

## Ireland Strategic Investment Fund

Voting Disclosure:  
Q2 2021

Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Hong Kong Exchanges & Clearing Ltd.	Hong Kong	28/04/2021	Annual	Against	2c	Overboarded/Too many other time commitments
Hang Lung Properties Ltd.	Hong Kong	30/04/2021	Annual	Against	3a 6,7	Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders
The Bank of East Asia, Limited	Hong Kong	06/05/2021	Annual	Against	3c,3d 5 4 7 3a	Concerns related to approach to board gender diversity Insufficient/poor disclosure Insufficient/poor disclosureApparent failure to link pay and appropriate performance Issue of equity raises concerns about excessive dilution of existing shareholdersInsufficient/poor disclosure Overboarded/Too many other time commitments
PCCW Limited	Hong Kong	07/05/2021	Annual	Against	8 5,7 3b	Apparent failure to link pay and appropriate performance Issue of equity raises concerns about excessive dilution of existing shareholders Overboarded/Too many other time commitmentsConcerns related to approach to board gender diversityConcerns related to inappropriate membership of committees
Swire Properties Ltd.	Hong Kong	11/05/2021	Annual	Against	4 1b	Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
Galaxy Entertainment Group Limited	Hong Kong	13/05/2021	Annual	Against	5 2.1 2.3 4,2,4,3	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity Concerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders
Swire Pacific Limited	Hong Kong	13/05/2021	Annual	Against	1a,1d 1b 4	Concerns about overall board structure Concerns related to board gender diversity Issue of capital raises concerns about excessive dilution of existing shareholders
Techtronic Industries Co., Ltd.	Hong Kong	14/05/2021	Annual	All For		
BOC Hong Kong (Holdings) Limited	Hong Kong	17/05/2021	Annual	Against	3b 5,7	Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders
AIA Group Limited	Hong Kong	20/05/2021	Annual	Against	4	Concerns related to board gender diversity
Hang Seng Bank Ltd.	Hong Kong	26/05/2021	Annual	Against	2d 5	Concerns related to attendance at board or committee meetings Issue of equity raises concerns about excessive dilution of existing shareholders
MTR Corporation Limited	Hong Kong	26/05/2021	Annual	All For		
SJM Holdings Limited	Hong Kong	28/05/2021	Annual	Against	6 2.3	Apparent failure to link pay and appropriate performance Lack of independence on board
Henderson Land Development Co. Ltd.	Hong Kong	01/06/2021	Annual	Against	3.1 3.5 5B,5C	Concerns related to approach to board gender diversity Concerns related to approach to board gender diversityConcerns related to succession planning Issue of equity raises concerns about excessive dilution of existing shareholders
Hong Kong & China Gas Co. Ltd.	Hong Kong	02/06/2021	Annual	Against	3.1 5.3,5.4 3.3,3.4	Concerns related to approach to board gender diversityLack of independence on board Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
Guangdong Investment Limited	Hong Kong	22/06/2021	Annual	Against	3.5 5	Concerns related to approach to board gender diversityConcerns related to succession planning Insufficient/poor disclosure
Sekisui House, Ltd.	Japan	27/04/2021	Annual	All For		
Nitori Holdings Co., Ltd.	Japan	13/05/2021	Annual	All For		
SHIMAMURA Co., Ltd.	Japan	14/05/2021	Annual	All For		
Lawson, Inc.	Japan	25/05/2021	Annual	All For		
Welcia Holdings Co., Ltd.	Japan	25/05/2021	Annual	All For		
AEON Co., Ltd.	Japan	26/05/2021	Annual	Against	1.4 2	Lack of independence on board Poison pill/anti-takeover measure not in investors interests
ABC-MART, INC.	Japan	27/05/2021	Annual	Against	2.1	Concerns related to approach to board gender diversity



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Hisamitsu Pharmaceutical Co., Inc.	Japan	27/05/2021	Annual	Against	2.1 2.7	Concerns related to approach to board gender diversity Lack of independence on board
Seven & i Holdings Co., Ltd.	Japan	27/05/2021	Annual	Against	2.10	Apparent failure to link pay & appropriate performance 2- Concerns about remuneration committee performance 3- Concerns related to board gender diversity
Toho Co., Ltd. (9602)	Japan	27/05/2021	Annual	Against	3.1	Lack of independence on board
Toyota Industries Corp.	Japan	10/06/2021	Annual	Against	1.1 4	Concerns related to approach to board gender diversity Performance-related pay/awards for non-executives
KEYENCE Corp.	Japan	11/06/2021	Annual	All For		
USS Co., Ltd.	Japan	15/06/2021	Annual	All For		
Japan Exchange Group, Inc.	Japan	16/06/2021	Annual	All For		
JAPAN POST INSURANCE Co., Ltd.	Japan	16/06/2021	Annual	All For		
Toyota Motor Corp.	Japan	16/06/2021	Annual	Against	1.1,1.8,1.9	Lack of independence on board
ITOCHU Techno-Solutions Corp.	Japan	17/06/2021	Annual	All For		
Japan Post Bank Co., Ltd.	Japan	17/06/2021	Annual	All For		
JSR Corp.	Japan	17/06/2021	Annual	All For		
Kakaku.com, Inc.	Japan	17/06/2021	Annual	All For		
Koei Tecmo Holdings Co., Ltd.	Japan	17/06/2021	Annual	All For		
MISUMI Group Inc.	Japan	17/06/2021	Annual	Against	3.1 2.1	Concerns about overall board structure Concerns related to approach to board gender diversity
NTT DATA Corp.	Japan	17/06/2021	Annual	All For		
Ono Pharmaceutical Co., Ltd.	Japan	17/06/2021	Annual	All For		
Recruit Holdings Co., Ltd.	Japan	17/06/2021	Annual	Against	3	Apparent failure to link pay and appropriate performance
Tokyo Electron Ltd.	Japan	17/06/2021	Annual	Against	1.1,1.11	Lack of independence on board
Toyoda Gosei Co., Ltd.	Japan	17/06/2021	Annual	Against	1.7	Lack of independence on board
Aisin Corp.	Japan	18/06/2021	Annual	All For		
Astellas Pharma, Inc.	Japan	18/06/2021	Annual	Against	1.4	Concerns related to approach to board gender diversity
Eisai Co., Ltd.	Japan	18/06/2021	Annual	Against	1.5 1.1	Concerns related to approach to board gender diversity Poison pill/anti-takeover measure not in investors interests
IBIDEN Co., Ltd.	Japan	18/06/2021	Annual	Against	1.5	Lack of independence on board
ITOCHU Corp.	Japan	18/06/2021	Annual	All For		
Japan Post Holdings Co. Ltd.	Japan	18/06/2021	Annual	All For		
Keihan Holdings Co., Ltd.	Japan	18/06/2021	Annual	Against	3.3	Lack of independence on board
Keihanshin Building Co., Ltd.	Japan	18/06/2021	Annual	All For		
Komatsu Ltd.	Japan	18/06/2021	Annual	Against	2.1,2.5,2.6	Lack of independence on board
Mitsui & Co., Ltd.	Japan	18/06/2021	Annual	Against	2.13	Lack of independence on board
Nippon Yusen KK	Japan	18/06/2021	Annual	Against	3.1,3.8	Lack of independence on board
Nitto Denko Corp.	Japan	18/06/2021	Annual	Against	3.5	Lack of independence on board
Nomura Research Institute Ltd.	Japan	18/06/2021	Annual	All For		
Sumitomo Corp.	Japan	18/06/2021	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
The Shizuoka Bank Ltd.	Japan	18/06/2021	Annual	Against	2.1,2.10	Lack of independence on board
Z Holdings Corp.	Japan	18/06/2021	Annual	All For		
BANDAI NAMCO Holdings Inc.	Japan	21/06/2021	Annual	Against	2.1	Concerns related to approach to board gender diversity
Dai-ichi Life Holdings, Inc.	Japan	21/06/2021	Annual	All For		
Daiichi Sankyo Co., Ltd.	Japan	21/06/2021	Annual	All For		
Nomura Holdings, Inc.	Japan	21/06/2021	Annual	Against	1.6 1.7,1.8	Concern about the multiple board directorships Inadequate risk management at audit committee
Capcom Co., Ltd.	Japan	22/06/2021	Annual	Against	2.1	Concerns related to approach to board gender diversity
DENSO Corp.	Japan	22/06/2021	Annual	Against	1.1,1.8	Lack of independence on board
East Japan Railway Co.	Japan	22/06/2021	Annual	Against	2.1,2.11,2.12,3	Lack of independence on board
Kikkoman Corp.	Japan	22/06/2021	Annual	Against	3.2 2.9,2.10,2.11 2.2	Concerns about overall board structure Lack of independence on board Lack of independence on board and concerns about deforestation
LIXIL Corp.	Japan	22/06/2021	Annual	All For		
NEC Corp.	Japan	22/06/2021	Annual	Against	1.10 1.11	Lack of independence on board Lack of independence on board
NIDEC Corp.	Japan	22/06/2021	Annual	All For		
Nissan Motor Co., Ltd.	Japan	22/06/2021	Annual	All For		
PERSOL Holdings Co., Ltd.	Japan	22/06/2021	Annual	Against	3.4	Lack of independence on board

## Ireland Strategic Investment Fund

Voting Disclosure:  
Q2 2021

Gníomhaireacht Bainistíochta an Chisteáin Náisiúnta  
National Treasury Management Agency

Ciste Infheistíochta Straitéisí d'Éirinn  
Ireland Strategic Investment Fund

Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Shionogi & Co., Ltd.	Japan	22/06/2021	Annual	Against	2.3	Lack of independence on board
SoftBank Corp.	Japan	22/06/2021	Annual	All For		
Sony Group Corp.	Japan	22/06/2021	Annual	All For		
Terumo Corp.	Japan	22/06/2021	Annual	Against	2.1 2.8	Concerns related to approach to board gender diversity Lack of independence on board
Toray Industries, Inc.	Japan	22/06/2021	Annual	Against	2	Concerns related to board gender diversity
Advantest Corp.	Japan	23/06/2021	Annual	All For		
Ajinomoto Co., Inc.	Japan	23/06/2021	Annual	Against	3.9	Lack of independence on board
Brother Industries, Ltd.	Japan	23/06/2021	Annual	All For		
CALBEE, Inc.	Japan	23/06/2021	Annual	Against	2.1 2.4	Inadequate management of climate-related risks Lack of independence on board
Daiwa Securities Group Inc.	Japan	23/06/2021	Annual	Against	1.8	Lack of independence on board
Harmonic Drive Systems, Inc.	Japan	23/06/2021	Annual	Against	3 2.1 4 2.6,2.7,2.8 5	Concerns about overall board structure Concerns related to approach to board gender diversity Lack of independence on board Insufficient/poor disclosure Lack of independence on board Performance-related pay/awards for non-executives
Hitachi Ltd.	Japan	23/06/2021	Annual	All For		
Honda Motor Co., Ltd.	Japan	23/06/2021	Annual	All For		
KDDI Corp.	Japan	23/06/2021	Annual	Against	2.11 2.1	Concerns related to approach to board gender diversity Concerns related to lack of independence on board
Mizuho Financial Group, Inc.	Japan	23/06/2021	Annual	Against	1.12 1.8	Concern about the board independence Concerns related to approach to board gender diversity
Resona Holdings, Inc.	Japan	23/06/2021	Annual	All For		
SCSK Corp.	Japan	23/06/2021	Annual	Against	2.7,2.8	Lack of independence on board
Sekisui Chemical Co., Ltd.	Japan	23/06/2021	Annual	All For		
SoftBank Group Corp.	Japan	23/06/2021	Annual	Against	4.2 3.9	Concerns about overall board structure Lack of independence on board
Subaru Corp.	Japan	23/06/2021	Annual	All For		
Sumitomo Chemical Co., Ltd.	Japan	23/06/2021	Annual	Against	1.1,1.9	Lack of independence on board
Sumitomo Mitsui Trust Holdings, Inc.	Japan	23/06/2021	Annual	Against	2.10,2.11	Lack of independence on board
TDK Corp.	Japan	23/06/2021	Annual	All For		
Teijin Ltd.	Japan	23/06/2021	Annual	All For		
Yakult Honsha Co., Ltd.	Japan	23/06/2021	Annual	Against	1.1 1.9,1.10,1.11	Inadequate management of climate-related risks Lack of independence on board
Azbil Corp.	Japan	24/06/2021	Annual	All For		
FANUC Corp.	Japan	24/06/2021	Annual	All For		
Konami Holdings Corp.	Japan	24/06/2021	Annual	Against	2.1,3.1	Lack of independence on board
Marubeni Corp.	Japan	24/06/2021	Annual	Against	1.1 1.9	Concerns related to approach to board gender diversity Inadequate management of climate-related risks Lack of independence on board
Mitsubishi Chemical Holdings Corp.	Japan	24/06/2021	Annual	All For		
NH Foods Ltd.	Japan	24/06/2021	Annual	All For		
Nihon M&A Center Inc.	Japan	24/06/2021	Annual	All For		
Nippon Telegraph & Telephone Corp.	Japan	24/06/2021	Annual	All For		
Obayashi Corp.	Japan	24/06/2021	Annual	Against	2.1,2.9,2.10	Lack of independence on board
Olympus Corp.	Japan	24/06/2021	Annual	All For		
OMRON Corp.	Japan	24/06/2021	Annual	All For		
Panasonic Corp.	Japan	24/06/2021	Annual	Against	3.5	Lack of independence on board and concern about his over commitment of board
Ricoh Co., Ltd.	Japan	24/06/2021	Annual	Against	2.9	Lack of independence on board
Sega Sammy Holdings, Inc.	Japan	24/06/2021	Annual	Against	1.5	Lack of independence on board
SOHGO SECURITY SERVICES CO., LTD.	Japan	24/06/2021	Annual	Against	2.9	Lack of independence on board
Stanley Electric Co., Ltd.	Japan	24/06/2021	Annual	Against	1.1 1.6	Concerns related to approach to board gender diversity Lack of independence on board
Sumitomo Dainippon Pharma Co., Ltd.	Japan	24/06/2021	Annual	Against	4.2	Concerns about overall board structure
TIS, Inc. (Japan)	Japan	24/06/2021	Annual	All For		
Toyo Suisan Kaisha, Ltd.	Japan	24/06/2021	Annual	Against	2.1	Inadequate management of climate-related risks
Toyota Tsusho Corp.	Japan	24/06/2021	Annual	All For		
Yamato Holdings Co., Ltd.	Japan	24/06/2021	Annual	All For		
Air Water Inc.	Japan	25/06/2021	Annual	Against	1.9	Lack of independence on board



