

Voting Disclosure:
Q3 2022



Company Name	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Number	Voting Explanation
Link Real Estate Investment Trust	Hong Kong	20/07/2022	Annual	All For		
ITO EN, LTD.	Japan	28/07/2022	Annual	Against	3.1	Concerns related to approach to board gender diversity
TSURUHA Holdings, Inc.	Japan	10/08/2022	Annual	Against	4	Apparent failure to link pay and appropriate performance
Oracle Corp Japan	Japan	23/08/2022	Annual	All For		
Nippon Prologis REIT, Inc.	Japan	26/08/2022	Special	All For		
Lasertec Corp.	Japan	28/09/2022	Annual	All For		
Pan Pacific International Holdings Corp.	Japan	28/09/2022	Annual	Against	3.1 3.8	Concerns related to approach to board gender diversity Lack of independence on board
Asahi Intecc Co., Ltd.	Japan	29/09/2022	Annual	Against	5	Lack of independence on board Lack of independence on board
CapitaLand Ascendas REIT	Singapore	06/07/2022	Extraordinary Shareholders	All For		
Mapletree Logistics Trust	Singapore	18/07/2022	Annual	All For		
Singapore Telecommunications Limited	Singapore	29/07/2022	Annual	Against	3	Concerns related to inappropriate membership of committees

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Macquarie Group Limited	Australia	28/07/2022	Annual	All For		
Suncorp Group Limited	Australia	23/09/2022	Annual	Against	1,2,3	Apparent failure to link pay and appropriate performance
ASX Limited	Australia	28/09/2022	Annual	Against	4	Apparent failure to link pay and appropriate performance
Fisher & Paykel Healthcare Corporation Limited	New Zealand	24/08/2022	Annual	Against	7,8 2,6	Apparent failure to link pay and appropriate performance Concerns regarding Auditor tenure

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Tower Semiconductor Ltd.	Israel	21/07/2022	Annual	Against	A	Fund manager or client vote
ZIM Integrated Shipping Services Ltd.	Israel	21/07/2022	Annual/Special	All For		
Israel Discount Bank Ltd.	Israel	02/08/2022	Annual	Abstain Against No Action Taken	3.2 B1,B2 A	Cumulative/slate voting in favour of individual candidates/slates Administrative declaration Administrative declaration
Bank Leumi Le-Israel Ltd.	Israel	04/08/2022	Annual/Special	Abstain Against No Action Taken	3 7 A,B1,B2,B3	Cumulative/slate voting in favour of individual candidates/slates Lack of independent representation at board committees Administrative declaration
Azrieli Group Ltd.	Israel	10/08/2022	Annual/Special	Against No Action Taken Against	B1,B2 5.4 6 A	Administrative declaration Concerns related to inappropriate membership of committees Insufficient/poor disclosure
Bank Hapoalim BM	Israel	11/08/2022	Annual	Against No Action Taken	B1,B2 5,7,10 A	Administrative declaration Concerns about candidate's experience/skills
Check Point Software Technologies Ltd.	Israel	30/08/2022	Annual	All For Against		
Isracard Ltd.	Israel	22/09/2022	Annual/Special	Against No Action Taken	B1,B2 4,5 A	Administrative declaration Apparent failure to link pay and appropriate performance

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voestalpine AG	Austria	06/07/2022	Annual	Against	8 3,4	Concerns to protect shareholder value Inadequate management of climate-related risks
ROCKWOOL A/S	Denmark	31/08/2022	Extraordinary Shareholders	All For		
Ubisoft Entertainment SA	France	05/07/2022	Annual/Special	Against	5,6,7,8,9,10,11,12	Apparent failure to link pay and appropriate performance
Remy Cointreau SA	France	21/07/2022	Annual/Special	Against	11,12,13,14,15 5 21,22,23,24,25	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
DCC Plc	Ireland	15/07/2022	Annual	All For		
Linde Plc	Ireland	25/07/2022	Annual	Against	1g 3,4 1e	Concerns related to approach to board gender diversity Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance 2- Concerns related to below-board gender diversity 3- Concerns related to board gender diversity
Jazz Pharmaceuticals Plc	Ireland	28/07/2022	Annual	Against	3 1a 5 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders
STERIS Plc (Ireland)	Ireland	28/07/2022	Annual	All For		
OCI NV	Netherlands	19/08/2022	Extraordinary Shareholders	All For		
Prosus NV	Netherlands	24/08/2022	Annual	Against	2,7	Apparent failure to link pay & appropriate performance
Akzo Nobel NV	Netherlands	06/09/2022	Extraordinary Shareholders	All For		
argenx SE	Netherlands	08/09/2022	Extraordinary Shareholders	All For		
ABN AMRO Bank NV	Netherlands	29/09/2022	Extraordinary Shareholders	All For		
Koninklijke Philips NV	Netherlands	30/09/2022	Extraordinary Shareholders	All For		
Yara International ASA	Norway	07/07/2022	Extraordinary Shareholders	All For		
Norsk Hydro ASA	Norway	20/09/2022	Extraordinary Shareholders	All For		
Industria de Diseno Textil SA	Spain	12/07/2022	Annual	All For		

