

Voting Disclosure:  
Q3 2021

Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Link Real Estate Investment Trust	Hong Kong	30/07/2021	Annual	All For		
ITO EN, LTD.	Japan	27/07/2021	Annual	All For		
TSURUHA Holdings, Inc.	Japan	10/08/2021	Annual	All For		
Oracle Corp Japan	Japan	20/08/2021	Annual	Against	1	Concerns related to shareholder rights
COSMOS Pharmaceutical Corp.	Japan	24/08/2021	Annual	Against	2.1 3.2	Lack of independence on board Lack of independence on board Lack of independent representation at board committees
United Urban Investment Corp.	Japan	31/08/2021	Special	All For		
Lasertec Corp.	Japan	28/09/2021	Annual	Against	3.6,3.7	
Asahi Intecc Co., Ltd.	Japan	29/09/2021	Annual	All For		
Mercari, Inc.	Japan	29/09/2021	Annual	Against	1	Concerns related to shareholder rights
Pan Pacific International Holdings Corp.	Japan	29/09/2021	Annual	All For		
Mapletree Logistics Trust	Singapore	13/07/2021	Annual	Against	3	Issue of equity raises concerns about excessive dilution of existing shareholders
ESR-REIT	Singapore	26/07/2021	Extraordinary Shareholders	All For		
Singapore Telecommunications Limited	Singapore	30/07/2021	Annual	All For		

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AusNet Services Ltd.	Australia	15/07/2021	Annual	Against	3 2a,2b	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity
Macquarie Group Limited	Australia	29/07/2021	Annual	Against	6	Concerns to protect shareholder value
Suncorp Group Limited	Australia	23/09/2021	Annual	Against	1	Apparent failure to link pay and appropriate performance
ASX Limited	Australia	29/09/2021	Annual	Against	4 3b	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees
Ryman Healthcare Ltd.	New Zealand	29/07/2021	Annual	Against	2.4 2.3	Lack of independence on board Lack of independence on board Concerns regarding Auditor tenure
Xero Limited	New Zealand	12/08/2021	Annual	All For		
Fisher & Paykel Healthcare Corporation Limited	New Zealand	18/08/2021	Annual	Against	4,5 1 2	Apparent failure to link pay & appropriate performance Concerns related to board gender diversity Concerns related to inappropriate membership of committees
Mercury NZ Ltd.	New Zealand	23/09/2021	Annual	All For		

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Athene Holding Ltd.	Bermuda	31/08/2021	Annual	Against	4 1.4 1.1	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns related to approach to board gender diversity Concerns to protect shareholder value Concerns about remuneration committee performance
Chow Tai Fook Jewellery Group Ltd.	Cayman Islands	28/07/2021	Annual	Against	3e 8 5,7	Concerns related to approach to board gender diversity Concerns related to potential conflict of interests and 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	16/08/2021	Extraordinary Shareholders	All For		
Mizrahi Tefahot Bank Ltd.	Israel	06/07/2021	Special	Against	A,B1,B2	Administrative declaration
ICL Group Ltd.	Israel	14/07/2021	Annual	Against	A,B1,B2	Administrative declaration
Mizrahi Tefahot Bank Ltd.	Israel	23/08/2021	Special	Against	A,B1,B2	Administrative declaration
Bank Leumi Le-Israel Ltd.	Israel	13/09/2021	Annual	Against	3,7,A,B1,B2	Administrative declaration

