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1472332 HK0083000502	Sino Land Co. Ltd.	Asia	Hong Kong	28/10/2020	Annual	Against	3.1	Concerns related to approach to board diversity 1
							5.2,5.3 3.3	Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board
							3.2	Overboarded/Too many other time commitmentsLack of independence on boardConcerns related to
1475724 HK0016000132	Sun Hung Kai Properties Limited	Asia	Hong Kong	05/11/2020	Annual	Against	3.1b	inappropriate membership of committees Concerns related to approach to board diversity 1
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1478731 HK0883013259	CNOOC Limited	Asia	Hong Kong	20/11/2020	Special	All For	7	Issue of equity raises concerns about excessive dilution of existing shareholders
1481660 HK0000608585	New World Development Co. Ltd.	Asia	Hong Kong	26/11/2020	Annual	Against	7	Apparent failure to link pay and appropriate performance
							6	Concerns to protect shareholder value Overboarded/Too many other time commitments
1474745 JPFDS0ZWNY94	FamilyMart Co., Ltd.	Asia	Japan	22/10/2020	Special	All For	3a	Overboarded roo many oner une communents
1477334 JP3399690001 1482362 JP3800390001	StemRIM, Inc.	Asia Asia	Japan	28/10/2020	Annual	Against	3	Apparent failure to link pay and appropriate performance
1483714 JP3869920003	Bic Camera, Inc. Mani, Inc.	Asia	Japan Japan	19/11/2020 25/11/2020	Annual Annual	Against All For	3.8,3.10,4.2,4.3	
1484024 JP3802300008	FAST RETAILING CO., LTD.	Asia Asia	Japan	26/11/2020	Annual	Against All For	2.1,2.2,2.3,2.4,2.6,3.3	Concerns about overall board structure
1484033 JP3976300008 1486623 JP3760450001	Ryohin Keikaku Co., Ltd. Noevir Holdings Co., Ltd.	Asia	Japan Japan	27/11/2020 04/12/2020	Annual Annual	All For		
1485980 JP3027680002	Japan Real Estate Investment Corp.	Asia	Japan	10/12/2020	Special	Against	5.1	Concerns about overall board structure
1484883 JP3311400000 1488360 JP3966750006	CyberAgent, Inc. LINE Corp.	Asia Asia	Japan Japan	11/12/2020 15/12/2020	Annual Special	Against All For	2.1,2.4	Concerns about overall board structure
1488357 JP3771800004	Hamamatsu Photonics KK	Asia	Japan	18/12/2020	Annual	Against	3.3,3.4	Concerns about overall board structure 1
1489459 JP3197650009 1490047 JP3385890003	Obara Group, Inc. GMO Payment Gateway, Inc.	Asia Asia	Japan Japan	18/12/2020 20/12/2020	Annual Annual	All For Against	2.9,2.10	Concerns about overall board structure
1488854 JP3323050009	Sawai Pharmaceutical Co., Ltd.	Asia	Japan	21/12/2020	Special	All For		
1489472 JP3173540000 1489739 JP3397150008	Open House Co., Ltd. Sushiro Global Holdings Ltd.	Asia Asia	Japan Japan	23/12/2020 24/12/2020	Annual Annual	All For All For		
1475979 SG1K66001688	Wing Tai Holdings Limited	Asia	Singapore	28/10/2020	Annual	Against	10	Apparent failure to link pay and appropriate performance
1483479 SG1S03926213	Mapletree Logistics Trust	Asia	Singapore	23/11/2020	Special	All For	9	Issue of equity raises concerns about excessive dilution of existing shareholders
1483237 SG1P66918738	Singapore Press Holdings Ltd.	Asia	Singapore	27/11/2020	Annual	Against	3i	Concerns related to inappropriate membership of committees 1
1485644 SG1Q52922370 1462111 KR7004990008	Suntec Real Estate Investment Trust	Asia Asia	Singapore	04/12/2020	Special	All For All For		
1466595 KR7003410008	Lotte Corp. SSANGYONG CEMENT INDUSTRIAL Co., Ltd.	Asia	South Korea South Korea	08/10/2020 12/10/2020	Special Special	All For		
1471990 KR7036460004	Korea Gas Corp.	Asia	South Korea	13/10/2020	Special	Against	2	Concerns related to attendance at board or committee meetings
1471763 KR7002380004 1471958 KR7051910008	KCC Corp. LG Chem Ltd.	Asia	South Korea South Korea	30/10/2020 30/10/2020	Special Special	All For All For		
1471756 KR7051910008	LG Chem Ltd.	Asia	South Korea	30/10/2020	Special	All For		1
1475789 KR7015760002 1472709 KR7035250000	Korea Electric Power Corp. Kangwon Land, Inc.	Asia Asia	South Korea South Korea	09/11/2020 12/11/2020	Special Special	Against All For	2	Concerns related to inappropriate membership of committees
1473421 KR7105560007	KB Financial Group, Inc.	Asia	South Korea	20/11/2020	Special	All For		1
1471989 KR7336370002 1479373 KR7017670001	Solus Advanced Materials Co., Ltd. SK Telecom Co., Ltd.	Asia Asia	South Korea South Korea	20/11/2020 26/11/2020	Special Special	All For All For		
1470151 KR7000210005	Daelim Industrial Co., Ltd.	Asia	South Korea	04/12/2020	Special	All For		1
1487846 KR7005940002 1492383 KR7047040001	NH Investment & Securities Co., Ltd. Daewoo Engineering & Construction Co. Ltd.	Asia Asia	South Korea South Korea	09/12/2020 30/12/2020	Special Special	All For All For		1
1487032 KR7003410008	SSANGYONG CEMENT INDUSTRIAL Co., Ltd.	Asia	South Korea	30/12/2020	Special	All For		1
