

Voting Disclosure:
Q4 2021



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Sino Land Co. Ltd.	Hong Kong	27/10/2021	Annual	Against	5.2,5.3 3.1,3.3 3.2	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 gender diversity Concerns related to succession planning
Sun Hung Kai Properties Limited	Hong Kong	04/11/2021	Annual	Against	3.1d 8 3.1b 6 7	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure Concerns related to long tenure Concerns to protect shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders
New World Development Co. Ltd.	Hong Kong	23/11/2021	Annual	Against	3a,3b 6 7,8	Concerns related to succession planning Concerns to protect shareholder value Concerns to protect shareholder value Apparent failure to link pay and appropriate performance
Mitsui Fudosan Logistics Park, Inc.	Japan	27/10/2021	Special	All For		
FAST RETAILING CO., LTD.	Japan	25/11/2021	Annual	Against	1.2,1.3 1.5	Lack of independence on board concern of independence due to business affiliation
Japan Metropolitan Fund Investment Corp.	Japan	26/11/2021	Special	All For		
Ryohin Keikaku Co., Ltd.	Japan	26/11/2021	Annual	Against	2 3.1,3.4	Concerns related to shareholder rights Lack of independence on board
Daiwa House REIT Investment Corp.	Japan	30/11/2021	Special	All For		
CyberAgent, Inc.	Japan	10/12/2021	Annual	Against	2 3.1,3.4 4.2	Concerns related to shareholder rights Lack of independence on board Lack of independence on board Lack of independent representation at board committees
Hamamatsu Photonics KK	Japan	17/12/2021	Annual	Against	3.8	Lack of independence on board
GMO Payment Gateway, Inc.	Japan	19/12/2021	Annual	Against	2 3.8,4.3	Concerns related to shareholder rights Lack of independence on board
Kenedix Retail REIT Corp.	Japan	22/12/2021	Special	Against	4.1	Lack of independence on board
Open House Co., Ltd.	Japan	22/12/2021	Annual	All For		
Singapore Exchange Ltd.	Singapore	07/10/2021	Annual	All For		
Lendlease Global Commercial REIT	Singapore	25/10/2021	Annual	Against	5	Issue of equity raises concerns about excessive dilution of existing shareholders
Singapore Technologies Engineering Ltd.	Singapore	15/12/2021	Extraordinary Shareholders	All For		