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Saputo Inc.	Canada	04/08/2022	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Alimentation Couche-Tard Inc.	Canada	31/08/2022	Annual/Special	Against	3 2.11	Apparent failure to link pay and appropriate performance Concerns related to board ethnic and/or racial diversity Concerns related to approach to board diversity Concerns about remuneration committee performance Concerns related to succession planning
Empire Company Limited	Canada	15/09/2022	Annual	Against	1	Apparent failure to link pay and appropriate performance
Open Text Corporation	Canada	15/09/2022	Annual	Against	1.11 1.9 3	Concerns related to board ethnic and/or racial diversity Concerns related to approach to board diversity Concerns about remuneration committee performance Apparent failure to link pay and appropriate performance
Snowflake, Inc.	USA	07/07/2022	Annual	Against	1c	Lack of independent representation at board committees Concerns about overall board structure Concerns to protect shareholder value
SoFi Technologies, Inc.	USA	12/07/2022	Annual	Against	4 1c 1j	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value
TransDigm Group Incorporated	USA	12/07/2022	Annual	Against	3 1.4	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
VMware, Inc.	USA	12/07/2022	Annual	Against	2 1c	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns about remuneration committee performance
Chewy, Inc.	USA	14/07/2022	Annual	Against	3,4 1.1	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value Lack of independence on board
HRTI LLC	USA	15/07/2022	Special	All For		
Constellation Brands, Inc.	USA	19/07/2022	Annual	Against	3 1.2	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value
McKesson Corporation	USA	22/07/2022	Annual	Against	6,7	Shareholder proposal promotes appropriate accountability or incentivisation
DXC Technology Co.	USA	26/07/2022	Annual	Against	3	Apparent failure to link pay and appropriate performance
VF Corp.	USA	26/07/2022	Annual	Against	1.3 2	Concerns about remuneration committee performance Apparent failure to link pay and appropriate performance
Ralph Lauren Corporation	USA	04/08/2022	Annual	Against	3 1.1 1.3	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value Concerns about overall board structure 2- Concerns to protect shareholder value
Tesla, Inc.	USA	04/08/2022	Annual	Against	1.1,1.2 7,8,9,10,11,12,13 6	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
Qorvo, Inc.	USA	09/08/2022	Annual	Against	2 1.8 1.1	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity Concerns related to approach to board gender diversity
ABIOMED, Inc.	USA	10/08/2022	Annual	Against	2 1.2	Apparent failure to link pay & appropriate performance Concerns about overall board structure 2- Concerns about remuneration committee performance
Electronic Arts Inc.	USA	11/08/2022	Annual	Against	6	Shareholder proposal promotes appropriate accountability or incentivisation
The J. M. Smucker Company	USA	17/08/2022	Annual	All For		
Zendesk, Inc.	USA	17/08/2022	Annual	Against	1a	Concerns to protect shareholder value; concerns about board structure; concerns about board gender diversity



