

Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
The Bank of East Asia, Limited	Hong Kong	24/04/2020	Annual	Against	3c,3d 4,6	Concerns related to approach to board diversity Issue of equity raises concerns about excessive dilution of existing shareholders
Hong Kong Exchanges & Clearing Ltd.	Hong Kong	07/05/2020	Annual	All For		
PCCW Limited	Hong Kong	08/05/2020	Annual	Against	3d 5,7	Concerns related to attendance at board or committee meetings Issue of equity raises concerns about excessive dilution of existing shareholders
Techtronic Industries Co., Ltd.	Hong Kong	15/05/2020	Annual	Against	3c 7a,7b	Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders
MTR Corporation Limited	Hong Kong	20/05/2020	Annual	All For		
Hang Seng Bank Ltd.	Hong Kong	22/05/2020	Annual	Against	6	Issue of equity raises concerns about excessive dilution of existing shareholders
AIA Group Limited	Hong Kong	29/05/2020	Annual	Against	3	Concerns related to approach to board diversity
Hong Kong & China Gas Co. Ltd.	Hong Kong	05/06/2020	Annual	Against	3.1 5.3,5.4 3.2	Concerns related to approach to board diversity Issue of equity raises concerns about excessive dilution of existing shareholders Overboarded/Too many other time commitments Concerns related to inappropriate membership of committees Lack of independence on board
Henderson Land Development Co. Ltd.	Hong Kong	08/06/2020	Annual	Against	3.1,3.2 5B,5C	Concerns related to approach to board diversity Issue of equity raises concerns about excessive dilution of existing shareholders
Wheelock & Co. Ltd.	Hong Kong	16/06/2020	Annual	Against	2a 5,6	Concerns related to approach to board diversity Issue of equity raises concerns about excessive dilution of existing shareholders
Wheelock & Co. Ltd.	Hong Kong	16/06/2020	Court	All For		
Swire Properties Ltd.	Hong Kong	22/06/2020	Annual	Against	4	Issue of equity raises concerns about excessive dilution of existing shareholders
Swire Pacific Limited	Hong Kong	24/06/2020	Annual	Against	1d 4 1c	Concerns about overall board structure Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
BOC Hong Kong (Holdings) Limited	Hong Kong	29/06/2020	Annual	Against	3d,3e 5,7	Concerns related to approach to board diversity Issue of equity raises concerns about excessive dilution of existing shareholders
BOC Hong Kong (Holdings) Limited	Hong Kong	29/06/2020	Special	All For		
Sekisui House, Ltd.	Japan	23/04/2020	Annual	Against	3.1,3.2,3.3,3.4 8.7,8.8,8.11 8.1	Concerns to protect shareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
Nitori Holdings Co., Ltd.	Japan	14/05/2020	Annual	Against	1.1	Concerns related to approach to board diversity
AEON Mall Co., Ltd.	Japan	19/05/2020	Annual	All For		
Welcia Holdings Co., Ltd.	Japan	21/05/2020	Annual	All For		
AEON Co., Ltd.	Japan	22/05/2020	Annual	Against	1.4 1.1	Concerns about overall board structure Concerns about overall performance
Lawson, Inc.	Japan	27/05/2020	Annual	All For		
Ryohin Keikaku Co., Ltd.	Japan	27/05/2020	Annual	Against	3.4,4.1	Concerns about overall board structure
ABC-MART, INC.	Japan	28/05/2020	Annual	Against	2.1	Concerns related to approach to board diversity
J. FRONT RETAILING Co., Ltd.	Japan	28/05/2020	Annual	All For		
Seven & i Holdings Co., Ltd.	Japan	28/05/2020	Annual	All For		
Toho Co., Ltd. (9602)	Japan	28/05/2020	Annual	Against	2.1	Concerns related to approach to board diversity Concerns about overall board structure
Hitachi Chemical Co., Ltd.	Japan	05/06/2020	Special	All For		
Toyota Industries Corp.	Japan	09/06/2020	Annual	Against	1.1 4	Concerns related to approach to board diversity Performance-related pay/awards for non-executives
Toyota Motor Corp.	Japan	11/06/2020	Annual	All For		

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KEYENCE Corp.	Japan	12/06/2020	Annual	Against	2.2	Concerns related to approach to board diversity
Toyoda Gosei Co., Ltd.	Japan	12/06/2020	Annual	Against	2.7,3.2	Concerns about overall board structure
Daiichi Sankyo Co., Ltd.	Japan	15/06/2020	Annual	All For		
JAPAN POST INSURANCE Co., Ltd.	Japan	15/06/2020	Annual	All For		
Japan Post Bank Co., Ltd.	Japan	16/06/2020	Annual	All For		
MISUMI Group Inc.	Japan	16/06/2020	Annual	All For		
NTT DoCoMo, Inc.	Japan	16/06/2020	Annual	Against	4.4	Lack of independence on board
Hankyu Hanshin Holdings, Inc.	Japan	17/06/2020	Annual	Against	3.4,4.2	Concerns about overall board structure
Japan Exchange Group, Inc.	Japan	17/06/2020	Annual	All For		
Japan Post Holdings Co. Ltd.	Japan	17/06/2020	Annual	All For		
KDDI Corp.	Japan	17/06/2020	Annual	Against	2.1	Concerns related to approach to board diversity
NIDEC Corp.	Japan	17/06/2020	Annual	Against	3.4,4	Concerns about overall board structure
NTT DATA Corp.	Japan	17/06/2020	Annual	All For		
Shinsei Bank, Ltd.	Japan	17/06/2020	Annual	All For		
Astellas Pharma, Inc.	Japan	18/06/2020	Annual	All For		
ITOCHU Techno-Solutions Corp.	Japan	18/06/2020	Annual	All For		
Kakaku.com, Inc.	Japan	18/06/2020	Annual	Against	2.7	Concerns about overall board structure
Nomura Research Institute Ltd.	Japan	18/06/2020	Annual	All For		
Ono Pharmaceutical Co., Ltd.	Japan	18/06/2020	Annual	All For		
DENSO Corp.	Japan	19/06/2020	Annual	All For		
Eisai Co., Ltd.	Japan	19/06/2020	Annual	Against	1.1	Concerns related to approach to board diversityConcerns about overall performance
Honda Motor Co., Ltd.	Japan	19/06/2020	Annual	All For		
ITOCHU Corp.	Japan	19/06/2020	Annual	All For		
Japan Airlines Co., Ltd.	Japan	19/06/2020	Annual	Against	1.10 1.1	Concerns about overall board structure Concerns related to approach to board diversity
Keihan Holdings Co., Ltd.	Japan	19/06/2020	Annual	Against	2.1	Concerns related to approach to board diversity
Kintetsu Group Holdings Co., Ltd.	Japan	19/06/2020	Annual	Against	2.8,2.9,2.10	Concerns about overall board structure
Marubeni Corp.	Japan	19/06/2020	Annual	Against	2.8 2.7	Concerns about overall board structure Concerns related to approach to board diversity
Mitsubishi Corp.	Japan	19/06/2020	Annual	Against	2.10	Lack of independence on board
Mitsui & Co., Ltd.	Japan	19/06/2020	Annual	Against	2.13	Concerns about overall board structure
Resona Holdings, Inc.	Japan	19/06/2020	Annual	All For		
Sumitomo Corp.	Japan	19/06/2020	Annual	Against	2.8	Concerns about overall board structure
Symex Corp.	Japan	19/06/2020	Annual	Against	2.1	Concerns related to approach to board diversity
Teijin Ltd.	Japan	19/06/2020	Annual	All For		
Sundrug Co., Ltd.	Japan	20/06/2020	Annual	All For		
BANDAI NAMCO Holdings Inc.	Japan	22/06/2020	Annual	Against	2.1	Concerns related to approach to board diversity
Dai-ichi Life Holdings, Inc.	Japan	22/06/2020	Annual	Against	3.5	Concerns about overall board structure
Fujitsu Ltd.	Japan	22/06/2020	Annual	Against	1.9	Concerns about overall board structure
Sompo Holdings, Inc.	Japan	22/06/2020	Annual	All For		
Central Japan Railway Co.	Japan	23/06/2020	Annual	Against	2.14 2.1	Concerns about overall board structure Concerns related to approach to board diversity Concerns about overall board structure
East Japan Railway Co.	Japan	23/06/2020	Annual	Against	3.11	Lack of independence on board
Kikkoman Corp.	Japan	23/06/2020	Annual	Against	2.2,2.8,2.9,2.10	Concerns about overall board structure
Kyushu Railway Co.	Japan	23/06/2020	Annual	Against	2.7	Lack of independence on board
Nippon Telegraph & Telephone Corp.	Japan	23/06/2020	Annual	All For		
Nomura Real Estate Holdings, Inc.	Japan	23/06/2020	Annual	All For		
OMRON Corp.	Japan	23/06/2020	Annual	All For		
Sekisui Chemical Co., Ltd.	Japan	23/06/2020	Annual	All For		
Shionogi & Co., Ltd.	Japan	23/06/2020	Annual	Against	2.3	Concerns about overall board structure
Sony Financial Holdings, Inc.	Japan	23/06/2020	Annual	All For		
Subaru Corp.	Japan	23/06/2020	Annual	All For		
Sumitomo Dainippon Pharma Co., Ltd.	Japan	23/06/2020	Annual	All For		
Tobu Railway Co., Ltd.	Japan	23/06/2020	Annual	Against	2.12,3.2,3.5	Concerns about overall board structure Concerns about overall board structure
Tokyo Electron Ltd.	Japan	23/06/2020	Annual	Against	1.11 1.1	Concerns about overall board structureConcerns related to approach to board diversity
Toyota Tsusho Corp.	Japan	23/06/2020	Annual	Against	3.2	Concerns about overall board structure
West Japan Railway Co.	Japan	23/06/2020	Annual	Against	3.6,4.2 3.1	Concerns about overall board structure Concerns related to approach to board diversity

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Z Holdings Corp.	Japan	23/06/2020	Annual	All For		
Ajinomoto Co., Inc.	Japan	24/06/2020	Annual	All For		
Alps Alpine Co., Ltd.	Japan	24/06/2020	Annual	All For		
Aozora Bank Ltd.	Japan	24/06/2020	Annual	Against	1.4,1.5	Concerns about overall board structure
Brother Industries, Ltd.	Japan	24/06/2020	Annual	All For		
CALBEE, Inc.	Japan	24/06/2020	Annual	Against	2.4	Concerns about overall board structure
HOYA Corp.	Japan	24/06/2020	Annual	All For		
Mebuki Financial Group, Inc.	Japan	24/06/2020	Annual	All For		
Mitsubishi Chemical Holdings Corp.	Japan	24/06/2020	Annual	All For		
Mitsubishi UFJ Lease & Finance Co., Ltd.	Japan	24/06/2020	Annual	Against	1.7	Concerns about overall board structure
Mitsui Chemicals, Inc.	Japan	24/06/2020	Annual	All For		
Nippon Steel Corp.	Japan	24/06/2020	Annual	Against	2.10 2.1	Concerns about overall board structure Concerns related to approach to board diversity
Obayashi Corp.	Japan	24/06/2020	Annual	Against	2.8,2.10,2.11	Concerns about overall board structure
PERSOL Holdings Co., Ltd.	Japan	24/06/2020	Annual	Against	2.4,3.1	Concerns about overall board structure
SoftBank Corp.	Japan	24/06/2020	Annual	All For		
SOHGO SECURITY SERVICES CO., LTD.	Japan	24/06/2020	Annual	Against	2.10	Concerns about overall board structure
Stanley Electric Co., Ltd.	Japan	24/06/2020	Annual	Against	1.8 1.1	Concerns about overall board structure Concerns related to approach to board diversity
Takeda Pharmaceutical Co., Ltd.	Japan	24/06/2020	Annual	All For		
TOHO GAS Co., Ltd.	Japan	24/06/2020	Annual	Against	2.8	Concerns about overall board structure
Advantest Corp.	Japan	25/06/2020	Annual	All For		
Iida Group Holdings Co., Ltd.	Japan	25/06/2020	Annual	Against	3.2	Concerns about overall board structure
Kyocera Corp.	Japan	25/06/2020	Annual	All For		
Kyushu Electric Power Co., Inc.	Japan	25/06/2020	Annual	Against	2.10,4	Concerns about overall board structure
Medipal Holdings Corp.	Japan	25/06/2020	Annual	Against	1.10	Concerns about overall board structure
Mitsubishi Gas Chemical Co., Inc.	Japan	25/06/2020	Annual	All For		
Mizuho Financial Group, Inc.	Japan	25/06/2020	Annual	Against	1.9 5 6	Concerns related to approach to board diversity SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
MS&AD Insurance Group Holdings, Inc.	Japan	25/06/2020	Annual	All For		
Nagoya Railroad Co., Ltd.	Japan	25/06/2020	Annual	Against	3.3	Concerns about overall board structure
NH Foods Ltd.	Japan	25/06/2020	Annual	All For		
SECOM Co., Ltd.	Japan	25/06/2020	Annual	Against	2.2	Concerns related to approach to board diversity
Seibu Holdings, Inc.	Japan	25/06/2020	Annual	All For		
Seiko Epson Corp.	Japan	25/06/2020	Annual	All For		
Sumitomo Electric Industries Ltd.	Japan	25/06/2020	Annual	Against	3.1	Concerns about overall board structure
Terumo Corp.	Japan	25/06/2020	Annual	Against	2.1	Concerns related to approach to board diversity
Tohoku Electric Power Co., Inc.	Japan	25/06/2020	Annual	Against	3.11,4.2,4.3	Concerns about overall board structure
Toyo Suisan Kaisha, Ltd.	Japan	25/06/2020	Annual	All For		
Casio Computer Co., Ltd.	Japan	26/06/2020	Annual	All For		
Dai Nippon Printing Co., Ltd.	Japan	26/06/2020	Annual	Against	2.7,2.9 2.1	Concerns about overall board structure Concerns related to approach to board diversity
Daikin Industries Ltd.	Japan	26/06/2020	Annual	Against	3.3,3.5 3.1	Concerns about overall board structure Concerns related to approach to board diversity
Daito Trust Construction Co., Ltd.	Japan	26/06/2020	Annual	All For		
DISCO Corp.	Japan	26/06/2020	Annual	All For		
FUJIFILM Holdings Corp.	Japan	26/06/2020	Annual	Against	2.8 2.9	Concerns related to approach to board diversity 2- Overboarded/Too many other time commitments Lack of independence on board
Fukuoka Financial Group, Inc.	Japan	26/06/2020	Annual	All For		
Hakuhodo DY Holdings, Inc.	Japan	26/06/2020	Annual	Against	2.11,2.12 2.1	Concerns about overall board structure Concerns related to approach to board diversity
Hikari Tsushin, Inc.	Japan	26/06/2020	Annual	Against	1.1	Concerns related to approach to board diversity
HIROSE ELECTRIC CO., LTD.	Japan	26/06/2020	Annual	Against	3.9,4 3.1	Concerns about overall board structure Concerns related to approach to board diversity
JGC Holdings Corp.	Japan	26/06/2020	Annual	Against	2.1	Concerns related to approach to board diversity
Kamigumi Co., Ltd.	Japan	26/06/2020	Annual	All For		

