstein for Fiscal 2019	Mgmt	For	For	For	No
3.4	Approve Discharge of Supervisory Board Member Frank Bsirske for Fiscal 2019	Mgmt	For	For	For	No
3.5	Approve Discharge of Supervisory Board Member Mayree Clark for Fiscal 2019	Mgmt	For	For	For	No
3.6	Approve Discharge of Supervisory Board Member Jan Duscheck for Fiscal 2019	Mgmt	For	For	For	No

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3.7	Approve Discharge of Supervisory Board Member Gerhard Eschelbeck for Fiscal 2019	Mgmt	For	For	For	No
3.8	Approve Discharge of Supervisory Board Member Katherine Garrett-Cox for Fiscal 2019	Mgmt	For	For	For	No
3.9	Approve Discharge of Supervisory Board Member Timo Heider for Fiscal 2019	Mgmt	For	For	For	No
3.10	Approve Discharge of Supervisory Board Member Martina Klee for Fiscal 2019	Mgmt	For	For	For	No
3.11	Approve Discharge of Supervisory Board Member Henriette Mark Fiscal 2019	Mgmt	For	For	For	No
3.12	Approve Discharge of Supervisory Board Member Richard Meddings (until July 31,2019) for Fiscal 2019	Mgmt	For	For	For	No
3.13	Approve Discharge of Supervisory Board Member Gabriele Platscher for Fiscal 2019	Mgmt	For	For	For	No
3.14	Approve Discharge of Supervisory Board Member Bernd Rose for Fiscal 2019	Mgmt	For	For	For	No
3.15	Approve Discharge of Supervisory Board Member Gerd Schuetz for Fiscal 2019	Mgmt	For	For	For	No
3.16	Approve Discharge of Supervisory Board Member Stefan Simon (until July 31,2019) for Fiscal 2019	Mgmt	For	For	For	No
3.17	Approve Discharge of Supervisory Board Member Stephan Szukalski for Fiscal 2019	Mgmt	For	For	For	No
3.18	Approve Discharge of Supervisory Board Member John Alexander Thain for Fiscal 2019	Mgmt	For	For	For	No
3.19	Approve Discharge of Supervisory Board Member Michele Trogni for Fiscal 2019	Mgmt	For	For	For	No
3.20	Approve Discharge of Supervisory Board Member Dagmar Valcarcel (from August 1, 2019) for Fiscal 2019	Mgmt	For	For	For	No
3.21	Approve Discharge of Supervisory Board Member Norbert Winkeljohann for Fiscal 2019	Mgmt	For	For	For	No
3.22	Approve Discharge of Supervisory Board Member Juerg Zeltner (from August 20 until Dec. 15, 2019) for Fiscal 2019	Mgmt	For	For	For	No
4	Ratify Ernst & Young GmbH as Auditors for Fiscal 2020	Mgmt	For	For	For	No
5	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For	No
6	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For	No
7.1	Elect Sigmar Gabriel to the Supervisory Board	Mgmt	For	For	For	No
7.2	Elect Dagmar Valcarcel to the Supervisory Board	Mgmt	For	For	For	No
7.3	Elect Theodor Weimer to the Supervisory Board	Mgmt	For	For	For	No
8	Amend Articles Re: AGM Location	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

	Shareholder Proposals Submitted by	Mgmt				
9	Dismiss Supervisory Board Member Paul Achleitner	SH	Against	Against	Against	No
10	Dismiss Supervisory Board Member Norbert Winkeljohann	SH	Against	Against	Against	No
11	Dismiss Supervisory Board Member Gerd-Alexander Schuetz	SH	Against	Against	Against	No
12	Approve Vote of No Confidence Against Management Board Members Christian Sewing, James von Moltke, Frank Kuhnke, and Karl von Rohr	SH	Against	Against	Against	No
13	Approve Remuneration of Supervisory Board	SH	Against	Against	Against	No

Judges Scientific Plc

Meeting Date: 05/20/2020

Country: United Kingdom

Primary Security ID: G51983107

Meeting ID: 1403180

Record Date: 05/18/2020

Meeting Type: Annual

Ticker: JDG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy and Remuneration Report	Mgmt	For	For	For	No
3	Re-elect David Cicurel as Director	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Reappoint Grant Thornton UK LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For	No
6	Authorise Issue of Equity	Mgmt	For	For	For	No
7	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
8	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

Medica Group Plc

Meeting Date: 05/20/2020

Country: United Kingdom

Primary Security ID: G5957X102

Meeting ID: 1410375

Record Date: 05/18/2020

Meeting Type: Annual

Ticker: MGP

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Reappoint Grant Thornton UK LLP as Auditors	Mgmt	For	For	For	No
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
5	Elect Stuart Quin as Director	Mgmt	For	For	For	No
6	Re-elect Stephen Davies as Director	Mgmt	For	For	For	No
7	Re-elect Roy Davis as Director	Mgmt	For	For	For	No
8	Re-elect Stephen Whittern as Director	Mgmt	For	For	For	No
9	Re-elect Joanne Easton as Director	Mgmt	For	For	For	No
10	Authorise Issue of Equity	Mgmt	For	For	For	No
11	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
12	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Another Capital Investment	Mgmt	For	For	For	No
13	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
14	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

National Oilwell Varco, Inc.

Meeting Date: 05/20/2020

Country: USA

Primary Security ID: 637071101

Meeting ID: 1419708

Record Date: 03/23/2020

Meeting Type: Annual

Ticker: NOV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1A	Elect Director Clay C. Williams	Mgmt	For	For	For	No
1B	Elect Director Greg L. Armstrong	Mgmt	For	For	For	No
1C	Elect Director Marcela E. Donadio	Mgmt	For	For	For	No
1D	Elect Director Ben A. Guill	Mgmt	For	For	For	No
1E	Elect Director James T. Hackett	Mgmt	For	For	For	No
1F	Elect Director David D. Harrison	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

1G	Elect Director Eric L. Mattson	Mgmt	For	For	For	No
1H	Elect Director Melody B. Meyer	Mgmt	For	For	For	No
1I	Elect Director William R. Thomas	Mgmt	For	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Amend Omnibus Stock Plan	Mgmt	For	For	For	No

Nucleus Financial Group Plc

Meeting Date: 05/20/2020

Country: United Kingdom

Primary Security ID: G6685L105

Meeting ID: 1421442

Record Date: 05/18/2020

Meeting Type: Annual

Ticker: NUC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Re-elect David Ferguson as Director	Mgmt	For	For	For	No
3	Re-elect Stuart Geard as Director	Mgmt	For	For	For	No
4	Re-elect Angus Samuels as Director	Mgmt	For	Abstain	Abstain	No
<p><i>Voting Policy Rationale: Items 2-3 & 5-7A vote FOR the re-election of David Ferguson, Stuart Geard, Tracy Dunley-Owen, Margaret Hassall and John Levin is warranted because no significant concerns have been identified. Item 4 An ABSTAIN vote on the re-election of Angus Samuels is warranted because: * Potential independence issues have been identified and he currently sits on the Audit and Remuneration Committees, and the composition of these Committees does not adhere to UK best practice recommendations for a company of this size. A vote FOR this resolution is warranted for those shareholders in markets who have a fiduciary responsibility to vote either in favour or against and who do not recognise an abstention as a valid option. Item 8 & 9A vote AGAINST the election/re-election of Alfio Tagliabue and Jonathan Polin is warranted because: * Potential independence issues have been identified and they currently sit on the Audit and Remuneration Committee, respectively and the composition of these Committees does not adhere to UK best practice recommendations for a company of this size.</i></p>						
5	Re-elect Tracy Dunley-Owen as Director	Mgmt	For	For	For	No
6	Re-elect Margaret Hassall as Director	Mgmt	For	For	For	No
7	Re-elect John Levin as Director	Mgmt	For	For	For	No
8	Elect Alfio Tagliabue as Director	Mgmt	For	Against	Against	No

*Voting Policy Rationale: Items 2-3 & 5-7A vote FOR the re-election of David Ferguson, Stuart Geard, Tracy Dunley-Owen, Margaret Hassall and John Levin is warranted because no significant concerns have been identified. Item 4 An ABSTAIN vote on the re-election of Angus Samuels is warranted because: * Potential independence issues have been identified and he currently sits on the Audit and Remuneration Committees, and the composition of these Committees does not adhere to UK best practice recommendations for a company of this size. A vote FOR this resolution is warranted for those shareholders in markets who have a fiduciary responsibility to vote either in favour or against and who do not recognise an abstention as a valid option. Item 8 & 9A vote AGAINST the election/re-election of Alfio Tagliabue and Jonathan Polin is warranted because: * Potential independence issues have been identified and they currently sit on the Audit and Remuneration Committee, respectively and the composition of these Committees does not adhere to UK best practice recommendations for a company of this size.*

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

9	Re-elect Jonathan Polin as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Items 2-3 & 5-7A vote FOR the re-election of David Ferguson, Stuart Geard, Tracy Dunley-Owen, Margaret Hassall and John Levin is warranted because no significant concerns have been identified. Item 4 An ABSTAIN vote on the re-election of Angus Samuels is warranted because: * Potential independence issues have been identified and he currently sits on the Audit and Remuneration Committees, and the composition of these Committees does not adhere to UK best practice recommendations for a company of this size. A vote FOR this resolution is warranted for those shareholders in markets who have a fiduciary responsibility to vote either in favour or against and who do not recognise an abstention as a valid option. Item 8 & 9A vote AGAINST the election/re-election of Alfio Tagliabue and Jonathan Polin is warranted because: * Potential independence issues have been identified and they currently sit on the Audit and Remuneration Committee, respectively and the composition of these Committees does not adhere to UK best practice recommendations for a company of this size.</i></p>						
10	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
12	Authorise Issue of Equity	Mgmt	For	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
14	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

SAP SE

Meeting Date: 05/20/2020

Country: Germany

Primary Security ID: D66992104

Meeting ID: 1418552

Record Date: 05/07/2020

Meeting Type: Annual

Ticker: SAP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 1.58 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For	For	No
5	Ratify KPMG AG as Auditors for Fiscal 2020	Mgmt	For	For	For	No
6.1	Approve Creation of EUR 250 Million Pool of Capital with Preemptive Rights	Mgmt	For	For	For	No
6.2	Approve Creation of EUR 250 Million Pool of Capital with Partial Exclusion of Preemptive Rights	Mgmt	For	For	For	No
7	Approve Remuneration Policy for the Management Board	Mgmt	For	For	For	No
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Thermo Fisher Scientific Inc.

Meeting Date: 05/20/2020

Country: USA

Primary Security ID: 883556102

Meeting ID: 1417795

Record Date: 03/27/2020

Meeting Type: Annual

Ticker: TMO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Marc N. Casper	Mgmt	For	For	For	No
1b	Elect Director Nelson J. Chai	Mgmt	For	For	For	No
1c	Elect Director C. Martin Harris	Mgmt	For	For	For	No
1d	Elect Director Tyler Jacks	Mgmt	For	For	For	No
1e	Elect Director Judy C. Lewent	Mgmt	For	For	For	No
1f	Elect Director Thomas J. Lynch	Mgmt	For	For	For	No
1g	Elect Director Jim P. Manzi	Mgmt	For	For	For	No
1h	Elect Director James C. Mullen	Mgmt	For	For	For	No
1i	Elect Director Lars R. Sorensen	Mgmt	For	For	For	No
1j	Elect Director Debora L. Spar	Mgmt	For	For	For	No
1k	Elect Director Scott M. Sperling	Mgmt	For	For	For	No
1l	Elect Director Dion J. Weisler	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	For	For	For	No

United Internet AG

Meeting Date: 05/20/2020

Country: Germany

Primary Security ID: D8542B125

Meeting ID: 1423316

Record Date:

Meeting Type: Annual

Ticker: UTDI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 0.50 per Share	Mgmt	For	For	For	No
3.1	Approve Discharge of Management Board Member Ralph Dommermuth for Fiscal 2019	Mgmt	For	For	For	No
3.2	Approve Discharge of Management Board Member Frank Krause for Fiscal 2019	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For	For	No
5	Ratify Ernst & Young GmbH as Auditors for Fiscal 2020	Mgmt	For	For	For	No
6.1	Elect Claudia Borgas-Herold to the Supervisory Board	Mgmt	For	For	For	No
6.2	Elect Manuel del Castillo-Olivares to the Supervisory Board	Mgmt	For	For	For	No
6.3	Elect Kurt Dobitsch to the Supervisory Board	Mgmt	For	For	For	No
7.1	Approve Increase in Size of Board to Six Members	Mgmt	For	For	For	No
7.2	Approve Creation of Further Delegation Right for Ralph Dommermuth	Mgmt	For	Against	Against	No

Voting Policy Rationale: A vote AGAINST the proposed amendment is warranted because It has a negative effect on shareholder rights, and* The supervisory board's independence might be jeopardized.*

8.1	Elect Michael Scheeren to the Supervisory Board	Mgmt	For	For	For	No
8.2	Elect Philipp von Bismarck to the Supervisory Board	Mgmt	For	For	For	No
8.3	Elect Yasmin Weiss to the Supervisory Board	Mgmt	For	For	For	No
9.1	Approve Revocation of May 21, 2015 AGM Resolution on Remuneration	Mgmt	For	For	For	No
9.2	Approve Remuneration of Supervisory Board	Mgmt	For	For	For	No
10	Amend Articles Re: Annulment of the Clause Regarding the Form of the Transmission of AGM Convocation Notices to Credit Institutions	Mgmt	For	For	For	No
11.1	Amend Articles Re: Online Participation	Mgmt	For	For	For	No
11.2	Amend Articles Re: Absentee Vote	Mgmt	For	For	For	No
11.3	Amend Articles Re: General Meeting Chairman; Participation of Board Members	Mgmt	For	For	For	No
11.4	Amend Articles Re: Supervisory Board Attendance at General Meetings	Mgmt	For	For	For	No
12	Amend Articles Re: Interim Dividend	Mgmt	For	For	For	No
13	Approve Creation of EUR 77.5 Million Pool of Capital with Partial Exclusion of Preemptive Rights	Mgmt	For	Against	Against	No

Voting Policy Rationale: A vote AGAINST the proposed authorization is warranted because the issuance requests under Items 13 and 14, when combined, would result in a potentially excessive dilution of 20 percent.

14	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds with Partial Exclusion of Preemptive Rights up to Aggregate Nominal Amount of EUR 900 Million; Approve Creation of EUR 25 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	Against	Against	No
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Voting Policy Rationale: A vote AGAINST the proposed authorization is warranted because the issuance requests under Items 13 and 14, when combined, would result in a potentially excessive dilution of 20 percent.

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

15	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For	No
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Zoetis Inc.

Meeting Date: 05/20/2020

Country: USA

Primary Security ID: 98978V103

Meeting ID: 1417160

Record Date: 03/26/2020

Meeting Type: Annual

Ticker: ZTS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Gregory Norden	Mgmt	For	For	For	No
1b	Elect Director Louise M. Parent	Mgmt	For	For	For	No
1c	Elect Director Kristin C. Peck	Mgmt	For	For	For	No
1d	Elect Director Robert W. Scully	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	No
4	Ratify KPMG LLP as Auditor	Mgmt	For	For	For	No

BlackRock, Inc.

Meeting Date: 05/21/2020

Country: USA

Primary Security ID: 09247X101

Meeting ID: 1419637

Record Date: 03/23/2020

Meeting Type: Annual

Ticker: BLK

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Bader M. Alsaad	Mgmt	For	For	For	No
1b	Elect Director Mathis Cabiallavetta	Mgmt	For	For	For	No
1c	Elect Director Pamela Daley	Mgmt	For	For	For	No
1d	Elect Director William S. Demchak	Mgmt	For	For	For	No
1e	Elect Director Jessica P. Einhorn	Mgmt	For	For	For	No
1f	Elect Director Laurence D. Fink	Mgmt	For	For	For	No
1g	Elect Director William E. Ford	Mgmt	For	For	For	No
1h	Elect Director Fabrizio Freda	Mgmt	For	For	For	No
1i	Elect Director Murry S. Gerber	Mgmt	For	For	For	No
1j	Elect Director Margaret L. Johnson	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

1k	Elect Director Robert S. Kapito	Mgmt	For	For	For	No
1l	Elect Director Cheryl D. Mills	Mgmt	For	For	For	No
1m	Elect Director Gordon M. Nixon	Mgmt	For	For	For	No
1n	Elect Director Charles H. Robbins	Mgmt	For	For	For	No
1o	Elect Director Marco Antonio Slim Domit	Mgmt	For	For	For	No
1p	Elect Director Susan L. Wagner	Mgmt	For	For	For	No
1q	Elect Director Mark Wilson	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify Deloitte LLP as Auditors	Mgmt	For	For	For	No
4	Report on the Statement on the Purpose of a Corporation	SH	Against	Against	Against	No

Elanco Animal Health Incorporated

Meeting Date: 05/21/2020

Country: USA

Primary Security ID: 28414H103

Meeting ID: 1418777

Record Date: 03/16/2020

Meeting Type: Annual

Ticker: ELAN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Michael J. Harrington	Mgmt	For	Against	Against	No
	<i>Voting Policy Rationale: A vote AGAINST Michael Harrington, Deborah Kochevar, and Kirk McDonald is warranted given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the charter and the classified board, each of which adversely impacts shareholder rights. A vote AGAINST Governance Committee members Deborah Kochevar and Kirk McDonald is further warranted for a material governance failure. The company's governing documents do not permit shareholders to amend the bylaws.</i>					
1b	Elect Director Deborah T. Kochevar	Mgmt	For	Against	Against	No
	<i>Voting Policy Rationale: A vote AGAINST Michael Harrington, Deborah Kochevar, and Kirk McDonald is warranted given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the charter and the classified board, each of which adversely impacts shareholder rights. A vote AGAINST Governance Committee members Deborah Kochevar and Kirk McDonald is further warranted for a material governance failure. The company's governing documents do not permit shareholders to amend the bylaws.</i>					
1c	Elect Director Kirk P. McDonald	Mgmt	For	Against	Against	No
	<i>Voting Policy Rationale: A vote AGAINST Michael Harrington, Deborah Kochevar, and Kirk McDonald is warranted given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the charter and the classified board, each of which adversely impacts shareholder rights. A vote AGAINST Governance Committee members Deborah Kochevar and Kirk McDonald is further warranted for a material governance failure. The company's governing documents do not permit shareholders to amend the bylaws.</i>					
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Essentra Plc

Meeting Date: 05/21/2020

Country: United Kingdom

Primary Security ID: G3198T105

Meeting ID: 1420554

Record Date: 05/19/2020

Meeting Type: Annual

Ticker: ESNT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Elect Nicki Demby as Director	Mgmt	For	For	For	No
4	Re-elect Paul Lester as Director	Mgmt	For	For	For	No
5	Re-elect Paul Forman as Director	Mgmt	For	For	For	No
6	Re-elect Tommy Breen as Director	Mgmt	For	For	For	No
7	Re-elect Lily Liu as Director	Mgmt	For	For	For	No
8	Re-elect Mary Reilly as Director	Mgmt	For	For	For	No
9	Re-elect Ralf Wunderlich as Director	Mgmt	For	For	For	No
10	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
12	Authorise Issue of Equity	Mgmt	For	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Fitbit, Inc.

