

Voting Disclosure:  
Q1 2019

Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Novo Nordisk A/S	Denmark	21/03/2019	Annual	All For		
Siemens AG	Germany	30/01/2019	Annual	All For		
Deutsche Telekom AG	Germany	28/03/2019	Annual	All For		
Accenture Plc	Ireland	01/02/2019	Annual	All For		
Johnson Controls International Plc	Ireland	06/03/2019	Annual	Against	5 1c	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
Banco Bilbao Vizcaya Argentaria SA	Spain	14/03/2019	Annual	All For		
Iberdrola SA	Spain	29/03/2019	Annual	Against	11	Apparent failure to link pay & appropriate performance
Castellum AB	Sweden	21/03/2019	Annual	Against	12	Apparent failure to link pay and appropriate performance
TE Connectivity Ltd.	Switzerland	13/03/2019	Annual	Against	15	Concerns related to shareholder rights

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Acuity Brands, Inc.	USA	04/01/2019	Annual	Against	3 1f	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Jacobs Engineering Group, Inc.	USA	16/01/2019	Annual	All For		
Red Hat, Inc.	USA	16/01/2019	Special	All For		
Intuit, Inc.	USA	17/01/2019	Annual	All For		
Micron Technology, Inc.	USA	17/01/2019	Annual	Against	3 1.2	Apparent failure to link pay & appropriate performance Concerns related to approach to board diversity
Nuance Communications, Inc.	USA	17/01/2019	Annual	Against	3 1.9	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Becton, Dickinson & Co.	USA	22/01/2019	Annual	Against	3 2	Apparent failure to link pay and appropriate performance Apparent failure to link pay and appropriate performance
D.R. Horton, Inc.	USA	23/01/2019	Annual	Against	1c 1d	Concerns about remuneration committee performance Concerns related to approach to board diversity
Air Products & Chemicals, Inc.	USA	24/01/2019	Annual	Against	2 1g	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Costco Wholesale Corp.	USA	24/01/2019	Annual	All For		
Post Holdings, Inc.	USA	24/01/2019	Annual	Against	3	Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance
Walgreens Boots Alliance, Inc.	USA	25/01/2019	Annual	Against	3 8 5 7	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
Centene Corp.	USA	28/01/2019	Special	All For		
Energizer Holdings, Inc.	USA	28/01/2019	Annual	Against	2 1D	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Hormel Foods Corp.	USA	29/01/2019	Annual	Against	3 1d	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
MSC Industrial Direct Co., Inc.	USA	29/01/2019	Annual	Against	3 1.7 1.5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity Concerns to protect shareholder value
Versum Materials, Inc.	USA	29/01/2019	Annual	Against	1.7	Concerns related to approach to board diversity
Visa, Inc.	USA	29/01/2019	Annual	All For		
Aramark	USA	30/01/2019	Annual	Against	3 1j	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Twilio, Inc.	USA	30/01/2019	Special	All For		
UGI Corp.	USA	30/01/2019	Annual	Against	2	Apparent failure to link pay & appropriate performance
Valvoline, Inc.	USA	31/01/2019	Annual	Against	3 1h	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
WestRock Co.	USA	01/02/2019	Annual	Against	3 1b	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Dolby Laboratories, Inc.	USA	05/02/2019	Annual	Against	2 1.8 1.2	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity Concerns to protect shareholder value
Emerson Electric Co.	USA	05/02/2019	Annual	All For		
Oshkosh Corp.	USA	05/02/2019	Annual	Against	3	Apparent failure to link pay and appropriate performance
Rockwell Automation, Inc.	USA	05/02/2019	Annual	Against	C	Apparent failure to link pay and appropriate performance
Atmos Energy Corp.	USA	06/02/2019	Annual	Against	3 1i 4	Apparent failure to link pay & appropriate performance 2- Non-independent Chairman Apparent failure to link pay & appropriate performance 2- Non-independent Chairman SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
athenahealth, Inc.	USA	07/02/2019	Special	All For		
Tyson Foods, Inc.	USA	07/02/2019	Annual	Against	1b 1i 3,4	Apparent failure to link pay & appropriate performance Concerns related to shareholder rights Shareholder proposal promotes transparency
Ashland Global Holdings, Inc.	USA	08/02/2019	Annual	Against	3 1.10	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Franklin Resources, Inc.	USA	12/02/2019	Annual	Against	1h,3	Concerns to protect shareholder value
TD Ameritrade Holding Corp.	USA	13/02/2019	Annual	All For		

