



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Kenedix Office Investment Corp.	Japan	28/01/2022	Special	All For		
Bridgestone Corp.	Japan	23/03/2022	Annual	Against	3.3,3.5,3.9	Lack of independence on board
Yamaha Motor Co., Ltd.	Japan	23/03/2022	Annual	Against	3.6	Lack of independence on board
Asahi Group Holdings Ltd.	Japan	25/03/2022	Annual	All For		
Kao Corp.	Japan	25/03/2022	Annual	Against	3.8	Lack of independence on board
Kyowa Kirin Co., Ltd.	Japan	25/03/2022	Annual	All For		
Pola Orbis Holdings Inc.	Japan	25/03/2022	Annual	Against	4.2,4.3	Concerns about overall board structure
Shiseido Co., Ltd.	Japan	25/03/2022	Annual	All For		
Suntory Beverage & Food Ltd.	Japan	25/03/2022	Annual	All For		
Unicharm Corp.	Japan	25/03/2022	Annual	Against	1	Concerns to protect shareholder value
Benefit One Inc.	Japan	29/03/2022	Special	All For		
Chugai Pharmaceutical Co., Ltd.	Japan	29/03/2022	Annual	All For		
McDonald's Holdings Co. (Japan) Ltd.	Japan	29/03/2022	Annual	Against	4	Insufficient/poor disclosure
MonotaRO Co., Ltd.	Japan	29/03/2022	Annual	Against	2	Concerns related to shareholder rights
					3.3	Lack of independence on board
OTSUKA CORP.	Japan	29/03/2022	Annual	Against	3	Insufficient/poor disclosure
SUMCO Corp.	Japan	29/03/2022	Annual	Against	3.2	Lack of independence on board
					3	Concerns related to shareholder rights
Trend Micro, Inc.	Japan	29/03/2022	Annual	Against	2.1,2.5	Lack of independence on board
AGC, Inc. (Japan)	Japan	30/03/2022	Annual	All For		
					4.2	Concerns about overall board structure
Canon, Inc.	Japan	30/03/2022	Annual	Against	3.1	Concerns related to approach to board gender diversity
					3.4	Lack of independence on board
Dentsu Group, Inc.	Japan	30/03/2022	Annual	Against	3.2,4.5,4.6	Lack of independence on board
Kirin Holdings Co., Ltd.	Japan	30/03/2022	Annual	Against	6	A vote AGAINST this proposal is warranted because:* Concerning the complexity of the compensation plan
Kobayashi Pharmaceutical Co., Ltd.	Japan	30/03/2022	Annual	Against	1	Concerns related to shareholder rights
KOSE Corp.	Japan	30/03/2022	Annual	All For		
Lion Corp.	Japan	30/03/2022	Annual	All For		
Otsuka Holdings Co., Ltd.	Japan	30/03/2022	Annual	Against	3.1	Lack of independence on board
					2.1,2.11,2.12	Apparent failure to link pay and appropriate performance
Rakuten Group, Inc.	Japan	30/03/2022	Annual	Against	4	Concerns related to shareholder rights
					1	Lack of independence on board
					2.5,2.8	Concerns related to shareholder rights
Renesas Electronics Corp.	Japan	30/03/2022	Annual	Against	1	Concerns related to board gender diversity
Shimano, Inc.	Japan	30/03/2022	Annual	Against	2.1	
Mapletree Logistics Trust	Singapore	13/01/2022	Extraordinary Shareholders	All For		
Lendlease Global Commercial REIT	Singapore	07/03/2022	Extraordinary Shareholders	All For		
DBS Group Holdings Ltd.	Singapore	31/03/2022	Annual	All For		

Voting Disclosure:
Q1 2022



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AusNet Services Ltd.	Australia	28/01/2022	Court	All For		
Aristocrat Leisure Limited	Australia	24/02/2022	Annual	Against	3,5	Apparent failure to link pay and appropriate performance