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Alfresa Holdings Corp.	Japan	25/06/2021	Annual	Against	1.9	Lack of independence on board
Asahi Kasei Corp.	Japan	25/06/2021	Annual	Against	1.1,1.9	Lack of independence on board
Chubu Electric Power Co., Inc.	Japan	25/06/2021	Annual	Against	2.8	Lack of independence on board
Daifuku Co., Ltd.	Japan	25/06/2021	Annual	All For	2.1	Lack of independence on board
Daito Trust Construction Co., Ltd.	Japan	25/06/2021	Annual	Against	3.1	Concerns about overall board structure
					2.1	Concerns related to approach to board gender diversity
						Concerns related to approach to board gender diversity
Fuji Electric Co., Ltd.	Japan	25/06/2021	Annual	Against	1.1	Lack of independence on board
					1.7,1.8	Lack of independence on board
						Concerns related to approach to board gender diversity
HIROSE ELECTRIC CO., LTD.	Japan	25/06/2021	Annual	Against	3.1	Lack of independence on board
					3.8,3.10	Lack of independence on board
					4.2	Lack of independence on board
Iida Group Holdings Co., Ltd.	Japan	25/06/2021	Annual	Against	3.2	Concerns related to approach to board gender diversity
Kajima Corp.	Japan	25/06/2021	Annual	All For		
Kyocera Corp.	Japan	25/06/2021	Annual	All For		
Kyoritsu Maintenance Co., Ltd.	Japan	25/06/2021	Annual	Against	2.1,2.15	Lack of independence on board
					3.2,3.3	Lack of independence on board
						Lack of independent representation at board committees
Kyushu Electric Power Co., Inc.	Japan	25/06/2021	Annual	Against	2.11	Lack of independence on board
M3, Inc.	Japan	25/06/2021	Annual	Against	1.1	Lack of independence on board
Medipal Holdings Corp.	Japan	25/06/2021	Annual	Against	1.11,1.12	Lack of independence on board
Mitsubishi Corp.	Japan	25/06/2021	Annual	Against	2.1	Concerns related to approach to board gender diversity
					2.10	Lack of independence on board
Mitsubishi Gas Chemical Co., Inc.	Japan	25/06/2021	Annual	All For		
Mitsubishi HC Capital, Inc.	Japan	25/06/2021	Annual	All For		
Mitsui Chemicals, Inc.	Japan	25/06/2021	Annual	All For		
Nagoya Railroad Co., Ltd.	Japan	25/06/2021	Annual	All For		
NGK SPARK PLUG CO., LTD.	Japan	25/06/2021	Annual	Against	1.9	Lack of independence on board
Nissan Chemical Corp.	Japan	25/06/2021	Annual	Against	3	Lack of independence on board
						Lack of independence on board
						Lack of independence on board
Nisshin Seifun Group Inc.	Japan	25/06/2021	Annual	Against	2.1,2.7,2.8,2.9	Lack of independence on board
					3.2,3.3	Lack of independence on board
					4	Lack of independent representation at board committees
						Poison pill/anti-takeover measure not in investors interests
Nissin Foods Holdings Co., Ltd.	Japan	25/06/2021	Annual	Against	3	Concerns about overall board structure
					2.4,2.5,2.6	Lack of independence on board
ORIX Corp.	Japan	25/06/2021	Annual	All For		
Osaka Gas Co., Ltd.	Japan	25/06/2021	Annual	Against	3.1,3.9	Lack of independence on board
ROHM Co., Ltd.	Japan	25/06/2021	Annual	All For		
Santen Pharmaceutical Co., Ltd.	Japan	25/06/2021	Annual	All For		
SECOM Co., Ltd.	Japan	25/06/2021	Annual	Against	2.2	Concerns related to approach to board gender diversity
Seiko Epson Corp.	Japan	25/06/2021	Annual	All For		
SG Holdings Co., Ltd.	Japan	25/06/2021	Annual	All For		
Shimadzu Corp.	Japan	25/06/2021	Annual	All For		
Square Enix Holdings Co., Ltd.	Japan	25/06/2021	Annual	All For		
Sumitomo Electric Industries Ltd.	Japan	25/06/2021	Annual	Against	2.1	Concerns related to approach to board gender diversity
					2.14	Lack of independence on board
						Lack of independence on board
Sumitomo Metal Mining Co., Ltd.	Japan	25/06/2021	Annual	Against	3.1,3.8	Lack of independence on board
Suzuken Co., Ltd.	Japan	25/06/2021	Annual	Against	3.1,3.2,3.3	Lack of independence on board
						Lack of independent representation at board committees
Suzuki Motor Corp.	Japan	25/06/2021	Annual	All For		
Symex Corp.	Japan	25/06/2021	Annual	Against	2.1	Concerns related to approach to board gender diversity
					2.7	Lack of independence on board
T&D Holdings, Inc.	Japan	25/06/2021	Annual	All For		
TAISEI Corp.	Japan	25/06/2021	Annual	Against	2.1,2.10,2.11	Lack of independence on board
The Chiba Bank, Ltd.	Japan	25/06/2021	Annual	Against	2.1	Lack of independence on board
						Concern of the board governance
The Kansai Electric Power Co., Inc.	Japan	25/06/2021	Annual	Against	21	Concern related to climate change risks
					26	Lack of independence on board
					2.2,2.3	

## Ireland Strategic Investment Fund

Voting Disclosure:  
Q2 2021

Gníomhaireacht Bainistíochta an Chisteáin Náisiúnta

National Treasury Management Agency

Ciste Infheistíochta Straitéisí d'Éirinn  
Ireland Strategic Investment Fund

Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Tohoku Electric Power Co., Inc.	Japan	25/06/2021	Annual	Against	8 2.1,2.11,2.12	Concern of board governance Lack of independence on board
Tosoh Corp.	Japan	25/06/2021	Annual	Against	2 1.1,1.6,1.7,1.8	Concerns about overall board structure Lack of independence on board
TOTO Ltd.	Japan	25/06/2021	Annual	Against	1.1	Concerns related to approach to board gender diversityLack of independence on board
ZOZO, Inc.	Japan	25/06/2021	Annual	Against	2.1 2.6	Concerns related to approach to board gender diversity Lack of independence on board
Sundrug Co., Ltd.	Japan	26/06/2021	Annual	All For		
Fujitsu Ltd.	Japan	28/06/2021	Annual	Against	1.8	Lack of independence on board
MS&AD Insurance Group Holdings, Inc.	Japan	28/06/2021	Annual	All For		
Sompo Holdings, Inc.	Japan	28/06/2021	Annual	All For		
TOHO GAS Co., Ltd.	Japan	28/06/2021	Annual	Against	3.7	Lack of independence on board
Tokio Marine Holdings, Inc.	Japan	28/06/2021	Annual	Against	2.1,2.8,2.12	Lack of independence on board
Tokyo Century Corp.	Japan	28/06/2021	Annual	All For		
Dai Nippon Printing Co., Ltd.	Japan	29/06/2021	Annual	All For		
Daikin Industries Ltd.	Japan	29/06/2021	Annual	Against	3 2.1 2.4	Concerns about overall board structure Concerns related to approach to board gender diversityLack of independence on board Lack of independence on board
DISCO Corp.	Japan	29/06/2021	Annual	Against	3 2.1	Concerns about overall board structure Concerns related to approach to board gender diversity
FUJIFILM Holdings Corp.	Japan	29/06/2021	Annual	Against	2.7 2.1,2.8	Concerns related to approach to board gender diversity Lack of independence on board
Fukuoka Financial Group, Inc.	Japan	29/06/2021	Annual	All For		
Hakuhodo DY Holdings, Inc.	Japan	29/06/2021	Annual	Against	3.1 3.8	Concerns related to approach to board gender diversity Lack of independence on board
HOYA Corp.	Japan	29/06/2021	Annual	All For		
Kansai Paint Co., Ltd.	Japan	29/06/2021	Annual	All For		
Keio Corp.	Japan	29/06/2021	Annual	Against	2.1,2.6,2.7	Lack of independence on board
Koito Manufacturing Co., Ltd.	Japan	29/06/2021	Annual	Against	2.1 2.13,2.14	Concerns related to approach to board gender diversityLack of independence on board Lack of independence on board
KOSE Corp.	Japan	29/06/2021	Annual	All For		
Kurita Water Industries Ltd.	Japan	29/06/2021	Annual	All For		
Meiji Holdings Co., Ltd.	Japan	29/06/2021	Annual	All For		
Minebea Mitsumi, Inc.	Japan	29/06/2021	Annual	Against	2.1,2.8,2.12	Lack of independence on board
Mitsubishi Electric Corp.	Japan	29/06/2021	Annual	Against	1.8 1.12	Concerns related to approach to board gender diversity Lack of independence on board
Mitsubishi Estate Co., Ltd.	Japan	29/06/2021	Annual	Against	2.1 2.14	Concerns related to approach to board gender diversity Lack of independence on board
Mitsubishi UFJ Financial Group, Inc.	Japan	29/06/2021	Annual	Against	3	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Miura Co., Ltd.	Japan	29/06/2021	Annual	All For		
Murata Manufacturing Co. Ltd.	Japan	29/06/2021	Annual	All For		
Nintendo Co., Ltd.	Japan	29/06/2021	Annual	All For		
Nippon Express Co., Ltd.	Japan	29/06/2021	Annual	Against	4.1,4.9	Lack of independence on board
OBIC Co., Ltd.	Japan	29/06/2021	Annual	Against	2.1 2.5	Concerns related to approach to board gender diversityLack of independence on board Lack of independence on board
Odakyu Electric Railway Co., Ltd.	Japan	29/06/2021	Annual	Against	2.1,2.7,2.9,2.10	Lack of independence on board
Oji Holdings Corp.	Japan	29/06/2021	Annual	Against	1.1,1.11	Lack of independence on board
Oriental Land Co., Ltd.	Japan	29/06/2021	Annual	Against	3.1,3.9	Lack of independence on board
Rinnai Corp.	Japan	29/06/2021	Annual	Against	2.1	Concerns related to approach to board gender diversity
SBI Holdings, Inc.	Japan	29/06/2021	Annual	All For		
Sharp Corp.	Japan	29/06/2021	Annual	Against	3.4 1.1	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity
Shimizu Corp.	Japan	29/06/2021	Annual	All For		
Shin-Etsu Chemical Co., Ltd.	Japan	29/06/2021	Annual	Against	3.3,3.4,3.5	Lack of independence on board
SMC Corp. (Japan)	Japan	29/06/2021	Annual	All For		
Sumitomo Mitsui Financial Group, Inc.	Japan	29/06/2021	Annual	Against	2.9,2.13	Lack of independence on board

Asia



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Sumitomo Realty & Development Co., Ltd.	Japan	29/06/2021	Annual	Against	2.1 2.10	Concerns related to approach to board gender diversityLack of independence on board
Taiheyo Cement Corp.	Japan	29/06/2021	Annual	Against	2.1,2.8	Lack of independence on board
Taisho Pharmaceutical Holdings Co., Ltd.	Japan	29/06/2021	Annual	Against	2.1 2.7	Concerns related to approach to board gender diversityLack of independence on board
Takeda Pharmaceutical Co., Ltd.	Japan	29/06/2021	Annual	Against	3.5	Lack of independence on board
The Bank of Kyoto, Ltd.	Japan	29/06/2021	Annual	Against	2.8	Concerns related to approach to board gender diversity
Tokyo Gas Co., Ltd.	Japan	29/06/2021	Annual	All For		Lack of independence on board
Toppan Printing Co., Ltd.	Japan	29/06/2021	Annual	Against	2.1,2.7	
Yamada Holdings Co., Ltd.	Japan	29/06/2021	Annual	All For		Lack of independence on board
Genting Singapore Limited	Singapore	15/04/2021	Annual	All For		
Wilmar International Limited	Singapore	15/04/2021	Annual	Against	10 9 4	Apparent failure to link pay and appropriate performance Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
Singapore Technologies Engineering Ltd.	Singapore	22/04/2021	Annual	All For		
Oversea-Chinese Banking Corporation Limited	Singapore	29/04/2021	Annual	Against	8,11 2b,2c	Apparent failure to link pay and appropriate performance Concerns about overall board structure
Venture Corporation Limited	Singapore	29/04/2021	Annual	Against	10,12 3	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees
United Overseas Bank Ltd. (Singapore)	Singapore	30/04/2021	Annual	Against	5	Concerns related to approach to board gender diversity
Ascendas Real Estate Investment Trust	Singapore	16/06/2021	Extraordinary Shareholders	All For		
Taiwan Semiconductor Manufacturing Co., Ltd.	Taiwan	08/06/2021	Annual	Against	4.5	Lack of independent representation at board committees



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Scentre Group	Australia	08/04/2021	Annual	Against	6 2 3	Apparent failure to link pay and appropriate performance Apparent failure to link pay and appropriate performance. Concerns regarding Auditor tenure
Coca-Cola Amatil Ltd.	Australia	16/04/2021	Court	All For		
Dexus	Australia	22/04/2021	Special	All For		
Rio Tinto Limited	Australia	06/05/2021	Annual	Against	2,3,4 12	Concerns about overall performance
TPG Telecom Ltd.	Australia	06/05/2021	Annual	Against	2,6 3	Apparent failure to link pay and appropriate performance Overboarded/Too many other time commitments
Woolworths Group Limited	Australia	18/06/2021	Special	All For		





Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Jardine Strategic Holdings Ltd.	Bermuda	12/04/2021	Special	Against	1	Concerns to protect shareholder value
Bunge Limited	Bermuda	05/05/2021	Annual	Against	6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
Hongkong Land Holdings Ltd.	Bermuda	05/05/2021	Annual	Abstain Against	7 1	Concerns related to inappropriate membership of committees Lack of independent representation at board committeesInsufficient/poor disclosure
IHS Markit Ltd.	Bermuda	05/05/2021	Annual	Against	2 1g	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
RenaissanceRe Holdings Ltd.	Bermuda	05/05/2021	Annual	Against	2	Apparent failure to link pay and appropriate performance Apparent failure to link pay and appropriate performance
Arch Capital Group Ltd.	Bermuda	06/05/2021	Annual	Against	2 1a,1b,1c	Concerns about overall board structureConcerns related to approach to board diversityConcerns related to approach to board gender diversity
Jardine Matheson Holdings Ltd.	Bermuda	06/05/2021	Annual	Against	4,5 6 1	Concerns about overall board structure Lack of independence on board Inadequate management of climate-related risks Concerns about overall board structure Lack of independence on board Lack of independent representation at board committees Concerns related to inappropriate membership of committees Insufficient/poor disclosure
Everest Re Group, Ltd.	Bermuda	12/05/2021	Annual	Against	3 1.1 1.3	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
Invesco Ltd.	Bermuda	13/05/2021	Annual	Against	2 1.6 1.1	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to board ethnic and/or racial diversity
Norwegian Cruise Line Holdings Ltd.	Bermuda	20/05/2021	Annual	Against	2 1b,1c	Apparent failure to link pay and appropriate performance Concerns about overall board structure
Kunlun Energy Co. Ltd.	Bermuda	26/05/2021	Annual	Against	7,9	Issue of capital raises concerns about excessive dilution of existing shareholders
Shangri-La Asia Limited	Bermuda	28/05/2021	Annual	Against	5A,5C	
Budweiser Brewing Co. APAC Ltd.	Cayman Islands	30/04/2021	Annual	Against	8,9,10,11 6,7	Apparent failure to link pay and appropriate performance Issue of equity raises concerns about excessive dilution of existing shareholders
Wharf Real Estate Investment Co. Ltd.	Cayman Islands	06/05/2021	Annual	Against	2a,2b,2c,2d 5,6	Concerns related to board gender diversity Issue of capital raises concerns about excessive dilution of existing shareholders
HKT Trust & HKT Ltd.	Cayman Islands	07/05/2021	Annual	Against	6 3b,3c 5	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity Insufficient/poor disclosure
ENN Energy Holdings Ltd.	Cayman Islands	10/05/2021	Annual	Against	3a1	Concerns related to approach to board gender diversity
ASM Pacific Technology Limited	Cayman Islands	11/05/2021	Annual	All For		
CK Asset Holdings Limited	Cayman Islands	13/05/2021	Annual	Against	3,4,3.5,4	Concerns related to Non-audit fees
CK Asset Holdings Limited	Cayman Islands	13/05/2021	Special	All For		
CK Hutchison Holdings Ltd.	Cayman Islands	13/05/2021	Annual	Against	3f	Lack of independence on board
Xinyi Glass Holdings Ltd.	Cayman Islands	28/05/2021	Annual	Against	3A4 5B,5C	Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders
WH Group Ltd. (HK)	Cayman Islands	01/06/2021	Annual	Against	2a 7,8	Inadequate management of climate-related risks Issue of capital raises concerns about excessive dilution of existing shareholders
ESR Cayman Ltd.	Cayman Islands	02/06/2021	Annual	Against	2d 7,8 4,6	Concerns related to approach to board gender diversity Concerns to protect shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders





Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
GDS Holdings Ltd.	Cayman Islands	29/06/2021	Annual	All For		
China Tower Corp. Ltd.	China	12/05/2021	Annual	Against	5 7	Concerns related to shareholder rights Issue of equity raises concerns about excessive dilution of existing shareholders
Jiangsu Expressway Company Limited	China	17/06/2021	Annual	Against	13.7 10 5	Concerns related to attendance at board or committee meetings Concerns to protect shareholder value Insufficient/poor disclosure
Schlumberger NV	Curacao	07/04/2021	Annual	Against	2 1.6 1.7	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversity 2- Concerns related to board gender diversity
IsraCard Ltd.	Israel	12/04/2021	Special	Against	A,B1,B2	Administrative declaration
NICE Ltd. (Israel)	Israel	28/04/2021	Annual	Against	A,B1,B2	Administrative declaration
Israel Discount Bank Ltd.	Israel	23/05/2021	Annual	Abstain	3,4,4.2	Administrative declaration
Teva Pharmaceutical Industries Limited	Israel	14/06/2021	Annual	Against	A,B1,B2 1a	Administrative declaration Concerns about overall board structure
Royal Caribbean Group	Liberia	02/06/2021	Annual	Against	2 1j 1c 5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to succession planning
Carnival Corporation	Panama	20/04/2021	Annual	Against	10	Shareholder proposal promotes transparency Concerns related to board ethnic and/or racial diversity