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Varian Medical Systems, Inc.	USA	14/02/2019	Annual	Against	2	Apparent failure to link pay and appropriate performance
TFS Financial Corp.	USA	21/02/2019	Annual	Against	2 1B	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Nordson Corp.	USA	26/02/2019	Annual	Against	3 1.3	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns related to approach to board diversity
Deere & Co.	USA	27/02/2019	Annual	Against	2 1b	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Univar, Inc.	USA	27/02/2019	Special	All For		
AmerisourceBergen Corp.	USA	28/02/2019	Annual	Against	3 1.8 5	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
Coherent, Inc.	USA	28/02/2019	Annual	Against	3 1H	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Fair Isaac Corp.	USA	28/02/2019	Annual	Against	4 1a 6	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Insufficient basis to support a decision
Raymond James Financial, Inc.	USA	28/02/2019	Annual	Against	2 1.9	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Apple, Inc.	USA	01/03/2019	Annual	Against	3 1e 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes enhanced shareholder rights
Helmerich & Payne, Inc.	USA	05/03/2019	Annual	Against	3 1g 1c	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
AECOM	USA	06/03/2019	Annual	Against	4 1.2 1.4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
Berry Global Group, Inc.	USA	06/03/2019	Annual	Against	4 3 1b 6	Annual vote provides for greater shareholder oversight Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes enhanced shareholder rights
Hill-Rom Holdings, Inc.	USA	06/03/2019	Annual	Against	2 1.9	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
PTC, Inc.	USA	06/03/2019	Annual	Against	3 1.3	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Applied Materials, Inc.	USA	07/03/2019	Annual	All For		
Hologic, Inc.	USA	07/03/2019	Annual	Against	2 1.4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
The Walt Disney Co.	USA	07/03/2019	Annual	Against	3 5 4	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
Viacom, Inc.	USA	11/03/2019	Annual	Against	1.9	Concerns about reducing shareholder rights 2- Double voting rights
QUALCOMM, Inc.	USA	12/03/2019	Annual	Against	3	Apparent failure to link pay & appropriate performance
Toll Brothers, Inc.	USA	12/03/2019	Annual	All For		
TransDigm Group, Inc.	USA	12/03/2019	Annual	Against	2 1.4 1.3 4	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Tribune Media Co.	USA	12/03/2019	Special	Against	2	Apparent failure to link pay and appropriate performance
Analog Devices, Inc.	USA	13/03/2019	Annual	Against	2	Apparent failure to link pay & appropriate performance
F5 Networks, Inc.	USA	14/03/2019	Annual	Against	5 1b	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
HEICO Corp.	USA	15/03/2019	Annual	Against	2 1.3	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity Concerns to protect shareholder value
The Cooper Cos., Inc.	USA	18/03/2019	Annual	All For		
The Toro Co.	USA	19/03/2019	Annual	Against	3 1.4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance

North America

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Agilent Technologies, Inc.	USA	20/03/2019	Annual	All For		
Starbucks Corp.	USA	20/03/2019	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Keysight Technologies, Inc.	USA	21/03/2019	Annual	All For		
Jefferies Financial Group, Inc.	USA	28/03/2019	Annual	Against	2 1.3	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance.

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Amdocs Ltd.	Guernsey	31/01/2019	Annual	Against	1.5	Concerns related to approach to board diversity
ARRIS International Plc	United Kingdom	01/02/2019	Special	All For		
Compass Group Plc	United Kingdom	07/02/2019	Annual	Against	13 12	Overboarded/Too many other time commitments Overboarded/Too many other time commitments
STERIS Plc	United Kingdom	28/02/2019	Court	All For		
STERIS Plc	United Kingdom	28/02/2019	Special	All For		
Tritax EuroBox Plc	United Kingdom	26/03/2019	Annual	All For		

United Kingdom



Gníomhaireacht Bainistíochta an Chisteáin Náisiúnta  
National Treasury Management Agency

Ciste Infheistíochta Straitéise d'Éirinn  
Ireland Strategic Investment Fund