Meeting Date: 05/21/2020

Country: USA

Primary Security ID: 33812L102

Meeting ID: 1419645

Record Date: 03/24/2020

Meeting Type: Annual

Ticker: FIT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director James Park	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

1.2	Elect Director Eric N. Friedman	Mgmt	For	For	For	No
1.3	Elect Director Laura J. Alber	Mgmt	For	Withhold	Withhold	No
<i>Voting Policy Rationale: WITHHOLD votes are warranted for governance committee members Laura Alber, Matthew (Matt) Bromberg, and Bradley Fluegel given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.</i>						
1.4	Elect Director Matthew Bromberg	Mgmt	For	Withhold	Withhold	No
<i>Voting Policy Rationale: WITHHOLD votes are warranted for governance committee members Laura Alber, Matthew (Matt) Bromberg, and Bradley Fluegel given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.</i>						
1.5	Elect Director Glenda Flanagan	Mgmt	For	For	For	No
1.6	Elect Director Bradley Fluegel	Mgmt	For	Withhold	Withhold	No
<i>Voting Policy Rationale: WITHHOLD votes are warranted for governance committee members Laura Alber, Matthew (Matt) Bromberg, and Bradley Fluegel given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.</i>						
1.7	Elect Director Steven Murray	Mgmt	For	For	For	No
2	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For	No
3	Adopt Simple Majority Vote	SH	Against	For	For	No

Hilton Food Group Plc

Meeting Date: 05/21/2020 **Country:** United Kingdom **Primary Security ID:** G4586W106 **Meeting ID:** 1417618
Record Date: 05/19/2020 **Meeting Type:** Annual **Ticker:** HFG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Elect Rebecca Shelley as Director	Mgmt	For	For	For	No
4	Re-elect Robert Watson as Director	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: Item 4: Re-elect Robert Watson as Director A vote AGAINST Robert Watson is considered warranted: * Robert Watson has served on the Board for more than nine years, transitioning to his current Executive Chair role last year from his erstwhile CEO position. From Company's disclosures it is clear that his extended tenure on the Board is not an interim or a transitional arrangement, as it is further planned that he will be appointed Non-Executive Chair in 2020. Insufficient rationale has been provided by the Company to address the obvious conflicts of interest that arise from this situation. Item 3, 5-9: Elect/ Re-elect Directors A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
5	Re-elect Philip Heffer as Director	Mgmt	For	For	For	No
6	Re-elect Nigel Majewski as Director	Mgmt	For	For	For	No
7	Re-elect Christine Cross as Director	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

8	Re-elect John Worby as Director	Mgmt	For	For	For	No
9	Re-elect Dr Angus Porter as Director	Mgmt	For	For	For	No
10	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
11	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
12	Approve Final Dividend	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
17	Adopt New Articles of Association	Mgmt	For	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Ibstock Plc

Meeting Date: 05/21/2020

Country: United Kingdom

Primary Security ID: G46956135

Meeting ID: 1411276

Record Date: 05/19/2020

Meeting Type: Annual

Ticker: IBST

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Re-elect Jonathan Nicholls as Director	Mgmt	For	For	For	No
4	Re-elect Louis Eperjesi as Director	Mgmt	For	For	For	No
5	Re-elect Tracey Graham as Director	Mgmt	For	For	For	No
6	Re-elect Claire Hawkings as Director	Mgmt	For	For	For	No
7	Re-elect Joe Hudson as Director	Mgmt	For	For	For	No
8	Elect Chris McLeish as Director	Mgmt	For	For	For	No
9	Re-elect Justin Read as Director	Mgmt	For	For	For	No
10	Elect Kate Tinsley as Director	Mgmt	For	For	For	No
11	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

13	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Kansas City Southern

Meeting Date: 05/21/2020

Country: USA

Primary Security ID: 485170302

Meeting ID: 1417611

Record Date: 03/23/2020

Meeting Type: Annual

Ticker: KSU

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Lydia I. Beebe	Mgmt	For	For	For	No
1.2	Elect Director Lu M. Cordova	Mgmt	For	For	For	No
1.3	Elect Director Robert J. Druten	Mgmt	For	For	For	No
1.4	Elect Director Antonio O. Garza, Jr.	Mgmt	For	For	For	No
1.5	Elect Director David Garza-Santos	Mgmt	For	For	For	No
1.6	Elect Director Janet H. Kennedy	Mgmt	For	For	For	No
1.7	Elect Director Mitchell J. Krebs	Mgmt	For	For	For	No
1.8	Elect Director Henry J. Maier	Mgmt	For	For	For	No
1.9	Elect Director Thomas A. McDonnell	Mgmt	For	For	For	No
1.10	Elect Director Patrick J. Ottensmeyer	Mgmt	For	For	For	No
2	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Provide Right to Act by Written Consent	SH	Against	Against	Against	No

Legal & General Group Plc

Meeting Date: 05/21/2020

Country: United Kingdom

Primary Security ID: G54404127

Meeting ID: 1402577

Record Date: 05/19/2020

Meeting Type: Annual

Ticker: LGEN

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Elect Michelle Scrimgeour as Director	Mgmt	For	For	For	No
4	Re-elect Henrietta Baldock as Director	Mgmt	For	For	For	No
5	Re-elect Philip Broadley as Director	Mgmt	For	For	For	No
6	Re-elect Jeff Davies as Director	Mgmt	For	For	For	No
7	Re-elect Sir John Kingman as Director	Mgmt	For	For	For	No
8	Re-elect Lesley Knox as Director	Mgmt	For	For	For	No
9	Re-elect George Lewis as Director	Mgmt	For	For	For	No
10	Re-elect Kerrigan Procter as Director	Mgmt	For	For	For	No
11	Re-elect Toby Strauss as Director	Mgmt	For	For	For	No
12	Re-elect Julia Wilson as Director	Mgmt	For	For	For	No
13	Re-elect Nigel Wilson as Director	Mgmt	For	For	For	No
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
16	Approve Remuneration Policy	Mgmt	For	For	For	No
17	Approve Remuneration Report	Mgmt	For	For	For	No
18	Authorise Issue of Equity	Mgmt	For	For	For	No
19	Authorise Issue of Equity in Connection with the Issue of Contingent Convertible Securities	Mgmt	For	For	For	No
20	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Issue of Contingent Convertible Securities	Mgmt	For	For	For	No
24	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Lloyds Banking Group Plc

Meeting Date: 05/21/2020

Country: United Kingdom

Primary Security ID: G5533W248

Meeting ID: 1399118

Record Date: 05/19/2020

Meeting Type: Annual

Ticker: LLOY

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Elect William Chalmers as Director	Mgmt	For	For	For	No
3	Elect Sarah Legg as Director	Mgmt	For	For	For	No
4	Elect Catherine Woods as Director	Mgmt	For	For	For	No
5	Re-elect Lord Blackwell as Director	Mgmt	For	For	For	No
6	Re-elect Juan Colombas as Director	Mgmt	For	For	For	No
7	Re-elect Alan Dickinson as Director	Mgmt	For	For	For	No
8	Re-elect Simon Henry as Director	Mgmt	For	For	For	No
9	Re-elect Antonio Horta-Osorio as Director	Mgmt	For	For	For	No
10	Re-elect Lord Lupton as Director	Mgmt	For	For	For	No
11	Re-elect Amanda Mackenzie as Director	Mgmt	For	For	For	No
12	Re-elect Nick Prettejohn as Director	Mgmt	For	For	For	No
13	Re-elect Stuart Sinclair as Director	Mgmt	For	For	For	No
14	Re-elect Sara Weller as Director	Mgmt	For	For	For	No
15	Approve Remuneration Policy	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this item is considered warranted:* The proposed policy replaces a performance based long-term incentive structure with a scheme modeled around a restricted share plan. The reduction in quantum opportunity is not considered to sufficiently offset the certainty of payout introduced by the new plan. In addition to concerns around the proposed discount, questions are also raised regarding the mechanics of the plan which would ultimately determine award sizes.</i></p>						
16	Approve Remuneration Report	Mgmt	For	For	For	No
17	Approve Final Dividend	Mgmt	For	Abstain	Abstain	No
<p><i>Voting Policy Rationale: An ABSTAIN vote is warranted on this item:* This resolution will be withdrawn.A vote FOR this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise abstention as a valid option.</i></p>						
18	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
19	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

				Against	Against	No
20	Approve Long Term Share Plan	Mgmt	For			
<p><i>Voting Policy Rationale: A vote AGAINST this item is considered warranted: * The proposed policy replaces a performance based long-term incentive structure with a non-performance-based scheme. The reduction in quantum opportunity is not considered to sufficiently offset the certainty of payout introduced by the new Plan. In addition to concerns around the proposed discount, questions are also raised regarding the mechanics of the plan which would ultimately determine award sizes.</i></p>						
21	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
22	Authorise Issue of Equity	Mgmt	For	For	For	No
23	Authorise Issue of Equity in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	For	For	For	No
24	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
25	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
26	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	For	For	For	No
27	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
28	Authorise Market Purchase of Preference Shares	Mgmt	For	For	For	No
29	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Marsh & McLennan Companies, Inc.

Meeting Date: 05/21/2020

Country: USA

Primary Security ID: 571748102

Meeting ID: 1416638

Record Date: 03/23/2020

Meeting Type: Annual

Ticker: MMC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Anthony K. Anderson	Mgmt	For	For	For	No
1b	Elect Director Oscar Fanjul	Mgmt	For	For	For	No
1c	Elect Director Daniel S. Glaser	Mgmt	For	For	For	No
1d	Elect Director H. Edward Hanway	Mgmt	For	For	For	No
1e	Elect Director Deborah C. Hopkins	Mgmt	For	For	For	No
1f	Elect Director Tamara Ingram	Mgmt	For	For	For	No
1g	Elect Director Jane H. Lute	Mgmt	For	For	For	No
1h	Elect Director Steven A. Mills	Mgmt	For	For	For	No
1i	Elect Director Bruce P. Nolop	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

1j	Elect Director Marc D. Oken	Mgmt	For	For	For	No
1k	Elect Director Morton O. Schapiro	Mgmt	For	For	For	No
1l	Elect Director Lloyd M. Yates	Mgmt	For	For	For	No
1m	Elect Director R. David Yost	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify Deloitte & Touche LLP as Auditor	Mgmt	For	For	For	No
4	Approve Omnibus Stock Plan	Mgmt	For	For	For	No

McDonald's Corporation

Meeting Date: 05/21/2020

Country: USA

Primary Security ID: 580135101

Meeting ID: 1419723

Record Date: 03/23/2020

Meeting Type: Annual

Ticker: MCD

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Lloyd Dean	Mgmt	For	For	For	No
1b	Elect Director Robert Eckert	Mgmt	For	For	For	No
1c	Elect Director Catherine Engelbert	Mgmt	For	For	For	No
1d	Elect Director Margaret Georgiadis	Mgmt	For	For	For	No
1e	Elect Director Enrique Hernandez, Jr.	Mgmt	For	For	For	No
1f	Elect Director Christopher Kempczinski	Mgmt	For	For	For	No
1g	Elect Director Richard Lenny	Mgmt	For	For	For	No
1h	Elect Director John Mulligan	Mgmt	For	For	For	No
1i	Elect Director Sheila Penrose	Mgmt	For	For	For	No
1j	Elect Director John Rogers, Jr.	Mgmt	For	For	For	No
1k	Elect Director Paul Walsh	Mgmt	For	For	For	No
1l	Elect Director Miles White	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
4	Amend Omnibus Stock Plan	Mgmt	For	For	For	No
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would further enhance the existing shareholder right to call special meetings.</i></p>						
6	Report on Sugar and Public Health	SH	Against	Against	Against	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Morgan Stanley

Meeting Date: 05/21/2020

Country: USA

Primary Security ID: 617446448

Meeting ID: 1416463

Record Date: 03/23/2020

Meeting Type: Annual

Ticker: MS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Elizabeth Corley	Mgmt	For	For	For	No
1b	Elect Director Alistair Darling	Mgmt	For	For	For	No
1c	Elect Director Thomas H. Glocer	Mgmt	For	For	For	No
1d	Elect Director James P. Gorman	Mgmt	For	For	For	No
1e	Elect Director Robert H. Herz	Mgmt	For	For	For	No
1f	Elect Director Nobuyuki Hirano	Mgmt	For	For	For	No
1g	Elect Director Stephen J. Luczo	Mgmt	For	For	For	No
1h	Elect Director Jami Miscik	Mgmt	For	For	For	No
1i	Elect Director Dennis M. Nally	Mgmt	For	For	For	No
1j	Elect Director Takeshi Ogasawara	Mgmt	For	For	For	No
1k	Elect Director Hutham S. Olayan	Mgmt	For	For	For	No
1l	Elect Director Mary L. Schapiro	Mgmt	For	For	For	No
1m	Elect Director Perry M. Traquina	Mgmt	For	For	For	No
1n	Elect Director Rayford Wilkins, Jr.	Mgmt	For	For	For	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No

MTN Group Ltd.

Meeting Date: 05/21/2020

Country: South Africa

Primary Security ID: S8039R108

Meeting ID: 1427735

Record Date: 05/15/2020

Meeting Type: Annual

Ticker: MTN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Elect Lamido Sanusi as Director	Mgmt	For	For	For	No
2	Elect Vincent Rague as Director	Mgmt	For	For	For	No
3	Re-elect Stan Miller as Director	Mgmt	For	For	For	No
4	Re-elect Paul Hanratty as Director	Mgmt	For	For	For	No

Vote Summary Report

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5	Re-elect Nkululeko Sowazi as Director	Mgmt	For	For	For	No
6	Re-elect Azmi Mikati as Director	Mgmt	For	For	For	No
7	Re-elect Christine Ramon as Member of the Audit Committee	Mgmt	For	For	For	No
8	Elect Swazi Tshabalala as Member of the Audit Committee	Mgmt	For	For	For	No
9	Elect Vincent Rague as Member of the Audit Committee	Mgmt	For	For	For	No
10	Re-elect Paul Hanratty as Member of the Audit Committee	Mgmt	For	For	For	No
11	Elect Lamido Sanusi as Member of the Social and Ethics Committee	Mgmt	For	For	For	No
12	Elect Stanley Miller as Member of the Social and Ethics Committee	Mgmt	For	For	For	No
13	Elect Nkunku Sowazi as Member of the Social and Ethics Committee	Mgmt	For	For	For	No
14	Elect Khotso Mokhele as Member of the Social and Ethics Committee	Mgmt	For	For	For	No
15	Reappoint PricewaterhouseCoopers Inc as Auditors of the Company	Mgmt	For	For	For	No
16	Reappoint SizweNtsalubaGobodo Grant Thornton Inc as Auditors of the Company	Mgmt	For	For	For	No
17	Appoint Ernst & Young Inc as Auditors of the Company	Mgmt	For	For	For	No
18	Place Authorised but Unissued Shares under Control of Directors	Mgmt	For	For	For	No
19	Authorise Board to Issue Shares for Cash	Mgmt	For	For	For	No
20	Approve Remuneration Policy	Mgmt	For	For	For	No
21	Approve Remuneration Implementation Report	Mgmt	For	For	For	No
22	Approve Non-executive Directors' Remuneration	Mgmt	For	Against	Against	No

Voting Policy Rationale: A vote AGAINST this item is warranted. The Company is introducing a number of new fees for international Board members. These are generally positioned significantly higher than the fees paid to local NED. No explanation has been provided by the Company for these fees.*

23	Authorise Repurchase of Issued Share Capital	Mgmt	For	For	For	No
24	Approve Financial Assistance to Subsidiaries and Other Related and Inter-related Entities	Mgmt	For	For	For	No
25	Approve Financial Assistance to Directors, Prescribed Officers and Employee Share Scheme Beneficiaries	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

NextEra Energy, Inc.

Meeting Date: 05/21/2020

Country: USA

Primary Security ID: 65339F101

Meeting ID: 1416464

Record Date: 03/23/2020

Meeting Type: Annual

Ticker: NEE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Sherry S. Barrat	Mgmt	For	For	For	No
1b	Elect Director James L. Camaren	Mgmt	For	For	For	No
1c	Elect Director Kenneth B. Dunn	Mgmt	For	For	For	No
1d	Elect Director Naren K. Gursahaney	Mgmt	For	For	For	No
1e	Elect Director Kirk S. Hachigian	Mgmt	For	For	For	No
1f	Elect Director Toni Jennings	Mgmt	For	For	For	No
1g	Elect Director Amy B. Lane	Mgmt	For	For	For	No
1h	Elect Director David L. Porges	Mgmt	For	For	For	No
1i	Elect Director James L. Robo	Mgmt	For	For	For	No
1j	Elect Director Rudy E. Schupp	Mgmt	For	For	For	No
1k	Elect Director John L. Skolds	Mgmt	For	For	For	No
1l	Elect Director William H. Swanson	Mgmt	For	For	For	No
1m	Elect Director Darryl L. Wilson	Mgmt	For	For	For	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Report on Political Contributions	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as full transparency regarding the company's political expenditures and trade association activities would help investors to better assess its management of related risks and benefits.</i>						
5	Provide Right to Act by Written Consent	SH	Against	For	For	No

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

PayPal Holdings, Inc.