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Aurizon Holdings Ltd.	Australia	12/10/2021	Annual	Against	4	Apparent failure to link pay & appropriate performance
CSL Limited	Australia	12/10/2021	Annual	Against	3,4	Apparent failure to link pay & appropriate performance
Telstra Corporation Limited	Australia	12/10/2021	Annual	All For		
Commonwealth Bank of Australia	Australia	13/10/2021	Annual	Against	3 5b	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Brambles Limited	Australia	19/10/2021	Annual	Against	2	
Cochlear Limited	Australia	19/10/2021	Annual	Against	2.1,4.1	Apparent failure to link pay and appropriate performance
Dexus	Australia	19/10/2021	Annual	Against	1,2 4	Apparent failure to link pay and appropriate performance Concerns related to shareholder rights
Stockland	Australia	19/10/2021	Annual	Against	6,7	Apparent failure to link pay and appropriate performance
Tabcorp Holdings Limited	Australia	19/10/2021	Annual	Against	3 2b	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity
APA Group	Australia	21/10/2021	Annual	Against	1 3	Apparent failure to link pay and appropriate performance Concerns related to Non-audit fees
Endeavour Group Ltd. (Australia)	Australia	21/10/2021	Annual	Against	4,6	Apparent failure to link pay and appropriate performance
Magellan Financial Group Ltd.	Australia	21/10/2021	Annual	Against	2	Apparent failure to link pay and appropriate performance
Transurban Group Ltd.	Australia	21/10/2021	Annual	Against	3,4 2e	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity
Wesfarmers Limited	Australia	21/10/2021	Annual	Against	3	Apparent failure to link pay and appropriate performance
Woolworths Group Limited	Australia	27/10/2021	Annual	All For		
Reece Limited	Australia	28/10/2021	Annual	Against	1,3 2	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees
Domino's Pizza Enterprises Limited	Australia	03/11/2021	Annual	Against	1,4,5 3	Apparent failure to link pay and appropriate performance Concerns regarding Auditor tenure
Fortescue Metals Group Ltd.	Australia	09/11/2021	Annual	Against	1,5,6 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
Coles Group Ltd.	Australia	10/11/2021	Annual	Against	3	Apparent failure to link pay & appropriate performance
Newcrest Mining Ltd.	Australia	10/11/2021	Annual	Against	4	Apparent failure to link pay & appropriate performance
Computershare Limited	Australia	11/11/2021	Annual	Against	5	Apparent failure to link pay and appropriate performance
Ingenia Communities Group	Australia	11/11/2021	Annual	Against	2	Apparent failure to link pay and appropriate performance
REA Group Ltd	Australia	11/11/2021	Annual	Against	2,4a,4b 3b 5b	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees Concerns related to approach to board gender diversity Overboarded/Too many other time commitments Concerns related to shareholder rights
Seek Limited	Australia	17/11/2021	Annual	Against	2,4,5	Apparent failure to link pay and appropriate performance
Bluescope Steel Limited	Australia	18/11/2021	Annual	Against	2,4,5	Apparent failure to link pay and appropriate performance
Goodman Group	Australia	18/11/2021	Annual	Against	5,6,7,8 3a,3b 2 1	Apparent failure to link pay & appropriate performance Concerns about overall board structure Concerns about remuneration committee performance Concerns regarding Auditor tenure
Medibank Private Ltd.	Australia	18/11/2021	Annual	Against	3	Apparent failure to link pay and appropriate performance
Sonic Healthcare Limited	Australia	18/11/2021	Annual	Against	3,4,5	Apparent failure to link pay & appropriate performance
NextDC Ltd.	Australia	19/11/2021	Annual	Against	1,3 2	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity
Ramsay Health Care Limited	Australia	24/11/2021	Annual	Against	2	Apparent failure to link pay and appropriate performance
Westpac Banking Corp.	Australia	15/12/2021	Annual	Against	2,3 6b	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Australia and New Zealand Banking Group Limited	Australia	16/12/2021	Annual	Against	3,4 6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
National Australia Bank Limited	Australia	17/12/2021	Annual	Against	3,4b 5b	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks

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Spark New Zealand Ltd.	New Zealand	05/11/2021	Annual	All For		
APA Group	Australia	21/10/2021	Annual	Against	1	Apparent failure to link pay and appropriate performance
					3	Concerns related to Non-audit fees
Transurban Group Ltd.	Australia	21/10/2021	Annual	Against	3,4	Apparent failure to link pay and appropriate performance
					2e	Concerns related to approach to board gender diversity
Auckland International Airport Limited	New Zealand	21/10/2021	Annual	Against	2,5	Concerns regarding Auditor tenure

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Athene Holding Ltd.	Bermuda	21/12/2021	Special Extraordinary Shareholders	All For		
ESR Cayman Ltd.	Cayman Islands	03/11/2021	Extraordinary Shareholders	Against	2,3,4	Concerns related to board gender diversity
Bank Hapoalim BM	Israel	21/10/2021	Annual	Abstain Against	3.2.4.1 A,B1,B2	Cumulative/slate voting in favour of individual candidates/slates Administrative declaration
Wix.com Ltd.	Israel	08/11/2021	Annual	All For		
Mizrahi Tefahot Bank Ltd.	Israel	21/12/2021	Annual	Against	A,B1,B2	Administrative declaration
IsraCard Ltd.	Israel	28/12/2021	Annual/Special	Against	A,B1,B2 3	Administrative declaration Insufficient/poor disclosure
Grupo Aeroportuario del Centro Norte SAB de CV	Mexico	22/12/2021	Extraordinary Shareholders	All For		
Grupo Aeroportuario del Centro Norte SAB de CV	Mexico	22/12/2021	Ordinary Shareholders	All For		



