



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Hong Kong Exchanges & Clearing Ltd.	Hong Kong	27/04/2022	Annual	All For		
Hang Seng Bank Ltd.	Hong Kong	05/05/2022	Annual	Against	2a 5	Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders
Swire Properties Limited	Hong Kong	10/05/2022	Annual	Against	4 1a,1f	Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
Swire Pacific Limited	Hong Kong	12/05/2022	Annual	Against	1b 4 1c,1d	Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
Techtronic Industries Co., Ltd.	Hong Kong	13/05/2022	Annual	Against	3b 3c	Concerns related to inappropriate membership of committees Lack of independence on board
AIA Group Limited	Hong Kong	19/05/2022	Annual	All For		
MTR Corporation Limited	Hong Kong	25/05/2022	Annual	Against	3a	Lack of independent representation at board committees
Henderson Land Development Co. Ltd.	Hong Kong	01/06/2022	Annual	Against	3.4 3.3 5B,5C 3.1,3.2	Concerns related to approach to board gender diversityConcerns related to succession planning Concerns related to succession planningOverboarded/Too many other time commitments Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure Lack of independence on board
Hong Kong & China Gas Co. Ltd.	Hong Kong	06/06/2022	Annual	Against	6 4 3.2 5.2,5.3 3.1	Apparent failure to link pay and appropriate performance Concerns related to Non-audit fees Concerns related to approach to board gender diversityOverboarded/Too many other time commitmentsConcerns related to Non-audit fees Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure Lack of independence on board
Guangdong Investment Limited	Hong Kong	23/06/2022	Annual	Against	3.3 5 3.1,3.2	Inadequate management of climate-related risks Insufficient/poor disclosure Lack of independence on board
BOC Hong Kong (Holdings) Limited	Hong Kong	29/06/2022	Annual	All For		
Sekisui House, Ltd.	Japan	26/04/2022	Annual	All For		
GLP-J REIT	Japan	19/05/2022	Special	Against	4.1,4.2	Lack of independence on board
Nitori Holdings Co., Ltd.	Japan	19/05/2022	Annual	Against	2 4.1	Concerns related to shareholder rights Lack of independence on boardInadequate management of climate-related risks
Welcia Holdings Co., Ltd.	Japan	24/05/2022	Annual	Against	2.10	Lack of independence on board
AEON Co., Ltd.	Japan	25/05/2022	Annual	Against	3 2.4	Concerns to protect shareholder value Lack of independence on board
Lawson, Inc.	Japan	25/05/2022	Annual	All For		
Seven & i Holdings Co., Ltd.	Japan	26/05/2022	Annual	All For		
Toho Co., Ltd. (9602)	Japan	26/05/2022	Annual	Against	4.2	Lack of independence on board
KEYENCE Corp.	Japan	10/06/2022	Annual	All For		
Toyota Industries Corp.	Japan	10/06/2022	Annual	Against	4 1 2.2 2.1	Performance-related pay/awards for non-executives The passage of this proposal will authorize the company to hold virtual only meetings permanently, without further need to consult shareholders, even after the current health crisis is resolved, and the proposed language fails to specify situations under which virtual meetings will be held. Top management is responsible for the company's capital misallocation. Top management is responsible for the company's capital misallocation. Concerns related to approach to board gender diversity
JAPAN POST INSURANCE Co., Ltd.	Japan	15/06/2022	Annual	All For		
Toyota Motor Corp.	Japan	15/06/2022	Annual	Against	1.6,2.2 1.1,1.8,1.9	Concerns about overall board structure Lack of independence on board
ITOCHU Techno-Solutions Corp.	Japan	16/06/2022	Annual	All For		



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Japan Post Bank Co., Ltd.	Japan	16/06/2022	Annual	All For		
Kakaku.com, Inc.	Japan	16/06/2022	Annual	All For		
MISUMI Group, Inc.	Japan	16/06/2022	Annual	All For		
NTT DATA Corp.	Japan	16/06/2022	Annual	All For		
Aisin Corp.	Japan	17/06/2022	Annual	All For		
Eisai Co., Ltd.	Japan	17/06/2022	Annual	Against	2.1	Concerns related to approach to board gender diversity
IBIDEN Co., Ltd.	Japan	17/06/2022	Annual	Against	2.5 2.1	Lack of independence on board Top management is responsible for the company's capital misallocation.
Japan Post Holdings Co. Ltd.	Japan	17/06/2022	Annual	All For		
JSR Corp.	Japan	17/06/2022	Annual	All For		
NIDEC Corp.	Japan	17/06/2022	Annual	All For		
Nippon Sanso Holdings Corp.	Japan	17/06/2022	Annual	All For		
Nitto Denko Corp.	Japan	17/06/2022	Annual	Against	3.5	concern about his independence
Nomura Research Institute Ltd.	Japan	17/06/2022	Annual	All For		
Astellas Pharma, Inc.	Japan	20/06/2022	Annual	All For		
BANDAI NAMCO Holdings, Inc.	Japan	20/06/2022	Annual	Against	3.1	Concerns related to approach to board gender diversity
Brother Industries, Ltd.	Japan	20/06/2022	Annual	Against	2.1	Concerns related to approach to board gender diversity
Dai-ichi Life Holdings, Inc.	Japan	20/06/2022	Annual	Against	4.4,4.5	Lack of independence on boardLack of independent representation at board committees
DENSO Corp.	Japan	21/06/2022	Annual	All For		
Hitachi Metals, Ltd.	Japan	21/06/2022	Annual	Against	2.3 2.4	Concerns related to approach to board gender diversity Inadequate management of climate-related risks
Keihanshin Building Co., Ltd.	Japan	21/06/2022	Annual	All For		
Kikkoman Corp.	Japan	21/06/2022	Annual	Against	3.10 3.9 3.2 8	Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity Lack of independence on board Inadequate management of climate-related risks Poison pill/anti-takeover measure not in investors interests
Komatsu Ltd.	Japan	21/06/2022	Annual	Against	3.6	Lack of independence on board
LIXIL Corp.	Japan	21/06/2022	Annual	All For		
Mitsui O.S.K. Lines, Ltd.	Japan	21/06/2022	Annual	Against	3.1,3.6	Lack of independence on board
Mizuho Financial Group, Inc.	Japan	21/06/2022	Annual	Against	1.3,1.6,1.7,1.8,1.11 1.1	Concerns about overall performance Concerns related to approach to board gender diversity
PERSOL Holdings Co., Ltd.	Japan	21/06/2022	Annual	Against	2	Concerns related to shareholder rights
Recruit Holdings Co., Ltd.	Japan	21/06/2022	Annual	All For		
Tokyo Electron Ltd.	Japan	21/06/2022	Annual	Against	2.5	Lack of independence on board
USS Co., Ltd.	Japan	21/06/2022	Annual	Against	2	Concerns related to shareholder rights
Hitachi Ltd.	Japan	22/06/2022	Annual	All For		
Honda Motor Co., Ltd.	Japan	22/06/2022	Annual	All For		
KDDI Corp.	Japan	22/06/2022	Annual	All For		
Mitsui & Co., Ltd.	Japan	22/06/2022	Annual	Against	3.1 3.13	Inadequate management of climate-related risks Lack of independence on board Lack of independence on board
NEC Corp.	Japan	22/06/2022	Annual	Against	2.1,2.8,2.10	Lack of independence on board
Nippon Yusen KK	Japan	22/06/2022	Annual	Against	3.1,3.8	Lack of independence on board
Subaru Corp.	Japan	22/06/2022	Annual	All For		
Terumo Corp.	Japan	22/06/2022	Annual	Against	3.1 3.8	Concerns related to approach to board gender diversity Lack of independence on board
Ajinomoto Co., Inc.	Japan	23/06/2022	Annual	All For		
Azbil Corp.	Japan	23/06/2022	Annual	All For		
Capcom Co., Ltd.	Japan	23/06/2022	Annual	Against	3.1 4.2,4.3	Concerns related to approach to board gender diversity Lack of independence on boardLack of independent representation at board committees
Hino Motors, Ltd.	Japan	23/06/2022	Annual	Against	2.1 2.6	Concerns related to approach to board gender diversityLack of independence on board Lack of independence on board
HIROSE ELECTRIC CO., LTD.	Japan	23/06/2022	Annual	Against	3.1 3.8,3.10	Concerns related to approach to board gender diversity Lack of independence on board
Nihon M&A Center Holdings Inc.	Japan	23/06/2022	Annual	Against	3.9	Lack of independence on board



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NIPPON STEEL CORP.	Japan	23/06/2022	Annual	Against	3.1 3.8	Inadequate management of climate-related risks. Concerns related to approach to board gender diversity. Lack of independence on board Lack of independence on board
OMRON Corp.	Japan	23/06/2022	Annual	All For		
Ono Pharmaceutical Co., Ltd.	Japan	23/06/2022	Annual	All For		
Panasonic Holdings Corp.	Japan	23/06/2022	Annual	Against	1,2.9	
Sharp Corp.	Japan	23/06/2022	Annual	Against	1.1	Concerns related to approach to board gender diversity
Shionogi & Co., Ltd.	Japan	23/06/2022	Annual	Against	4	Insufficient basis to support a decision
SoftBank Corp.	Japan	23/06/2022	Annual	Against	2.12	Lack of independence on board
Square Enix Holdings Co., Ltd.	Japan	23/06/2022	Annual	Against	2.1	Concerns related to approach to board gender diversity
Sumitomo Chemical Co., Ltd.	Japan	23/06/2022	Annual	Against	2.1 2.12	Concerns related to approach to board gender diversityLack of independence on board Lack of independence on board
Sumitomo Mitsui Trust Holdings, Inc.	Japan	23/06/2022	Annual	Against	3.1,3.5	Top management is responsible for the company's capital misallocation.
Sumitomo Pharma Co., Ltd.	Japan	23/06/2022	Annual	Against	3.1	Top management is responsible for the company's capital misallocation
Toray Industries, Inc.	Japan	23/06/2022	Annual	Against	3.1 3.12	Concerns related to approach to board gender diversityLack of independence on board Lack of independence on board
Toyo Suisan Kaisha, Ltd.	Japan	23/06/2022	Annual	Against	4 7 3.1	Concerns about overall board structure For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Inadequate management of climate-related risks
Yamato Holdings Co., Ltd.	Japan	23/06/2022	Annual	All For		
Advantest Corp.	Japan	24/06/2022	Annual	Against	2.1 2.2	Concerns related to approach to board gender diversity Lack of independence on board
Iida Group Holdings Co., Ltd.	Japan	24/06/2022	Annual	All For		
ITOCHU Corp.	Japan	24/06/2022	Annual	Against	3.1	Inadequate management of climate-related risks
JFE Holdings, Inc.	Japan	24/06/2022	Annual	All For		
Marubeni Corp.	Japan	24/06/2022	Annual	Against	2.1	
Mazda Motor Corp.	Japan	24/06/2022	Annual	Against	3.1	Lack of independence on board
Medipal Holdings Corp.	Japan	24/06/2022	Annual	Against	2.1,2.11,2.12	Lack of independence on board
Mitsubishi Chemical Holdings Corp.	Japan	24/06/2022	Annual	All For		
Mitsubishi Corp.	Japan	24/06/2022	Annual	Against	6 5 3.1 3.9	A vote FOR this shareholder proposal is recommended because: * In light of the company's appetite to expand the LNG business which appears to contradict with its stated goal of net zero in 2050, which is also Japan's national target, and its stranded asset risk, it is in shareholders' interest to better understand how the company intends to remain viable in the long term, and monitor the company in its pathway to net zero in 2050, with the help of critical climate information which would be ensured with the proposed article amendment. A vote FOR this shareholder proposal is recommended because: * The company currently only discloses Scope 3 GHG emissions partially (category 15) and it currently has no Scope 3 emission targets related to the use of its products (category 11). * Moreover, in light of the company's appetite to expand the LNG business which appears to contradict with its stated goal of net zero in 2050, which is also Japan's national target, and its stranded asset risk, it is in shareholders' interest to better understand how the company intends to remain viable in the long term, and monitor the company in its pathway to net zero in 2050, with the help of critical climate information which would be ensured with the proposed article amendment. Inadequate management of climate-related risks Lack of independence on board
Nippon Telegraph & Telephone Corp.	Japan	24/06/2022	Annual	All For		
Olympus Corp.	Japan	24/06/2022	Annual	Against	2.2	Concerns related to approach to board gender diversity





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ORIX Corp.	Japan	24/06/2022	Annual	All For		
Resona Holdings, Inc.	Japan	24/06/2022	Annual	Against	2.1	Top management is responsible for the company's capital misallocation
Ricoh Co., Ltd.	Japan	24/06/2022	Annual	All For		
Santen Pharmaceutical Co., Ltd.	Japan	24/06/2022	Annual	Against	6	Apparent failure to link pay & appropriate performance
SoftBank Group Corp.	Japan	24/06/2022	Annual	Against	3.8,3.9	
SOHGO SECURITY SERVICES CO., LTD.	Japan	24/06/2022	Annual	Against	3.1	Lack of independence on board
Sumitomo Corp.	Japan	24/06/2022	Annual	Against	2	Concerns related to approach to board gender diversity
					3.1	Concerns related to shareholder rights
Sumitomo Electric Industries Ltd.	Japan	24/06/2022	Annual	Against	3.1	Inadequate management of climate-related risks
					3.13	Concerns related to approach to board gender diversity
						Lack of independence on board
Sysmex Corp.	Japan	24/06/2022	Annual	Against	3.1	Concerns related to approach to board gender diversity
					3.7	Lack of independence on board
TIS, Inc. (Japan)	Japan	24/06/2022	Annual	Against	3.1,3.2	Capital misallocation to cross-shareholding
Tosoh Corp.	Japan	24/06/2022	Annual	Against	2.1,2.6,2.7,2.8	Lack of independence on board
TOTO Ltd.	Japan	24/06/2022	Annual	Against	2.1	Concerns related to approach to board gender diversity
					3.3	Lack of independence on board
Daiichi Sankyo Co., Ltd.	Japan	27/06/2022	Annual	All For		
Fujitsu Ltd.	Japan	27/06/2022	Annual	Against	2.8	Lack of independence on board
MS&AD Insurance Group Holdings, Inc.	Japan	27/06/2022	Annual	Against	3.1,3.3	Top management is responsible for the company's capital misallocation.
Sompo Holdings, Inc.	Japan	27/06/2022	Annual	Against	3.1,3.2	Excessive cross-shareholding
						Lack of independence on board
Tokio Marine Holdings, Inc.	Japan	27/06/2022	Annual	Against	3.7,3.11	Lack of independence on board
					3.1	Top management is responsible for the company's capital misallocation
					3.2	Top management is responsible for the company's capital misallocation
Tokyo Century Corp.	Japan	27/06/2022	Annual	Against	3.1	Inadequate management of climate-related risks
Benefit One Inc.	Japan	28/06/2022	Annual	Against	2.1	Lack of independence on board
Chubu Electric Power Co., Inc.	Japan	28/06/2022	Annual	Against	9	A vote FOR this shareholder proposal is recommended because: *
					5	As a 50 percent joint venture partner in JERA, the value of Chubu Electric Power in the long term would largely depend on the success of JERA's path to zero GHG emissions by 2050, which is Japan's national target, and critical climate information needed for shareholders to monitor the process would better become available with the proposed article amendments.
					3.1	A vote FOR this shareholder proposal is recommended because: *
					3.7,3.8	The amendment may enhance the company's overall reputation for transparency and accountability. * Disclosure of individual compensation levels helps shareholders make better-informed decisions on director elections and compensation-related proposals. Inadequate management of climate-related risks and Lack of independence on board
						Lack of independence on board
Daito Trust Construction Co., Ltd.	Japan	28/06/2022	Annual	Against	1	
Daiwa Securities Group, Inc.	Japan	28/06/2022	Annual	Against	2.8	Lack of independence on board
Fuji Electric Co., Ltd.	Japan	28/06/2022	Annual	Against	2.7,2.8	Lack of independence on board
HOYA Corp.	Japan	28/06/2022	Annual	All For		
Isuzu Motors Ltd.	Japan	28/06/2022	Annual	Against	3.1	Lack of independence on board
Kajima Corp.	Japan	28/06/2022	Annual	Against	4	Concerns about overall board structure
					3.1	Concerns related to approach to board gender diversity
					3.2	Top management is responsible for the company's capital misallocation
Konami Holdings Corp.	Japan	28/06/2022	Annual	Against	1	Concerns related to shareholder rights
					2.1	Lack of independence on board



