

## LGPS Central - ACS

## EOS at Federated Hermes

### Engagement by region

Over the last quarter we engaged with **432** companies held in the LGPS Central - ACS portfolios on a range of **1,459** environmental, social and governance issues and objectives.

#### Global

We engaged with **432** companies over the last quarter.



■ Environmental **28.6%**  
 ■ Social and Ethical **20.9%**  
 ■ Governance **35.6%**  
 ■ Strategy, Risk and Communication **14.9%**

#### Australia & New Zealand

We engaged with **eight** companies over the last quarter.



■ Environmental **83.3%**  
 ■ Governance **8.3%**  
 ■ Strategy, Risk and Communication **8.3%**

#### Developed Asia

We engaged with **45** companies over the last quarter.



■ Environmental **37.1%**  
 ■ Social and Ethical **25.8%**  
 ■ Governance **28.2%**  
 ■ Strategy, Risk and Communication **8.9%**

#### Emerging & Developing Markets

We engaged with **56** companies over the last quarter.



■ Environmental **32.9%**  
 ■ Social and Ethical **13.3%**  
 ■ Governance **33.5%**  
 ■ Strategy, Risk and Communication **20.2%**

#### Europe

We engaged with **121** companies over the last quarter.



■ Environmental **28.7%**  
 ■ Social and Ethical **19.4%**  
 ■ Governance **39.7%**  
 ■ Strategy, Risk and Communication **12.3%**

#### North America

We engaged with **161** companies over the last quarter.



■ Environmental **22.8%**  
 ■ Social and Ethical **23.0%**  
 ■ Governance **36.9%**  
 ■ Strategy, Risk and Communication **17.3%**

#### United Kingdom

We engaged with **41** companies over the last quarter.



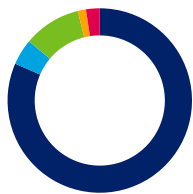
■ Environmental **37.1%**  
 ■ Social and Ethical **23.4%**  
 ■ Governance **29.0%**  
 ■ Strategy, Risk and Communication **10.5%**

## Engagement by theme

Over the last quarter we engaged with **432** companies held in the LGPS Central - ACS portfolios on a range of **1,459** environmental, social and governance issues and objectives.

### Environmental

Environmental topics featured in **28.6%** of our engagements over the last quarter.



- Climate Change **81.5%**
- Forestry and Land Use **4.6%**
- Pollution and Waste Management **10.1%**
- Supply Chain Management **1.4%**
- Water **2.4%**

### Social and Ethical

Social and Ethical topics featured in **20.9%** of our engagements over the last quarter.



- Bribery and Corruption **1.3%**
- Conduct and Culture **12.8%**
- Diversity **24.3%**
- Human Capital Management **21.3%**
- Human Rights **31.5%**
- Labour Rights **6.6%**
- Tax **2.3%**

### Governance

Governance topics featured in **35.6%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **22.7%**
- Board Independence **17.1%**
- Executive Remuneration **42.3%**
- Shareholder Protection and Rights **13.5%**
- Succession Planning **4.4%**

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **14.9%** of our engagements over the last quarter.



- Audit and Accounting **7.4%**
- Business Strategy **39.2%**
- Cyber Security **1.4%**
- Integrated Reporting and Other Disclosure **27.6%**
- Risk Management **24.4%**

## LGPS Central - ACS

## EOS at Federated Hermes

Over the last quarter we made voting recommendations at **523** meetings (**5,376** resolutions). At **217** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **18** meetings and abstaining at **four** meetings. We supported management on all resolutions at the remaining **284** meetings.

### Global

We made voting recommendations at **523** meetings (**5,376** resolutions) over the last quarter.



■ Total meetings in favour **54.3%**  
 ■ Meetings against (or against AND abstain) **41.5%**  
 ■ Meetings abstained **0.8%**  
 ■ Meetings with management by exception **3.4%**

### Australia and New Zealand

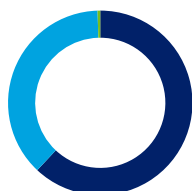
We made voting recommendations at **three** meetings (**eight** resolutions) over the last quarter.



■ Total meetings in favour **66.7%**  
 ■ Meetings against (or against AND abstain) **33.3%**

### Developed Asia

We made voting recommendations at **213** meetings (**1,682** resolutions) over the last quarter.



■ Total meetings in favour **62.0%**  
 ■ Meetings against (or against AND abstain) **37.6%**  
 ■ Meetings with management by exception **0.5%**

### Emerging and Frontier Markets

We made voting recommendations at **93** meetings (**822** resolutions) over the last quarter.