Voting Disclosure:
Q1 2022



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Sea Ltd. (Singapore)	Cayman Islands	14/02/2022	Annual	Against	1	Concerns about reducing shareholder rights
ICL Group Ltd.	Israel	27/01/2022	Special	Against	A,B1,B2	Administrative declaration
ICL Group Ltd.	Israel	30/03/2022	Annual	Against	B1,B2	Administrative declaration
Airports of Thailand Public Co. Ltd.	Thailand	21/01/2022	Annual	No Action Taken	A	Administrative declaration
				Against	8	Insufficient/poor disclosure



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Raiffeisen Bank International AG	Austria	31/03/2022	Annual	Against	7.2,7.6,7.7 7.3 7.1	Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity Lack of independence on board Concerns related to approach to board gender diversity
GN Store Nord A/S	Denmark	09/03/2022	Annual	Abstain Against	8 7.2 5	Concerns related to Non-audit fees Overboarded/Too many other time commitments Apparent failure to link pay and appropriate performance
Demant A/S	Denmark	10/03/2022	Annual	Abstain Against	6.a,6.b 8.c 4	Votes FOR candidates Anja Madsen (6c), Sisse Fjelsted Rasmussen (6d) and Kristian Villumsen (6e) are warranted due to a lack of concerns with regards to their election.Votes ABSTAIN for candidates Niels Christiansen (6a) and Niels Jacobsen (6b) are warranted because they are classified as non-independent while also sitting on the remuneration committee for which there is an insufficient level of independence. A vote AGAINST this item is warranted because the LTIP only has a one-year performance period. A vote AGAINST this item is warranted because the company's compensation framework raises concerns with regards to the alignment between company performance and payout to executives.
Pandora AS	Denmark	10/03/2022	Annual	All For		
Carlsberg A/S	Denmark	14/03/2022	Annual	All For		
A.P. Moller-Maersk A/S	Denmark	15/03/2022	Annual	All For		
Novozymes A/S	Denmark	16/03/2022	Annual	Abstain	8a 8d	Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments
Danske Bank A/S	Denmark	17/03/2022	Annual	Against	10	
DSV A/S	Denmark	17/03/2022	Annual	Against	5	Apparent failure to link pay & appropriate performance
Novo Nordisk A/S	Denmark	24/03/2022	Annual	Abstain	6.3f	
Genmab A/S	Denmark	29/03/2022	Annual	Against	7.a	
Tryg A/S	Denmark	31/03/2022	Annual	All For		
Kone Oyj	Finland	01/03/2022	Annual	Against	10,11 13	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees Lack of independent representation at board committees
Stora Enso Oyj	Finland	15/03/2022	Annual	Against	14	Concerns related to inappropriate membership of committees Lack of independent representation at board committees
Orion Oyj	Finland	23/03/2022	Annual	All For		
Nordea Bank Abp	Finland	24/03/2022	Annual	All For		
Fortum Oyj	Finland	28/03/2022	Annual	All For		
UPM-Kymmene Oyj	Finland	29/03/2022	Annual	Against	10 13	Apparent failure to link pay & appropriate performance Overboarded/Too many other time commitments
Sartorius Stedim Biotech SA	France	29/03/2022	Annual/Special	Against	7,9,24 4 20 18,19 15 14 10,17,21	Apparent failure to link pay and appropriate performance Insufficient justification for related party transaction Issue of equity raises concerns about excessive dilution of existing shareholders Issue of equity raises concerns about excessive dilution of existing shareholdersPoison pill/anti-takeover measure not in investors interests Lack of independent representation at board committees Lack of independent representation at board committeesConcerns related to inappropriate membership of committees Poison pill/anti-takeover measure not in investors interests
Siemens AG	Germany	10/02/2022	Annual	Against	6	Apparent failure to link pay and appropriate performance
Siemens Healthineers AG	Germany	15/02/2022	Annual	Against	9 8 6	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders
Infineon Technologies AG	Germany	17/02/2022	Annual	All For		
Siemens Energy AG	Germany	24/02/2022	Annual	Against	6	Apparent failure to link pay and appropriate performance