Meeting Date: 05/21/2020

Country: USA

Primary Security ID: 70450Y103

Meeting ID: 1418744

Record Date: 03/27/2020

Meeting Type: Annual

Ticker: PYPL

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Rodney C. Adkins	Mgmt	For	For	For	No
1b	Elect Director Jonathan Christodoro	Mgmt	For	For	For	No
1c	Elect Director John J. Donahoe	Mgmt	For	For	For	No
1d	Elect Director David W. Dorman	Mgmt	For	For	For	No
1e	Elect Director Belinda J. Johnson	Mgmt	For	For	For	No
1f	Elect Director Gail J. McGovern	Mgmt	For	For	For	No
1g	Elect Director Deborah M. Messemer	Mgmt	For	For	For	No
1h	Elect Director David M. Moffett	Mgmt	For	For	For	No
1i	Elect Director Ann M. Sarnoff	Mgmt	For	For	For	No
1j	Elect Director Daniel H. Schulman	Mgmt	For	For	For	No
1k	Elect Director Frank D. Yeary	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
4	Provide Right to Act by Written Consent	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>						
5	Adopt Human and Indigenous People's Rights Policy	SH	Against	Against	Against	No

Polypipe Group Plc

Meeting Date: 05/21/2020

Country: United Kingdom

Primary Security ID: G7179X100

Meeting ID: 1408518

Record Date: 05/19/2020

Meeting Type: Annual

Ticker: PLP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Elect Louise Brooke-Smith as Director	Mgmt	For	For	For	No
4	Elect Lisa Scenna as Director	Mgmt	For	For	For	No
5	Re-elect Martin Payne as Director	Mgmt	For	For	For	No

Vote Summary Report

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6	Re-elect Paul James as Director	Mgmt	For	For	For	No
7	Re-elect Glen Sabin as Director	Mgmt	For	For	For	No
8	Re-elect Ron Marsh as Director	Mgmt	For	For	For	No
9	Re-elect Paul Dean as Director	Mgmt	For	For	For	No
10	Re-elect Mark Hammond as Director	Mgmt	For	For	For	No
11	Re-elect Louise Hardy as Director	Mgmt	For	For	For	No
12	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
15	Approve International Sharesave Plan	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
20	Adopt New Articles of Association	Mgmt	For	For	For	No

Sabre Insurance Group Plc

Meeting Date: 05/21/2020

Country: United Kingdom

Primary Security ID: G7739M107

Meeting ID: 1428755

Record Date: 05/19/2020

Meeting Type: Annual

Ticker: SBRE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect Catherine Barton as Director	Mgmt	For	For	For	No
5	Re-elect Geoff Carter as Director	Mgmt	For	For	For	No
6	Re-elect Ian Clark as Director	Mgmt	For	For	For	No
7	Re-elect Andy Pomfret as Director	Mgmt	For	For	For	No
8	Re-elect Rebecca Shelley as Director	Mgmt	For	For	For	No
9	Re-elect Patrick Snowball as Director	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

10	Re-elect Adam Westwood as Director	Mgmt	For	For	For	No
11	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
13	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
19	Approve Matters Relating to the Interim Dividend Paid in 2018	Mgmt	None	For	For	No

Synchrony Financial

Meeting Date: 05/21/2020

Country: USA

Primary Security ID: 87165B103

Meeting ID: 1417383

Record Date: 03/26/2020

Meeting Type: Annual

Ticker: SYF

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Margaret M. Keane	Mgmt	For	For	For	No
1b	Elect Director Fernando Aguirre	Mgmt	For	For	For	No
1c	Elect Director Paget L. Alves	Mgmt	For	For	For	No
1d	Elect Director Arthur W. Coviello, Jr.	Mgmt	For	For	For	No
1e	Elect Director William W. Graylin	Mgmt	For	For	For	No
1f	Elect Director Roy A. Guthrie	Mgmt	For	For	For	No
1g	Elect Director Richard C. Hartnack	Mgmt	For	For	For	No
1h	Elect Director Jeffrey G. Naylor	Mgmt	For	For	For	No
1i	Elect Director Laurel J. Richie	Mgmt	For	For	For	No
1j	Elect Director Olympia J. Snowe	Mgmt	For	For	For	No
1k	Elect Director Ellen M. Zane	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

The Home Depot, Inc.

Meeting Date: 05/21/2020

Country: USA

Primary Security ID: 437076102

Meeting ID: 1417084

Record Date: 03/23/2020

Meeting Type: Annual

Ticker: HD

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Gerard J. Arpey	Mgmt	For	For	For	No
1b	Elect Director Ari Bousbib	Mgmt	For	For	For	No
1c	Elect Director Jeffery H. Boyd	Mgmt	For	For	For	No
1d	Elect Director Gregory D. Brenneman	Mgmt	For	For	For	No
1e	Elect Director J. Frank Brown	Mgmt	For	For	For	No
1f	Elect Director Albert P. Carey	Mgmt	For	For	For	No
1g	Elect Director Helena B. Foulkes	Mgmt	For	For	For	No
1h	Elect Director Linda R. Gooden	Mgmt	For	For	For	No
1i	Elect Director Wayne M. Hewett	Mgmt	For	For	For	No
1j	Elect Director Manuel Kadre	Mgmt	For	For	For	No
1k	Elect Director Stephanie C. Linnartz	Mgmt	For	For	For	No
1l	Elect Director Craig A. Menear	Mgmt	For	For	For	No
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Amend Shareholder Written Consent Provisions	SH	Against	Against	Against	No
5	Prepare Employment Diversity Report and Report on Diversity Policies	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as reporting of the full set of diversity statistics would allow shareholders to better assess the effectiveness of the company's diversity initiatives and its management of related risks.</i>						
6	Adopt Share Retention Policy For Senior Executives	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as more rigorous retention guidelines as suggested by the proponent may better address concerns about maintaining a strong link between the interests of top executives and long-term shareholder value.</i>						
7	Report on Congruency Political Analysis and Electioneering Expenditures	SH	Against	For	For	No
<i>Voting Policy Rationale: A recommendation FOR this proposal is warranted, as the requested report would be beneficial for shareholders in order to help them evaluate how well the company is assessing and mitigating risks related to its political communication expenditures.</i>						

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

The Interpublic Group of Companies, Inc.

Meeting Date: 05/21/2020

Country: USA

Primary Security ID: 460690100

Meeting ID: 1419705

Record Date: 03/30/2020

Meeting Type: Annual

Ticker: IPG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Jocelyn Carter-Miller	Mgmt	For	For	For	No
1.2	Elect Director Mary J. Steele Guilfoile	Mgmt	For	For	For	No
1.3	Elect Director Dawn Hudson	Mgmt	For	For	For	No
1.4	Elect Director Jonathan F. Miller	Mgmt	For	For	For	No
1.5	Elect Director Patrick Q. Moore	Mgmt	For	For	For	No
1.6	Elect Director Michael I. Roth	Mgmt	For	For	For	No
1.7	Elect Director Linda S. Sanford	Mgmt	For	For	For	No
1.8	Elect Director David M. Thomas	Mgmt	For	For	For	No
1.9	Elect Director E. Lee Wyatt, Jr.	Mgmt	For	For	For	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For	No

Voting Policy Rationale: A vote FOR this proposal is warranted as lowering the ownership threshold for shareholders to call a special meeting from 25 percent to 10 percent would enhance shareholders' rights.

The Travelers Companies, Inc.

Meeting Date: 05/21/2020

Country: USA

Primary Security ID: 89417E109

Meeting ID: 1416354

Record Date: 03/24/2020

Meeting Type: Annual

Ticker: TRV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Alan L. Beller	Mgmt	For	For	For	No
1b	Elect Director Janet M. Dolan	Mgmt	For	For	For	No
1c	Elect Director Patricia L. Higgins	Mgmt	For	For	For	No
1d	Elect Director William J. Kane	Mgmt	For	For	For	No
1e	Elect Director Clarence Otis, Jr.	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

1f	Elect Director Elizabeth E. Robinson	Mgmt	For	For	For	No
1g	Elect Director Philip T. (Pete) Ruegger, III	Mgmt	For	For	For	No
1h	Elect Director Todd C. Schermerhorn	Mgmt	For	For	For	No
1i	Elect Director Alan D. Schnitzer	Mgmt	For	For	For	No
1j	Elect Director Donald J. Shepard	Mgmt	For	For	For	No
1k	Elect Director Laurie J. Thomsen	Mgmt	For	For	For	No
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No

Centrica Plc

Meeting Date: 05/22/2020

Country: United Kingdom

Primary Security ID: G2018Z143

Meeting ID: 1395161

Record Date: 05/20/2020

Meeting Type: Annual

Ticker: CNA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Elect Heidi Mottram as Director	Mgmt	For	For	For	No
4	Re-elect Joan Gillman as Director	Mgmt	For	For	For	No
5	Re-elect Stephen Hester as Director	Mgmt	For	For	For	No
6	Re-elect Richard Hookway as Director	Mgmt	For	For	For	No
7	Re-elect Pam Kaur as Director	Mgmt	For	For	For	No
8	Re-elect Kevin O'Byrne as Director	Mgmt	For	For	For	No
9	Re-elect Chris O'Shea as Director	Mgmt	For	For	For	No
10	Re-elect Sarwjit Sambhi as Director	Mgmt	For	For	For	No
11	Re-elect Scott Wheway as Director	Mgmt	For	For	For	No
12	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
14	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

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

China Lesso Group Holdings Limited

Meeting Date: 05/22/2020

Country: Cayman Islands

Primary Security ID: G2157Q102

Meeting ID: 1422314

Record Date: 05/18/2020

Meeting Type: Annual

Ticker: 2128

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3a	Elect Zuo Manlun as Director	Mgmt	For	For	For	No
3b	Elect Zuo Xiaoping as Director	Mgmt	For	For	For	No
3c	Elect Lai Zhiqiang as Director	Mgmt	For	For	For	No
3d	Elect Chen Guonan as Director	Mgmt	For	For	For	No
3e	Elect Huang Guirong as Director	Mgmt	For	For	For	No
4	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
5	Approve Ernst & Young as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
6a	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent. * The company has not specified the discount limit.</i>						
6b	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
6c	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	No

*Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent. * The company has not specified the discount limit.*

Domino's Pizza Group Plc

Meeting Date: 05/22/2020

Country: United Kingdom

Primary Security ID: G28113101

Meeting ID: 1431439

Record Date: 05/20/2020

Meeting Type: Special

Ticker: DOM

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Matters Relating to the Disposal by the Company of its 71% Interest in the Share Capital of DP Norway AS to Pizza Holding AS and EYJA Fjarfestingafelag III EHF	Mgmt	For	For	For	No

easyJet Plc

Meeting Date: 05/22/2020 **Country:** United Kingdom **Primary Security ID:** G3030S109 **Meeting ID:** 1430228
Record Date: 05/20/2020 **Meeting Type:** Special **Ticker:** EZJ

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Shareholder Proposals	Mgmt				
1	Remove John Barton as Director	SH	Against	Against	Against	No
2	Remove Johan Lundgren as Director	SH	Against	Against	Against	No
3	Remove Andrew Findlay as Director	SH	Against	Against	Against	No
4	Remove Dr Andreas Bierwirth as Director	SH	Against	Against	Against	No

Spectris Plc

Meeting Date: 05/22/2020 **Country:** United Kingdom **Primary Security ID:** G8338K104 **Meeting ID:** 1397032
Record Date: 05/20/2020 **Meeting Type:** Annual **Ticker:** SXS

Meeting Notes:

Item 2: Voted against the remuneration report, the increase in LTIP opportunity could have been accompanied with an accelerated move to align pension contributions with the wider workforce.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	Against	Yes
3	Elect Cathy Turner as Director	Mgmt	For	For	For	No
4	Re-elect Andrew Heath as Director	Mgmt	For	For	For	No
5	Re-elect Derek Harding as Director	Mgmt	For	For	For	No
6	Re-elect Mark Williamson as Director	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

7	Re-elect Karim Bitar as Director	Mgmt	For	For	For	No
8	Re-elect Ulf Quellmann as Director	Mgmt	For	For	For	No
9	Re-elect William (Bill) Seeger as Director	Mgmt	For	For	For	No
10	Re-elect Kjersti Wiklund as Director	Mgmt	For	For	For	No
11	Re-elect Martha Wyrsh as Director	Mgmt	For	For	For	No
12	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
13	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Aviva Plc

Meeting Date: 05/26/2020

Country: United Kingdom

Primary Security ID: G0683Q109

Meeting ID: 1380545

Record Date: 05/21/2020

Meeting Type: Annual

Ticker: AV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend (Withdrawn)	Mgmt	For	Abstain	Abstain	No
<p><i>Voting Policy Rationale: An ABSTAIN vote is warranted on this item:* This resolution will be withdrawn.A vote FOR this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against ad who do not recognize abstention as a valid option.</i></p>						
4	Elect Amanda Blanc as Director	Mgmt	For	For	For	No
5	Elect George Culmer as Director	Mgmt	For	For	For	No
6	Elect Patrick Flynn as Director	Mgmt	For	For	For	No
7	Elect Jason Windsor as Director	Mgmt	For	For	For	No
8	Re-elect Patricia Cross as Director	Mgmt	For	For	For	No
9	Re-elect Belen Romana Garcia as Director	Mgmt	For	For	For	No
10	Re-elect Michael Mire as Director	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

11	Re-elect Sir Adrian Montague as Director	Mgmt	For	For	For	No
12	Re-elect Maurice Tulloch as Director	Mgmt	For	For	For	No
13	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
19	Authorise Issue of Equity in Relation to Any Issuance of SII Instruments	Mgmt	For	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights in Relation to Any Issuance of SII Instruments	Mgmt	For	For	For	No
21	Authorise Issue of Sterling New Preference Shares	Mgmt	For	For	For	No
22	Authorise Issue of Sterling New Preference Shares without Pre-emptive Rights	Mgmt	For	For	For	No
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
24	Authorise Market Purchase of 8 3/4 % Preference Shares	Mgmt	For	For	For	No
25	Authorise Market Purchase of 8 3/8 % Preference Shares	Mgmt	For	For	For	No
26	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Dassault Systemes SA

Meeting Date: 05/26/2020

Country: France

Primary Security ID: F2457H472

Meeting ID: 1411084

Record Date: 05/22/2020

Meeting Type: Annual/Special

Ticker: DSY

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

3	Approve Allocation of Income and Dividends of EUR 0.70 per Share	Mgmt	For	For	For	No
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For	No
5	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For	For	No
6	Approve Compensation of Charles Edelstenne, Chairman of the Board	Mgmt	For	For	For	No
7	Approve Compensation of Bernard Charles, Vice-Chairman and CEO	Mgmt	For	Against	Against	No

*Voting Policy Rationale: A vote AGAINST this remuneration report is warranted as the following concerns are raised: * The level of disclosure on bonus remains low; and * Information on the performance achieved for LTIPs vested is low which is all the more problematic as the quantum is significant.*

8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
9	Reelect Marie-Helene Habert-Dassault as Director	Mgmt	For	For	For	No
10	Reelect Laurence Lescourret as Director	Mgmt	For	For	For	No
11	Approve Remuneration of Directors in the Aggregate Amount of EUR 800,000	Mgmt	For	For	For	No
12	Authorize Repurchase of Up to 5 Million Shares	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
13	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
14	Amend Articles 14, 16 and 19 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For	No
15	Authorize up to 4 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	Against	Against	No

*Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * No information is available on the nature of performance conditions. * The vesting period is not disclosed. * The performance period is not disclosed. * The exercise price may be 20-percent below the average market price. * The burn rate exceeds the sector cap, and there is no public commitment from the company to address this issue.*

16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
17	Delegate Power to the Board to Carry Mergers by Absorption	Mgmt	For	Against	Against	No

Voting Policy Rationale: Votes AGAINST these delegations are warranted as they are not considered in shareholders' interests.

18	Pursuant to Item 17 Above, Delegate Power to the Board to Issue Shares in Connection with Mergers by Absorption	Mgmt	For	Against	Against	No
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Voting Policy Rationale: Votes AGAINST these delegations are warranted as they are not considered in shareholders' interests.

19	Delegate Power to the Board to Carry Spin-Off Agreements	Mgmt	For	Against	Against	No
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Voting Policy Rationale: Votes AGAINST these delegations are warranted as they are not considered in shareholders' interests.

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

20	Pursuant to Item 19 Above, Delegate Power to the Board to Issue Shares in Connection with Spin-Off Agreements	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: Votes AGAINST these delegations are warranted as they are not considered in shareholders' interests.</i>						
21	Delegate Power to the Board to Acquire Certain Assets of Another Company	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: Votes AGAINST these delegations are warranted as they are not considered in shareholders' interests.</i>						
22	Pursuant to Item 21 Above, Delegate Power to the Board to Issue Shares in Connection with Acquisitions	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: Votes AGAINST these delegations are warranted as they are not considered in shareholders' interests.</i>						
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

JTC Plc

Meeting Date: 05/26/2020

Country: Jersey

Primary Security ID: G5211H117

Meeting ID: 1414261

Record Date: 05/22/2020

Meeting Type: Annual

Ticker: JTC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because:* The remuneration disclosures are market lagging.* The LTIP award sizes for FY2020 have increased and the vesting criteria are not disclosed.</i>						
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Reappoint PricewaterhouseCoopers CI LLP as Auditors	Mgmt	For	For	For	No
5	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
6	Re-elect Michael Liston as Director	Mgmt	For	For	For	No
7	Re-elect Nigel Le Quesne as Director	Mgmt	For	For	For	No
8	Re-elect Martin Fotheringham as Director	Mgmt	For	For	For	No
9	Elect Wendy Holley as Director	Mgmt	For	For	For	No
10	Re-elect Dermot Mathias as Director	Mgmt	For	For	For	No
11	Re-elect Michael Gray as Director	Mgmt	For	For	For	No
12	Elect Erika Schraner as a Director	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

Merck & Co., Inc.

Meeting Date: 05/26/2020

Country: USA

Primary Security ID: 58933Y105

Meeting ID: 1417371

Record Date: 03/27/2020

Meeting Type: Annual

Ticker: MRK

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Leslie A. Brun	Mgmt	For	For	For	No
1b	Elect Director Thomas R. Cech	Mgmt	For	For	For	No
1c	Elect Director Mary Ellen Coe	Mgmt	For	For	For	No
1d	Elect Director Pamela J. Craig	Mgmt	For	For	For	No
1e	Elect Director Kenneth C. Frazier	Mgmt	For	For	For	No
1f	Elect Director Thomas H. Glöcer	Mgmt	For	For	For	No
1g	Elect Director Risa J. Lavizzo-Mourey	Mgmt	For	For	For	No
1h	Elect Director Paul B. Rothman	Mgmt	For	For	For	No
1i	Elect Director Patricia F. Russo	Mgmt	For	For	For	No
1j	Elect Director Christine E. Seidman	Mgmt	For	For	For	No
1k	Elect Director Inge G. Thulin	Mgmt	For	For	For	No
1l	Elect Director Kathy J. Warden	Mgmt	For	For	For	No
1m	Elect Director Peter C. Wendell	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
4	Provide Right to Act by Written Consent	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>						
5	Report on Corporate Tax Savings Allocation	SH	Against	Against	Against	No

Mortgage Advice Bureau (Holdings) Plc

Meeting Date: 05/26/2020

Country: United Kingdom

Primary Security ID: G6319A103

Meeting ID: 1424399

Record Date: 05/21/2020

Meeting Type: Annual

Ticker: MAB1

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Re-elect Katherine Innes Ker as Director	Mgmt	For	For	For	No
5	Re-elect Peter Brodnicki as Director	Mgmt	For	For	For	No
6	Re-elect Ben Thompson as Director	Mgmt	For	For	For	No
7	Re-elect Lucy Tilley as Director	Mgmt	For	For	For	No
8	Re-elect Nathan Imlach as Director	Mgmt	For	For	For	No
9	Re-elect Stephen Smith as Director	Mgmt	For	For	For	No
10	Re-elect David Preece as Director	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: Items 4 to 9A vote FOR the re-election of Katherine Innes Ker, Peter Brodnicki, Benjamin Thompson, Lucy Tilley, Nathan Imlach and Stephen Smith is warranted because no significant concerns have been identified. Item 10A vote AGAINST the re-election of David Preece is warranted because: * Potential independence issues have been identified and he currently sits on the Audit and Remuneration Committees, and the composition of these Committees does not adhere to UK best practice recommendations for a company of this size.</i>						
11	Reappoint BDO LLP as Auditors	Mgmt	For	For	For	No
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
16	Release Any Claims which the Company has or may have Against its Shareholders and Directors arising in Connection with the Payment of the Dividends; Enter into a Deed of Release	Mgmt	For	For	For	No

Prada SpA

Meeting Date: 05/26/2020

Country: Italy

Primary Security ID: T7733C101

Meeting ID: 1424475

Record Date:

Meeting Type: Annual

Ticker: 1913

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

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

RELX Plc

Meeting Date: 05/26/2020

Country: United Kingdom

Primary Security ID: G7493L105

Meeting ID: 1425523

Record Date: 05/21/2020

Meeting Type: Special

Ticker: REL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Increase in Borrowing Limit Under the Company's Articles of Association	Mgmt	For	For	For	No

Amazon.com, Inc.