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voestalpine AG	Austria	07/07/2021	Annual Ordinary Shareholders	All For		
Colruyt SA	Belgium	29/09/2021	Annual Ordinary Shareholders	Against	2	Apparent failure to link pay and appropriate performance
DSV A/S	Denmark	08/09/2021	Extraordinary Shareholders	Against	2.1	Issue of capital raises concerns about excessive dilution of existing shareholders
Ubisoft Entertainment SA	France	01/07/2021	Annual/Special Ordinary Shareholders	Against	6,7,8,9,10	Apparent failure to link pay & appropriate performance
Kering SA	France	06/07/2021	Annual/Special Ordinary Shareholders	All For		
Remy Cointreau SA	France	22/07/2021	Annual/Special Ordinary Shareholders	Against	12,16,20,21 4	Apparent failure to link pay and appropriate performance Insufficient justification for related party transaction
Alstom SA	France	28/07/2021	Annual/Special Ordinary Shareholders	Against	5	Concerns related to Non-audit fees
SEB SA	France	06/08/2021	Annual/Special Ordinary Shareholders	Against	1,A	Insufficient/poor disclosure
BNP Paribas SA	France	24/09/2021	Annual/Special Ordinary Shareholders	All For		
Scout24 AG	Germany	08/07/2021	Annual Ordinary Shareholders	Against	9	Concerns to protect shareholder value Apparent failure to link pay and appropriate performance
Volkswagen AG	Germany	22/07/2021	Annual Ordinary Shareholders	Against	6 12 3.1,3.5,3.9,4.1,4.2,4.3,4.4,4.7,4.9,4.11,4.12,4.14, 4.15,4.16,4.17,4.20,10.1,10.2,11 5.1 5.2	Concerns related to Non-audit fees Concerns to protect shareholder value Lack of independence on board Concerns related to succession planning Lack of independence on board Inadequate management of climate-related risks Lack of independent representation at board committees Concerns related to succession planning
DCC Plc	Ireland	16/07/2021	Annual Ordinary Shareholders	All For		
Linde Plc	Ireland	26/07/2021	Annual Ordinary Shareholders	Against	3,4,5 1a 1h 1l	Apparent failure to link pay & appropriate performance Concerns about overall board structure Concerns about remuneration committee performance Concerns related to below-board gender diversity 2- Concerns related to board ethnic and/or racial diversity 3- Concerns related to board gender diversity
Jazz Pharmaceuticals Plc	Ireland	29/07/2021	Annual Ordinary Shareholders	Against	1d 6 4,5	Concerns about overall board structure Concerns to protect shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders
STERIS Plc (Ireland)	Ireland	29/07/2021	Annual Ordinary Shareholders	All For		
James Hardie Industries Plc	Ireland	26/08/2021	Annual Ordinary Shareholders	Against	2,8 3c	Apparent failure to link pay & appropriate performance Concerns related to board gender diversity
Jazz Pharmaceuticals Plc	Ireland	23/09/2021	Extraordinary Shareholders	All For		
Prosus NV	Netherlands	09/07/2021	Special Ordinary Shareholders	Against	1	Concerns to protect shareholder value
Prosus NV	Netherlands	24/08/2021	Annual Ordinary Shareholders	Against	2,8 10.1,10.2,10.3,10.4	Apparent failure to link pay & appropriate performance Concerns about overall board structure
ASM International NV	Netherlands	29/09/2021	Extraordinary Shareholders	All For		
Yara International ASA	Norway	06/09/2021	Extraordinary Shareholders	All For		
Industria de Diseno Textil SA	Spain	13/07/2021	Annual Ordinary Shareholders	All For		

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Evolution AB	Sweden	20/08/2021	Extraordinary Shareholders	All For		
Embracer Group AB	Sweden	23/08/2021	Extraordinary Shareholders	All For		
Castellum AB	Sweden	27/08/2021	Extraordinary Shareholders	All For		
Electrolux AB	Sweden	27/08/2021	Extraordinary Shareholders	All For		

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Lightspeed Commerce, Inc.	Canada	05/08/2021	Annual/Special	All For		
Saputo Inc.	Canada	05/08/2021	Annual	Against	1.4	Concerns related to board ethnic and/or racial diversity
Alimentation Couche-Tard Inc.	Canada	01/09/2021	Annual	Against	3 2.2	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversity Concerns related to approach to board diversity Concerns to protect shareholder value Concerns related to succession planning
Empire Company Limited	Canada	09/09/2021	Annual	Against	1	Apparent failure to link pay and appropriate performance
Open Text Corporation	Canada	15/09/2021	Annual	Against	3 1.10 1.12	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversity Concerns related to succession planning
Snowflake, Inc.	USA	08/07/2021	Annual	Against	1b	Concerns about overall board structure Concerns to protect shareholder value
Chewy, Inc.	USA	14/07/2021	Annual	Against	3 1.2 1.1	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns related to inappropriate membership of committees Concerns related to inappropriate membership of committees Concerns about overall board structure Concerns to protect shareholder value Lack of independence on board
Marvell Technology, Inc.	USA	16/07/2021	Annual	Against	2 1i 1b	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
Constellation Brands, Inc.	USA	20/07/2021	Annual	Against	3 1.4 1.7 4	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance Concerns related to inappropriate membership of committees SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
McKesson Corporation	USA	23/07/2021	Annual	All For		
VMware, Inc.	USA	23/07/2021	Annual	Against	2,3 4	Apparent failure to link pay and appropriate performance Issue of equity raises concerns about excessive dilution of existing shareholders
VF Corp.	USA	27/07/2021	Annual	Against	2 1.11	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Booz Allen Hamilton Holding Corporation	USA	28/07/2021	Annual	Against	1b	Concerns about overall board structure
Ralph Lauren Corporation	USA	29/07/2021	Annual	Against	3 1.1	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Plug Power Inc.	USA	30/07/2021	Annual	Against	4 1.3 1.2	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns about remuneration committee performance
Kimco Realty Corporation	USA	03/08/2021	Special	All For		
Xilinx, Inc.	USA	04/08/2021	Annual	Against	2 1.4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Qorvo, Inc.	USA	10/08/2021	Annual	Against	2 1.8 1.4,1.7,1.9	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity Concerns related to approach to board diversity
ABIOMED, Inc.	USA	11/08/2021	Annual	Against	2 1.1	Concerns about overall board structure
Electronic Arts Inc.	USA	12/08/2021	Annual	Against	2 1f 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value
Realty Income Corporation	USA	12/08/2021	Special	All For		
VEREIT, Inc.	USA	12/08/2021	Special	All For		
DXC Technology Co.	USA	17/08/2021	Annual	Against	1a,3	
The J. M. Smucker Company	USA	18/08/2021	Annual	Against	3 1b	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance

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AMERCO	USA	19/08/2021	Annual	Against	1.3,1.4,1.7 3	Concerns related to approach to board gender diversity Concerns related to approach to board diversity Shareholder proposal does not promote appropriate accountability or incentivisation
Microchip Technology Incorporated	USA	24/08/2021	Annual	Against	1.2 2	Concerns related to succession planning Apparent failure to link pay and appropriate performance
NetApp, Inc.	USA	10/09/2021	Annual	Against	1d 6	Concerns about remuneration committee performance Concerns to protect shareholder value Apparent failure to link pay and appropriate performance
NortonLifeLock Inc.	USA	14/09/2021	Annual	Against	3 1e 4	Concerns about remuneration committee performance Shareholder proposal promotes appropriate accountability or incentivisation
Take-Two Interactive Software, Inc.	USA	14/09/2021	Annual	All For		
Conagra Brands, Inc.	USA	15/09/2021	Annual	Against	3 1j	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Intuitive Surgical, Inc.	USA	20/09/2021	Special	All For		
Darden Restaurants, Inc.	USA	22/09/2021	Annual	Against	2 1.2 1.6	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
Lamb Weston Holdings, Inc.	USA	23/09/2021	Annual	Against	2 1i 1b	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
FedEx Corporation	USA	27/09/2021	Annual	Against	2 1k 4,7,8 5,6	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
General Mills, Inc.	USA	28/09/2021	Annual	All For		

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Experian Plc	Jersey	21/07/2021	Annual	All For		
JD Sports Fashion Plc	United Kingdom	01/07/2021	Annual	Against	2,3,13 4 6	Apparent failure to link pay & appropriate performance Combined CEO/Chair 2- Concerns related to board ethnic and/or racial diversity 3- Overboarded/Too many other time commitments Concerns about remuneration committee performance 2- Concerns related to inappropriate membership of committees
Severn Trent Plc	United Kingdom	08/07/2021	Annual	All For		
J Sainsbury Plc	United Kingdom	09/07/2021	Annual	All For		
Melrose Industries Plc	United Kingdom	09/07/2021	Special	All For		
Burberry Group Plc	United Kingdom	14/07/2021	Annual	All For		
BT Group Plc	United Kingdom	15/07/2021	Annual	All For		
Big Yellow Group Plc	United Kingdom	22/07/2021	Annual	Against	2	Apparent failure to link pay and appropriate performance
Halma Plc	United Kingdom	22/07/2021	Annual	Against	4	Apparent failure to link pay & appropriate performance
SSE Plc	United Kingdom	22/07/2021	Annual	All For		
United Utilities Group Plc	United Kingdom	23/07/2021	Annual	All For		
National Grid Plc	United Kingdom	26/07/2021	Annual	All For		
Vodafone Group Plc	United Kingdom	27/07/2021	Annual	All For		
Johnson Matthey Plc	United Kingdom	29/07/2021	Annual	All For		
Tritax EuroBox Plc	United Kingdom	27/08/2021	Special	All For		
Berkeley Group Holdings Plc	United Kingdom	03/09/2021	Annual	Against	2	Apparent failure to link pay & appropriate performance
Ashtead Group Plc	United Kingdom	16/09/2021	Annual	Against	2,3,15	Apparent failure to link pay and appropriate performance
Auto Trader Group Plc	United Kingdom	17/09/2021	Annual	Against	5 3	Concerns related to ethnic and/or racial diversity Save to Library Apparent failure to link pay and appropriate
Diageo Plc	United Kingdom	30/09/2021	Annual	Against	2	Apparent failure to link pay & appropriate performance