1468159 AU000000SAR9	Saracen Mineral Holdings Limited	Australia & New Zealand	Australia	06/10/2020	Annual	Against	5,6 4	Apparent failure to link pay & appropriate performance 1
1460864 AU000000AGL7	AGL Energy Limited	Australia & New Zealand	Australia	07/10/2020	Annual	Against	:4 :7b	Apparent failure to link pay & appropriate performance Fund manager or client vote 1
1466587 AU000000BXB1	Brambles Limited	Australia & New Zealand	Australia	08/10/2020	Annual	Against	2	Apparent failure to link pay & appropriate performance 1
1450481 AU000000TCL6 1460927 AU000000CBA7	Transurban Group Ltd. Commonwealth Bank of Australia	Australia & New Zealand Australia & New Zealand	Australia Australia	08/10/2020 13/10/2020	Annual Annual	Against Against	-4	Apparent failure to link pay and appropriate performance 1 Apparent failure to link pay & appropriate performance 1
1457265 AU000000TLS2	Telstra Corporation Limited	Australia & New Zealand	Australia	13/10/2020	Annual	All For		1
1461212 AU000000AZJ1 1461853 AU000000BHP4	Aurizon Holdings Ltd. BHP Group Limited	Australia & New Zealand Australia & New Zealand	Australia Australia	14/10/2020 14/10/2020	Annual Annual	Against Against	5 7,8	Apparent failure to link pay and appropriate performance 1 Apparent failure to link pay & appropriate performance 2
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							23	management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes
								enhanced shareholder rights
1468208 AU000000CWY3 1468103 AU000000CSL8	Cleanaway Waste Management Ltd. CSL Limited	Australia & New Zealand Australia & New Zealand	Australia Australia	14/10/2020 14/10/2020	Annual Annual	Against Against	2 3,4	Apparent failure to link pay and appropriate performance 1 Apparent failure to link pay and appropriate performance 2
1468103 AU000000CSL8 1470045 AU000000PPT9	Perpetual Limited	Australia & New Zealand Australia & New Zealand	Australia	15/10/2020	Annual	Against Against	3,4 1,4	Apparent failure to link pay and appropriate performance 2 Apparent failure to link pay and appropriate performance 1
1470036 AU000000ILU1	Iluka Resources Limited	Australia & New Zealand	Australia	16/10/2020	Special	All For		1
1462852 AU000000COH5 1472226 AU000000IEL5	Cochlear Limited IDP Education Ltd.	Australia & New Zealand Australia & New Zealand	Australia Australia	20/10/2020 20/10/2020	Annual Annual	All For Against	3	Apparent failure to link pay and appropriate performance 1
							2a,2b	Concerns related to approach to board diversity
1460752 AU0000000RG5 1472228 AU000000SGP0	Origin Energy Limited Stockland	Australia & New Zealand Australia & New Zealand	Australia Australia	20/10/2020 20/10/2020	Annual Annual/Special	Against All For	3	Apparent failure to link pay & appropriate performance 1 1
1471448 AU000000TAH8	Tabcorp Holdings Limited	Australia & New Zealand	Australia	20/10/2020	Annual	Against	3,4	Apparent failure to link pay and appropriate performance 1
1462919 AU0000000RA8	Orora Ltd.	Australia & New Zealand	Australia	21/10/2020	Annual	Against	4	Apparent failure to link pay & appropriate performance 1 Concerns about reducing shareholder rights
1462026 AU000000APA1	APA Group	Australia & New Zealand	Australia	22/10/2020	Annual	Against	1	Apparent failure to link pay & appropriate performance 1
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1463141 AU000000CWN6	Crown Resorts Limited	Australia & New Zealand	Australia	22/10/2020	Annual	Against	4	Concerns about reducing shareholder rights Apparent failure to link pay and appropriate performance 1
1472023 AU000000MFG4	Magellan Financial Group Ltd.	Australia & New Zealand	Australia	22/10/2020	Annual	Against	3a,3b	Concerns related to approach to board diversity 1
1462058 AU000000SUN6 1396881 AU000000SGR6	Suncorp Group Limited The Star Entertainment Group Limited	Australia & New Zealand Australia & New Zealand	Australia Australia	22/10/2020 22/10/2020	Annual Annual	Against Against	-1 -5	Apparent failure to link pay & appropriate performance 1 Apparent failure to link pay & appropriate performance 1
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1464622 AU000000WHC8	Whitehaven Coal Limited	Australia & New Zealand	Australia	22/10/2020	Annual	Against	2	Concerns to protect shareholder value Apparent failure to link pay & appropriate performance 1
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1471941 AU000000DXS1	Dexus	Australia & New Zealand	Australia	23/10/2020	Annual	All For		uaisparciity 1
1413467 AU000000IAG3	Insurance Australia Group Ltd.	Australia & New Zealand	Australia	23/10/2020	Annual	Against	9	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better 1
1471973 AU000000QAN2	Qantas Airways Limited	Australia & New Zealand	Australia	23/10/2020	Annual	Against	3,4	management of ESG opportunities and risks Apparent failure to link pay and appropriate performance 1
							5	Issue of equity raises concerns about excessive dilution of existing shareholders