Meeting Date: 05/27/2020

Country: USA

Primary Security ID: 023135106

Meeting ID: 1421672

Record Date: 04/02/2020

Meeting Type: Annual

Ticker: AMZN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Jeffrey P. Bezos	Mgmt	For	For	For	No
1b	Elect Director Rosalind G. Brewer	Mgmt	For	For	For	No
1c	Elect Director Jamie S. Gorelick	Mgmt	For	For	For	No
1d	Elect Director Daniel P. Huttenlocher	Mgmt	For	For	For	No
1e	Elect Director Judith A. McGrath	Mgmt	For	For	For	No
1f	Elect Director Indra K. Nooyi	Mgmt	For	For	For	No
1g	Elect Director Jonathan J. Rubinstein	Mgmt	For	For	For	No
1h	Elect Director Thomas O. Ryder	Mgmt	For	For	For	No
1i	Elect Director Patricia Q. Stonesifer	Mgmt	For	For	For	No
1j	Elect Director Wendell P. Weeks	Mgmt	For	For	For	No
2	Ratify Ernst & Young LLP as Auditor	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Mgmt	For	For	For	No
5	Report on Management of Food Waste	SH	Against	For	For	No

Voting Policy Rationale: A vote FOR this resolution is warranted, as a report on the company's efforts to reduce food waste would allow shareholders to assess the effectiveness of the company's food waste programs, as well as provide a better understanding of the company's food waste reduction strategy. In addition, a number of the company's peers have set goals to reduce the amount of food waste that is sent to landfills.

6	Report on Customers' Use of its Surveillance and Computer Vision Products or Cloud-Based Services	SH	Against	For	For	No
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Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information regarding the processes the company uses to assess human rights impacts in its operations would allow shareholders to better gauge how well Amazon is managing human rights related risks

7	Report on Potential Human Rights Impacts of Customers' Use of Rekognition	SH	Against	For	For	No
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Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information regarding the processes the company uses to assess human rights impacts in its operations would allow shareholders to better gauge how well Amazon is managing human rights related risks, specifically around new technologies like facial recognition.

8	Report on Products Promoting Hate Speech and Sales of Offensive Products	SH	Against	For	For	No
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Voting Policy Rationale: A vote FOR this proposal is warranted, as a report assessing the enforcement of its content policies could help provide shareholders with information on the effectiveness of the company's processes, given that the company continues to face controversies related to hate speech on its site.

9	Require Independent Board Chairman	SH	Against	Against	Against	No
10	Report on Global Median Gender/Racial Pay Gap	SH	Against	Against	Against	No
11	Report on Reducing Environmental and Health Harms to Communities of Color	SH	Against	Against	Against	No
12	Report on Viewpoint Discrimination	SH	Against	Against	Against	No
13	Report on Promotion Velocity	SH	Against	Against	Against	No
14	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For	No

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.

15	Human Rights Risk Assessment	SH	Against	For	For	No
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Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's direct and indirect lobbying-related expenditures and oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.

16	Report on Lobbying Payments and Policy	SH	Against	For	For	No
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Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's direct and indirect lobbying-related expenditures and oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

BioMarin Pharmaceutical Inc.

Meeting Date: 05/27/2020

Country: USA

Primary Security ID: 09061G101

Meeting ID: 1420974

Record Date: 03/30/2020

Meeting Type: Annual

Ticker: BMRN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Jean-Jacques Bienaime	Mgmt	For	For	For	No
1.2	Elect Director Elizabeth McKee Anderson	Mgmt	For	For	For	No
1.3	Elect Director Willard Dere	Mgmt	For	For	For	No
1.4	Elect Director Michael Grey	Mgmt	For	For	For	No
1.5	Elect Director Elaine J. Heron	Mgmt	For	For	For	No
1.6	Elect Director Robert J. Hombach	Mgmt	For	For	For	No
1.7	Elect Director V. Bryan Lawlis	Mgmt	For	For	For	No
1.8	Elect Director Richard A. Meier	Mgmt	For	For	For	No
1.9	Elect Director David E.I. Pyott	Mgmt	For	For	For	No
1.10	Elect Director Dennis J. Slamon	Mgmt	For	For	For	No
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No

BP Plc

Meeting Date: 05/27/2020

Country: United Kingdom

Primary Security ID: G12793108

Meeting ID: 1409929

Record Date: 05/22/2020

Meeting Type: Annual

Ticker: BP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4(a)	Elect Bernard Looney as Director	Mgmt	For	For	For	No
4(b)	Re-elect Brian Gilvary as Director	Mgmt	For	For	For	No
4(c)	Re-elect Dame Alison Carnwath as Director	Mgmt	For	For	For	No
4(d)	Re-elect Pamela Daley as Director	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

4(e)	Re-elect Sir Ian Davis as Director	Mgmt	For	For	For	No
4(f)	Re-elect Dame Ann Dowling as Director	Mgmt	For	For	For	No
4(g)	Re-elect Helge Lund as Director	Mgmt	For	For	For	No
4(h)	Re-elect Melody Meyer as Director	Mgmt	For	For	For	No
4(i)	Re-elect Brendan Nelson as Director	Mgmt	For	For	For	No
4(j)	Re-elect Paula Reynolds as Director	Mgmt	For	For	For	No
4(k)	Re-elect Sir John Sawers as Director	Mgmt	For	For	For	No
5	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
6	Authorise Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
7	Approve Executive Directors' Incentive Plan	Mgmt	For	For	For	No
8	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
9	Authorise Issue of Equity	Mgmt	For	For	For	No
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
11	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
13	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Chevron Corporation

Meeting Date: 05/27/2020

Country: USA

Primary Security ID: 166764100

Meeting ID: 1418087

Record Date: 03/30/2020

Meeting Type: Annual

Ticker: CVX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Wanda M. Austin	Mgmt	For	For	For	No
1b	Elect Director John B. Frank	Mgmt	For	For	For	No
1c	Elect Director Alice P. Gast	Mgmt	For	For	For	No
1d	Elect Director Enrique Hernandez, Jr.	Mgmt	For	For	For	No
1e	Elect Director Charles W. Moorman, IV	Mgmt	For	For	For	No
1f	Elect Director Dambisa F. Moyo	Mgmt	For	For	For	No
1g	Elect Director Debra Reed-Klages	Mgmt	For	For	For	No
1h	Elect Director Ronald D. Sugar	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

1i	Elect Director D. James Umpleby, III	Mgmt	For	For	For	No
1j	Elect Director Michael K. Wirth	Mgmt	For	For	For	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Report on Lobbying Payments and Policy	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional reporting on the company's lobbying-related practices and policies, such as its trade association payments, would benefit shareholders in assessing its management of related risks.</i>						
5	Establish Board Committee on Climate Risk	SH	Against	Against	Against	No
6	Report on Climate Lobbying Aligned with Paris Agreement Goals	SH	Against	For	For	No
<i>Voting Policy Rationale: A recommendation FOR this proposal is warranted. The company and its shareholders are likely to benefit from a review of how the company's and its trade associations' lobbying positions align with the Paris Agreement, especially in light of the increasing risks to the company related to climate change.</i>						
7	Report on Petrochemical Risk	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information about how the company is assessing and managing risks related to its petrochemical operations in areas prone to severe storms, flooding, and sea level rise.</i>						
8	Report on Human Rights Practices	SH	Against	Against	Against	No
9	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Lowering the threshold to call a special meeting and removing the agenda item restrictions would enhance the current shareholder right to call special meetings.</i>						
10	Require Independent Board Chair	SH	Against	Against	Against	No

DuPont de Nemours, Inc.

Meeting Date: 05/27/2020

Country: USA

Primary Security ID: 26614N102

Meeting ID: 1419730

Record Date: 04/06/2020

Meeting Type: Annual

Ticker: DD

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Amy G. Brady	Mgmt	For	For	For	No
1b	Elect Director Edward D. Breen	Mgmt	For	For	For	No
1c	Elect Director Ruby R. Chandy	Mgmt	For	For	For	No
1d	Elect Director Franklin K. Clyburn, Jr.	Mgmt	For	For	For	No
1e	Elect Director Terrence R. Curtin	Mgmt	For	For	For	No
1f	Elect Director Alexander M. Cutler	Mgmt	For	For	For	No
1g	Elect Director Eleuthere I. du Pont	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

1h	Elect Director Rajiv L. Gupta	Mgmt	For	For	For	No
1i	Elect Director Luther C. Kissam	Mgmt	For	For	For	No
1j	Elect Director Frederick M. Lowery	Mgmt	For	For	For	No
1k	Elect Director Raymond J. Milchovich	Mgmt	For	For	For	No
1l	Elect Director Steven M. Sterin	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Approve Omnibus Stock Plan	Mgmt	For	For	For	No
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the reduction to a 10 percent threshold to call a special meeting would improve shareholder rights.</i>						
6	Approve Creation of an Employee Board Advisory Position	SH	Against	Against	Against	No

Envista Holdings Corporation

Meeting Date: 05/27/2020

Country: USA

Primary Security ID: 29415F104

Meeting ID: 1420976

Record Date: 04/06/2020

Meeting Type: Annual

Ticker: NVST

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1A	Elect Director Kieran T. Gallahue	Mgmt	For	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	No

Exxon Mobil Corporation

Meeting Date: 05/27/2020

Country: USA

Primary Security ID: 30231G102

Meeting ID: 1419432

Record Date: 04/02/2020

Meeting Type: Annual

Ticker: XOM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Susan K. Avery	Mgmt	For	For	For	No
1.2	Elect Director Angela F. Braly	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

1.3	Elect Director Ursula M. Burns	Mgmt	For	For	For	No
1.4	Elect Director Kenneth C. Frazier	Mgmt	For	For	For	No
1.5	Elect Director Joseph L. Hooley	Mgmt	For	For	For	No
1.6	Elect Director Steven A. Kandarian	Mgmt	For	For	For	No
1.7	Elect Director Douglas R. Oberhelman	Mgmt	For	For	For	No
1.8	Elect Director Samuel J. Palmisano	Mgmt	For	For	For	No
1.9	Elect Director William C. Weldon	Mgmt	For	For	For	No
1.10	Elect Director Darren W. Woods	Mgmt	For	For	For	No
2	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Require Independent Board Chair	SH	Against	Against	Against	No
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For	No

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

6	Report on Costs & Benefits of Climate-Related Expenditures	SH	Against	Against	Against	No
7	Report on Risks of Petrochemical Operations in Flood Prone Areas	SH	Against	Against	Against	No
8	Report on Political Contributions	SH	Against	For	For	No

Voting Policy Rationale: A vote FOR this resolution is warranted as additional disclosure concerning Exxon's policies and memberships in trade associations and other political organizations would help shareholders assess the company's comprehensive political contribution activities and the company's management of associated risks and benefits.

9	Report on Lobbying Payments and Policy	SH	Against	For	For	No
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Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's lobbying-related expenditures, trade association payments, and board-level oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.

Facebook, Inc.

Meeting Date: 05/27/2020

Country: USA

Primary Security ID: 30303M102

Meeting ID: 1420141

Record Date: 04/03/2020

Meeting Type: Annual

Ticker: FB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Peggy Alford	Mgmt	For	For	For	No
1.2	Elect Director Marc L. Andreessen	Mgmt	For	Withhold	Withhold	No

Voting Policy Rationale: WITHHOLD votes are warranted for incumbent compensation committee members Marc Andreessen and Peter Thiel, in the absence of a say-on-pay proposal on the ballot, due to unmitigated concerns with respect to executive pay. A vote FOR the remaining director nominees is warranted.

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

1.3	Elect Director Andrew W. Houston	Mgmt	For	For	For	No
1.4	Elect Director Nancy Killefer	Mgmt	For	For	For	No
1.5	Elect Director Robert M. Kimmitt	Mgmt	For	For	For	No
1.6	Elect Director Sheryl K. Sandberg	Mgmt	For	For	For	No
1.7	Elect Director Peter A. Thiel	Mgmt	For	Withhold	Withhold	No

Voting Policy Rationale: WITHHOLD votes are warranted for incumbent compensation committee members Marc Andreessen and Peter Thiel, in the absence of a say-on-pay proposal on the ballot, due to unmitigated concerns with respect to executive pay. A vote FOR the remaining director nominees is warranted.

1.8	Elect Director Tracey T. Travis	Mgmt	For	For	For	No
1.9	Elect Director Mark Zuckerberg	Mgmt	For	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
3	Approve Non-Employee Director Compensation Policy	Mgmt	For	Against	Against	No

Voting Policy Rationale: A vote AGAINST this proposal is warranted. The proposed director pay program would provide relatively large compensation for directors compared to board members at other companies in the same market index and industry sector. The proposal also provides for onboarding equity grants to new directors valued at \$1 million, which is outsized and not in line with the company's peers or general market practices.

4	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For	No
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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

5	Require Independent Board Chair	SH	Against	For	For	No
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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.

6	Require a Majority Vote for the Election of Directors	SH	Against	For	For	No
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Voting Policy Rationale: A vote FOR this proposal is warranted as it would give shareholders a more meaningful voice in the election of directors and further enhance the company's corporate governance.

7	Report on Political Advertising	SH	Against	For	For	No
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Voting Policy Rationale: A vote FOR this proposal is warranted, as the company and shareholders could benefit from a fuller understanding of the risks related to its political advertising policies in light of ongoing controversies and changing industry standard practices.

8	Require Independent Director Nominee with Human and/or Civil Rights Experience	SH	Against	Against	Against	No
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9	Report on Civil and Human Rights Risk Assessment	SH	Against	Against	Against	No
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10	Report on Online Child Sexual Exploitation	SH	Against	For	For	No
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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.

11	Report on Median Gender/Racial Pay Gap	SH	Against	Against	Against	No
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Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

HUGO BOSS AG

Meeting Date: 05/27/2020

Country: Germany

Primary Security ID: D34902102

Meeting ID: 1408229

Record Date:

Meeting Type: Annual

Ticker: BOSS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 0.04 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For	For	No
5.1	Elect Iris Epple-Righi to the Supervisory Board	Mgmt	For	For	For	No
5.2	Elect Gaetano Marzotto to the Supervisory Board	Mgmt	For	For	For	No
5.3	Elect Luca Marzotto to the Supervisory Board	Mgmt	For	For	For	No
5.4	Elect Christina Rosenberg to the Supervisory Board	Mgmt	For	For	For	No
5.5	Elect Robin Stalker to the Supervisory Board	Mgmt	For	For	For	No
5.6	Elect Hermann Waldemer to the Supervisory Board	Mgmt	For	For	For	No
6	Ratify Ernst & Young GmbH as Auditors for Fiscal 2020	Mgmt	For	For	For	No
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	For	No
8	Amend Articles Re: Online Participation; Absentee Vote; Supervisory Board Attendance at General Meetings	Mgmt	For	For	For	No
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For	No
10	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For	No

Illumina, Inc.

Meeting Date: 05/27/2020

Country: USA

Primary Security ID: 452327109

Meeting ID: 1421707

Record Date: 03/30/2020

Meeting Type: Annual

Ticker: ILMN

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1A	Elect Director Caroline D. Dorsa	Mgmt	For	For	For	No
1B	Elect Director Robert S. Epstein	Mgmt	For	For	For	No
1C	Elect Director Scott Gottlieb	Mgmt	For	For	For	No
1D	Elect Director Philip W. Schiller	Mgmt	For	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Report on Political Contributions	SH	Against	For	For	No

Voting Policy Rationale: A vote FOR this resolution is warranted, as additional disclosure of the company's trade association memberships and payments, and the company's board oversight of those contributions, would allow shareholders to better assess related risks.

Legrand SA

Meeting Date: 05/27/2020

Country: France

Primary Security ID: F56196185

Meeting ID: 1393102

Record Date: 05/25/2020

Meeting Type: Annual/Special

Ticker: LR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of EUR 1.34 per Share	Mgmt	For	For	For	No
4	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
5	Approve Compensation of Gilles Schnepp, Chairman of the Board	Mgmt	For	For	For	No
6	Approve Compensation of Benoit Coquart, CEO	Mgmt	For	For	For	No
7	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For	No
8	Approve Remuneration Policy of CEO	Mgmt	For	For	For	No
9	Approve Remuneration Policy of Board Members	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

10	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.2 Million	Mgmt	For		For	For	No
11	Reelect Isabelle Boccon-Gibod as Director	Mgmt	For		For	For	No
12	Reelect Christel Bories as Director	Mgmt	For		For	For	No
13	Reelect Angeles Garcia-Poveda as Director	Mgmt	For		For	For	No
14	Elect Benoit Coquart as Director	Mgmt	For		For	For	No
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For		For	For	No
	Extraordinary Business	Mgmt					
16	Amend Article 9 of Bylaws Re: Directors Length of Terms	Mgmt	For		For	For	No
17	Amend Article 9 of Bylaws Re: Employee Representative	Mgmt	For		For	For	No
18	Amend Article 9 of Bylaws Re: Board Members Deliberation via Written Consultation	Mgmt	For		For	For	No
19	Amend Article 9 of Bylaws Re: Board Powers	Mgmt	For		For	For	No
20	Amend Articles 10, 11 and 13 to Comply with Legal Changes	Mgmt	For		For	For	No
21	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For		For	For	No
22	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 200 Million	Mgmt	For		For	For	No
23	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 100 Million	Mgmt	For		For	For	No
24	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 100 Million	Mgmt	For		For	For	No
25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For		For	For	No
26	Authorize Capitalization of Reserves of Up to EUR 100 Million for Bonus Issue or Increase in Par Value	Mgmt	For		For	For	No
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For		For	For	No
28	Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind	Mgmt	For		For	For	No
29	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 22-25 and 27-28 at EUR 200 Million	Mgmt	For		For	For	No
	Ordinary Business	Mgmt					

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

30	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No
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M&G Plc

Meeting Date: 05/27/2020

Country: United Kingdom

Primary Security ID: G6107R102

Meeting ID: 1421366

Record Date: 05/22/2020

Meeting Type: Annual

Ticker: MNG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Elect Mike Evans as Director	Mgmt	For	For	For	No
5	Elect John Foley as Director	Mgmt	For	For	For	No
6	Elect Clare Bousfield as Director	Mgmt	For	For	For	No
7	Elect Clive Adamson as Director	Mgmt	For	For	For	No
8	Elect Robin Lawther as Director	Mgmt	For	For	For	No
9	Elect Clare Thompson as Director	Mgmt	For	For	For	No
10	Elect Massimo Tosato as Director	Mgmt	For	For	For	No
11	Appoint KPMG LLP as Auditors	Mgmt	For	For	For	No
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
13	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
15	Authorise Issue of Preference Shares	Mgmt	For	For	For	No
16	Authorise Issue of Equity in Connection with the Issue of Mandatory Convertible Securities	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Issue of Mandatory Convertible Securities	Mgmt	For	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Nokia Oyj

Meeting Date: 05/27/2020

Country: Finland

Primary Security ID: X61873133

Meeting ID: 1383915

Record Date: 05/14/2020

Meeting Type: Annual

Ticker: NOKIA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Open Meeting	Mgmt				
2	Call the Meeting to Order	Mgmt				
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt				
4	Acknowledge Proper Convening of Meeting	Mgmt				
5	Prepare and Approve List of Shareholders	Mgmt				
6	Receive Financial Statements and Statutory Reports	Mgmt				
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
8	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For	No
9	Approve Discharge of Board and President	Mgmt	For	For	For	No
10	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For	No
11	Approve Remuneration of Directors in the Amount of EUR 440,000 to Chair, EUR 185,000 to Vice Chair and EUR 160,000 to Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For	No
12	Fix Number of Directors at Nine	Mgmt	For	For	For	No
13	Reelect Sari Baldauf, Bruce Brown, Jeanette Horan, Edward Kozel, Elizabeth Nelson, Soren Skou, Carla Smits-Nusteling and Kari Stadigh as Directors, Elect Thomas Dannenfeldt as New Director	Mgmt	For	For	For	No
14	Ratify Deloitte as Auditors for Financial Year 2021	Mgmt	For	For	For	No
15	Approve Remuneration of Auditors	Mgmt	For	For	For	No
16	Authorize Share Repurchase Program	Mgmt	For	For	For	No
17	Authorize Issuance of up to 550 Million Shares without Preemptive Rights	Mgmt	For	For	For	No
	Shareholder Proposal	Mgmt				
18	Amend Articles Re: Number of Directors; Age Limit of Directors; Strict Gender Balance in Board	SH	Against	Against	Against	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

19 Close Meeting

Mgmt

NXP Semiconductors N.V.