■ Total meetings in favour **48.4%**  
 ■ Meetings against (or against AND abstain) **49.5%**  
 ■ Meetings with management by exception **2.2%**

### Europe

We made voting recommendations at **101** meetings (**1,715** resolutions) over the last quarter.



■ Total meetings in favour **41.6%**  
 ■ Meetings against (or against AND abstain) **49.5%**  
 ■ Meetings abstained **4.0%**  
 ■ Meetings with management by exception **5.0%**

### North America

We made voting recommendations at **45** meetings (**487** resolutions) over the last quarter.



■ Total meetings in favour **20%**  
 ■ Meetings against (or against AND abstain) **62.2%**  
 ■ Meetings with management by exception **17.8%**

### United Kingdom

We made voting recommendations at **68** meetings (**662** resolutions) over the last quarter.



■ Total meetings in favour **79.4%**  
 ■ Meetings against (or against AND abstain) **17.6%**  
 ■ Meetings with management by exception **2.9%**

The issues on which we recommended voting against management or abstaining on resolutions are shown below.

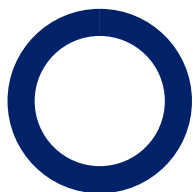
### Global

We recommended voting against or abstaining on **562** resolutions over the last quarter.



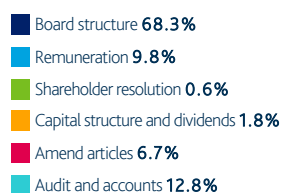
### Australia and New Zealand

We recommended voting against or abstaining on **one** resolution over the last quarter.



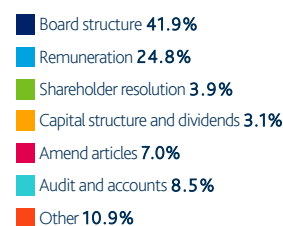
### Developed Asia

We recommended voting against or abstaining on **164** resolutions over the last quarter.



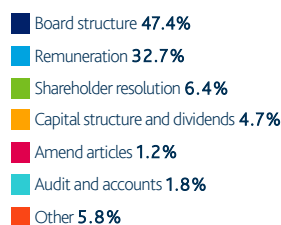
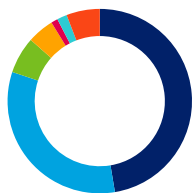
### Emerging and Frontier Markets

We recommended voting against or abstaining on **129** resolutions over the last quarter.



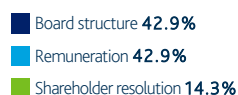
### Europe

We recommended voting against or abstaining on **171** resolutions over the last quarter.



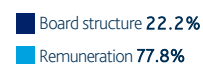
### North America

We recommended voting against or abstaining on **70** resolutions over the last quarter.



### United Kingdom

We recommended voting against or abstaining on **27** resolutions over the last quarter.





**Notices:**

LGPS Central Limited is committed to disclosing its voting record on a vote-by-vote basis, including where practicable the provision of a rationale for votes cast against management.

The data presented here relate to voting decisions for securities held in portfolios held within the company's Authorised Contractual Scheme (ACS).

