

Voting Disclosure:  
Q1 2021

Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Kobe Bussan Co., Ltd.	Japan	28/01/2021	Annual	All For		
Mitsubishi UFJ Lease & Finance Co., Ltd.	Japan	26/02/2021	Special	All For		
Kubota Corp.	Japan	19/03/2021	Annual	All For		
Chugai Pharmaceutical Co., Ltd.	Japan	23/03/2021	Annual	All For		
Nabtesco Corp.	Japan	23/03/2021	Annual	All For		
Kyowa Kirin Co., Ltd.	Japan	24/03/2021	Annual	All For		
Asahi Group Holdings Ltd.	Japan	25/03/2021	Annual	All For		
Coca-Cola Bottlers Japan Holdings, Inc.	Japan	25/03/2021	Annual	All For		
HOSHIZAKI Corp.	Japan	25/03/2021	Annual	All For		
NEXON Co., Ltd.	Japan	25/03/2021	Annual	Against	3,4 1.1	Apparent failure to link pay & appropriate performance Concerns related to approach to board gender diversity
Pola Orbis Holdings Inc.	Japan	25/03/2021	Annual	All For		
Shiseido Co., Ltd.	Japan	25/03/2021	Annual	All For		
Trend Micro, Inc.	Japan	25/03/2021	Annual	Against	3.1,3.5,4.2,4.3,4.4 2	Concerns about overall board structure Concerns related to shareholder rights
Bridgestone Corp.	Japan	26/03/2021	Annual	Against	3.3,3.5,3.9	Concerns about overall board structure
Dentsu Group, Inc.	Japan	26/03/2021	Annual	All For		
Kao Corp.	Japan	26/03/2021	Annual	Against	2.8	Concerns about overall board structure
Kobayashi Pharmaceutical Co., Ltd.	Japan	26/03/2021	Annual	Against	2.5	Lack of independence on board
McDonald's Holdings Co. (Japan) Ltd.	Japan	26/03/2021	Annual	Against	3 2.6	Insufficient/poor disclosure Lack of independence on board
MonotaRO Co., Ltd.	Japan	26/03/2021	Annual	Against	2.6 2.3	Concerns related to attendance at board or committee meetings Lack of independence on board Concerns related to attendance at board or committee meetings
Nippon Paint Holdings Co., Ltd.	Japan	26/03/2021	Annual	Against	2.5,2.7	Lack of independence on board
OTSUKA CORP.	Japan	26/03/2021	Annual	Against	4,5 2.8	Insufficient/poor disclosure Lack of independence on board
Suntory Beverage & Food Ltd.	Japan	26/03/2021	Annual	All For		
Unicharm Corp.	Japan	26/03/2021	Annual	All For		
Canon, Inc.	Japan	30/03/2021	Annual	Against	3 2.1	Concerns about overall board structure Concerns related to approach to board gender diversity and lack of independence on board
Kirin Holdings Co., Ltd.	Japan	30/03/2021	Annual	All For		
Lion Corp.	Japan	30/03/2021	Annual	All For		
Otsuka Holdings Co., Ltd.	Japan	30/03/2021	Annual	Against	1.1,1.11,1.12	Lack of independence on board
Pigeon Corp.	Japan	30/03/2021	Annual	All For		
Rakuten, Inc.	Japan	30/03/2021	Annual	Against	2.5	Lack of independence on board
Shimano, Inc.	Japan	30/03/2021	Annual	Against	2.4	Lack of independence on board
Yamazaki Baking Co., Ltd.	Japan	30/03/2021	Annual	All For		
Renesas Electronics Corp.	Japan	31/03/2021	Annual	Against	3 2.1	Apparent failure to link pay & appropriate performance Lack of independence on board
DBS Group Holdings Ltd.	Singapore	30/03/2021	Annual	All For		

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Aristocrat Leisure Limited	Australia	26/02/2021	Annual	Against	2	Apparent failure to link pay and appropriate performance