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M3, Inc.	Japan	28/06/2022	Annual	Against	1 2.1,3.3	Concerns related to shareholder rights Lack of independence on board
Mitsubishi HC Capital, Inc.	Japan	28/06/2022	Annual	All For		
Nisshin Seifun Group, Inc.	Japan	28/06/2022	Annual	Against	3.9 3.7,3.8	Concerns related to approach to board gender diversity Lack of independence on board
Nissin Foods Holdings Co., Ltd.	Japan	28/06/2022	Annual	Against	3.4,3.5,3.6 3.1	Lack of independence on board Top management is responsible for the company's capital misallocation
Osaka Gas Co., Ltd.	Japan	28/06/2022	Annual	Against	3	Concerns about reducing shareholder rights
SECOM Co., Ltd.	Japan	28/06/2022	Annual	Against	2	Concerns to protect shareholder value
Seiko Epson Corp.	Japan	28/06/2022	Annual	Against	2	Concerns related to shareholder rights
Shimadzu Corp.	Japan	28/06/2022	Annual	All For		
Sony Group Corp.	Japan	28/06/2022	Annual	Against	3	
T&D Holdings, Inc.	Japan	28/06/2022	Annual	Against	4.3 3.1	Top management is responsible for the company's capital misallocation
The Kansai Electric Power Co., Inc.	Japan	28/06/2022	Annual	Against	2 13,23,25 4.1 4.2,4.3	Concerns related to shareholder rights For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Inadequate management of climate-related risks Lack of independence on board
ZOZO, Inc.	Japan	28/06/2022	Annual	Against	2	Concerns related to shareholder rights
Daiwa House Industry Co., Ltd.	Japan	29/06/2022	Annual	Against	4.1,4.11,4.12,4.15	Lack of independence on board
DISCO Corp.	Japan	29/06/2022	Annual	All For		
FUJIFILM Holdings Corp.	Japan	29/06/2022	Annual	Against	3.1,3.6	Lack of independence on board
Hakuhodo DY Holdings, Inc.	Japan	29/06/2022	Annual	Against	3.1,3.8 3.2	Lack of independence on board Top management is responsible for the company's capital misallocation
Kansai Paint Co., Ltd.	Japan	29/06/2022	Annual	All For		
Kurita Water Industries Ltd.	Japan	29/06/2022	Annual	All For		
Meiji Holdings Co., Ltd.	Japan	29/06/2022	Annual	All For		
Mitsubishi Electric Corp.	Japan	29/06/2022	Annual	Against	2.5 2.1 2.8	Lack of independence on board Concerns related to approach to board gender diversity President Uruma should be ultimately held responsible for the test data falsification incidents.
Mitsubishi Estate Co., Ltd.	Japan	29/06/2022	Annual	All For		
Mitsubishi UFJ Financial Group, Inc.	Japan	29/06/2022	Annual	Against	3.12,3.13 3.6	Concerns to protect shareholder value Lack of independence on board 2- Overboarded/Too many other time commitments
Mitsui Fudosan Co., Ltd.	Japan	29/06/2022	Annual	Against	3	
Murata Manufacturing Co. Ltd.	Japan	29/06/2022	Annual	All For		
Nintendo Co., Ltd.	Japan	29/06/2022	Annual	Against	3.1,4.2	
Oji Holdings Corp.	Japan	29/06/2022	Annual	Against	2.1,2.10	Lack of independence on board
Oriental Land Co., Ltd.	Japan	29/06/2022	Annual	Against	3.1,3.9	Lack of independence on board
Rinnai Corp.	Japan	29/06/2022	Annual	Against	3.1	Concerns related to approach to board gender diversity
SBI Holdings, Inc.	Japan	29/06/2022	Annual	Against	3.1	Concerns about overall board structure
Shin-Etsu Chemical Co., Ltd.	Japan	29/06/2022	Annual	Against	5 4 3.1 3.7,3.8,3.9,3.10	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns related to approach to board gender diversity Lack of independence on board
SMC Corp. (Japan)	Japan	29/06/2022	Annual	All For		
Sumitomo Mitsui Financial Group, Inc.	Japan	29/06/2022	Annual	Against	4 3.9 3.1,3.2	For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Lack of independence on board Top management is responsible for the company's capital misallocation
Taisho Pharmaceutical Holdings Co., Ltd.	Japan	29/06/2022	Annual	All For		

Voting Disclosure:  
Q2 2022



Gníomhaireacht Bainistíochta an Chisteáin Náisiúnta  
National Treasury Management Agency

Ciste Infheistíochta Straitéisí d'Éirinn  
Ireland Strategic Investment Fund

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Takeda Pharmaceutical Co., Ltd.	Japan	29/06/2022	Annual	All For		
Tokyo Gas Co., Ltd.	Japan	29/06/2022	Annual	All For		
CapitaLand Integrated Commercial Trust	Singapore	21/04/2022	Annual	All For		
Singapore Technologies Engineering Ltd.	Singapore	21/04/2022	Annual	Against	3 11	Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders
United Overseas Bank Ltd. (Singapore)	Singapore	21/04/2022	Annual	All For		
Oversea-Chinese Banking Corporation Limited	Singapore	22/04/2022	Annual	Against	8 2d 2c 2a	Apparent failure to link pay and appropriate performance Concerns about overall board structure Lack of independent representation at board committeesConcerns about overall board structure Lack of independent representation at board committeesConcerns related to inappropriate membership of committeesConcerns about overall board structure
UOL Group Limited	Singapore	27/04/2022	Annual	Against	10 4 6 8	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity Concerns related to approach to board gender diversityConcerns related to attendance at board or committee meetings Issue of equity raises concerns about excessive dilution of existing shareholders
Ascendas Real Estate Investment Trust	Singapore	28/04/2022	Annual	All For		
Taiwan Semiconductor Manufacturing Co., Ltd.	Taiwan	08/06/2022	Annual	All For		

Voting Disclosure:  
Q2 2022



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
Scentre Group	Australia	07/04/2022	Annual	Against	2,4 7	Apparent failure to link pay & appropriate performance
QBE Insurance Group Limited	Australia	05/05/2022	Annual	Against	4,5a 2 6b	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Rio Tinto Limited	Australia	05/05/2022	Annual	Against	2,3	
The GPT Group	Australia	11/05/2022	Annual	All For		
Tabcorp Holdings Limited	Australia	12/05/2022	Court	All For		
Tabcorp Holdings Limited	Australia	12/05/2022	Special	All For		



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Arch Capital Group Ltd.	Bermuda	04/05/2022	Annual	Against	2 1a 1d	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns about remuneration committee performance
Hongkong Land Holdings Ltd.	Bermuda	05/05/2022	Annual	Against	8 1 4	Insufficient/poor disclosure Lack of independent representation at board committees Concerns related to inappropriate membership of committeesInsufficient/poor disclosure Overboarded/Too many other time commitments
Jardine Matheson Holdings Ltd.	Bermuda	05/05/2022	Annual	Against	1,3 7	Insufficient/poor disclosure
Everest Re Group, Ltd.	Bermuda	10/05/2022	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 diversityConcerns related to approach to board gender diversity
Bunge Limited	Bermuda	12/05/2022	Annual	All For		
Invesco Ltd.	Bermuda	12/05/2022	Annual	Against	2 1.5 1.1	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to approach to board gender diversity
CK Infrastructure Holdings Limited	Bermuda	17/05/2022	Annual	Against	3.4 3.5 3.2	Concerns related to succession planning Inadequate management of climate-related risksConcerns related to succession planning Overboarded/Too many other time commitmentsLack of independence on board
Kunlun Energy Co. Ltd.	Bermuda	25/05/2022	Annual	Against	3A,6,8	
Shangri-La Asia Limited	Bermuda	27/05/2022	Annual	Against	5A,5C	
Norwegian Cruise Line Holdings Ltd.	Bermuda	16/06/2022	Annual	Against	2 5	Apparent failure to link pay and appropriate performance Shareholder proposal promotes appropriate accountability or incentivisation
SITC International Holdings Co., Ltd.	Cayman Islands	22/04/2022	Annual	Against	5 12 13 3,4	Concerns related to inappropriate membership of committees Insufficient/poor disclosure Issue of capital raises concerns about excessive dilution of existing shareholders Lack of independence on board
HKT Trust & HKT Ltd.	Cayman Islands	13/05/2022	Annual	Against	3a 3b 5 3d 3c	Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committeesLack of independence on board Insufficient/poor disclosure Lack of independence on board Lack of independent representation at board committeesLack of independence on board
ENN Energy Holdings Limited	Cayman Islands	18/05/2022	Annual	Against	7 3a4 3a2	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity Lack of independence on board
CK Asset Holdings Limited	Cayman Islands	19/05/2022	Annual	Against	3.1,3.2	Lack of independence on board
CK Hutchison Holdings Ltd.	Cayman Islands	19/05/2022	Annual	Against	3b	
ESR Group Ltd.	Cayman Islands	01/06/2022	Annual	Against	2b 4 6	Concerns related to approach to board gender diversity Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure
WH Group Ltd. (HK)	Cayman Islands	01/06/2022	Annual	Against	2b,2c,7,8 2d	Inadequate management of climate-related risks
CIFI Holdings (Group) Co. Ltd.	Cayman Islands	08/06/2022	Annual	Against	3.3 5,7 3.2 3.4	Concerns related to approach to board gender diversity Issue of equity raises concerns about excessive dilution of existing shareholders Insufficient/poor disclosure Lack of independence on board Overboarded/Too many other time commitments
Schlumberger NV	Curacao	06/04/2022	Annual	Against	1.9	Concerns related to below-board gender diversity 2- Concerns related to board ethnic and/or racial diversity



Voting Disclosure:  
Q2 2022



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
InMode Ltd.	Israel	04/04/2022	Annual	Against	2	Issue of equity raises concerns about excessive dilution of existing shareholders
Teva Pharmaceutical Industries Limited	Israel	23/06/2022	Annual	Against	1a 3a	Concerns about overall board structure 2- Concerns related to board ethnic and/or racial diversity Fund manager or client vote
Royal Caribbean Group	Liberia	02/06/2022	Annual	Against	2 1c	Apparent failure to link pay & appropriate performance Concerns related to board gender diversity
Carnival Corporation	Panama	08/04/2022	Annual	Against	13,14 12 10	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns 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
VERBUND AG	Austria	25/04/2022	Annual	Against	6 7.2 8.1,8.2	Apparent failure to link pay & appropriate performance Inadequate management of climate-related risks Insufficient/poor disclosure
Erste Group Bank AG	Austria	18/05/2022	Annual	Against	10 9 11.8	Concerns about human rights Issue of capital raises concerns about excessive dilution of existing shareholders Lack of independent representation at board committees
Proximus SA	Belgium	20/04/2022	Annual	Against	6 13	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees
Groupe Bruxelles Lambert SA	Belgium	26/04/2022	Annual/Special	Against	6,7.2 5	Apparent failure to link pay and appropriate performance Lack of independence on board
Anheuser-Busch InBev SA/NV	Belgium	27/04/2022	Annual/Special	Against	B.10,B.11 B.8.a B.8.b,B.8.c,B.8.d	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees Lack of independent representation at board committees Lack of independence on board
UCB SA	Belgium	28/04/2022	Annual/Special	Against	5	Apparent failure to link pay and appropriate performance
KBC Group NV	Belgium	05/05/2022	Annual	Against	5,11.1,11.2 6	Apparent failure to link pay & appropriate performance
Sofina SA	Belgium	05/05/2022	Ordinary Shareholders	Against	2.2	Apparent failure to link pay and appropriate performance
Solvay SA	Belgium	10/05/2022	Annual	Against	7	
Elia Group SA/NV	Belgium	17/05/2022	Extraordinary Shareholders	All For		
Elia Group SA/NV	Belgium	17/05/2022	Ordinary Shareholders	Against	4,5 13	Apparent failure to link pay & appropriate performance Inadequate management of climate-related risks
ageas SA/NV	Belgium	18/05/2022	Annual/Special	Against	3	Apparent failure to link pay and appropriate performance
Elia Group SA/NV	Belgium	21/06/2022	Extraordinary Shareholders	All For		
ROCKWOOL A/S	Denmark	06/04/2022	Annual	Abstain Against	7.5 7.3 9.e 4	Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Apparent failure to link pay and appropriate performance
Orsted A/S	Denmark	08/04/2022	Annual	All For		
Nokia Oyj	Finland	05/04/2022	Annual	Against	10	Apparent failure to link pay & appropriate performance
Elisa Oyj	Finland	06/04/2022	Annual	All For		
Kesko Oyj	Finland	07/04/2022	Annual	Against	11	Apparent failure to link pay and appropriate performance
Sampo Oyj	Finland	18/05/2022	Annual	All For		
VINCI SA	France	12/04/2022	Annual/Special	Against	12,14	Apparent failure to link pay & appropriate performance
Teleperformance SA	France	14/04/2022	Annual/Special	All For		
Eiffage SA	France	20/04/2022	Annual/Special	Against	7,8,9	Apparent failure to link pay and appropriate performance
Hermes International SCA	France	20/04/2022	Annual/Special	Against	7,8,9,11,18,19 5 13,15 6	Apparent failure to link pay and appropriate performance Insufficient justification for related party transaction Lack of independence on board Poison pill/anti-takeover measure not in investors interests
ENGIE SA	France	21/04/2022	Annual/Special	Against	15 8	Inadequate management of climate-related risks Overboarded/Too many other time commitments
Gecina SA	France	21/04/2022	Annual/Special	Against	14	Concerns to protect shareholder value