Meeting Date: 05/27/2020

Country: Netherlands

Primary Security ID: N6596X109

Meeting ID: 1408837

Record Date: 04/29/2020

Meeting Type: Annual

Ticker: NXPI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Discharge of Board Members	Mgmt	For	For	For	No
3a	Elect Kurt Sievers as Executive Director	Mgmt	For	For	For	No
3b	Reelect Peter Bonfield as Non-Executive Director	Mgmt	For	For	For	No
3c	Reelect Kenneth A. Goldman as Non-Executive Director	Mgmt	For	For	For	No
3d	Reelect Josef Kaeser as Non-Executive Director	Mgmt	For	For	For	No
3e	Reelect Lena Olving as Non-Executive Director	Mgmt	For	For	For	No
3f	Reelect Peter Smitham as Non-Executive Director	Mgmt	For	For	For	No
3g	Reelect Julie Southern as Non-Executive Director	Mgmt	For	For	For	No
3h	Reelect Jasmin Staiblin as Non-Executive Director	Mgmt	For	For	For	No
3i	Reelect Gregory Summe as Non-Executive Director	Mgmt	For	For	For	No
3j	Reelect Karl-Henrik Sundstrom as Non-Executive Director	Mgmt	For	For	For	No
4	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	For	No
5	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For	No
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
7	Approve Cancellation of Ordinary Shares	Mgmt	For	For	For	No
8	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For	For	No
9	Approve Remuneration of the Members and Chairs of the Audit Committee, Compensation Committee, and the Nominating and Governance Committee of the Board	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

10	Amend Articles to Establish Quorum Requirement	Mgmt	For	For	For	No
11	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	No

Voting Policy Rationale: A vote AGAINST this proposal is warranted. The current CEO entered into a problematic transition arrangement with a subsidiary of a company that will allow his 2018 "re-boot" equity awards valued by ISS at \$120 million to continue to vest through the end of the applicable performance period while serving in an advisory capacity. While the CEO will remain employed with the company group during the transition period, shareholders may scrutinize this vesting treatment, given the magnitude of the awards. Further, neither the proxy nor the advisory agreement provides fulsome disclosure of the contemplated transition services. A quantitative pay-for-performance misalignment is also not sufficiently mitigated for the year in review. The current CEO received sizable equity awards in 2019 that exceed the median total pay of ISS-selected peer CEOs, following the year in which his "re-boot" equity awards were granted. Given the magnitude of the 2018 re-boot equity awards, it is concerning that such awards do not cover multiple years of equity pay. In addition, notwithstanding that the re-boot awards were granted in 2018, there is concern surrounding the lack of disclosure of the performance goals attached to the re-boot awards, particularly given that the CEO's \$120 million in re-boot awards will continue to vest while he serves in an advisory role. Goal rigor concerns are also raised regarding 2019 LTI awards, as the sole performance-based metric targets merely the median of peers.

12	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	No
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Publicis Groupe SA

Meeting Date: 05/27/2020

Country: France

Primary Security ID: F7607Z165

Meeting ID: 1421049

Record Date: 05/25/2020

Meeting Type: Annual/Special

Ticker: PUB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of EUR 1.15 per Share	Mgmt	For	For	For	No
4	Approve Stock Dividend Program	Mgmt	For	For	For	No
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For	No
6	Approve Remuneration Policy of Chairman of Supervisory Board	Mgmt	For	For	For	No
7	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For	No
8	Approve Remuneration Policy of Chairman of Management Board	Mgmt	For	For	For	No
9	Approve Remuneration Policy of Management Board Members	Mgmt	For	For	For	No
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

11	Approve Compensation of Maurice Levy, Chairman of Supervisory Board	Mgmt	For	For	For	No
12	Approve Compensation of Arthur Sadoun, Chairman of the Management Board	Mgmt	For	For	For	No
13	Approve Compensation of Jean-Michel Etienne, Management Board Member	Mgmt	For	For	For	No
14	Approve Compensation of Anne-Gabrielle Heilbronner, Management Board Member	Mgmt	For	For	For	No
15	Approve Compensation of Steve King, Management Board Member	Mgmt	For	For	For	No
16	Reelect Sophie Dulac as Supervisory Board Member	Mgmt	For	For	For	No
17	Reelect Thomas H. Glocer as Supervisory Board Member	Mgmt	For	For	For	No
18	Reelect Marie-Josée Kravis as Supervisory Board Member	Mgmt	For	For	For	No
19	Reelect Andre Kudelski as Supervisory Board Member	Mgmt	For	For	For	No
20	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 30 Million	Mgmt	For	For	For	No
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 9 Million	Mgmt	For	For	For	No
23	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 9 Million	Mgmt	For	For	For	No
24	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For	No
25	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For	For	No
26	Authorize Capitalization of Reserves of Up to EUR 30 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For	No
27	Authorize Capital Increase of Up to EUR 9 Million for Future Exchange Offers	Mgmt	For	For	For	No
28	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For	No
29	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
30	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

31	Amend Articles 6, 7 and 17 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For	No
32	Amend Article 13 of Bylaws Re: Employee Representatives	Mgmt	For	For	For	No
33	Amend Article 15 of Bylaws Re: Board Members Deliberation via Written Consultation	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
34	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

The Gym Group Plc

Meeting Date: 05/27/2020

Country: United Kingdom

Primary Security ID: G42114101

Meeting ID: 1424022

Record Date: 05/25/2020

Meeting Type: Annual

Ticker: GYM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Re-elect Penny Hughes as Director	Mgmt	For	For	For	No
4	Re-elect Paul Gilbert as Director	Mgmt	For	For	For	No
5	Re-elect John Treharne as Director	Mgmt	For	For	For	No
6	Re-elect Richard Darwin as Director	Mgmt	For	For	For	No
7	Re-elect David Kelly as Director	Mgmt	For	For	For	No
8	Re-elect Emma Woods as Director	Mgmt	For	For	For	No
9	Re-elect Mark George as Director	Mgmt	For	For	For	No
10	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
11	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
12	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
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The Southern Company

Meeting Date: 05/27/2020

Country: USA

Primary Security ID: 842587107

Meeting ID: 1420447

Record Date: 03/30/2020

Meeting Type: Annual

Ticker: SO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Janaki Akella	Mgmt	For	For	For	No
1b	Elect Director Juanita Powell Baranco	Mgmt	For	For	For	No
1c	Elect Director Jon A. Boscia	Mgmt	For	For	For	No
1d	Elect Director Henry A. 'Hal' Clark, III	Mgmt	For	For	For	No
1e	Elect Director Anthony F. 'Tony' Earley, Jr.	Mgmt	For	For	For	No
1f	Elect Director Thomas A. Fanning	Mgmt	For	For	For	No
1g	Elect Director David J. Grain	Mgmt	For	For	For	No
1h	Elect Director Donald M. James	Mgmt	For	For	For	No
1i	Elect Director John D. Johns	Mgmt	For	For	For	No
1j	Elect Director Dale E. Klein	Mgmt	For	For	For	No
1k	Elect Director Ernest J. Moniz	Mgmt	For	For	For	No
1l	Elect Director William G. Smith, Jr.	Mgmt	For	For	For	No
1m	Elect Director Steven R. Specker	Mgmt	For	For	For	No
1n	Elect Director E. Jenner Wood, III	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No
4	Require Independent Board Chair	SH	Against	Against	Against	No
5	Report on Lobbying Payments and Policy	SH	Against	For	For	No

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

The Vitec Group Plc

Meeting Date: 05/27/2020

Country: United Kingdom

Primary Security ID: G93682105

Meeting ID: 1400239

Record Date: 05/25/2020

Meeting Type: Annual

Ticker: VTC

Meeting Notes:

Item 2: Voted against the remuneration policy due to lack of plans to align CEO pension contributions with that of the wider workforce.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	Against	Yes
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	Abstain	Abstain	No
<i>Voting Policy Rationale: An ABSTAIN vote is warranted in this item:* This resolution will be withdrawn.A vote FOR this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise abstention as a valid option.</i>						
5	Re-elect Ian McHoul as Director	Mgmt	For	For	For	No
6	Re-elect Stephen Bird as Director	Mgmt	For	For	For	No
7	Re-elect Martin Green as Director	Mgmt	For	For	For	No
8	Re-elect Christopher Humphrey as Director	Mgmt	For	For	For	No
9	Re-elect Duncan Penny as Director	Mgmt	For	For	For	No
10	Re-elect Caroline Thomson as Director	Mgmt	For	For	For	No
11	Re-elect Richard Tyson as Director	Mgmt	For	For	For	No
12	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
14	Approve UK Sharesave Plan	Mgmt	For	For	For	No
15	Approve International Sharesave Plan	Mgmt	For	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Twitter, Inc.

Meeting Date: 05/27/2020

Country: USA

Primary Security ID: 90184L102

Meeting ID: 1421472

Record Date: 04/03/2020

Meeting Type: Annual

Ticker: TWTR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Omid R. Kordestani	Mgmt	For	For	For	No
1b	Elect Director Ngozi Okonjo-Iweala	Mgmt	For	For	For	No
1c	Elect Director Bret Taylor	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
4	Report on Risks of Omitting Viewpoint and Ideology from EEO Policy	SH	Against	Against	Against	No

Vectura Group Plc

Meeting Date: 05/27/2020

Country: United Kingdom

Primary Security ID: G9325J118

Meeting ID: 1408520

Record Date: 05/22/2020

Meeting Type: Annual

Ticker: VEC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Elect William Downie as Director	Mgmt	For	For	For	No
5	Re-elect Dr Per-Olof Andersson as Director	Mgmt	For	For	For	No
6	Re-elect Bruno Angelici as Director	Mgmt	For	For	For	No
7	Re-elect Dr Thomas Werner as Director	Mgmt	For	For	For	No
8	Re-elect Juliet Thompson as Director	Mgmt	For	For	For	No
9	Re-elect Paul Fry as Director	Mgmt	For	For	For	No
10	Re-elect Anne Whitaker as Director	Mgmt	For	For	For	No
11	Re-elect Dr Kevin Matthews as Director	Mgmt	For	For	For	No
12	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
14	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Bodycote Plc

Meeting Date: 05/28/2020

Country: United Kingdom

Primary Security ID: G1214R111

Meeting ID: 1415524

Record Date: 05/26/2020

Meeting Type: Annual

Ticker: BOY

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Re-elect Anne Quinn as Director	Mgmt	For	For	For	No
3	Re-elect Stephen Harris as Director	Mgmt	For	For	For	No
4	Re-elect Eva Lindqvist as Director	Mgmt	For	For	For	No
5	Re-elect Ian Duncan as Director	Mgmt	For	For	For	No
6	Re-elect Dominique Yates as Director	Mgmt	For	For	For	No
7	Re-elect Patrick Larmon as Director	Mgmt	For	For	For	No
8	Re-elect Lili Chahbazi as Director	Mgmt	For	For	For	No
9	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
10	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
11	Approve Remuneration Report	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration report resolution is considered warranted because:* The CEO's salary was increased by 7% for FY2020, which is not considered to be justified given the highly selective methodology utilised by the Remuneration Committee in determining the increase, and must be considered in context with a previous attempt to significantly increase the CEO's salary for FY2019 which was ultimately abandoned by the Remuneration Committee following shareholder feedback.</i></p>						
12	Authorise Issue of Equity	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
17	Approve Matters Relating to the Relevant Dividends	Mgmt	None	For	For	No

E.ON SE

Meeting Date: 05/28/2020

Country: Germany

Primary Security ID: D24914133

Meeting ID: 1396741

Record Date:

Meeting Type: Annual

Ticker: EOAN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 0.46 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For	For	No
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal 2020	Mgmt	For	For	For	No
5.2	Ratify PricewaterhouseCoopers GmbH as Auditors for Half-Year and Quarterly Reports 2020	Mgmt	For	For	For	No
5.3	Ratify KPMG AG as Auditors for the First Quarter of Fiscal 2021	Mgmt	For	For	For	No
6.1	Elect Ulrich Grillo to the Supervisory Board	Mgmt	For	For	For	No
6.2	Elect Rolf Martin Schmitz to the Supervisory Board	Mgmt	For	For	For	No
6.3	Elect Deborah Wilkens to the Supervisory Board	Mgmt	For	For	For	No
7	Approve Creation of EUR 528 Million Pool of Capital with Partial Exclusion of Preemptive Rights	Mgmt	For	For	For	No
8	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Billion; Approve Creation of EUR 264 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For	No
10	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For	No

Fidelity National Information Services, Inc.

Meeting Date: 05/28/2020

Country: USA

Primary Security ID: 31620M106

Meeting ID: 1422665

Record Date: 04/01/2020

Meeting Type: Annual

Ticker: FIS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Lee Adrean	Mgmt	For	For	For	No
1b	Elect Director Ellen R. Alemany	Mgmt	For	For	For	No
1c	Elect Director Lisa A. Hook	Mgmt	For	For	For	No
1d	Elect Director Keith W. Hughes	Mgmt	For	For	For	No
1e	Elect Director Gary L. Lauer	Mgmt	For	For	For	No
1f	Elect Director Gary A. Norcross	Mgmt	For	For	For	No
1g	Elect Director Louise M. Parent	Mgmt	For	For	For	No
1h	Elect Director Brian T. Shea	Mgmt	For	For	For	No
1i	Elect Director James B. Stallings, Jr.	Mgmt	For	For	For	No
1j	Elect Director Jeffrey E. Stiefler	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: The CEO's special award raises design concerns, as the award allows for up to 200 percent of the target award to accelerate if synergy goals are attained before the end of the three-year performance period, while a modifier only caps payouts that would otherwise be achieved above 200 percent of target. In addition, the terms of annual PSUs raise goal rigor concerns.</i>						
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	No

Garrett Motion Inc.

Meeting Date: 05/28/2020

Country: USA

Primary Security ID: 366505105

Meeting ID: 1421469

Record Date: 04/03/2020

Meeting Type: Annual

Ticker: GTX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Courtney M. Enghausser	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

1b	Elect Director Carsten J. Reinhardt	Mgmt	For	For	For	No
1c	Elect Director Jerome Stoll	Mgmt	For	For	For	No
2	Ratify Deloitte SA as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No

Idox Plc

Meeting Date: 05/28/2020 **Country:** United Kingdom **Primary Security ID:** G4706D103 **Meeting ID:** 1434021
Record Date: 05/26/2020 **Meeting Type:** Annual **Ticker:** IDOX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because:* The Non-executive Chair has been awarded performance-related pay during the year under review;* The general performance metrics which apply to LTIP awards granted to the CEO during the year under review are not disclosed; and* Awards granted to the CFO during the year vest only subject to share price performance</i>						
3	Elect Philip Kelly as Director	Mgmt	For	For	For	No
4	Elect Alice Cummings as Director	Mgmt	For	For	For	No
5	Reappoint Deloitte LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For	No
6	Authorise Issue of Equity	Mgmt	For	For	For	No
7	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
8	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
9	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

Merck KGaA

Meeting Date: 05/28/2020 **Country:** Germany **Primary Security ID:** D5357W103 **Meeting ID:** 1394902
Record Date: 05/15/2020 **Meeting Type:** Annual **Ticker:** MRK

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

2	Accept Financial Statements and Statutory Reports for Fiscal 2019	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of EUR 1.30 per Share	Mgmt	For	For	For	No
4	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For	For	No
5	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For	For	No
6	Ratify KPMG AG as Auditors for Fiscal 2020	Mgmt	For	For	For	No
7	Approve Affiliation Agreement with BSSN UG	Mgmt	For	For	For	No

NN Group NV

Meeting Date: 05/28/2020

Country: Netherlands

Primary Security ID: N64038107

Meeting ID: 1389909

Record Date: 04/30/2020

Meeting Type: Annual

Ticker: NN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Annual Meeting Agenda	Mgmt				
1	Open Meeting	Mgmt				
2	Receive Annual Report	Mgmt				
3.A	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3.B	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt				
4.A	Approve Discharge of Management Board	Mgmt	For	For	For	No
4.B	Approve Discharge of Supervisory Board	Mgmt	For	For	For	No
5	Discussion of Supervisory Board Profile	Mgmt				
6.A	Reelect Clara Streit to Supervisory Board	Mgmt	For	For	For	No
6.B	Reelect Robert Jenkins to Supervisory Board	Mgmt	For	For	For	No
7.A	Approve Remuneration Report	Mgmt	For	For	For	No
7.B	Approve Remuneration Policy for Management Board	Mgmt	For	For	For	No
7.C	Approve Remuneration Policy for Supervisory Board	Mgmt	For	For	For	No
7.D	Amend Articles of Association	Mgmt	For	For	For	No
8.A.1	Grant Board Authority to Issue Ordinary Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	For	No
8.A.2	Authorize Board to Exclude Preemptive Rights from Share Issuances Under Item 8.A.1	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

8.B	Grant Board Authority to Issue Shares Up To 20 Percent of Issued Capital in Connection with a Rights Issue	Mgmt	For	For	For	No
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
10	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	For	No
11	Close Meeting	Mgmt				

Nordea Bank Abp

Meeting Date: 05/28/2020

Country: Finland

Primary Security ID: X5S8VL105

Meeting ID: 1372071

Record Date: 05/15/2020

Meeting Type: Annual

Ticker: NDA.SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Open Meeting	Mgmt				
2	Call the Meeting to Order	Mgmt				
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt	For	For	For	No
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
5	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
6	Receive Financial Statements and Statutory Reports	Mgmt				
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
8	Approve Allocation of Income; Authorize Board to Decide on the Distribution of Dividends of up to EUR 0.40 Per Share	Mgmt	For	For	For	No
9	Approve Discharge of Board and President	Mgmt	For	For	For	No
10	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For	No
11	Approve Remuneration of Directors in the Amount of EUR 300,000 for Chairman, EUR 145,000 for Vice Chairman, and EUR 95,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
12	Fix Number of Directors at Ten	Mgmt	For	For	For	No

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Reporting Period: 06/10/2019 to 06/10/2020

13	Reelect Torbjorn Magnusson (Chairperson), Nigel Hinshelwood, Birger Steen, Sarah Russell, Robin Lawther, Pernille Erenbjerg, Kari Jordan, Petra van Hoeken and John Maltby as Directors; Elect Jonas Synnergren as New Director	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because:* Torbjorn Magnusson is chairman of the board and holds an outside executive position.* The chairman of the audit committee has been re-classified as non-independent.</i>						
14	Approve Remuneration of Auditors	Mgmt	For	For	For	No
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For	No
16	Approve Instructions for Shareholders' Nomination Board	Mgmt	For	For	For	No
17	Approve Issuance of Convertible Instruments without Preemptive Rights	Mgmt	For	For	For	No
18.a	Authorize Share Repurchase Program in the Securities Trading Business	Mgmt	For	For	For	No
18.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For	No
19.a	Authorize Share Repurchase Program and Reissuance and/or Cancellation of Repurchased Shares	Mgmt	For	For	For	No
19.b	Approve Issuance of up to 30 Million Shares without Preemptive Rights	Mgmt	For	For	For	No
20	Close Meeting	Mgmt				

Royal Caribbean Cruises Ltd.