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Raiffeisen Bank International AG	Austria	10/11/2021	Extraordinary Shareholders	All For		
Erste Group Bank AG	Austria	25/11/2021	Extraordinary Shareholders	All For		
Colruyt SA	Belgium	07/10/2021	Extraordinary Shareholders	Against	11.2 11.4 11.3	Issue of equity raises concerns about excessive dilution of existing shareholders 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
Groupe Bruxelles Lambert SA	Belgium	04/11/2021	Extraordinary Shareholders	Against	2.2 2.1	Apparent failure to link pay & appropriate performance Lack of independence on board
Chr. Hansen Holding A/S	Denmark	24/11/2021	Annual	All For		
Coloplast A/S	Denmark	02/12/2021	Annual	Abstain Against	7.1,7.2 4,6	Concerns related to inappropriate membership of committees Apparent failure to link pay & appropriate performance
Pernod Ricard SA	France	10/11/2021	Annual/Special	Against	8,10	Apparent failure to link pay and appropriate performance
Daimler AG	Germany	01/10/2021	Extraordinary Shareholders	All For		
Seagate Technology Holdings Plc	Ireland	20/10/2021	Annual	Against	1a,2	
Medtronic Plc	Ireland	09/12/2021	Annual	Against	1b,3	
DiaSorin SpA	Italy	04/10/2021	Extraordinary Shareholders	All For		
Intesa Sanpaolo SpA	Italy	14/10/2021	Ordinary Shareholders	All For		
FincoBank SpA	Italy	21/10/2021	Ordinary Shareholders	All For		
Mediobanca SpA	Italy	28/10/2021	Annual/Special	Against	3.1,3.2 A	Apparent failure to link pay & appropriate performance Insufficient/poor disclosure
Atlantia SpA	Italy	03/12/2021	Extraordinary Shareholders	All For		
Randstad NV	Netherlands	16/12/2021	Extraordinary Shareholders	All For		
Royal Vopak NV	Netherlands	17/12/2021	Extraordinary Shareholders	All For		
CNH Industrial NV	Netherlands	23/12/2021	Extraordinary Shareholders	All For		
Evolution AB	Sweden	06/10/2021	Extraordinary Shareholders	All For		

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Kinnevik AB	Sweden	21/10/2021	Extraordinary Shareholders	All For		
Svenska Handelsbanken AB	Sweden	21/10/2021	Extraordinary Shareholders	All For		
Sinch AB	Sweden	26/10/2021	Extraordinary Shareholders	Against	9 8	Apparent failure to link pay and appropriate performance Issue of equity raises concerns about excessive dilution of existing shareholders
Hennes & Mauritz AB	Sweden	28/10/2021	Extraordinary Shareholders	All For		
Swedbank AB	Sweden	28/10/2021	Extraordinary Shareholders	All For		
Skandinaviska Enskilda Banken AB	Sweden	12/11/2021	Extraordinary Shareholders	All For		
Hexagon AB	Sweden	17/11/2021	Extraordinary Shareholders	All For		
Industrivarden AB	Sweden	23/11/2021	Extraordinary Shareholders	All For		
Chubb Limited	Switzerland	03/11/2021	Extraordinary Shareholders	Against	3	Insufficient basis to support a decision
Royal Vopak NV	Netherlands	17/12/2021	Extraordinary Shareholders	All For		

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Kirkland Lake Gold Ltd.	Canada	26/11/2021	Special	All For		
Canadian Pacific Railway Limited	Canada	08/12/2021	Special	All For		
Apollo Global Management, Inc.	USA	01/10/2021	Annual	Against	1.4	Concerns about overall board structure
NIKE, Inc.	USA	06/10/2021	Annual	Against	2 1c 7 4,5,6	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 SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
RPM International Inc.	USA	07/10/2021	Annual	All For		
Tesla, Inc.	USA	07/10/2021	Annual	Against	1.1 1.2 5 6,7,8 9	Concerns about overall board structure 2- Concerns related to board gender diversity 3- Inadequate management of climate-related risks Concerns to protect shareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
The Procter & Gamble Company	USA	12/10/2021	Annual	Against	3 1g	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
Paychex, Inc.	USA	14/10/2021	Annual	Against	2 1h	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity Concerns related to succession planning
Cintas Corporation	USA	26/10/2021	Annual	Against	2 1a 1g 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity Shareholder proposal promotes enhanced shareholder rights
Parker-Hannifin Corporation	USA	27/10/2021	Annual	Against	3 1g	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Bio-Techne Corporation	USA	28/10/2021	Annual	Against	3 2h 2a	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
Catalent, Inc.	USA	28/10/2021	Annual	Against	1c	Concerns related to board ethnic and/or racial diversity 2- Concerns related to board gender diversity
VICI Properties, Inc.	USA	29/10/2021	Special	All For		
Block, Inc.	USA	03/11/2021	Special	All For		
KLA Corporation	USA	03/11/2021	Annual	Against	3 1.6	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Tapestry, Inc.	USA	03/11/2021	Annual	Against	3 1d	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
NortonLifeLock Inc.	USA	04/11/2021	Special	All For		
Cardinal Health, Inc.	USA	05/11/2021	Annual	Against	3 1a	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Lam Research Corporation	USA	08/11/2021	Annual	All For		
Automatic Data Processing, Inc.	USA	10/11/2021	Annual	Against	2 1b	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Fox Corporation	USA	10/11/2021	Annual	Against	3 1g 1h 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns to protect shareholder value Shareholder proposal promotes transparency

