

Voting Disclosure:  
Q3 2020

Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Link Real Estate Investment Trust	Hong Kong	22/07/2020	Annual	All For		
Toppan Printing Co., Ltd.	Japan	21/07/2020	Annual	Against	1.1,1.14	Concerns about overall board structure
Hitachi Ltd.	Japan	30/07/2020	Annual	All For		
Olympus Corp.	Japan	30/07/2020	Annual	Against	3.1	Concerns related to approach to board diversity
TSURUHA Holdings, Inc.	Japan	11/08/2020	Annual	Against	2.10	Concerns about overall board structure
Oracle Corp Japan	Japan	21/08/2020	Annual	Against	2.7	Concerns related to inappropriate membership of committees
Nippon Prologis REIT, Inc.	Japan	27/08/2020	Special	All For		
Lasertec Corp.	Japan	28/09/2020	Annual	Against	2.6,2.7	Concerns about overall board structure
Asahi Intecc Co., Ltd.	Japan	29/09/2020	Annual	All For		
Pan Pacific International Holdings Corp.	Japan	29/09/2020	Annual	Against	3.2,3.4 2.1	Concerns about overall board structure Concerns related to approach to board diversity Concerns about overall board structure
Mapletree Logistics Trust	Singapore	14/07/2020	Annual	Against	3	Issue of equity raises concerns about excessive dilution of existing shareholders
Mapletree Commercial Trust	Singapore	22/07/2020	Annual	Against	3	Issue of equity raises concerns about excessive dilution of existing shareholders
Singapore Telecommunications Limited	Singapore	30/07/2020	Annual	All For		
Singapore Exchange Ltd.	Singapore	24/09/2020	Annual	All For		

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AusNet Services Ltd.	Australia	16/07/2020	Annual	Against	5	Apparent failure to link pay & appropriate performance
Macquarie Group Limited	Australia	30/07/2020	Annual	All For	3	Apparent failure to link pay & appropriate performance
Centuria Industrial REIT	Australia	24/08/2020	Special	Against	1	Concerns to protect shareholder value
ASX Limited	Australia	30/09/2020	Annual	All For		
Ryman Healthcare Ltd.	New Zealand	13/08/2020	Annual	Against	4	Apparent failure to link pay & appropriate performance
Fisher & Paykel Healthcare Corporation Limited	New Zealand	21/08/2020	Annual	Against	5,6	Apparent failure to link pay & appropriate performance
Mercury NZ Ltd.	New Zealand	24/09/2020	Annual	All For	4	Apparent failure to link pay & appropriate performance

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Marvell Technology Group Ltd.	Bermuda	23/07/2020	Annual	Against	2 1H 1C	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
IsraCard Ltd.	Israel	16/07/2020	Special	Against	A,B1,B2	Administrative declaration
Check Point Software Technologies Ltd.	Israel	03/08/2020	Annual	All For		
Israel Discount Bank Ltd.	Israel	04/08/2020	Annual	Abstain Against	4.3 3.4 B1,B2 A	Cumulative/slate voting in favour of individual candidates/slates Cumulative/slate voting in favour of individual candidates/slates Administrative declaration Administrative declaration
Bank Leumi Le-Israel Ltd.	Israel	10/09/2020	Annual	Abstain Against	6 4 B1,B2 A	Cumulative/slate voting in favour of individual candidates/slates Cumulative/slate voting in favour of individual candidates/slates Administrative declaration Administrative declaration
NICE Ltd. (Israel)	Israel	10/09/2020	Annual	Against	A,B1,B2	Administrative declaration