Meeting Date: 05/28/2020

Country: Liberia

Primary Security ID: V7780T103

Meeting ID: 1422922

Record Date: 04/06/2020

Meeting Type: Annual

Ticker: RCL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director John F. Brock	Mgmt	For	For	For	No
1b	Elect Director Richard D. Fain	Mgmt	For	For	For	No
1c	Elect Director Stephen R. Howe, Jr.	Mgmt	For	For	For	No
1d	Elect Director William L. Kimsey	Mgmt	For	For	For	No
1e	Elect Director Maritza G. Montiel	Mgmt	For	For	For	No
1f	Elect Director Ann S. Moore	Mgmt	For	For	For	No
1g	Elect Director Eyal M. Ofer	Mgmt	For	For	For	No
1h	Elect Director William K. Reilly	Mgmt	For	For	For	No
1i	Elect Director Vagn O. Sorensen	Mgmt	For	For	For	No
1j	Elect Director Donald Thompson	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

1k	Elect Director Arne Alexander Wilhelmsen	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
4	Report on Political Contributions	SH	Against	For	For	No

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.

5	Require Independent Board Chair	SH	Against	Against	Against	No
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Safran SA

Meeting Date: 05/28/2020

Country: France

Primary Security ID: F4035A557

Meeting ID: 1403210

Record Date: 05/26/2020

Meeting Type: Annual/Special

Ticker: SAF

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For	For	For	No
4	Elect Patricia Bellinger as Director	Mgmt	For	For	For	No
5	Ratify Appointment of Saraiva as Representative of Employee Shareholders to the Board	Mgmt	For	For	For	No
6	Elect Marc Aubry as Representative of Employee Shareholders to the Board	Mgmt	For	For	For	No
7	Elect Anne Aubert as Representative of Employee Shareholders to the Board	Mgmt	For	For	For	No
A	Elect Fernanda Saraiva as Representative of Employee Shareholders to the Board	Mgmt	Against	Against	Against	No
B	Elect Carlos Arvizuas as Representative of Employee Shareholders to the Board	Mgmt	Against	Against	Against	No
8	Approve Compensation of Chairman of the Board	Mgmt	For	For	For	No
9	Approve Compensation of CEO	Mgmt	For	For	For	No
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
11	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.1 Million	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For	No
13	Approve Remuneration Policy of CEO	Mgmt	For	For	For	No
14	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
16	Amend Article 14 of Bylaws Re: Board Composition	Mgmt	For	For	For	No
17	Amend Article 3 of Bylaws Re: Corporate Purpose	Mgmt	For	For	For	No
18	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Carrefour SA

Meeting Date: 05/29/2020

Country: France

Primary Security ID: F13923119

Meeting ID: 1403215

Record Date: 05/27/2020

Meeting Type: Annual/Special

Ticker: CA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of EUR 0.23 per Share	Mgmt	For	For	For	No
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For	No
5	Reelect Alexandre Arnault as Director	Mgmt	For	For	For	No
6	Reelect Marie-Laure Sauty de Chalon as Director	Mgmt	For	For	For	No
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
8	Approve Compensation of Alexandre Bompard, Chairman and CEO	Mgmt	For	Against	Against	No

*Voting Policy Rationale: A vote AGAINST the remuneration report of chair/CEO is warranted because: * Non-financial criteria weight 40% of the bonus structure, which is quite substantial; * Compensation effects between bonus criteria allowed to reach maximum bonus; * The company does not provide any target for each performance criterion under the 2019 LTIP; and * The disclosure on performance achievement underlying awards that vested during the period under review is below market standard. It is not possible to assess the stringency of these conditions.*

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this remuneration policy is warranted because: * Under the 2020 LTIP, the company decided to grant at maximum cap of 50% of gross remuneration without any rationale, while it used to grant it at a lower level. * The performance conditions attached to the 2020 LTIP enable compensation effects between criteria * The potential payment attached to the non-compete clause could exceed twice the last cash compensation earned; and * The new defined benefit scheme is no longer conditional to a presence condition at retirement but allows for similar annual benefit acquisition and with an increased cap.</i></p>						
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
12	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
13	Amend Article 11 of Bylaws Re: Quorum	Mgmt	For	For	For	No
14	Amend Article 13 of Bylaws Re: Board Members Deliberation via Written Consultation	Mgmt	For	For	For	No
15	Amend Article 17 of Bylaws Re: Board Remuneration	Mgmt	For	For	For	No
16	Amend Article 19 of Bylaws Re: Auditors	Mgmt	For	For	For	No
	Ordinary Business	Mgmt				
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Lowe's Companies, Inc.

Meeting Date: 05/29/2020

Country: USA

Primary Security ID: 548661107

Meeting ID: 1421866

Record Date: 03/23/2020

Meeting Type: Annual

Ticker: LOW

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Raul Alvarez	Mgmt	For	For	For	No
1.2	Elect Director David H. Batchelder	Mgmt	For	For	For	No
1.3	Elect Director Angela F. Braly	Mgmt	For	For	For	No
1.4	Elect Director Sandra B. Cochran	Mgmt	For	For	For	No
1.5	Elect Director Laurie Z. Douglas	Mgmt	For	For	For	No
1.6	Elect Director Richard W. Dreiling	Mgmt	For	For	For	No
1.7	Elect Director Marvin R. Ellison	Mgmt	For	For	For	No
1.8	Elect Director Brian C. Rogers	Mgmt	For	For	For	No
1.9	Elect Director Bertram L. Scott	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

1.10	Elect Director Lisa W. Wardell	Mgmt	For	For	For	No
1.11	Elect Director Eric C. Wiseman	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify Deloitte & Touche LLP as Auditor	Mgmt	For	For	For	No
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Mgmt	For	For	For	No
5	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For	No
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For	No

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

Occidental Petroleum Corporation

Meeting Date: 05/29/2020

Country: USA

Primary Security ID: 674599105

Meeting ID: 1422511

Record Date: 04/03/2020

Meeting Type: Annual

Ticker: OXY

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Stephen I. Chazen	Mgmt	For	For	For	No
1b	Elect Director Andrew Gould	Mgmt	For	For	For	No
1c	Elect Director Nicholas Graziano	Mgmt	For	For	For	No
1d	Elect Director Carlos M. Gutierrez	Mgmt	For	For	For	No
1e	Elect Director Vicki Hollub	Mgmt	For	For	For	No
1f	Elect Director William R. Klesse	Mgmt	For	For	For	No
1g	Elect Director Andrew N. Langham	Mgmt	For	For	For	No
1h	Elect Director Jack B. Moore	Mgmt	For	For	For	No
1i	Elect Director Margarita Palau-Hernandez	Mgmt	For	For	For	No
1j	Elect Director Avedick B. Poladian	Mgmt	For	For	For	No
1k	Elect Director Robert M. Shearer	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	No
4	Amend Omnibus Stock Plan	Mgmt	For	For	For	No
5	Approve Issuance of the Warrant Shares Upon Exercise of the Warrant	Mgmt	For	For	For	No
6	Increase Authorized Common Stock	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

7	Amend Charter to Enhance Shareholders' Ability to Act by Written Consent	Mgmt	For	For	For	No
8	Reduce Ownership Threshold for Shareholders to Call Special Meeting and Approve Certain Additional Amendments	Mgmt	For	For	For	No
9	Approve Shareholder Rights Plan (Poison Pill)	Mgmt	For	For	For	No

Total SA

Meeting Date: 05/29/2020

Country: France

Primary Security ID: F92124100

Meeting ID: 1393024

Record Date: 05/27/2020

Meeting Type: Annual/Special

Ticker: FP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of EUR 2.68 per Share and Option for Stock Dividend Program	Mgmt	For	For	For	No
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For	No
6	Reelect Patricia Barbizet as Director	Mgmt	For	For	For	No
7	Reelect Marie-Christine Coisne-Roquette as Director	Mgmt	For	For	For	No
8	Reelect Mark Cutifani as Director	Mgmt	For	For	For	No
9	Elect Jerome Contamine as Director	Mgmt	For	For	For	No
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No
12	Approve Compensation of Patrick Pouyane, Chairman and CEO	Mgmt	For	For	For	No
13	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
14	Approve Change of Corporate Form to Societe Europeenne (SE) and Amend Bylaws Accordingly	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

15	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights and/or Capitalization of Reserves for Bonus Issue or Increase in Par Value, up to Aggregate Nominal Amount of EUR 2.5 Billion	Mgmt	For	For	For	No
16	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 650 Million	Mgmt	For	For	For	No
17	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 650 Million	Mgmt	For	For	For	No
18	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 16 and 17	Mgmt	For	For	For	No
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For	No
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
21	Authorize up to 0.75 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	For	For	No
	Shareholders Proposal	Mgmt				
A	Instruct Company to Set and Publish Targets for Greenhouse Gas (GHG) Emissions Aligned with the Goal of the Paris Climate Agreement and Amend Article 19 of Bylaws Accordingly	SH	Against	Against	Against	No

UnitedHealth Group Incorporated

Meeting Date: 06/01/2020

Country: USA

Primary Security ID: 91324P102

Meeting ID: 1422895

Record Date: 04/07/2020

Meeting Type: Annual

Ticker: UNH

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Richard T. Burke	Mgmt	For	For	For	No
1b	Elect Director Timothy P. Flynn	Mgmt	For	For	For	No
1c	Elect Director Stephen J. Hemsley	Mgmt	For	For	For	No
1d	Elect Director Michele J. Hooper	Mgmt	For	For	For	No
1e	Elect Director F. William McNabb, III	Mgmt	For	For	For	No
1f	Elect Director Valerie C. Montgomery Rice	Mgmt	For	For	For	No
1g	Elect Director John H. Noseworthy	Mgmt	For	For	For	No
1h	Elect Director Glenn M. Renwick	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

1i	Elect Director David S. Wichmann	Mgmt	For	For	For	No
1j	Elect Director Gail R. Wilensky	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No
4	Approve Omnibus Stock Plan	Mgmt	For	For	For	No
5	Require Shareholder Approval of Bylaw Amendments Adopted by the Board of Directors	SH	Against	Against	Against	No

Arrow Global Group Plc

Meeting Date: 06/02/2020

Country: United Kingdom

Primary Security ID: G05163103

Meeting ID: 1406383

Record Date: 05/29/2020

Meeting Type: Annual

Ticker: ARW

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Elect Matt Hotson as Director	Mgmt	For	For	For	No
4	Re-elect Jonathan Bloomer as Director	Mgmt	For	For	For	No
5	Re-elect Lee Rochford as Director	Mgmt	For	For	For	No
6	Re-elect Lan Tu as Director	Mgmt	For	For	For	No
7	Re-elect Maria Luis Albuquerque as Director	Mgmt	For	For	For	No
8	Re-elect Andrew Fisher as Director	Mgmt	For	For	For	No
9	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
10	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
11	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For	No
12	Authorise Issue of Equity	Mgmt	For	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

e-Therapeutics Plc

Meeting Date: 06/02/2020

Country: United Kingdom

Primary Security ID: G2899C106

Meeting ID: 1414643

Record Date: 05/29/2020

Meeting Type: Annual

Ticker: ETX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Elect Ali Mortazavi as Director	Mgmt	For	Abstain	Abstain	No
<i>Voting Policy Rationale: Item 2An ABSTENTION on the election of Ali Mortazavi is warranted because:* He holds the combined office of Chair and CEO, which calls into question whether the Board can adequately oversee and evaluate the performance of senior officers and the Company.A vote FOR this resolution is warranted for those shareholders in markets who have a fiduciary responsibility to vote either in favour or against and who do not recognise an abstention as a valid option.Item 3A vote FOR the election of Mike Bretherton is warranted because no significant concerns have been identified.</i>						
3	Elect Michael Bretherton as Director	Mgmt	For	For	For	No
4	Appoint Grant Thornton UK LLP as Auditors	Mgmt	For	For	For	No
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
6	Authorise Issue of Equity	Mgmt	For	For	For	No
7	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Against	Against	No

Voting Policy Rationale: Item 6A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.Item 7A vote AGAINST this resolution is warranted because: The proposed amount exceeds recommended limits of 10 percent of issued share capital.*

Glencore Plc

Meeting Date: 06/02/2020

Country: Jersey

Primary Security ID: G39420107

Meeting ID: 1396413

Record Date: 05/31/2020

Meeting Type: Annual

Ticker: GLEN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Re-elect Anthony Hayward as Director	Mgmt	For	For	For	No
3	Re-elect Ivan Glasenberg as Director	Mgmt	For	For	For	No
4	Re-elect Peter Coates as Director	Mgmt	For	For	For	No
5	Re-elect Leonhard Fischer as Director	Mgmt	For	For	For	No
6	Re-elect Martin Gilbert as Director	Mgmt	For	For	For	No
7	Re-elect John Mack as Director	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

8	Re-elect Gill Marcus as Director	Mgmt	For	For	For	No
9	Re-elect Patrice Merrin as Director	Mgmt	For	For	For	No
10	Elect Kalidas Madhavpeddi as Director	Mgmt	For	For	For	No
11	Approve Remuneration Policy	Mgmt	For	For	For	No
12	Approve Remuneration Report	Mgmt	For	For	For	No
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

Sampo Oyj

Meeting Date: 06/02/2020

Country: Finland

Primary Security ID: X75653109

Meeting ID: 1375990

Record Date: 05/20/2020

Meeting Type: Annual

Ticker: SAMPO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Open Meeting	Mgmt				
2	Call the Meeting to Order	Mgmt				
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt	For	For	For	No
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
5	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
6	Receive Financial Statements and Statutory Reports; Receive Board's Report; Receive Auditor's Report	Mgmt				
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
8	Approve Allocation of Income and Dividends of EUR 1.50 Per Share	Mgmt	For	For	For	No
9	Approve Discharge of Board and President	Mgmt	For	For	For	No
10	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

11	Approve Remuneration of Directors in the Amount of EUR 180,000 for Chairman and EUR 93,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
12	Fix Number of Directors at Eight	Mgmt	For	For	For	No
13	Reelect Christian Clausen, Fiona Clutterbuck, Jannica Fagerholm, Johanna Lamminen, Risto Murto, Antti Mäkinen and Björn Wahlroos as Directors; Elect Georg Ehrnrooth as New Director	Mgmt	For	For	For	No
14	Approve Remuneration of Auditors	Mgmt	For	For	For	No
15	Ratify Ernst & Young as Auditors	Mgmt	For	For	For	No
16	Authorize Share Repurchase Program	Mgmt	For	For	For	No
17	Close Meeting	Mgmt				

Alphabet Inc.