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
20/01/2021	Guotai Junan International Holdings Limited	Special	All For		
04/02/2021	Lenovo Group Limited	Special	All For		
04/03/2021	MMG Ltd.	Special	Against	1	Apparent failure to link pay and appropriate performance
05/03/2021	CSPC Pharmaceutical Group Ltd.	Special	Against	11.1 12	Concerns related to board gender diversity Concerns related to shareholder rights
29/03/2021	China Resources Beer (Holdings) Co. Ltd.	Special	Against	2	Concerns related to board gender diversity
28/01/2021	Kobe Bussan Co., Ltd.	Annual	All For		
28/01/2021	Park24 Co., Ltd.	Annual	Against	1.6, 1.7	Concerns about overall board structure
19/02/2021	Kansai Mirai Financial Group, Inc.	Special	All For		
20/02/2021	OSG Corp. (6136)	Annual	Against	2.1	Concerns related to approach to board diversity
25/02/2021	Kewpie Corp.	Annual	All For		
26/02/2021	Hitachi Capital Corp.	Special	Against	1	Concerns to protect shareholder value
26/02/2021	Mitsubishi HC Capital, Inc.	Special	All For		
09/03/2021	Nippon Building Fund, Inc.	Special	All For		
18/03/2021	Toshiba Corp.	Special	Against	1	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
19/03/2021	Kubota Corp.	Annual	All For		
20/03/2021	GMO Internet, Inc.	Annual	Against	1.1	Lack of independence on boardPoison pill/anti-takeover measure not in investors interests
20/03/2021	THK CO., LTD.	Annual	Against	2.8 2.1	Concerns about overall board structure Concerns related to approach to board diversity
23/03/2021	Chugai Pharmaceutical Co., Ltd.	Annual	All For		
23/03/2021	Hulic Co., Ltd.	Annual	Against	2	Concerns to protect shareholder value
23/03/2021	Nabtesco Corp.	Annual	All For		
24/03/2021	Ezaki Glico Co., Ltd.	Annual	Against	1.1, 1.5, 1.6, 1.8	Lack of independence on board
24/03/2021	Japan Tobacco Inc.	Annual	All For		
24/03/2021	Kyowa Kirin Co., Ltd.	Annual	All For		
24/03/2021	Yamaha Motor Co., Ltd.	Annual	Against	2.1, 2.7	Lack of independence on board
25/03/2021	Asahi Group Holdings Ltd.	Annual	All For		
25/03/2021	Coca-Cola Bottlers Japan Holdings, Inc.	Annual	All For		
25/03/2021	HOSHIZAKI Corp.	Annual	All For		
25/03/2021	INPEX Corp.	Annual	Against	3.9, 3.10, 3.12, 3.13	Lack of independence on board
25/03/2021	Kuraray Co., Ltd.	Annual	All For		
25/03/2021	NEXON Co., Ltd.	Annual	Against	3.4 1.1	Apparent failure to link pay & appropriate performance Concerns related to approach to board gender diversity
25/03/2021	Peptidream Inc.	Annual	All For		
25/03/2021	Pola Orbis Holdings Inc.	Annual	All For		
25/03/2021	Shiseido Co., Ltd.	Annual	All For		
25/03/2021	SUMCO Corp.	Annual	All For		
25/03/2021	Tokyo Tatemono Co., Ltd.	Annual	Against	2.11	Concerns about overall board structure
25/03/2021	Trend Micro, Inc.	Annual	Against	3.1, 3.5, 4.2, 4.3, 4.4 2	Concerns about overall board structure Concerns related to shareholder rights

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
26/03/2021	ASICS Corp.	Annual	All For		
26/03/2021	Bridgestone Corp.	Annual	Against	3.3,3.5,3.9	Concerns about overall board structure
26/03/2021	Canon Marketing Japan Inc.	Annual	Against	2.1	Concerns related to approach to board diversity
26/03/2021	Dentsu Group, Inc.	Annual	All For		
26/03/2021	Ebara Corp.	Annual	All For		
26/03/2021	Kagome Co., Ltd.	Annual	All For		
26/03/2021	Kao Corp.	Annual	Against	2.8	Concerns about overall board structure
26/03/2021	Kobayashi Pharmaceutical Co., Ltd.	Annual	Against	2.5	Lack of independence on board
26/03/2021	MonotaRO Co., Ltd.	Annual	Against	2.6 2.3	Concerns related to attendance at board or committee meetings Lack of independence on board
26/03/2021	Nippon Paint Holdings Co., Ltd.	Annual	Against	2.5,2.7	Concerns related to attendance at board or committee meetings Lack of independence on board
26/03/2021	OTSUKA CORP.	Annual	Against	4.5 2.8	Insufficient/poor disclosure Lack of independence on board
26/03/2021	Sumitomo Rubber Industries, Ltd.	Annual	Against	2.9	Lack of independence on board
26/03/2021	Suntory Beverage & Food Ltd.	Annual	All For		
26/03/2021	Unicharm Corp.	Annual	All For		
27/03/2021	Horiba, Ltd.	Annual	All For		
29/03/2021	DMG MORI CO., LTD.	Annual	All For		
30/03/2021	AGC, Inc. (Japan)	Annual	All For		
30/03/2021	Canon, Inc.	Annual	Against	3 2.1	Concerns about overall board structure Concerns related to approach to board gender diversity and lack of independence on board
30/03/2021	DIC Corp.	Annual	All For		
30/03/2021	GungHo Online Entertainment, Inc.	Annual	Against	2.2,2.3 1.1 1.9	Concerns about overall board structure Concerns related to approach to board gender diversity Lack of independence on board
30/03/2021	Kirin Holdings Co., Ltd.	Annual	All For		
30/03/2021	KOKUYO CO., LTD.	Annual	All For		
30/03/2021	Lion Corp.	Annual	All For		
30/03/2021	Mabuchi Motor Co., Ltd.	Annual	All For		
30/03/2021	Nippon Electric Glass Co., Ltd.	Annual	Against	2.1,2.7	Lack of independence on board
30/03/2021	Nisshinbo Holdings Inc.	Annual	All For		
30/03/2021	Otsuka Holdings Co., Ltd.	Annual	Against	1.1,1.11,1.12	Lack of independence on board
30/03/2021	Pigeon Corp.	Annual	All For		
30/03/2021	Pilot Corp.	Annual	All For		
30/03/2021	Rakuten Group, Inc.	Annual	Against	2.5	Lack of independence on board
30/03/2021	Sapporo Holdings Ltd.	Annual	Against	2.1,2.5	Lack of independence on board
30/03/2021	Shimano, Inc.	Annual	Against	2.4	Lack of independence on board
30/03/2021	Showa Denko K.K.	Annual	All For		
30/03/2021	Skylark Holdings Co., Ltd.	Annual	All For		
30/03/2021	Sumitomo Forestry Co., Ltd.	Annual	All For		
30/03/2021	The Yokohama Rubber Co., Ltd.	Annual	Against	2.1	Concerns related to approach to board gender diversity
30/03/2021	Tokai Carbon Co., Ltd.	Annual	All For		
30/03/2021	TOKYO OHKA KOGYO CO., LTD.	Annual	Against	3.1,3.2	Concerns about overall board structure
30/03/2021	Toyo Tire Corp.	Annual	Against	2.1 2.9	Concerns related to approach to board gender diversity Lack of independence on board
30/03/2021	Yamazaki Baking Co., Ltd.	Annual	All For		
31/03/2021	Renesas Electronics Corp.	Annual	Against	3 2.1	Apparent failure to link pay & appropriate performance Lack of independence on board
20/01/2021	Frasers Logistics & Commercial Trust	Annual	Against	3	Issue of equity raises concerns about excessive dilution of existing shareholders
21/01/2021	Frasers Centrepoint Trust	Annual	Against	3	Issue of equity raises concerns about excessive dilution of existing shareholders
22/01/2021	Frasers Property Ltd.	Annual	Against	7 6	Apparent failure to link pay and appropriate performance Issue of equity raises concerns about excessive dilution of existing shareholders
24/02/2021	Keppel REIT	Special	All For		
30/03/2021	DBS Group Holdings Ltd.	Annual	All For		