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voestalpine AG	Austria	01/07/2020	Annual	Against	7	Performance-related pay/awards for non-executives
Andritz AG	Austria	07/07/2020	Annual	Against	8	Concerns about remuneration committee performance
Ubisoft Entertainment SA	France	02/07/2020	Annual/Special	All For		
Wendel SE	France	02/07/2020	Annual/Special	Against	7,11,12,27,28 4	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure
Alstom SA	France	08/07/2020	Annual/Special	All For		
Remy Cointreau SA	France	23/07/2020	Annual/Special	Against	6,12,16,17 5 23,24,25,26	Apparent failure to link pay and appropriate performance Insufficient justification for related party transaction Issue of equity raises concerns about excessive dilution of existing shareholders
Bouygues SA	France	04/09/2020	Special	Against	2	Apparent failure to link pay and appropriate performance
Daimler AG	Germany	08/07/2020	Annual	Against	8	Issue of capital raises concerns about excessive dilution of existing shareholders
Siemens AG	Germany	09/07/2020	Special	All For		
Covestro AG	Germany	30/07/2020	Annual	All For		
MTU Aero Engines AG	Germany	05/08/2020	Annual	All For		
Carl Zeiss Meditec AG	Germany	06/08/2020	Annual	Against	8 7.1,7.2	Concerns to protect shareholder value Lack of independence on board
adidas AG	Germany	11/08/2020	Annual	Against	7	Concerns regarding Auditor tenure
LEG Immobilien AG	Germany	19/08/2020	Annual	Against	8	Apparent failure to link pay and appropriate performance
Deutsche Post AG	Germany	27/08/2020	Annual	Against	5	Concerns regarding Auditor tenure
Fresenius Medical Care AG & Co. KGaA	Germany	27/08/2020	Annual	All For		
Fresenius SE & Co. KGaA	Germany	28/08/2020	Annual	All For		
Evonik Industries AG	Germany	31/08/2020	Annual	Against	7 6	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value
alstria office REIT-AG	Germany	29/09/2020	Annual	Against	12 13	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value
Volkswagen AG	Germany	30/09/2020	Annual	Against	3.1,3.3,3.5,3.9,4.1,4.2,4.3,4.4,4.7,4.9,4.10,4.12,4.13,4.15,4.16,4.17,4.18,4.21 5	Concerns to protect shareholder value Lack of independence on board
DCC Plc	Ireland	17/07/2020	Annual	All For		
Linde Plc	Ireland	27/07/2020	Annual	Against	4 1h 1k	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Overboarded/Too many other time commitments
Linde Plc	Ireland	27/07/2020	Annual	Against	4 1h 1k	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Overboarded/Too many other time commitments
STERIS Plc (Ireland)	Ireland	28/07/2020	Annual	All For		
Hibernia REIT Plc	Ireland	29/07/2020	Annual	Against	3A,3D	Overboarded/Too many other time commitments
Jazz Pharmaceuticals Plc	Ireland	30/07/2020	Annual	Against	3 1b	Apparent failure to link pay and appropriate performance Concerns related to approach to board diversity
Aon Plc	Ireland	26/08/2020	Special	All For		
Willis Towers Watson Public Limited Company	Ireland	26/08/2020	Court	All For		
Willis Towers Watson Public Limited Company	Ireland	26/08/2020	Special	Against	3	Apparent failure to link pay & appropriate performance
Infrastrutture Wireless Italiane SpA	Italy	28/07/2020	Special	Against	1,A	Insufficient/poor disclosure
Prosus NV	Netherlands	18/08/2020	Annual	Against	2,5,14	Apparent failure to link pay and appropriate performance
Royal KPN NV	Netherlands	10/09/2020	Special	All For		
Davide Campari-Milano NV	Netherlands	18/09/2020	Special	Against	5 2,3	Apparent failure to link pay and appropriate performance Concerns related to shareholder rights
Unilever NV	Netherlands	21/09/2020	Special	All For		
Industria de Diseno Textil SA	Spain	14/07/2020	Annual	All For		
Cellnex Telecom SA	Spain	20/07/2020	Annual	All For		
Siemens Gamesa Renewable Energy SA	Spain	22/07/2020	Annual	Against	20 14,16	Apparent failure to link pay & appropriate performance Issue of equity raises concerns about excessive dilution of existing shareholders
Kinnevik AB	Sweden	19/08/2020	Special	All For		
Tele2 AB	Sweden	11/09/2020	Special	Against	7.b	Concerns to protect shareholder value
ICA Gruppen AB	Sweden	22/09/2020	Special	All For		
Evolution Gaming Group AB	Sweden	24/09/2020	Special	All For		