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
L'Oreal SA	France	21/04/2022	Annual/Special	Against	10 12,15	Apparent failure to link pay & appropriate performance
LVMH Moët Hennessy Louis Vuitton SE	France	21/04/2022	Annual/Special	Against	4,5,8,9,14,15,16,18,19,22,23	
CNP Assurances SA	France	22/04/2022	Annual/Special	Against	24,27,28,29 31,32 30	Lack of independence on board Lack of independence on boardConcerns related to inappropriate membership of committees Lack of independence on boardLack of independent representation at board committees
Vivendi SE	France	25/04/2022	Annual/Special	Against	5,6,9,14 17 24	Apparent failure to link pay and appropriate performance Concerns about overall performance Concerns to protect shareholder value
Danone SA	France	26/04/2022	Annual/Special	Against	A	
Klepierre SA	France	26/04/2022	Annual/Special	All For		
La Francaise des Jeux SA	France	26/04/2022	Annual/Special	Against	6	Concerns related to inappropriate membership of committees
Getlink SE	France	27/04/2022	Annual/Special	Against	11	Concerns related to succession planning
AXA SA	France	28/04/2022	Annual/Special	Against	6	
Bouygues SA	France	28/04/2022	Annual/Special	Against	7,9,10,11,12,13,14 4 24,28	Apparent failure to link pay and appropriate performance Insufficient justification for related party transaction Poison pill/anti-takeover measure not in investors interests
Eurazeo SA	France	28/04/2022	Annual/Special	Against	16,19,20,22,23,24,36 10 9 13,14 5 25	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns regarding Auditor tenure Insufficient basis to support a decision Insufficient justification for related party transaction Poison pill/anti-takeover measure not in investors interests
Kering SA	France	28/04/2022	Annual/Special	Against	10,11 9	Apparent failure to link pay & appropriate performance
Sanofi	France	03/05/2022	Annual/Special	All For		
Air Liquide SA	France	04/05/2022	Annual/Special	Against	5,8,9 1	Concerns regarding audit quality 2- Inadequate management of climate-related risks Inadequate management of climate-related risks 2- Insufficient/poor disclosure
Schneider Electric SE	France	05/05/2022	Annual/Special	All For		
Edenred SE	France	11/05/2022	Annual/Special	Against	8,11	
Compagnie Generale des Etablissements Michelin SCA	France	13/05/2022	Annual/Special	Against	9	
BNP Paribas SA	France	17/05/2022	Annual/Special	Against	12,15,16,17,18	
Societe Generale SA	France	17/05/2022	Annual/Special	Against	6,8,10,11,12	Apparent failure to link pay and appropriate performance
Amundi SA	France	18/05/2022	Annual	Against	6,7,9,12,13 18,19 15,16,17	Apparent failure to link pay and appropriate performance Concerns related to Non-audit feesConcerns regarding Auditor tenure Lack of independence on board
Arkema SA	France	19/05/2022	Annual/Special	Against	A,14	
Capgemini SE	France	19/05/2022	Annual/Special	Against	16	Concerns regarding Auditor tenure
Dassault Systemes SA	France	19/05/2022	Annual/Special	Against	8,9,19,20	



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Orange SA	France	19/05/2022	Annual/Special	Against	5,8,9,10,11,12	
SEB SA	France	19/05/2022	Annual/Special	Against	8,9,10,11,12,13 5 15,17,18 19	Apparent failure to link pay and appropriate performance 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
bioMerieux SA	France	23/05/2022	Annual/Special	Against	15 6	Apparent failure to link pay and appropriate performance Combined CEO/Chair
Credit Agricole SA	France	24/05/2022	Annual/Special	Against	24 8,9,10,11,12,13	Issue of capital raises concerns about excessive dilution of existing shareholders Lack of independence on board
Ipsen SA	France	24/05/2022	Annual/Special	Against	13,14,16,18 7 8	Apparent failure to link pay and appropriate performance Lack of independence on board Overboarded/Too many other time commitments
Valeo SE	France	24/05/2022	Annual/Special	All For		
Bollore SE	France	25/05/2022	Annual/Special	Against	4,6,7,8,9,10,11,12,14,16,17,18,20,23	
EssilorLuxottica SA	France	25/05/2022	Annual/Special	Against	6,7,8,9,12,13	
Legrand SA	France	25/05/2022	Annual/Special	All For		
Publicis Groupe SA	France	25/05/2022	Annual/Special	Against	26	Apparent failure to link pay & appropriate performance
Renault SA	France	25/05/2022	Annual/Special	Against	8 1,2,7	Concerns related to inappropriate membership of committees 2- Inadequate management of climate-related risks Inadequate management of climate-related risks
Compagnie de Saint-Gobain SA	France	02/06/2022	Annual/Special	Against	7,13,17	
Carrefour SA	France	03/06/2022	Annual/Special	Against	6,8,9,10,11	
Veolia Environnement SA	France	15/06/2022	Annual/Special	All For		
Wendel SE	France	16/06/2022	Annual/Special	Against	8,9,12,13,27 6 4	Apparent failure to link pay and appropriate performance Concerns regarding Auditor tenure Insufficient justification for related party transaction
Bureau Veritas SA	France	24/06/2022	Annual	Against	8,10,13 14 6 7 5	Apparent failure to link pay and appropriate performance Concerns regarding Auditor tenure Concerns related to succession planning Overboarded/Too many other time commitments Overboarded/Too many other time commitments Concerns regarding Auditor tenure Concerns related to inappropriate membership of committees
Henkel AG & Co. KGaA	Germany	04/04/2022	Annual	Against	9 7 8	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity Save to Library Lack of independence on board Concerns related to approach to board gender diversity
Deutsche Telekom AG	Germany	07/04/2022	Annual	Against	8 6.3 6.1	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments
Beiersdorf AG	Germany	14/04/2022	Annual	Against	6	Apparent failure to link pay and appropriate performance
Covestro AG	Germany	21/04/2022	Annual	Against	8	Apparent failure to link pay and appropriate performance
Merck KGaA	Germany	22/04/2022	Annual	Against	8 9	Apparent failure to link pay and appropriate performance Concerns about reducing shareholder rights
GEA Group AG	Germany	28/04/2022	Annual	Against	3	Apparent failure to link pay & appropriate performance
Muenchener Rueckversicherungs-Gesellschaft AG	Germany	28/04/2022	Annual	Against	6 8	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value
BASF SE	Germany	29/04/2022	Annual	Against	8	Concerns to protect shareholder value





Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Bayer AG	Germany	29/04/2022	Annual	Against	5 4.2	Apparent failure to link pay & appropriate performance Overboarded/Too many other time commitments
Mercedes-Benz Group AG	Germany	29/04/2022	Annual	All For		
Vonovia SE	Germany	29/04/2022	Annual	Against	6,10	Apparent failure to link pay and appropriate performance
Symrise AG	Germany	03/05/2022	Annual	Against	6,7 6	Apparent failure to link pay and appropriate performance Apparent failure to link pay and appropriate performance
Allianz SE	Germany	04/05/2022	Annual	Against	11 7.4,7.5	Concerns to protect shareholder value Lack of independent representation at board committees
Hannover Rueck SE	Germany	04/05/2022	Annual	Against	6	Apparent failure to link pay and appropriate performance
Rational AG	Germany	04/05/2022	Annual	Against	5	Apparent failure to link pay and appropriate performance
Deutsche Post AG	Germany	06/05/2022	Annual	Against	8,10	Apparent failure to link pay & appropriate performance
Bayerische Motoren Werke AG	Germany	11/05/2022	Annual	Against	8	Concerns to protect shareholder value
Commerzbank AG	Germany	11/05/2022	Annual	Against	5 10 7	Apparent failure to link pay & appropriate performance Apparent failure to link pay and appropriate performance Concerns to protect shareholder value
PUMA SE	Germany	11/05/2022	Annual	Against		
adidas AG	Germany	12/05/2022	Annual	All For		
E.ON SE	Germany	12/05/2022	Annual	Against	6	Apparent failure to link pay and appropriate performance
Fresenius Medical Care AG & Co. KGaA	Germany	12/05/2022	Annual	Against	6 3,4	Apparent failure to link pay & appropriate performance Concerns to protect shareholder value
HeidelbergCement AG	Germany	12/05/2022	Annual	Against	7 6.1	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees
HelloFresh SE	Germany	12/05/2022	Annual	Against	6,7 4 8,10	Apparent failure to link pay and appropriate performance Concerns related to below-board gender diversity Proposed term in policy exceeds appropriate limit
Nemetschek SE	Germany	12/05/2022	Annual	Against	9,10 7.1 7.2 7.3 7.4,7.5,7.6	Apparent failure to link pay and appropriate performance. Concerns related to inappropriate membership of committees Lack of independence on board Concerns related to succession planning Concerns related to succession planning Lack of independence on board Concerns related to inappropriate membership of committees Lack of independent representation at board committees Concerns related to succession planning Lack of independence on board Concerns related to succession planning
Volkswagen AG	Germany	12/05/2022	Annual	Against	5 3.1,3.2,3.3,3.4,3.5,3.6,3.7,3.8,3.9,4.1,4.2,4.3,4.4,4.5,4.6,4.7,4.8,4.9,4.10,4.11,4.12,4.13,4.14,4.15,4.16,4.17,4.18,4.19,4.20,4.21,4.22,4.23 7	Apparent failure to link pay & appropriate performance Inadequate management of climate-related risks Lack of independence on board
Fresenius SE & Co. KGaA	Germany	13/05/2022	Annual	Against	6 9 11	Concerns about reducing shareholder rights Proposed term in policy exceeds appropriate limit
Deutsche Boerse AG	Germany	18/05/2022	Annual	All For		
SAP SE	Germany	18/05/2022	Annual	Against	7	
Uniper SE	Germany	18/05/2022	Annual	Against	3 7.2,7.5,7.6 7.1,7.3,7.4	Inadequate management of climate-related risks Lack of independence on board 2- Proposed term in policy exceeds appropriate limit Proposed term in policy exceeds appropriate limit
Zalando SE	Germany	18/05/2022	Annual	Against	6	
Deutsche Bank AG	Germany	19/05/2022	Annual	All For		
LEG Immobilien SE	Germany	19/05/2022	Annual	Against	6,10 15	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Telefonica Deutschland Holding AG	Germany	19/05/2022	Annual	Against	8.1 6 8.3,8.4,8.6,8.7,8.8 8.2	Concerns related to board gender diversity 2- Lack of independence on board 3- Proposed term in policy exceeds appropriate limit Insufficient/poor disclosure Lack of independence on board 2- Proposed term in policy exceeds appropriate limit Lack of independence on board 2- Proposed term in policy exceeds appropriate limit
United Internet AG	Germany	19/05/2022	Annual	Against	6 8	Apparent failure to link pay and appropriate performance. Insufficient basis to support a decision
Knorr-Bremse AG	Germany	24/05/2022	Annual	Against	6 8	Concerns to protect shareholder value
Evonik Industries AG	Germany	25/05/2022	Annual	Against	6,7 8 4	Apparent failure to link pay and appropriate performance Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independent representation at board committees
Bechtle AG	Germany	02/06/2022	Annual	Against	6,7	Apparent failure to link pay and appropriate performance
Brenntag SE	Germany	09/06/2022	Annual	Against	10	
Instone Real Estate Group SE	Germany	09/06/2022	Annual	Against	6.4	Concerns related to approach to board gender diversity
Daimler Truck Holding AG	Germany	22/06/2022	Annual	Against	8,9 6.10 6.1	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees Lack of independent representation at board committees
Scout24 SE	Germany	30/06/2022	Annual	Against	7	Concerns to protect shareholder value
Eaton Corporation plc	Ireland	27/04/2022	Annual	Against	1f,3	
CRH Plc	Ireland	28/04/2022	Annual	Against	4 1,6e,8	Inadequate management of climate-related risks
Dalata Hotel Group Plc	Ireland	28/04/2022	Annual	All For		
Flutter Entertainment Plc	Ireland	28/04/2022	Annual	Against	2 4A	Apparent failure to link pay and appropriate performance Overboarded/Too many other time commitments
Horizon Therapeutics Public Limited Company	Ireland	28/04/2022	Annual	Against	3 1a 1c	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns about remuneration committee performance
Kerry Group Plc	Ireland	28/04/2022	Annual	All For		
Kingspan Group Plc	Ireland	29/04/2022	Annual	Against	6,14	
Smurfit Kappa Group Plc	Ireland	29/04/2022	Annual	All For		
Pentair Plc	Ireland	17/05/2022	Annual	All For		
Allegion Plc	Ireland	02/06/2022	Annual	Against	2 1b 1a	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board gender diversity
Trane Technologies Plc	Ireland	02/06/2022	Annual	All For		
Willis Towers Watson Public Limited Company	Ireland	08/06/2022	Annual	All For		
Aon Plc	Ireland	17/06/2022	Annual	Against	1.1	
Infrastrutture Wireless Italiane SpA	Italy	06/04/2022	Annual	Against	3 A	Apparent failure to link pay & appropriate performance Insufficient/poor disclosure
Prysmian SpA	Italy	12/04/2022	Annual/Special	Against	3.1,4,A	
Moncler SpA	Italy	21/04/2022	Annual	Against	4.1,4.2,4.3.1 2.1,2.2,5 4.4,4.5,A	Apparent failure to link pay & appropriate performance Insufficient/poor disclosure
Amplifon SpA	Italy	22/04/2022	Annual	Against	2.1,2.2,2,3 4.1,4.2 6	Apparent failure to link pay and appropriate performance Issue of equity raises concerns about excessive dilution of existing shareholders
Assicurazioni Generali SpA	Italy	27/04/2022	Annual/Special	Against	A	Insufficient/poor disclosure
SNAM SpA	Italy	27/04/2022	Annual	Against	7.2,8,10.1,11 4.2 4.1 1	Apparent failure to link pay and appropriate performance Apparent failure to link pay and appropriate performance. Inadequate management of climate-related risks
FinecoBank SpA	Italy	28/04/2022	Annual/Special	Against	3,4	Apparent failure to link pay & appropriate performance



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Atlantia SpA	Italy	29/04/2022	Annual	Against	2a,2c.2,2d,A	
DiaSorin SpA	Italy	29/04/2022	Annual	Against	3.1,3.2,3.3,3.4,4.1.2,4.2,4.3 2.1,2.2,5 A	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure
Intesa Sanpaolo SpA	Italy	29/04/2022	Annual/Special	Against	2a,2b.1,2c,3d,A	
Recordati SpA	Italy	29/04/2022	Annual	Against	2a,2b,2c 3a,3b 2e,A	Apparent failure to link pay & appropriate performance Insufficient/poor disclosure
TERNA Rete Elettrica Nazionale SpA	Italy	29/04/2022	Annual	Against	6.1,6.2 A	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure
Enel SpA	Italy	19/05/2022	Annual	Against	4.1,5,A	
Poste Italiane SpA	Italy	27/05/2022	Annual	Against	3.2,4 A	Insufficient/poor disclosure
ENAV SpA	Italy	03/06/2022	Annual	Against	5.2,6 3,4 A	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure
Eurofins Scientific SE	Luxembourg	26/04/2022	Annual/Special	Against	9	
Tenaris SA	Luxembourg	03/05/2022	Annual	Against	8 6	Apparent failure to link pay and appropriate performance Lack of independence on board Combined CEO/ChairConcerns related to approach to board gender diversity Inappropriate bundling of election of directors on a single vote Inadequate management of climate-related risks
ArcelorMittal SA	Luxembourg	04/05/2022	Annual/Special	Against	V VIII	Apparent failure to link pay & appropriate performance Concerns related to below-board gender diversity
Davide Campari-Milano NV	Netherlands	12/04/2022	Annual	Against	2.b,7 5.f	Apparent failure to link pay & appropriate performance Concerns related to inappropriate membership of committees
CNH Industrial NV	Netherlands	13/04/2022	Annual	Against	3 4.f 4.a	Apparent failure to link pay & appropriate performance Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments
Ferrari NV	Netherlands	13/04/2022	Annual	Against	2.c,3.a,3.g,3.j,5.3	
Koninklijke Ahold Delhaize NV	Netherlands	13/04/2022	Annual	Against	6	
Royal KPN NV	Netherlands	13/04/2022	Annual	Against	4	Apparent failure to link pay & appropriate performance
Stellantis NV	Netherlands	13/04/2022	Annual	Against	2.c	Apparent failure to link pay and appropriate performance
ABN AMRO Bank NV	Netherlands	20/04/2022	Annual	All For		
Heineken Holding NV	Netherlands	21/04/2022	Annual	Against	7.c,7.d 7.a	Lack of independence on board Overboarded/Too many other time commitments Lack of independence on board
Heineken NV	Netherlands	21/04/2022	Annual	Against	1.b,3,4.b,4.d	
Wolters Kluwer NV	Netherlands	21/04/2022	Annual	All For		
Akzo Nobel NV	Netherlands	22/04/2022	Annual	Against	3.d	
ING Groep NV	Netherlands	25/04/2022	Annual	All For		
CTP NV	Netherlands	26/04/2022	Annual	Against	2(b) 4(a),4(b)	Apparent failure to link pay and appropriate performance Issue of equity raises concerns about excessive dilution of existing shareholders
ASML Holding NV	Netherlands	29/04/2022	Annual	Against	6 8d	Apparent failure to link pay & appropriate performance Concerns related to below-board gender diversity
IMCD NV	Netherlands	02/05/2022	Annual	Against	2.c,6.a	
Koninklijke DSM NV	Netherlands	10/05/2022	Annual	All For		
Koninklijke Philips NV	Netherlands	10/05/2022	Annual	Against	2.d	
JDE Peet's NV	Netherlands	11/05/2022	Annual	Against	2.b	Apparent failure to link pay and appropriate performance
Universal Music Group NV	Netherlands	12/05/2022	Annual	Against	3,7.a,7.c,8.a,8.b	
ASM International NV	Netherlands	16/05/2022	Annual	Against	11	
Euronext NV	Netherlands	18/05/2022	Annual	All For		
NN Group NV	Netherlands	19/05/2022	Annual	All For		
STMicroelectronics NV	Netherlands	25/05/2022	Annual	Against	3	Apparent failure to link pay and appropriate performance
Aegon NV	Netherlands	31/05/2022	Annual	All For		
Adyen NV	Netherlands	01/06/2022	Annual	All For		
NXP Semiconductors NV	Netherlands	01/06/2022	Annual	Against	8	Apparent failure to link pay & appropriate performance