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Carl Zeiss Meditec AG	Germany	30/03/2022	Annual	Against	6	Issue of capital raises concerns about excessive dilution of existing shareholders
Accenture Plc	Ireland	26/01/2022	Annual	All For		
Johnson Controls International Plc	Ireland	09/03/2022	Annual	Against	1a,1c,5	
Randstad NV	Netherlands	29/03/2022	Annual	Against	2b,4a	Apparent failure to link pay & appropriate performance
Gjensidige Forsikring ASA	Norway	24/03/2022	Annual	Against	13.a	Lack of independence on boardLack of independent representation at board committees
Naturgy Energy Group SA	Spain	15/03/2022	Annual	Against	6,7,8,9,2,9.3 9.1 3 14	Concerns related to below-board gender diversity 2- Concerns related to board gender diversity Inadequate management of climate-related risks Issue of capital raises concerns about excessive dilution of existing shareholders
Banco Bilbao Vizcaya Argentaria SA	Spain	17/03/2022	Annual	All For		
Enagas SA	Spain	30/03/2022	Annual	Against	8,10 6.3	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
Aena S.M.E. SA	Spain	31/03/2022	Annual	Against	11 12	Apparent failure to link pay & appropriate performance Inadequate management of climate-related risks 2- Insufficient basis to support a decision
Banco Santander SA	Spain	31/03/2022	Annual	Against	8.A,8.F 8.D	Apparent failure to link pay & appropriate performance Lack of independence on board
Skandinaviska Enskilda Banken AB	Sweden	22/03/2022	Annual	Against	14.a4 14.a1,14.a6,14.a7,14.a9,14.b	Lack of independence on boardLack of independent representation at board committees
Svenska Handelsbanken AB	Sweden	23/03/2022	Annual	Against	18.1,18.5,18.7,18.8,19	
Essity AB	Sweden	24/03/2022	Annual	Against	11.b,12,14,15 16	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committeesOverboarded/Too many other time commitments
Skanska AB	Sweden	29/03/2022	Annual	Against	12.b 16.c 12.e	Concerns to protect shareholder value Overboarded/Too many other time commitments
Telefonaktiebolaget LM Ericsson	Sweden	29/03/2022	Annual	Against	11.2,16.3	
Electrolux AB	Sweden	30/03/2022	Annual	Against	17.c 13.b	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees
Swedbank AB	Sweden	30/03/2022	Annual	Against	16	Apparent failure to link pay & appropriate performance
Castellum AB	Sweden	31/03/2022	Annual	All For		
Svenska Cellulosa AB SCA	Sweden	31/03/2022	Annual	Against	15,16 11.8 11.1,12	Apparent failure to link pay & appropriate performance Concerns related to inappropriate membership of committees 2- Lack of independent representation at board committees Concerns related to inappropriate membership of committees 2- Lack of independent representation at board committees 3- Overboarded/Too many other time commitments
TE Connectivity Ltd.	Switzerland	09/03/2022	Annual	Against	8 1i 16 14	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders