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IHS Markit Ltd.	Bermuda	11/03/2021	Special	Against	2	Apparent failure to link pay & appropriate performance
Kunlun Energy Co. Ltd.	Bermuda	12/03/2021	Special	All For		
Airports of Thailand Public Co. Ltd.	Thailand	22/01/2021	Annual	Against	8	Insufficient/poor disclosure

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Orsted A/S	Denmark	01/03/2021	Annual	Against	3,7,2 6	Apparent failure to link pay & appropriate performance Issue of capital raises concerns about excessive dilution of existing shareholders
Novozymes A/S	Denmark	11/03/2021	Annual	Abstain	8a	Concerns related to inappropriate membership of committees
Pandora AS	Denmark	11/03/2021	Annual	All For		
Carlsberg A/S	Denmark	15/03/2021	Annual	All For		
DSV Panalpina A/S	Denmark	15/03/2021	Annual	Abstain	6.2	Concerns related to inappropriate membership of committees
Danske Bank A/S	Denmark	16/03/2021	Annual	All For		
GN Store Nord A/S	Denmark	17/03/2021	Annual	Abstain	7.2	
A.P. Moller-Maersk A/S	Denmark	23/03/2021	Annual	Against	6	Issue of capital raises concerns about excessive dilution of existing shareholders
H. Lundbeck A/S	Denmark	23/03/2021	Annual	Abstain	6.1 6.3,6.5 4,9,2	Concerns related to approach to board gender diversity Overboarded/Too many other time commitments Apparent failure to link pay and appropriate performance
Novo Nordisk A/S	Denmark	25/03/2021	Annual	All For		
Tryg A/S	Denmark	26/03/2021	Annual	Abstain	7.1	Overboarded/Too many other time commitments
Kone Oyj	Finland	02/03/2021	Annual	Against	10,11 13	Apparent failure to link pay and appropriate performance Lack of independence on board Lack of independent representation at board committees Concerns related to inappropriate membership of committees
Stora Enso Oyj	Finland	19/03/2021	Annual	Against	13	Inappropriate bundling of election of directors on a single vote
Nordea Bank Abp	Finland	24/03/2021	Annual	Against	13	
Orion Oyj	Finland	25/03/2021	Annual	Against	10	Apparent failure to link pay and appropriate performance
UPM-Kymmene Oyj	Finland	30/03/2021	Annual	All For		
Sartorius Stedim Biotech SA	France	24/03/2021	Annual/Special	Against	7,8 4	Apparent failure to link pay and appropriate performance. Insufficient justification for related party transaction
Vivendi SE	France	29/03/2021	Special	All For		
Siemens AG	Germany	03/02/2021	Annual	All For		
Siemens Energy AG	Germany	10/02/2021	Annual	All For		
Siemens Healthineers AG	Germany	12/02/2021	Annual	Against	8 13 11 6	Concerns about overall board structure Concerns about reducing shareholder rights Concerns about reducing shareholder rights Apparent failure to link pay and appropriate performance
Infineon Technologies AG	Germany	25/02/2021	Annual	Against		
Daimler AG	Germany	31/03/2021	Annual	All For		
Flutter Entertainment Plc	Ireland	19/01/2021	Special	All For		
Kerry Group Plc	Ireland	28/01/2021	Special	All For		
Dalata Hotel Group Plc	Ireland	29/01/2021	Special	All For		
Accenture Plc	Ireland	03/02/2021	Annual	All For		
DCC Plc	Ireland	04/02/2021	Special	All For		
CRH Plc	Ireland	09/02/2021	Special	All For		
Kingspan Group Plc	Ireland	12/02/2021	Special	All For		
Johnson Controls International Plc	Ireland	10/03/2021	Annual	Against	5 1c	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Atlantia SpA	Italy	15/01/2021	Special	All For		
SNAM SpA	Italy	02/02/2021	Special	All For		
Nexi SpA	Italy	03/03/2021	Special	Against	1.1,1.2,1.3,1.4	Lack of independence on board
Moncler SpA	Italy	25/03/2021	Special	All For		
Atlantia SpA	Italy	29/03/2021	Special	All For		
Telecom Italia SpA	Italy	31/03/2021	Annual	Against	9,2,9-bis,10.b,10.c,11.A 3,4	Apparent failure to link pay & appropriate performance
Adyen NV	Netherlands	12/02/2021	Special	All For		
Randstad NV	Netherlands	23/03/2021	Annual	Against	2b,4	Apparent failure to link pay and appropriate performance
Gjensidige Forsikring ASA	Norway	24/03/2021	Annual	All For		
EDP-Energias de Portugal SA	Portugal	19/01/2021	Special	All For		
Naturgy Energy Group SA	Spain	09/03/2021	Annual	Against	7 6	Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance
Siemens Gamesa Renewable Energy SA	Spain	17/03/2021	Annual	Against	11,13 10 8	Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance Overboarded/Too many other time commitments
Banco Santander SA	Spain	25/03/2021	Annual	Against	8,11.B 11.A	Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance
Cellnex Telecom SA	Spain	26/03/2021	Annual	Against	5,2,14	Apparent failure to link pay & appropriate performance