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
CTP NV	Netherlands	15/06/2022	Extraordinary Shareholders	All For		
QIAGEN NV	Netherlands	23/06/2022	Annual	Against	2 5h	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
Orkla ASA	Norway	20/04/2022	Annual	Against	8,9,10,11,12	Insufficient/poor disclosure
DNB Bank ASA	Norway	26/04/2022	Annual	All For		
Norsk Hydro ASA	Norway	10/05/2022	Annual	Against	6,7	
Yara International ASA	Norway	10/05/2022	Annual	All For		
Telenor ASA	Norway	11/05/2022	Annual	Against	10.1,10.2,11	
Mowi ASA	Norway	13/06/2022	Annual	Against	8 6	Apparent failure to link pay & appropriate performance
Jeronimo Martins SGPS SA	Portugal	21/04/2022	Annual	Against	4	Combined CEO/Chairman
Ferrovial SA	Spain	06/04/2022	Annual	Against	11,12 4.1 4.5 10	Apparent failure to link pay & appropriate performance Combined CEO/Chair Concerns about remuneration committee performance Inadequate management of climate-related risks
CaixaBank SA	Spain	07/04/2022	Annual	Against	10,14	Apparent failure to link pay and appropriate performance
Telefonica SA	Spain	07/04/2022	Annual	Against	10 4.1	Apparent failure to link pay & appropriate performance Concerns about overall board structure
Cellnex Telecom SA	Spain	27/04/2022	Annual	Against	5.2 12	Apparent failure to link pay & appropriate performance
Endesa SA	Spain	29/04/2022	Annual	All For		
MERLIN Properties SOCIMI SA	Spain	03/05/2022	Annual	All For		
ACS Actividades de Construcción y Servicios SA	Spain	05/05/2022	Annual	Against	5.2	Apparent failure to link pay and appropriate performance
Red Electrica Corp. SA	Spain	06/06/2022	Annual	All For		
Iberdrola SA	Spain	16/06/2022	Annual	Against	14	
Acciona SA	Spain	22/06/2022	Annual	Against	3,4	Apparent failure to link pay and appropriate performance
LE Lundbergforetagen AB	Sweden	06/04/2022	Annual	Against	10.a,10.e,10.f 10.c 10.b 10.d	Lack of independence on board Lack of independence on boardConcerns about overall board structure Lack of independence on boardOverboarded/Too many other time commitments Overboarded/Too many other time commitmentsConcerns about overall board structure
Telia Co. AB	Sweden	06/04/2022	Annual	All For		
Volvo AB	Sweden	06/04/2022	Annual	Against	17,18	Apparent failure to link pay and appropriate performance
Husqvarna AB	Sweden	07/04/2022	Annual	Against	13,14 10.a1,10.a3,10.a5,10.a6,10.b	Apparent failure to link pay & appropriate performance Lack of independence on board
Industrivarden AB	Sweden	21/04/2022	Annual	Against	14 10.f,10.g 10.a 10.e,10.i	Apparent failure to link pay and appropriate performance Lack of independence on board Lack of independence on boardOverboarded/Too many other time commitmentsLack of independent representation at board committees Overboarded/Too many other time commitmentsLack of independence on boardLack of independent representation at board committees
Epiroc AB	Sweden	25/04/2022	Annual	Against	12 8.d	Apparent failure to link pay & appropriate performance
Alfa Laval AB	Sweden	26/04/2022	Annual	Against	13.6	Concerns related to board gender diversity
Atlas Copco AB	Sweden	26/04/2022	Annual	Against	10.a1,10.a2,10.a6,10.a7,10.b,10.c,11.a,12.a,12.b	





Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Getinge AB	Sweden	26/04/2022	Annual	Against		Apparent failure to link pay and appropriate performance
						Concerns regarding Auditor tenure
						Lack of independence on board
						Lack of independence on boardConcerns related to inappropriate membership of committees
					17	
					16	Lack of independence on boardConcerns related to inappropriate membership of committeesConcerns regarding Auditor tenureOverboarded/Too many other time commitments
					15.j	
					15.c	
	Sweden	26/04/2022	Annual	Against	15.b	Lack of independence on boardConcerns related to inappropriate membership of committeesLack of independent representation at board committees
					15.e	
					15.f	
					15.a	Lack of independence on boardLack of independent representation at board committees
						Lack of independence on boardLack of independent representation at board committeesOverboarded/Too many other time commitments
Assa Abloy AB	Sweden	27/04/2022	Annual	Against	17	Apparent failure to link pay & appropriate performance
Sandvik Aktiebolag	Sweden	27/04/2022	Annual	Against	12	Lack of independence on board
Boliden AB	Sweden	28/04/2022	Annual	All For	18	
Tele2 AB	Sweden	28/04/2022	Annual	Against		Apparent failure to link pay and appropriate performance
					15.e,17.b	Concerns regarding Auditor tenure
					19.f	Concerns to protect shareholder value
Hexagon AB	Sweden	29/04/2022	Annual	Against	10.3,10.4,10.7,10.11	
					12	Apparent failure to link pay & appropriate performance
Lifco AB	Sweden	29/04/2022	Annual	Against	19	Apparent failure to link pay and appropriate performance
					15.f,16	Concerns regarding Auditor tenure
					15.a,15.d,15.e,15.g,15.i	Lack of independence on board
						Apparent failure to link pay and appropriate performance
Investor AB	Sweden	03/05/2022	Annual	Against		Lack of independence on board
						Lack of independence on boardConcerns related to inappropriate membership of committees
					9	
					14.K	Lack of independence on boardConcerns related to inappropriate membership of committeesLack of independent representation at board committees
					14.A,14.G	
					14.I,15	Lack of independence on boardLack of independent representation at board committeesOverboarded/Too many other time commitments
					14.D	
					14.J	
	Sweden	04/05/2022	Annual	Against	14.H	Lack of independence on boardOverboarded/Too many other time commitments
						Overboarded/Too many other time commitments
H&M Hennes & Mauritz AB	Sweden	04/05/2022	Annual	Against	12.2,12.6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Securitas AB	Sweden	05/05/2022	Annual	Against	20	
						Apparent failure to link pay and appropriate performance
Kinnevik AB	Sweden	09/05/2022	Annual	All For	17	Lack of independent representation at board committees
					13	Overboarded/Too many other time commitments
Investment AB Latour	Sweden	10/05/2022	Annual	Against	16	Apparent failure to link pay and appropriate performance
Sagax AB	Sweden	11/05/2022	Annual	Against		Concerns related to board gender diversity 2- Lack of independence on board
					10.1,10.7	
					10.3,10.4,10.6	Lack of independence on board
					10.5	Lack of independence on board 2- Overboarded/Too many other time commitments
Fastighets AB Balder	Sweden	12/05/2022	Annual	Against	13	Apparent failure to link pay & appropriate performance
					11a,11c,11d,11e,11f	Lack of independence on board
NIBE Industrier AB	Sweden	17/05/2022	Annual	Against	13	Lack of independence on board Overboarded/Too many other time commitmentsConcerns about overall board structure
EQT AB	Sweden	01/06/2022	Annual	Against	14.a,14.c,14.f,14.i	Lack of independent representation at board committees
					14.g	Overboarded/Too many other time commitments



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
UBS Group AG	Switzerland	06/04/2022	Annual	Against	2 3 13	Apparent failure to link pay & appropriate performance Inadequate management of climate-related risks Insufficient/poor disclosure
Chubb Limited	Switzerland	19/05/2022	Annual	Against	11.2,12 6 5.13,7.3 13,14	Apparent failure to link pay & appropriate performance Combined CEO/Chair Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Garmin Ltd.	Switzerland	10/06/2022	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	21/06/2022	Annual	Against	4.3,7,9	Apparent failure to link pay & appropriate performance



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
The Bank of Nova Scotia	Canada	05/04/2022	Annual	Against	7	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
FirstService Corp.	Canada	06/04/2022	Annual	Against	3 1h	Apparent failure to link pay and appropriate performance Concerns related to approach to board diversity Concerns related to approach to board gender diversity
Canadian Imperial Bank of Commerce	Canada	07/04/2022	Annual/Special	Against	7	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Royal Bank of Canada	Canada	07/04/2022	Annual	Against	4,8,10	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Bank of Montreal	Canada	13/04/2022	Annual	Against	3 1.11 5,7	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
The Toronto-Dominion Bank	Canada	14/04/2022	Annual	Against	4,6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
West Fraser Timber Co. Ltd.	Canada	20/04/2022	Annual/Special	Against	2.6,2.9,6	
Fairfax Financial Holdings Limited	Canada	21/04/2022	Annual	Against	1.1	Concerns to protect shareholder value Concerns related to approach to board gender diversity
Broadcom Inc.	USA	04/04/2022	Annual	All For		
Hewlett Packard Enterprise Company	USA	05/04/2022	Annual	Against	4 1b 5	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
Warner Bros. Discovery, Inc.	USA	08/04/2022	Annual	Against	3 1.2,1.3 1.1	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns about remuneration committee performance Concerns about overall board structure Concerns related to inappropriate membership of committees Concerns to protect shareholder value Concerns related to approach to board gender diversity Concerns related to approach to board diversity
A. O. Smith Corporation	USA	12/04/2022	Annual	Against	1.1,2	
Fifth Third Bancorp	USA	12/04/2022	Annual	Against	1a,1n,3	
IQVIA Holdings, Inc.	USA	12/04/2022	Annual	Against	4 3	
Lennar Corporation	USA	12/04/2022	Annual	Against	1c,1k,2,5	Apparent failure to link pay & appropriate performance
Synopsys, Inc.	USA	12/04/2022	Annual	Against	4 1e 1b	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
The Bank of New York Mellon Corporation	USA	12/04/2022	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
Adobe, Inc.	USA	14/04/2022	Annual	Against	3 1a	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
Carrier Global Corp.	USA	14/04/2022	Annual	Against	2 1a	Apparent failure to link pay & appropriate performance Concerns related to board gender diversity
Dow, Inc.	USA	14/04/2022	Annual	Against	2 1g	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
Duke Realty Corporation	USA	14/04/2022	Annual	Against	2 1f	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Owens Corning	USA	14/04/2022	Annual	All For		
HP Inc.	USA	19/04/2022	Annual	Against	3 1g 5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes appropriate accountability or incentivisation



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Public Service Enterprise Group Incorporated	USA	19/04/2022	Annual	All For		
U.S. Bancorp	USA	19/04/2022	Annual	Against	3 1l	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Whirlpool Corporation	USA	19/04/2022	Annual	Against	2 1c	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Celanese Corporation	USA	20/04/2022	Annual	All For		
Huntington Bancshares Incorporated	USA	20/04/2022	Annual	All For		
NextEra Energy Partners LP	USA	20/04/2022	Annual	Against	3	Apparent failure to link pay and appropriate performance
Regions Financial Corporation	USA	20/04/2022	Annual	All For		
The Sherwin-Williams Company	USA	20/04/2022	Annual	All For		
AGNC Investment Corp.	USA	21/04/2022	Annual	All For		
Citrix Systems, Inc.	USA	21/04/2022	Special	Against	2	Apparent failure to link pay and appropriate performance
HCA Healthcare, Inc.	USA	21/04/2022	Annual	Against	1d,3 4,5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
Humana Inc.	USA	21/04/2022	Annual	Against	1h,1m,3 1c,2	Concerns regarding Auditor tenure
Newmont Corporation	USA	21/04/2022	Annual	Against	2 1.11	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
SVB Financial Group	USA	21/04/2022	Annual	Against	2 1.11 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes appropriate accountability or incentivisation
CenterPoint Energy, Inc.	USA	22/04/2022	Annual	Against	1g,3 1b	Concerns related to board gender diversity SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
National Bank of Canada	Canada	22/04/2022	Annual	Against	4.2	2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
Stanley Black & Decker, Inc.	USA	22/04/2022	Annual	Against	4 1e 5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes appropriate accountability or incentivisation
Fastenal Company	USA	23/04/2022	Annual	Against	3 1a	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
M&T Bank Corporation	USA	25/04/2022	Annual	Against	1.7	Concerns related to board gender diversity 2- Concerns related to succession planning
Bank of America Corporation	USA	26/04/2022	Annual	Against	6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Bio-Rad Laboratories, Inc.	USA	26/04/2022	Annual	All For		
Centene Corporation	USA	26/04/2022	Annual	Against	5 1a 2 6	Apparent failure to link pay & appropriate performance 2- Concerns about remuneration committee performance Concerns about reducing shareholder rights 2- Concerns related to minority shareholder interest 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 3- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
Charter Communications, Inc.	USA	26/04/2022	Annual	Against	1a,1e,3,4,5,7,8 6	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
Citigroup Inc.	USA	26/04/2022	Annual	Against	6 7,8	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
Comerica Incorporated	USA	26/04/2022	Annual	Against	3	Apparent failure to link pay & appropriate performance
Cousins Properties Incorporated	USA	26/04/2022	Annual	Against	2 1f	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
Domino's Pizza, Inc.	USA	26/04/2022	Annual	Against	3 1.3	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
Equity LifeStyle Properties, Inc.	USA	26/04/2022	Annual	Against	3 1.4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Exelon Corporation	USA	26/04/2022	Annual	All For		
International Business Machines Corporation	USA	26/04/2022	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 better management of ESG opportunities and risks
Kimco Realty Corporation	USA	26/04/2022	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 Concerns related to approach to board gender diversity
Moodys Corporation	USA	26/04/2022	Annual	All For		
MSCI Inc.	USA	26/04/2022	Annual	Against	1e	Concerns about reducing shareholder rights 2- Concerns related to minority shareholder interest
Northern Trust Corporation	USA	26/04/2022	Annual	All For		
PACCAR Inc	USA	26/04/2022	Annual	Against	1.10,3	
PerkinElmer, Inc.	USA	26/04/2022	Annual	Against	3 1a 1d	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to approach to board gender diversity
Rollins, Inc.	USA	26/04/2022	Annual	Against	1.2 1.4	Concerns related to inappropriate membership of committees Lack of independence on board
The Coca-Cola Company	USA	26/04/2022	Annual	Abstain Against	6 2 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 SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
The Williams Companies, Inc.	USA	26/04/2022	Annual	Against	1.11	Concerns related to board gender diversity
Truist Financial Corporation	USA	26/04/2022	Annual	Against	6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
Wells Fargo & Company	USA	26/04/2022	Annual	Against	2 1l 1h 6 7,8,9,10	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Inadequate management of climate-related risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation 2- 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