1472229 AU000000WOR2 1461477 AU000000BEN6	Worley Limited Bendigo and Adelaide Bank Limited	Australia & New Zealand Australia & New Zealand	Australia Australia	23/10/2020 27/10/2020	Annual Annual	Against Against	3 9	Apparent failure to link pay & appropriate performance 1 Concerns to protect shareholder value 1
1465473 AU000000BLD2	Boral Limited	Australia & New Zealand	Australia	27/10/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance 1
1473379 AU000000VOC6	Vocus Group Ltd.	Australia & New Zealand	Australia	28/10/2020	Annual	Against	2.5	Overboarded/Too many other time commitments Apparent failure to link pay and appropriate performance 1
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 Handbard Hart Marken Mar				10/11/2020 Ar	Australia	Australia & New Zealand	Domain Holdings Australia Ltd.	1462869 AU000000DHG9
International Society of So		ainst	nnual A	10/11/2020 Ar	Australia	Australia & New Zealand		1476571 AU000000SGM7
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12222 Autobiotic LC3 Landial & Nav Zailas Autobiotic Pill Spirit Pill Pill Pill Pill Pill Pill Pill Pill Pill	Against 5,6 Apparent failure to link pay & appropriate performance	ainst	nnual A	19/11/2020 Ar	Australia	Australia & New Zealand	Seek Limited	1461744 AU000000SEK6
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147477 Audioxide/FT9 Basic Exerge Limited Automita April 2010 Anual April 10 Appil 10<	Against 4 Apparent failure to link pay & appropriate performance		nnual A	20/11/2020 Ar	Australia	Australia & New Zealand	Platinum Asset Management Ltd.	1479158 AU000000PTM6
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145398 Australia & New Zealand Banking Group Ltd. Australia & New Zealand Australia & New Zealand<	Against 2,3 Apparent failure to link pay and appropriate performance	ainst	nnual A	11/12/2020 Ar	Australia	Australia & New Zealand	Westpac Banking Corp.	1435000 AU000000WBC1
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141024 NZAIAE000256 Auckiand International Airport Ltd. Australia & New Zealand New Zealand 22/10/2020 Annual All For 1410221 NZTEL E000154 Spark New Zealand Ltd. Australia & New Zealand New Zealand 06/11/2020 Annual All For 1470125 NZATME000258 The az Milk Company Limited Australia & New Zealand Ne								
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1470125 NZCENE0001S6 Contact Energy Limited Australia & New Zealand New Zealand 11/11/2020 Annual All For 1470769 NZATME0002S8 The a2 Milk Company Limited Australia & New Zealand New Zealand 18/11/2020 Annual All For 1470769 NZATME0002S8 The a2 Milk Company Limited Australia & New Zealand New Zealand 18/11/2020 Annual All For 1475159 NZATME0002S8 Fletcher Building Ltd. Australia & New Zealand New Zealand 18/11/2020 Annual All For 1465439 BMG2519V1084 Credicorp Ltd. Emerging Markets Bernuda 16/10/2020 Special All For 1 1480712 BMG668971101 NWS Holdings Limited Emerging Markets Bernuda 25/11/2020 Annual Against 5,7 Issue of equity raises concerns about excessive dilution of existing shareholders Overboarded/Too many other time commitmentsConcerns related to approach to board diversity							Spark New Zealand Ltd.	1410222 NZTELE0001S4
1471539 INZFBUE0001S0 Fletcher Building Ltd. Australia & New Zealand New Zealand 25/11/2020 Annual All For 1 1465439 IBMC2519Y1084 Credicorp Ltd. Emerging Markets Bermuda 16/10/2020 Special All For 1 1480712 IBMG668971101 NWS Holdings Limited Emerging Markets Bermuda 25/11/2020 Annual Against 5,7 Issue of equity raises concerns about excessive dilution of existing shareholders 1 1480712 IBMG668971101 NWS Holdings Limited Bermuda 25/11/2020 Annual Against 5,7 Issue of equity raises concerns about excessive dilution of existing shareholders 3a Overboarded/Too many other time commitmentsConcerns related to approach to board diversity	All For	For	nnual Al	11/11/2020 Ar	New Zealand	Australia & New Zealand	Contact Energy Limited	1470125 NZCENE0001S6
1465439 BMG2519Y1084 Credicorp Ltd. Emerging Markets Bermuda 16/10/2020 Special All For 1 1480712 BMG668971101 NWS Holdings Limited Emerging Markets Bermuda 25/11/2020 Annual Against 5,7 Issue of equity raises concerns about excessive dilution of existing shareholders 1 1480712 BMG668971101 NWS Holdings Limited Emerging Markets Bermuda 25/11/2020 Annual Against 5,7 Issue of equity raises concerns about excessive dilution of existing shareholders 1 0verboarded/Too many other time commitmentsConcerns related to approach to board diversity 3a Overboarded/Too many other time commitmentsConcerns related to approach to board diversity							The a2 Milk Company Limited Fletcher Building Ltd.	
3a Overboarded/Too many other time commitmentsConcerns related to approach to board diversity	All For	For	pecial Al	16/10/2020 Sp	Bermuda	Emerging Markets	Credicorp Ltd.	