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
VERBUND AG	Austria	20/04/2021	Annual	Against	8.1,8.2	Insufficient/poor disclosure
Raiffeisen Bank International AG	Austria	22/04/2021	Annual	All For		
Erste Group Bank AG	Austria	19/05/2021	Annual	All For		
Proximus SA	Belgium	21/04/2021	Annual	Against	7	Apparent failure to link pay and appropriate performance
Proximus SA	Belgium	21/04/2021	Special	Against	2 1	Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders
Groupe Bruxelles Lambert SA	Belgium	27/04/2021	Annual	Against	7,8.1,8.2,8.4 5.3.2 5.3.1	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committeesLack of independence on board Lack of independence on board
Anheuser-Busch InBev SA/NV	Belgium	28/04/2021	Annual/Special	Against	A1,B8a,B8b,B8c,B10 B9	Apparent failure to link pay & appropriate performance
Warehouses De Pauw SCA	Belgium	28/04/2021	Annual	Against	7 8	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversityConcerns related to inappropriate membership of committees
Warehouses De Pauw SCA	Belgium	28/04/2021	Special	All For		
UCB SA	Belgium	29/04/2021	Annual	Against	5,11	Apparent failure to link pay and appropriate performance
Sofina SA	Belgium	06/05/2021	Annual	Against	2,2,2,3 4.1,4.5	Apparent failure to link pay and appropriate performance Lack of independent representation at board committees
Solvay SA	Belgium	11/05/2021	Annual	Against	2 6b.3,6e 6b.1,6g 6b.2	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committeesLack of independence on board Lack of independence on board Overboarded/Too many other time commitments
Elia Group SA/NV	Belgium	18/05/2021	Annual/Special	Against	4,5 11	Apparent failure to link pay and appropriate performance Inappropriate bundling of election of directors on a single vote
ageas SA/NV	Belgium	19/05/2021	Annual/Special	Against	3	Apparent failure to link pay and appropriate performance
Rockwool International A/S	Denmark	07/04/2021	Annual	Abstain  Against	8 7.a,7.d 7.b 4 9.e	Concerns related to Non-audit fees Concerns related to board gender diversity Overboarded/Too many other time commitments Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
Vestas Wind Systems A/S	Denmark	08/04/2021	Annual	All For		
Genmab A/S	Denmark	13/04/2021	Annual	Against	7.a,7.c	Apparent failure to link pay & appropriate performance
Elisa Oyj	Finland	08/04/2021	Annual	Against	10	Apparent failure to link pay and appropriate performance
Nokia Oyj	Finland	08/04/2021	Annual	Against	13	Overboarded/Too many other time commitments
Kesko Oyj	Finland	12/04/2021	Annual	Against	11	Apparent failure to link pay and appropriate performance
Fortum Oyj	Finland	28/04/2021	Annual	All For		
VINCI SA	France	08/04/2021	Annual/Special	Against	7,8,10	Apparent failure to link pay & appropriate performance
LVMH Moët Hennessy Louis Vuitton SE	France	15/04/2021	Annual/Special	Against	4,5,6,7,11,12,13,14,16,17,22,23,24,25,27	
CNP Assurances SA	France	16/04/2021	Annual/Special	Against	28 18,21,22,23 19,20	Apparent failure to link pay & appropriate performance Lack of independence on board Lack of independence on boardLack of independent representation at board committees
L'Oreal SA	France	20/04/2021	Annual/Special	Against	14,15	Apparent failure to link pay & appropriate performance
Eiffage SA	France	21/04/2021	Annual/Special	Against	9,11,22 5 6	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns related to inappropriate membership of committees
Gecina SA	France	22/04/2021	Annual	Against	15	Concerns to protect shareholder value
Kering SA	France	22/04/2021	Annual/Special	Against	5,9,10 6	Concerns related to inappropriate membership of committees 2- Insufficient justification for related party transaction
Teleperformance SA	France	22/04/2021	Annual/Special	Against	6,9	Apparent failure to link pay & appropriate performance



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Veolia Environnement SA	France	22/04/2021	Annual/Special	Against	9,10,11	Apparent failure to link pay & appropriate performance
Renault SA	France	23/04/2021	Annual/Special	All For		
Schneider Electric SE	France	28/04/2021	Annual/Special	All For		
AXA SA	France	29/04/2021	Annual/Special	Against	6,7	Apparent failure to link pay & appropriate performance
Danone SA	France	29/04/2021	Annual/Special	All For		
Sanofi	France	30/04/2021	Annual/Special	All For		
Air Liquide SA	France	04/05/2021	Annual/Special	Against	8	Apparent failure to link pay & appropriate performance
Hermes International SCA	France	04/05/2021	Annual/Special	Against	7,8,9,11 24,25 5 13,14,15 6,19,23 20,22	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value Insufficient justification for related party transaction Lack of independence on board Poison pill/anti-takeover measure not in investors interests Poison pill/anti-takeover measure not in investors interests Issue of equity raises concerns about excessive dilution of existing shareholders
Amundi SA	France	10/05/2021	Annual/Special	Against	6,8,9 13,14,15,16,18	Apparent failure to link pay and appropriate performance Lack of independence on board
Aéroports de Paris SA	France	11/05/2021	Annual/Special	Against	15,17 10	Lack of independence on board Poison pill/anti-takeover measure not in investors interests
Edenred SA	France	11/05/2021	Annual/Special	Against	14 8	Apparent failure to link pay & appropriate performance Overboarded/Too many other time commitments
ATOS SE	France	12/05/2021	Annual/Special	Against	14 2 15	Apparent failure to link pay & appropriate performance Concerns to protect shareholder value Inadequate management of climate-related risks
Credit Agricole SA	France	12/05/2021	Annual/Special	Against	25,26 14,18,19 16,17	Apparent failure to link pay and appropriate performance Lack of independence on board Lack of independence on board Lack of independent representation at board committees
BNP Paribas SA	France	18/05/2021	Annual/Special	Against	12,15,16	
Orange SA	France	18/05/2021	Annual/Special	Against	12,13,14,15,16 20,22,24,25,27,29	Apparent failure to link pay & appropriate performance Poison pill/anti-takeover measure not in investors interests
Arkema SA	France	20/05/2021	Annual/Special	Against	11	Apparent failure to link pay & appropriate performance
bioMérieux SA	France	20/05/2021	Annual/Special	Against	13,14,17,18,29 5,9 28 23,24,25 22 21,26	Apparent failure to link pay & appropriate performance Insufficient/poor disclosure Issue of capital raises concerns about excessive dilution of existing shareholders Issue of capital raises concerns about excessive dilution of existing shareholders 2- Poison pill/anti-takeover measure not in investors interests Issue of capital raises concerns about excessive dilution of existing shareholders 2- Poison pill/anti-takeover measure not in investors interests Poison pill/anti-takeover measure not in investors interests
Capgemini SE	France	20/05/2021	Annual/Special	Against	5,6,8,11	Apparent failure to link pay and appropriate performance
ENGIE SA	France	20/05/2021	Annual/Special	Against	7 11	Apparent failure to link pay & appropriate performance



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
SEB SA	France	20/05/2021	Annual/Special	Against	11,12,20 22 4 13,15,16 17	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value Overboarded/Too many other time commitments Poison pill/anti-takeover measure not in investors interests Poison pill/anti-takeover measure not in investors interests Issue of equity raises concerns about excessive dilution of existing shareholders
Worldline SA	France	20/05/2021	Annual/Special	Against	13,14,15,16,28 11	Apparent failure to link pay and appropriate performance Insufficient basis to support a decision
Carrefour SA	France	21/05/2021	Annual/Special	Against	16,17,18,29 9 6 13	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees Concerns about candidate's experience/skills Overboarded/Too many other time commitments Concerns related to inappropriate membership of committees Lack of independence on board Lack of independence on board
Compagnie Generale des Etablissements Michelin SCA	France	21/05/2021	Annual/Special	Against	9,10	
EssilorLuxottica SA	France	21/05/2021	Annual/Special	Against	6,7,9 20 25,28	Apparent failure to link pay and appropriate performance Lack of independent representation at board committees Overboarded/Too many other time commitments
Bollore SA	France	26/05/2021	Annual/Special	Against	8,9,11 4 7,12,14	Apparent failure to link pay and appropriate performance Insufficient justification for related party transaction Poison pill/anti-takeover measure not in investors interests
Dassault Systemes SA	France	26/05/2021	Annual/Special	Against	5,7	Apparent failure to link pay and appropriate performance
Legrand SA	France	26/05/2021	Annual/Special	Against	7,9	Apparent failure to link pay & appropriate performance
Publicis Groupe SA	France	26/05/2021	Annual/Special	Against	25	Concerns to protect shareholder value
Safran SA	France	26/05/2021	Annual/Special	Against	7,23,24,25,26,27	
Valeo SE	France	26/05/2021	Annual/Special	All For		
Ipsen SA	France	27/05/2021	Annual/Special	Against	12,15,16,26 24 5	Apparent failure to link pay and appropriate performance Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board Lack of independent representation at board committees
LVMH Moet Hennessy Louis Vuitton SE	France	28/05/2021	Extraordinary Shareholders	All For		
Faurecia SE	France	31/05/2021	Annual/Special	Against	10,15 27	Apparent failure to link pay & appropriate performance Concerns about reducing shareholder rights
Iliad	France	02/06/2021	Annual/Special	Against	16,17,18,20,21 8 4 9 24,29 25,26,28,30 27	Apparent failure to link pay and appropriate performance Concerns related to attendance at board or committee meetings Concerns to protect shareholder value Insufficient justification for related party transaction Lack of independent representation at board committees Concerns to protect shareholder value Poison pill/anti-takeover measure not in investors interests Poison pill/anti-takeover measure not in investors interests Issue of equity raises concerns about excessive dilution of existing shareholders Poison pill/anti-takeover measure not in investors interests Proposed term in policy exceeds appropriate limit
Compagnie de Saint-Gobain SA	France	03/06/2021	Annual/Special	Against	9	Apparent failure to link pay and appropriate performance
La Francaise des Jeux SA	France	16/06/2021	Annual/Special	All For		



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Kleppierre SA	France	17/06/2021	Annual/Special	Against	6	Overboarded/Too many other time commitments
Vivendi SE	France	22/06/2021	Annual/Special	Against	7,8,9,10,11,12,13,14,15,16,17,18,23	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value
Orpea SA	France	24/06/2021	Annual/Special	Against	15,30	Apparent failure to link pay and appropriate performance Concerns related to shareholder rights
Bureau Veritas SA	France	25/06/2021	Annual/Special	Against	13,16,27,6	Apparent failure to link pay and appropriate performance Overboarded/Too many other time commitments
Wendel SE	France	29/06/2021	Annual/Special	Against	10,11,14,15,20,6,9,7,8	Apparent failure to link pay and appropriate performance Lack of independence on board Lack of independence on board Concerns related to inappropriate membership of committees
SUEZ SA	France	30/06/2021	Annual	All For		
Beiersdorf AG	Germany	01/04/2021	Annual	Against	6	Apparent failure to link pay and appropriate performance.
Deutsche Telekom AG	Germany	01/04/2021	Annual	Against	9,7	Apparent failure to link pay & appropriate performance Concerns to protect shareholder value
Covestro AG	Germany	16/04/2021	Annual	Against	8	Apparent failure to link pay and appropriate performance
Henkel AG & Co. KGaA	Germany	16/04/2021	Annual	Against	7	Concerns related to approach to board gender diversity
Vonovia SE	Germany	16/04/2021	Annual	All For		
Merck KGaA	Germany	23/04/2021	Annual	All For		
Bayer AG	Germany	27/04/2021	Annual	All For		
Muenchener Rueckversicherungs-Gesellschaft AG	Germany	28/04/2021	Annual	All For		
BASF SE	Germany	29/04/2021	Annual	All For		
GEA Group AG	Germany	30/04/2021	Annual	Against	7	Apparent failure to link pay and appropriate performance
Allianz SE	Germany	05/05/2021	Annual	All For		
Hannover Rueck SE	Germany	05/05/2021	Annual	Against	8	Apparent failure to link pay and appropriate performance
PUMA SE	Germany	05/05/2021	Annual	Against	6,8,8	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value
Symrise AG	Germany	05/05/2021	Annual	Against	8,7,6.1	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value Overboarded/Too many other time commitments
alstria office REIT-AG	Germany	06/05/2021	Annual	Against	8	Apparent failure to link pay & appropriate performance
Deutsche Post AG	Germany	06/05/2021	Annual	Against	10,8,7	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value
HeidelbergCement AG	Germany	06/05/2021	Annual	Against	4.1,6	Apparent failure to link pay & appropriate performance Concerns related to below-board gender diversity Concerns to protect shareholder value
Hochtief AG	Germany	06/05/2021	Annual	Against	6,8.3,8.5,8.6,8.8,8.1,8.2,8.4,8.7	Apparent failure to link pay and appropriate performance Concerns related to succession planning Lack of independence on board Lack of independent representation at board committees Concerns related to succession planning
adidas AG	Germany	12/05/2021	Annual	Against	12	Concerns to protect shareholder value
Bayerische Motoren Werke AG	Germany	12/05/2021	Annual	All For		
Nemetschek SE	Germany	12/05/2021	Annual	Against	6	Apparent failure to link pay and appropriate performance
Rational AG	Germany	12/05/2021	Annual	Against	6	Apparent failure to link pay and appropriate performance.
SAP SE	Germany	12/05/2021	Annual	All For		
Deutsche Boerse AG	Germany	19/05/2021	Annual	All For		
E.ON SE	Germany	19/05/2021	Annual	Against	6	Apparent failure to link pay and appropriate performance
LANXESS AG	Germany	19/05/2021	Annual	All For		
Uniper SE	Germany	19/05/2021	Annual	Against	8,11,6.2,13	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value Lack of independence on board
Zalando SE	Germany	19/05/2021	Annual	Against	7	Apparent failure to link pay and appropriate performance.
Fresenius Medical Care AG & Co. KGaA	Germany	20/05/2021	Annual	Against	7	Concerns to protect shareholder value
Knorr-Bremse AG	Germany	20/05/2021	Annual	Against	7,6.1,6.2,6.3,6.4,6.5,6.6	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity Concerns related to succession planning



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Telefonica Deutschland Holding AG	Germany	20/05/2021	Annual	Against	6 9 8.2	Apparent failure to link pay and appropriate performance Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on boardConcerns related to approach to board diversity
Fresenius SE & Co. KGaA	Germany	21/05/2021	Annual	Against	6	Apparent failure to link pay & appropriate performance
HelloFresh SE	Germany	26/05/2021	Annual	Against	8 12	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value
Carl Zeiss Meditec AG	Germany	27/05/2021	Annual	Against	7 6.1,6.2,6.3	Apparent failure to link pay and appropriate performance Concerns related to succession planning
LEG Immobilien AG	Germany	27/05/2021	Annual	All For		
United Internet AG	Germany	27/05/2021	Annual	Against	7	Apparent failure to link pay and appropriate performance.
Deutsche Wohnen SE	Germany	01/06/2021	Annual	Against	7 10 11	Apparent failure to link pay and appropriate performance Apparent failure to link pay and appropriate performance Concerns to protect shareholder value record-kept with vote string that was processed
Evonik Industries AG	Germany	02/06/2021	Annual	All For		
Instone Real Estate Group AG	Germany	09/06/2021	Annual	All For		
Brenntag SE	Germany	10/06/2021	Annual	Against	3	Inadequate management of climate-related risks
Bechtle AG	Germany	15/06/2021	Annual	Against	9 5	Apparent failure to link pay and appropriate performance Concerns regarding Auditor tenure
TeamViewer AG	Germany	15/06/2021	Annual	All For		
Delivery Hero SE	Germany	16/06/2021	Annual	Against	5 11 7,8	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders
Seagate Technology Holdings Plc	Ireland	14/04/2021	Court	All For		
Seagate Technology Holdings Plc	Ireland	14/04/2021	Special	All For		
Eaton Corporation plc	Ireland	28/04/2021	Annual	Against	3 1f	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
CRH Plc	Ireland	29/04/2021	Annual	Against	3 4a	Apparent failure to link pay & appropriate performance Concerns related to below-board gender diversity 2- Concerns related to board ethnic and/or racial diversity
Dalata Hotel Group Plc	Ireland	29/04/2021	Annual	All For		
Flutter Entertainment Plc	Ireland	29/04/2021	Annual	Against	2	Apparent failure to link pay & appropriate performance
Horizon Therapeutics Public Limited Company	Ireland	29/04/2021	Annual	Against	3 1b	Apparent failure to link pay and appropriate performance Concerns about overall board structure
Kerry Group Plc	Ireland	29/04/2021	Annual	Against	7	Apparent failure to link pay & appropriate performance
Kingspan Group Plc	Ireland	30/04/2021	Annual	Against	5 3f	Apparent failure to link pay & appropriate performance Overboarded/Too many other time commitments
Smurfit Kappa Group Plc	Ireland	30/04/2021	Annual	All For		
Pentair Plc	Ireland	04/05/2021	Annual	Against	2 1c	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Willis Towers Watson Public Limited Company	Ireland	11/05/2021	Annual	Against	3 1d	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Perrigo Company plc	Ireland	12/05/2021	Annual	Against	3 1.7 1.5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversityConcerns related to approach to board diversity
Aon Plc	Ireland	02/06/2021	Annual	Against	2 1.9 1.1	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to succession planning
Allegion Plc	Ireland	03/06/2021	Annual	Against	2 1b 1f	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversity
Trane Technologies Plc	Ireland	03/06/2021	Annual	Against	11,2	
Infrastrutture Wireless Italiane SpA	Italy	20/04/2021	Annual	Against	6.2,7,8	
Recordati SpA	Italy	20/04/2021	Annual	Against	2a,3 A	Apparent failure to link pay & appropriate performance Insufficient/poor disclosure
DiaSorin SpA	Italy	22/04/2021	Annual/Special	Against	2.1,2.2,3 A	Apparent failure to link pay & appropriate performance Insufficient/poor disclosure