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Ameriprise Financial, Inc.	USA	27/04/2022	Annual	Against	2 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 approach to board gender diversity
Ball Corporation	USA	27/04/2022	Annual	All For		
BorgWarner Inc.	USA	27/04/2022	Annual	Against	4 1E 5	Concerns about reducing shareholder rights Concerns related to board gender diversity SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
Canadian Pacific Railway Limited	Canada	27/04/2022	Annual/Special	Against	3,5.6 4	Inadequate management of climate-related risks
Cigna Corporation	USA	27/04/2022	Annual	Against	1g,2,4,5,6	
Entegris, Inc.	USA	27/04/2022	Annual	Against	2 1c	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
Kimberly-Clark Corporation	USA	27/04/2022	Annual	Against	3 1.8	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
Ritchie Bros. Auctioneers Incorporated	Canada	27/04/2022	Annual/Special	Against	3 1d	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Signature Bank	USA	27/04/2022	Annual	Against	1.2	Concerns about remuneration committee performance
Teledyne Technologies Incorporated	USA	27/04/2022	Annual	Against	3 1.4 1.1	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns related to succession planning Concerns related to approach to board gender diversity Concerns about remuneration committee performance
The PNC Financial Services Group, Inc.	USA	27/04/2022	Annual	Against	1e	Concerns related to board ethnic and/or racial diversity 2- Inadequate management of climate-related risks
Ventas, Inc.	USA	27/04/2022	Proxy Contest	Against No Action Taken	2 1.1,1.2,1.3,1.4,1.5,1.6,1.7,1.8,1.9,1.10,1.11,2,3,4	Apparent failure to link pay & appropriate performance
VICI Properties, Inc.	USA	27/04/2022	Annual	Against	3 1e	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
W.W. Grainger, Inc.	USA	27/04/2022	Annual	Against	3 1.1	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Activision Blizzard, Inc.	USA	28/04/2022	Special	Against	2	Apparent failure to link pay & appropriate performance
Avery Dennison Corporation	USA	28/04/2022	Annual	Against	1f	Concerns related to below-board gender diversity
Church & Dwight Co., Inc.	USA	28/04/2022	Annual	Against	2 1j 5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes appropriate accountability or incentivisation
Citizens Financial Group, Inc.	USA	28/04/2022	Annual	Against	2	Apparent failure to link pay & appropriate performance
Corning Incorporated	USA	28/04/2022	Annual	Against	2 1l	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
Crown Holdings, Inc.	USA	28/04/2022	Annual	All For		
Edison International	USA	28/04/2022	Annual	Against	3 1c 1i	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Inadequate management of climate-related risks
FMC Corporation	USA	28/04/2022	Annual	Against	1i	Concerns related to board gender diversity
Genuine Parts Company	USA	28/04/2022	Annual	Against	2	Apparent failure to link pay & appropriate performance
Global Payments Inc.	USA	28/04/2022	Annual	Against	2 1c 1g 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board gender diversityLack of independent representation at board committees Shareholder proposal promotes appropriate accountability or incentivisation
Globe Life Inc.	USA	28/04/2022	Annual	Against	3 1.1	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
Healthpeak Properties, Inc.	USA	28/04/2022	Annual	Against	2 1g	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
Intuitive Surgical, Inc.	USA	28/04/2022	Annual	Against	2 1d 4	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Issue of capital raises concerns about excessive dilution of existing shareholders
J.B. Hunt Transport Services, Inc.	USA	28/04/2022	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 diversityConcerns related to approach to board gender diversity Concerns related to succession planning
Johnson & Johnson	USA	28/04/2022	Annual	Against	1h,7,12 13 8,9	Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes transparency
Moderna, Inc.	USA	28/04/2022	Annual	Against	2 3 4 1.2,1.3 1.1	Apparent failure to link pay and appropriate performance. Excessive non-audit fees and audit tenure of 26 years. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency The company paid its auditor an excessive amount of non-audit related fees in the last fiscal year. The company paid its auditor an excessive amount of non-audit related fees in the last fiscal year.
Pfizer Inc.	USA	28/04/2022	Annual	Against	6,7,8 4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes enhanced shareholder rights
Public Storage	USA	28/04/2022	Annual	Against	2 1i	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Snap-on Incorporated	USA	28/04/2022	Annual	Against	1.1,1.9,3 4	
Texas Instruments Incorporated	USA	28/04/2022	Annual	Against	2 1j	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
TFI International Inc.	Canada	28/04/2022	Annual/Special	Against	1.6,3	
The Goldman Sachs Group, Inc.	USA	28/04/2022	Annual	Against	2 1a 6 5,7	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 Shareholder proposal promotes appropriate accountability or incentivisation
Toromont Industries Ltd.	Canada	28/04/2022	Annual/Special	Against	3 1.3 1.1	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
Abbott Laboratories	USA	29/04/2022	Annual	Against	3,4,5,6,8 1.8 7	Concerns about remuneration committee performance Shareholder proposal promotes better management of ESG opportunities and risks
AltaGas Ltd.	Canada	29/04/2022	Annual/Special	Against	4 2.10	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Corteva, Inc.	USA	29/04/2022	Annual	Against	1k	Concerns related to approach to board diversity
DISH Network Corporation	USA	29/04/2022	Annual	Against	1.1 3	Lack of independence on boardConcerns to protect shareholder valueConcerns related to approach to board diversityConcerns related to approach to board gender diversityConcerns related to board ethnic and/or racial diversity Shareholder proposal promotes transparency
Kellogg Company	USA	29/04/2022	Annual	Against	1b	Concerns about overall board structure
Regency Centers Corporation	USA	29/04/2022	Annual	Against	1h	Concerns related to succession planning
RLJ Lodging Trust	USA	29/04/2022	Annual	Against	3 1.5	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
Teleflex Incorporated	USA	29/04/2022	Annual	Against	2 1b 3 5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns regarding Auditor tenure Shareholder proposal promotes enhanced shareholder rights
Zions Bancorporation, National Association	USA	29/04/2022	Annual	Against	3 1E	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Berkshire Hathaway Inc.	USA	30/04/2022	Annual	Abstain Against	2 1.8,1.9,1.15 1.11 3,4,5	Insufficient basis to support a decision 2- SH: Against shareholder resolution, against management recommendation / Shareholder proposal does not promote transparency Concerns regarding audit quality 2- Inadequate management of climate-related risks Concerns related to board gender diversity 2- Concerns related to succession planning 3- Concerns to protect shareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Aflac Incorporated	USA	02/05/2022	Annual	All For		
Carvana Co.	USA	02/05/2022	Annual	Against	3 1.2	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns to protect shareholder value Concerns about remuneration committee performance Concerns related to approach to board gender diversity
Eli Lilly and Company	USA	02/05/2022	Annual	Against	7 8,9,10	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
Paycom Software, Inc.	USA	02/05/2022	Annual	Against	3 1.1 1.2	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns related to approach to board gender diversity Concerns related to approach to board diversity Concerns to protect shareholder value Concerns about remuneration committee performance Concerns about remuneration committee performance
Albemarle Corporation	USA	03/05/2022	Annual	Against	1 2j	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Ally Financial Inc.	USA	03/05/2022	Annual	Against	2 1f	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
American Express Company	USA	03/05/2022	Annual	Against	4	SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
Barrick Gold Corporation	Canada	03/05/2022	Annual	Against	3 1.4	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
Baxter International Inc.	USA	03/05/2022	Annual	Against	1g,2 4 6	Concerns about remuneration committee performance SH: Against shareholder resolution, against management recommendation / Shareholder proposal does not promote enhanced shareholder rights SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
Bristol-Myers Squibb Company	USA	03/05/2022	Annual	Against	4,5	
Ceridian HCM Holding, Inc.	USA	03/05/2022	Annual	Against	2 1.1	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Edwards Lifesciences Corporation	USA	03/05/2022	Annual	Against	2 1.8 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes appropriate accountability or incentivisation
Expeditors International of Washington, Inc.	USA	03/05/2022	Annual	Against	2 1.4 1.8	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
Fortune Brands Home & Security, Inc.	USA	03/05/2022	Annual	All For		
Magna International Inc.	Canada	03/05/2022	Annual/Special	Against	11,4	
Omnicom Group, Inc.	USA	03/05/2022	Annual	Against	2 1.3	Apparent failure to link pay and appropriate performance Concerns related to succession planning
Pool Corporation	USA	03/05/2022	Annual	Against	3 1f 1h	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to succession planning Concerns related to approach to board diversity Concerns related to approach to board gender diversity
Terreno Realty Corporation	USA	03/05/2022	Annual	Against	2 1g 1c,1d,1e,1f	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity Concerns related to approach to board gender diversity Concerns related to approach to board diversity Concerns related to approach to board gender diversity
TMX Group Ltd.	Canada	03/05/2022	Annual/Special	All For		
Brown & Brown, Inc.	USA	04/05/2022	Annual	Against	1.10	
CME Group Inc.	USA	04/05/2022	Annual	Against	3 1m 1i 1f	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value Concerns related to succession planning Concerns related to approach to board diversity Concerns related to approach to board gender diversity Overboarded/Too many other time commitments
Cognex Corporation	USA	04/05/2022	Annual	Against	3 1.1	Apparent failure to link pay & appropriate performance Concerns about overall board structure
CSX Corporation	USA	04/05/2022	Annual	Against	1d,3	
DigitalBridge Group, Inc.	USA	04/05/2022	Annual	Against	2 1.7	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Enbridge Inc.	Canada	04/05/2022	Annual	Against	3 1.3 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
Essential Utilities, Inc.	USA	04/05/2022	Annual	Against	2 1.4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Eversource Energy	USA	04/05/2022	Annual	All For		
Federal Realty Investment Trust	USA	04/05/2022	Annual	Against	2 1.2	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Franco-Nevada Corporation	Canada	04/05/2022	Annual/Special	Against	1.6	Concerns related to approach to board diversity Concerns related to board ethnic and/or racial diversity
General Electric Company	USA	04/05/2022	Annual	Against	2 1h 6	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Gilead Sciences, Inc.	USA	04/05/2022	Annual	Against	5 8 7 9	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 enhanced shareholder rights 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 transparency
International Flavors & Fragrances Inc.	USA	04/05/2022	Annual	Against	1i	Concerns related to approach to board gender diversity
MGM Resorts International	USA	04/05/2022	Annual	Against	1e	Overboarded/Too many other time commitments
Molina Healthcare, Inc.	USA	04/05/2022	Annual	Against	2 1g 1e	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity Concerns related to approach to board gender diversity
NVR, Inc.	USA	04/05/2022	Annual	Against	3 1.4 1.8	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Concerns related to below-board gender diversity 2- Concerns related to board ethnic and/or racial diversity
PepsiCo, Inc.	USA	04/05/2022	Annual	Against	5 4	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
Prologis, Inc.	USA	04/05/2022	Annual	Against	1i	Concerns related to board ethnic and/or racial diversity 2- Concerns related to board gender diversity
PulteGroup, Inc.	USA	04/05/2022	Annual	All For		
S&P Global, Inc.	USA	04/05/2022	Annual	Against	2 1.4	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
Stryker Corporation	USA	04/05/2022	Annual	Against	1d,3,4	
Alaska Air Group, Inc.	USA	05/05/2022	Annual	Against	2 1c 5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes appropriate accountability or incentivisation
Archer-Daniels-Midland Company	USA	05/05/2022	Annual	Against	1d 5	Inadequate management of climate-related risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
BCE Inc.	Canada	05/05/2022	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Boston Scientific Corporation	USA	05/05/2022	Annual	Against	2 1d	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
C.H. Robinson Worldwide, Inc.	USA	05/05/2022	Annual	Against	2,4 1g 1a	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to approach to board gender diversity



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Cadence Design Systems, Inc.	USA	05/05/2022	Annual	Against	2 1.1 1.7 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board gender diversity Shareholder proposal promotes appropriate accountability or incentivisation
Capital One Financial Corporation	USA	05/05/2022	Annual	Against	2	Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance 2- Concerns related to below-board gender diversity 3- Concerns related to board ethnic and/or racial diversity
Constellation Software Inc.	Canada	05/05/2022	Annual/Special	Against	4 1.6 5	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
DTE Energy Company	USA	05/05/2022	Annual	Against	4 1.2 5	Concerns related to board gender 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
Duke Energy Corporation	USA	05/05/2022	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation
Eastman Chemical Company	USA	05/05/2022	Annual	Against	2 1.2 4	Apparent failure to link pay and appropriate performance. Concerns about remuneration committee performance Shareholder proposal promotes appropriate accountability or incentivisation
Ecolab Inc.	USA	05/05/2022	Annual	Against	4 3 11	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Equifax Inc.	USA	05/05/2022	Annual	Against	1b	Concerns related to board ethnic and/or racial diversity
First Quantum Minerals Ltd.	Canada	05/05/2022	Annual	Against	2.9,3 2.4	Concerns related to Non-audit fees Concerns related to board ethnic and/or racial diversity
Fortis Inc.	Canada	05/05/2022	Annual/Special	All For		
Gildan Activewear Inc.	Canada	05/05/2022	Annual	Against	2 1.6 1.2	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board gender diversity
Great-West Lifeco Inc.	Canada	05/05/2022	Annual/Special	Against	2.14 2.7,2.11	Concerns related to inappropriate membership of committees Concerns to protect shareholder value Concerns related to approach to board diversity Concerns related to approach to board gender diversity Concerns related to board ethnic and/or racial diversity Overboarded/Too many other time commitments SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
Loblaw Companies Limited	Canada	05/05/2022	Annual	Against	5 4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Mettler-Toledo International Inc.	USA	05/05/2022	Annual	Against	3 1.8	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity Concerns related to approach to board gender diversity
Newell Brands, Inc.	USA	05/05/2022	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
Parkland Corporation	Canada	05/05/2022	Annual	Against	3 1.2	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performanceConcerns related to approach to board diversity
Steel Dynamics, Inc.	USA	05/05/2022	Annual	All For		



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
The Kraft Heinz Company	USA	05/05/2022	Annual	Against	2 1c	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
United Parcel Service, Inc.	USA	05/05/2022	Annual	Against	1h 7,9 6 4,5	Concerns to protect shareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
United Rentals, Inc.	USA	05/05/2022	Annual	Against	3 4 5	Apparent failure to link pay & appropriate performance Concerns to protect shareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
WEC Energy Group, Inc.	USA	05/05/2022	Annual	Against	1.3	Inadequate management of climate-related risks
Wynn Resorts, Limited	USA	05/05/2022	Annual	Against	3 1.2	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns about remuneration committee performance
AbbVie Inc.	USA	06/05/2022	Annual	Against	3 5 7,8	Apparent failure to link pay and appropriate performance Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes transparency
CMS Energy Corporation	USA	06/05/2022	Annual	Against	2 1c 1a	Apparent failure to link pay and appropriate performance. Concerns about remuneration committee performance Inadequate management of climate-related risks
Colgate-Palmolive Company	USA	06/05/2022	Annual	All For		
Dover Corporation	USA	06/05/2022	Annual	Against	3 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	06/05/2022	Annual	Against	3 1k	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
IDEX Corporation	USA	06/05/2022	Annual	Against	1a,1b	Concerns about overall board structure
IGM Financial Inc.	Canada	06/05/2022	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 approach to board diversity Concerns related to board ethnic and/or racial diversity Concerns related to succession planning
Illinois Tool Works Inc.	USA	06/05/2022	Annual	Against	1f 4	Concerns related to below-board gender diversity SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
Marriott International, Inc.	USA	06/05/2022	Annual	Against	3 1g 6	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes appropriate accountability or incentivisation
TELUS Corporation	Canada	06/05/2022	Annual	Against	1.8,3	Apparent failure to link pay & appropriate performance
Cincinnati Financial Corporation	USA	07/05/2022	Annual	Against	2 1.2	Apparent failure to link pay and appropriate performance For Against Abstain Apparent failure to link pay and appropriate performance Concerns related to approach to board diversity
International Paper Company	USA	09/05/2022	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation
PPG Industries, Inc.	USA	09/05/2022	Annual	All For		
3M Company	USA	10/05/2022	Annual	Against	3 1b	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
Charles River Laboratories International, Inc.	USA	10/05/2022	Annual	All For		
Cummins Inc.	USA	10/05/2022	Annual	Against	16	Shareholder proposal promotes appropriate accountability or incentivisation





Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Danaher Corporation	USA	10/05/2022	Annual	Against	3 1k 1b 1j 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to succession planning Concerns to protect shareholder value Save to Library Shareholder proposal promotes appropriate accountability or incentivisation
Essex Property Trust, Inc.	USA	10/05/2022	Annual	Against	3 1.5 1.9	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
George Weston Limited	Canada	10/05/2022	Annual	Against	3 1.4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Iron Mountain Incorporated	USA	10/05/2022	Annual	Against	1b,2	
Keyera Corp.	Canada	10/05/2022	Annual	All For		
LKQ Corporation	USA	10/05/2022	Annual	All For		
Loews Corporation	USA	10/05/2022	Annual	Against	2 1b 1e	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
Prudential Financial, Inc.	USA	10/05/2022	Annual	All For		
T. Rowe Price Group, Inc.	USA	10/05/2022	Annual	Against	2 1f 1e	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Inadequate management of climate-related risks Concerns to protect shareholder value Lack of independence on board
Tradeweb Markets, Inc.	USA	10/05/2022	Annual	Against	1.2 3	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Waste Management, Inc.	USA	10/05/2022	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
American International Group, Inc.	USA	11/05/2022	Annual	Against	2 1d 4	Apparent failure to link pay and appropriate performance. Concerns about remuneration committee performance Shareholder proposal promotes appropriate accountability or incentivisation
American Water Works Company, Inc.	USA	11/05/2022	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
Arrow Electronics, Inc.	USA	11/05/2022	Annual	All For		
CF Industries Holdings, Inc.	USA	11/05/2022	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
CVS Health Corporation	USA	11/05/2022	Annual	Against	4 7 5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks as it pertains to human capital Shareholder proposal promotes appropriate accountability or incentivisation
Dominion Energy, Inc.	USA	11/05/2022	Annual	Against	7 4 1l 6 5	Concerns about reducing shareholder rights Concerns related to board gender diversity Inadequate management of climate-related risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
IDEXX Laboratories, Inc.	USA	11/05/2022	Annual	All For		
Intact Financial Corporation	Canada	11/05/2022	Annual	Against	3	Apparent failure to link pay & appropriate performance
Juniper Networks, Inc.	USA	11/05/2022	Annual	Against	4	Apparent failure to link pay and appropriate performance

Voting Disclosure:  
Q2 2022

Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Kinder Morgan, Inc.	USA	11/05/2022	Annual	Against	1.4	Inadequate management of climate-related risksConcerns related to approach to board gender diversityConcerns related to approach to board diversity
Laboratory Corporation of America Holdings	USA	11/05/2022	Annual	All For		
Markel Corporation	USA	11/05/2022	Annual	All For		
Simon Property Group, Inc.	USA	11/05/2022	Annual	Against	2 1e 1c	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder valueConcerns related to approach to board diversityConcerns related to approach to board gender diversity Concerns related to succession planning
SITE Centers Corp.	USA	11/05/2022	Annual	Against	2 1.2	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Skyworks Solutions, Inc.	USA	11/05/2022	Annual	Against	3 1e 1b 8	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to approach to board gender diversity Concerns related to board ethnic and/or racial diversity Shareholder proposal promotes appropriate accountability or incentivisation
SS&C Technologies Holdings, Inc.	USA	11/05/2022	Annual	Against	2 1.2	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns about remuneration committee performanceConcerns related to approach to board diversityConcerns related to approach to board gender diversity
Summit Industrial Income REIT	Canada	11/05/2022	Annual/Special	Against	1.3	Concerns related to board ethnic and/or racial diversity
Sun Life Financial Inc.	Canada	11/05/2022	Annual	All For		
Tractor Supply Company	USA	11/05/2022	Annual	Against	3 1.8 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
TransUnion	USA	11/05/2022	Annual	Against	3 1i 1e	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
Under Armour, Inc.	USA	11/05/2022	Annual	Against	2 1.10 1.9	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value Concerns related to approach to board gender diversity
Akamai Technologies, Inc.	USA	12/05/2022	Annual	All For		
ANSYS, Inc.	USA	12/05/2022	Annual	Against	1C,3,8	
Assurant, Inc.	USA	12/05/2022	Annual	Against	1h	Concerns related to approach to board gender diversity
Avantor, Inc.	USA	12/05/2022	Annual	Against	3 1c	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
Bath & Body Works, Inc.	USA	12/05/2022	Annual	Against	3 1e 5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes appropriate accountability or incentivisation
Camden Property Trust	USA	12/05/2022	Annual	Against	2 1.6 1.8	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to succession planning
Canadian Tire Corporation, Limited	Canada	12/05/2022	Annual	Against	1.1	Lack of independent representation at board committeesConcerns to protect shareholder valueConcerns related to approach to board diversityConcerns related to approach to board gender diversity
Cboe Global Markets, Inc.	USA	12/05/2022	Annual	Against	1j	Concerns related to approach to board gender diversity
Cheniere Energy, Inc.	USA	12/05/2022	Annual	Against	2 1i 1a	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Inadequate management of climate-related risks



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Ford Motor Company	USA	12/05/2022	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
iA Financial Corporation Inc.	Canada	12/05/2022	Annual	All For		
Intel Corporation	USA	12/05/2022	Annual	Against	1i,3,4,5,6	
KeyCorp	USA	12/05/2022	Annual	All For		
Las Vegas Sands Corp.	USA	12/05/2022	Annual	Against	3 1.7 1.6	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityCombined CEO/Chair
Lundin Mining Corporation	Canada	12/05/2022	Annual	Against	3 1A 1I 1D	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity Overboarded/Too many other time commitments
Manulife Financial Corp.	Canada	12/05/2022	Annual	All For		
Martin Marietta Materials, Inc.	USA	12/05/2022	Annual	Against	1.5,3	
Masco Corporation	USA	12/05/2022	Annual	Against	1b,2	
Norfolk Southern Corporation	USA	12/05/2022	Annual	Against	3 1.14 1.2 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to approach to board gender diversity Shareholder proposal promotes appropriate accountability or incentivisation
Nucor Corporation	USA	12/05/2022	Annual	All For		
O'Reilly Automotive, Inc.	USA	12/05/2022	Annual	Against	2 1f 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
Onex Corporation	Canada	12/05/2022	Annual	Against	4 5	Apparent failure to link pay and appropriate performance Shareholder proposal promotes better management of SEE opportunities and risks
Power Corporation of Canada	Canada	12/05/2022	Annual	Against	1.3 5,6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG risks and opportunities
Quebecor, Inc.	Canada	12/05/2022	Annual	Against	1.2	Concerns to protect shareholder value
Ryman Hospitality Properties, Inc.	USA	12/05/2022	Annual	Against	2 1h 1f	Apparent failure to link pay and appropriate performance Concerns about board approach to gender diversity Concerns about remuneration committee performance
SBA Communications Corp.	USA	12/05/2022	Annual	Against	3 1.2	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns about remuneration committee performanceConcerns related to approach to board diversityConcerns related to approach to board gender diversity
Tyler Technologies, Inc.	USA	12/05/2022	Annual	Against	1.1 4	Concerns related to board gender diversity 2- Lack of independence on board SH: Against shareholder resolution, against management recommendation / Shareholder proposal does not promote enhanced shareholder rights
Union Pacific Corporation	USA	12/05/2022	Annual	All For		
Verizon Communications Inc.	USA	12/05/2022	Annual	Against	5,6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
WSP Global Inc.	Canada	12/05/2022	Annual	Against	3 1.8	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performanceConcerns related to board ethnic and/or racial diversity Concerns related to approach to board diversity
Xylem Inc.	USA	12/05/2022	Annual	All For		
Zebra Technologies Corporation	USA	12/05/2022	Annual	Against	2 1.3	Apparent failure to link pay and appropriate performance Concerns about overall board structure



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Intercontinental Exchange, Inc.	USA	13/05/2022	Annual	Against	1e,2,8 1f	Concerns related to nomination and governance committee performance
Seagen Inc.	USA	13/05/2022	Annual	Against	2	Apparent failure to link pay and appropriate performance
Sempra Energy	USA	13/05/2022	Annual	Against	3 1b 1j 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Inadequate management of climate-related risks Shareholder proposal promotes appropriate accountability or incentivisation
Teradyne, Inc.	USA	13/05/2022	Annual	Against	1f	Concerns related to board gender diversity
The Progressive Corporation	USA	13/05/2022	Annual	Against	3 1e	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Vulcan Materials Company	USA	13/05/2022	Annual	Against	2 1b	Apparent failure to link pay & appropriate performance Concerns about overall board structure 2- Concerns related to below-board gender diversity 3- Concerns related to board gender diversity
Waste Connections, Inc.	Canada	13/05/2022	Annual	Against	2 1.8 1.2	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to succession planningConcerns related to approach to board diversityConcerns related to approach to board gender diversity
Weyerhaeuser Company	USA	13/05/2022	Annual	All For		
Zimmer Biomet Holdings, Inc.	USA	13/05/2022	Annual	Against	3 1f	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Consolidated Edison, Inc.	USA	16/05/2022	Annual	Against	1.9	Inadequate management of climate-related risks
Republic Services, Inc.	USA	16/05/2022	Annual	Against	2 1d 1l 4,5,6	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Overboarded/Too many other time commitments Shareholder proposal promotes appropriate accountability or incentivisation
Alexandria Real Estate Equities, Inc.	USA	17/05/2022	Annual	Against	3 1.2 1.3 1.1	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity Concerns to protect shareholder value Overboarded/Too many other time commitments
Americold Realty Trust, Inc.	USA	17/05/2022	Annual	All For		
Amgen Inc.	USA	17/05/2022	Annual	Against	1e	
Baker Hughes Company	USA	17/05/2022	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
CubeSmart	USA	17/05/2022	Annual	All For		
First Republic Bank	USA	17/05/2022	Annual	Against	4 1.4	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
Invitation Homes, Inc.	USA	17/05/2022	Annual	All For		
JPMorgan Chase & Co.	USA	17/05/2022	Annual	Against	2 1a 1f 1c,1d 4 5,6	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns regarding audit quality 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 enhanced shareholder rights
Knight-Swift Transportation Holdings, Inc.	USA	17/05/2022	Annual	Against	2 1.2,1.3 4	Apparent failure to link pay and appropriate performance Concerns about overall board structure Shareholder proposal promotes appropriate accountability or incentivisation
Mid-America Apartment Communities, Inc.	USA	17/05/2022	Annual	Against	1h	Concerns related to approach to board diversityConcerns related to approach to board gender diversity
Motorola Solutions, Inc.	USA	17/05/2022	Annual	Against	1c	Overboarded/Too many other time commitments





Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Nutrien Ltd.	Canada	17/05/2022	Annual	Against	3 1.9	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
Packaging Corporation of America	USA	17/05/2022	Annual	Against	3 1.8	Apparent failure to link pay and appropriate performance Concerns related to approach to board diversityConcerns related to approach to board gender diversity
Principal Financial Group, Inc.	USA	17/05/2022	Annual	Against	2 1.1,1.2	Apparent failure to link pay & appropriate performance Concerns about overall board structure 2- Inadequate management of climate-related risks
Realty Income Corporation	USA	17/05/2022	Annual	Against	3 1f	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Sun Communities, Inc.	USA	17/05/2022	Annual	Against	2 1e 1c	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to succession planning
The Charles Schwab Corporation	USA	17/05/2022	Annual	Against	4 1f 1d 6 8 7	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Concerns related to board gender diversity 2- Inadequate management of climate-related risks SH: Against shareholder resolution, against management recommendation / Shareholder proposal does not promote enhanced shareholder rights 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
The Hershey Company	USA	17/05/2022	Annual	Against	3 1.1 1.6 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value Shareholder proposal promotes appropriate accountability or incentivisation
Upstart Holdings, Inc.	USA	17/05/2022	Annual	Against	1.2	Concerns to protect shareholder value
Advanced Micro Devices, Inc.	USA	18/05/2022	Annual	Against	1b,3	
Align Technology, Inc.	USA	18/05/2022	Annual	Against	3 1.5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Alnylam Pharmaceuticals, Inc.	USA	18/05/2022	Annual	Against	3 1a 1c	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns about overall board structure Concerns about remuneration committee performance
American Financial Group, Inc.	USA	18/05/2022	Annual	Against	3 1.5 1.10	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Concerns related to below-board gender diversity 2- Concerns related to board ethnic and/or racial diversity 3- Concerns related to succession planning
American Tower Corporation	USA	18/05/2022	Annual	All For		
Amphenol Corporation	USA	18/05/2022	Annual	Against	1.2,3,4	
Annaly Capital Management, Inc.	USA	18/05/2022	Annual	Against	2	Apparent failure to link pay and appropriate performance.
Anthem, Inc.	USA	18/05/2022	Annual	Against	6	
Burlington Stores, Inc.	USA	18/05/2022	Annual	Against	3	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
CBRE Group, Inc.	USA	18/05/2022	Annual	Against	1b 1d,1e,1j 5	Concerns regarding audit quality SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
Chipotle Mexican Grill, Inc.	USA	18/05/2022	Annual	Against	2 1.4 6 7	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes better management of SEE opportunities and risks



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Elanco Animal Health, Inc.	USA	18/05/2022	Annual	Against	3 1a 1e	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns to protect shareholder value Concerns about overall board structureConcerns to protect shareholder valueConcerns about remuneration committee performance
Enphase Energy, Inc.	USA	18/05/2022	Annual	Against	2 1.2	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns about remuneration committee performanceConcerns related to approach to board diversityConcerns related to approach to board gender diversity
Fiserv, Inc.	USA	18/05/2022	Annual	Against	2,4 3	
Halliburton Company	USA	18/05/2022	Annual	Against	1g 1e	Apparent failure to link pay and appropriate performance. Concerns about remuneration committee performance Concerns related to approach to board gender diversity
Henry Schein, Inc.	USA	18/05/2022	Annual	Against	2 1d 1g	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Concerns related to board gender diversity 2- Concerns related to succession planning
Lumen Technologies, Inc.	USA	18/05/2022	Annual	Against	3 1j	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
Molson Coors Beverage Company	USA	18/05/2022	Annual	Against	2 1.3	Apparent failure to link pay and appropriate performance Concerns related to approach to board diversityConcerns related to approach to board gender diversity
Mondelez International, Inc.	USA	18/05/2022	Annual	Abstain Against	5 2 1d 4	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
Old Dominion Freight Line, Inc.	USA	18/05/2022	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 approach to board diversity
Pinnacle West Capital Corporation	USA	18/05/2022	Annual	Against	1.6 4	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 enhanced shareholder rights
Robert Half International Inc.	USA	18/05/2022	Annual	All For		
Ross Stores, Inc.	USA	18/05/2022	Annual	Against	2 1a 1c	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to succession planning
Southwest Airlines Co.	USA	18/05/2022	Annual	Against	1b 5,6	Inadequate management of climate-related risksConcerns related to approach to board gender diversityConcerns related to approach to board diversity Shareholder proposal promotes appropriate accountability or incentivisation
State Street Corporation	USA	18/05/2022	Annual	All For		
The Hartford Financial Services Group, Inc.	USA	18/05/2022	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Thermo Fisher Scientific Inc.	USA	18/05/2022	Annual	All For		
Universal Health Services, Inc.	USA	18/05/2022	Annual	Against	2 1 4	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 gender diversityConcerns related to approach to board diversityConcerns about remuneration committee performance Shareholder proposal promotes enhanced shareholder rights