	3a Overboarded/Too many other time commitmentsConcerns rela					Emerging warkets		1
	All For	For	pecial Al	26/11/2020 Sp	Bermuda	Emerging Markets	Yue Yuen Industrial (Holdings) Ltd.	1484704 BMG988031446

Meeting ID ISIN	Company Name	Investment Region	Country	Meeting Date	Meeting Type	Voting Action	Agenda tem Numbers	Voting Explanation	Vote By Exception	Ballot Count
1483356 BMG7998G1069	Seadrill Ltd.	Emerging Markets	Bermuda	03/12/2020	Annual	Against	4	Apparent failure to link pay and appropriate performanceInsufficient/poor disclosure		1
1486409 BMG423131256	Haier Electronics Group Co., Ltd.	Emerging Markets	Bermuda	09/12/2020	Court	All For	5	Insufficient/poor disclosure		1
1486376 BMG423131256 1465256 BRVIVTACNOR0	Haier Electronics Group Co., Ltd. Telefonica Brasil SA	Emerging Markets	Bermuda Brazil		Special	All For All For				1
1488949 BRSUZBACNOR0	Suzano SA	Emerging Markets Emerging Markets	Brazil	01/10/2020 28/12/2020	Special Special	All For				2
1489523 KYG217651051	CK Hutchison Holdings Ltd.	Emerging Markets	Cayman Islands	18/12/2020	Special	All For				1
1489253 KYG3777B1032 1472136 CNE000000V89	Geely Automobile Holdings Limited Shanghai International Airport Co., Ltd.	Emerging Markets Emerging Markets	Cayman Islands China	22/12/2020 12/10/2020	Special Special	All For All For				1
1473610 CNE100001QQ5	Midea Group Co. Ltd.		China		Special	All For				1
1465875 CNE1000040M1	Hangzhou Tigermed Consulting Co., Ltd.		China		Special	Against All For	4,5	Concerns related to shareholder rights		1
1468153 CNE1000040M1 1478841 CNE0000001D4	Hangzhou Tigermed Consulting Co., Ltd. Gree Electric Appliances, Inc. of Zhuhai	Emerging Markets Emerging Markets	China China	20/10/2020 02/11/2020	Special Special	All For All For				1
1473461 CNE1000002H1	China Construction Bank Corporation	Emerging Markets	China	12/11/2020	Special	All For				1
1481535 CNE000001KS5 1482797 CNE1000040M1	Zhejiang Supor Co., Ltd. Hangzhou Tigermed Consulting Co., Ltd.	Emerging Markets Emerging Markets	China China	12/11/2020 26/11/2020	Special Special	All For All For				1
1482798 CNE1000040M1	Hangzhou Tigermed Consulting Co., Ltd.	Emerging Markets	China	26/11/2020	Special	All For				1
1477323 CNE1000003G1 1485729 CNE100000593	Industrial and Commercial Bank of China Limited PICC Property & Casualty Co., Ltd.	Emerging Markets Emerging Markets	China China	26/11/2020 29/12/2020	Special Special	All For All For				1
1480035 INE467B01029	Tata Consultancy Services Limited	Emerging Markets	India	18/11/2020	Special	All For				2
1483226 INE040A01034	HDFC Bank Limited		India	01/12/2020	Special	All For All For				3
1484783 INE238A01034 1488324 INE239A01016	Axis Bank Limited Nestle India Ltd.	Emerging Markets Emerging Markets	India India	09/12/2020 24/12/2020	Special Special	All For All For				1
1470808 ID1000095003	PT Bank Mandiri (Persero) Tbk	Emerging Markets	Indonesia	21/10/2020	Special	Against	1	Insufficient/poor disclosure		3
1473497 IL0011301780 1486138 NGGUARANTY06	Wix.com Ltd. Guaranty Trust Bank Plc	Emerging Markets Emerging Markets	Israel Nigeria		Annual Court	All For All For				1
1483015 PLKGHM000017	KGHM Polska Miedz SA	Emerging Markets	Poland	26/11/2020	Special	All For				1
1481448 RU0009024277 1479299 RU0009024277	Oil Co. LUKOIL PJSC Oil Co. LUKOIL PJSC	Emerging Markets Emerging Markets	Russia Russia	03/12/2020 03/12/2020	Special Special	All For All For				2
1482406 ZAE000022331	Discovery Ltd.	Emerging Markets	South Africa	26/11/2020	Annual	All For All For				1
1402758 TRAPETKM91E0	Petkim Petrokimya Holding AS TURKCELL Iletisim Hizmetleri AS	Emerging Markets	Turkey	02/10/2020	Annual	Against	8,11	Insufficient/poor disclosure		
1473339 TRATCELL91M1 1392572 AT0000606306	Raiffeisen Bank International AG	Emerging Markets Europe	Turkey Austria	21/10/2020 20/10/2020	Annual Annual	Against Against	10 12	Insufficient/poor disclosure Concerns related to shareholder value		1
1392931 AT0000652011	Erste Group Bank AG					-	11 10 6.1,6.2,6.3,6.4 7	Issue of capital raises concerns about excessive dilution of existing shareholders Issue of capital raises concerns about excessive dilution of existing shareholders Lack of independence on board		2
1392931 AT0000652011 1468903 BE0974256852		Europe	Austria	10/11/2020 08/10/2020	Annual	· · · · ·	8 6.2	Apparent failure to link pay & appropriate performance Concerns about reducing shareholder rights Lack of independence on board .2- Lack of independent representation at board committees		2
1468903 BE0974256852 1472478 BE0974264930	Colruyt SA ageas SA/NV	Europe Europe	Belgium Belgium	22/10/2020	Special Special	Against All For	iii.1,iii.2	Poison pill/anti-takeover measure not in investors interests		1
1476622 BE0003764785	Ackermans & van Haaren NV	Europe	Belgium	09/11/2020	Special		2,3	Poison pill/anti-takeover measure not in investors interests		
1483522 BE0003826436 1384734 DK0060227585 1384733 DK0060448595	Telenet Group Holding NV Chr. Hansen Holding A/S Coloplast A/S		Belgium Denmark Denmark	03/12/2020 25/11/2020 03/12/2020	Special Annual Annual	All For Against All For	9a	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks		1
1384733 DK0000440333 1384740 DK0060946788 1488722 DK0060636678	Ambu A/S Tryg A/S	Europe	Denmark		Annual	Abstain	8a 10b	Concerns related to approach to board diversity Concerns related to shareholder rights		1
1459169 FI4000440664	Neles Oyj	Europe	Finland	29/10/2020	Special	All For				1