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Moncler SpA	Italy	22/04/2021	Annual	Against	2 A	Apparent failure to link pay & appropriate performance Insufficient/poor disclosure
Amplifon SpA	Italy	23/04/2021	Annual	Against	3.1.2 4.1,4.2 5	Apparent failure to link pay & appropriate performance Issue of equity raises concerns about excessive dilution of existing shareholders
Assicurazioni Generali SpA	Italy	26/04/2021	Annual/Special	Against	3a,3b,4a	Apparent failure to link pay & appropriate performance
Atlantia SpA	Italy	28/04/2021	Annual/Special	Against	2a.1,3.2 A	Insufficient/poor disclosure
FinecoBank SpA	Italy	28/04/2021	Annual/Special	Against	6,7	Apparent failure to link pay & appropriate performance
Intesa Sanpaolo SpA	Italy	28/04/2021	Annual/Special	Against	2e	Apparent failure to link pay & appropriate performance
Prismian SpA	Italy	28/04/2021	Annual/Special	Against	A	Insufficient/poor disclosure
SNAM SpA	Italy	28/04/2021	Annual	Against	A	Insufficient/poor disclosure
TERNA Rete Elettrica Nazionale SpA	Italy	30/04/2021	Annual	Against	5.2	Apparent failure to link pay & appropriate performance
Enel SpA	Italy	20/05/2021	Annual	Against	A	
ENAV SpA	Italy	28/05/2021	Annual	Against	4 A	Apparent failure to link pay & appropriate performance Insufficient/poor disclosure
Poste Italiane SpA	Italy	28/05/2021	Annual/Special	Against	6 A	Apparent failure to link pay & appropriate performance 2- Insufficient basis to support a decision Insufficient/poor disclosure
Atlantia SpA	Italy	31/05/2021	Ordinary Shareholders	All For		
SES SA	Luxembourg	01/04/2021	Annual	Against	12,14	Apparent failure to link pay and appropriate performance
Eurofins Scientific SE	Luxembourg	22/04/2021	Annual/Special	Against	9 2 1	Apparent failure to link pay and appropriate performance Double voting rights Issue of equity raises concerns about excessive dilution of existing shareholders
Tenaris SA	Luxembourg	03/05/2021	Annual	Against	8 6	Apparent failure to link pay and appropriate performance Lack of independence on boardCombined CEO/Chairman
ArcelorMittal SA	Luxembourg	08/06/2021	Annual/Special	Against	V,VI X	Apparent failure to link pay & appropriate performance Concerns related to below-board gender diversity
Davide Campari-Milano NV	Netherlands	08/04/2021	Annual	Against	2.b,7	Apparent failure to link pay & appropriate performance
Airbus SE	Netherlands	14/04/2021	Annual	Against	4.5	Apparent failure to link pay and appropriate performance
Koninklijke Ahold Delhaize NV	Netherlands	14/04/2021	Annual	Against	6	
Royal KPN NV	Netherlands	14/04/2021	Annual	Against	4 3	Apparent failure to link pay and appropriate performance Apparent failure to link pay & appropriate performance
CNH Industrial NV	Netherlands	15/04/2021	Annual	Against	4.g 4.f 4.h,4.i	Concerns related to board gender diversity Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments
Ferrari NV	Netherlands	15/04/2021	Annual	Against	2.c 5.3 3.f 3.a,3.c,3.i	Apparent failure to link pay and appropriate performance Concerns about reducing shareholder rights Inadequate management of climate-related risks Overboarded/Too many other time commitments
Stellantis NV	Netherlands	15/04/2021	Annual	Against	2.c,4.a,4.b	Apparent failure to link pay and appropriate performance
Royal Vopak NV	Netherlands	21/04/2021	Annual	Against	3	Apparent failure to link pay and appropriate performance
Akzo Nobel NV	Netherlands	22/04/2021	Annual	All For		
Heineken Holding NV	Netherlands	22/04/2021	Annual	Against	7.a,7.b	Lack of independence on board
Heineken NV	Netherlands	22/04/2021	Annual	Against	1.b,4.a	
Wolters Kluwer NV	Netherlands	22/04/2021	Annual	All For		
ING Groep NV	Netherlands	26/04/2021	Annual	All For		
ASML Holding NV	Netherlands	29/04/2021	Annual	All For		
Koninklijke DSM NV	Netherlands	06/05/2021	Annual	All For		
Koninklijke Philips NV	Netherlands	06/05/2021	Annual	Against	2.d	Apparent failure to link pay and appropriate performance
argenx SE	Netherlands	11/05/2021	Annual	Against	3,4 2.b	Apparent failure to link pay and appropriate performance Apparent failure to link pay and appropriate performance
Just Eat Takeaway.com NV	Netherlands	12/05/2021	Annual	Against	5.d 5.f,5.g	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity Overboarded/Too many other time commitments





Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
ASM International NV	Netherlands	17/05/2021	Annual	Against	3	Apparent failure to link pay and appropriate performance
NN Group NV	Netherlands	20/05/2021	Annual	Against	3	Apparent failure to link pay and appropriate performance
NXP Semiconductors NV	Netherlands	26/05/2021	Annual	Against	3h,9 3b 3	Concerns about remuneration committee performance Apparent failure to link pay and appropriate performance
STMicroelectronics NV	Netherlands	27/05/2021	Annual	Against	4 12	Insufficient/poor disclosure Overboarded/Too many other time commitments
Adyen NV	Netherlands	03/06/2021	Annual	All For		
JDE Peet's NV	Netherlands	17/06/2021	Annual	Against	2.b	Apparent failure to link pay and appropriate performance
QIAGEN NV	Netherlands	29/06/2021	Annual	Against	2 10.c	Apparent failure to link pay and appropriate performance Issue of capital raises concerns about excessive dilution of existing shareholders
Orkla ASA	Norway	15/04/2021	Annual	Against	6.3 6.4	Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments
DNB ASA	Norway	27/04/2021	Annual	Against	10	
Norsk Hydro ASA	Norway	06/05/2021	Annual	Against	6	Apparent failure to link pay & appropriate performance
Schibsted ASA	Norway	06/05/2021	Annual	Against	7 9h	Apparent failure to link pay and appropriate performance Overboarded/Too many other time commitments
Yara International ASA	Norway	06/05/2021	Annual	All For		
Telenor ASA	Norway	27/05/2021	Annual	Against	9,10	Apparent failure to link pay and appropriate performance
Adevinta ASA	Norway	29/06/2021	Annual	All For		
Jeronimo Martins SGPS SA	Portugal	08/04/2021	Annual	All For		
EDP-Energias de Portugal SA	Portugal	14/04/2021	Annual	All For		
Ferrovial SA	Spain	08/04/2021	Annual	All For		
EDP Renovaveis SA	Spain	12/04/2021	Annual	All For		
Banco Bilbao Vizcaya Argentaria SA	Spain	19/04/2021	Annual	All For		
Telefonica SA	Spain	22/04/2021	Annual	Against	9,12 4.4	Apparent failure to link pay and performance Overboarded/Too many other time commitments
MERLIN Properties SOCIMI SA	Spain	26/04/2021	Annual	All For		
Aena S.M.E. SA	Spain	27/04/2021	Annual	Against	10	Inadequate management of climate-related risks
Endesa SA	Spain	30/04/2021	Annual	Against	9,10	Apparent failure to link pay & appropriate performance
CaixaBank SA	Spain	13/05/2021	Annual	Against	12,14,15,18	Apparent failure to link pay & appropriate performance
Grifols SA	Spain	20/05/2021	Annual	Against	7 11	Concerns regarding Auditor tenure Concerns to protect shareholder value
Enagas SA	Spain	26/05/2021	Annual	All For		
Amadeus IT Group SA	Spain	16/06/2021	Annual	Against	6,8	Apparent failure to link pay & appropriate performance
Iberdrola SA	Spain	17/06/2021	Annual	Against	16	Apparent failure to link pay & appropriate performance
Red Electrica Corp. SA	Spain	28/06/2021	Annual	All For		
Telia Co. AB	Sweden	12/04/2021	Annual	All For		
Husqvarna AB	Sweden	14/04/2021	Annual	Abstain  Against	10.a5,10.b 10.a1 10.a2,10.a4 14,15	Lack of independence on board Lack of independence on board Lack of independence on board 2- Lack of independent representation at board committees Apparent failure to link pay & appropriate performance
ICA Gruppen AB	Sweden	15/04/2021	Annual	Against	14.e,14.f,14.h,14.i,14.j 14.b	Lack of independence on board Lack of independence on boardOverboarded/Too many other time commitments
LE Lundbergforetagen AB	Sweden	15/04/2021	Annual	Against	10.A,10.F,10.G 10.D 10.B 10.E	Lack of independence on board Lack of independence on boardConcerns about overall board structure Lack of independence on boardOverboarded/Too many other time commitments Lack of independence on boardOverboarded/Too many other time commitmentsConcerns about overall board structure
Svenska Cellulosa AB	Sweden	15/04/2021	Annual	Against	11.2,11.9,12,14	
Evolution AB	Sweden	16/04/2021	Annual	Against	14 10a3,10a4	Apparent failure to link pay & appropriate performance Concerns related to board gender diversity
Industrivarden AB	Sweden	21/04/2021	Annual	Against	14 10.a,10.c,10.d,10.e,10.i	Apparent failure to link pay and appropriate performance Overboarded/Too many other time commitments
Tele2 AB	Sweden	22/04/2021	Annual	Against	16f	Concerns to protect shareholder value
Atlas Copco AB	Sweden	27/04/2021	Annual	Against	11.a,11.b 9.a1,9.a3,9.a7,9.a8,9.b	Apparent failure to link pay & appropriate performance Lack of independence on board



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Boliden AB	Sweden	27/04/2021	Annual	All For		
Sandvik Aktiebolag	Sweden	27/04/2021	Annual	Against	16	Apparent failure to link pay and appropriate performance
Assa Abloy AB	Sweden	28/04/2021	Annual	Against	14	Apparent failure to link pay and appropriate performance
Epiroc AB	Sweden	28/04/2021	Annual	All For	10	Lack of independence on board
Hexagon AB	Sweden	29/04/2021	Annual	Against	10.7,10.9 13 10.3	Concerns related to inappropriate membership of committeesLack of independent representation at board committees Insufficient/poor disclosure Lack of independent representation at board committees
Kinnevik AB	Sweden	29/04/2021	Annual	Against	10	Apparent failure to link pay and appropriate performance
Investor AB	Sweden	05/05/2021	Annual	Against	8 13a,13e,13f,13h,13i,14	Apparent failure to link pay and appropriate performance Lack of independence on board
Securitas AB	Sweden	05/05/2021	Annual	Against	16 10.a 10.b	Apparent failure to link pay and appropriate performance Lack of independent representation at board committeesOverboarded/Too many other time commitments Overboarded/Too many other time commitments
Hennes & Mauritz AB	Sweden	06/05/2021	Annual	Against	11.6 17 18	Concerns related to inappropriate membership of committees 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 transparency
Investment AB Latour	Sweden	10/05/2021	Annual	All For		
NIBE Industrier AB	Sweden	11/05/2021	Annual	Against	12	Concerns about overall board structureOverboarded/Too many other time commitments
EQT AB	Sweden	02/06/2021	Annual	Against	14.i 14.b,14.f 14.a 14.c,14.h	Concerns related to inappropriate membership of committees Lack of independence on board Lack of independence on boardConcerns related to inappropriate membership of committees Lack of independence on boardOverboarded/Too many other time commitments
Tele2 AB	Sweden	28/06/2021	Extraordinary Shareholders	All For		
Volvo AB	Sweden	29/06/2021	Special	All For		
UBS Group AG	Switzerland	08/04/2021	Annual	Against	13	Insufficient/poor disclosure
Nestle SA	Switzerland	15/04/2021	Annual	Against	1.2 4.3.4	Apparent failure to link pay & appropriate performance Overboarded/Too many other time commitments
Chubb Limited	Switzerland	20/05/2021	Annual	Against	12 5.2,7.1,7.2,7.3 5.5 6 13	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversity 2- Concerns related to board gender diversity Concerns related to board ethnic and/or racial diversity 2- Concerns related to board gender diversity 3- Non-independent Chairman Insufficient/poor disclosure
Garmin Ltd.	Switzerland	04/06/2021	Annual	Against	10,11 5.2 5.1	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversity
Coca-Cola HBC AG	Switzerland	22/06/2021	Annual	Against	7,8,9 4.1.4	Apparent failure to link pay & appropriate performance Concerns related to succession planning



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
The Toronto-Dominion Bank	Canada	01/04/2021	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
FirstService Corp.	Canada	06/04/2021	Annual/Special	Against	4 1g 1a 3	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity Concerns related to board ethnic and/or racial diversity Performance-related pay/awards for non-executives
Bank of Montreal	Canada	07/04/2021	Annual	All For		
Canadian Imperial Bank of Commerce	Canada	08/04/2021	Annual	Against	4	SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Royal Bank of Canada	Canada	08/04/2021	Annual	Against	6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
The Bank of Nova Scotia	Canada	13/04/2021	Annual	Against	4.4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Fairfax Financial Holdings Limited	Canada	15/04/2021	Annual	All For		
Canadian Pacific Railway Limited	Canada	21/04/2021	Annual/Special	Against	2 3.8 3.6	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversity
National Bank of Canada	Canada	23/04/2021	Annual	Against	2 1.3 1.12	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversity Concerns related to approach to board gender diversity Concerns related to approach to board diversity Concerns related to board ethnic and/or racial diversity
Bausch Health Companies Inc.	Canada	27/04/2021	Annual	Against	1i	
Canadian National Railway Company	Canada	27/04/2021	Annual	All For		
BCE Inc.	Canada	29/04/2021	Annual	All For		
Yamana Gold Inc.	Canada	29/04/2021	Annual	Against	3 1.9 1.8	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversity Concerns related to approach to board diversity
Agnico Eagle Mines Ltd.	Canada	30/04/2021	Annual/Special	All For		
Barrick Gold Corporation	Canada	04/05/2021	Annual/Special	Against	3	Apparent failure to link pay & appropriate performance
Parkland Corporation	Canada	04/05/2021	Annual	Against	3 1.2	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
Boralex Inc.	Canada	05/05/2021	Annual	Against	1.7	Concerns related to approach to board diversity Concerns related to board ethnic and/or racial diversity
Enbridge Inc.	Canada	05/05/2021	Annual	Against	3 1.7 1.2	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Overboarded/Too many other time commitments
Franco-Nevada Corporation	Canada	05/05/2021	Annual/Special	Against	1.6	Concerns related to approach to board diversity Concerns related to board ethnic and/or racial diversity
Sun Life Financial Inc.	Canada	05/05/2021	Annual	Against	4 1.7	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Toromont Industries Ltd.	Canada	05/05/2021	Annual/Special	Against	3 1.3 1.11	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity Concerns related to board ethnic and/or racial diversity
Cameco Corporation	Canada	06/05/2021	Annual	Against	C	Apparent failure to link pay & appropriate performance
Constellation Software Inc.	Canada	06/05/2021	Annual	Against	3 1.5, 1.13	Apparent failure to link pay and appropriate performance Concerns related to board ethnic and/or racial diversity Concerns related to approach to board diversity
First Quantum Minerals Ltd.	Canada	06/05/2021	Annual	Against	2.6	Concerns related to below-board gender diversity 2- Concerns related to board ethnic and/or racial diversity 3- Inadequate management of climate-related risks
Fortis Inc.	Canada	06/05/2021	Annual	All For		



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Great-West Lifeco Inc.	Canada	06/05/2021	Annual/Special	Against	4 2.6 2.10 2.7 2.15	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns about remuneration committee performance Concerns related to inappropriate membership of committees Concerns related to attendance at board or committee meetings Concerns related to inappropriate membership of committees Concerns related to board ethnic and/or racial diversity Concerns related to approach to board diversity Concerns to protect shareholder value
IA Financial Corporation Inc.	Canada	06/05/2021	Annual	Against	3 1.10 1.7	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversity Concerns related to approach to board diversity
Kirkland Lake Gold Ltd.	Canada	06/05/2021	Annual	Against	3 1b 1c	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity Concerns related to board ethnic and/or racial diversity
Loblaw Companies Limited	Canada	06/05/2021	Annual	Against	3 1.6	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Magna International Inc.	Canada	06/05/2021	Annual	Against	3 1J	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Manulife Financial Corp.	Canada	06/05/2021	Annual	Against	3 1.10 1.13	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversity
Ritchie Bros. Auctioneers Incorporated	Canada	06/05/2021	Annual	Against	3 1g	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
IGM Financial Inc.	Canada	07/05/2021	Annual	Against	1.3,1.4,1.7 1.12	Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns related to board ethnic and/or racial diversity Concerns related to approach to board diversity Concerns related to succession planning
Lundin Mining Corporation	Canada	07/05/2021	Annual	Against	3 1.1 1.9	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
TELUS Corporation	Canada	07/05/2021	Annual	Against	3 1.7	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Allied Properties Real Estate Investment Trust	Canada	10/05/2021	Annual/Special	Against	4 2D	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversity
George Weston Limited	Canada	11/05/2021	Annual	Against	3 1.6	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Intact Financial Corporation	Canada	12/05/2021	Annual/Special	All For		
Kinross Gold Corporation	Canada	12/05/2021	Annual	Against	1.1	Concerns related to board ethnic and/or racial diversity Concerns related to approach to board diversity
Pan American Silver Corp.	Canada	12/05/2021	Annual/Special	Against	3 1.8 1.2	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversity Concerns related to approach to board diversity
Summit Industrial Income REIT	Canada	12/05/2021	Annual	Against	1.4	Concerns related to approach to board diversity Concerns related to board ethnic and/or racial diversity
TMX Group Ltd.	Canada	12/05/2021	Annual/Special	Against	3 2k 2c	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity Concerns related to board ethnic and/or racial diversity
Canadian Tire Corporation, Limited	Canada	13/05/2021	Annual	Against	1.1,1.2,1.3	Concerns related to below-board gender diversity 2- Concerns related to board ethnic and/or racial diversity 3- Concerns related to board gender diversity
Quebecor, Inc.	Canada	13/05/2021	Annual	Against	1.2	Concerns related to board ethnic and/or racial diversity