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
06/01/2021	Korean Air Lines Co., Ltd.	Special	Against	1	Issue of equity raises concerns about excessive dilution of existing shareholders
29/01/2021	Kangwon Land, Inc.	Special	Against	1.1	Cumulative/slate voting in favour of individual candidates/slates
09/02/2021	Korea Gas Corp.	Special	All For		
12/03/2021	POSCO	Annual	All For		
15/03/2021	Hanwha Life Insurance Co., Ltd.	Annual	All For		
15/03/2021	POSCO Chemical Co., Ltd.	Annual	All For		
15/03/2021	POSCO INTERNATIONAL Corp.	Annual	All For		
17/03/2021	Samsung Electro-Mechanics Co., Ltd.	Annual	All For		
17/03/2021	Samsung Electronics Co., Ltd.	Annual	All For		
17/03/2021	Samsung Electronics Co., Ltd.	Annual	All For		
17/03/2021	Samsung SDI Co., Ltd.	Annual	All For		
17/03/2021	Samsung SDS Co., Ltd.	Annual	All For		
18/03/2021	Cheil Worldwide, Inc.	Annual	All For		
18/03/2021	Hotel Shilla Co., Ltd.	Annual	All For		
18/03/2021	LG Innotek Co., Ltd.	Annual	All For		
18/03/2021	ORION Corp. (Korea)	Annual	All For		
18/03/2021	S-1 Corp. (Korea)	Annual	All For		
18/03/2021	Samsung Card Co., Ltd.	Annual	All For		
18/03/2021	Samsung Engineering Co., Ltd.	Annual	All For		
18/03/2021	Samsung Life Insurance Co., Ltd.	Annual	All For		
19/03/2021	Amorepacific Corp.	Annual	All For		
19/03/2021	AmorePacific Group, Inc.	Annual	All For		
19/03/2021	Hanssem Co., Ltd.	Annual	Against	3,6	Inappropriate bundling of election of directors on a single vote
19/03/2021	KT&G Corp.	Annual	All For		
19/03/2021	LG Household & Health Care Ltd.	Annual	Against	3.1,3.2	
19/03/2021	LG Uplus Corp.	Annual	Against	3.2	Concerns related to approach to board gender diversity
19/03/2021	LOTTE Fine Chemical Co., Ltd.	Annual	All For		
19/03/2021	Mando Corp.	Annual	All For		
19/03/2021	Samsung BioLogics Co., Ltd.	Annual	Against	2	Apparent failure to link pay and appropriate performance
19/03/2021	Samsung C&T Corp.	Annual	Against	2.1.1	Concerns about overall performance
19/03/2021	Samsung Fire & Marine Insurance Co., Ltd.	Annual	All For		
19/03/2021	Samsung Heavy Industries Co., Ltd.	Annual	All For		
19/03/2021	Samsung Securities Co., Ltd.	Annual	All For		
19/03/2021	Yuhan Corp.	Annual	All For		
22/03/2021	Hyundai Mipo Dockyard Co., Ltd.	Annual	All For		
22/03/2021	Kia Corp.	Annual	All For		
23/03/2021	Hyundai Steel Co.	Annual	All For		
23/03/2021	LG Display Co., Ltd.	Annual	All For		
23/03/2021	Lotte Chemical Corp.	Annual	Against	3	
23/03/2021	Lotte Chilsung Beverage Co., Ltd.	Annual	Against	5	Concerns related to attendance at board or committee meetings
23/03/2021	Lotte Shopping Co., Ltd.	Annual	All For		
23/03/2021	NHN Corp.	Annual	All For		
24/03/2021	Doosan Bobcat, Inc.	Annual	All For		
24/03/2021	E-Mart, Inc.	Annual	Against	3.1,3.4	Lack of independence on board
24/03/2021	HANWHA SOLUTIONS CORP.	Annual	Against	3.2,4	Lack of independence on board
24/03/2021	Hyundai Department Store Co., Ltd.	Annual	All For		
24/03/2021	Hyundai Development Co.	Annual	Against	2,3,4	Lack of independence on board
24/03/2021	Hyundai GLOVIS Co., Ltd.	Annual	Against	3.2,3.3	Lack of independence on board
24/03/2021	Hyundai Mobis Co., Ltd.	Annual	All For		
24/03/2021	Hyundai Motor Co., Ltd.	Annual	All For		
24/03/2021	Hyundai WIA Corp.	Annual	All For		