1472318 FR0000051732 1472765 FR0010220475	ATOS SE	Europe	France	27/10/2020	Special	All For All For				1
1472765 FR0010220475 1474117 FR0013326246 1478935 FR0000120693	Aistom SA Unibail-Rodamco-Westfield SE Pernod Ricard SA	Europe	France France	29/10/2020 10/11/2020 27/11/2020	Special Special	Against	A,B,C	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes efficient capital structure		1
1483866 FR0013269123	Rubis SCA	Europe	France France	09/12/2020	Annual/Special Special	All For	10,12	Apparent failure to link pay & appropriate performance		1
1473061 DE000LED4000	OSRAM Licht AG	Europe	Germany	03/11/2020	Special		2.1,2.2,2.3	Lack of independence on board		1
1393521 DE000DWS1007 1409963 DE0006602006	DWS Group GmbH & Co. KGaA GEA Group AG	Europe Europe	Germany Germany	18/11/2020 26/11/2020	Annual Annual	All For Against	9,10,11	Issue of capital raises concerns about excessive dilution of existing shareholders		1 2
1486194 GRS260333000	Hellenic Telecommunications Organization SA	Europe	Greece	04/12/2020	Special	Abstain	5.2,5.3	Administrative declaration		1
1487124 GRS393503008 1466578 IE00B58JVZ52	Mytilineos SA Seagate Technology Plc	Europe Europe	Greece Ireland	18/12/2020 22/10/2020	Special Annual	All For Against	2	Apparent failure to link pay and appropriate performance		1
1438078 AU000000JHX1	James Hardie Industries Plc	Europe	Ireland	05/11/2020	Annual	-	2 1a 1j 2,6	Apparent ratious to mine pay and appropriate periorinance Concerns related to approach to board diversity Apparent failure to link pay and appropriate performance		1
-							8	Concerns to protect shareholder value		
1483498 IE00B3VWLG82 1462622 IE00BTN1Y115	iShares VII plc - iShares MSCI UK Small Cap UCIT Medtronic Plc		Ireland Ireland	11/12/2020 11/12/2020	Annual Annual	Against All For	ö	Overboarded/Too many other time commitments		1
1488133 IE00BYTBXV33	Ryanair Holdings Plc	Europe	Ireland	17/12/2020	Special	All For				1
1492501 IE00BWT6H894 1471993 IT0000062957	Flutter Entertainment Plc Mediobanca SpA		Ireland Italy	29/12/2020 28/10/2020	Special Annual/Special	All For Against	3a.2,3b			1
1471993 110000062957	Atlantia SpA	Europe	Italy	30/10/2020	Special	All For	3a.2,30 4a,4b A	Apparent failure to link pay & appropriate performance Insufficient/poor disclosure		4
1477300 IT0001347308	Buzzi Unicem SpA	Europe	Italy	19/11/2020	Special	All For	•			1
1477432 IT0001347308	Buzzi Unicem SpA		Italy		Special	All For				1
1486258 IT0003828271 1473685 LU0686550053	Recordati SpA BBGI Global Infrastructure S.A.		Italy Luxembourg	17/12/2020 27/10/2020	Special Special	All For All For				1
1479477 FR0014000MR3	Eurofins Scientific SE	Europe	Luxembourg	16/11/2020	Special	All For				1
1482764 LU0686550053 1482211 LU1072616219	BBGI Global Infrastructure S.A. B&M European Value Retail SA	Europe Europe	Luxembourg Luxembourg	30/11/2020 03/12/2020	Special Special	All For All For				1
1485774 LU1673108939	Aroundtown SA	Europe	Luxembourg	15/12/2020	Special	All For				2
1464638 NL0012015705 1465089 NL0010558797	Just Eat Takeaway.com NV OCI NV	Europe Europe	Netherlands Netherlands	07/10/2020 20/10/2020	Special Special	Against All For	2G	Apparent failure to link pay and appropriate performance		2
1470382 NL0011821392	Signify NV	Europe	Netherlands	27/10/2020	Special	All For	•			1
1471626 NL0011872643 1478739 NL0009805522	ASR Nederland NV Yandex NV	Europe Europe	Netherlands Netherlands	28/10/2020 29/10/2020	Special Annual	All For Against	9 8 7	Insufficient/poor disclosure Issue of capital raises concerns about excessive dilution of existing shareholders		1 2
1475768 NL0014332678	JDE Peet's NV	Europe	Netherlands	18/11/2020	Special	Against	3	Issue of capital raises concerns about excessive dilution of existing shareholders Apparent failure to link pay and appropriate performance		1
1476942 NL0006294274	Euronext NV	Europe	Netherlands	20/11/2020	Special	All For	4	Concerns related to inappropriate membership of committees		4
1481805 NL0011540547	ABN AMRO Bank NV	Europe	Netherlands	15/12/2020	Special	All For				1
1476770 NO0010844038 1481211 NO0010208051	Adevinta ASA Yara International ASA	Europe Europe	Norway Norway	29/10/2020 17/11/2020	Special Special	All For All For				1
1484350 NO0010031479	DNB ASA	Europe Europe	Norway Norway	30/11/2020	Special	All For				3
1485734 NO0010310956	SalMar ASA	Europe	Norway	04/12/2020	Special	All For	1			1

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1482559 PTJMT0AE0001	Jeronimo Martins SGPS SA	Europe		26/11/2020	Special	All For		2	2
1468298 ES0171996087	Grifols SA	Europe	Spain	08/10/2020	Annual	Against	6 10	Concerns regarding Auditor tenure Insufficient/poor disclosure	1
1472434 ES0113900J37 1398629 ES0105046009	Banco Santander SA Aena S.M.E. SA	Europe Europe		26/10/2020 29/10/2020	Special Annual	All For Against	12	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better	1
							11	management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better	
		<u>_</u>						management of ESG opportunities and risks	
1481146 ES0113307062 1481145 ES0140609019	Bankia SA CaixaBank SA	Europe Europe		01/12/2020 02/12/2020	Special Special	All For All For			1
1473001 SE0000113250 1472002 SE0014960373	Skanska AB Sweco AB	Europe Europe	Sweden Sweden	22/10/2020 22/10/2020	Special Special	All For All For			1
1472001 SE0001662230	Husqvarna AB	Europe	Sweden	23/10/2020	Special	All For			1