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Vertex Pharmaceuticals Incorporated	USA	18/05/2022	Annual	Against	3 1.10	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Westinghouse Air Brake Technologies Corporation	USA	18/05/2022	Annual	Against	2 1.3	Apparent failure to link pay & appropriate performance Concerns about overall board structure 2- Concerns related to board gender diversity
WeWork, Inc.	USA	18/05/2022	Annual	Against	2	Apparent failure to link pay and appropriate performance
Xcel Energy Inc.	USA	18/05/2022	Annual	Against	2 1i	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance 2- Concerns related to board gender diversity
Advance Auto Parts, Inc.	USA	19/05/2022	Annual	Against	2 4	Apparent failure to link pay & appropriate performance Shareholder proposal promotes enhanced shareholder rights Concerns related to board gender diversity
AT&T Inc.	USA	19/05/2022	Annual	Against	1.3 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 better management of ESG opportunities and risks
AvalonBay Communities, Inc.	USA	19/05/2022	Annual	Against	2 1g 1k	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity; Concerns related to approach to board gender diversity
Boston Properties, Inc.	USA	19/05/2022	Annual	Against	1h	Concerns related to approach to board diversity
CDW Corp.	USA	19/05/2022	Annual	Against	2 1i	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Chartwell Retirement Residences	Canada	19/05/2022	Annual	Against	3.7	Concerns related to board ethnic and/or racial diversity Concerns related to approach to board diversity
Crown Castle International Corp.	USA	19/05/2022	Annual	All For		
DexCom, Inc.	USA	19/05/2022	Annual	Against	3 1.1 1.4	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Concerns related to board gender diversity
Discover Financial Services	USA	19/05/2022	Annual	All For		
Dropbox, Inc.	USA	19/05/2022	Annual	Against	3 1.7 1.4 1.5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value Overboarded/Too many other time commitments
Host Hotels & Resorts, Inc.	USA	19/05/2022	Annual	Against	3 1.1 1.7 1.2	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to approach to board gender diversity Overboarded/Too many other time commitments
Kilroy Realty Corporation	USA	19/05/2022	Annual	Against	2 1b 1g	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
Lear Corporation	USA	19/05/2022	Annual	Against	3	Apparent failure to link pay and appropriate performance
Lennox International Inc.	USA	19/05/2022	Annual	Against	2 1.1 1.2	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns about overall board structureConcerns about remuneration committee performance
Marsh & McLennan Companies, Inc.	USA	19/05/2022	Annual	Against	2 1i	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
Mohawk Industries, Inc.	USA	19/05/2022	Annual	Against	3 1.2	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	19/05/2022	Annual	Against	3 1e 1j 4 5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversity 2- Concerns related to board gender diversity 3- Inadequate management of climate-related risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency Shareholder proposal promotes better management of SEE opportunities and risks
Otis Worldwide Corp.	USA	19/05/2022	Annual	All For		
PG&E Corporation	USA	19/05/2022	Annual	All For		
Synchrony Financial	USA	19/05/2022	Annual	All For		
Take-Two Interactive Software, Inc.	USA	19/05/2022	Special	All For		
The Home Depot, Inc.	USA	19/05/2022	Annual	Abstain Against	6 5 10 9 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 SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
The Mosaic Company	USA	19/05/2022	Annual	Against	3 1c 1k 4	Apparent failure to link pay and appropriate performance. Concerns about remuneration committee performance Concerns related to approach to board gender diversity Shareholder proposal promotes appropriate accountability or incentivisation
The Western Union Company	USA	19/05/2022	Annual	Against	2 1f 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
UDR, Inc.	USA	19/05/2022	Annual	Against	2 1i 1d	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to succession planning
Vornado Realty Trust	USA	19/05/2022	Annual	Against	3 1.9	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Yum! Brands, Inc.	USA	19/05/2022	Annual	Against	3	
Zoetis Inc.	USA	19/05/2022	Annual	All For		
Cable One, Inc.	USA	20/05/2022	Annual	Against	1b 1g	Concerns about overall board structure Overboarded/Too many other time commitments
Canadian National Railway Company	Canada	20/05/2022	Annual	All For		
Hilton Worldwide Holdings, Inc.	USA	20/05/2022	Annual	Against	3 1g	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Welltower Inc.	USA	23/05/2022	Annual	Against	4 1i	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
BioMarin Pharmaceutical Inc.	USA	24/05/2022	Annual	Against	3 1.2	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Insulet Corporation	USA	24/05/2022	Annual	Against	2 1.1	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
IPG Photonics Corporation	USA	24/05/2022	Annual	Against	1.5	Concerns related to approach to board diversity
Merck & Co., Inc.	USA	24/05/2022	Annual	Against	2 1j 5 4	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 appropriate accountability or incentivisation





Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
NiSource Inc.	USA	24/05/2022	Annual	Against	1j 4	Inadequate management of climate-related risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
The Allstate Corporation	USA	24/05/2022	Annual	Against	2	Apparent failure to link pay & appropriate performance
Waters Corporation	USA	24/05/2022	Annual	Against	1.7	
Wayfair, Inc.	USA	24/05/2022	Annual	Abstain Against	1f 3	Concerns to protect shareholder value Annual vote provides for greater shareholder oversight
West Pharmaceutical Services, Inc.	USA	24/05/2022	Annual	Against	1b	Concerns related to board ethnic and/or racial diversity. Concerns related to approach to board diversity
Amazon.com, Inc.	USA	25/05/2022	Annual	Against	3 1g 7 5,6,8,9,13,16,17,19 10,12,14	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 SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
BlackRock, Inc.	USA	25/05/2022	Annual	Against	2 1e	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
DENTSPLY SIRONA Inc.	USA	25/05/2022	Annual	Against	1c,3	
Dollar General Corporation	USA	25/05/2022	Annual	Against	1b,1c,2,4	
Equinix, Inc.	USA	25/05/2022	Annual	Against	2 1.5 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes appropriate accountability or incentivisation
Extra Space Storage Inc.	USA	25/05/2022	Annual	Against	1.3 1.5 3	Concerns about remuneration committee performance Concerns related to approach to board diversity. Concerns related to approach to board gender diversity Substantial pledging with lack of robust pledge policy.
Fidelity National Information Services, Inc.	USA	25/05/2022	Annual	Against	2 1a	Apparent failure to link pay & appropriate performance Concerns about reducing shareholder rights 2- Concerns related to board gender diversity 3- Concerns related to minority shareholder interest
Howmet Aerospace Inc.	USA	25/05/2022	Annual	Against	3 1e 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes appropriate accountability or incentivisation
Meta Platforms, Inc.	USA	25/05/2022	Annual	Against	3 1.1,1.2,1.3 1.9 1.5 5 6,8,10,11,13,14 4	Apparent failure to link pay & appropriate performance Concerns about reducing shareholder rights 2- Concerns about remuneration committee performance Concerns to protect shareholder value Lack of independence on board 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
Northland Power Inc.	Canada	25/05/2022	Annual	Against	8	Concerns related to board ethnic and/or racial diversity Concerns related to approach to board diversity
The Southern Company	USA	25/05/2022	Annual	All For		



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
The Travelers Companies, Inc.	USA	25/05/2022	Annual	Against	3 4,5,6,7,8	Apparent failure to link pay & appropriate 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
Trimble Inc.	USA	25/05/2022	Annual	Against	2	Apparent failure to link pay & appropriate performance
Twitter, Inc.	USA	25/05/2022	Annual	Against	2 1a 6 5,8	Apparent failure to link pay & appropriate performance Concerns about human rights 2- Concerns about remuneration committee performance 3- Overboarded/Too many other time commitments 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
United Airlines Holdings, Inc.	USA	25/05/2022	Annual	Against	3 1k 1h 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder valueConcerns related to approach to board diversityConcerns related to approach to board gender diversity Shareholder proposal promotes transparency
Verisk Analytics, Inc.	USA	25/05/2022	Annual	All For		
Bentley Systems, Inc.	USA	26/05/2022	Annual	Against	1.6	Lack of independence on boardConcerns related to board ethnic and/or racial diversityConcerns related to approach to board gender diversity Concerns to protect shareholder value
Cerner Corporation	USA	26/05/2022	Annual	Against	3 1a 1f 6	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 remuneration committee performance Shareholder proposal promotes appropriate accountability or incentivisation
DuPont de Nemours, Inc.	USA	26/05/2022	Annual	Against	4	
EastGroup Properties, Inc.	USA	26/05/2022	Annual	All For		
Emera Incorporated	Canada	26/05/2022	Annual	Against	1.3,4	
Illumina, Inc.	USA	26/05/2022	Annual	Against	5	SH: Against shareholder resolution, against management recommendation / Shareholder proposal does not promote enhanced shareholder rights
Masimo Corporation	USA	26/05/2022	Annual	Against	3 1a 1b	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns about overall board structureConcerns about remuneration committee performance
McDonald's Corporation	USA	26/05/2022	Proxy Contest	Abstain Against	9 2 1.7 8 5,10 4	SH: Against shareholder resolution, against management recommendation / Shareholder proposal does not promote transparency 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 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
Medical Properties Trust, Inc.	USA	26/05/2022	Annual	Against	1.7,3	



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Morgan Stanley	USA	26/05/2022	Annual	Against	3 1k 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
ON Semiconductor Corporation	USA	26/05/2022	Annual	Against	2 1j	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Pinterest, Inc.	USA	26/05/2022	Annual	Against	3 1c 1a	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns to protect shareholder value Concerns about remuneration committee performance
Sealed Air Corporation	USA	26/05/2022	Annual	All For		
STORE Capital Corporation	USA	26/05/2022	Annual	Against	2 1.9	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
The Interpublic Group of Companies, Inc.	USA	26/05/2022	Annual	Against	1.9,3,4	
The Trade Desk, Inc.	USA	26/05/2022	Annual	Against	3 1.1 1.2	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns to protect shareholder value Concerns about remuneration committee performanceOverboarded/Too many other time commitments
VeriSign, Inc.	USA	26/05/2022	Annual	Against	1.4	Concerns related to approach to board diversity Concerns related to approach to board gender diversity
Lincoln National Corporation	USA	27/05/2022	Annual	Against	1.12,3 6 5	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights 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 transparency
Lowes Companies, Inc.	USA	27/05/2022	Annual	Against	5 6 9	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency 2- SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Quanta Services, Inc.	USA	27/05/2022	Annual	Against	2 1.2	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Arista Networks, Inc.	USA	31/05/2022	Annual	Against	2 1.2 1.1	Apparent failure to link pay and appropriate performance Concerns about overall board structure; Concerns related to approach to board diversity; Concerns related to approach to board gender diversity; Concerns to protect shareholder value
The Carlyle Group Inc.	USA	31/05/2022	Annual	Against	3	Concerns about remuneration committee performance Apparent failure to link pay & appropriate performance



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Alphabet Inc.	USA	01/06/2022	Annual	Against	3 1h 9,13,15,16,18,21 11 5,6,7,8,10	Apparent failure to link pay and appropriate performance Concerns about candidate's experience/skills 2- Concerns about overall performance 3- Overboarded/Too many other time commitments SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes enhanced shareholder rights Shareholder proposal promotes transparency
Canadian Apartment Properties Real Estate Investment Trust	Canada	01/06/2022	Annual/Special	Against	3 1.7	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
Coinbase Global, Inc.	USA	01/06/2022	Annual	Against	4 3 1.3	Annual vote provides for greater shareholder oversight Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns about remuneration committee performanceConcerns to protect shareholder value
Comcast Corporation	USA	01/06/2022	Annual	Against	2 1.3 1.1 5,7 8	Apparent failure to link pay and 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 transparency
GoDaddy, Inc.	USA	01/06/2022	Annual	Against	2	Apparent failure to link pay and appropriate performance
SEI Investments Company	USA	01/06/2022	Annual	Against	2	Apparent failure to link pay and appropriate performance
Ulta Beauty, Inc.	USA	01/06/2022	Annual	Against	3 1.2	Apparent failure to link pay and appropriate performance Concerns about compensation committee performance; concerns about overall board structure, concerns about nomination and governance committee performance
Walmart Inc.	USA	01/06/2022	Annual	Abstain Against	9 2 1d 5,7 10	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency 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
Algonquin Power & Utilities Corp.	Canada	02/06/2022	Annual	Against	2.6,2.9,4	
Cloudflare, Inc.	USA	02/06/2022	Annual	Against	3,4 1.3	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns to protect shareholder valueConcerns related to board ethnic and/or racial diversity
Datadog, Inc.	USA	02/06/2022	Annual	Against	2 1b	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns to protect shareholder value
EPAM Systems, Inc.	USA	02/06/2022	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 approach to board gender diversity
Gartner, Inc.	USA	02/06/2022	Annual	Against	1f 1g	Concerns about remuneration committee performance Concerns related to succession planning





Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Netflix, Inc.	USA	02/06/2022	Annual	Against	6 1a 1d 7 8	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 enhanced shareholder rights SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
NVIDIA Corporation	USA	02/06/2022	Annual	Against	1f 1g	Concerns about remuneration committee performance Concerns related to board gender diversity 2- Concerns related to succession planning
PayPal Holdings, Inc.	USA	02/06/2022	Annual	Against	2 1d 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
Sirius XM Holdings, Inc.	USA	02/06/2022	Annual	Against	1.8 1.5, 1.11	Lack of independent representation at board committees Overboarded/Too many other time commitments
Unity Software, Inc.	USA	02/06/2022	Annual	Against	3 1.2 1.1	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Overboarded/Too many other time commitments
Digital Realty Trust, Inc.	USA	03/06/2022	Annual	Against	1i 4	Concerns related to approach to board gender diversityConcerns related to approach to board diversityConcerns to protect shareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
DocuSign, Inc.	USA	03/06/2022	Annual	Against	1.2 3	Concerns about overall board structure Apparent failure to link pay and appropriate performance
Rivian Automotive, Inc.	USA	06/06/2022	Annual	Against	1c 1b	Concerns about remuneration committee performance Concerns to protect shareholder value
UnitedHealth Group Incorporated	USA	06/06/2022	Annual	Against	5	
Cognizant Technology Solutions Corporation	USA	07/06/2022	Annual	All For		
HubSpot, Inc.	USA	07/06/2022	Annual	Against	3 1a	Apparent failure to link pay & appropriate performance Concerns to protect shareholder value
Organon & Co.	USA	07/06/2022	Annual	Against	2 1a	Apparent failure to link pay and appropriate performance Concerns about overall board structure
Palantir Technologies, Inc.	USA	07/06/2022	Annual	Against	1.5 1.4	Concerns related to approach to board diversityConcerns related to board ethnic and/or racial diversity Concerns to protect shareholder valueConcerns related to approach to board diversityConcerns related to board ethnic and/or racial diversity
Penn National Gaming, Inc.	USA	07/06/2022	Annual	Against	3 1.2 1.1	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns about remuneration committee performance
RioCan Real Estate Investment Trust	Canada	07/06/2022	Annual	Against	3 1.2	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
The TJX Companies, Inc.	USA	07/06/2022	Annual	Against	1c,4 1d 8 5,6	Inadequate management of climate-related risks. Promotes better management of human capital risks. Shareholder proposal promotes better management of ESG opportunities and risks
American Airlines Group Inc.	USA	08/06/2022	Annual	Against	3 1J 1H 1L 7	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to approach to board gender diversity Overboarded/Too many other time commitments Shareholder proposal promotes transparency