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Kansai Paint Co., Ltd.	Japan	26/06/2020	Annual	All For		
Keikyu Corp.	Japan	26/06/2020	Annual	Against	2.10,2.11	Concerns about overall board structure
Keio Corp.	Japan	26/06/2020	Annual	Against	3.7,3.8,4.2	Concerns about overall board structure
Keisei Electric Railway Co., Ltd.	Japan	26/06/2020	Annual	Against	2.11,3.1,3.2	Concerns about overall board structure
KOSE Corp.	Japan	26/06/2020	Annual	Against	4.5	Insufficient/poor disclosure
Kyoritsu Maintenance Co., Ltd.	Japan	26/06/2020	Annual	Against	2.1,2.14	Concerns about overall board structure
Meiji Holdings Co., Ltd.	Japan	26/06/2020	Annual	Against	1.6	Concerns about overall board structure
Mitsubishi Estate Co., Ltd.	Japan	26/06/2020	Annual	Against	2.9	Concerns related to approach to board diversity
Mitsubishi Heavy Industries, Ltd.	Japan	26/06/2020	Annual	Against	2.5,2.6,2.7	Concerns about overall board structure
Mitsui Fudosan Co., Ltd.	Japan	26/06/2020	Annual	All For		
Nintendo Co., Ltd.	Japan	26/06/2020	Annual	All For		
OBIC Co., Ltd.	Japan	26/06/2020	Annual	Against	2.8	Concerns about overall board structure
Odakyu Electric Railway Co., Ltd.	Japan	26/06/2020	Annual	Against	2.1,2.9,2.12,2.13,3.1,3.4	Concerns about overall board structure
Oji Holdings Corp.	Japan	26/06/2020	Annual	Against	1.1,1.12 3	Concerns about overall board structure Poison pill/anti-takeover measure not in investors interests
Oriental Land Co., Ltd.	Japan	26/06/2020	Annual	Against	2,3,2,4	Concerns about overall board structure
ORIX Corp.	Japan	26/06/2020	Annual	All For		
Osaka Gas Co., Ltd.	Japan	26/06/2020	Annual	Against	2.9	Concerns about overall board structure
Ricoh Co., Ltd.	Japan	26/06/2020	Annual	Against	2.8	Concerns about overall board structure
Sankyo Co., Ltd.	Japan	26/06/2020	Annual	Against	3.6 3.1	Concerns about overall board structure Concerns related to approach to board diversity
Shin-Etsu Chemical Co., Ltd.	Japan	26/06/2020	Annual	Against	2.1 2.12 2.8	Concerns related to approach to board diversity Concerns about overall board structure Lack of independence on board Lack of independence on board
SMC Corp. (Japan)	Japan	26/06/2020	Annual	Against	2.1	Concerns related to approach to board diversity
Sony Corp.	Japan	26/06/2020	Annual	All For		
Sumitomo Mitsui Financial Group, Inc.	Japan	26/06/2020	Annual	Against	2.9 2.13	Concerns about overall board structure Concerns about overall board structure 2- Concerns related to approach to board diversity
Sumitomo Mitsui Trust Holdings, Inc.	Japan	26/06/2020	Annual	Against	2.9,2.12,2.14 2.1	Concerns about overall board structure Concerns related to approach to board diversity
Sumitomo Realty & Development Co., Ltd.	Japan	26/06/2020	Annual	Against	3	Concerns about overall board structure
Taiheiy Cement Corp.	Japan	26/06/2020	Annual	Against	3.1,3.7	Concerns about overall board structure
Tokyo Gas Co., Ltd.	Japan	26/06/2020	Annual	Against	2.6	Concerns about overall board structure
Tokyu Corp.	Japan	26/06/2020	Annual	Against	3.9,3.11,4.4	Concerns about overall board structure
Yamada Denki Co., Ltd.	Japan	26/06/2020	Annual	All For		
Benesse Holdings, Inc.	Japan	27/06/2020	Annual	All For		
ANA HOLDINGS INC.	Japan	29/06/2020	Annual	Against	1.8,2.2 1.1	Concerns about overall board structure Concerns related to approach to board diversity Concerns about overall board structure
Isuzu Motors Ltd.	Japan	29/06/2020	Annual	All For		
Mitsubishi UFJ Financial Group, Inc.	Japan	29/06/2020	Annual	All For		
Tokio Marine Holdings, Inc.	Japan	29/06/2020	Annual	Against	2.7,2.11	Concerns about overall board structure
ZOZO, Inc.	Japan	29/06/2020	Annual	All For		
LIXIL Group Corp.	Japan	30/06/2020	Annual	All For		
M3, Inc.	Japan	30/06/2020	Annual	Against	1.7,2.3	Concerns about overall board structure
Mitsubishi Materials Corp.	Japan	30/06/2020	Annual	Against	1.8,1.9	Concerns about overall board structure
Recruit Holdings Co., Ltd.	Japan	30/06/2020	Annual	All For		
DBS Group Holdings Ltd.	Singapore	30/04/2020	Annual	All For		
Yangzijiang Shipbuilding (Holdings) Ltd.	Singapore	30/04/2020	Annual	Against	6 4	Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
Singapore Technologies Engineering Ltd.	Singapore	15/05/2020	Annual	All For		
Oversea-Chinese Banking Corporation Limited	Singapore	18/05/2020	Annual	All For		
Jardine Cycle & Carriage Limited	Singapore	22/05/2020	Annual	Against	4d 7a 4a,4c	Concerns related to attendance at board or committee meetings Issue of equity raises concerns about excessive dilution of existing shareholders Overboarded/Too many other time commitments

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Keppel DC REIT	Singapore	01/06/2020	Annual	Against	3 5	Concerns about overall board structure Issue of equity raises concerns about excessive dilution of existing shareholders
United Overseas Bank Ltd. (Singapore)	Singapore	05/06/2020	Annual	All For		
UOL Group Limited	Singapore	10/06/2020	Annual	Against	9 6 4 5 10	Apparent failure to link pay and appropriate performance Concerns about overall performance Concerns about overall board structure Concerns related to approach to board diversity Concerns about overall performance Concerns about overall board structure Concerns related to inappropriate membership of committees Issue of equity raises concerns about excessive dilution of existing shareholders
Wilmar International Limited	Singapore	12/06/2020	Annual	Against	14 13	Apparent failure to link pay and appropriate performance Issue of equity raises concerns about excessive dilution of existing shareholders
City Developments Limited	Singapore	24/06/2020	Annual	All For		
Ascendas Real Estate Investment Trust	Singapore	29/06/2020	Annual	Against	3	Issue of equity raises concerns about excessive dilution of existing shareholders
CapitaLand Ltd.	Singapore	29/06/2020	Annual	All For		
Taiwan Semiconductor Manufacturing Co., Ltd.	Taiwan	09/06/2020	Annual	All For		

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CIMIC Group Limited	Australia	01/04/2020	Annual	Against	2 3.2,3.3	Apparent failure to link pay and appropriate performance Concerns related to approach to board diversity
Scentre Group	Australia	08/04/2020	Annual	Against	5,6 2	Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance
QBE Insurance Group Limited	Australia	07/05/2020	Annual	Against	2 5b,6b	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Rio Tinto Limited	Australia	07/05/2020	Annual	Against	3 2 24	Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
The GPT Group	Australia	13/05/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance
Sydney Airport	Australia	22/05/2020	Annual	Against	1	Apparent failure to link pay and appropriate performance
Coca-Cola Amatil Ltd.	Australia	26/05/2020	Annual	Against	2,4	Apparent failure to link pay and appropriate performance

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IHS Markit Ltd.	Bermuda	16/04/2020	Annual	Against	2	Apparent failure to link pay and appropriate performance
Dairy Farm International Holdings Ltd.	Bermuda	06/05/2020	Annual	Against	4,5,6	Concerns related to inappropriate membership of committees Concerns about overall board structure
Jardine Matheson Holdings Ltd.	Bermuda	07/05/2020	Annual	Against	4 5	Concerns about overall board structure 2- Concerns related to approach to board diversity 3- Concerns related to inappropriate membership of committees
Jardine Strategic Holdings Ltd.	Bermuda	07/05/2020	Annual	Abstain	4	Concerns about overall board structure 2- Concerns related to inappropriate membership of committees
Arch Capital Group Ltd.	Bermuda	08/05/2020	Annual	All For		Concerns related to inappropriate membership of committees Concerns about overall board structure
Everest Re Group, Ltd.	Bermuda	11/05/2020	Annual	Against	3 1.1	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
CK Infrastructure Holdings Limited	Bermuda	13/05/2020	Annual	Against	3.1 5.1,5.3	Inadequate management of climate-related risks 2- Lack of independent representation at board committees Issue of equity raises concerns about excessive dilution of existing shareholders
Invesco Ltd.	Bermuda	14/05/2020	Annual	Against	2 1.4 1.1	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
RenaissanceRe Holdings Ltd.	Bermuda	18/05/2020	Annual	Against	2	Apparent failure to link pay and appropriate performance
Bunge Limited	Bermuda	21/05/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance
Athene Holding Ltd.	Bermuda	02/06/2020	Annual	Against	4 1.4	Apparent failure to link pay & appropriate performance Concerns related to approach to board diversity 2- Concerns to protect shareholder value
Beijing Enterprises Water Group Ltd.	Bermuda	09/06/2020	Annual	Against	3a3,3a4 3a5 6,7	Concerns related to approach to board diversity Concerns related to attendance at board or committee meetings Issue of equity raises concerns about excessive dilution of existing shareholders
Norwegian Cruise Line Holdings Ltd.	Bermuda	18/06/2020	Annual	All For		
HKT Trust & HKT Ltd.	Cayman Islands	08/05/2020	Annual	Against	5 3b,3c 3d	Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board Overboarded/Too many other time commitments Concerns related to approach to board diversity Concerns related to attendance at board or committee meetings Lack of independence on board
ASM Pacific Technology Limited	Cayman Islands	12/05/2020	Annual	All For		
ENN Energy Holdings Ltd.	Cayman Islands	13/05/2020	Annual	Against	3a4,3a5	Concerns related to approach to board diversity
CK Asset Holdings Limited	Cayman Islands	14/05/2020	Annual	Against	3.2 3.1,3.3	Lack of independent representation at board committees Overboarded/Too many other time commitments
CK Hutchison Holdings Ltd.	Cayman Islands	14/05/2020	Annual	Against	3e 3d 3b	Lack of independence on board Lack of independence on board Lack of independent representation at board committees
Wynn Macau Ltd.	Cayman Islands	29/05/2020	Annual	Against	9 8 6,7	Apparent failure to link pay & appropriate performance Apparent failure to link pay and appropriate performance Issue of equity raises concerns about excessive dilution of existing shareholders
WH Group Ltd. (HK)	Cayman Islands	02/06/2020	Annual	Against	2b,2c 7,8	Concerns related to approach to board diversity Issue of equity raises concerns about excessive dilution of existing shareholders
China Tower Corp. Ltd.	China	21/05/2020	Annual	Against	7	Issue of equity raises concerns about excessive dilution of existing shareholders
China Tower Corp. Ltd.	China	21/05/2020	Special	All For		
Schlumberger NV	Curacao	01/04/2020	Annual	Against	2 1e	Apparent failure to link pay & appropriate performance Concerns about overall performance
Azrieli Group Ltd.	Israel	30/04/2020	Special	Against	B1,B2 A	Administrative declaration Administrative declaration
Teva Pharmaceutical Industries Limited	Israel	09/06/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance

Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
CyberArk Software Ltd.	Israel	30/06/2020	Annual	All For		
Royal Caribbean Cruises Ltd.	Liberia	28/05/2020	Annual	Against	5 4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
Carnival Corporation	Panama	06/04/2020	Annual	Against	12, 13, 14 21	Apparent failure to link pay & appropriate performance Concerns to protect shareholder value