1474519 SE0009922164 1473844 SE0000103814	Essity AB Electrolux AB	Europe Europe		28/10/2020 03/11/2020	Special Special	All For Against	7	Apparent failure to link pay and appropriate performance	1
1480512 SE0007100581 1481352 SE0011166610	Assa Abloy AB Atlas Copco AB	Europe Europe		24/11/2020 26/11/2020	Special Special	All For All For			1
1481412 SE0011166933	Epiroc AB	Europe	Sweden	27/11/2020	Special	All For			2
1481820 SE0007439112 1482926 SE0000103699	Sinch AB Hexagon AB	Europe Europe	Sweden Sweden	27/11/2020 01/12/2020	Special Special	Against Against	8	Apparent failure to link pay and appropriate performance Apparent failure to link pay and appropriate performance	1 2
1483382 SE0000667925 1483693 SE0000163594	Telia Co. AB Securitas AB	Europe Europe		02/12/2020 09/12/2020	Special Special	All For All For			1
1487839 SE0008321293	NIBE Industrier AB	Europe	Sweden	16/12/2020	Special	All For			1
1488699 SE0000379190 1474600 CH0102484968	Castellum AB Julius Baer Gruppe AG	Europe Europe	Switzerland	21/12/2020 02/11/2020	Special Special	All For Against	2	Insufficient/poor disclosure	2
1479513 CH0210483332 1459623 CH0244767585	Compagnie Financiere Richemont SA UBS Group AG	Europe Europe	Switzerland Switzerland	17/11/2020 19/11/2020	Special Special	Against Against	2	Insufficient/poor disclosure Insufficient/poor disclosure	2
1459423 CH0012138530 1404244 CH0009002962	Credit Suisse Group AG Barry Callebaut AG	Europe	Switzerland	27/11/2020 09/12/2020	Special Annual	Against	2.2 1.2	Insufficient/poor disclosure	3
		Europe				Against	6	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure	
1481601 CA15135U1093 1464977 US654894AG96	Cenovus Energy Inc. Noble Energy, Inc.	North America North America	Canada USA	15/12/2020 02/10/2020	Special Special	All For Against	2	Apparent failure to link pay & appropriate performance	1
1468503 US0326541051 1468502 US57772K1016	Analog Devices, Inc. Maxim Integrated Products, Inc.	North America North America	USA USA	08/10/2020 08/10/2020	Special Special	All For All For			1
1465747 US7427181091	The Procter & Gamble Company	North America		13/10/2020	Annual	Against	5	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better	4
1468489 US7043261079	Paychex, Inc.	North America	USA	15/10/2020	Annual	Against	2	management of ESG opportunities and risks Apparent failure to link pay and appropriate performance	1
1471023 US92220P1057	Varian Medical Systems, Inc.	North America	USA	15/10/2020	Special	Against	-1g 3	Concerns related to approach to board diversityConcerns about remuneration committee performance Apparent failure to link pay and appropriate performance	1
1471398 US1729081059	Cintas Corporation	North America	USA	27/10/2020	Annual	Against	2 4	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes	1
1473902 US7010941042	Parker-Hannifin Corporation	North America	USA	28/10/2020	Annual	Against	9	transparency Apparent failure to link pay and appropriate performance	2
	-						1f	Concerns about remuneration committee performance	
1473357 US2220702037	Coty Inc.	North America		03/11/2020	Annual	Against	2,4 1.1	Apparent failure to link pay and appropriate performance Concerns to protect shareholder valueConcerns about remuneration committee performance	1
1472923 US5128071082 1472810 US14149Y1082	Lam Research Corporation Cardinal Health, Inc.	North America North America		03/11/2020 04/11/2020	Annual Annual	All For Against	3	Apparent failure to link pay and appropriate performance	2
							1a 5,6	Concerns about remuneration committee performance Shareholder proposal promotes appropriate accountability or incentivisation	
1472922 US4824801009	KLA Corporation	North America	USA	04/11/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance	1
							1.6 4	Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes	
1472182 US68389X1054	Oracle Corporation	North America	USA	04/11/2020	Annual	Against	5	enhanced shareholder rights SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes better	1
							6	management of ESG opportunities and risks SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes enhanced	
								shareholder rights	
1473697 US57772K1016 1473693 US8760301072	Maxim Integrated Products, Inc. Tapestry, Inc.	North America North America	USA USA	05/11/2020 05/11/2020	Annual Annual	All For Against	3,4	Apparent failure to link pay and appropriate performance	1
1473125 US5184391044	The Estee Lauder Companies, Inc.	North America	USA	10/11/2020	Annual	All For	1c	Concerns about remuneration committee performance	2
1473344 US0530151036	Automatic Data Processing, Inc.	North America	USA	11/11/2020	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better 2	1
1474380 US12508E1010	CDK Global, Inc.	North America	USA	12/11/2020	Annual	Against	2	management of ESG opportunities and risks Apparent failure to link pay and appropriate performance	1
1472921 US35137L1052	Fox Corporation	North America	USA	12/11/2020	Annual	Against	1b 3	Concerns about remuneration committee performance Apparent failure to link pay and appropriate performance	1
							1f	Concerns about remuneration committee performance Concerns to protect shareholder valueConcerns related to approach to board diversity	
1475700 US1344291091	Campbell Soup Company	North America	USA	18/11/2020	Annual	Against	1g 3	Apparent failure to link pay and appropriate performance	1