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
24/03/2021	Korea Shipbuilding & Offshore Engineering Co., Ltd.	Annual	Against	3	Concerns related to approach to board gender diversity
24/03/2021	Korea Zinc Co., Ltd.	Annual	All For		
24/03/2021	LG Electronics, Inc.	Annual	All For		
24/03/2021	LG Electronics, Inc.	Special	All For		
24/03/2021	Mirae Asset Securities Co., Ltd.	Annual	All For		
24/03/2021	NAVER Corp.	Annual	All For		
24/03/2021	OCI Co., Ltd.	Annual	All For		
24/03/2021	Shinsegae Co., Ltd.	Annual	Against	3.1,3.2 5	Lack of independence on board Lack of independent representation at board committees
24/03/2021	SK Biopharmaceuticals Co., Ltd.	Annual	Against	4	Apparent failure to link pay and appropriate performance
25/03/2021	BGF Retail Co., Ltd.	Annual	All For		
25/03/2021	DAEWOO SHIPBUILDING & MARINE ENGINEERING CO., Ltd.	Annual	Against	3.2	Lack of independence on board
25/03/2021	Doosan Infracore Co., Ltd.	Annual	Against	4	Apparent failure to link pay and appropriate performance
25/03/2021	GS Retail Co., Ltd.	Annual	All For		
25/03/2021	HYUNDAI ENGINEERING & CONSTRUCTION CO., Ltd.	Annual	All For		
25/03/2021	Hyundai Heavy Industries Holdings Co., Ltd.	Annual	All For		
25/03/2021	Industrial Bank of Korea	Annual	Against	2,3	Apparent failure to link pay and appropriate performance
25/03/2021	Korea Aerospace Industries Ltd.	Annual	All For		
25/03/2021	Korea Electric Power Corp.	Annual	All For		
25/03/2021	LG Chem Ltd.	Annual	Against	3	
25/03/2021	NCsoft Corp.	Annual	All For		
25/03/2021	NH Investment & Securities Co., Ltd.	Annual	Against	4	Apparent failure to link pay and appropriate performance
25/03/2021	Nongshim Co., Ltd.	Annual	Against	2,3	Inappropriate bundling of election of directors on a single vote
25/03/2021	Shinhan Financial Group Co., Ltd.	Annual	Against	3.2,3.4,3.5,3.7,3.8,3.10,5.1,5.2 3.1	Concerns about overall performance Concerns about overall performance
25/03/2021	SK Telecom Co., Ltd.	Annual	All For		
25/03/2021	SSANGYONGC&E Co., Ltd.	Annual	Against	4,6	Inappropriate bundling of election of directors on a single vote
26/03/2021	BNK Financial Group, Inc.	Annual	All For		
26/03/2021	Celltrion Healthcare Co., Ltd.	Annual	Against	4	Apparent failure to link pay & appropriate performance
26/03/2021	Celltrion Pharm Inc.	Annual	Against	2	Concerns related to shareholder rights
26/03/2021	Celltrion, Inc.	Annual	All For		
26/03/2021	CJ CheilJedang Corp.	Annual	All For		
26/03/2021	Daewoo Engineering & Construction Co. Ltd.	Annual	All For		
26/03/2021	DB Insurance Co., Ltd.	Annual	Against	3.2,5.2	Concerns about overall performance
26/03/2021	DGB Financial Group Co., Ltd.	Annual	All For		
26/03/2021	DL Holdings Co., Ltd.	Annual	All For		
26/03/2021	DONGSUH Cos., Inc.	Annual	All For		
26/03/2021	GS Engineering & Construction Corp.	Annual	All For		
26/03/2021	Hana Financial Group, Inc.	Annual	All For		
26/03/2021	HANJIN KAL Corp.	Annual	All For		
26/03/2021	Hanmi Pharmaceutical Co., Ltd.	Annual	Against	2	Issue of equity raises concerns about excessive dilution of existing shareholders Poison pill/anti-takeover measure not in investors interests
26/03/2021	Hanmi Science Co., Ltd.	Annual	Against	2	Issue of equity raises concerns about excessive dilution of existing shareholders
26/03/2021	HITEJINRO Co., Ltd.	Annual	All For		
26/03/2021	HYUNDAI MARINE & FIRE INSURANCE Co., Ltd.	Annual	All For		
26/03/2021	KB Financial Group, Inc.	Annual	All For		
26/03/2021	Korea Investment Holdings Co., Ltd.	Annual	All For		
26/03/2021	Korean Air Lines Co., Ltd.	Annual	All For		
26/03/2021	Kumho Petrochemical Co., Ltd.	Annual	Against	3.2,4.2,5.4,5.5,6.2 3.1,5.1,5.2,6.1	Concerns related to minority shareholder interest Lack of independence on board
26/03/2021	LG Corp.	Annual	Against	1	
26/03/2021	Lotte Corp.	Annual	All For		



Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
26/03/2021	Netmarble Corp.	Annual	All For		
26/03/2021	OTTOGI Corp.	Annual	Against	3.1,3.2	Lack of independence on board
26/03/2021	Paradise Co., Ltd.	Annual	Against	3	Apparent failure to link pay and appropriate performance
26/03/2021	SK Innovation Co., Ltd.	Annual	All For		
26/03/2021	Solus Advanced Materials Co., Ltd.	Annual	All For		
26/03/2021	Woori Financial Group, Inc.	Annual	Against	4.1,4.2,4.3,4.4,5,6.1,6.2 4.5	Concerns about overall performance Concerns related to approach to board gender diversityConcerns about overall performance
29/03/2021	Alteogen, Inc.	Annual	All For		
29/03/2021	CJ Logistics Corp.	Annual	All For		
29/03/2021	GS Holdings Corp.	Annual	All For		
29/03/2021	Hanon Systems	Annual	Against	2	Inappropriate bundling of election of directors on a single vote
29/03/2021	Hanwha Aerospace Co., Ltd.	Annual	All For		
29/03/2021	Kakao Corp.	Annual	All For		
29/03/2021	KCC Corp.	Annual	All For		
29/03/2021	KEPCO Plant Service & Engineering Co., Ltd.	Annual	Against	3,4	Apparent failure to link pay and appropriate performance
29/03/2021	LS Corp.	Annual	Against	2	Concerns about overall performance
29/03/2021	SK Holdings Co., Ltd.	Annual	Against	3.1,3.2	Lack of independence on board
29/03/2021	SK Networks Co., Ltd.	Annual	Against	3.2 3.1	Concerns about overall performance Lack of independence on board
30/03/2021	CJ ENM Co., Ltd.	Annual	All For		
30/03/2021	Doosan Heavy Industries & Construction Co., Ltd.	Annual	All For		
30/03/2021	FILA Holdings Corp.	Annual	All For		
30/03/2021	Hankook Tire & Technology Co., Ltd.	Annual	Against	3.2,4	Inappropriate bundling of election of directors on a single vote
30/03/2021	HLB Co., Ltd.	Annual	All For		
30/03/2021	Kangwon Land, Inc.	Annual	All For		
30/03/2021	Korea Gas Corp.	Annual	Against	2	Apparent failure to link pay and appropriate performance
30/03/2021	S-Oil Corp.	Annual	Against	2 3.2,3.3,3.4,3.5,3.6,3.7,3.9,5. 1	Concerns related to shareholder rightsConcerns related to succession planning Lack of independence on board
30/03/2021	SillaJen, Inc.	Annual	All For		
30/03/2021	SK hynix, Inc.	Annual	All For		
30/03/2021	SKC Co., Ltd.	Annual	All For		
31/03/2021	CJ Corp.	Annual	All For		
31/03/2021	Coway Co., Ltd.	Annual	All For		
31/03/2021	Helixmith Co., Ltd.	Annual	All For		
31/03/2021	Medy-Tox, Inc.	Annual	Against	3	Concerns to protect shareholder value
15/01/2021	Saracen Mineral Holdings Limited	Court	All For		
23/02/2021	Technology One Limited	Annual	All For		
26/02/2021	Aristocrat Leisure Limited	Annual	Against	2	Apparent failure to link pay and appropriate performance
02/03/2021	First Pacific Co. Ltd.	Special	All For		
11/03/2021	IHS Markit Ltd.	Special	Against	2	Apparent failure to link pay & appropriate performance
12/03/2021	Kunlun Energy Co. Ltd.	Special	All For		
31/03/2021	Credicorp Ltd.	Annual	All For		
10/03/2021	Banco Bradesco SA	Annual	Against	1	
10/03/2021	Banco Bradesco SA	Annual	Against	3	
10/03/2021	Banco Bradesco SA	Annual	Abstain Against	3 5	Cumulative/slate voting in favour of individual candidates/slates
10/03/2021	Banco Bradesco SA	Special	All For		
10/03/2021	Banco Bradesco SA	Special	All For		
12/03/2021	Vale SA	Special	Against	8	Concerns about reducing shareholder rights