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
WSP Global Inc.	Canada	13/05/2021	Annual	All For		
Power Corporation of Canada	Canada	14/05/2021	Annual	Against	3 1.6 1.4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to board ethnic and/or racial diversityConcerns to protect shareholder value
Waste Connections, Inc.	Canada	14/05/2021	Annual	Against	2 1h 1a	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to succession planning
Wheaton Precious Metals Corp.	Canada	14/05/2021	Annual/Special	Against	c a3 a1	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
Nutrien Ltd.	Canada	17/05/2021	Annual	Against	3 1.9	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
GFL Environmental, Inc.	Canada	19/05/2021	Annual	Against	3 1.5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performanceConcerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns to protect shareholder value
Northland Power Inc.	Canada	19/05/2021	Annual/Special	Against	3	Concerns related to board ethnic and/or racial diversity
Chartwell Retirement Residences	Canada	20/05/2021	Annual	Against	3.8 8,9	Concerns related to board ethnic and/or racial diversity Concerns related to approach to board diversity SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Emera Incorporated	Canada	20/05/2021	Annual	Against	4 1.7	Apparent failure to link pay and appropriate performance Concerns related to board ethnic and/or racial diversity
Hydro One Limited	Canada	26/05/2021	Annual	Against	1B	Concerns related to board ethnic and/or racial diversity
Shopify, Inc.	Canada	26/05/2021	Annual/Special	Against	3,4,5 1B 1F	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversityConcerns related to approach to board diversityConcerns to protect shareholder value
Ballard Power Systems Inc.	Canada	02/06/2021	Annual	Against	1G,1H,3,4	
Canadian Apartment Properties Real Estate Investment Trust	Canada	02/06/2021	Annual	Against	3 1.8	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Algonquin Power & Utilities Corp.	Canada	03/06/2021	Annual	Against	3 2.9	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
Dollarama Inc.	Canada	09/06/2021	Annual	Against	3 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
Thomson Reuters Corporation	Canada	09/06/2021	Annual	Against	1.6 4	Inadequate management of climate-related risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
B2Gold Corp.	Canada	11/06/2021	Annual/Special	Against	6 2.2 2.9	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
Brookfield Asset Management Inc.	Canada	11/06/2021	Annual	All For		
Brookfield Renewable Corp.	Canada	22/06/2021	Annual	All For		
BlackBerry Limited	Canada	23/06/2021	Annual	Against	3 1.8	Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance 2- Concerns related to potential conflict of interests
Broadcom Inc.	USA	05/04/2021	Annual	Against	3	SH: Against shareholder resolution, against management recommendation / Shareholder proposal does not promote appropriate accountability or incentivisation
Advanced Micro Devices, Inc.	USA	07/04/2021	Special	All For		



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Lennar Corporation	USA	07/04/2021	Annual	Against	2 1c 1k	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversity 2- Concerns related to board gender diversity
Xilinx, Inc.	USA	07/04/2021	Special	All For		
Synopsys, Inc.	USA	08/04/2021	Annual	Against	3 1f 5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes appropriate accountability or incentivisation
A. O. Smith Corporation	USA	13/04/2021	Annual	Against	2 1.1	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
Fifth Third Bancorp	USA	13/04/2021	Annual	Against	3 1n	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
HP Inc.	USA	13/04/2021	Annual	All For		
IQVIA Holdings, Inc.	USA	13/04/2021	Annual	Against	1.3	Concerns about remuneration committee performance
The Bank of New York Mellon Corporation	USA	13/04/2021	Annual	All For		
Hewlett Packard Enterprise Company	USA	14/04/2021	Annual	Against	4 1b	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Celanese Corporation	USA	15/04/2021	Annual	Against	3 1c	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Dow, Inc.	USA	15/04/2021	Annual	Against	2 1f	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Marvell Technology, Inc.	USA	15/04/2021	Special	All For		
Owens Corning	USA	15/04/2021	Annual	All For		
PPG Industries, Inc.	USA	15/04/2021	Annual	Against	6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
Carrier Global Corp.	USA	19/04/2021	Annual	Against	2 1d 1b	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversity
Adobe, Inc.	USA	20/04/2021	Annual	Against	4	Apparent failure to link pay & appropriate performance
Bank of America Corporation	USA	20/04/2021	Annual	Against	8 5	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
M&T Bank Corporation	USA	20/04/2021	Annual	Against	1.5	Concerns related to board gender diversity
Moodys Corporation	USA	20/04/2021	Annual	Against	3 1e	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
NextEra Energy Partners LP	USA	20/04/2021	Annual	Against	3 1c	Apparent failure to link pay and appropriate performance Concerns about overall board structureLack of independence on board
Northern Trust Corporation	USA	20/04/2021	Annual	Against	2	Apparent failure to link pay & appropriate performance
Public Service Enterprise Group Incorporated	USA	20/04/2021	Annual	All For		
The Boeing Company	USA	20/04/2021	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
The Coca-Cola Company	USA	20/04/2021	Annual	Against	2	Apparent failure to link pay & appropriate performance
U.S. Bancorp	USA	20/04/2021	Annual	Against	3	Apparent failure to link pay & appropriate performance
Whirlpool Corporation	USA	20/04/2021	Annual	Against	2 1c	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Huntington Bancshares Incorporated	USA	21/04/2021	Annual	All For		
Regions Financial Corporation	USA	21/04/2021	Annual	All For		
The Sherwin-Williams Company	USA	21/04/2021	Annual	All For		
AGNC Investment Corp.	USA	22/04/2021	Annual	Against	3 1b	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Avery Dennison Corporation	USA	22/04/2021	Annual	Against	2 1h	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Citizens Financial Group, Inc.	USA	22/04/2021	Annual	All For		





Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Crown Holdings, Inc.	USA	22/04/2021	Annual	Against	3 1.11 1.7	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Concerns related to board gender diversity
Edison International	USA	22/04/2021	Annual	Against	3	Apparent failure to link pay & appropriate performance
Humana Inc.	USA	22/04/2021	Annual	Against	3 1i	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
Intuitive Surgical, Inc.	USA	22/04/2021	Annual	Against	2,4	Apparent failure to link pay & appropriate performance
J.B. Hunt Transport Services, Inc.	USA	22/04/2021	Annual	Against	2 1.10 1.5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity Concerns related to succession planning
Johnson & Johnson	USA	22/04/2021	Annual	Against	2 1n 5 4,6,7	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
Pfizer Inc.	USA	22/04/2021	Annual	Against	4 5,6	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
SVB Financial Group	USA	22/04/2021	Annual	Against	2 1.12	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Texas Instruments Incorporated	USA	22/04/2021	Annual	Against	2 1i	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
Abbott Laboratories	USA	23/04/2021	Annual	Against	7 6 5	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 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks 3- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency 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 3- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
Alleghany Corporation	USA	23/04/2021	Annual	All For		
CenterPoint Energy, Inc.	USA	23/04/2021	Annual	Against	3 1g 1f	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Inadequate management of climate-related risks
PPD, Inc.	USA	23/04/2021	Annual	Against	2 1.1	Apparent failure to link pay and appropriate performance Lack of independence on board
Fastenal Company	USA	24/04/2021	Annual	Against	3 1a 1e	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
Public Storage	USA	26/04/2021	Annual	Against	2 1i	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance





Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Weingarten Realty Investors	USA	26/04/2021	Annual	Against	4 1g 1c	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to succession planningConcerns related to approach to board gender diversityConcerns related to approach to board diversity
Bio-Rad Laboratories, Inc.	USA	27/04/2021	Annual	Against	1.1	Concerns about overall board structure
Centene Corporation	USA	27/04/2021	Annual	Against	2 1c	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance 2- Concerns related to board gender diversity
Ceridian HCM Holding, Inc.	USA	27/04/2021	Annual	Against	3	Apparent failure to link pay and appropriate performance
Charter Communications, Inc.	USA	27/04/2021	Annual	Against	1e 1h 4 5,6,7 3	Concerns related to board gender diversity Concerns related to inappropriate membership of committees 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 SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
Citigroup Inc.	USA	27/04/2021	Annual	Against	6 9 5 8	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 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
Comerica Incorporated	USA	27/04/2021	Annual	Against	3 1.5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Cousins Properties Incorporated	USA	27/04/2021	Annual	Against	2 1f	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performanceConcerns related to approach to board diversity
Domino's Pizza, Inc.	USA	27/04/2021	Annual	Against	3 1.4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Equity LifeStyle Properties, Inc.	USA	27/04/2021	Annual	Against	3 1.4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns regarding audit quality 2- Concerns regarding Auditor tenure
Exelon Corporation	USA	27/04/2021	Annual	Against	3 4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
FMC Corporation	USA	27/04/2021	Annual	Against	3 1e 1h	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversity
Hanesbrands Inc.	USA	27/04/2021	Annual	All For		
International Business Machines Corporation	USA	27/04/2021	Annual	Against	4 1l	Concerns related to board gender diversity
Kimco Realty Corporation	USA	27/04/2021	Annual	Against	2 1d 1f	Apparent failure to link pay and appropriate performance. Concerns about remuneration committee performance Concerns related to approach to board diversity
MSCI Inc.	USA	27/04/2021	Annual	Against	2 1g	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Otis Worldwide Corp.	USA	27/04/2021	Annual	Against	2 1i	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
PACCAR Inc	USA	27/04/2021	Annual	Against	1.10 2	Concerns related to approach to board gender diversity Concerns related to approach to board diversity Shareholder proposal promotes enhanced shareholder rights
PerkinElmer, Inc.	USA	27/04/2021	Annual	Against	3 1a	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
Rollins, Inc.	USA	27/04/2021	Annual	All For		
The PNC Financial Services Group, Inc.	USA	27/04/2021	Annual	All For		
The Williams Companies, Inc.	USA	27/04/2021	Annual	Against	2 1.11 1.13	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversity Concerns related to approach to board diversity
Truist Financial Corporation	USA	27/04/2021	Annual	Against	3 1a	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Wells Fargo & Company	USA	27/04/2021	Annual	Against	2 1j 6,7 4	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
Ameriprise Financial, Inc.	USA	28/04/2021	Annual	Against	2 1b 1f	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
Ball Corporation	USA	28/04/2021	Annual	Against	3	Apparent failure to link pay & appropriate performance
BorgWarner Inc.	USA	28/04/2021	Annual	Against	2 1B,1F	Apparent failure to link pay and appropriate performance Concerns related to approach to board diversity
Cigna Corporation	USA	28/04/2021	Annual	Against	6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
DraftKings, Inc.	USA	28/04/2021	Annual	Against	1.11 1.5 1.2 4	Concerns about remuneration committee performance Concerns related to inappropriate membership of committees Concerns to protect shareholder value Insufficient/poor disclosure
Duke Realty Corporation	USA	28/04/2021	Annual	Against	2 1f	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
DuPont de Nemours, Inc.	USA	28/04/2021	Annual	Against	2 1d 7 6	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 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
HCA Healthcare, Inc.	USA	28/04/2021	Annual	Against	1e 5	Concerns related to board gender diversity SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
Healthpeak Properties, Inc.	USA	28/04/2021	Annual	Against	2 1b	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Moderna, Inc.	USA	28/04/2021	Annual	Against	2 1.2 1.1	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns about overall board structure Concerns to protect shareholder value Concerns related to inappropriate membership of committees
Newmont Corporation	USA	28/04/2021	Annual	Against	2 1.10	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Teledyne Technologies Incorporated	USA	28/04/2021	Annual	Against	3 1.1,1.2	Apparent failure to link pay and appropriate performance Concerns about overall board structure
VICI Properties, Inc.	USA	28/04/2021	Annual	All For		
W.W. Grainger, Inc.	USA	28/04/2021	Annual	Against	3 1.1	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Church & Dwight Co., Inc.	USA	29/04/2021	Annual	Against	2 1i	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Corning Incorporated	USA	29/04/2021	Annual	Against	2 1k	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Genuine Parts Company	USA	29/04/2021	Annual	Against	2	Apparent failure to link pay & appropriate performance
Global Payments Inc.	USA	29/04/2021	Annual	Against	2 1c	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Globe Life Inc.	USA	29/04/2021	Annual	Against	3 1.2	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Huntington Ingalls Industries, Inc.	USA	29/04/2021	Annual	All For		
Kimberly-Clark Corporation	USA	29/04/2021	Annual	Against	3	Apparent failure to link pay & appropriate performance
Prologis, Inc.	USA	29/04/2021	Annual	Against	2 1c 1i	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversity 2- Concerns related to board gender diversity
Snap-on Incorporated	USA	29/04/2021	Annual	Against	3 1.9 1.1	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
The Goldman Sachs Group, Inc.	USA	29/04/2021	Annual	Against	3 6 8	Concerns to protect shareholder value 2- Issue of capital raises concerns about excessive dilution of existing shareholders 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 3- SH: For shareholder resolution, no 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 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency 3- SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
AT&T Inc.	USA	30/04/2021	Annual	All For		
DISH Network Corporation	USA	30/04/2021	Annual	Against	3 1.2 1.6	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns to protect shareholder value
Kellogg Company	USA	30/04/2021	Annual	Against	5	
Leidos Holdings, Inc.	USA	30/04/2021	Annual	Against	2 1l	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
RLJ Lodging Trust	USA	30/04/2021	Annual	Against	3 1.5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Teleflex Incorporated	USA	30/04/2021	Annual	Against	2 1c 4	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns related to approach to board diversityConcerns related to board ethnic and/or racial diversity Shareholder proposal promotes appropriate accountability or incentivisation
Zions Bancorporation, National Association	USA	30/04/2021	Annual	Against	3 1E	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Berkshire Hathaway Inc.	USA	01/05/2021	Annual	Against	1.13 1.7 2,3	Apparent failure to link pay & appropriate performance 2- Concerns related to below-board gender diversity 3- Concerns related to board ethnic and/or racial diversity 4- Concerns related to board gender diversity Concerns regarding audit quality 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
Aflac Incorporated	USA	03/05/2021	Annual	Against	2 1h 1k	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value
Carvana Co.	USA	03/05/2021	Annual	Against	4 1.2	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns related to approach to board gender diversityConcerns to protect shareholder value
Eli Lilly and Company	USA	03/05/2021	Annual	Against	6,7,8,9 1e	Concerns to protect shareholder value
Paycom Software, Inc.	USA	03/05/2021	Annual	Against	4 3 1.1 1.2	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns to protect shareholder value Concerns about remuneration committee performance
Albemarle Corporation	USA	04/05/2021	Annual	Against	1 2i	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Ally Financial Inc.	USA	04/05/2021	Annual	Against	2	Apparent failure to link pay & appropriate performance
American Express Company	USA	04/05/2021	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Baxter International Inc.	USA	04/05/2021	Annual	Against	1c,2	
Bristol-Myers Squibb Company	USA	04/05/2021	Annual	Against	8 6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights Shareholder proposal promotes appropriate accountability or incentivisation
CF Industries Holdings, Inc.	USA	04/05/2021	Annual	All For		
Edwards Lifesciences Corporation	USA	04/05/2021	Annual	All For		
Expeditors International of Washington, Inc.	USA	04/05/2021	Annual	Against	1.8	Concerns related to approach to board diversityConcerns related to board ethnic and/or racial diversity
Fortune Brands Home & Security, Inc.	USA	04/05/2021	Annual	All For		
General Electric Company	USA	04/05/2021	Annual	Against	2 1f 1a,1k 6	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Overboarded/Too many other time commitments SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
Omnicom Group, Inc.	USA	04/05/2021	Annual	Against	2 1.4 1.3 5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to succession planning Shareholder proposal promotes transparency
Packaging Corporation of America	USA	04/05/2021	Annual	Against	3 1.11 1.8	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns related to board ethnic and/or racial diversity
Pool Corporation	USA	04/05/2021	Annual	Against	3 1e 1g	Apparent failure to link pay and appropriate performance. Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversity



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Terreno Realty Corporation	USA	04/05/2021	Annual	Against	2 1h	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
West Pharmaceutical Services, Inc.	USA	04/05/2021	Annual	Against	1b	
Brown & Brown, Inc.	USA	05/05/2021	Annual	Against	1.10	Concerns related to board ethnic and/or racial diversity 2- Concerns related to board gender diversity
CME Group Inc.	USA	05/05/2021	Annual	All For		
Cognex Corporation	USA	05/05/2021	Annual	All For		
Danaher Corporation	USA	05/05/2021	Annual	Against	1b, 1i, 1j, 3, 4	
Discover Financial Services	USA	05/05/2021	Annual	All For		
						Concerns related to board ethnic and/or racial diversity 2- Concerns related to board gender diversity SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
					1L	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
Dominion Energy, Inc.	USA	05/05/2021	Annual	Against	5 6 4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency 2- SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Essential Utilities, Inc.	USA	05/05/2021	Annual	Against	3 1.3	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Eversource Energy	USA	05/05/2021	Annual	Against	2 1.10	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Federal Realty Investment Trust	USA	05/05/2021	Annual	Against	2 1.1	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
						Concerns about remuneration committee performance
General Dynamics Corporation	USA	05/05/2021	Annual	Against	1i 4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
International Flavors & Fragrances Inc.	USA	05/05/2021	Annual	Against	3 1e 1h	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Concerns related to board gender diversity
MGM Growth Properties LLC	USA	05/05/2021	Annual	Against	1g 1d	Concerns related to inappropriate membership of committees Concerns to protect shareholder value
MGM Resorts International	USA	05/05/2021	Annual	Against	1c 4	Concerns related to board gender diversity Concerns to protect shareholder value
					3	Apparent failure to link pay and appropriate performance
Newell Brands, Inc.	USA	05/05/2021	Annual	Against	1c 1i	Concerns about remuneration committee performance Concerns to protect shareholder value
						Concerns about remuneration committee performance
NVR, Inc.	USA	05/05/2021	Annual	Against	1.4, 1.11, 1.12 1.10	Concerns related to board ethnic and/or racial diversity 2 - Concerns related to succession planning 3 - Concerns about remuneration committee performance
						SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
PepsiCo, Inc.	USA	05/05/2021	Annual	Against	5 4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
						Apparent failure to link pay and appropriate performance.
Regency Centers Corporation	USA	05/05/2021	Annual	Against	2 1e 1c	Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to board ethnic and/or racial diversity
S&P Global, Inc.	USA	05/05/2021	Annual	All For		
Stryker Corporation	USA	05/05/2021	Annual	Against	3 5	Apparent failure to link pay and appropriate performance Shareholder proposal promotes appropriate accountability or incentivisation



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Urban Edge Properties	USA	05/05/2021	Annual	Against	3 1e 1c	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversity
Wynn Resorts, Limited	USA	05/05/2021	Annual	Against	3 1.3 1.1	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns about remuneration committee performanceConcerns about overall board structure
Alaska Air Group, Inc.	USA	06/05/2021	Annual	Against	2 1c	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
AMETEK, Inc.	USA	06/05/2021	Annual	Against	2	Apparent failure to link pay and appropriate performance
Archer-Daniels-Midland Company	USA	06/05/2021	Annual	Against	3 1l 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes enhanced shareholder rights
Boston Scientific Corporation	USA	06/05/2021	Annual	Against	2 1d 1c 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Overboarded/Too many other time commitments SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
C.H. Robinson Worldwide, Inc.	USA	06/05/2021	Annual	Against	2 1.7	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Cadence Design Systems, Inc.	USA	06/05/2021	Annual	Against	2 1.1	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Capital One Financial Corporation	USA	06/05/2021	Annual	Against	1i,3	
Duke Energy Corporation	USA	06/05/2021	Annual	Against	1.1 5,6	Concerns to protect shareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
Eastman Chemical Company	USA	06/05/2021	Annual	Against	2 1.3	Apparent failure to link pay and appropriate performance. Concerns about remuneration committee performance
Ecolab Inc.	USA	06/05/2021	Annual	Against	3 1m 4	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
Equifax Inc.	USA	06/05/2021	Annual	Against	2 1d	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
Mettler-Toledo International Inc.	USA	06/05/2021	Annual	Against	3 1.8	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performanceConcerns related to approach to board diversity
Molina Healthcare, Inc.	USA	06/05/2021	Annual	Against	2 1a 1c	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns about remuneration committee performance
The Kraft Heinz Company	USA	06/05/2021	Annual	Against	2 1d 1b	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversity 2- Concerns related to board gender diversity
Tractor Supply Company	USA	06/05/2021	Annual	Against	1.7	Concerns about remuneration committee performance
United Rentals, Inc.	USA	06/05/2021	Annual	Against	3 1h	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
WEC Energy Group, Inc.	USA	06/05/2021	Annual	Against	4 1.9	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
AbbVie Inc.	USA	07/05/2021	Annual	Against	1.3,1.4,3,7,8	
CMS Energy Corporation	USA	07/05/2021	Annual	Against	2 1c	Apparent failure to link pay and appropriate performance. Concerns about remuneration committee performance
Colgate-Palmolive Company	USA	07/05/2021	Annual	Against	1h,3,4,5	
Corteva, Inc.	USA	07/05/2021	Annual	Against	2 1a 1k	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity





Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
CSX Corporation	USA	07/05/2021	Annual	Against	3 1d 1g	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
Dover Corporation	USA	07/05/2021	Annual	Against	4 1i 1h	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
Entergy Corporation	USA	07/05/2021	Annual	Against	3 1k	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Illinois Tool Works Inc.	USA	07/05/2021	Annual	Against	3 1j	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Marriott International, Inc.	USA	07/05/2021	Annual	Against	3 1h	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Teradyne, Inc.	USA	07/05/2021	Annual	Against	1c,1g,2,4	
The Progressive Corporation	USA	07/05/2021	Annual	All For		
Cincinnati Financial Corporation	USA	08/05/2021	Annual	Against	2 1.9 1.2	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to board ethnic and/or racial diversity
International Paper Company	USA	10/05/2021	Annual	Against	3 1a	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Markel Corporation	USA	10/05/2021	Annual	Against	2 1e	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Stanley Black & Decker, Inc.	USA	10/05/2021	Annual	All For		
Uber Technologies, Inc.	USA	10/05/2021	Annual	Against	2 1j 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
3M Company	USA	11/05/2021	Annual	Against	3 1f	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
Alexion Pharmaceuticals, Inc.	USA	11/05/2021	Special	All For		
CubeSmart	USA	11/05/2021	Annual	Against	3 1.3	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Cummins Inc.	USA	11/05/2021	Annual	Against	14 16	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
Essex Property Trust, Inc.	USA	11/05/2021	Annual	Against	3 1.5 1.9	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns relating to succession planningConcerns related to approach to board diversity
Healthcare Realty Trust Incorporated	USA	11/05/2021	Annual	Against	3 1.8	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Highwoods Properties, Inc.	USA	11/05/2021	Annual	Against	3 1.4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
LKQ Corporation	USA	11/05/2021	Annual	All For		
Loews Corporation	USA	11/05/2021	Annual	Against	2 1b 1e 1f 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to board ethnic and/or racial diversityConcerns related to approach to board diversityConcerns related to succession planning Concerns related to inappropriate membership of committees Shareholder proposal promotes transparency
Prudential Financial, Inc.	USA	11/05/2021	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
T. Rowe Price Group, Inc.	USA	11/05/2021	Annual	Against	2 1e 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks





Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
The Gap, Inc.	USA	11/05/2021	Annual	Against	3,5 1d 1b	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to inappropriate membership of committees
Tradeweb Markets, Inc.	USA	11/05/2021	Annual	Against	4 3 1.3 1.2	Annual vote provides for greater shareholder oversight Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committeesLack of independence on board Lack of independence on board
TransUnion	USA	11/05/2021	Annual	Against	1d 3	Concerns about overall board structure Apparent failure to link pay and appropriate performance
Tyler Technologies, Inc.	USA	11/05/2021	Annual	Against	1g 1a 1h	Concerns about remuneration committee performance Concerns related to approach to board diversity Lack of independence on board
Waste Management, Inc.	USA	11/05/2021	Annual	Against	3	Apparent failure to link pay & appropriate performance
Waters Corporation	USA	11/05/2021	Annual	Against	3 1.7 1.8	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to succession planning
Wayfair, Inc.	USA	11/05/2021	Annual	Abstain	1e	Concerns to protect shareholder valuePlease not Against/Withhold is not a valid vote option for this meeting, hence the Abstain.
XPO Logistics, Inc.	USA	11/05/2021	Annual	Against	3 1.7 1.4,1.5,1.8 1.1 6 4 5	Apparent failure to link pay & appropriate performance 2- Concerns about remuneration committee performance 3- Concerns to protect shareholder value Apparent failure to link pay & appropriate performance 2- Concerns about remuneration committee performance 3- Concerns to protect shareholder value Concerns related to potential conflict of interests 2- Concerns to protect shareholder value Concerns related to potential conflict of interests 2- Concerns to protect shareholder value 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 SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
Yum! Brands, Inc.	USA	11/05/2021	Annual	Against	3 1c	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
American International Group, Inc.	USA	12/05/2021	Annual	Against	2 1b 5	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
American Water Works Company, Inc.	USA	12/05/2021	Annual	All For		
Arrow Electronics, Inc.	USA	12/05/2021	Annual	Against	3 1.3 1.7	Apparent failure to link pay and appropriate performance. Concerns about remuneration committee performance Concerns related to approach to board diversity
Autoliv, Inc.	USA	12/05/2021	Annual	Against	2 1.5	Apparent failure to link pay and appropriate performance Concerns related to approach to board diversity
First Republic Bank	USA	12/05/2021	Annual	Against	3 1e	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Gilead Sciences, Inc.	USA	12/05/2021	Annual	Against	1e,3,4	
IDEX Corporation	USA	12/05/2021	Annual	Against	2	Apparent failure to link pay and appropriate performance
IDEXX Laboratories, Inc.	USA	12/05/2021	Annual	All For		
Iron Mountain Incorporated	USA	12/05/2021	Annual	Against	4 1b	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Kinder Morgan, Inc.	USA	12/05/2021	Annual	Against	1.4	Concerns related to board gender diversity 2- Inadequate management of climate-related risks



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Laboratory Corporation of America Holdings	USA	12/05/2021	Annual	Against	2 1e 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes enhanced shareholder rights
Masco Corporation	USA	12/05/2021	Annual	Against	2 1a,1c	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns related to approach to board diversity
PulteGroup, Inc.	USA	12/05/2021	Annual	All For		
Simon Property Group, Inc.	USA	12/05/2021	Annual	Against	2 1e 1c	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to board ethnic and/or racial diversityConcerns related to succession planningConcerns to protect shareholder value
Skyworks Solutions, Inc.	USA	12/05/2021	Annual	Against	5 3 1e 1b	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to board ethnic and/or racial diversity
Trimble Inc.	USA	12/05/2021	Annual	Against	2 1.5	Apparent failure to link pay and appropriate performance Concerns related to approach to board diversity
Xylem Inc.	USA	12/05/2021	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
Assurant, Inc.	USA	13/05/2021	Annual	Against	3 1g	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Camden Property Trust	USA	13/05/2021	Annual	Against	3 1.5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Cboe Global Markets, Inc.	USA	13/05/2021	Annual	All For		
Cheniere Energy, Inc.	USA	13/05/2021	Annual	Against	1a,1i,2	
CVS Health Corporation	USA	13/05/2021	Annual	Against	3 5	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
FLIR Systems, Inc.	USA	13/05/2021	Special	All For		
Ford Motor Company	USA	13/05/2021	Annual	Against	1i,3,4	
Henry Schein, Inc.	USA	13/05/2021	Annual	Against	2 1b 1i	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Lack of independence on board 2- Lack of independent representation at board committees 3- Non-independent Chairman
Intel Corporation	USA	13/05/2021	Annual	Against	3 5,6	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Juniper Networks, Inc.	USA	13/05/2021	Annual	All For		
KeyCorp	USA	13/05/2021	Annual	All For		
Las Vegas Sands Corp.	USA	13/05/2021	Annual	Against	3 1.8 1.10	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
Martin Marietta Materials, Inc.	USA	13/05/2021	Annual	Against	1.5,3	
Norfolk Southern Corporation	USA	13/05/2021	Annual	Against	3 1m 1b 5 4	Apparent failure to link pay and 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 Shareholder proposal promotes enhanced shareholder rights
Nucor Corporation	USA	13/05/2021	Annual	Against	3 1.2 1.6	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Inadequate management of climate-related risksConcerns related to approach to board diversity
O'Reilly Automotive, Inc.	USA	13/05/2021	Annual	Against	1f,1g,2,4	

## Ireland Strategic Investment Fund

Voting Disclosure:  
Q2 2021

Gníomhaireacht Bainistíochta an Chisteáin Náisiúnta

National Treasury Management Agency

Ciste Infheistíochta Straitéisí d'Éirinn  
Ireland Strategic Investment Fund

Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Ryman Hospitality Properties, Inc.	USA	13/05/2021	Annual	Against	2 1e	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
SBA Communications Corp.	USA	13/05/2021	Annual	Against	3 1.2	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns related to approach to board diversity
Teledyne Technologies Incorporated	USA	13/05/2021	Special	All For		
The Charles Schwab Corporation	USA	13/05/2021	Annual	Against	3 1b 1d 5 4	Apparent failure to link pay & appropriate performance Concerns about overall board structure Concerns related to inappropriate membership of committees SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
Under Armour, Inc.	USA	13/05/2021	Annual	Against	2 1.9 1.8	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value
Union Pacific Corporation	USA	13/05/2021	Annual	Against	1g 6,7,8	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 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
United Parcel Service, Inc.	USA	13/05/2021	Annual	Against	5 2 1i 1h 7,9 6	Apparent failure to link pay & appropriate performance 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
Verizon Communications Inc.	USA	13/05/2021	Annual	Against	5,6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
ANSYS, Inc.	USA	14/05/2021	Annual	Against	4 1c 5	Apparent failure to link pay & appropriate performance Concerns about overall board structure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
Baker Hughes Company	USA	14/05/2021	Annual	Against	2 1.2 1.7	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
IAC/InteractiveCorp.	USA	14/05/2021	Annual	Against	7 6 4c 4d 2,3	Annual vote provides for greater shareholder oversight Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity Concerns related to approach to board gender diversityConcerns about remuneration committee performance Concerns to protect shareholder value
Intercontinental Exchange, Inc.	USA	14/05/2021	Annual	Against	1l 1k 4	Concerns about remuneration committee performance Concerns regarding audit quality SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
Seagen Inc.	USA	14/05/2021	Annual	Against	2 1c 1a	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns about remuneration committee performance



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Sempra Energy	USA	14/05/2021	Annual	Against	5 4	SH: Against shareholder resolution, against management recommendation / Shareholder proposal does not promote better management of ESG opportunities and risks 2- SH: Against shareholder resolution, against management recommendation / Shareholder proposal does not promote transparency SH: Against shareholder resolution, against management recommendation / Shareholder proposal does not promote enhanced shareholder rights
The Western Union Company	USA	14/05/2021	Annual	Against	2 1e 1f	Apparent failure to link pay & appropriate performance Concerns about reducing shareholder rights 2- Concerns related to board ethnic and/or racial diversity 3- Concerns related to board gender diversity Concerns about remuneration committee performance
Vulcan Materials Company	USA	14/05/2021	Annual	Against	1c	Combined CEO/Chair 2- Concerns about overall board structure 3- Concerns related to below-board gender diversity 4- Concerns related to board ethnic and/or racial diversity
Weyerhaeuser Company	USA	14/05/2021	Annual	All For		
Zebra Technologies Corporation	USA	14/05/2021	Annual	Against	2 1.3 1.2	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns related to approach to board diversity Concerns about remuneration committee performanceConcerns about overall board structureConcerns related to approach to board diversity
Zimmer Biomet Holdings, Inc.	USA	14/05/2021	Annual	Against	3 1f	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Consolidated Edison, Inc.	USA	17/05/2021	Annual	Against	3 1.11	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Teladoc Health, Inc.	USA	17/05/2021	Annual	Against	2 1g	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
The Hershey Company	USA	17/05/2021	Annual	Against	3 1.1 1.6	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value
Alexandria Real Estate Equities, Inc.	USA	18/05/2021	Annual	Against	2 1.2 1.3	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns to protect shareholder value
Alnylam Pharmaceuticals, Inc.	USA	18/05/2021	Annual	Against	2 1d	Apparent failure to link pay and appropriate performance Concerns about overall board structure
Amgen Inc.	USA	18/05/2021	Annual	Against	1e	
Chipotle Mexican Grill, Inc.	USA	18/05/2021	Annual	Against	2 1.5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Invitation Homes, Inc.	USA	18/05/2021	Annual	Against	3 1.7	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
JPMorgan Chase & Co.	USA	18/05/2021	Annual	Against	2 1a 1d 1c 6 7 8	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to potential conflict of interests Inadequate management of climate-related risks 2- Concerns to protect shareholder value 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 3- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes transparency