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AMERCO	USA	18/08/2022	Annual	Against	1,3,1.4,1.7 4 3	Concerns related to approach to board diversity Concerns related to approach to board gender diversity Concerns related to board ethnic and/or racial diversity SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks Shareholder proposal does not promote appropriate accountability or incentivisation
Microchip Technology Incorporated	USA	23/08/2022	Annual	Against	1.2	Concerns related to succession planning
Dynatrace, Inc.	USA	24/08/2022	Annual	Against	3 1c	Apparent failure to link pay and appropriate performance Concerns about overall board structure Concerns to protect shareholder value
NetApp, Inc.	USA	09/09/2022	Annual	Against	2 1d 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes appropriate accountability or incentivisation
NIKE, Inc.	USA	09/09/2022	Annual	Against	2	Apparent failure to link pay & appropriate performance
NortonLifeLock Inc.	USA	13/09/2022	Annual	Against	3 1e 5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes appropriate accountability or incentivisation
Twitter, Inc.	USA	13/09/2022	Special	All For		
Take-Two Interactive Software, Inc.	USA	16/09/2022	Annual	Against	2 1d	Apparent failure to link pay and appropriate performance. Concerns about remuneration committee performance
FedEx Corporation	USA	19/09/2022	Annual	Against	5 6,7,8,9	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
Zendesck, Inc.	USA	19/09/2022	Special	All For		
Black Knight, Inc.	USA	21/09/2022	Special	Against	2	Apparent failure to link pay and appropriate performance
Conagra Brands, Inc.	USA	21/09/2022	Annual	Against	3 1i 4 5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value Shareholder proposal promotes appropriate accountability or incentivisation
Darden Restaurants, Inc.	USA	21/09/2022	Annual	All For		
Centene Corporation	USA	27/09/2022	Special	Against	3	Concerns to protect shareholder value
General Mills, Inc.	USA	27/09/2022	Annual	Against	5 6 4 1e	Shareholder proposal promotes appropriate accountability or incentivisation Shareholder proposal promotes better management of SEE opportunities and risks Concerns regarding Auditor tenure Concerns regarding audit quality
Duke Realty Corporation	USA	28/09/2022	Special	Against	2	Apparent failure to link pay and appropriate performance
Prologis, Inc.	USA	28/09/2022	Special	All For		
Lamb Weston Holdings, Inc.	USA	29/09/2022	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 Concerns related to approach to board gender diversity

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Experian Plc	Jersey	21/07/2022	Annual	Against	2	Apparent failure to link pay & appropriate performance
GSK Plc	United Kingdom	06/07/2022	Special	All For		
J Sainsbury Plc	United Kingdom	07/07/2022	Annual	Against	21	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Land Securities Group Plc	United Kingdom	07/07/2022	Annual	All For		
Severn Trent Plc	United Kingdom	07/07/2022	Annual	All For		
National Grid Plc	United Kingdom	11/07/2022	Annual	Against	17	Apparent failure to link pay and appropriate performance
Burberry Group Plc	United Kingdom	12/07/2022	Annual	All For		
The British Land Co. Plc	United Kingdom	12/07/2022	Annual	Against	3	Apparent failure to link pay and appropriate performance
LondonMetric Property Plc	United Kingdom	13/07/2022	Annual	All For		
BT Group Plc	United Kingdom	14/07/2022	Annual	All For		
Big Yellow Group Plc	United Kingdom	21/07/2022	Annual	All For		
Halma Plc	United Kingdom	21/07/2022	Annual	All For		
SSE Plc	United Kingdom	21/07/2022	Annual	All For		
JD Sports Fashion Plc	United Kingdom	22/07/2022	Annual	Against	2	Apparent failure to link pay & appropriate performance
United Utilities Group Plc	United Kingdom	22/07/2022	Annual	All For		
Vodafone Group Plc	United Kingdom	26/07/2022	Annual	Against	2	Concerns related to ethnic and/or racial diversity
Capital & Counties Properties Plc	United Kingdom	29/07/2022	Special	All For		
Schroders Plc	United Kingdom	15/08/2022	Special	All For		
NatWest Group Plc	United Kingdom	25/08/2022	Special	All For		
Nielsen Holdings Plc	United Kingdom	01/09/2022	Court	All For		
Nielsen Holdings Plc	United Kingdom	01/09/2022	Special	All For		
Berkeley Group Holdings Plc	United Kingdom	06/09/2022	Annual	Against	2,3,4,5	Apparent failure to link pay and appropriate performance
Auto Trader Group Plc	United Kingdom	15/09/2022	Annual	All For		