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Oracle Corporation	USA	10/11/2021	Annual	Against	1.5 1.4	Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversity 2- Concerns
The Estee Lauder Companies, Inc.	USA	12/11/2021	Annual	Against	1d,3 1a,1b	Apparent failure to link pay & appropriate performance
Jack Henry & Associates, Inc.	USA	16/11/2021	Annual	All For		
Western Digital Corporation	USA	16/11/2021	Annual	All For		
News Corporation	USA	17/11/2021	Annual	Against	3 1i	Apparent failure to link pay and appropriate performance. Concerns about remuneration committee performance
The Clorox Company	USA	17/11/2021	Annual	All For		
Broadridge Financial Solutions, Inc.	USA	18/11/2021	Annual	Against	2	Apparent failure to link pay and appropriate performance
ResMed Inc.	USA	18/11/2021	Annual	Against	3 1e	Apparent failure to link pay and appropriate performance. Concerns about overall board structure
Sysco Corporation	USA	19/11/2021	Annual	Against	4 2	Apparent failure to link pay & appropriate performance 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
Microsoft Corporation	USA	30/11/2021	Annual	Against	2 5,6,8,9	
Campbell Soup Company	USA	01/12/2021	Annual	Against	3 1.9	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Copart, Inc.	USA	03/12/2021	Annual	Against	2 1.5 1.8	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board gender diversity Concerns related to approach to board diversity
Peloton Interactive, Inc.	USA	07/12/2021	Annual	Against	3 1.1	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns related to approach
Vail Resorts, Inc.	USA	08/12/2021	Annual	Against	3 1a	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Kansas City Southern	USA	10/12/2021	Special	Against	2	Apparent failure to link pay and appropriate performance
Viatis Inc.	USA	10/12/2021	Annual	All For		
Cisco Systems, Inc.	USA	13/12/2021	Annual	Against	4 2	Apparent failure to link pay & appropriate performance

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Guidewire Software, Inc.	USA	14/12/2021	Annual	Against	3 1d	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
Palo Alto Networks, Inc.	USA	14/12/2021	Annual	Against	3 1a	Apparent failure to link pay & appropriate performance Combined CEO/Chair 2- Concerns about overall board structure
AutoZone, Inc.	USA	15/12/2021	Annual	Against	3 1.7 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
FactSet Research Systems Inc.	USA	16/12/2021	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced
People's United Financial, Inc.	USA	16/12/2021	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 Concerns related to board ethnic and/or racial diversity
Apollo Global Management, Inc.	USA	17/12/2021	Special	All For		

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Ancor Plc	Jersey	10/11/2021	Annual	All For		
Ferguson Plc	Jersey	02/12/2021	Annual	Against	2	Apparent failure to link pay & appropriate performance
Barratt Developments Plc	United Kingdom	13/10/2021	Annual	All For		
Hargreaves Lansdown Plc	United Kingdom	15/10/2021	Annual	Against	3	Apparent failure to link pay & appropriate performance
Wm Morrison Supermarkets Plc	United Kingdom	19/10/2021	Court	All For		
Wm Morrison Supermarkets Plc	United Kingdom	19/10/2021	Special	All For		
JD Sports Fashion Plc	United Kingdom	26/11/2021	Special	All For		
Associated British Foods Plc	United Kingdom	10/12/2021	Annual	All For		
Tritax Eurobox Plc	United Kingdom	10/12/2021	Special	All For		