Meeting Date: 06/03/2020

Country: USA

Primary Security ID: 02079K305

Meeting ID: 1426233

Record Date: 04/07/2020

Meeting Type: Annual

Ticker: GOOGL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Larry Page	Mgmt	For	For	For	No
1.2	Elect Director Sergey Brin	Mgmt	For	For	For	No
1.3	Elect Director Sundar Pichai	Mgmt	For	For	For	No
1.4	Elect Director John L. Hennessy	Mgmt	For	For	For	No
1.5	Elect Director Frances H. Arnold	Mgmt	For	For	For	No
1.6	Elect Director L. John Doerr	Mgmt	For	Withhold	Withhold	No
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for Compensation Committee members L. John (John) Doerr, Robin Washington, and K. Ram Shriram for poor stewardship of the company's pay programs as evidenced by recurring and significant executive compensation concerns. WITHHOLD votes are warranted for Alan Mulally for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences. A vote FOR the remaining director nominees is warranted.</i></p>						
1.7	Elect Director Roger W. Ferguson Jr.	Mgmt	For	For	For	No
1.8	Elect Director Ann Mather	Mgmt	For	For	For	No
1.9	Elect Director Alan R. Mulally	Mgmt	For	Withhold	Withhold	No
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for Compensation Committee members L. John (John) Doerr, Robin Washington, and K. Ram Shriram for poor stewardship of the company's pay programs as evidenced by recurring and significant executive compensation concerns. WITHHOLD votes are warranted for Alan Mulally for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences. A vote FOR the remaining director nominees is warranted.</i></p>						

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

1.10	Elect Director K. Ram Shriram	Mgmt	For	Withhold	Withhold	No
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for Compensation Committee members L. John (John) Doerr, Robin Washington, and K. Ram Shriram for poor stewardship of the company's pay programs as evidenced by recurring and significant executive compensation concerns. WITHHOLD votes are warranted for Alan Mulally for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences. A vote FOR the remaining director nominees is warranted.</i></p>						
1.11	Elect Director Robin L. Washington	Mgmt	For	Withhold	Withhold	No
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for Compensation Committee members L. John (John) Doerr, Robin Washington, and K. Ram Shriram for poor stewardship of the company's pay programs as evidenced by recurring and significant executive compensation concerns. WITHHOLD votes are warranted for Alan Mulally for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences. A vote FOR the remaining director nominees is warranted.</i></p>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
3	Amend Omnibus Stock Plan	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors:* The plan provides for the transferability of stock options without shareholder approval (negative override)* The plan cost is excessive* The three-year average burn rate is excessive* The disclosure of change-in-control ("CIC") vesting treatment is incomplete* The plan permits liberal recycling of shares* The plan allows broad discretion to accelerate vesting</i></p>						
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Newly appointed CEO Sundar Pichai received outsized equity awards totaling nearly \$250 million. His grants are majority time-based, and disclosure around the rationale for an award of this magnitude is limited. In addition, the portion of his grant that is performance-conditioned targets merely median TSR performance, which is not particularly rigorous. Such sizable award opportunities should carry rigorous performance criteria. Despite the recent introduction of PSUs, there continue to be significant concerns around pay magnitude and overall pay that is not strongly performance-based (particularly in the context of mega awards). These recurring concerns evidence poor stewardship of the company's pay programs by the compensation committee.</i></p>						
5	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would convey to the board nonaffiliated shareholders' preference for a capital structure in which the levels of economic ownership and voting power are aligned.</i></p>						
6	Report on Arbitration of Employment-Related Claims	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because ISS believes that additional information on the policies of the company's subsidiaries and controlled affiliates regarding mandatory arbitration for wage theft or sexual harassment cases could shed light on the practice and allow shareholders to better assess the risks associated with the use of mandatory arbitration agreements.</i></p>						
7	Establish Human Rights Risk Oversight Committee	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because continued controversies call into question the extent to which the existing board structure provides adequate oversight on risks the company's technologies present to human rights, which, in turn, creates risks for the company in terms of retaining high-level employees and retaining a good reputation in the eyes of users and advertisers.</i></p>						
8	Require Shareholder Approval of Bylaw Amendments Adopted by the Board of Directors	SH	Against	Against	Against	No
9	Assess Feasibility of Including Sustainability as a Performance Measure for Senior Executive Compensation	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because Alphabet's compensation program mostly lacks performance-based pay elements, and the adoption of this proposal may promote a more strongly performance-based pay program for executives.</i></p>						

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

10	Report on Takedown Requests	SH	Against	For	For	No
<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>						
11	Require a Majority Vote for the Election of Directors	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would give shareholders a more meaningful voice in the election of directors and further enhance the company's corporate governance.</i>						
12	Report on Gender/Racial Pay Gap	SH	Against	Against	Against	No
13	Require Independent Director Nominee with Human and/or Civil Rights Experience	SH	Against	For	For	No
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as ISS believes that a director with a high level of experience in human rights or civil rights related matters relevant to the company's business could enhance the board's oversight of such related risks and concerns.</i>						
14	Report on Whistleblower Policies and Practices	SH	Against	Against	Against	No

Biogen Inc.

Meeting Date: 06/03/2020

Country: USA

Primary Security ID: 09062X103

Meeting ID: 1423698

Record Date: 04/06/2020

Meeting Type: Annual

Ticker: BIIB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Alexander J. Denner	Mgmt	For	For	For	No
1b	Elect Director Caroline D. Dorsa	Mgmt	For	For	For	No
1c	Elect Director William A. Hawkins	Mgmt	For	For	For	No
1d	Elect Director Nancy L. Leaming	Mgmt	For	For	For	No
1e	Elect Director Jesus B. Mantas	Mgmt	For	For	For	No
1f	Elect Director Richard C. Mulligan	Mgmt	For	For	For	No
1g	Elect Director Robert W. Pangia	Mgmt	For	For	For	No
1h	Elect Director Stelios Papadopoulos	Mgmt	For	For	For	No
1i	Elect Director Brian S. Posner	Mgmt	For	For	For	No
1j	Elect Director Eric K. Rowinsky	Mgmt	For	For	For	No
1k	Elect Director Stephen A. Sherwin	Mgmt	For	For	For	No
1l	Elect Director Michel Vounatsos	Mgmt	For	For	For	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

China Mengniu Dairy Company Limited

Meeting Date: 06/03/2020 **Country:** Cayman Islands **Primary Security ID:** G21096105 **Meeting ID:** 1431178
Record Date: 05/28/2020 **Meeting Type:** Annual **Ticker:** 2319

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3a	Elect Jeffrey, Minfang Lu as Director and Authorize Board to Fix His Remuneration	Mgmt	For	For	For	No
3b	Elect Jiao Shuge (alias Jiao Zhen) as Director and Authorize Board to Fix His Remuneration	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST the following nominees is warranted for the following reasons: * Jiao Shuge (Jiao Zhen) serves on a total of more than six public company boards. * Julian Juul Wolhardt is part of the audit committee and the company paid excessive non-audit fees to its auditor. In the absence of any significant issues concerning other nominees, a vote FOR their election is warranted.</i>						
3c	Elect Julian Juul Wolhardt as Director and Authorize Board to Fix His Remuneration	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST the following nominees is warranted for the following reasons: * Jiao Shuge (Jiao Zhen) serves on a total of more than six public company boards. * Julian Juul Wolhardt is part of the audit committee and the company paid excessive non-audit fees to its auditor. In the absence of any significant issues concerning other nominees, a vote FOR their election is warranted.</i>						
3d	Elect Meng Fanjie as Director and Authorize Board to Fix His Remuneration	Mgmt	For	For	For	No
4	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted given that the non-audit fees exceeded the total audit fees paid to the company's audit firm in the latest fiscal year without satisfactory explanation.</i>						
5	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted given the company has not specified the discount limit.</i>						
7	Approve the Amendment to the Terms of the Options Granted Under the Share Option Scheme	Mgmt	For	For	For	No

Citrix Systems, Inc.

Meeting Date: 06/03/2020 **Country:** USA **Primary Security ID:** 177376100 **Meeting ID:** 1422037
Record Date: 04/07/2020 **Meeting Type:** Annual **Ticker:** CTXS

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Robert M. Calderoni	Mgmt	For	For	For	No
1b	Elect Director Nanci E. Caldwell	Mgmt	For	For	For	No
1c	Elect Director Robert D. Daleo	Mgmt	For	For	For	No
1d	Elect Director Murray J. Demo	Mgmt	For	For	For	No
1e	Elect Director Ajei S. Gopal	Mgmt	For	For	For	No
1f	Elect Director David J. Henshall	Mgmt	For	For	For	No
1g	Elect Director Thomas E. Hogan	Mgmt	For	For	For	No
1h	Elect Director Moira A. Kilcoyne	Mgmt	For	For	For	No
1i	Elect Director Peter J. Sacripanti	Mgmt	For	For	For	No
1j	Elect Director J. Donald Sherman	Mgmt	For	For	For	No
2	Amend Omnibus Stock Plan	Mgmt	For	Against	Against	No
<i>Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors* The plan cost is excessive* The three-year average burn rate is excessive* The disclosure of change-in-control ("CIC") vesting treatment is incomplete* The plan allows broad discretion to accelerate vesting</i>						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No

Comcast Corporation

Meeting Date: 06/03/2020 **Country:** USA **Primary Security ID:** 20030N101 **Meeting ID:** 1425884
Record Date: 04/03/2020 **Meeting Type:** Annual **Ticker:** CMCSA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Kenneth J. Bacon	Mgmt	For	For	For	No
1.2	Elect Director Madeline S. Bell	Mgmt	For	For	For	No
1.3	Elect Director Naomi M. Bergman	Mgmt	For	For	For	No
1.4	Elect Director Edward D. Breen	Mgmt	For	Withhold	Withhold	No
<i>Voting Policy Rationale: WITHHOLD voted are warranted for compensation committee members Edward Breen, Gerald Hassell, and David Novak due to consecutive years of high director pay to a non-executive director, without reasonable rationale disclosed. A vote FOR the other director nominees is warranted.</i>						

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

1.5	Elect Director Gerald L. Hassell	Mgmt	For	Withhold	Withhold	No
<p><i>Voting Policy Rationale: WITHHOLD voted are warranted for compensation committee members Edward Breen, Gerald Hassell, and David Novak due to consecutive years of high director pay to a non-executive director, without reasonable rationale disclosed. A vote FOR the other director nominees is warranted.</i></p>						
1.6	Elect Director Jeffrey A. Honickman	Mgmt	For	For	For	No
1.7	Elect Director Maritza G. Montiel	Mgmt	For	For	For	No
1.8	Elect Director Asuka Nakahara	Mgmt	For	For	For	No
1.9	Elect Director David C. Novak	Mgmt	For	Withhold	Withhold	No
<p><i>Voting Policy Rationale: WITHHOLD voted are warranted for compensation committee members Edward Breen, Gerald Hassell, and David Novak due to consecutive years of high director pay to a non-executive director, without reasonable rationale disclosed. A vote FOR the other director nominees is warranted.</i></p>						
1.10	Elect Director Brian L. Roberts	Mgmt	For	For	For	No
2	Ratify Deloitte & Touche LLP as Auditor	Mgmt	For	For	For	No
3	Amend Stock Option Plan	Mgmt	For	For	For	No
4	Amend Restricted Stock Plan	Mgmt	For	For	For	No
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. While pay and performance were reasonably aligned for the year in review, problematic above-market interest payments continued to increase NEO pay by many millions in 2019. The company did take certain steps to address the issue by eliminating sizable company contributions in 2020 and imposing a cap on the portion of deferred compensation that can be invested in the "above-market" interest accruing account. However, while the company states this will significantly lower benefits under the program, the potential impact of this change is not clear from the disclosure. The company also has discretion to waive or modify the cap and the program has not been closed to new participants. Above-market interest payments are not a performance-based benefit and are inconsistent with market practice. Shareholders may question the need for supplemental benefits for highly paid executives, particularly as many companies have frozen or eliminated such programs. Lastly, although NEO Burke is expected to retire in 2020, the company continued to have a structure where there are two highly-paid NEOs for 2019, which can be costly to shareholders in terms of overall compensation expense.</i></p>						
6	Report on Lobbying Payments and Policy	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional reporting on the company's lobbying-related practices and policies, such as its trade association memberships and payments, would benefit shareholders in assessing its management of related risks.</i></p>						
7	Require Independent Board Chair	SH	Against	For	For	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. The lead director is not appointed solely by the independent directors and the role is not sufficiently robust. In addition, the company has a dual-class stock structure, wherein the CEO has a 34.1 percent combined voting power over both classes of voting common stock. Further, the company has exhibited concerns over executive compensation suggesting that shareholders would benefit from the most robust form of independent oversight, in the form of an independent chair.</i></p>						
8	Report on Risks Posed by Failing to Prevent Sexual Harassment	SH	Against	Against	Against	No

Deltex Medical Group Plc

Meeting Date: 06/03/2020

Country: United Kingdom

Primary Security ID: G2709P107

Meeting ID: 1434549

Record Date: 06/01/2020

Meeting Type: Annual

Ticker: DEMG

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Re-elect Julian Cazalet as Director	Mgmt	For	For	For	No
3	Re-elect Christopher Jones as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Items 2 and 5A vote FOR the re-election/election of Julian Cazalet and David Moorhouse is warranted because no significant concerns have been identified. Items 3 and 4A vote AGAINST the re-election of Chris Jones and Sir Duncan Nichol is warranted because: * Potential independence issues have been identified and they currently sit on the Audit and Remuneration Committees, and the composition of these Committees does not adhere to UK best practice recommendations for a company of this size.</i></p>						
4	Re-elect Sir Duncan Nichol as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: Items 2 and 5A vote FOR the re-election/election of Julian Cazalet and David Moorhouse is warranted because no significant concerns have been identified. Items 3 and 4A vote AGAINST the re-election of Chris Jones and Sir Duncan Nichol is warranted because: * Potential independence issues have been identified and they currently sit on the Audit and Remuneration Committees, and the composition of these Committees does not adhere to UK best practice recommendations for a company of this size.</i></p>						
5	Elect David Moorhouse as Director	Mgmt	For	For	For	No
6	Reappoint Nexia Smith & Williamson as Auditors and Authorise Their Remuneration	Mgmt	For	For	For	No
7	Authorise Issue of Equity	Mgmt	For	For	For	No
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No

Freeport-McMoRan Inc.

Meeting Date: 06/03/2020

Country: USA

Primary Security ID: 35671D857

Meeting ID: 1424480

Record Date: 04/08/2020

Meeting Type: Annual

Ticker: FCX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Richard C. Adkerson	Mgmt	For	For	For	No
1.2	Elect Director Gerald J. Ford	Mgmt	For	For	For	No
1.3	Elect Director Lydia H. Kennard	Mgmt	For	For	For	No
1.4	Elect Director Dustan E. McCoy	Mgmt	For	For	For	No
1.5	Elect Director John J. Stephens	Mgmt	For	For	For	No
1.6	Elect Director Frances Fragos Townsend	Mgmt	For	For	For	No
2	Ratify Ernst & Young LLP as Auditor	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
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GoDaddy Inc.

Meeting Date: 06/03/2020 **Country:** USA **Primary Security ID:** 380237107 **Meeting ID:** 1425410
Record Date: 04/13/2020 **Meeting Type:** Annual **Ticker:** GDDY

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Mark Garrett	Mgmt	For	Withhold	Withhold	No
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Mark Garrett, Ryan Roslansky, and Lee Wittlinger given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i>					
1.2	Elect Director Ryan Roslansky	Mgmt	For	Withhold	Withhold	No
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Mark Garrett, Ryan Roslansky, and Lee Wittlinger given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i>					
1.3	Elect Director Lee E. Wittlinger	Mgmt	For	Withhold	Withhold	No
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Mark Garrett, Ryan Roslansky, and Lee Wittlinger given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i>					
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	No
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Annual incentives primarily depend on objective metrics, and the bulk of the payout was based on rigorous goals. It is noteworthy that there is no disclosed cap on annual incentives; however, payouts for FY19 were slightly below target. Concerns are noted with regard to the FY19-22 LTI program structure as well as the CEO's equity awards. The first tranche of regular-cycle PSUs depended on the same goals and measurement period as the FY19 STI program, which provided two awards for the same annual achievements. PSUs will comprise 50 percent of NEOs' equity awards for FY 2020; however, this award will not apply to the CEO. Only one-third of the CEO's \$20 million sign-on equity award is performance based, and this majority-time-based award mix will apply to his FY21 and subsequent LTI awards. Pay tables display only the time-based portion of this award due to a change in accounting practices. Given the overlapping payout structure in the LTI program for the year in review, as well as the majority time-vesting equity pay mix for the CEO, the pay-for-performance misalignment is not sufficiently mitigated.</i>					

Vertex Pharmaceuticals Incorporated

Meeting Date: 06/03/2020 **Country:** USA **Primary Security ID:** 92532F100 **Meeting ID:** 1431005
Record Date: 04/09/2020 **Meeting Type:** Annual **Ticker:** VRTX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Sangeeta N. Bhatia	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

1.2	Elect Director Lloyd Carney	Mgmt	For	For	For	No
1.3	Elect Director Alan Garber	Mgmt	For	For	For	No
1.4	Elect Director Terrence Kearney	Mgmt	For	For	For	No
1.5	Elect Director Reshma Kewalramani	Mgmt	For	For	For	No
1.6	Elect Director Yuchun Lee	Mgmt	For	For	For	No
1.7	Elect Director Jeffrey M. Leiden	Mgmt	For	For	For	No
1.8	Elect Director Margaret G. McGlynn	Mgmt	For	For	For	No
1.9	Elect Director Diana McKenzie	Mgmt	For	For	For	No
1.10	Elect Director Bruce I. Sachs	Mgmt	For	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Report on Lobbying Payments and Policy	SH	Against	For	For	No

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

Walmart Inc.

Meeting Date: 06/03/2020

Country: USA

Primary Security ID: 931142103

Meeting ID: 1425446

Record Date: 04/09/2020

Meeting Type: Annual

Ticker: WMT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Cesar Conde	Mgmt	For	For	For	No
1b	Elect Director Timothy P. Flynn	Mgmt	For	For	For	No
1c	Elect Director Sarah J. Friar	Mgmt	For	For	For	No
1d	Elect Director Carla A. Harris	Mgmt	For	For	For	No
1e	Elect Director Thomas W. Horton	Mgmt	For	For	For	No
1f	Elect Director Marissa A. Mayer	Mgmt	For	For	For	No
1g	Elect Director C. Douglas McMillon	Mgmt	For	For	For	No
1h	Elect Director Gregory B. Penner	Mgmt	For	For	For	No
1i	Elect Director Steven S Reinemund	Mgmt	For	For	For	No
1j	Elect Director S. Robson Walton	Mgmt	For	For	For	No
1k	Elect Director Steuart L. Walton	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For	No
5	Report on Impacts of Single-Use Plastic Bags	SH	Against	For	For	No

Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information about how the company will meet its sustainability commitments while continuing to distribute single-use plastic shopping bags, as well as the environmental impacts of that choice and the company's management of related risks and benefits.

6	Report on Supplier Antibiotics Use Standards	SH	Against	Against	Against	No
7	Adopt Policy to Include Hourly Associates as Director Candidates	SH	Against	Against	Against	No
8	Report on Strengthening Prevention of Workplace Sexual Harassment	SH	Against	For	For	No

Voting Policy Rationale: A vote FOR this proposal is warranted as additional information on the company's sexual harassment policies could help shareholders better assess the company's management of related risks.

Allegion Plc

Meeting Date: 06/04/2020

Country: Ireland

Primary Security ID: G0176J109

Meeting ID: 1422867

Record Date: 04/09/2020

Meeting Type: Annual

Ticker: ALLE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Kirk S. Hachigian	Mgmt	For	For	For	No
1b	Elect Director Steven C. Mizell	Mgmt	For	For	For	No
1c	Elect Director Nicole Parent Haughey	Mgmt	For	For	For	No
1d	Elect Director David D. Petratis	Mgmt	For	For	For	No
1e	Elect Director Dean I. Schaffer	Mgmt	For	For	For	No
1f	Elect Director Charles L. Szews	Mgmt	For	For	For	No
1g	Elect Director Martin E. Welch, III	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	No
4	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
5	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For	No
6	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Booking Holdings Inc.