1475934 US65249B1098	News Corporation	North America	USA	18/11/2020	Annual	Against	1.8 1e	Concerns about remuneration committee performance Poison pill/anti-takeover measure not in investors interestsConcerns to protect shareholder value	1
1476242 US1890541097	The Clorox Company	North America	USA	18/11/2020	Annual	Against	5 2	Shareholder proposal promotes better management of SEE opportunities and risks Apparent failure to link pay and appropriate performance	1
	Western Digital Corporation		USA			1	1.4	Concerns about remuneration committee performance	
1475980 US9581021055	3	North America		18/11/2020	Annual	Against	2 1b	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance	1
1476236 US11133T1034 1476238 US7611521078	Broadridge Financial Solutions, Inc. ResMed Inc.	North America North America	USA USA	19/11/2020 19/11/2020	Annual Annual	All For Against	3	Apparent failure to link pay and appropriate performance	2
1476576 US8718291078	Sysco Corporation	North America		20/11/2020	Annual	Against	2 1b	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance	1
							1d	Concerns related to approach to board diversity	
1479998 US5949181045	Microsoft Corporation	North America	USA	02/12/2020	Annual	Against	2 1.5	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance	4
							4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks	
1480407 US91879Q1094	Vail Resorts, Inc.	North America	USA	03/12/2020	Annual	Against	3	Apparent failure to link pay and appropriate performance	1
1483411 US2172041061	Copart, Inc.	North America	USA	04/12/2020	Annual	Against	1a 2	Concerns about remuneration committee performance Apparent failure to link pay & appropriate performance	1
							1.5 1.8	Concerns about remuneration committee performance Concerns related to approach to board diversity	
1480253 US6974351057 1480563 US17275R1023	Palo Alto Networks, Inc.	North America North America	USA USA	09/12/2020 10/12/2020	Annual Annual	Against Against	3	Apparent failure to link pay & appropriate performance 1a,1b,	lc 1
	Cisco Systems, Inc.						v	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation	
1483252 US5303073051 1481540 US0533321024	Liberty Broadband Corp. AutoZone, Inc.	North America North America	USA USA	15/12/2020 16/12/2020	Special Annual	All For Against	3	Apparent failure to link pay and appropriate performance	1
							1.8	Concerns about remuneration committee performance	

NIS	Company Name	Investment Region	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation Vote By Exception
767 US3030751057	FactSet Research Systems Inc.	North America	USA	17/12/2020	Annual	Against	3 1b	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
52 US88339J1051	The Trade Desk, Inc. Tiffany & Co.	North America North America	USA	22/12/2020	Special	Against	1,2,3,4,5,6	Concerns to protect shareholder value
314 GG00B4L0PD47	Genesis Emerging Markets Fund Ltd.	North America United Kingdom	USA Guernsev	02/11/2020	Special Annual	Against All For	2	Apparent failure to link pay and appropriate performance
77 GG00BYXVT888	Vinacapital Vietnam Opportunity Fund Ltd. (United I		Guernsev	04/12/2020	Annual	All For		
35 GB00B0CRWN59	Schroder Oriental Income Fund Ltd.	United Kingdom	Guernsev	11/12/2020	Annual	All For	1	
5 GG00BBHX2H91	The Renewables Infrastructure Group Ltd.	United Kingdom	Guernsey	14/12/2020	Special	All For	1	
2 IM00B5VQMV65	Entain Plc	United Kingdom	Isle of Man	09/12/2020	Special	All For		
7 IM00B7S9G985	Playtech Plc	United Kingdom	Isle of Man	18/12/2020	Special	All For	1	
0 JE00BJ1F3079 3 JE00BJVNSS43	Amcor Plc Ferguson Plc	United Kingdom United Kingdom	Jersey Jersey	04/11/2020 03/12/2020	Annual Annual	All For Against	2	Apparent failure to link pay and appropriate performance
3 JE00BYVQYS01	IWG Plc	United Kingdom	Jersey	21/12/2020	Special	Against All For	2	
4 GB00B1QH8P22	Frasers Group Plc	United Kingdom	United Kingdom	07/10/2020	Annual	Against	5	Concerns about overall performance
GB00B1VZ0M25	Hargreaves Lansdown Plc	United Kingdom	United Kingdom	08/10/2020	Annual	Against	3 4	Apparent failure to link pay & appropriate performance Apparent failure to link pay and appropriate performance
5 GB00BDFGHW41	Baillie Gifford US Growth Trust Plc	United Kingdom	United Kingdom	09/10/2020	Annual	All For		
GB0009376368	SDL Plc	United Kingdom	United Kingdom	09/10/2020	Court	All For		
GB0009376368 GB00B10RZP78	SDL Plc Unilever Plc	United Kingdom United Kingdom	United Kingdom United Kingdom	09/10/2020 12/10/2020	Special Court	All For All For		
GB00B10RZP78	Unilever Pic	United Kingdom	United Kingdom	12/10/2020	Special	All For		
GB0000811801	Barratt Developments Plc	United Kingdom	United Kingdom	14/10/2020	Annual	All For		
GB00BHSRZC82	Edinburgh Worldwide Investment Trust Plc	United Kingdom	United Kingdom	14/10/2020	Special	Against	3	Issue of capital raises concerns about excessive dilution of existing shareholders
GB00BJDQQ870	Watches of Switzerland Group Plc	United Kingdom	United Kingdom	14/10/2020	Annual	All For		
17 GB00BH0P3Z91	BHP Group Pic	United Kingdom	United Kingdom	15/10/2020	Annual	Against	7,8 24,25 23	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better imanagement of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
5 GB00B132NW22	Ashmore Group Plc	United Kingdom	United Kingdom	16/10/2020	Annual	Against	9	Apparent failure to link pay & appropriate performance
GB00BF0P7H59	Triple Point Social Housing Reit Plc	United Kingdom	United Kingdom	21/10/2020	Special	All For	1	