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Knight-Swift Transportation Holdings, Inc.	USA	18/05/2021	Annual	Against	2 1.2 4	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns related to approach to board diversity Shareholder proposal promotes enhanced shareholder rights
Mid-America Apartment Communities, Inc.	USA	18/05/2021	Annual	Against	2 1i 1h	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to board ethnic and/or racial diversity
Motorola Solutions, Inc.	USA	18/05/2021	Annual	Against	3 1g 1b 1f 1c	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversity Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committeesOverboarded/Too many other time commitments
Principal Financial Group, Inc.	USA	18/05/2021	Annual	Against	2 1.1	Apparent failure to link pay and appropriate performance Concerns about overall board structure
Realty Income Corporation	USA	18/05/2021	Annual	Against	3 1d	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Sealed Air Corporation	USA	18/05/2021	Annual	All For		
Zendesk, Inc.	USA	18/05/2021	Annual	Against	3 1c	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns to protect shareholder value
Advanced Micro Devices, Inc.	USA	19/05/2021	Annual	Against	3 1b 1a	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
Align Technology, Inc.	USA	19/05/2021	Annual	Against	5 1.5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
American Financial Group, Inc.	USA	19/05/2021	Annual	Against	3 1.6 1.10	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns related to succession planning
Americold Realty Trust, Inc.	USA	19/05/2021	Annual	Against	1g	Concerns related to approach to board gender diversityConcerns related to approach to board diversity
Amphenol Corporation	USA	19/05/2021	Annual	Against	3 1.1 1.3 6	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to board ethnic and/or racial diversity Shareholder proposal promotes appropriate accountability or incentivisation
Burlington Stores, Inc.	USA	19/05/2021	Annual	Against	3 1.2,1.4	Apparent failure to link pay and appropriate performance Concerns about overall board structure
CBRE Group, Inc.	USA	19/05/2021	Annual	Against	3 1b 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes appropriate accountability or incentivisation
Cerner Corporation	USA	19/05/2021	Annual	Against	3 1a 4	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns related to approach to board diversity Shareholder proposal promotes enhanced shareholder rights
CoreSite Realty Corporation	USA	19/05/2021	Annual	Against	3 1.6	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Elanco Animal Health, Inc.	USA	19/05/2021	Annual	Against	3 1b	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value
Enphase Energy, Inc.	USA	19/05/2021	Annual	Against	2	Apparent failure to link pay and appropriate performance
Fidelity National Information Services, Inc.	USA	19/05/2021	Annual	Against	2	Apparent failure to link pay & appropriate performance
Fiserv, Inc.	USA	19/05/2021	Annual	Against	2 1.7	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
Halliburton Company	USA	19/05/2021	Annual	Against	3 1f	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Hilton Worldwide Holdings, Inc.	USA	19/05/2021	Annual	Against	3 1g	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
Lumen Technologies, Inc.	USA	19/05/2021	Annual	Against	1b	Concerns related to board gender diversity
Mondelez International, Inc.	USA	19/05/2021	Annual	Against	2 1c	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
Neurocrine Biosciences, Inc.	USA	19/05/2021	Annual	Against	2 1.2,1.3	Apparent failure to link pay and appropriate performance Concerns about overall board structure
NOV Inc.	USA	19/05/2021	Annual	Against	3 1d 1g	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
Old Dominion Freight Line, Inc.	USA	19/05/2021	Annual	Against	2 1.10 1.7	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to board ethnic and/or racial diversityConcerns related to approach to board diversity
Pebblebrook Hotel Trust	USA	19/05/2021	Annual	Against	3 1e	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Pinnacle West Capital Corporation	USA	19/05/2021	Annual	Against	2 1.3 1.6	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to board ethnic and/or racial diversity
Reinsurance Group of America, Incorporated	USA	19/05/2021	Annual	Against	1g,2	
Robert Half International Inc.	USA	19/05/2021	Annual	All For		
Ross Stores, Inc.	USA	19/05/2021	Annual	Against	2 1g	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performanceConcerns related to board ethnic and/or racial diversity
Southwest Airlines Co.	USA	19/05/2021	Annual	Against	2 1a 1d 5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity Shareholder proposal promotes appropriate accountability or incentivisation
SS&C Technologies Holdings, Inc.	USA	19/05/2021	Annual	Against	2 1	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns related to approach to board diversityConcerns related to approach to board gender diversity
State Street Corporation	USA	19/05/2021	Annual	Against	1l 4	Overboarded/Too many other time commitments 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 3- SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
Sun Communities, Inc.	USA	19/05/2021	Annual	Against	2 1e 1c	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to succession planning
The Hartford Financial Services Group, Inc.	USA	19/05/2021	Annual	Against	3 1i	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Thermo Fisher Scientific Inc.	USA	19/05/2021	Annual	Against	2 1l 1i 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board gender diversityConcerns related to approach to board diversity 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 enhanced shareholder rights
Universal Health Services, Inc.	USA	19/05/2021	Annual	All For		
Verisk Analytics, Inc.	USA	19/05/2021	Annual	All For		





Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Vertex Pharmaceuticals Incorporated	USA	19/05/2021	Annual	Against	3 1.10 4,5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes transparency
Westinghouse Air Brake Technologies Corporation	USA	19/05/2021	Annual	Against	2 1.3 1.2	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns related to approach to board diversity Concerns about remuneration committee performanceConcerns about overall board structureConcerns related to approach to board diversity
Xcel Energy Inc.	USA	19/05/2021	Annual	Against	2 1j	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performanceConcerns related to approach to board diversity
AvalonBay Communities, Inc.	USA	20/05/2021	Annual	Against	3 1g 1k	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
Boston Properties, Inc.	USA	20/05/2021	Annual	Against	2 1b 1h	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversityConcerns related to approach to board diversity
CDW Corp.	USA	20/05/2021	Annual	Against	2 1i	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
DexCom, Inc.	USA	20/05/2021	Annual	Against	3 1.2	Apparent failure to link pay & appropriate performance Concerns related to board ethnic and/or racial diversity
Dropbox, Inc.	USA	20/05/2021	Annual	Against	3 1.6 1.4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value
DTE Energy Company	USA	20/05/2021	Annual	Against	3 1.2 1.3 5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity Shareholder proposal promotes transparency
Hasbro, Inc.	USA	20/05/2021	Annual	Against	2 1.4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Host Hotels & Resorts, Inc.	USA	20/05/2021	Annual	Against	3 1.1 1.8	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
Hudson Pacific Properties, Inc.	USA	20/05/2021	Annual	Against	2,4 1.4 1.10	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value
Kansas City Southern	USA	20/05/2021	Annual	Against	3 1.8	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
Kilroy Realty Corporation	USA	20/05/2021	Annual	Against	2 1b 1g	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
L Brands, Inc.	USA	20/05/2021	Annual	Against	3 1f	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
Lear Corporation	USA	20/05/2021	Annual	All For		
Lennox International Inc.	USA	20/05/2021	Annual	Against	2 1.3	Apparent failure to link pay and appropriate performance Concerns about overall board structure
Marsh & McLennan Companies, Inc.	USA	20/05/2021	Annual	Against	1h,2	
McDonald's Corporation	USA	20/05/2021	Annual	Against	2 1g 1e 4,5	Apparent failure to link pay & appropriate performance 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
Mohawk Industries, Inc.	USA	20/05/2021	Annual	Against	3 1.2	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns related to approach to board diversityConcerns related to approach to board gender diversityConcerns related to board ethnic and/or racial diversity
Morgan Stanley	USA	20/05/2021	Annual	Against	3 1k	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance





Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
NextEra Energy, Inc.	USA	20/05/2021	Annual	Against	3 1e	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
ON Semiconductor Corporation	USA	20/05/2021	Annual	All For		
PG&E Corporation	USA	20/05/2021	Annual	Against	1a	Concerns about overall board structure
Synchrony Financial	USA	20/05/2021	Annual	Against	2 1j	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
The Home Depot, Inc.	USA	20/05/2021	Annual	Against	3 1f 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 transparency
The Mosaic Company	USA	20/05/2021	Annual	Against	3 1d	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
The Travelers Companies, Inc.	USA	20/05/2021	Annual	Against	3 1f	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Vornado Realty Trust	USA	20/05/2021	Annual	Against	3 1.8 1.2	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to succession planning
Zoetis Inc.	USA	20/05/2021	Annual	Against	1c 4	Concerns about overall board structure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
Cable One, Inc.	USA	21/05/2021	Annual	Against	1a	Concerns about overall board structureOverboarded/Too many other time commitmentsConcerns to protect shareholder value
Crown Castle International Corp.	USA	21/05/2021	Annual	Against	1c,3 1d	Concerns related to minority shareholder interest
Honeywell International Inc.	USA	21/05/2021	Annual	Against	2 1H	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
Republic Services, Inc.	USA	21/05/2021	Annual	Against	2 1d 4	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
BioMarin Pharmaceutical Inc.	USA	25/05/2021	Annual	Against	3 1.4	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance 2- Overboarded/Too many other time commitments
Howmet Aerospace Inc.	USA	25/05/2021	Annual	Against	3 1e 1b 4	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversity 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 enhanced shareholder rights
IPG Photonics Corporation	USA	25/05/2021	Annual	Against	1.6	Concerns related to approach to board diversityConcerns related to board ethnic and/or racial diversity
Leggett & Platt, Incorporated	USA	25/05/2021	Annual	Against	3 1b	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Liberty Media Corp.	USA	25/05/2021	Annual	Against	3 1.3 1.1 1.2	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns related to approach to board diversityConcerns related to approach to board gender diversity Concerns to protect shareholder value Overboarded/Too many other time commitments
M&T Bank Corporation	USA	25/05/2021	Special	All For		
Merck & Co., Inc.	USA	25/05/2021	Annual	Against	2	Apparent failure to link pay & appropriate performance



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
NiSource Inc.	USA	25/05/2021	Annual	Against	2 1c 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes enhanced shareholder rights
People's United Financial, Inc.	USA	25/05/2021	Special	Against	2	Apparent failure to link pay and appropriate performance
The Allstate Corporation	USA	25/05/2021	Annual	Against	2 1c 4	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
Ventas, Inc.	USA	25/05/2021	Annual	Against	2	Apparent failure to link pay & appropriate performance
Advance Auto Parts, Inc.	USA	26/05/2021	Annual	Against	2 4	Apparent failure to link pay and appropriate performance Shareholder proposal promotes enhanced shareholder rights
Amazon.com, Inc.	USA	26/05/2021	Annual	Against	1e,3 1c,1g,1i 5 4,6,7,8,9,10,13,14 12	Apparent failure to link pay & appropriate performance Concerns about overall 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 SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
American Tower Corporation	USA	26/05/2021	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
Anthem, Inc.	USA	26/05/2021	Annual	Against	1.2	
BlackRock, Inc.	USA	26/05/2021	Annual	Against	2 1e	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
Coupa Software, Inc.	USA	26/05/2021	Annual	Against	3 1.1	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns related to approach to board diversityConcerns to protect shareholder value
DENTSPLY SIRONA Inc.	USA	26/05/2021	Annual	All For		
Dollar General Corporation	USA	26/05/2021	Annual	Against	2 1c 1b 6	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity Shareholder proposal promotes appropriate accountability or incentivisation
Equinix, Inc.	USA	26/05/2021	Annual	Against	2 1.5 1.2	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
Extra Space Storage Inc.	USA	26/05/2021	Annual	Against	3 1.3 1.5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
Facebook, Inc.	USA	26/05/2021	Annual	Against	3 1.2,1.3,1.5 1.7 5 6,8,9 4	Apparent failure to link pay & appropriate performance Concerns about overall performance Concerns about remuneration committee performance 2- Concerns to protect shareholder value 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 SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
Illumina, Inc.	USA	26/05/2021	Annual	All For		



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Incyte Corporation	USA	26/05/2021	Annual	Against	2 1.2 1.1	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversityConcerns related to approach to board diversity
Liberty Broadband Corp.	USA	26/05/2021	Annual	Against	4 3 1.2 1.1 5	Annual vote provides for greater shareholder oversight Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns about remuneration committee performanceConcerns about overall board structureConcerns related to approach to board diversityConcerns to protect shareholder value Shareholder proposal promotes enhanced shareholder rights
Medical Properties Trust, Inc.	USA	26/05/2021	Annual	Against	3 1.7	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
Molson Coors Beverage Company	USA	26/05/2021	Annual	Against	2 1.3	Apparent failure to link pay and appropriate performance Concerns related to approach to board diversity
PayPal Holdings, Inc.	USA	26/05/2021	Annual	Against	5	Apparent failure to link pay & appropriate performance
The Southern Company	USA	26/05/2021	Annual	All For		
United Airlines Holdings, Inc.	USA	26/05/2021	Annual	Against	4 8 7	Apparent failure to link pay and appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency Shareholder proposal promotes transparency
Welltower, Inc.	USA	26/05/2021	Annual	Against	3	Apparent failure to link pay & appropriate performance
APA Corp.	USA	27/05/2021	Annual	Against	12 7	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Douglas Emmett, Inc.	USA	27/05/2021	Annual	Against	3 1.4 1.7	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value
EastGroup Properties, Inc.	USA	27/05/2021	Annual	Against	3 1b 1a	Apparent failure to link pay and appropriate performance. Concerns about remuneration committee performance Concerns related to approach to board diversity
Insulet Corporation	USA	27/05/2021	Annual	Against	2 1.3	Apparent failure to link pay and appropriate performance Concerns about overall board structure
Life Storage, Inc.	USA	27/05/2021	Annual	Against	4 1.3 1.6	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
Masimo Corporation	USA	27/05/2021	Annual	Against	3	Apparent failure to link pay and appropriate performance
Pinterest, Inc.	USA	27/05/2021	Annual	Against	3 1b	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value
Quanta Services, Inc.	USA	27/05/2021	Annual	Against	2 1.2 1.8	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
STORE Capital Corporation	USA	27/05/2021	Annual	Against	2 1.8	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
The Interpublic Group of Companies, Inc.	USA	27/05/2021	Annual	Against	3 1.9 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes appropriate accountability or incentivisation
The Trade Desk, Inc.	USA	27/05/2021	Annual	Against	1.2	Concerns about overall board structureConcerns to protect shareholder value
UDR, Inc.	USA	27/05/2021	Annual	Against	3 1h 1d	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversityConcerns related to approach to board diversity
Unum Group	USA	27/05/2021	Annual	Against	2 1e	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
VeriSign, Inc.	USA	27/05/2021	Annual	Against	1.3	Concerns related to approach to board diversityConcerns related to board ethnic and/or racial diversity
Voya Financial, Inc.	USA	27/05/2021	Annual	All For		
DocuSign, Inc.	USA	28/05/2021	Annual	Against	3 1.2	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns to protect shareholder value



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Lowes Companies, Inc.	USA	28/05/2021	Annual	Against	1,3,2,4	
Arista Networks, Inc.	USA	01/06/2021	Annual	Against	2 1.2	Apparent failure to link pay & appropriate performance Concerns about overall board structure 2- Concerns about overall performance
Cognizant Technology Solutions Corporation	USA	01/06/2021	Annual	Against	2 1g	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
SolarEdge Technologies, Inc.	USA	01/06/2021	Annual	Against	3 1b	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns about overall board structureConcerns related to approach to board diversityConcerns to protect shareholder value
The Carlyle Group Inc.	USA	01/06/2021	Annual	Against	4 1.1	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committeesConcerns about overall board structureConcerns related to approach to board gender diversityConcerns to protect shareholder valueLack of independence on board
Alphabet Inc.	USA	02/06/2021	Annual	Against	3 1h 1d 1j 1f 6,8 5,7 4	Apparent failure to link pay and appropriate performance Concerns about overall performance 2- Concerns to protect shareholder value 3- Overboarded/Too many other time commitments Concerns about overall performance 2- Lack of independence on board Concerns about remuneration committee performance 2- Concerns related to potential conflict of interests Concerns about remuneration committee performance 2- Concerns related to potential conflict of interests 3- Overboarded/Too many other time commitments 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 3- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency Shareholder proposal promotes better management of SEE opportunities and risks Shareholder proposal promotes enhanced shareholder rights
Biogen Inc.	USA	02/06/2021	Annual	Against	3 1j 6 5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency Shareholder proposal promotes transparency
Comcast Corporation	USA	02/06/2021	Annual	Against	1.1,1.4,2 4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
CoStar Group, Inc.	USA	02/06/2021	Annual	Against	1a,3,6 1g	Concerns to protect shareholder value
GoDaddy, Inc.	USA	02/06/2021	Annual	Against	3 1.2 1.1	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value
Ionis Pharmaceuticals, Inc.	USA	02/06/2021	Annual	Against	3 1.2	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committeesConcerns about overall board structureConcerns related to approach to board diversity
SEI Investments Company	USA	02/06/2021	Annual	Against	2 1a	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performanceConcerns about overall board structureConcerns related to succession planning