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
29/03/2021	Sul America SA	Annual	Abstain Against	4,7,8.1,8.2,8.3,8.4,8.5,8.6,8.7,8.8,8.9,8.10,8.11 5 6 15	Insufficient/poor disclosure Concerns related to approach to board gender diversity Insufficient/poor disclosure Insufficient/poor disclosureApparent failure to link pay and appropriate performance
29/03/2021	Sul America SA	Special	All For		
30/03/2021	CESP - Companhia Energetica de Sao Paulo	Annual	Against	2,4	
30/03/2021	TIM SA (Brazil)	Annual	Abstain Against	7,8.1,8.2,8.3,8.4,8.5,8.6,8.7,8.8,8.9,8.10 12 6	Insufficient/poor disclosure Apparent failure to link pay and appropriate performance Insufficient/poor disclosure
30/03/2021	TIM SA (Brazil)	Special	Against	2	Apparent failure to link pay and appropriate performance
26/02/2021	NagaCorp Ltd.	Special	Against	1,2,3,4,5,6	Apparent failure to link pay and appropriate performance
01/03/2021	Baidu, Inc.	Special	All For		
08/03/2021	New Oriental Education & Technology Group, Inc.	Special	All For		
08/01/2021	Hangzhou Tigermed Consulting Co., Ltd.	Special	All For		
25/01/2021	Dian Diagnostics Group Co. Ltd.	Special	All For		
25/01/2021	Midea Group Co. Ltd.	Special	All For		
28/01/2021	Agricultural Bank of China Limited	Special	All For		
28/01/2021	Huaxin Cement Co., Ltd.	Special	All For		
29/01/2021	Weichai Power Co., Ltd.	Special	Against	1	
03/02/2021	Anhui Conch Cement Company Limited	Special	All For		
05/03/2021	Haier Smart Home Co., Ltd.	Special	All For		
05/03/2021	Haier Smart Home Co., Ltd.	Special	Against	4.2	
10/03/2021	People's Insurance Co. (Group) of China Ltd.	Special	All For		
12/03/2021	China Railway Group Limited	Special	Against	2.2	Overboarded/Too many other time commitments
23/03/2021	China National Building Material Co., Ltd.	Special	All For		
24/03/2021	Bank of Communications Co., Ltd.	Special	All For		
25/03/2021	Ping An Insurance (Group) Company of China, Ltd.	Annual	Against	8.11 11	Concerns related to board gender diversity Issue of capital raises concerns about excessive dilution of existing shareholders
26/03/2021	By-Health Co., Ltd.	Annual	All For		
26/03/2021	China Construction Bank Corporation	Special	All For		
26/03/2021	Hangzhou Tigermed Consulting Co., Ltd.	Special	Against	1	Apparent failure to link pay & appropriate performance
26/03/2021	Grupo de Inversiones Suramericana SA	Annual	All For		
26/03/2021	Interconexion Electrica SA ESP	Annual	All For		
16/03/2021	Maruti Suzuki India Limited	Special	All For		
16/03/2021	Sun Pharmaceutical Industries Limited	Court	All For		
25/03/2021	Cipla Limited	Special	All For		
31/03/2021	Reliance Industries Ltd.	Court	All For		
21/01/2021	PT Bank Rakyat Indonesia (Persero) Tbk	Special	Against	5 1	Insufficient/poor disclosure Insufficient/poor disclosure
28/01/2021	PT Unilever Indonesia Tbk	Special	All For		
15/03/2021	PT Bank Mandiri (Persero) Tbk	Annual	Against	9 6	Insufficient/poor disclosure Insufficient/poor disclosure
25/03/2021	PT Bank Rakyat Indonesia (Persero) Tbk	Annual	All For		
29/03/2021	PT Bank Central Asia Tbk	Annual	All For		
16/03/2021	Plus500 Ltd.	Special	Against	A	
12/01/2021	Public Bank Bhd.	Special	All For		
18/02/2021	Kuala Lumpur Kepong Bhd.	Annual	Against	2	Lack of independence on board
19/03/2021	Grupo Elektra SAB de CV	Annual	Against	6,8 5	Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders
23/03/2021	Wal-Mart de Mexico SAB de CV	Annual	All For		
24/03/2021	Fomento Economico Mexicano SAB de CV	Annual	Against	4,5	Concerns about overall board structure 2- Concerns related to succession planning 3- Lack of independence on board 4- Overboarded/Too many other time commitments