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Caterpillar Inc.	USA	08/06/2022	Annual	Against	3 1.6 2 7 6 5	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Concerns regarding Auditor tenure 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
Dollarama Inc.	Canada	08/06/2022	Annual	Against	3 1E 1D 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, no management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
eBay Inc.	USA	08/06/2022	Annual	Against	5	
Hasbro, Inc.	USA	08/06/2022	Proxy Contest	Against No Action Taken	1.9 1.1,1.2,1.3,1.4,1.5,1.6,1.7,1.8,1.9,1.10,1.11,1.12, 1.13,2,3	Concerns about overall performance
Hydro One Limited	Canada	08/06/2022	Annual	All For		
lululemon athletica inc.	USA	08/06/2022	Annual	Against	1b,3	
MarketAxess Holdings Inc.	USA	08/06/2022	Annual	Against	3 1m 1g	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
Match Group, Inc.	USA	08/06/2022	Annual	Against	2 1c	Apparent failure to link pay and appropriate performance Concerns about overall board structure
MercadoLibre, Inc.	USA	08/06/2022	Annual	All For		
Target Corporation	USA	08/06/2022	Annual	Against	4	
Thomson Reuters Corporation	Canada	08/06/2022	Annual	Against	3 1.7	Apparent failure to link pay & appropriate performance Inadequate management of climate-related risks
Alleghany Corporation	USA	09/06/2022	Special	Against	2	
Best Buy Co., Inc.	USA	09/06/2022	Annual	All For		
Booking Holdings Inc.	USA	09/06/2022	Annual	Against	2 1.3 5 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
CoStar Group, Inc.	USA	09/06/2022	Annual	Against	3 1a 4	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
DaVita Inc.	USA	09/06/2022	Annual	Against	3 1c 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes transparency
FLEETCOR Technologies, Inc.	USA	09/06/2022	Annual	Against	3 1e 1h 5 6	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performanceOverboarded/Too many other time commitments Concerns related to approach to board gender diversityConcerns related to approach to board diversity Concerns to protect shareholder value Shareholder proposal promotes appropriate accountability or incentivisation



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Freeport-McMoRan, Inc.	USA	09/06/2022	Annual	Against	2 1.9 1.6	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
Granite Real Estate Investment Trust	Canada	09/06/2022	Annual/Special	Against	8	Concerns related to shareholder rights
Keurig Dr Pepper Inc.	USA	09/06/2022	Annual	Against	1F	Concerns about remuneration committee performance; concerns about board independence
Lucid Group, Inc.	USA	09/06/2022	Annual	Against	5 1.1 1.5	Apparent failure to link pay and appropriate performance Lack of independent representation at board committees Overboarded/Too many other time commitments
Roku, Inc.	USA	09/06/2022	Annual	Against	3 1b	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns about remuneration committee performanceConcerns to protect shareholder value
Salesforce, Inc.	USA	09/06/2022	Annual	Abstain Against	6 5 1j 7	Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
ServiceNow, Inc.	USA	09/06/2022	Annual	Against	2	Apparent failure to link pay and appropriate performance
Veeva Systems, Inc.	USA	09/06/2022	Annual	Against	2 1j	Apparent failure to link pay & appropriate performance Overboarded/Too many other time commitments
Regeneron Pharmaceuticals, Inc.	USA	10/06/2022	Annual	Against	3 1a,1b	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns related to approach to board gender diversity
Asana, Inc.	USA	13/06/2022	Annual	Against	3 1.2	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns to protect shareholder value
General Motors Company	USA	13/06/2022	Annual	Abstain Against	6 4	We were concerned the filer may be using the shareholder proposal process to further an agenda potentially unrelated to the proposal's stated asks and potentially contrary to our principles. SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
Block, Inc.	USA	14/06/2022	Annual	Against	1.2,5	
Caesars Entertainment, Inc.	USA	14/06/2022	Annual	Against	1.4	
Liberty Broadband Corp.	USA	14/06/2022	Annual	Against	1.1,1.2	Concerns about overall board structureConcerns to protect shareholder valueConcerns related to approach to board diversityConcerns related to board ethnic and/or racial diversity 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 Overboarded/Too many other time commitmentsConcerns to protect shareholder value
Liberty Media Corp.	USA	14/06/2022	Annual	Against	3 1.3 1.1	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
Monster Beverage Corporation	USA	14/06/2022	Annual	Against	3 1.10 4	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns to protect shareholder value
10X Genomics, Inc.	USA	15/06/2022	Annual	Against	3 1c	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns to protect shareholder value
Biogen Inc.	USA	15/06/2022	Annual	Against	3 1e 1a	Apparent failure to link pay and appropriate performance. Concerns about remuneration committee performance Concerns related to approach to board gender diversity



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Black Knight, Inc.	USA	15/06/2022	Annual	Against	3 1.3	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance 2- Overboarded/Too many other time commitments
Etsy, Inc.	USA	15/06/2022	Annual	Against	1b	Concerns about overall board structure
Fidelity National Financial, Inc.	USA	15/06/2022	Annual	Against	2,3 1.2	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Incyte Corporation	USA	15/06/2022	Annual	Against	2 1.2 1.1	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns related to approach to board gender diversity
Roper Technologies, Inc.	USA	15/06/2022	Annual	Against	1.7,2 1.1	Concerns related to below-board gender diversity
T-Mobile US, Inc.	USA	15/06/2022	Annual	Against	1.11	Lack of independence on board; Lack of independent representation at board committees
W. R. Berkley Corporation	USA	15/06/2022	Annual	Against	3 1c 1b,1d 2	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns about remuneration committee performanceConcerns related to approach to board diversityConcerns related to approach to board gender diversityConcerns to protect shareholder value Concerns about overall board structureConcerns related to approach to board diversityConcerns related to approach to board gender diversity Concerns to protect shareholder value
AMC Entertainment Holdings, Inc.	USA	16/06/2022	Annual	Against	3 1.4	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
Autodesk, Inc.	USA	16/06/2022	Annual	Against	3 1f	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Delta Air Lines, Inc.	USA	16/06/2022	Annual	Against	1b,4	
Equity Residential	USA	16/06/2022	Annual	Against	3 1.4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Expedia Group, Inc.	USA	16/06/2022	Annual	Against	1d 1f 1h	Concerns about remuneration committee performance Concerns to protect shareholder value Overboarded/Too many other time commitments
Generac Holdings Inc.	USA	16/06/2022	Annual	Against	1.1	Concerns about overall board structure
Ingersoll Rand, Inc.	USA	16/06/2022	Annual	Against	1e	Concerns related to approach to board gender diversity
Live Nation Entertainment, Inc.	USA	16/06/2022	Annual	Against	1G,1H 1D	Concerns about remuneration committee performance
Monolithic Power Systems, Inc.	USA	16/06/2022	Annual	Against	3 1.2	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns related to approach to board gender diversity
PVH Corp.	USA	16/06/2022	Annual	Against	2	Apparent failure to link pay and appropriate performance
Splunk Inc.	USA	16/06/2022	Annual	Against	4 3 1c	Apparent failure to link pay and appropriate performance Apparent failure to link pay and appropriate performance. Concerns about overall board structure; Overboarded/Too many other time commitments
W. P. Carey Inc.	USA	16/06/2022	Annual	Against	2 1d	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Zoom Video Communications, Inc.	USA	16/06/2022	Annual	Against	3 1.4 1.1	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns to protect shareholder value Overboarded/Too many other time commitments
Fortinet, Inc.	USA	17/06/2022	Annual	Against	3 1.7 1.4 5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board gender diversity Shareholder proposal promotes enhanced shareholder rights
SolarEdge Technologies, Inc.	USA	20/06/2022	Annual	Against	1a	Concerns about overall board structure 2- Concerns about reducing shareholder rights 3- Concerns related to minority shareholder interest 4- Concerns to protect shareholder value





Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Activision Blizzard, Inc.	USA	21/06/2022	Annual	Against	1h 4,5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Bausch Health Companies Inc.	Canada	21/06/2022	Annual	Against	2 1d 1i 1f	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns related to approach to board diversity Overboarded/Too many other time commitments
Mastercard Incorporated	USA	21/06/2022	Annual	Against	4 5	SH: Against shareholder resolution, against management recommendation / Shareholder proposal does not promote enhanced shareholder rights SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
MetLife, Inc.	USA	21/06/2022	Annual	All For		
Okta, Inc.	USA	21/06/2022	Annual	Against	3 1.3 1.1	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns to protect shareholder value Overboarded/Too many other time commitments
Nasdaq, Inc.	USA	22/06/2022	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
Robinhood Markets, Inc.	USA	22/06/2022	Annual	Against	1.1	Concerns to protect shareholder value Concerns about remuneration committee performance
Twilio, Inc.	USA	22/06/2022	Annual	Against	3 1.1 1.2	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value Overboarded/Too many other time commitments
Workday, Inc.	USA	22/06/2022	Annual	Against	1.3,3,4 1.2	Overboarded/Too many other time commitments; Concerns about remuneration committee performance
IAC/InteractiveCorp.	USA	23/06/2022	Annual	Against	2 1d 1c	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity Concerns related to approach to board gender diversity Concerns related to approach to board diversity Concerns related to approach to board gender diversity
Marvell Technology, Inc.	USA	23/06/2022	Annual	Against	2 1i 1c	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
The Kroger Co.	USA	23/06/2022	Annual	Against	5,6,7 8	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 efficient capital structure 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
Dell Technologies, Inc.	USA	27/06/2022	Annual	Against	3 1.3	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance 2- Concerns related to attendance at board or committee meetings 3- Concerns to protect shareholder value 4- Overboarded/Too many other time commitments
CarMax, Inc.	USA	28/06/2022	Annual	Against	3 1b 1e	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity Concerns related to approach to board gender diversity



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
MongoDB, Inc.	USA	28/06/2022	Annual	Against	2 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
CrowdStrike Holdings, Inc.	USA	29/06/2022	Annual	Against	1.1,1.3 5	Apparent failure to link pay and appropriate performance
Ivanhoe Mines Ltd.	Canada	29/06/2022	Annual/Special	Against	2.6 2.3 4	Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns related to shareholder rights
Dollar Tree, Inc.	USA	30/06/2022	Annual	Against	2 5	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
Rio Tinto Plc	United Kingdom	08/04/2022	Annual	Against	2,3	
Smith & Nephew PLC	United Kingdom	13/04/2022	Annual	All For		
Tritax Eurobox Plc	United Kingdom	13/04/2022	Special	All For		
Bunzl Plc	United Kingdom	20/04/2022	Annual	Against	12	Apparent failure to link pay and appropriate performance
RELX Plc	United Kingdom	21/04/2022	Annual	All For		
SEGRO PLC	United Kingdom	21/04/2022	Annual	All For		
Hikma Pharmaceuticals Plc	United Kingdom	25/04/2022	Annual	Against	8 14	Apparent failure to link pay & appropriate performance
Taylor Wimpey Plc	United Kingdom	26/04/2022	Annual	All For		
Aptiv Plc	Jersey	27/04/2022	Annual	All For		
Persimmon Plc	United Kingdom	27/04/2022	Annual	All For		
Admiral Group Plc	United Kingdom	28/04/2022	Annual	All For		
Glencore Plc	Jersey	28/04/2022	Annual	Against	3 13 5	Concerns related to below-board gender diversity 2- Inadequate management of climate-related risks Inadequate management of climate-related risks Overboarded/Too many other time commitments
NatWest Group Plc	United Kingdom	28/04/2022	Annual	Against	8	
Schroders Plc	United Kingdom	28/04/2022	Annual	Against	3	Apparent failure to link pay & appropriate performance
AstraZeneca Plc	United Kingdom	29/04/2022	Annual	Against	6	
HSBC Holdings Plc	United Kingdom	29/04/2022	Annual	Against	17b	Concerns about reducing shareholder rights
Pearson Plc	United Kingdom	29/04/2022	Annual	Against	13	Apparent failure to link pay & appropriate performance
Barclays Plc	United Kingdom	04/05/2022	Annual	All For		
GSK Plc	United Kingdom	04/05/2022	Annual	Against	3	
Standard Chartered Plc	United Kingdom	04/05/2022	Annual	Against	3,4 31	Inadequate management of climate-related risks
Unilever Plc	United Kingdom	04/05/2022	Annual	All For		
Melrose Industries Plc	United Kingdom	05/05/2022	Annual	All For		
Mondi Plc	United Kingdom	05/05/2022	Annual	All For		
Phoenix Group Holdings Plc	United Kingdom	05/05/2022	Annual	Against	2	Apparent failure to link pay & appropriate performance
InterContinental Hotels Group Plc	United Kingdom	06/05/2022	Annual	All For		
Aviva Plc	United Kingdom	09/05/2022	Annual	All For		
Aviva Plc	United Kingdom	09/05/2022	Special	All For		
Antofagasta Plc	United Kingdom	11/05/2022	Annual	Against	2,4	
Rentokil Initial Plc	United Kingdom	11/05/2022	Annual	All For		
Spirax-Sarco Engineering Plc	United Kingdom	11/05/2022	Annual	All For		



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Lloyds Banking Group Plc	United Kingdom	12/05/2022	Annual	All For		
The UNITE Group Plc	United Kingdom	12/05/2022	Annual	All For		
Nielsen Holdings Plc	United Kingdom	17/05/2022	Annual	Against	5,6 1i 1j	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Overboarded/Too many other time commitments
abrdn Plc	United Kingdom	18/05/2022	Annual	All For		
Next Plc	United Kingdom	19/05/2022	Annual	Against	2,10	Apparent failure to link pay & appropriate performance
St. James's Place Plc	United Kingdom	19/05/2022	Annual	All For		
Croda International Plc	United Kingdom	20/05/2022	Annual	All For		
Hikma Pharmaceuticals Plc	United Kingdom	20/05/2022	Special	All For		
Reckitt Benckiser Group Plc	United Kingdom	20/05/2022	Annual	Against	2,3	
WPP Plc	Jersey	24/05/2022	Annual	Against	3	
Intertek Group Plc	United Kingdom	25/05/2022	Annual	All For		
Legal & General Group Plc	United Kingdom	26/05/2022	Annual	All For		
Sensata Technologies Holding Plc	United Kingdom	26/05/2022	Annual	All For		
Coca-Cola Europacific Partners Plc	United Kingdom	27/05/2022	Annual	Against	2 3,15 23 9	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
Liberty Global Plc	United Kingdom	15/06/2022	Annual	Against	1,3,5	
Tesco Plc	United Kingdom	17/06/2022	Annual	All For		
Kingfisher plc	United Kingdom	22/06/2022	Annual	Against	2,3	Apparent failure to link pay & appropriate performance
Royalty Pharma Plc	United Kingdom	23/06/2022	Annual	Against	2,5 1i	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value
Entain Plc	Isle of Man	24/06/2022	Annual	Against	2,15	Apparent failure to link pay & appropriate performance
Capital & Counties Properties Plc	United Kingdom	28/06/2022	Annual	All For		
3i Group PLC	United Kingdom	30/06/2022	Annual	Against	2,12 10	Concerns about candidate's experience/skills