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Ulta Beauty, Inc.	USA	02/06/2021	Annual	Against	3 1.1	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns about overall board structure
Walmart Inc.	USA	02/06/2021	Annual	Against	2 1i 7,8 4,5,6	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 transparency
Akamai Technologies, Inc.	USA	03/06/2021	Annual	Against	3 1.10	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Avalara, Inc.	USA	03/06/2021	Annual	Against	2 1.3 1.1	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value
Booking Holdings Inc.	USA	03/06/2021	Annual	Against	2,5 8 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 better management of ESG opportunities and risks
Cloudflare, Inc.	USA	03/06/2021	Annual	Against	3 1.1	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value
Digital Realty Trust, Inc.	USA	03/06/2021	Annual	Against	3 1d 1i	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity Concerns related to board ethnic and/or racial diversity Concerns to protect shareholder value
Gartner, Inc.	USA	03/06/2021	Annual	Against	1e,2 1f	Concerns related to minority shareholder interest / Concerns related to succession planning
HubSpot, Inc.	USA	03/06/2021	Annual	Against	1c	
Lincoln National Corporation	USA	03/06/2021	Annual	Against	3 1.10 5	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
Netflix, Inc.	USA	03/06/2021	Annual	Against	3 1c 1b,1d 1a 5 4	Apparent failure to link pay & appropriate performance Concerns about overall board structure 2- Concerns about overall performance Concerns about overall board structure 2- Concerns about overall performance 3- Concerns about remuneration committee performance Concerns about overall board structure 2- Concerns about overall performance 3- Overboarded/Too many other time commitments SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
NVIDIA Corporation	USA	03/06/2021	Annual	All For	2	Apparent failure to link pay and appropriate performance
Sarepta Therapeutics, Inc.	USA	03/06/2021	Annual	Against	1.1 1.3	Concerns about overall board structure Concerns about remuneration committee performance



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Sirius XM Holdings, Inc.	USA	03/06/2021	Annual	Against	1.7 1.5 1.13	Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Overboarded/Too many other time commitments
SunRun Inc.	USA	03/06/2021	Annual	Against	3 1.1 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns about overall board structure Concerns to protect shareholder value Shareholder proposal promotes better management of SEE opportunities and risks
T-Mobile US, Inc.	USA	03/06/2021	Annual	Against	1.12 1.6,1.13 1.5 1.1 1.8	Concerns about remuneration committee performance Concerns about remuneration committee performance 2- Concerns related to inappropriate membership of committees Concerns about remuneration committee performance 2- Concerns related to inappropriate membership of committees Concerns about remuneration committee performance 2- Overboarded/Too many other time commitments Concerns related to inappropriate membership of committees 2- Lack of independence on board
VEREIT, Inc.	USA	03/06/2021	Annual	Against	3 1h 1d	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value
Citrix Systems, Inc.	USA	04/06/2021	Annual	Against	4	
RingCentral, Inc.	USA	04/06/2021	Annual	Against	3 1.4 1.2	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value
ServiceNow, Inc.	USA	07/06/2021	Annual	All For		
UnitedHealth Group Incorporated	USA	07/06/2021	Annual	Against	1b,2,5	
EPAM Systems, Inc.	USA	08/06/2021	Annual	Against	3 1.2	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns related to approach to board diversity
Fortive Corporation	USA	08/06/2021	Annual	Against	3 1f	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Freeport-McMoRan, Inc.	USA	08/06/2021	Annual	Against	3 1.5	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
MercadoLibre, Inc.	USA	08/06/2021	Annual	All For		
The TJX Companies, Inc.	USA	08/06/2021	Annual	Against	1e 3 1d 4 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 transparency
Workday, Inc.	USA	08/06/2021	Annual	Against	1.4 3 1.2	Apparent failure to link pay & appropriate performance Apparent failure to link pay and appropriate performance Concerns about overall board structure
Zillow Group, Inc.	USA	08/06/2021	Annual	Against	4 3 1.2	Annual vote provides for greater shareholder oversight Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns to protect shareholder value
American Airlines Group Inc.	USA	09/06/2021	Annual	Against	3 1i 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes enhanced shareholder rights
Caterpillar Inc.	USA	09/06/2021	Annual	Against	3 1.6 4,5	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
Expedia Group, Inc.	USA	09/06/2021	Annual	Against	4	
lululemon athletica inc.	USA	09/06/2021	Annual	Against	1c,3	



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
MarketAxess Holdings Inc.	USA	09/06/2021	Annual	Against	3 1c 1g	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversityConcerns related to approach to board diversity
Penn National Gaming, Inc.	USA	09/06/2021	Annual	Against	5 1.2	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns related to board ethnic and/or racial diversityConcerns related to approach to board diversity
Target Corporation	USA	09/06/2021	Annual	Against	4	
Datadog, Inc.	USA	10/06/2021	Annual	Against	2 1b	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performanceConcerns to protect shareholder value
DaVita Inc.	USA	10/06/2021	Annual	Against	3 1c 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes transparency
Discovery, Inc.	USA	10/06/2021	Annual	Against	1.3 1.1	Concerns about overall board structure 2- Concerns related to board gender diversity 3- Overboarded/Too many other time commitments Concerns about remuneration committee performance
Dollar Tree, Inc.	USA	10/06/2021	Annual	Against	1h	Concerns related to approach to board diversity
FleetCor Technologies, Inc.	USA	10/06/2021	Annual	Against	1f	Concerns about overall board structureConcerns related to approach to board gender diversityConcerns related to approach to board diversity
Live Nation Entertainment, Inc.	USA	10/06/2021	Annual	Against	1.9 1.8	Concerns related to approach to board gender diversityConcerns related to approach to board diversity Overboarded/Too many other time commitments
Monolithic Power Systems, Inc.	USA	10/06/2021	Annual	Against	3 1.1 1.2	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns related to succession planningConcerns related to approach to board gender diversity
Roku, Inc.	USA	10/06/2021	Annual	Against	2 1a	Concerns about remuneration committee performance Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns to protect shareholder value
salesforce.com, inc.	USA	10/06/2021	Annual	Against	4 1h	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
10X Genomics, Inc.	USA	11/06/2021	Annual	Against	1a	Concerns to protect shareholder value
Etsy, Inc.	USA	11/06/2021	Annual	Against	3 1c 1a	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value
Regeneron Pharmaceuticals, Inc.	USA	11/06/2021	Annual	Against	1b 1c 1d	Concerns about overall board structureConcerns to protect shareholder valueConcerns related to succession planning Concerns about remuneration committee performance Concerns related to attendance at board or committee meetings
General Motors Company	USA	14/06/2021	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Roper Technologies, Inc.	USA	14/06/2021	Annual	Against	2 1.6	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
Caesars Entertainment, Inc.	USA	15/06/2021	Annual	Against	2 1.4 6	Apparent failure to link pay and appropriate performance Concerns related to approach to board diversityConcerns related to board ethnic and/or racial diversity Concerns to protect shareholder value
eBay Inc.	USA	15/06/2021	Annual	Against	3 1b	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
Match Group, Inc.	USA	15/06/2021	Annual	Against	1a	Concerns about overall board structure 2- Concerns to protect shareholder value
MetLife, Inc.	USA	15/06/2021	Annual	All For		





Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Monster Beverage Corporation	USA	15/06/2021	Annual	Against	3 1.9 4	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
Nasdaq, Inc.	USA	15/06/2021	Annual	Against	2 1c	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns about overall board structure
Square, Inc.	USA	15/06/2021	Annual	Against	1.1 4,5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
W. R. Berkley Corporation	USA	15/06/2021	Annual	Against	3 1b,1d,1e 1c	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns about overall board structureConcerns about remuneration committee performance
Autodesk, Inc.	USA	16/06/2021	Annual	Against	3 1f	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Best Buy Co., Inc.	USA	16/06/2021	Annual	All For		
Black Knight, Inc.	USA	16/06/2021	Annual	Against	2 1.4 1.1	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performanceConcerns about overall board structure Overboarded/Too many other time commitments
Fidelity National Financial, Inc.	USA	16/06/2021	Annual	Against	2 1.4	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns related to approach to board diversityConcerns related to approach to board gender diversity
Ingersoll Rand, Inc.	USA	16/06/2021	Annual	Against	5	Apparent failure to link pay & appropriate performance
Twilio, Inc.	USA	16/06/2021	Annual	Against	3 1.2	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns to protect shareholder value
Delta Air Lines, Inc.	USA	17/06/2021	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Equity Residential	USA	17/06/2021	Annual	Against	3 1.5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Generac Holdings Inc.	USA	17/06/2021	Annual	Against	3 1.1	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns related to approach to board diversityConcerns related to board ethnic and/or racial diversity
Okta, Inc.	USA	17/06/2021	Annual	Against	3 1.2	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performanceConcerns about overall board structureConcerns to protect shareholder value
PVH Corp.	USA	17/06/2021	Annual	Against	2 1l 1d	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversity
Splunk Inc.	USA	17/06/2021	Annual	Against	1a	Concerns about overall board structure
W. P. Carey Inc.	USA	17/06/2021	Annual	Against	2 1c	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Zoom Video Communications, Inc.	USA	17/06/2021	Annual	Against	3 1.2 1.3	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns to protect shareholder value Concerns about remuneration committee performance
Fortinet, Inc.	USA	18/06/2021	Annual	Against	3 1.8	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Keurig Dr Pepper Inc.	USA	18/06/2021	Annual	Against	2 1F	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Activision Blizzard, Inc.	USA	21/06/2021	Annual	Against	1g,2	
Dell Technologies, Inc.	USA	22/06/2021	Annual	Against	1.3	Concerns related to board ethnic and/or racial diversity 2- Concerns related to inappropriate membership of committees 3- Concerns to protect shareholder value 4- Overboarded/Too many other time commitments



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Mastercard Incorporated	USA	22/06/2021	Annual	Against	2 1c	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
Veeva Systems, Inc.	USA	23/06/2021	Annual	Against	4 1e 1g 6	Annual vote provides for greater shareholder oversight Concerns related to below-board gender diversity 2- Concerns related to board gender diversity Overboarded/Too many other time commitments SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
The Kroger Co.	USA	24/06/2021	Annual	Against	2 4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Twitter, Inc.	USA	24/06/2021	Annual	Against	2 1d	Apparent failure to link pay & appropriate performance Concerns about overall performance 2- Concerns related to board ethnic and/or racial diversity 3- Concerns related to board gender diversity
CarMax, Inc.	USA	29/06/2021	Annual	Against	3 1b 1e 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity Shareholder proposal promotes transparency
MongoDB, Inc.	USA	29/06/2021	Annual	Against	2 1.1 4	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value Annual vote provides for greater shareholder oversight
CrowdStrike Holdings, Inc.	USA	30/06/2021	Annual	Against	3 1.2 1.3	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value
Exact Sciences Corporation	USA	30/06/2021	Annual	Against	3	Apparent failure to link pay and appropriate performance



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Entain Plc	Isle of Man	25/06/2021	Annual	Against	2	Apparent failure to link pay and appropriate performance
Glencore Plc	Jersey	29/04/2021	Annual	Against	4 14	Concerns about overall performance 2- Concerns related to below-board gender diversity 3- Inadequate management of climate-related risks
Aptiv Plc	Jersey	30/04/2021	Annual	Against	3 1e	Inadequate management of climate-related risks
Novocure Ltd.	Jersey	09/06/2021	Annual	Against	3 1i	Apparent failure to link pay and appropriate performance
WPP Plc	Jersey	09/06/2021	Annual	All For		Concerns about remuneration committee performance
Rio Tinto Plc	United Kingdom	09/04/2021	Annual	Against	2,3,4 12	Apparent failure to link pay & appropriate performance
Smith & Nephew Plc	United Kingdom	14/04/2021	Annual	All For		Concerns about overall performance
Bunzl Plc	United Kingdom	21/04/2021	Annual	Against	8,9	Overboarded/Too many other time commitments
National Grid Plc	United Kingdom	22/04/2021	Special	All For		
RELX Plc	United Kingdom	22/04/2021	Annual	All For		
SEGRO Plc	United Kingdom	22/04/2021	Annual	All For		
Hikma Pharmaceuticals Plc	United Kingdom	23/04/2021	Annual	Against	15	Apparent failure to link pay & appropriate performance
London Stock Exchange Group Plc	United Kingdom	28/04/2021	Annual	Against	3	Apparent failure to link pay and appropriate performance
Persimmon Plc	United Kingdom	28/04/2021	Annual	All For		
Schroders Plc	United Kingdom	29/04/2021	Annual	All For		
Admiral Group Plc	United Kingdom	30/04/2021	Annual	All For		
Pearson Plc	United Kingdom	30/04/2021	Annual	Against	12	
Atlantica Sustainable Infrastructure Plc	United Kingdom	04/05/2021	Annual	Against	2 6 16	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Issue of equity raises concerns about excessive dilution of existing shareholders
Barclays Plc	United Kingdom	05/05/2021	Annual	Against	29	For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
GlaxoSmithKline Plc	United Kingdom	05/05/2021	Annual	All For		
Unilever Plc	United Kingdom	05/05/2021	Annual	All For		
Aviva Plc	United Kingdom	06/05/2021	Annual	Against	3	
BAE Systems Plc	United Kingdom	06/05/2021	Annual	Against	2	
Cushman & Wakefield Plc	United Kingdom	06/05/2021	Annual	Against	5,6 1.2 1.1	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns to protect shareholder value Concerns about remuneration committee performance
Melrose Industries Plc	United Kingdom	06/05/2021	Annual	All For		
Melrose Industries Plc	United Kingdom	06/05/2021	Special	All For		
Mondi Plc	United Kingdom	06/05/2021	Annual	All For		
InterContinental Hotels Group Plc	United Kingdom	07/05/2021	Annual	All For		



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
AstraZeneca Plc	United Kingdom	11/05/2021	Annual	Against	7,14 6	Apparent failure to link pay and appropriate performance
AstraZeneca Plc	United Kingdom	11/05/2021	Special	All For		
Capital & Counties Properties Plc	United Kingdom	11/05/2021	Annual	All For		
Antofagasta Plc	United Kingdom	12/05/2021	Annual	Against	2 22 4	Apparent failure to link pay & appropriate performance Concerns about reducing shareholder rights Concerns related to below-board gender diversity
Antofagasta Plc	United Kingdom	12/05/2021	Special	Against	1	Concerns to protect shareholder value
Rentokil Initial Plc	United Kingdom	12/05/2021	Annual	Against	2,3,4	Apparent failure to link pay & appropriate performance
Spirax-Sarco Engineering Plc	United Kingdom	12/05/2021	Annual	All For		
Standard Chartered Plc	United Kingdom	12/05/2021	Annual	All For		
Direct Line Insurance Group Plc	United Kingdom	13/05/2021	Annual	All For		
Ocado Group Plc	United Kingdom	13/05/2021	Annual	Against	8 4 7	Concerns related to potential conflict of interests Lack of independence on board
The UNITE Group Plc	United Kingdom	13/05/2021	Annual	Against	16	Concerns related to Non-audit fees
Derwent London Plc	United Kingdom	14/05/2021	Annual	All For		
Phoenix Group Holdings Plc	United Kingdom	14/05/2021	Annual	All For		
St. James's Place Plc	United Kingdom	14/05/2021	Annual	All For		
Standard Life Aberdeen Plc	United Kingdom	18/05/2021	Annual	All For		
Legal & General Group Plc	United Kingdom	20/05/2021	Annual	All For		
Next Plc	United Kingdom	20/05/2021	Annual	Against	2 8	Apparent failure to link pay & appropriate performance Concerns related to board ethnic and/or racial diversity
Croda International Plc	United Kingdom	21/05/2021	Annual	Against	7	Concerns related to board ethnic and/or racial diversity
Nielsen Holdings Plc	United Kingdom	25/05/2021	Annual	All For		
Coca-Cola Europacific Partners Plc	United Kingdom	26/05/2021	Annual	Against	2 17 23 11	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees Concerns to protect shareholder value Overboarded/Too many other time commitments
Intertek Group Plc	United Kingdom	26/05/2021	Annual	All For		
M&G Plc	United Kingdom	26/05/2021	Annual	All For		
Sensata Technologies Holding Plc	United Kingdom	27/05/2021	Annual	All For		
HSBC Holdings Plc	United Kingdom	28/05/2021	Annual	All For		
Reckitt Benckiser Group Plc	United Kingdom	28/05/2021	Annual	Against	2	
Wm Morrison Supermarkets Plc	United Kingdom	10/06/2021	Annual	Against	2	Apparent failure to link pay & appropriate performance



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Liberty Global Plc	United Kingdom	16/06/2021	Annual	Against	5 2 3 4	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns related to approach to board diversityConcerns related to approach to board gender diversity Concerns about overall performance 2- Concerns about remuneration committee performance Concerns about remuneration committee performanceConcerns about overall board structureConcerns related to approach to board diversityConcerns related to approach to board gender diversity
Royalty Pharma Plc	United Kingdom	24/06/2021	Annual	Against	2,7 1f 1i	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value
Tesco Plc	United Kingdom	25/06/2021	Annual	All For		
Kingfisher Plc	United Kingdom	30/06/2021	Annual	Against	2	Apparent failure to link pay & appropriate performance