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Metro Inc.	Canada	25/01/2022	Annual	Against	1.2 5,8,9 6	Concerns related to board ethnic and/or racial diversity 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
Zscaler, Inc.	USA	05/01/2022	Annual	Against	3 1.2	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns to protect shareholder value
Micron Technology, Inc.	USA	13/01/2022	Annual	Against	1a	Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Costco Wholesale Corporation	USA	20/01/2022	Annual	Against	5,6	Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Intuit Inc.	USA	20/01/2022	Annual	Against	2 1g	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Becton, Dickinson and Company	USA	25/01/2022	Annual	Against	3 1.7 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	25/01/2022	Annual	Against	4 3 1d	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Visa Inc.	USA	25/01/2022	Annual	Against	2 1b 1h	Apparent failure to link pay & appropriate performance Concerns about overall board structure Concerns about remuneration committee performance
D.R. Horton, Inc.	USA	26/01/2022	Annual	Against	2 1b	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Walgreens Boots Alliance, Inc.	USA	27/01/2022	Annual	Against	2 1j 6 5	Apparent failure to link pay & appropriate performance Concerns about remuneration committee 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 enhanced shareholder rights
UGI Corporation	USA	28/01/2022	Annual	All For		
WestRock Company	USA	28/01/2022	Annual	Against	2 1b	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
PTC Inc.	USA	31/01/2022	Annual	All For		
Aramark	USA	01/02/2022	Annual	Against	3 1a	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Emerson Electric Co.	USA	01/02/2022	Annual	Against	1.1	Concerns about overall board structure Concerns related to board ethnic and/or racial diversity
Rockwell Automation, Inc.	USA	01/02/2022	Annual	Against	B A1	Apparent failure to link pay and appropriate performance Concerns about overall board structure
Atmos Energy Corporation	USA	09/02/2022	Annual	Against	3 1g	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Tyson Foods, Inc.	USA	10/02/2022	Annual	Against	1j 1b 3	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
Deere & Company	USA	23/02/2022	Annual	Against	2 1j	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
Franklin Resources, Inc.	USA	23/02/2022	Annual	All For		
Raymond James Financial, Inc.	USA	24/02/2022	Annual	All For		
Zendesk, Inc.	USA	25/02/2022	Special	Against	2 1	Concerns related to minority shareholder interest Insufficient justification for related party transaction
Fair Isaac Corporation	USA	01/03/2022	Annual	All For		



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Nordson Corporation	USA	01/03/2022	Annual	Against	3 1.3	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns about overall board structure
Apple Inc.	USA	04/03/2022	Annual	Against	1e,3,6 7,8,10	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Analog Devices, Inc.	USA	09/03/2022	Annual	Against	2 1g	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
QUALCOMM Incorporated	USA	09/03/2022	Annual	All For		
The Walt Disney Company	USA	09/03/2022	Annual	Against	3 6,7 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 enhanced shareholder rights SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
AmerisourceBergen Corporation	USA	10/03/2022	Annual	Against	3,4 1g 5 6	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation 2- 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
Applied Materials, Inc.	USA	10/03/2022	Annual	Against	1f,2,4 4	
F5, Inc.	USA	10/03/2022	Annual	Against	1a	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Hologic, Inc.	USA	10/03/2022	Annual	Against	2 1d	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Discovery, Inc.	USA	11/03/2022	Special	Against	1C	
Agilent Technologies, Inc.	USA	16/03/2022	Annual	Against	1.1 2 4	Apparent failure to link pay & appropriate performance Apparent failure to link pay and appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
Starbucks Corporation	USA	16/03/2022	Annual	Against	3 5	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
The Cooper Companies, Inc.	USA	16/03/2022	Annual	All For		
Keysight Technologies, Inc.	USA	17/03/2022	Annual	Against	1.1,3	
HEICO Corporation	USA	18/03/2022	Annual	Against	1.3	Concerns about overall board structure 2- Concerns related to below-board gender diversity

Voting Disclosure:
Q1 2022



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Ferguson Plc	Jersey	10/03/2022	Special	All For		
Compass Group Plc	United Kingdom	03/02/2022	Annual	All For		
The Sage Group Plc	United Kingdom	03/02/2022	Annual	Against	2	Apparent failure to link pay & appropriate performance
Tritax Eurobox Plc	United Kingdom	10/02/2022	Annual	All For		
Tritax Eurobox Plc	United Kingdom	11/03/2022	Special	All For		
abrdn Plc	United Kingdom	15/03/2022	Special	All For		