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Proximus SA	Belgium	15/04/2020	Annual	Against	17e	Insufficient/poor disclosure
Proximus SA	Belgium	15/04/2020	Special	All For		
Galapagos NV	Belgium	28/04/2020	Annual/Special	Against	6,13 5	Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance
Groupe Bruxelles Lambert SA	Belgium	28/04/2020	Annual	Against	6 9.1	Apparent failure to link pay & appropriate performance Apparent failure to link pay and appropriate performance
Groupe Bruxelles Lambert SA	Belgium	28/04/2020	Special	Against	1.1.1,1.1.2,1.1.4,3.1.2,3.1.3,3.1.4,3.1.5 1.1.3	Issue of equity raises concerns about excessive dilution of existing shareholders Poison pill/anti-takeover measure not in investors interests
Warehouses De Pauw SCA	Belgium	29/04/2020	Annual	All For		
Warehouses De Pauw SCA	Belgium	29/04/2020	Special	All For		
UCB SA	Belgium	30/04/2020	Annual/Special	All For		
Solvay SA	Belgium	12/05/2020	Annual/Special	Against	7d	Concerns about candidate's experience/skills
ageas SA/NV	Belgium	20/05/2020	Annual/Special	Against	3.2	Apparent failure to link pay & appropriate performance
Anheuser-Busch InBev SA/NV	Belgium	03/06/2020	Annual/Special	Against	B9 B8.c,B8.d,B8.e,B8.f,B8.g,B8.h,B8.i,B8.j,B8.k	Apparent failure to link pay and appropriate performance Lack of independence on board
Vestas Wind Systems A/S	Denmark	07/04/2020	Annual	All For		
Danske Bank A/S	Denmark	09/06/2020	Annual	All For		
Elisa Oyj	Finland	02/04/2020	Annual	Against	10	Apparent failure to link pay and appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Fortum Oyj	Finland	23/04/2020	Annual	Against	20	Apparent failure to link pay and appropriate performance Apparent failure to link pay & appropriate performance
Orion Oyj	Finland	06/05/2020	Annual	Against	10	Apparent failure to link pay and appropriate performance
Nokia Oyj	Finland	27/05/2020	Annual	Against	10	Apparent failure to link pay & appropriate performance
Nordea Bank Abp	Finland	28/05/2020	Annual	Against	13	Overboarded/Too many other time commitmentsConcerns related to inappropriate membership of committees
Sampo Oyj	Finland	02/06/2020	Annual	All For		
Stora Enso Oyj	Finland	04/06/2020	Annual	Against	13	Overboarded/Too many other time commitmentsConcerns related to inappropriate membership of committeesConcerns related to approach to board diversity
CNP Assurances SA	France	17/04/2020	Annual/Special	Against	15,16,17,18,19,20,21 14,22	Lack of independence on board Lack of independence on boardLack of independent representation at board committees
Vivendi SA	France	20/04/2020	Annual/Special	Against	8,9,10,11,12,13,14,15,16,17,18,19 4 7,20,21,22,23,24,25,26 28	Apparent failure to link pay and appropriate performance Concerns about overall performance Concerns related to inappropriate service contract(s) Concerns to protect shareholder value
Covivio SA	France	22/04/2020	Annual/Special	Against	12	Apparent failure to link pay and appropriate performance
Eiffage SA	France	22/04/2020	Annual/Special	Against	10,21 25	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure
Veolia Environnement SA	France	22/04/2020	Annual/Special	All For		
Bouygues SA	France	23/04/2020	Annual/Special	Against	5,8,9,10,11 18 4 14,16	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value Insufficient justification for related party transaction. Poison pill/anti-takeover measure not in investors interests
Gecina SA	France	23/04/2020	Annual/Special	Against	32 13,20	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value
Schneider Electric SE	France	23/04/2020	Annual/Special	All For		
Hermes International SCA	France	24/04/2020	Annual/Special	Against	7,8,9,11,18,19 5 13,15,16 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
Icade SA	France	24/04/2020	Annual/Special	Against	28	Concerns about reducing shareholder rights
Sanofi	France	28/04/2020	Annual	Against	19	Apparent failure to link pay and appropriate performance

Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Eurazeo SA	France	30/04/2020	Annual/Special	Against	10,13,14,15,16 5 4 28 18 19	Apparent failure to link pay and appropriate performance Concerns related to attendance at board or committee meetings Insufficient justification for related party transaction. Multiple voting rights Poison pill/anti-takeover measure not in investors interests Poison pill/anti-takeover measure not in investors interests.
Getlink SE	France	30/04/2020	Annual/Special	All For		
Klepierre SA	France	30/04/2020	Annual/Special	All For		
Air Liquide SA	France	05/05/2020	Annual/Special	Against	11	Remuneration policy includes stock options even though they are removed in 2019 they remain in the policy
Thales SA	France	06/05/2020	Annual/Special	Against	10 11,12,13,14,15	Apparent failure to link pay and appropriate performance Poison pill/anti-takeover measure not in investors' interests
Edenred SA	France	07/05/2020	Annual/Special	All For		
Aeroports de Paris SA	France	12/05/2020	Annual/Special	Against	15,23,24,25,26,27,29,30	Poison pill/anti-takeover measure not in investors interests
Amundi SA	France	12/05/2020	Annual/Special	Against	14	Concerns related to inappropriate membership of committees
SUEZ SA	France	12/05/2020	Annual/Special	Against	6 7	Concerns related to attendance at board or committee meetings Lack of independence on board Lack of independence on board
Credit Agricole SA	France	13/05/2020	Annual/Special	Against	16,17,39 6,7,8,13,14	Apparent failure to link pay and appropriate performance Lack of independence on board
ENGIE SA	France	14/05/2020	Annual/Special	Against	4,13,17 25	Apparent failure to link pay and appropriate performance Poison pill/anti-takeover measure not in investors interests
Arkema SA	France	19/05/2020	Annual/Special	Against	9	Apparent failure to link pay and appropriate performance
BNP Paribas SA	France	19/05/2020	Annual/Special	Against	13	Apparent failure to link pay & appropriate performance
Orange SA	France	19/05/2020	Annual/Special	All For		
SEB SA	France	19/05/2020	Annual/Special	Against	8,9,11,12,20 22 6,7 13,15,16,19 17	Apparent failure to link pay and appropriate performance Concerns about reducing shareholder rights 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
Societe Generale SA	France	19/05/2020	Annual/Special	Against	13,14 6,10,11,12	Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance
Capgemini SE	France	20/05/2020	Annual/Special	All For		
Natixis SA	France	20/05/2020	Annual/Special	Against	7,9 15	Apparent failure to link pay and appropriate performance Lack of independent representation at board committees
Dassault Systemes SA	France	26/05/2020	Annual/Special	Against	7,15 17,18,19,20,21,22	Apparent failure to link pay and appropriate performance Concerns about reducing shareholder rights
Bollere SA	France	27/05/2020	Annual/Special	Against	9,10,11,12,14 4 1 5 8	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders Poison pill/anti-takeover measure not in investors interest Lack of independence on board Poison pill/anti-takeover measure not in investors interest
Legrand SA	France	27/05/2020	Annual/Special	Against	5	Insufficient/poor disclosure
Publicis Groupe SA	France	27/05/2020	Annual/Special	All For		
Safran SA	France	28/05/2020	Annual/Special	Against	9	Apparent failure to link pay and appropriate performance

Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Carrefour SA	France	29/05/2020	Annual/Special	Against	8,9	Apparent failure to link pay and appropriate performance
Ipsen SA	France	29/05/2020	Annual/Special	Against	5,13,16,18,26	Apparent failure to link pay and appropriate performance Concerns about reducing shareholder rights
Compagnie de Saint-Gobain SA	France	04/06/2020	Annual/Special	All For		
Ingenico Group SA	France	11/06/2020	Annual/Special	All For		
ATOS SE	France	16/06/2020	Annual/Special	Against	6	Overboarded/Too many other time commitments
Kering SA	France	16/06/2020	Annual/Special	Against	11,12	Apparent failure to link pay & appropriate performance
SCOR SE	France	16/06/2020	Annual/Special	Against	5,27	Apparent failure to link pay and appropriate performance
Casino, Guichard-Perrachon SA	France	17/06/2020	Annual/Special	Against	5,6,17,9,10,12,13,14,15,16	Apparent failure to link pay and appropriate performance Lack of independence on board Poison pill/anti-takeover measure not in investors interests
La Francaise des Jeux SA	France	18/06/2020	Annual/Special	Against	9,10,11,7	Apparent failure to link pay and appropriate performance Cumulative/slate voting in favour of individual candidates/slates
VINCI SA	France	18/06/2020	Annual/Special	Against	7	Apparent failure to link pay & appropriate performance
Compagnie Generale des Etablissements Michelin SCA	France	23/06/2020	Annual/Special	Against	9,10,11	Apparent failure to link pay and appropriate performance
Orpea SA	France	23/06/2020	Annual/Special	Against	28,34,5,32,33,19,21,22,23,24,25,26,27	Apparent failure to link pay and appropriate performance Concerns about reducing shareholder rights Concerns related to attendance at board or committee meetings Concerns to protect shareholder value Poison pill/anti-takeover measure not in investors interests
Sartorius Stedim Biotech SA	France	24/06/2020	Annual/Special	Against	6,7,8,19,17,4,14,9,11,15,16,12,13	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value Insufficient justification for related party transaction Issue of equity raises concerns about excessive dilution of existing shareholders 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
EssilorLuxottica SA	France	25/06/2020	Annual/Special	Against	8,9,6	Apparent failure to link pay and appropriate performance Insufficient justification for related party transaction
Peugeot SA	France	25/06/2020	Annual/Special	Against	6,7,11,12,13,14,15,4,23	Apparent failure to link pay and appropriate performance Lack of independence on board Poison pill/anti-takeover measure not in investors interests
Valeo SA	France	25/06/2020	Annual/Special	Against	15	Concerns about reducing shareholder rights
Bureau Veritas SA	France	26/06/2020	Annual/Special	Against	14	Apparent failure to link pay and appropriate performance
Danone SA	France	26/06/2020	Annual/Special	All For		
Faurecia SA	France	26/06/2020	Annual/Special	Against	16,31,29,6	Apparent failure to link pay & appropriate performance Concerns about reducing shareholder rights Concerns to protect shareholder value Overboarded/Too many other time commitments
Teleperformance SA	France	26/06/2020	Annual/Special	Against	30	Concerns about reducing shareholder rights
Accor SA	France	30/06/2020	Annual/Special	Against	10,11,7,13,16	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure Poison pill/anti-takeover measure not in investors interests
AXA SA	France	30/06/2020	Annual/Special	All For		
bioMerieux SA	France	30/06/2020	Annual/Special	Against	9,10,16,17,5,14	Apparent failure to link pay and appropriate performance Insufficient justification for related party transaction Poison pill/anti-takeover measure not in investors interests

Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Bayer AG	Germany	28/04/2020	Annual	All For		
Hochtief AG	Germany	28/04/2020	Annual	All For		
Beiersdorf AG	Germany	29/04/2020	Annual	Against	10 12.1	Concerns to protect shareholder value Lack of independence on board
Muenchener Rueckversicherungs-Gesellschaft AG	Germany	29/04/2020	Annual	All For		
Fuchs Petrolub SE	Germany	05/05/2020	Annual	Against	9,10 7,8	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value
Allianz SE	Germany	06/05/2020	Annual	All For		
Hannover Rueck SE	Germany	06/05/2020	Annual	Against	5	Concerns to protect shareholder value
PUMA SE	Germany	07/05/2020	Annual	Against	6	Concerns to protect shareholder value
Commerzbank AG	Germany	13/05/2020	Annual	Against	7 9	Apparent failure to link pay & appropriate performance Concerns to protect shareholder value
Bayerische Motoren Werke AG	Germany	14/05/2020	Annual	All For		
Deutsche Boerse AG	Germany	19/05/2020	Annual	Against	8	Apparent failure to link pay & appropriate performance
SAP SE	Germany	20/05/2020	Annual	Against	7	Apparent failure to link pay & appropriate performance
Telefonica Deutschland Holding AG	Germany	20/05/2020	Annual	Against	6	Lack of independence on board
Uniper SE	Germany	20/05/2020	Annual	Against	8.5 8.3,8.4	Lack of independence on board
Fraport AG Frankfurt Airport Services Worldwide	Germany	26/05/2020	Annual	Against	7 6	Apparent failure to link pay and appropriate performance Lack of independence on board
E.ON SE	Germany	28/05/2020	Annual	Against	9	Concerns to protect shareholder value
Merck KGaA	Germany	28/05/2020	Annual	All For		
HeidelbergCement AG	Germany	04/06/2020	Annual	Against	4.1	Concerns related to approach to board diversity
Deutsche Wohnen SE	Germany	05/06/2020	Annual	All For		
Instone Real Estate Group AG	Germany	09/06/2020	Annual	All For		
Brenntag AG	Germany	10/06/2020	Annual	All For		
Henkel AG & Co. KGaA	Germany	17/06/2020	Annual	Against	9 7.1,7.2,7.3,7.5,7.8,8.1,8.2,8.4,8.5,8.6,8.7,8.9	Apparent failure to link pay and appropriate performance Lack of independence on board
Symrise AG	Germany	17/06/2020	Annual	Against	7	Concerns to protect shareholder value
BASF SE	Germany	18/06/2020	Annual	All For		
Delivery Hero SE	Germany	18/06/2020	Annual	Against	14 7,8,9 6.3 13	Concerns about reducing shareholder rights Concerns about reducing shareholder rights Concerns related to inappropriate membership of committees Concerns to protect shareholder value
Scout24 AG	Germany	18/06/2020	Annual	Against	8	Concerns to protect shareholder value
Deutsche Telekom AG	Germany	19/06/2020	Annual	All For		
Nemetschek SE	Germany	19/06/2020	Annual	All For		
Zalando SE	Germany	23/06/2020	Annual	Against	10,11 8	Concerns about reducing shareholder rights Concerns to protect shareholder value
Deutsche Lufthansa AG	Germany	25/06/2020	Special	All For		
RWE AG	Germany	26/06/2020	Annual	All For		
Flutter Entertainment Plc	Ireland	21/04/2020	Special	Against	3	Concerns related to approach to board diversity
Eaton Corporation plc	Ireland	22/04/2020	Annual	Against	4	Apparent failure to link pay & appropriate performance
CRH Plc	Ireland	23/04/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance
Dalata Hotel Group Plc	Ireland	29/04/2020	Annual	All For		
Kerry Group Plc	Ireland	30/04/2020	Annual	All For		
Smurfit Kappa Group Plc	Ireland	30/04/2020	Annual	Abstain	3	Proposal withdrawn/not put to a vote
Kingspan Group Plc	Ireland	01/05/2020	Annual	Abstain	2	Proposal withdrawn/not put to a vote
Pentair Plc	Ireland	05/05/2020	Annual	Against	2 1c	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Perrigo Company plc	Ireland	06/05/2020	Annual	Against	3 1.5 1.3	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
Flutter Entertainment Plc	Ireland	14/05/2020	Annual	Against	2,3 IV,IX 2	Apparent failure to link pay and appropriate performance Overboarded/Too many other time commitments Apparent failure to link pay and appropriate performance
Allegion Plc	Ireland	04/06/2020	Annual	Against	1e 1a	Concerns about remuneration committee performance Concerns related to approach to board diversity
Trane Technologies Plc	Ireland	04/06/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance
Willis Towers Watson Public Limited Company	Ireland	10/06/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance
Aon Plc	Ireland	19/06/2020	Annual	All For		
Infrastrutture Wireless Italiane SpA	Italy	06/04/2020	Annual	All For		

Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
UniCredit SpA	Italy	09/04/2020	Annual/Special	Abstain Against	3,11,4 A	Proposal withdrawn/not put to a vote Insufficient/poor disclosure
Telecom Italia SpA	Italy	23/04/2020	Annual/Special	Against	4,5	Apparent failure to link pay and appropriate performance
Assicurazioni Generali SpA	Italy	27/04/2020	Annual/Special	Against	2a.1 3b 3a 5a,5b,5c	Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance Apparent failure to link pay and appropriate performance
Intesa Sanpaolo SpA	Italy	27/04/2020	Annual/Special	Against	2b A	Insufficient/poor disclosure
Prysmian SpA	Italy	28/04/2020	Annual/Special	Against	A	Insufficient/poor disclosure
Recordati SpA	Italy	29/04/2020	Annual	Against	3a,2,3b 5a,5b 2b,2c,2d	Apparent failure to link pay & appropriate performance Insufficient/poor disclosure
Enel SpA	Italy	14/05/2020	Annual	Against	6,2,7 A 10.1	Insufficient/poor disclosure the company is increasing the CEO/GM pay package without a compelling rationale.
Poste Italiane SpA	Italy	15/05/2020	Annual	Against	5,2,6 A	Insufficient/poor disclosure
TERNA Rete Elettrica Nazionale SpA	Italy	18/05/2020	Annual/Special	Against	3,4,5,2,6,7,8,1,9 A	Insufficient/poor disclosure
ENAV SpA	Italy	21/05/2020	Annual	Against	7,8,2,9 A	Insufficient/poor disclosure
Atlantia SpA	Italy	29/05/2020	Annual	Against	A 6,2	Insufficient/poor disclosure Resigning CEO's termination package exceeds 24 months' pay
Moncler SpA	Italy	11/06/2020	Annual/Special	Against	3.1.1,3.2,3.3 A	Insufficient/poor disclosure
Pirelli & C. SpA	Italy	18/06/2020	Annual/Special	Against	2.1,2.2,2.2,2.4 3.2 3.1 4 A	Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance Apparent failure to link pay and appropriate performance Insufficient/poor disclosure
SNAM SpA	Italy	18/06/2020	Annual/Special	Against	4.2 4.1 A	Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance Insufficient/poor disclosure
Nexi SpA	Italy	29/06/2020	Special	All For		
Aroundtown SA	Luxembourg	06/05/2020	Special	Against	1	Issue of equity raises concerns about excessive dilution of existing shareholders
Tenaris SA	Luxembourg	02/06/2020	Annual/Special	Against	7,8 1 6 10	Apparent failure to link pay and appropriate performance Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on boardLack of independent representation at board committeesCombined CEO/Chairman Poison pill/anti-takeover measure not in investors interests
ArcelorMittal SA	Luxembourg	13/06/2020	Annual/Special	Against	V,VI,XVI X	Apparent failure to link pay & appropriate performance Concerns about overall performance
Aroundtown SA	Luxembourg	24/06/2020	Annual	Against	8,9	Apparent failure to link pay and appropriate performance
Eurofins Scientific SE	Luxembourg	26/06/2020	Annual/Special	Against	9,10 1	Apparent failure to link pay and appropriate performance Issue of equity raises concerns about excessive dilution of existing shareholders
Royal Ahold Delhaize NV	Netherlands	08/04/2020	Annual	Against	6	Apparent failure to link pay & appropriate performance
Royal KPN NV	Netherlands	15/04/2020	Annual	Against	4,13	Apparent failure to link pay and appropriate performance
Airbus SE	Netherlands	16/04/2020	Annual	Against	4.7 4.10	Apparent failure to link pay & appropriate performance Concerns related to inappropriate membership of committees

Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Ferrari NV	Netherlands	16/04/2020	Annual	Against	2.c,5 3.d 6.1,6.2 6.3 3.a	Apparent failure to link pay & appropriate performance Concerns related to attendance at board or committee meetings Issue of capital raises concerns about excessive dilution of existing shareholders Multiple voting rights Overboarded/Too many other time commitments
Royal Vopak NV	Netherlands	21/04/2020	Annual	Against	3,9.b	Apparent failure to link pay & appropriate performance
ABN AMRO Bank NV	Netherlands	22/04/2020	Annual	All For		
ASML Holding NV	Netherlands	22/04/2020	Annual	Against	3.a,6	Apparent failure to link pay & appropriate performance
Akzo Nobel NV	Netherlands	23/04/2020	Annual	All For		
Heineken Holding NV	Netherlands	23/04/2020	Annual	Against	9.b 10 3	Concerns related to shareholder rights Lack of independence on board Apparent failure to link pay & appropriate performance
Heineken NV	Netherlands	23/04/2020	Annual	Against	1.b 6.b 6	Apparent failure to link pay and appropriate performance Concerns related to shareholder rights Apparent failure to link pay & appropriate performance
Wolters Kluwer NV	Netherlands	23/04/2020	Annual	Against	2.c	Apparent failure to link pay & appropriate performance
ING Groep NV	Netherlands	28/04/2020	Annual	All For		
Koninklijke Philips NV	Netherlands	30/04/2020	Annual	Against	2.d,3.a	Apparent failure to link pay and appropriate performance
Unilever NV	Netherlands	30/04/2020	Annual	All For		
Koninklijke DSM NV	Netherlands	08/05/2020	Annual	All For		
AEGON NV	Netherlands	15/05/2020	Annual	All For		
WFD Unibail-Rodamco NV	Netherlands	15/05/2020	Annual/Special	Against	5,6	Apparent failure to link pay and appropriate performance
EXOR NV	Netherlands	20/05/2020	Annual	Against	2.b 6.d	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees
Adyen NV	Netherlands	26/05/2020	Annual	All For		
NXP Semiconductors NV	Netherlands	27/05/2020	Annual	Against	11 3c	Apparent failure to link pay and appropriate performance Overboarded/Too many other time commitments
NN Group NV	Netherlands	28/05/2020	Annual	Against	7.A,7.B	Apparent failure to link pay and appropriate performance
WFD Unibail-Rodamco N.V.	Netherlands	09/06/2020	Annual	Against	1	Apparent failure to link pay and appropriate performance
STMicroelectronics NV	Netherlands	17/06/2020	Annual	Against	4.a,4.c,5 13.a,13.b	Apparent failure to link pay and appropriate performance Concerns about reducing shareholder rights
Randstad NV	Netherlands	18/06/2020	Annual	Against	2b,4a	Apparent failure to link pay and appropriate performance
Altice Europe NV	Netherlands	26/06/2020	Annual	Against	2.d,4.a,4.b,4.c,4.d,4.e 7 5.b 5.a	Apparent failure to link pay and appropriate performance Concerns about reducing shareholder rights Issue of capital raises concerns about excessive dilution of existing shareholders Issue of capital raises concerns about excessive dilution of existing shareholders
Fiat Chrysler Automobiles NV	Netherlands	26/06/2020	Annual	Against	2.c,8 6.2 6.1 6.3	Apparent failure to link pay & appropriate performance Issue of capital raises concerns about excessive dilution of existing shareholders Issue of capital raises concerns about excessive dilution of existing shareholders Multiple voting rights
Koninklijke Philips NV	Netherlands	26/06/2020	Special	All For		
Orkla ASA	Norway	16/04/2020	Annual	Against	8c	Lack of independent representation at board committees
Entra ASA	Norway	30/04/2020	Annual	Against	10 8b	Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance
Schibsted ASA	Norway	06/05/2020	Annual	Against	6b 8b	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments
Yara International ASA	Norway	07/05/2020	Annual	All For		
Telenor ASA	Norway	11/05/2020	Annual	Against	9.2	Apparent failure to link pay and appropriate performance
Gjensidige Forsikring ASA	Norway	25/05/2020	Annual	All For		
Mowi ASA	Norway	03/06/2020	Annual	Against	11a,11b,11c,11d	Lack of independence on board
DNB ASA	Norway	30/06/2020	Annual	All For		
EDP-Energias de Portugal SA	Portugal	16/04/2020	Annual	All For		
Jerónimo Martins SGPS SA	Portugal	25/06/2020	Annual	All For		

Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Banco Santander SA	Spain	02/04/2020	Annual	Against	12.A,12.B,14.9	Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance
Iberdrola SA	Spain	02/04/2020	Annual	All For		
Ferrovial SA	Spain	16/04/2020	Annual	Against	9,13.11	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure
Endesa SA	Spain	05/05/2020	Annual	Against	5.2.19	Overboarded/Too many other time commitments Apparent failure to link pay & appropriate performance
ACS Actividades de Construccion y Servicios SA	Spain	07/05/2020	Annual	Against	18.9,12	Apparent failure to link pay & appropriate performance Concerns related to shareholder rights
Red Electrica Corp. SA	Spain	13/05/2020	Annual	All For		
Naturgy Energy Group SA	Spain	26/05/2020	Annual	Against	10.4.1,4.2	Issue of capital raises concerns about excessive dilution of existing shareholders Lack of independence on boardLack of independent representation at board committees
Telefonica SA	Spain	11/06/2020	Annual	Against	6.2,6.3,6.4,6.5,6.6	Apparent failure to link pay & appropriate performance Lack of independence on board concerns about excessive dilution of existing shareholders potential dilution from these authorisations exceeds the 10 percent guideline for generic capital increase requests without pre-emptive rights
MERLIN Properties SOCIMI SA	Spain	16/06/2020	Annual	Against	7.6.9	severance arrangement is four times annual pay which is considered too high two vice chairs positions in place
Amadeus IT Group SA	Spain	17/06/2020	Annual	Against	8.5,4	Apparent failure to link pay and appropriate performance Concerns related to approach to board diversity
AEDAS Homes SAU	Spain	23/06/2020	Annual	All For	5.7	Concerns related to inappropriate membership of committees
Enagas SA	Spain	29/06/2020	Annual	All For		
Essity AB	Sweden	02/04/2020	Annual	All For		
Telia Co. AB	Sweden	02/04/2020	Annual	All For		
ICA Gruppen AB	Sweden	21/04/2020	Annual	Against	19.16	Apparent failure to link pay and appropriate performance Lack of independence on board
Atlas Copco AB	Sweden	23/04/2020	Annual	Against	10.a.10.b	Concerns related to inappropriate membership of committeesOverboarded/Too many other time commitments Lack of independence on board
Industrivarden AB	Sweden	24/04/2020	Annual	All For		
Sandvik Aktiebolag	Sweden	28/04/2020	Annual	Against	18.13,5	Apparent failure to link pay and appropriate performance Overboarded/Too many other time commitments
Assa Abloy AB	Sweden	29/04/2020	Annual	Against	15.12.a	Apparent failure to link pay and appropriate performance Lack of independence on board
Hexagon AB	Sweden	29/04/2020	Annual	Against	12	Lack of independence on board
Hennes & Mauritz AB	Sweden	07/05/2020	Annual	Against	11.e	Concerns related to inappropriate membership of committees
Securitas AB	Sweden	07/05/2020	Annual	Against	17.12	Apparent failure to link pay and appropriate performance Lack of independence on board
Kinnevik AB	Sweden	11/05/2020	Annual	All For		
Tele2 AB	Sweden	11/05/2020	Annual	Against	16,17.a,17.b,17.c,17.d,17.e	Apparent failure to link pay and appropriate performance
Epiroc AB	Sweden	12/05/2020	Annual	Against	12.a	Apparent failure to link pay and appropriate performance
LE Lundbergforetagen AB	Sweden	04/06/2020	Annual	Against	12	Lack of independence on boardConcerns about overall board structure
Evolution Gaming Group AB	Sweden	17/06/2020	Annual	Against	10	Concerns related to approach to board diversity Lack of independence on board
Investor AB	Sweden	17/06/2020	Annual	Against	12.b,12.e,12.h,12.i,13.12.f.12.j.12.g	Lack of independence on boardConcerns related to inappropriate membership of committees Lack of independence on boardOverboarded/Too many other time commitments
Volvo AB	Sweden	18/06/2020	Annual	Against	15.9,7	Apparent failure to link pay and appropriate performance Overboarded/Too many other time commitments
Husqvarna AB	Sweden	26/06/2020	Annual	Against	14.13	Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance
Skandinaviska Enskilda Banken AB	Sweden	29/06/2020	Annual	Against	10.c,10.e.14.6,14.7,14.9,14.10	Lack of independence on board Lack of independent representation at board committees

Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Nestle SA	Switzerland	23/04/2020	Annual	All For		
UBS Group AG	Switzerland	29/04/2020	Annual	Against	11	Insufficient/poor disclosure
Chubb Limited	Switzerland	20/05/2020	Annual	Against	12	Apparent failure to link pay & appropriate performance
					6	Concerns about overall board structure
					7.1,7.2,7.3	Concerns about remuneration committee performance
					7.4	Concerns about remuneration committee performance
Garmin Ltd.	Switzerland	05/06/2020	Annual	Against	13	Insufficient/poor disclosure
					10	Apparent failure to link pay and appropriate performance
					5.2	Concerns about remuneration committee performance
Coca-Cola HBC AG	Switzerland	16/06/2020	Annual	Against	5.1	Concerns related to approach to board diversity
Knorr-Bremse AG	Germany	30/06/2020	Annual	Against	8	Apparent failure to link pay and appropriate performance
L'Oreal SA	France	30/06/2020	Annual/Special	Against	6	Apparent failure to link pay and appropriate performance
					8.1,8.2,8.3	Lack of independence on board
					9	Apparent failure to link pay and appropriate performance
LVMH Moet Hennessy Louis Vuitton SE	France	30/06/2020	Annual/Special	Against	10	Low level of disclosure on achievement for LTIP, exceptional remuneration is high
					12,13,14,16,17,20	Apparent failure to link pay and appropriate performance
					11	Concerns to protect shareholder value
					4	Insufficient/poor disclosure
					6,7	Lack of independence on board
Mylan N.V.	Netherlands	30/06/2020	Annual/Special	Against	5	Lack of independence on board
					2	Apparent failure to link pay and appropriate performance
					1D	Concerns about remuneration committee performance
Vonovia SE	Germany	30/06/2020	Annual	All For	E2E	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
Hewlett Packard Enterprise Company	USA	01/04/2020	Annual	Against	3 1b	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
The Toronto-Dominion Bank	Canada	02/04/2020	Annual	Against	6	2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
IQVIA Holdings, Inc.	USA	06/04/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance
Lennar Corporation	USA	07/04/2020	Annual	Against	2 1l	Apparent failure to link pay and appropriate performance Concerns related to attendance at board or committee meetings
The Bank of Nova Scotia	Canada	07/04/2020	Annual	All For		
Canadian Imperial Bank of Commerce	Canada	08/04/2020	Annual	All For		
Royal Bank of Canada	Canada	08/04/2020	Annual	All For		
Adobe, Inc.	USA	09/04/2020	Annual	Against	4 5	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Dow, Inc.	USA	09/04/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance
Synopsys, Inc.	USA	09/04/2020	Annual	Against	4 1.6	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Fifth Third Bancorp	USA	14/04/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance
A. O. Smith Corporation	USA	15/04/2020	Annual	Against	2 1.1	Apparent failure to link pay & appropriate performance Concerns to protect shareholder value
The Bank of New York Mellon Corporation	USA	15/04/2020	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Celanese Corporation	USA	16/04/2020	Annual	All For		
Fairfax Financial Holdings Limited	Canada	16/04/2020	Annual	All For		
FLIR Systems, Inc.	USA	16/04/2020	Annual	Against	3 1d 1k	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
Owens Corning	USA	16/04/2020	Annual	All For		
PPG Industries, Inc.	USA	16/04/2020	Annual	All For		
Agilent Technologies, Inc.	USA	17/04/2020	Annual	All For		
Stanley Black & Decker, Inc.	USA	17/04/2020	Annual	Against	2 1.1	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Canadian Pacific Railway Limited	Canada	21/04/2020	Annual	All For		
Citigroup Inc.	USA	21/04/2020	Annual	Against	3 7 5	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal promotes enhanced shareholder rights
Domino's Pizza, Inc.	USA	21/04/2020	Annual	Against	3 1.4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
M&T Bank Corporation	USA	21/04/2020	Annual	Against	1.4 1.14	Concerns related to approach to board diversity Concerns related to inappropriate membership of committees
Moody's Corporation	USA	21/04/2020	Annual	Against	4 1e	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Newmont Corporation	USA	21/04/2020	Annual	All For		
Northern Trust Corporation	USA	21/04/2020	Annual	All For		
PACCAR Inc	USA	21/04/2020	Annual	Against	1.9	Concerns related to approach to board diversity
Public Service Enterprise Group Incorporated	USA	21/04/2020	Annual	All For		
Public Storage	USA	21/04/2020	Annual	Against	2 1.12 1.11	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
U.S. Bancorp	USA	21/04/2020	Annual	All For		
Whirlpool Corporation	USA	21/04/2020	Annual	Against	2	Apparent failure to link pay and appropriate performance

Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Bank of America Corporation	USA	22/04/2020	Annual	Against	4	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
Cigna Corporation	USA	22/04/2020	Annual	Against	2 4 5	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
Huntington Bancshares Incorporated	USA	22/04/2020	Annual	Against	3 1.4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Regions Financial Corporation	USA	22/04/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance 2- Insufficient/poor disclosure
Signature Bank	USA	22/04/2020	Annual	Against	3	Apparent failure to link pay and appropriate performance
Spirit AeroSystems Holdings, Inc.	USA	22/04/2020	Annual	Against	2 1d 1b	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
Teledyne Technologies Incorporated	USA	22/04/2020	Annual	Against	3	Apparent failure to link pay and appropriate performance
The Coca-Cola Company	USA	22/04/2020	Annual	Against	2	Apparent failure to link pay and appropriate performance
The Sherwin-Williams Company	USA	22/04/2020	Annual	All For		
AGNC Investment Corp.	USA	23/04/2020	Annual	Against	3 1.2	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Avery Dennison Corporation	USA	23/04/2020	Annual	Against	2 1i	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Citizens Financial Group, Inc.	USA	23/04/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance
Cognex Corporation	USA	23/04/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance
Crown Holdings, Inc.	USA	23/04/2020	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
Edison International	USA	23/04/2020	Annual	All For		
Healthpeak Properties, Inc.	USA	23/04/2020	Annual	All For		
Humana Inc.	USA	23/04/2020	Annual	Against	3 1h	Apparent failure to link pay & appropriate performance Concerns related to inappropriate membership of committees
Intuitive Surgical, Inc.	USA	23/04/2020	Annual	Against	2,4 1d	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
J.B. Hunt Transport Services, Inc.	USA	23/04/2020	Annual	Against	2 1.9 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 transparency
Johnson & Johnson	USA	23/04/2020	Annual	Against	2 5 6	Apparent failure to link pay & appropriate 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 appropriate accountability or incentivisation
Pfizer Inc.	USA	23/04/2020	Annual	Against	7 6,8 5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights

Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Snap-on Incorporated	USA	23/04/2020	Annual	Against	3 1.9	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
SVB Financial Group	USA	23/04/2020	Annual	Against	2 1.11	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Texas Instruments Incorporated	USA	23/04/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance
Abbott Laboratories	USA	24/04/2020	Annual	Against	3 7 5	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
AT&T Inc.	USA	24/04/2020	Annual	Against	3 4	Apparent failure to link pay and appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
CenterPoint Energy, Inc.	USA	24/04/2020	Annual	Against	3 1e	Apparent failure to link pay & appropriate performance Inadequate management of climate-related risks
Kellogg Company	USA	24/04/2020	Annual	Against	2 6	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
National Bank of Canada	Canada	24/04/2020	Annual	All For		
Fastenal Company	USA	25/04/2020	Annual	Against	3 1i 1f 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity Shareholder proposal promotes better management of SEE opportunities and risks
CyrusOne, Inc.	USA	27/04/2020	Annual	Against	2 1.4 1.6	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
Genuine Parts Company	USA	27/04/2020	Annual	Against	2 1.8 4	Apparent failure to link pay and appropriate performance Concerns related to approach to board diversity. Concerns about remuneration committee performance Shareholder proposal promotes better management of SEE opportunities and risks
Honeywell International Inc.	USA	27/04/2020	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
Paycom Software, Inc.	USA	27/04/2020	Annual	Against	3 1.2	Apparent failure to link pay and appropriate performance Concerns related to approach to board diversity Concerns to protect shareholder value
Raytheon Technologies Corp.	USA	27/04/2020	Annual	Against	4	
The Boeing Company	USA	27/04/2020	Annual	Against	2 8,9 6 5	Apparent failure to link pay & appropriate 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 appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
Ally Financial Inc.	USA	28/04/2020	Annual	All For		
Apartment Investment and Management Company	USA	28/04/2020	Annual	Against	3 1.2	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Bausch Health Companies Inc.	Canada	28/04/2020	Annual	Against	2 1c 1g	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
Bio-Rad Laboratories, Inc.	USA	28/04/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance
Canadian National Railway Company	Canada	28/04/2020	Annual	All For		

Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Centene Corporation	USA	28/04/2020	Annual	Against	2 1c 6 5	Apparent failure to link pay and appropriate performance Concerns related to approach to board diversity Concerns about remuneration committee performance Shareholder proposal promotes enhanced shareholder rights Shareholder proposal promotes transparency
Charter Communications, Inc.	USA	28/04/2020	Annual	Against	2 1a 1e 1h 1d 4	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Shareholder proposal promotes appropriate accountability or incentivisation
Comerica Incorporated	USA	28/04/2020	Annual	Against	3 1.5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Corteva, Inc.	USA	28/04/2020	Annual	All For		
Equity LifeStyle Properties, Inc.	USA	28/04/2020	Annual	Against	3 1.3	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Exelon Corporation	USA	28/04/2020	Annual	All For		
FMC Corporation	USA	28/04/2020	Annual	Against	3 1d 1g	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
Fortune Brands Home & Security, Inc.	USA	28/04/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance
Hanesbrands Inc.	USA	28/04/2020	Annual	All For		
Huntington Ingalls Industries, Inc.	USA	28/04/2020	Annual	All For		
International Business Machines Corporation	USA	28/04/2020	Annual	Against	6 4	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
Kimco Realty Corporation	USA	28/04/2020	Annual	Against	2 1d	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
MSCI Inc.	USA	28/04/2020	Annual	Against	2 1h	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
PerkinElmer, Inc.	USA	28/04/2020	Annual	Against	3 1a	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Rollins, Inc.	USA	28/04/2020	Annual	Against	3 1.2	Apparent failure to link pay and appropriate performance Concerns related to approach to board diversity Concerns about remuneration committee performance Concerns related to succession planning Lack of independence on board
The PNC Financial Services Group, Inc.	USA	28/04/2020	Annual	All For		
The Williams Companies, Inc.	USA	28/04/2020	Annual	Against	4 1.9 1.4,1.5,1.7,1.8 1.2	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity Concerns related to approach to board diversity Concerns to protect shareholder value
Truist Financial Corporation	USA	28/04/2020	Annual	Against	3 4	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
Wells Fargo & Company	USA	28/04/2020	Annual	Against	2 5,6	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Ameriprise Financial, Inc.	USA	29/04/2020	Annual	Against	2 1b	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Ball Corporation	USA	29/04/2020	Annual	All For		
BorgWarner Inc.	USA	29/04/2020	Annual	All For		
Duke Realty Corporation	USA	29/04/2020	Annual	All For		
Global Payments Inc.	USA	29/04/2020	Annual	Against	2 1c 1b	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to inappropriate membership of committees

Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Kimberly-Clark Corporation	USA	29/04/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance
Ovintiv, Inc.	USA	29/04/2020	Annual	Against	1 4	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Prologis, Inc.	USA	29/04/2020	Annual	Against	2 2	Apparent failure to link pay & appropriate performance Apparent failure to link pay and appropriate performance
Regency Centers Corporation	USA	29/04/2020	Annual	Against	1e 1c	Concerns about remuneration committee performance Concerns related to approach to board diversity
Sabre Corp.	USA	29/04/2020	Annual	Against	1.3,1.6 3	Concerns related to approach to board diversity Apparent failure to link pay and appropriate performance
STAG Industrial, Inc.	USA	29/04/2020	Annual	Against	1e 3	Concerns about remuneration committee performance Apparent failure to link pay and appropriate performance
W.W. Grainger, Inc.	USA	29/04/2020	Annual	Against	1.8 3	Concerns about remuneration committee performance Apparent failure to link pay and appropriate performance
Cadence Design Systems, Inc.	USA	30/04/2020	Annual	Against	1.1 5	Concerns about remuneration committee performance Shareholder proposal promotes appropriate accountability or incentivisation
Cameco Corporation	Canada	30/04/2020	Annual	Abstain	D	
Capital One Financial Corporation	USA	30/04/2020	Annual	Against	3 4 5	Apparent failure to link pay & appropriate performance Concerns to protect shareholder value SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
Church & Dwight Co., Inc.	USA	30/04/2020	Annual	Against	2 1e	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Corning Incorporated	USA	30/04/2020	Annual	Against	2 1j	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Globe Life Inc.	USA	30/04/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance
Loblaws Companies Limited	Canada	30/04/2020	Annual	All For		
The Goldman Sachs Group, Inc.	USA	30/04/2020	Annual	Against	2 1a 5	Apparent failure to link pay & appropriate performance Concerns to protect shareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Welltower, Inc.	USA	30/04/2020	Annual	All For		
Agnico Eagle Mines Ltd.	Canada	01/05/2020	Annual/Special	All For		
CMS Energy Corporation	USA	01/05/2020	Annual	Against	2 1c 5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes transparency
DISH Network Corporation	USA	01/05/2020	Annual	Against	4 1.2 1.6	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value
HCA Healthcare, Inc.	USA	01/05/2020	Annual	Against	3 2	Apparent failure to link pay & appropriate performance Apparent failure to link pay and appropriate performance
Leidos Holdings, Inc.	USA	01/05/2020	Annual	Against	1m 6	Concerns about remuneration committee performance Shareholder proposal promotes enhanced shareholder rights
RLJ Lodging Trust	USA	01/05/2020	Annual	All For		
TC Energy Corporation	Canada	01/05/2020	Annual	Against	3 1.11	Apparent failure to link pay & appropriate performance Inadequate management of climate-related risks
Teleflex Incorporated	USA	01/05/2020	Annual	Against	2 1a 3	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Apparent failure to link pay and appropriate performance
Zions Bancorporation, National Association	USA	01/05/2020	Annual	Against	1e 1b	Concerns about remuneration committee performance Concerns related to approach to board diversity Annual vote provides for greater shareholder oversight
Berkshire Hathaway Inc.	USA	02/05/2020	Annual	Against	3 4	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

Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Cincinnati Financial Corporation	USA	02/05/2020	Annual	Against	2	Apparent failure to link pay and appropriate performance
Aflac Incorporated	USA	04/05/2020	Annual	All For	1.2	Concerns related to approach to board diversity
Eli Lilly and Company	USA	04/05/2020	Annual	Against	2 12 10,11 8 6	Apparent failure to link pay & appropriate 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 transparency Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes transparency
Albemarle Corporation	USA	05/05/2020	Annual	Against	1	Apparent failure to link pay and appropriate performance
American Express Company	USA	05/05/2020	Annual	All For	2j	Concerns about remuneration committee performance
Barrick Gold Corporation	Canada	05/05/2020	Annual	All For		
Baxter International Inc.	USA	05/05/2020	Annual	Against	2 4	Apparent failure to link pay and appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
Bristol-Myers Squibb Company	USA	05/05/2020	Annual	Against	4	SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
Danaher Corporation	USA	05/05/2020	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
Enbridge Inc.	Canada	05/05/2020	Annual	Against	5	Apparent failure to link pay & appropriate performance
Expeditors International of Washington, Inc.	USA	05/05/2020	Annual	Against	1.8 5	Concerns related to approach to board diversity Shareholder proposal promotes appropriate accountability or incentivisation
General Electric Company	USA	05/05/2020	Annual	Against	12 14	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
George Weston Limited	Canada	05/05/2020	Annual	All For		
NVR, Inc.	USA	05/05/2020	Annual	Against	3 1.3	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Packaging Corporation of America	USA	05/05/2020	Annual	Against	4 1.11 1.8	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
Sempra Energy	USA	05/05/2020	Annual	Against	3 4	Apparent failure to link pay and appropriate performance Shareholder proposal promotes appropriate accountability or incentivisation
Stryker Corporation	USA	05/05/2020	Annual	Against	3 1c	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Sun Life Financial Inc.	Canada	05/05/2020	Annual	All For		
West Pharmaceutical Services, Inc.	USA	05/05/2020	Annual	All For		
AMETEK, Inc.	USA	06/05/2020	Annual	Against	3	Apparent failure to link pay and appropriate performance
Brown & Brown, Inc.	USA	06/05/2020	Annual	All For		
CME Group Inc.	USA	06/05/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance
CSX Corporation	USA	06/05/2020	Annual	Against	3 1d	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Dominion Energy, Inc.	USA	06/05/2020	Annual	Against	3 4	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 better management of ESG opportunities and risks
Essential Utilities, Inc.	USA	06/05/2020	Annual	Against	3 1.7	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
Eversource Energy	USA	06/05/2020	Annual	Against	2 1.9	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Federal Realty Investment Trust	USA	06/05/2020	Annual	Against	2 1.2 1.3	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
Franco-Nevada Corporation	Canada	06/05/2020	Annual/Special	All For		
General Dynamics Corporation	USA	06/05/2020	Annual	Against	3 1h 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes appropriate accountability or incentivisation
Gilead Sciences, Inc.	USA	06/05/2020	Annual	Against	3 4	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
IDEXX Laboratories, Inc.	USA	06/05/2020	Annual	All For		
Intact Financial Corporation	Canada	06/05/2020	Annual/Special	All For		
International Flavors & Fragrances Inc.	USA	06/05/2020	Annual	Against	1f	Vote against combined Chair/CEO
Kinross Gold Corporation	Canada	06/05/2020	Annual/Special	All For		
MGM Resorts International	USA	06/05/2020	Annual	Against	3 1c	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
PepsiCo, Inc.	USA	06/05/2020	Annual	Against	5 4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
Physicians Realty Trust	USA	06/05/2020	Annual	Against	3 1.3 1.5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
Skyworks Solutions, Inc.	USA	06/05/2020	Annual	Against	3 1f 1c	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
Urban Edge Properties	USA	06/05/2020	Annual	Against	3 1e 1c	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
WEC Energy Group, Inc.	USA	06/05/2020	Annual	All For		
Advanced Micro Devices, Inc.	USA	07/05/2020	Annual	Against	3 1b	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Alaska Air Group, Inc.	USA	07/05/2020	Annual	Against	4,5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
Archer-Daniels-Midland Company	USA	07/05/2020	Annual	All For		
Assurant, Inc.	USA	07/05/2020	Annual	All For		
BCE Inc.	Canada	07/05/2020	Annual	All For		
Boston Scientific Corporation	USA	07/05/2020	Annual	Against	2 1d	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
C.H. Robinson Worldwide, Inc.	USA	07/05/2020	Annual	Against	2 1.3	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
DTE Energy Company	USA	07/05/2020	Annual	Against	4	Shareholder proposal promotes transparency

Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Duke Energy Corporation	USA	07/05/2020	Annual	Against	4 7 6 5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes enhanced shareholder rights
E*TRADE Financial Corporation	USA	07/05/2020	Annual	Against	4 2 1j	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Eastman Chemical Company	USA	07/05/2020	Annual	Against	2 1.2	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Ecolab Inc.	USA	07/05/2020	Annual	Against	3 4	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
Edwards Lifesciences Corporation	USA	07/05/2020	Annual	Against	2 1d	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Equifax Inc.	USA	07/05/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance
Fortis Inc.	Canada	07/05/2020	Annual/Special	Against	4	Apparent failure to link pay & appropriate performance
Great-West Lifeco Inc.	Canada	07/05/2020	Annual	Against	1.7	Concerns related to attendance at board or committee meetings Overboarded/Too many other time commitments
iA Financial Corporation Inc.	Canada	07/05/2020	Annual	Against	4,5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
IDEX Corporation	USA	07/05/2020	Annual	Against	2 1.2	Apparent failure to link pay and appropriate performance Concerns related to approach to board diversity
Inter Pipeline Ltd.	Canada	07/05/2020	Annual/Special	All For		
Magna International Inc.	Canada	07/05/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance
Manulife Financial Corp.	Canada	07/05/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance
Mettler-Toledo International Inc.	USA	07/05/2020	Annual	Against	3 1.8	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
PulteGroup, Inc.	USA	07/05/2020	Annual	All For		
TELUS Corporation	Canada	07/05/2020	Annual	All For		
The Kraft Heinz Company	USA	07/05/2020	Annual	Against	2 5	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
Tractor Supply Company	USA	07/05/2020	Annual	Against	3 1.7	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
United Rentals, Inc.	USA	07/05/2020	Annual	All For		
Verizon Communications Inc.	USA	07/05/2020	Annual	Against	4,8 6,7 5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes 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



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
WSP Global Inc.	Canada	07/05/2020	Annual	All For		
AbbVie Inc.	USA	08/05/2020	Annual	Against	3 5,7 6	Apparent failure to link pay & appropriate performance 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
Alleghany Corporation	USA	08/05/2020	Annual	All For		
Colgate-Palmolive Company	USA	08/05/2020	Annual	Against	4,5	SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes enhanced shareholder rights
Constellation Software Inc.	Canada	08/05/2020	Annual	All For		
Dover Corporation	USA	08/05/2020	Annual	Against	1g	Concerns related to approach to board diversity
Entergy Corporation	USA	08/05/2020	Annual	Against	3 1j	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Hydro One Limited	Canada	08/05/2020	Annual	All For		
IGM Financial Inc.	Canada	08/05/2020	Annual	Against	1.5	Overboarded/Too many other time commitments Concerns related to attendance at board or committee meetings
Illinois Tool Works Inc.	USA	08/05/2020	Annual	Against	3 1b,1e	Apparent failure to link pay & appropriate performance Concerns about overall board structure
ManpowerGroup, Inc.	USA	08/05/2020	Annual	Against	3,4 1J	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Marriott International, Inc.	USA	08/05/2020	Annual	Against	3 5 4	Apparent failure to link pay and appropriate performance Shareholder proposal promotes better management of SEE opportunities and risks Shareholder proposal promotes enhanced shareholder rights
Republic Services, Inc.	USA	08/05/2020	Annual	Against	2 1c	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Steel Dynamics, Inc.	USA	08/05/2020	Annual	Against	3 1.8	Apparent failure to link pay & appropriate performance Concerns about overall board structure 2- Concerns related to approach to board diversity 3- Inadequate management of climate-related risks
Teradyne, Inc.	USA	08/05/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance
The Progressive Corporation	USA	08/05/2020	Annual	All For		
Vulcan Materials Company	USA	08/05/2020	Annual	All For		
Zimmer Biomet Holdings, Inc.	USA	08/05/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance
International Paper Company	USA	11/05/2020	Annual	Against	3 4	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
Markel Corporation	USA	11/05/2020	Annual	Against	1.10 3	Concerns related to approach to board diversity Apparent failure to link pay and appropriate performance
Motorola Solutions, Inc.	USA	11/05/2020	Annual	Against	1h 1c,1f 4	Concerns about remuneration committee performance Concerns related to inappropriate membership of committees Shareholder proposal promotes transparency
Newell Brands, Inc.	USA	11/05/2020	Annual	All For		
Uber Technologies, Inc.	USA	11/05/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance
3M Company	USA	12/05/2020	Annual	Against	3 3	Apparent failure to link pay & appropriate performance Apparent failure to link pay and appropriate performance
AvalonBay Communities, Inc.	USA	12/05/2020	Annual	Against	1f 1h	Concerns about remuneration committee performance Concerns related to approach to board diversity
Cboe Global Markets, Inc.	USA	12/05/2020	Annual	All For		
Cummins Inc.	USA	12/05/2020	Annual	Against	12	Apparent failure to link pay & appropriate performance
Essex Property Trust, Inc.	USA	12/05/2020	Annual	Against	3 1.5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
First Republic Bank	USA	12/05/2020	Annual	Against	4 3	Apparent failure to link pay & appropriate performance Apparent failure to link pay and appropriate performance
Healthcare Realty Trust Incorporated	USA	12/05/2020	Annual	Against	1.7 1.9	Concerns about remuneration committee performance Concerns related to approach to board diversity
HP Inc.	USA	12/05/2020	Annual	All For		
LKQ Corporation	USA	12/05/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance

Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Loews Corporation	USA	12/05/2020	Annual	Against	2 1b 1e 1f 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity Concerns related to inappropriate membership of committees Shareholder proposal promotes transparency
Masco Corporation	USA	12/05/2020	Annual	Against	2 1b	Apparent failure to link pay and appropriate performance Concerns related to approach to board diversity
National Retail Properties, Inc.	USA	12/05/2020	Annual	Against	1.5	Concerns related to approach to board diversity Apparent failure to link pay & appropriate performance
Prudential Financial, Inc.	USA	12/05/2020	Annual	Against	3 4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
Realty Income Corporation	USA	12/05/2020	Annual	All For		
Simon Property Group, Inc.	USA	12/05/2020	Annual	Against	2 1e 1c	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
T. Rowe Price Group, Inc.	USA	12/05/2020	Annual	Against	2 5	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
The Charles Schwab Corporation	USA	12/05/2020	Annual	Against	3 1b 6 7	Apparent failure to link pay & appropriate performance Concerns related to approach to board diversity SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
The Hershey Company	USA	12/05/2020	Annual	Against	3 1.10 1.6	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value
TransUnion	USA	12/05/2020	Annual	All For		
Tyler Technologies, Inc.	USA	12/05/2020	Annual	Against	3 1d 1b	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
Waste Management, Inc.	USA	12/05/2020	Annual	Against	1g	Overboarded/Too many other time commitments
Waters Corporation	USA	12/05/2020	Annual	Against	3 1.6	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Wayfair, Inc.	USA	12/05/2020	Annual	Abstain Against	1e 3	Concerns to protect shareholder value Concerns about remuneration committee performance Apparent failure to link pay and appropriate performance
Alexion Pharmaceuticals, Inc.	USA	13/05/2020	Annual	Against	4	SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
American International Group, Inc.	USA	13/05/2020	Annual	Against	2 6	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
American Water Works Company, Inc.	USA	13/05/2020	Annual	All For		
Arrow Electronics, Inc.	USA	13/05/2020	Annual	Against	3	Apparent failure to link pay and appropriate performance
Camden Property Trust	USA	13/05/2020	Annual	Against	3 1.5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Iron Mountain Incorporated	USA	13/05/2020	Annual	Against	2 1b	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Kinder Morgan, Inc.	USA	13/05/2020	Annual	All For		
Kohl's Corporation	USA	13/05/2020	Annual	Against	3 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
Laboratory Corporation of America Holdings	USA	13/05/2020	Annual	Against	2 1e 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes appropriate accountability or incentivisation
Mondelez International, Inc.	USA	13/05/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance
Ryman Hospitality Properties, Inc.	USA	13/05/2020	Annual	Against	2 1d	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
S&P Global, Inc.	USA	13/05/2020	Annual	All For		
Summit Industrial Income REIT	Canada	13/05/2020	Annual	All For		
Xylem Inc.	USA	13/05/2020	Annual	Against	3 4	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
Baker Hughes Company	USA	14/05/2020	Annual	Against	2 1.2 1.8	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Lack of independent representation at board committees
CBRE Group, Inc.	USA	14/05/2020	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
Cheniere Energy, Inc.	USA	14/05/2020	Annual	Against	2 5	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
Crown Castle International Corp.	USA	14/05/2020	Annual	Against	3 1a	Apparent failure to link pay & appropriate performance Concerns to protect shareholder value 2- Lack of independence on board 3- Lack of independent representation at board committees
CVS Health Corporation	USA	14/05/2020	Annual	Against	3 7	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
Discover Financial Services	USA	14/05/2020	Annual	Against	2 1.3	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Extra Space Storage Inc.	USA	14/05/2020	Annual	Against	3 1.3	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Fiserv, Inc.	USA	14/05/2020	Annual	Against	2 1.7 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes transparency
Ford Motor Company	USA	14/05/2020	Annual	Against	3 1g 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 SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
Hasbro, Inc.	USA	14/05/2020	Annual	Against	2 1.6	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Intel Corporation	USA	14/05/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance
Juniper Networks, Inc.	USA	14/05/2020	Annual	All For		
L Brands, Inc.	USA	14/05/2020	Annual	Against	6	Apparent failure to link pay & appropriate performance
Las Vegas Sands Corp.	USA	14/05/2020	Annual	Against	3 1.8 1.10	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value Concerns related to approach to board diversity
Martin Marietta Materials, Inc.	USA	14/05/2020	Annual	All For		
Norfolk Southern Corporation	USA	14/05/2020	Annual	Against	4	Apparent failure to link pay and appropriate performance
Nucor Corporation	USA	14/05/2020	Annual	Against	3 1.7	Apparent failure to link pay & appropriate performance Inadequate management of climate-related risks

Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
O'Reilly Automotive, Inc.	USA	14/05/2020	Annual	Against	2 7 6	Apparent failure to link pay & appropriate 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
Quebecor, Inc.	Canada	14/05/2020	Annual	All For		
SBA Communications Corp.	USA	14/05/2020	Annual	Against	3	Apparent failure to link pay and appropriate performance
The Western Union Company	USA	14/05/2020	Annual	Against	2 1f 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes transparency
Union Pacific Corporation	USA	14/05/2020	Annual	Against	1g 4 5	Concerns related to approach to board diversity 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
United Parcel Service, Inc.	USA	14/05/2020	Annual	Against	2 1d 6 5 4	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
Vornado Realty Trust	USA	14/05/2020	Annual	Against	3,4 1.8	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Wheaton Precious Metals Corp.	Canada	14/05/2020	Annual/Special	All For		
XPO Logistics, Inc.	USA	14/05/2020	Annual	Against	4 1.7 1.4 6,8 5 7	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Yum! Brands, Inc.	USA	14/05/2020	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Zebra Technologies Corporation	USA	14/05/2020	Annual	Against	2	Apparent failure to link pay and appropriate performance
Advance Auto Parts, Inc.	USA	15/05/2020	Annual	Against	2 1a 1c	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
ANSYS, Inc.	USA	15/05/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance
Host Hotels & Resorts, Inc.	USA	15/05/2020	Annual	Against	3 1.1	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Intercontinental Exchange, Inc.	USA	15/05/2020	Annual	Against	2 1k 1h	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
Leggett & Platt, Incorporated	USA	15/05/2020	Annual	Against	4 1b	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
Macy's, Inc.	USA	15/05/2020	Annual	Against	3 1k	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Power Corporation of Canada	Canada	15/05/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance
Seattle Genetics, Inc.	USA	15/05/2020	Annual	Against	2 2	Apparent failure to link pay and appropriate performance Apparent failure to link pay and appropriate performance
Waste Connections, Inc.	Canada	15/05/2020	Annual/Special	Against	1.8 1.2	Concerns about remuneration committee performance Concerns related to approach to board diversity
Westinghouse Air Brake Technologies Corporation	USA	15/05/2020	Annual	All For	2 1.4 1.1 1.2	Apparent failure to link pay and appropriate performance Concerns related to approach to board diversity Concerns related to attendance at board or committee meetings Lack of independent representation at board committees
Westlake Chemical Corporation	USA	15/05/2020	Annual	Against	2 1.4 1.1 1.2	Apparent failure to link pay and appropriate performance Concerns related to approach to board diversity Concerns related to attendance at board or committee meetings Lack of independent representation at board committees
Weyerhaeuser Company	USA	15/05/2020	Annual	All For		
American Tower Corporation	USA	18/05/2020	Annual	Against	5 4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes transparency
Consolidated Edison, Inc.	USA	18/05/2020	Annual	Against	3 1.1	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Ventas, Inc.	USA	18/05/2020	Annual	Against	1	Apparent failure to link pay & appropriate performance
Allied Properties Real Estate Investment Trust	Canada	19/05/2020	Annual/Special	Against	3	Apparent failure to link pay and appropriate performance
Amgen Inc.	USA	19/05/2020	Annual	Against	2 4	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
Chipotle Mexican Grill, Inc.	USA	19/05/2020	Annual	Against	2 1.3 4,5 6	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
Halliburton Company	USA	19/05/2020	Annual	All For		
HD Supply Holdings, Inc.	USA	19/05/2020	Annual	Against	3 1.1 1.8	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
JPMorgan Chase & Co.	USA	19/05/2020	Annual	Against	1i 2 5,6 4	Concerns about candidate's experience/skills 2- Inadequate management of climate-related risks 3- Proposed term in policy exceeds appropriate limit Insufficient/poor disclosure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
Kilroy Realty Corporation	USA	19/05/2020	Annual	Against	2 1b 1f	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
Mid-America Apartment Communities, Inc.	USA	19/05/2020	Annual	Against	2 1i 1h	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
Nasdaq, Inc.	USA	19/05/2020	Annual	All For		
NiSource Inc.	USA	19/05/2020	Annual	All For		
Pebblebrook Hotel Trust	USA	19/05/2020	Annual	Against	3 1e 1d	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
Principal Financial Group, Inc.	USA	19/05/2020	Annual	Against	4	Apparent failure to link pay and appropriate performance
The Allstate Corporation	USA	19/05/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance
The Gap, Inc.	USA	19/05/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance

Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Akamai Technologies, Inc.	USA	20/05/2020	Annual	Against	2 1.7	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Align Technology, Inc.	USA	20/05/2020	Annual	Against	3 1.5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
American Financial Group, Inc.	USA	20/05/2020	Annual	Against	3 1.8 1.11	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
Amphenol Corporation	USA	20/05/2020	Annual	Against	3 1.1 1.3 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity Shareholder proposal promotes appropriate accountability or incentivisation
Annaly Capital Management, Inc.	USA	20/05/2020	Annual	All For		
Boston Properties, Inc.	USA	20/05/2020	Annual	Against	2 1c	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Burlington Stores, Inc.	USA	20/05/2020	Annual	Against	3 1.2	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
CenturyLink, Inc.	USA	20/05/2020	Annual	Against	4	Apparent failure to link pay & appropriate performance
CF Industries Holdings, Inc.	USA	20/05/2020	Annual	All For		
DENTSPLY SIRONA Inc.	USA	20/05/2020	Annual	Against	3 1d	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Equitable Holdings, Inc.	USA	20/05/2020	Annual	Against	3 1.3	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performanceConcerns to protect shareholder value
Hudson Pacific Properties, Inc.	USA	20/05/2020	Annual	Against	1.8	Concerns related to approach to board diversityConcerns to protect shareholder value
Ingredion Incorporated	USA	20/05/2020	Annual	Against	2	Apparent failure to link pay and appropriate performance
Invitation Homes, Inc.	USA	20/05/2020	Annual	Against	3 1.8	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Molson Coors Beverage Company	USA	20/05/2020	Annual	Against	2 1.3	Apparent failure to link pay & appropriate performance Concerns related to approach to board diversity
National Oilwell Varco, Inc.	USA	20/05/2020	Annual	Against	3 1D 1G	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
Nordstrom, Inc.	USA	20/05/2020	Annual	Against	3,4 1c	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Old Dominion Freight Line, Inc.	USA	20/05/2020	Annual	Against	2 1.10	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
ON Semiconductor Corporation	USA	20/05/2020	Annual	Against	1.8	Concerns related to approach to board diversity
Pinnacle West Capital Corporation	USA	20/05/2020	Annual	Against	1f	Concerns related to approach to board diversity
Pinnacle West Capital Corporation	USA	20/05/2020	Annual	Against	4	Shareholder proposal promotes appropriate accountability or incentivisation
Reinsurance Group of America, Incorporated	USA	20/05/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance
Robert Half International Inc.	USA	20/05/2020	Annual	All For		
Ross Stores, Inc.	USA	20/05/2020	Annual	Against	2 1h	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
SS&C Technologies Holdings, Inc.	USA	20/05/2020	Annual	Against	2 1.3 1.2	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
State Street Corporation	USA	20/05/2020	Annual	All For		
The Hartford Financial Services Group, Inc.	USA	20/05/2020	Annual	Against	3 1h	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Thermo Fisher Scientific Inc.	USA	20/05/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance
United Airlines Holdings, Inc.	USA	20/05/2020	Annual	Against	6 5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
Universal Health Services, Inc.	USA	20/05/2020	Annual	Against	2,3 1	Apparent failure to link pay and appropriate performance Concerns related to approach to board diversity
Verisk Analytics, Inc.	USA	20/05/2020	Annual	All For		

Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Zoetis Inc.	USA	20/05/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance
Anthem, Inc.	USA	21/05/2020	Annual	Against	2 4	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
BlackRock, Inc.	USA	21/05/2020	Annual	Against	2 4	Insufficient/poor disclosure 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
CDW Corp.	USA	21/05/2020	Annual	Against	2 1f	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
DexCom, Inc.	USA	21/05/2020	Annual	All For		
Dropbox, Inc.	USA	21/05/2020	Annual	Against	3 1.7 1.4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value
Elanco Animal Health, Inc.	USA	21/05/2020	Annual	Against	3 1c	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value
Harley-Davidson, Inc.	USA	21/05/2020	Annual	Against	2 1.3	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Henry Schein, Inc.	USA	21/05/2020	Annual	Against	3 1a	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Kansas City Southern	USA	21/05/2020	Annual	Against	3 1.8	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
KeyCorp	USA	21/05/2020	Annual	Against	3 1.11 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes appropriate accountability or incentivisation
Lear Corporation	USA	21/05/2020	Annual	Against	3 4	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Lennox International Inc.	USA	21/05/2020	Annual	Against	2	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value
Liberty Media Corp.	USA	21/05/2020	Annual	Against	1.3 1.2	Concerns to protect shareholder value Concerns related to approach to board diversity Concerns about remuneration committee performance
Marsh & McLennan Companies, Inc.	USA	21/05/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance
McDonald's Corporation	USA	21/05/2020	Annual	Against	2 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
Medical Properties Trust, Inc.	USA	21/05/2020	Annual	All For		
Mohawk Industries, Inc.	USA	21/05/2020	Annual	Against	3 1.1	Apparent failure to link pay and appropriate performance Concerns related to approach to board diversity Concerns about remuneration committee performance
Morgan Stanley	USA	21/05/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance
NextEra Energy, Inc.	USA	21/05/2020	Annual	Against	3 4	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
PayPal Holdings, Inc.	USA	21/05/2020	Annual	All For		
People's United Financial, Inc.	USA	21/05/2020	Annual	Against	2 1j 1c	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
Pinterest, Inc.	USA	21/05/2020	Annual	Against	1b	Concerns to protect shareholder value
Sealed Air Corporation	USA	21/05/2020	Annual	All For		
Southwest Airlines Co.	USA	21/05/2020	Annual	Against	1d 4 6	Concerns related to approach to board diversity Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes transparency
Synchrony Financial	USA	21/05/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance
The Home Depot, Inc.	USA	21/05/2020	Annual	Against	3 6 5 7	Apparent failure to link pay & appropriate 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
The Interpublic Group of Companies, Inc.	USA	21/05/2020	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
The Mosaic Company	USA	21/05/2020	Annual	All For		
The Travelers Companies, Inc.	USA	21/05/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance
UDR, Inc.	USA	21/05/2020	Annual	Against	3 1g 1d	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
VEREIT, Inc.	USA	21/05/2020	Annual	Against	3	Apparent failure to link pay and appropriate performance
VeriSign, Inc.	USA	21/05/2020	Annual	Against	1h	Concerns about remuneration committee performance
Voya Financial, Inc.	USA	21/05/2020	Annual	All For	1.3	Concerns related to approach to board diversity
Xerox Holdings Corporation	USA	21/05/2020	Annual	Against	3 1.5 1.1	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
Cerner Corporation	USA	22/05/2020	Annual	Against	3	Apparent failure to link pay and appropriate performance
Flowserve Corporation	USA	22/05/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance
Sun Communities, Inc.	USA	22/05/2020	Annual	Against	2 1d 1b	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
Xcel Energy Inc.	USA	22/05/2020	Annual	All For		
Incyte Corporation	USA	26/05/2020	Annual	Against	2 5	Apparent failure to link pay and appropriate performance Shareholder proposal promotes appropriate accountability or incentivisation
Merck & Co., Inc.	USA	26/05/2020	Annual	Against	2 4 5	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
Amazon.com, Inc.	USA	27/05/2020	Annual	Against	3 1c 9,14 13 5,6,7,8,10,15 16	Apparent failure to link pay and appropriate performance Concerns about overall performance Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes better management of SEE opportunities and risks Shareholder proposal promotes better management of SEE opportunities and risks Shareholder proposal promotes transparency
Americold Realty Trust, Inc.	USA	27/05/2020	Annual	Against	1h	Concerns related to approach to board diversity
Arista Networks, Inc.	USA	27/05/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance
BioMarin Pharmaceutical Inc.	USA	27/05/2020	Annual	Against	3 1.4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Dollar General Corporation	USA	27/05/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
DuPont de Nemours, Inc.	USA	27/05/2020	Annual	Against	2 6 5	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
Facebook, Inc.	USA	27/05/2020	Annual	Against	3 1.8 1.7 5 9,10,11 4,6 7	Apparent failure to link pay and appropriate performance Concerns about overall performance Concerns about overall performance Concerns to protect shareholder value Concerns about remuneration committee performance Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes better management of SEE opportunities and risks Shareholder proposal promotes enhanced shareholder rights Shareholder proposal promotes transparency
Illumina, Inc.	USA	27/05/2020	Annual	Against	4	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
Shopify, Inc.	Canada	27/05/2020	Annual	Against	3	Apparent failure to link pay and appropriate performance
The Southern Company	USA	27/05/2020	Annual	Against	4 5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
Trimble Inc.	USA	27/05/2020	Annual	Against	2 1.7	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Twitter, Inc.	USA	27/05/2020	Annual	All For		
Under Armour, Inc.	USA	27/05/2020	Annual	Against	2 1.9 1.8	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value
Fidelity National Information Services, Inc.	USA	28/05/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance
IPG Photonics Corporation	USA	28/05/2020	Annual	Against	2 1.6 1.7 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity Shareholder proposal promotes appropriate accountability or incentivisation
Jones Lang LaSalle Incorporated	USA	28/05/2020	Annual	Against	2 1a 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Apparent failure to link pay and appropriate performance
Life Storage, Inc.	USA	28/05/2020	Annual	Against	1d 1g	Concerns about remuneration committee performance Concerns related to approach to board diversity
Quanta Services, Inc.	USA	28/05/2020	Annual	Against	2 1.5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
STORE Capital Corp.	USA	28/05/2020	Annual	Against	2 1.8	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Unum Group	USA	28/05/2020	Annual	Against	2 1e	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
DocuSign, Inc.	USA	29/05/2020	Annual	Against	1.2	Concerns to protect shareholder value
Insulet Corporation	USA	29/05/2020	Annual	Against	2 1.1	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
Lowe's Companies, Inc.	USA	29/05/2020	Annual	Against	2 6	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
Canadian Apartment Properties Real Estate Investment Trust	Canada	01/06/2020	Annual/Special	All For		
SL Green Realty Corp.	USA	01/06/2020	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
Tiffany & Co.	USA	01/06/2020	Annual	Against	3 1b	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
UnitedHealth Group Incorporated	USA	01/06/2020	Annual	All For		
Cognizant Technology Solutions Corporation	USA	02/06/2020	Annual	Against	2 1f	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Fortive Corporation	USA	02/06/2020	Annual	All For		
RioCan Real Estate Investment Trust	Canada	02/06/2020	Annual/Special	All For		
Alphabet Inc.	USA	03/06/2020	Annual	Against	1.6,1.10,4 1.4,1.8 3 1.9 6,7,9,10,12,13 11 5	Apparent failure to link pay & appropriate performance Concerns about overall board structure Concerns about overall performance Concerns related to attendance at board or committee meetings 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 enhanced shareholder rights
Biogen Inc.	USA	03/06/2020	Annual	Against	3 1g 1a	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
Citrix Systems, Inc.	USA	03/06/2020	Annual	Against	2	Apparent failure to link pay and appropriate performance
Comcast Corporation	USA	03/06/2020	Annual	Against	5 8 7 6	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 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 better management of ESG opportunities and risks 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes efficient capital structure 3- SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
CoStar Group, Inc.	USA	03/06/2020	Annual	Against	3	Insufficient/poor disclosure
Freemont-McMoRan, Inc.	USA	03/06/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance
GoDaddy, Inc.	USA	03/06/2020	Annual	Against	3 1.3	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
Live Nation Entertainment, Inc.	USA	03/06/2020	Annual	Against	2 1.9 1.8	Apparent failure to link pay and appropriate performance Concerns related to approach to board diversityPoison pill/anti-takeover measure not in investors' interests Overboarded/Too many other time commitments
lululemon athletica inc.	USA	03/06/2020	Annual	All For		
Monster Beverage Corporation	USA	03/06/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance
SEI Investments Company	USA	03/06/2020	Annual	All For		
Thomson Reuters Corporation	Canada	03/06/2020	Annual	All For		
Twilio, Inc.	USA	03/06/2020	Annual	Against	3 1.3	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value
Ulta Beauty, Inc.	USA	03/06/2020	Annual	Against	3	Apparent failure to link pay and appropriate performance
Vertex Pharmaceuticals Incorporated	USA	03/06/2020	Annual	Against	3 1.10 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes transparency
Walmart Inc.	USA	03/06/2020	Annual	Against	2 5,6,8	Apparent failure to link pay and appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Algonquin Power & Utilities Corp.	Canada	04/06/2020	Annual	All For		
Booking Holdings Inc.	USA	04/06/2020	Annual	All For		
Netflix, Inc.	USA	04/06/2020	Annual	Against	3,4 1c 1b 5 6	Apparent failure to link pay & appropriate performance Concerns about overall performance Concerns about overall 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
Sirius XM Holdings, Inc.	USA	04/06/2020	Annual	Against	2 1.12 1.9 1.3 1.6	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committeesOverboarded/Too many other time commitments
T-Mobile US, Inc.	USA	04/06/2020	Annual	Against	3 4	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
TD Ameritrade Holding Corporation	USA	04/06/2020	Special	All For		
The Charles Schwab Corporation	USA	04/06/2020	Special	All For		
Emera Incorporated	Canada	05/06/2020	Annual	All For		
Hilton Worldwide Holdings, Inc.	USA	05/06/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance
RingCentral, Inc.	USA	05/06/2020	Annual	Against	3 1e 1b	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder valueConcerns related to approach to board diversity
Alexandria Real Estate Equities, Inc.	USA	08/06/2020	Annual	Against	3 1.2 1.3	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversityConcerns to protect shareholder value
Digital Realty Trust, Inc.	USA	08/06/2020	Annual	Against	3 1e 1f	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value
Gartner, Inc.	USA	08/06/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance

Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Roper Technologies, Inc.	USA	08/06/2020	Annual	Against	2 1.9 4	Apparent failure to link pay & appropriate performance Inadequate management of climate-related risks 2- Lack of independence on board SH: Against shareholder resolution, against management recommendation / Shareholder proposal does not promote appropriate accountability or incentivisation 2- SH: Against shareholder resolution, against management recommendation / Shareholder proposal does not promote enhanced shareholder rights
The Middleby Corporation	USA	08/06/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance
Alliance Data Systems Corporation	USA	09/06/2020	Annual	All For		
EPAM Systems, Inc.	USA	09/06/2020	Annual	Against	3 1.2 1.3	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
NVIDIA Corporation	USA	09/06/2020	Annual	All For		
Omnicom Group, Inc.	USA	09/06/2020	Annual	Against	2 1.4 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes enhanced shareholder rights
The TJX Companies, Inc.	USA	09/06/2020	Annual	Against	3 4,5 7	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
TripAdvisor, Inc.	USA	09/06/2020	Annual	Against	1.3 1.1	Concerns about remuneration committee performance Overboarded/Too many other time commitments Concerns related to inappropriate membership of committees
Workday, Inc.	USA	09/06/2020	Annual	All For		
American Airlines Group Inc.	USA	10/06/2020	Annual	Against	3 4	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
Black Knight, Inc.	USA	10/06/2020	Annual	Against	2 1.2	Apparent failure to link pay and appropriate performance Concerns related to approach to board diversity Concerns about remuneration committee performance
Caterpillar Inc.	USA	10/06/2020	Annual	Against	3 1.10 5 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 SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
Dollarama Inc.	Canada	10/06/2020	Annual	All For		
Expedia Group, Inc.	USA	10/06/2020	Annual	Against	3 2 5	Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
Fidelity National Financial, Inc.	USA	10/06/2020	Annual	Against	2 1.4	Apparent failure to link pay and appropriate performance Concerns related to approach to board diversity
MarketAxess Holdings Inc.	USA	10/06/2020	Annual	Against	3 1c 1g	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
Restaurant Brands International, Inc.	Canada	10/06/2020	Annual	Against	2 1.1 1.6,3 5 4	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance 2- Concerns related to approach to board diversity Concerns related to Non-audit fees 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
Roku, Inc.	USA	10/06/2020	Annual	Against	3 1a	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value
Target Corporation	USA	10/06/2020	Annual	All For		
Activision Blizzard, Inc.	USA	11/06/2020	Annual	Against	2 4	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
Best Buy Co., Inc.	USA	11/06/2020	Annual	Against	3 1e	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
DaVita Inc.	USA	11/06/2020	Annual	Against	3,4 1c 5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes transparency Concerns related to approach to board diversity
Dollar Tree, Inc.	USA	11/06/2020	Annual	Against	1i 4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
FleetCor Technologies, Inc.	USA	11/06/2020	Annual	Against	3 1.3 4,5	Apparent failure to link pay and appropriate performance Concerns related to approach to board diversity Concerns about remuneration committee performance Shareholder proposal promotes appropriate accountability or incentivisation
Lincoln National Corporation	USA	11/06/2020	Annual	Against	3 1.9 6	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes appropriate accountability or incentivisation
Omega Healthcare Investors, Inc.	USA	11/06/2020	Annual	All For		
salesforce.com, inc.	USA	11/06/2020	Annual	Against	5	Apparent failure to link pay & appropriate performance
Splunk Inc.	USA	11/06/2020	Annual	All For		
W. P. Carey Inc.	USA	11/06/2020	Annual	Against	2 1b 1g	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
Brookfield Asset Management Inc.	Canada	12/06/2020	Annual	Against	3 4	Apparent failure to link pay and appropriate performance Apparent failure to link pay & appropriate performance
Regeneron Pharmaceuticals, Inc.	USA	12/06/2020	Annual	Against	3 1c	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
W.R. Berkley Corp.	USA	12/06/2020	Annual	Against	3 1b	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value
Howmet Aerospace Inc.	USA	15/06/2020	Annual	Against	3 1d	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
General Motors Company	USA	16/06/2020	Annual	Against	8 7 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
H&R Real Estate Investment Trust	Canada	16/06/2020	Annual	All For		
Ingersoll Rand, Inc.	USA	16/06/2020	Annual	All For		
Mastercard Incorporated	USA	16/06/2020	Annual	All For		
MetLife, Inc.	USA	16/06/2020	Annual	All For		

Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Okta, Inc.	USA	16/06/2020	Annual	Against	3 1.4	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value
Square, Inc.	USA	16/06/2020	Annual	Against	1.3	Concerns to protect shareholder value
ServiceNow, Inc.	USA	17/06/2020	Annual	All For		
Autodesk, Inc.	USA	18/06/2020	Annual	Against	3 1f	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
CI Financial Corp.	Canada	18/06/2020	Annual	Against	3	Apparent failure to link pay and appropriate performance
Delta Air Lines, Inc.	USA	18/06/2020	Annual	Against	2 7 5 6	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
Discovery, Inc.	USA	18/06/2020	Annual	Against	3 1.1 1.2 4	Apparent failure to link pay & appropriate performance Concerns related to approach to board diversity 2- Concerns related to inappropriate membership of committees 3- Lack of independent representation at board committees Overboarded/Too many other time commitments SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
Equinix, Inc.	USA	18/06/2020	Annual	Against	2,3 1.6 5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes transparency
PVH Corp.	USA	18/06/2020	Annual	Against	2 1k	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Fortinet, Inc.	USA	19/06/2020	Annual	Against	3 1.8 5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes better management of SEE opportunities and risks
CarMax, Inc.	USA	23/06/2020	Annual	Against	3 1b	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Air Canada	Canada	25/06/2020	Annual	Abstain Against	A B	Administrative declaration Administrative declaration
Equity Residential	USA	25/06/2020	Annual	Against	3 1.4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
IAC/InterActiveCorp.	USA	25/06/2020	Annual	Against	2	Concerns about reducing shareholder rights 2- Concerns to protect shareholder value
Match Group, Inc.	USA	25/06/2020	Special	Against	2	Concerns to protect shareholder value
The Kroger Co.	USA	25/06/2020	Annual	Against	2 1f 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
Veeva Systems, Inc.	USA	25/06/2020	Annual	Against	1.3	Concerns related to approach to board diversity
Wynn Resorts Ltd.	USA	25/06/2020	Annual	Against	3	Apparent failure to link pay and appropriate performance
Dell Technologies, Inc.	USA	29/06/2020	Annual	Against	1.3	Concerns related to inappropriate membership of committees
eBay Inc.	USA	29/06/2020	Annual	All For		
TransDigm Group Incorporated	USA	29/06/2020	Annual	Against	2 4	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Kirkland Lake Gold Ltd.	Canada	30/06/2020	Annual/Special	All For		

Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Rio Tinto Plc	United Kingdom	08/04/2020	Annual	Against	3 2	Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance
Smith & Nephew Plc	United Kingdom	09/04/2020	Annual	Against	2	Apparent failure to link pay and appropriate performance
Bunzl Plc	United Kingdom	15/04/2020	Annual	Against	12 11	Apparent failure to link pay & appropriate performance Apparent failure to link pay and appropriate performance
London Stock Exchange Group Plc	United Kingdom	21/04/2020	Annual	All For		
SEGRO Plc	United Kingdom	21/04/2020	Annual	Against	14	Concerns related to Non-audit fees
Aptiv Plc	Jersey	23/04/2020	Annual	Against	13	Apparent failure to link pay & appropriate performance
Croda International Plc	United Kingdom	23/04/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance
Meggitt Plc	United Kingdom	23/04/2020	Annual	Abstain Against	4 2	Proposal withdrawn/not put to a vote Apparent failure to link pay and appropriate performance
RELX Plc	United Kingdom	23/04/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance
Taylor Wimpey Plc	United Kingdom	23/04/2020	Annual	Abstain Against	2,3 20	Proposal withdrawn/not put to a vote Apparent failure to link pay and appropriate performance
HSBC Holdings Plc	United Kingdom	24/04/2020	Annual	All For		
Pearson Plc	United Kingdom	24/04/2020	Annual	Against	14	Apparent failure to link pay and appropriate performance
TechnipFMC Plc	United Kingdom	24/04/2020	Annual	All For		
AstraZeneca Plc	United Kingdom	29/04/2020	Annual	Against	7,14 6 5d	Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance Overboarded/Too many other time commitments
Persimmon Plc	United Kingdom	29/04/2020	Annual	Abstain	2	Proposal withdrawn/not put to a vote
Unilever Plc	United Kingdom	29/04/2020	Annual	All For		
Admiral Group Plc	United Kingdom	30/04/2020	Annual	All For		
Schroders Plc	United Kingdom	30/04/2020	Annual	Against	3,4	Apparent failure to link pay and appropriate performance
Informa Plc	United Kingdom	04/05/2020	Special	All For		
GlaxoSmithKline Plc	United Kingdom	06/05/2020	Annual	Against	2,3	Apparent failure to link pay and appropriate performance
Ocado Group Plc	United Kingdom	06/05/2020	Annual	Against	2 6 10 26 9	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns about overall performance Concerns about remuneration committee performance Concerns about reducing shareholder rights Lack of independence on board
Standard Chartered Plc	United Kingdom	06/05/2020	Annual	Abstain	2	To be withdrawn from agenda
BAE Systems Plc	United Kingdom	07/05/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance
Barclays Plc	United Kingdom	07/05/2020	Annual	Against	30	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
InterContinental Hotels Group Plc	United Kingdom	07/05/2020	Annual	Against	8 2	Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance
Rolls-Royce Holdings Plc	United Kingdom	07/05/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance
Rolls-Royce Holdings Plc	United Kingdom	07/05/2020	Special	All For		
RSA Insurance Group Plc	United Kingdom	07/05/2020	Annual	Abstain	4	This resolution will be withdrawn

Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
The UNITE Group Plc	United Kingdom	07/05/2020	Annual	Against	15	Concerns related to Non-audit fees
Nielsen Holdings Plc	United Kingdom	12/05/2020	Annual	Against	5,6 1f 7,8	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Issue of capital raises concerns about excessive dilution of existing shareholders
Reckitt Benckiser Group Plc	United Kingdom	12/05/2020	Annual	Against	2	Apparent failure to link pay and appropriate performance
Standard Life Aberdeen Plc	United Kingdom	12/05/2020	Annual	Against	6 16	Apparent failure to link pay & appropriate performance Concerns about reducing shareholder rights
Rentokil Initial Plc	United Kingdom	13/05/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance
Spirax-Sarco Engineering Plc	United Kingdom	13/05/2020	Annual	All For		
Direct Line Insurance Group Plc	United Kingdom	14/05/2020	Annual	Against	3	Apparent failure to link pay and appropriate performance
Next Plc	United Kingdom	14/05/2020	Annual	Against	2,3	Apparent failure to link pay & appropriate performance
Prudential Plc	United Kingdom	14/05/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance
Tesco Plc	United Kingdom	14/05/2020	Special	All For		
Derwent London Plc	United Kingdom	15/05/2020	Annual	All For		
Antofagasta Plc	United Kingdom	20/05/2020	Annual	Against	2,3	Apparent failure to link pay and appropriate performance
Intertek Group Plc	United Kingdom	21/05/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance
Legal & General Group Plc	United Kingdom	21/05/2020	Annual	Against	16	Apparent failure to link pay & appropriate performance
Lloyds Banking Group Plc	United Kingdom	21/05/2020	Annual	Abstain	17	To be withdrawn from agenda
Aviva Plc	United Kingdom	26/05/2020	Annual	Abstain	3	Proposal withdrawn/not put to a vote
RELX Plc	United Kingdom	26/05/2020	Special	All For		
Coca-Cola European Partners Plc	United Kingdom	27/05/2020	Annual	Against	2,3 9,16 21	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees Concerns to protect shareholder value
M&G Plc	United Kingdom	27/05/2020	Annual	Against	3	Apparent failure to link pay and appropriate performance
Sensata Technologies Holding Plc	United Kingdom	28/05/2020	Annual	Against	2 1e 1a	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
Glencore Plc	Jersey	02/06/2020	Annual	Against	4	Concerns about overall performance
Calisen Plc	United Kingdom	04/06/2020	Annual	All For		
Cushman & Wakefield Plc	United Kingdom	10/06/2020	Annual	All For		
WPP Plc	Jersey	10/06/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance
Wm Morrison Supermarkets Plc	United Kingdom	11/06/2020	Annual	Against	3 6	Apparent failure to link pay and appropriate performance Concerns related to approach to board diversity
Informa Plc	United Kingdom	12/06/2020	Annual	Against	13	Apparent failure to link pay and appropriate performance
EVRAZ Plc	United Kingdom	16/06/2020	Annual	Against	2 4 12	Apparent failure to link pay & appropriate performance Concerns about overall performance Concerns related to approach to board diversity
GVC Holdings Plc	Isle of Man	24/06/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance
Tesco Plc	United Kingdom	26/06/2020	Annual	Against	2	Apparent failure to link pay and appropriate performance



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Liberty Global Plc	United Kingdom	30/06/2020	Annual	Against	8 5,6,7 2 3	Annual vote provides for greater shareholder oversight Apparent failure to link pay and appropriate performance Concerns related to approach to board diversity Concerns related to approach to board diversityConcerns to protect shareholder valueConcerns about remuneration committee performance