GB0009633180	Dechra Pharmaceuticals PLC Dalla Davias Maldiaga Dia	United Kingdom	United Kingdom	27/10/2020	Annual	Against	3	Apparent failure to link pay & appropriate performance
GB00B63H8491 GB0001990497	Rolls-Royce Holdings Plc The City of London Investment Trust Plc	United Kingdom United Kingdom	United Kingdom United Kingdom	27/10/2020 27/10/2020	Special Annual	All For All For		
GB0001990497 GB00BLDRH360	OSB Group Plc	United Kingdom United Kingdom	United Kingdom United Kingdom	02/11/2020	Court	All For		
GB00BLDRH360	OSB Group Pic	United Kingdom	United Kingdom	02/11/2020	Special	All For		
GB00B0SWJX34	London Stock Exchange Group Plc	United Kingdom	United Kingdom	03/11/2020	Special	All For	1	
GB00B1Z4ST84	Provident Financial Plc	United Kingdom	United Kingdom	03/11/2020	Special	Against	1,3	Apparent failure to link pay and appropriate performance
GB00B8460Z43	GCP Student Living Plc	United Kingdom	United Kingdom	04/11/2020	Annual	All For		
GB00BMXWN182	JPMorgan Emerging Markets Investment Trust Plc Redrow Plc	United Kingdom	United Kingdom	05/11/2020	Annual Annual	All For	10	Annual falling to Balance A successful and success
GB00BG11K365	Realow FIC	United Kingdom	United Kingdom	06/11/2020	Annual	Against	10	Apparent failure to link pay & appropriate performance Apparent failure to link pay and appropriate performance
GB0006798424	Perpetual Income & Growth Investment Trust Plc	United Kingdom	United Kingdom	09/11/2020	Special	All For		reparent tanare to him pay and appropriate performance
GB0004161021	Hays plc	United Kingdom	United Kingdom	11/11/2020	Annual	All For	1	
GB00B1L5QH97	Rank Group Plc	United Kingdom	United Kingdom	11/11/2020	Annual	Against	2,3 7,18	Apparent failure to link pay and appropriate performance Overboarded/Too many other time commitments
GB0000197722	European Opportunities Trust plc	United Kingdom	United Kingdom	16/11/2020	Annual	All For		
GB00B1WY2338	Smiths Group Plc	United Kingdom	United Kingdom	16/11/2020	Annual	Against	13	Overboarded/Too many other time commitments
GB00B1CKQ739 GB0006798424	Dunelm Group Plc Perpetual Income & Growth Investment Trust Plc	United Kingdom United Kingdom	United Kingdom United Kingdom	17/11/2020 17/11/2020	Annual Special	All For All For		
GB0006798424 GB0007990962	Shaftesbury Plc	United Kingdom	United Kingdom	17/11/2020	Special	All For		
GB0007668071	Close Brothers Group Plc	United Kingdom	United Kingdom	19/11/2020	Annual	Against	3	Apparent failure to link pay and appropriate performance
GB0031698896	William Hill Plc	United Kingdom	United Kingdom	19/11/2020	Court	All For	1	
GB0031698896	William Hill Plc	United Kingdom	United Kingdom	19/11/2020	Special	All For		
GB00B1L5QH97	Rank Group Plc	United Kingdom	United Kingdom	23/11/2020	Special	All For		
GB0009465807 GB00BBG9VN75	The Weir Group Plc AVEVA Group Plc	United Kingdom United Kingdom	United Kingdom United Kingdom	23/11/2020 24/11/2020	Special Special	All For All For		
GB00BBG9VN75 GB0002074580	Genus Pic	United Kingdom United Kingdom	United Kingdom	25/11/2020	Annual	All For	1	
GB00B19Z1432	PZ Cussons Plc	United Kingdom	United Kingdom	26/11/2020	Annual	Against	3	Apparent failure to link pay and appropriate performance
GB0006111123	Murray Income Trust PLC	United Kingdom	United Kingdom	27/11/2020	Annual	All For		
GB00BZ09BD16	Atlassian Corp. Plc	United Kingdom	United Kingdom	03/12/2020	Annual	Against	2 9	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
							13	Concerns to protect shareholder value
GB0000485838 GB0006731235	Baillie Gifford Japan Trust Plc Associated British Foods Plc	United Kingdom	United Kingdom United Kingdom	03/12/2020 04/12/2020	Annual Annual	All For All For		
GB0006731235 GB00BN7CG237	Associated British Foods Plc Aston Martin Lagonda Global Holdings Plc	United Kingdom United Kingdom	United Kingdom United Kingdom	04/12/2020	Special	All For		8
GB00BYZDVK82	Softcat Plc	United Kingdom	United Kingdom	10/12/2020	Annual	All For	-	
GB0000904986	Bellway Plc	United Kingdom	United Kingdom	11/12/2020	Annual	Against	2,3	Apparent failure to link pay and appropriate performance
GB00BWXC7Y93 GB0008794710	Fidelity Special Values Plc Telecom Plus Plc	United Kingdom United Kingdom	United Kingdom United Kingdom	14/12/2020 16/12/2020	Annual Special	All For Against	2	Apparent failure to link pay & appropriate performance
			-				1	Apparent failure to link pay & appropriate performance
GB00BLP57Y95	Alternative Credit Investments Plc	United Kingdom	United Kingdom	17/12/2020	Court	All For		
GB00BLP57Y95 GB0001335081	Alternative Credit Investments Plc AVI Global Trust Plc	United Kingdom	United Kingdom	17/12/2020	Special	All For		
GB0001335081 GB0001638955	JD Wetherspoon Plc	United Kingdom United Kingdom	United Kingdom United Kingdom	17/12/2020 17/12/2020	Annual Annual	All For Against	2.3	Apparent failure to link pay and appropriate performance
GB00B7KR2P84	easyJet Plc	United Kingdom	United Kingdom	23/12/2020	Annual	Against	2,5	Apparent failure to link pay and appropriate performance Apparent failure to link pay & appropriate performance Concerns about overall berformance
GB00BMJ6DW54	Informa Plc	United Kingdom	United Kingdom	23/12/2020	Special	Against	2 1	Apparent failure to link pay & appropriate performance 2- Concerns about remuneration committee operformance
							•	Apparent failure to link pay & appropriate performance 2- Concerns about remuneration committee