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Onex Corporation	Canada	21/07/2020	Annual/Special	All For		
Constellation Software Inc.	Canada	05/08/2020	Special	Against	1.3	Lack of independence on board
Saputo Inc.	Canada	06/08/2020	Annual	All For		
Empire Company Limited	Canada	10/09/2020	Annual	All For		
Open Text Corporation	Canada	14/09/2020	Annual/Special	All For		
Alimentation Couche-Tard Inc.	Canada	16/09/2020	Annual	Against	4,6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
First Capital Real Estate Investment Trust	Canada	29/09/2020	Annual/Special	All For		
MongoDB, Inc.	USA	10/07/2020	Annual	Against	2 1.2	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value
VMware, Inc.	USA	15/07/2020	Annual	Against	2 1a	Apparent failure to link pay and appropriate performance Concerns related to approach to board diversity
E*TRADE Financial Corporation	USA	17/07/2020	Special	Against	2	Apparent failure to link pay and appropriate performance
Constellation Brands, Inc.	USA	21/07/2020	Annual	Against	3 1.3 1.6	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value Concerns related to inappropriate membership of committees
VF Corp.	USA	28/07/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance
Booz Allen Hamilton Holding Corporation	USA	29/07/2020	Annual	All For		
McKesson Corporation	USA	29/07/2020	Annual	Against	5,6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
Ralph Lauren Corporation	USA	30/07/2020	Annual	All For		
Qorvo, Inc.	USA	04/08/2020	Annual	Against	2 1.7 1.9	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
Xilinx, Inc.	USA	05/08/2020	Annual	Against	2 1.4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Electronic Arts Inc.	USA	06/08/2020	Annual	Against	2 1b	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
ABIOMED, Inc.	USA	12/08/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance
DXC Technology Co.	USA	13/08/2020	Annual	Against	3,4	Apparent failure to link pay & appropriate performance
Microchip Technology Incorporated	USA	18/08/2020	Annual	All For		
The J. M. Smucker Company	USA	19/08/2020	Annual	Against	3 5	Apparent failure to link pay & appropriate performance
AMERCO	USA	20/08/2020	Annual	Against	3 2 1.3,1.4	Annual vote provides for greater shareholder oversight Apparent failure to link pay and appropriate performance Concerns related to approach to board diversity
Dynatrace, Inc.	USA	25/08/2020	Annual	Against	1b	Concerns related to approach to board diversity Concerns to protect shareholder value
International Flavors & Fragrances Inc.	USA	27/08/2020	Special	All For		
NortonLifeLock Inc.	USA	08/09/2020	Annual	Against	3 1e	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
H&R Block, Inc.	USA	10/09/2020	Annual	Against	3 1j	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
NetApp, Inc.	USA	10/09/2020	Annual	Against	2 1d	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Take-Two Interactive Software, Inc.	USA	16/09/2020	Annual	All For		
NIKE, Inc.	USA	17/09/2020	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
FedEx Corporation	USA	21/09/2020	Annual	Against	2 4,5	Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
General Mills, Inc.	USA	22/09/2020	Annual	All For		

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Tesla, Inc.	USA	22/09/2020	Annual	Against	2 1.2 6,7 5	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
Conagra Brands, Inc.	USA	23/09/2020	Annual	Against	3 1h	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Darden Restaurants, Inc.	USA	23/09/2020	Annual	All For		
Lamb Weston Holdings, Inc.	USA	24/09/2020	Annual	All For		

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Experian Plc	Jersey	22/07/2020	Annual	Against	2,3	Apparent failure to link pay and appropriate performance
Ferguson Plc	Jersey	29/07/2020	Special	All For		
J Sainsbury Plc	United Kingdom	02/07/2020	Annual	Against	3	Apparent failure to link pay and appropriate performance
Land Securities Group Plc	United Kingdom	09/07/2020	Annual	All For		
Burberry Group Plc	United Kingdom	15/07/2020	Annual	All For		
Severn Trent Plc	United Kingdom	15/07/2020	Annual	All For		
BT Group Plc	United Kingdom	16/07/2020	Annual	All For		
AVEVA Group Plc	United Kingdom	21/07/2020	Annual	Against	4 3	Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance
Johnson Matthey Plc	United Kingdom	23/07/2020	Annual	Against	3	Apparent failure to link pay and appropriate performance
United Utilities Group Plc	United Kingdom	24/07/2020	Annual	All For		
National Grid Plc	United Kingdom	27/07/2020	Annual	All For		
Vodafone Group Plc	United Kingdom	28/07/2020	Annual	Against	13	Overboarded/Too many other time commitments
The British Land Co. Plc	United Kingdom	29/07/2020	Annual	All For		
JD Sports Fashion Plc	United Kingdom	31/07/2020	Annual	Against	2,3,13 4 6	Apparent failure to link pay and appropriate performance Combined CEO/Chairman Concerns about remuneration committee performance
Big Yellow Group Plc	United Kingdom	05/08/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance
SSE Plc	United Kingdom	12/08/2020	Annual	All For		
Berkeley Group Holdings Plc	United Kingdom	04/09/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance
Halma Plc	United Kingdom	04/09/2020	Annual	All For		
Ashtead Group Plc	United Kingdom	08/09/2020	Annual	All For		
Auto Trader Group Plc	United Kingdom	16/09/2020	Annual	Against	2	Apparent failure to link pay and appropriate performance
Pearson Plc	United Kingdom	18/09/2020	Special	Against	1	Apparent failure to link pay & appropriate performance
Diageo Plc	United Kingdom	28/09/2020	Annual	Against	2,3	Apparent failure to link pay & appropriate performance