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Evolution Gaming Group AB	Sweden	28/01/2021	Special	All For		
Swedbank AB	Sweden	15/02/2021	Special	All For		
Svenska Handelsbanken AB	Sweden	24/03/2021	Annual	Against	19.6 19.1 19.4 20 19.7	Lack of independence on board 2- Lack of independent representation at board committees Lack of independence on board 2- Lack of independent representation at board committees Lack of independence on board 2- Lack of independent representation at board committees 3- Overboarded/Too many other time commitments Lack of independence on board 2- Overboarded/Too many other time commitments Lack of independence on board 2- Overboarded/Too many other time commitments
Castellum AB	Sweden	25/03/2021	Annual	Against	10.B, 10.2h, 10.2i, 10.2j, 10.3a	
Electrolux AB	Sweden	25/03/2021	Annual	Against	15	Apparent failure to link pay and appropriate performance
Essity AB	Sweden	25/03/2021	Annual	Against	11. b, 12, 14, 15	
SKF AB	Sweden	25/03/2021	Annual	Against	20 13.6	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees
Swedbank AB	Sweden	25/03/2021	Annual	Against	23.a2, 23.b 23.a1	SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Skandinaviska Enskilda Banken AB	Sweden	30/03/2021	Annual	Against	14.6, 14.7, 14.9, 14.10	Lack of independent representation at board committees
Skanska AB	Sweden	30/03/2021	Annual	Against	12.b 12.d	Concerns related to inappropriate membership of committees 2- Overboarded/Too many other time commitments Overboarded/Too many other time commitments
Telefonaktiebolaget LM Ericsson	Sweden	30/03/2021	Annual	Against	16.1, 16.2 16.3 10.2	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value Overboarded/Too many other time commitments
Volvo AB	Sweden	31/03/2021	Annual	Against	12.8, 15, 16	Overboarded/Too many other time commitments
TE Connectivity Ltd.	Switzerland	10/03/2021	Annual	All For		