Meeting Date: 06/04/2020

Country: USA

Primary Security ID: 09857L108

Meeting ID: 1426239

Record Date: 04/09/2020

Meeting Type: Annual

Ticker: BKNG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Timothy M. Armstrong	Mgmt	For	For	For	No
1.2	Elect Director Jeffery H. Boyd	Mgmt	For	For	For	No
1.3	Elect Director Glenn D. Fogel	Mgmt	For	For	For	No
1.4	Elect Director Mirian M. Graddick-Weir	Mgmt	For	For	For	No
1.5	Elect Director Wei Hopeman	Mgmt	For	For	For	No
1.6	Elect Director Robert J. Mylod, Jr.	Mgmt	For	For	For	No
1.7	Elect Director Charles H. Noski	Mgmt	For	For	For	No
1.8	Elect Director Nicholas J. Read	Mgmt	For	For	For	No
1.9	Elect Director Thomas E. Rothman	Mgmt	For	For	For	No
1.10	Elect Director Bob van Dijk	Mgmt	For	For	For	No
1.11	Elect Director Lynn M. Vojvodich	Mgmt	For	For	For	No
1.12	Elect Director Vanessa A. Wittman	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No
4	Provide Right to Act by Written Consent	SH	Against	For	For	No

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

Compagnie de Saint-Gobain SA

Meeting Date: 06/04/2020

Country: France

Primary Security ID: F80343100

Meeting ID: 1403211

Record Date: 06/02/2020

Meeting Type: Annual/Special

Ticker: SGO

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

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For	For	For	No
4	Reelect Ieda Gomes Yell as Director	Mgmt	For	For	For	No
5	Reelect Jean-Dominique Senard as Director	Mgmt	For	For	For	No
6	Ratify Appointment of Sibylle Daunis as Representative of Employee Shareholders to the Board	Mgmt	For	For	For	No
7	Elect Jean-Francois Cirelli as Director	Mgmt	For	For	For	No
8	Approve Compensation of Pierre-Andre de Chalendar, Chairman and CEO	Mgmt	For	For	For	No
9	Approve Compensation of Benoit Bazin, Vice-CEO	Mgmt	For	For	For	No
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
11	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For	No
12	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	For	No
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
15	Ratify Change Location of Registered Office to Saint-Gobain Tower, 12 Place de l Iris, 92400 Courbevoie and Amend Article 4 of Bylaws Accordingly	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
16	Amend Article 9 of Bylaws Re: Employee Representative	Mgmt	For	For	For	No
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

PT Matahari Department Store Tbk

Meeting Date: 06/04/2020

Country: Indonesia

Primary Security ID: Y7139L105

Meeting ID: 1431114

Record Date: 05/12/2020

Meeting Type: Annual

Ticker: LPPF

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Financial Statements, Statutory Reports, and Discharge of Directors and Commissioners	Mgmt	For	For	For	No
2	Approve Allocation of Income	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

3	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
4.a	Approve Changes in Board of Company	Mgmt	For	For	For	No
4.b	Approve Remuneration of Directors and Commissioners	Mgmt	For	For	For	No
5	Approve Transfer of Treasury Shares through Withdrawal by Way of Capital Reduction and Amend Articles of Association to Reflect Decrease in Registered Capital	Mgmt	For	For	For	No

The Charles Schwab Corporation

Meeting Date: 06/04/2020

Country: USA

Primary Security ID: 808513105

Meeting ID: 1435408

Record Date: 04/27/2020

Meeting Type: Special

Ticker: SCHW

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Issue Shares in Connection with Merger	Mgmt	For	For	For	No
2	Amend Charter	Mgmt	For	For	For	No
3	Adjourn Meeting	Mgmt	For	For	For	No

Trane Technologies Plc

Meeting Date: 06/04/2020

Country: Ireland

Primary Security ID: G8994E103

Meeting ID: 1425744

Record Date: 04/08/2020

Meeting Type: Annual

Ticker: TT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Kirk E. Arnold	Mgmt	For	For	For	No
1b	Elect Director Ann C. Berzin	Mgmt	For	For	For	No
1c	Elect Director John Bruton	Mgmt	For	For	For	No
1d	Elect Director Jared L. Cohon	Mgmt	For	For	For	No
1e	Elect Director Gary D. Forsee	Mgmt	For	For	For	No
1f	Elect Director Linda P. Hudson	Mgmt	For	For	For	No
1g	Elect Director Michael W. Lamach	Mgmt	For	For	For	No
1h	Elect Director Myles P. Lee	Mgmt	For	For	For	No
1i	Elect Director Karen B. Peetz	Mgmt	For	For	For	No
1j	Elect Director John P. Surma	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

1k	Elect Director Richard J. Swift	Mgmt	For	For	For	No
1l	Elect Director Tony L. White	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
4	Authorize Issue of Equity	Mgmt	For	For	For	No
5	Renew Directors' Authority to Issue Shares for Cash	Mgmt	For	For	For	No
6	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For	No

Deutsche Wohnen SE

Meeting Date: 06/05/2020

Country: Germany

Primary Security ID: D2046U176

Meeting ID: 1394232

Record Date: 05/14/2020

Meeting Type: Annual

Ticker: DWNI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 0.90 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For	For	No
5	Ratify KPMG AG as Auditors for Fiscal 2020	Mgmt	For	For	For	No
6.1	Elect Matthias Huenlein to the Supervisory Board	Mgmt	For	For	For	No
6.2	Elect Kerstin Guenther to the Supervisory Board	Mgmt	For	For	For	No
7.1	Amend Articles Re: Information Sent by Registered Letter	Mgmt	For	For	For	No
7.2	Amend Articles Re: Transmission of Information by Electronic Means	Mgmt	For	For	For	No
7.3	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Gamma Communications Plc

Meeting Date: 06/05/2020

Country: United Kingdom

Primary Security ID: G371B3109

Meeting ID: 1436928

Record Date: 06/03/2020

Meeting Type: Annual

Ticker: GAMA

Meeting Notes:

Item 5: voted against the re-election of a director due to concerns over the time commitments that significant external roles would demand.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Reappoint Deloitte LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For	No
5	Re-elect Richard Last as Director	Mgmt	For	Abstain	Against	Yes
<p><i>Voting Policy Rationale: Item 5 An ABSTENTION on the re-election of Richard Last is warranted because: * Apart from serving as the Non-executive Chair of the Company, he also serves on four other public company boards, chairing three. These external commitments could impair his ability to serve effectively in his role as the Company's Board Chair. A vote AGAINST this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognize withhold as a valid option. Items 6 to 12A vote FOR the re-election of Andrew Belshaw, Alan Gibbins, Martin Lea, Andrew Stone, Long Peng Wu, Andrew Taylor and Henrietta Marsh is warranted because no significant concerns have been identified.</i></p>						
6	Re-elect Andrew Belshaw as Director	Mgmt	For	For	For	No
7	Re-elect Alan Gibbins as Director	Mgmt	For	For	For	No
8	Re-elect Martin Lea as Director	Mgmt	For	For	For	No
9	Re-elect Andrew Stone as Director	Mgmt	For	For	For	No
10	Re-elect Wu Long Peng as Director	Mgmt	For	For	For	No
11	Re-elect Andrew Taylor as Director	Mgmt	For	For	For	No
12	Re-elect Henrietta Marsh as Director	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Hilton Worldwide Holdings Inc.

Meeting Date: 06/05/2020

Country: USA

Primary Security ID: 43300A203

Meeting ID: 1425854

Record Date: 04/13/2020

Meeting Type: Annual

Ticker: HLT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Christopher J. Nassetta	Mgmt	For	For	For	No
1b	Elect Director Jonathan D. Gray	Mgmt	For	For	For	No
1c	Elect Director Charlene T. Begley	Mgmt	For	For	For	No
1d	Elect Director Melanie L. Healey	Mgmt	For	For	For	No
1e	Elect Director Raymond E. Mabus, Jr.	Mgmt	For	For	For	No
1f	Elect Director Judith A. McHale	Mgmt	For	For	For	No
1g	Elect Director John G. Schreiber	Mgmt	For	For	For	No
1h	Elect Director Elizabeth A. Smith	Mgmt	For	For	For	No
1i	Elect Director Douglas M. Steenland	Mgmt	For	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	No

Resideo Technologies, Inc.

Meeting Date: 06/08/2020

Country: USA

Primary Security ID: 76118Y104

Meeting ID: 1426265

Record Date: 04/15/2020

Meeting Type: Annual

Ticker: REZI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1a	Elect Director Cynthia Hostetler	Mgmt	For	For	For	No
1b	Elect Director Brian Kushner	Mgmt	For	For	For	No
1c	Elect Director Jack Lazar	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No
4	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

Shandong Weigao Group Medical Polymer Company Limited

Meeting Date: 06/08/2020

Country: China

Primary Security ID: Y76810103

Meeting ID: 1423240

Record Date: 05/08/2020

Meeting Type: Special

Ticker: 1066

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Subscription Agreement, Loan Agreement and Share Retention Agreement	Mgmt	For	For	For	No
2	Approve, Execute and Do or Procure All Such Documents and Things in Connection with the Subscription Agreement and Submit to Authority for Approval or Filing of Any Relevant Document	Mgmt	For	For	For	No
3	Authorize Board to Deal with All Matters in Relation to Subscription Agreement, Loan Agreement and Share Retention Agreement	Mgmt	For	For	For	No

Zotefoams Plc

Meeting Date: 06/08/2020

Country: United Kingdom

Primary Security ID: G98933107

Meeting ID: 1431036

Record Date: 06/04/2020

Meeting Type: Annual

Ticker: ZTF

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Elect Alison Fielding as Director	Mgmt	For	For	For	No
5	Elect Catherine Wall as Director	Mgmt	For	For	For	No
6	Re-elect Steve Good as Director	Mgmt	For	For	For	No
7	Re-elect David Stirling as Director	Mgmt	For	For	For	No
8	Re-elect Gary McGrath as Director	Mgmt	For	For	For	No
9	Re-elect Douglas Robertson as Director	Mgmt	For	For	For	No
10	Re-elect Jonathan Carling as Director	Mgmt	For	For	For	No
11	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

13	Authorise Issue of Equity	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

accesso Technology Group Plc

Meeting Date: 06/09/2020 **Country:** United Kingdom **Primary Security ID:** G1150H101 **Meeting ID:** 1440152
Record Date: 06/05/2020 **Meeting Type:** Special **Ticker:** ACSO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Approve Capital Raising	Mgmt	For	For	For	No

Silence Therapeutics Plc

Meeting Date: 06/09/2020 **Country:** United Kingdom **Primary Security ID:** G8128Y157 **Meeting ID:** 1435481
Record Date: 06/05/2020 **Meeting Type:** Annual **Ticker:** SLN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because of the following reasons:* Options granted to Iain Ross during the year were made during his term as Non-executive Chair;* Long-term incentive awards granted to former and current Directors vest based on strategic milestones and allow for the retesting of performance criteria throughout the performance period;* Long-term incentives awards granted to former and current Directors during the year feature a vesting period of less than three years; and* A former NED received termination benefits during the period under review.</i></p>						
2	Elect Steven Romano as Director	Mgmt	For	Against	Against	No
<p><i>Voting Policy Rationale: A vote AGAINST the re-election of Steven Romano is warranted because:* Potential independence issues have been identified and he currently sits on the Remuneration Committee, and the composition of this Committee does not adhere to UK best practice recommendations for a company of this size.</i></p>						
3	Reappoint PricewaterhouseCoopers LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For	No
4	Authorise Issue of Equity	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

5	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Against	Against	No
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*Voting Policy Rationale: Item 4A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits. Item 5A vote AGAINST this resolution is warranted because: * The proposed amount exceeds recommended limit of 10 percent of issued share capital.*

Teva Pharmaceutical Industries Limited

Meeting Date: 06/09/2020 **Country:** Israel **Primary Security ID:** M8769Q102 **Meeting ID:** 1425363
Record Date: 04/30/2020 **Meeting Type:** Annual **Ticker:** TEVA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Meeting for ADR Holders	Mgmt				
1a	Elect Director Sol J. Barer	Mgmt	For	For	For	No
1b	Elect Director Jean-Michel Halfon	Mgmt	For	For	For	No
1c	Elect Director Nechemia (Chemi) J. Peres	Mgmt	For	For	For	No
1d	Elect Director Janet S. Vergis	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Approve Omnibus Stock Plan	Mgmt	For	For	For	No
4	Approve Employment Terms of Kare Schultz	Mgmt	For	For	For	No
5	Amend Articles of Association	Mgmt	For	For	For	No
6	Ratify Kesselman & Kesselman as Auditors	Mgmt	For	For	For	No

Tissue Regenix Group Plc

Meeting Date: 06/09/2020 **Country:** United Kingdom **Primary Security ID:** G8887U107 **Meeting ID:** 1440153
Record Date: 06/07/2020 **Meeting Type:** Special **Ticker:** TRX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Authorise Issue of Equity Pursuant to the Fundraising	Mgmt	For	For	For	No
2	Approve Share Sub-Division	Mgmt	For	For	For	No
3	Adopt New Articles of Association	Mgmt	For	For	For	No
4	Authorise Issue of Equity without Pre-emptive Rights Pursuant to the Fundraising	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

WFD Unibail-Rodamco N.V.

Meeting Date: 06/09/2020

Country: Netherlands

Primary Security ID: N96244103

Meeting ID: 1436068

Record Date: 05/12/2020

Meeting Type: Annual

Ticker: N/A

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
	Annual Meeting Agenda	Mgmt				
i	Discuss Annual Report	Mgmt				
1	Approve Implementation of Remuneration Policy	Mgmt	For	For	For	No
2	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For	No
ii	Receive Explanation on Dividend Policy	Mgmt				
3	Approve Discharge of Management Board	Mgmt	For	For	For	No
4	Approve Discharge of Supervisory Board	Mgmt	For	For	For	No
5	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For	For	No
6	Approve Remuneration Policy for Management Board Members	Mgmt	For	For	For	No
7	Approve Remuneration Policy for Supervisory Board Members	Mgmt	For	For	For	No
8	Amend Articles Re: Change Name of Company to Unibail-Rodamco-Westfield N.V.	Mgmt	For	For	For	No
9	Authorize Repurchase of Shares	Mgmt	For	For	For	No
10	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For	No

AngloGold Ashanti Ltd.

Meeting Date: 06/10/2020

Country: South Africa

Primary Security ID: S04255196

Meeting ID: 1397516

Record Date: 06/05/2020

Meeting Type: Annual

Ticker: ANG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Re-elect Sipho Pityana as Director	Mgmt	For	For	For	No
1.2	Re-elect Albert Garner as Director	Mgmt	For	For	For	No
1.3	Re-elect Rhidwaan Gasant as Director	Mgmt	For	For	For	No
2.1	Elect Maria Ramos as Director	Mgmt	For	For	For	No
2.2	Elect Nelisiwe Magubane as Director	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

3.1	Re-elect Rhidwaan Gasant as Member of the Audit and Risk Committee	Mgmt	For	For	For	No
3.2	Re-elect Maria Richter as Member of the Audit and Risk Committee	Mgmt	For	For	For	No
3.3	Re-elect Alan Ferguson as Member of the Audit and Risk Committee	Mgmt	For	For	For	No
3.4	Elect Jochen Tilk as Member of the Audit and Risk Committee	Mgmt	For	For	For	No
4	Reappoint Ernst & Young Inc as Auditors of the Company with Ernest Botha as the Lead Audit Partner	Mgmt	For	For	For	No
5	Place Authorised but Unissued Shares under Control of Directors	Mgmt	For	For	For	No
6.1	Approve Remuneration Policy	Mgmt	For	For	For	No
6.2	Approve Remuneration Implementation Report	Mgmt	For	For	For	No
7	Approve Non-executive Directors' Fees	Mgmt	For	For	For	No
8	Authorise Repurchase of Issued Share Capital	Mgmt	For	For	For	No
9	Authorise Board to Issue Shares for Cash	Mgmt	For	For	For	No
10	Approve Financial Assistance in Terms of Sections 44 and 45 of the Companies Act	Mgmt	For	For	For	No
11	Amend Memorandum of Incorporation	Mgmt	For	For	For	No
12	Authorise Ratification of Approved Resolutions	Mgmt	For	For	For	No

Caterpillar Inc.

Meeting Date: 06/10/2020

Country: USA

Primary Security ID: 149123101

Meeting ID: 1432937

Record Date: 04/13/2020

Meeting Type: Annual

Ticker: CAT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1.1	Elect Director Kelly A. Ayotte	Mgmt	For	For	For	No
1.2	Elect Director David L. Calhoun	Mgmt	For	For	For	No
1.3	Elect Director Daniel M. Dickinson	Mgmt	For	For	For	No
1.4	Elect Director Juan Gallardo	Mgmt	For	For	For	No
1.5	Elect Director William A. Osborn	Mgmt	For	For	For	No
1.6	Elect Director Debra L. Reed-Klages	Mgmt	For	For	For	No
1.7	Elect Director Edward B. Rust, Jr.	Mgmt	For	For	For	No
1.8	Elect Director Susan C. Schwab	Mgmt	For	For	For	No

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

1.9	Elect Director D. James Umpleby, III	Mgmt	For	For	For	No
1.10	Elect Director Miles D. White	Mgmt	For	For	For	No
1.11	Elect Director Rayford Wilkins, Jr.	Mgmt	For	For	For	No
2	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Report on Lobbying Payments and Policy	SH	Against	For	For	No

Voting Policy Rationale: A vote FOR this resolution is warranted, as additional information regarding the company's trade association activities and lobbying-related expenditures would be a benefit to shareholders.

5	Require Independent Board Chair	SH	Against	Against	Against	No
6	Provide Right to Act by Written Consent	SH	Against	For	For	No

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

Galaxy Entertainment Group Limited

Meeting Date: 06/10/2020

Country: Hong Kong

Primary Security ID: Y2679D118

Meeting ID: 1435178

Record Date: 06/04/2020

Meeting Type: Annual

Ticker: 27

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2.1	Elect Paddy Tang Lui Wai Yu as Director	Mgmt	For	For	For	No
2.2	Elect William Yip Shue Lam as Director	Mgmt	For	For	For	No
2.3	Elect Patrick Wong Lung Tak as Director	Mgmt	For	Against	Against	No

Voting Policy Rationale: A vote AGAINST Lung Tak (Patrick) Wong is warranted given that he serves on a total of more than six public company boards. In the absence of any significant issues concerning other nominees, a vote FOR their election is warranted.

2.4	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
3	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
4.1	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
4.2	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	No

Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: The aggregate share issuance limit is greater than 10 percent.* The company has not specified the discount limit.*

4.3	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	No
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Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: The aggregate share issuance limit is greater than 10 percent.* The company has not specified the discount limit.*

Vote Summary Report

Reporting Period: 06/10/2019 to 06/10/2020

WPP Plc

Meeting Date: 06/10/2020

Country: Jersey

Primary Security ID: G9788D103

Meeting ID: 1434010

Record Date: 06/08/2020

Meeting Type: Annual

Ticker: WPP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Policy
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Elect John Rogers as Director	Mgmt	For	For	For	No
5	Elect Sandrine Dufour as Director	Mgmt	For	For	For	No
6	Elect Keith Weed as Director	Mgmt	For	For	For	No
7	Elect Jasmine Whitbread as Director	Mgmt	For	For	For	No
8	Re-elect Roberto Quarta as Director	Mgmt	For	For	For	No
9	Re-elect Dr Jacques Aigrain as Director	Mgmt	For	For	For	No
10	Re-elect Tarek Farahat as Director	Mgmt	For	For	For	No
11	Re-elect Mark Read as Director	Mgmt	For	For	For	No
12	Re-elect Cindy Rose as Director	Mgmt	For	For	For	No
13	Re-elect Nicole Seligman as Director	Mgmt	For	For	For	No
14	Re-elect Sally Susman as Director	Mgmt	For	For	For	No
15	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No