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Metro Inc.	Canada	26/01/2021	Annual	All For		
CGI Inc.	Canada	27/01/2021	Annual	All For		
Zscaler, Inc.	USA	06/01/2021	Annual	Against	3 1.2	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value
Veeva Systems, Inc.	USA	13/01/2021	Special	All For		
Micron Technology, Inc.	USA	14/01/2021	Annual	Against	2	Apparent failure to link pay & appropriate performance
D.R. Horton, Inc.	USA	20/01/2021	Annual	Against	2 1b	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Costco Wholesale Corporation	USA	21/01/2021	Annual	All For		
Intuit Inc.	USA	21/01/2021	Annual	Against	2 1g	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Becton, Dickinson and Company	USA	26/01/2021	Annual	Against	3 1g 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes appropriate accountability or incentivisation
Hormel Foods Corporation	USA	26/01/2021	Annual	Against	3 1d	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Jacobs Engineering Group Inc.	USA	26/01/2021	Annual	Against	2 1k	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Visa Inc.	USA	26/01/2021	Annual	All For		
Air Products and Chemicals, Inc.	USA	28/01/2021	Annual	Against	2 1c	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Walgreens Boots Alliance, Inc.	USA	28/01/2021	Annual	Against	3 1j 5 6	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 SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
UGI Corporation	USA	29/01/2021	Annual	All For		
WestRock Company	USA	29/01/2021	Annual	Against	2 1b	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Aramark	USA	02/02/2021	Annual	Against	3 1a	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Emerson Electric Co.	USA	02/02/2021	Annual	Against	3	Apparent failure to link pay and appropriate performance
Rockwell Automation, Inc.	USA	02/02/2021	Annual	Against	B A5 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Apparent failure to link pay and appropriate performance
Atmos Energy Corporation	USA	03/02/2021	Annual	Against	1i 1h	Concerns about remuneration committee performance Concerns related to approach to board diversity
Franklin Resources, Inc.	USA	09/02/2021	Annual	Against	3	Apparent failure to link pay and appropriate performance
PTC Inc.	USA	10/02/2021	Annual	Against	2	Apparent failure to link pay & appropriate performance
Tyson Foods, Inc.	USA	11/02/2021	Annual	Against	1c 1m 4 5 6	Concerns about remuneration committee performance Concerns to protect shareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
Raymond James Financial, Inc.	USA	18/02/2021	Annual	Against	2 1i	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Apple Inc.	USA	23/02/2021	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
Deere & Company	USA	24/02/2021	Annual	Against	2	Apparent failure to link pay & appropriate performance
Nordson Corporation	USA	02/03/2021	Annual	Against	3	Apparent failure to link pay and appropriate performance
Slack Technologies, Inc.	USA	02/03/2021	Special	All For		

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Fair Isaac Corporation	USA	03/03/2021	Annual	Against	3 1g	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
The Walt Disney Company	USA	09/03/2021	Annual	Against	3 1h 4	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
Analog Devices, Inc.	USA	10/03/2021	Annual	Against	1f,2	
QUALCOMM Incorporated	USA	10/03/2021	Annual	All For		
AmerisourceBergen Corporation	USA	11/03/2021	Annual	Against	4 3 1h	Combined CEO/Chair Concerns about overall performance Concerns about remuneration committee performance
Applied Materials, Inc.	USA	11/03/2021	Annual	Against	2 1f 6	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
F5 Networks, Inc.	USA	11/03/2021	Annual	Against	4 1a 1c	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to attendance at board or committee meetings
Hologic, Inc.	USA	11/03/2021	Annual	Against	2 1d	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
S&P Global, Inc.	USA	11/03/2021	Special	All For		
Agilent Technologies, Inc.	USA	17/03/2021	Annual	Against	1.1	Concerns about remuneration committee performance
Starbucks Corporation	USA	17/03/2021	Annual	Against	2 1d	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
The Cooper Companies, Inc.	USA	17/03/2021	Annual	Against	3	Apparent failure to link pay & appropriate performance
Keysight Technologies, Inc.	USA	18/03/2021	Annual	Against	3	Apparent failure to link pay & appropriate performance
TransDigm Group Incorporated	USA	18/03/2021	Annual	Against	1.3,1.4,1.9,2 1.2	Apparent failure to link pay & appropriate performance 2- Concerns about remuneration committee performance Apparent failure to link pay & appropriate performance 2- Concerns about remuneration committee performance 3- Concerns related to below-board gender diversity
Huntington Bancshares Incorporated	USA	25/03/2021	Special	All For		

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RSA Insurance Group Plc	United Kingdom	18/01/2021	Court	All For		
RSA Insurance Group Plc	United Kingdom	18/01/2021	Special	All For		
Melrose Industries Plc	United Kingdom	21/01/2021	Special	Against	2 1	Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance
Compass Group Plc	United Kingdom	04/02/2021	Annual	All For		
The Sage Group Plc	United Kingdom	04/02/2021	Annual	All For		
Tritax EuroBox Plc	United Kingdom	09/02/2021	Annual	All For		
Nielsen Holdings Plc	United Kingdom	11/02/2021	Special	All For		
Tesco Plc	United Kingdom	11/02/2021	Special	All For		
Tritax EuroBox Plc	United Kingdom	08/03/2021	Special	All For		