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
25/03/2021	CEMEX SAB de CV	Annual	Against	6	Concerns about overall board structure 2- Concerns related to board gender diversity 3- Overboarded/Too many other time commitments
25/03/2021	CEMEX SAB de CV	Annual/Special	Against	6	Concerns about overall board structure 2- Concerns related to board gender diversity 3- Overboarded/Too many other time commitments
25/03/2021	CEMEX SAB de CV	Special	All For		
25/03/2021	Concentradora Fibra Danhos SA de CV	Annual	Against	3	Lack of independence on board
30/03/2021	Orbia Advance Corp. SAB de CV	Annual	Against	5,2f,6,9	
30/03/2021	Compania de Minas Buenaventura SAA	Annual	All For		
22/03/2021	Santander Bank Polska SA	Annual	Against	10 13,15 14	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure Insufficient/poor disclosure
15/02/2021	Mobile TeleSystems PJSC	Special	All For		
15/02/2021	Mobile TeleSystems PJSC	Special	All For		
29/03/2021	Al Rajhi Bank	Annual	All For		
27/01/2021	Clicks Group Ltd.	Annual	All For		
03/02/2021	Sappi Ltd.	Annual	All For		
05/02/2021	Netcare Ltd.	Annual	All For		
17/02/2021	Tiger Brands Ltd.	Annual	All For		
29/03/2021	Advanced Info Service Public Co., Ltd.	Annual	Against	7	Insufficient/poor disclosure
31/03/2021	IRPC Public Co., Ltd.	Annual	Against	7	Insufficient/poor disclosure
31/03/2021	The Siam Cement Public Co. Ltd.	Annual	All For		
06/01/2021	BIM Birlesik Magazalar AS	Special	All For		
17/02/2021	Coca-Cola Icecek AS	Special	All For		
16/03/2021	Iskenderun Demir ve Celik AS	Annual	Against	10,12,14	Insufficient/poor disclosure
16/03/2021	Tofas Turk Otomobil Fabrikasi AS	Annual	Against	13 11 8 5,9	Insufficient/poor disclosure Insufficient/poor disclosure Issue of capital raises concerns about excessive dilution of existing shareholders Lack of independence on board
17/03/2021	Eregli Demir ve Celik Fabrikalari TAS	Annual	Against	10,12,14	Insufficient/poor disclosure
17/03/2021	Ford Otomotiv Sanayi AS	Annual	Against	8 11,13 5,9	Concerns about reducing shareholder rights Insufficient/poor disclosure Lack of independence on board
19/03/2021	Turk Telekomunikasyon AS	Annual	Against	7	Insufficient/poor disclosure
22/03/2021	TAV Havalimanlari Holding AS	Annual	All For		
23/03/2021	Arcelik AS	Annual	Against	7 11,13	Concerns about reducing shareholder rights Insufficient/poor disclosure
24/03/2021	Akbank TAS	Annual	Against	7,8	Insufficient/poor disclosure
25/03/2021	Sasa Polyester Sanayi AS	Annual	Against	7,11	Insufficient/poor disclosure
25/03/2021	Tekfen Holding AS	Annual	All For		
25/03/2021	Yapi ve Kredi Bankasi AS	Annual	Against	7 5	Insufficient/poor disclosure Lack of independence on boardLack of independent representation at board committees
26/03/2021	Turk Hava Yollari AO	Annual	Against	7,10,12 9	Insufficient/poor disclosure Lack of independence on board
26/03/2021	Turkiye Vakiflar Bankasi TAO	Annual	Against	3,4 6,7,8,10	Concerns to protect shareholder value Insufficient/poor disclosure
30/03/2021	Enka Insaat ve Sanayi AS	Annual	Against	11	Concerns about reducing shareholder rights
30/03/2021	Haci Omer Sabanci Holding AS	Annual	Against	7,8,12	Insufficient/poor disclosure
30/03/2021	Turkiye Sise ve Cam Fabrikalari AS	Annual	Against	5,6,12	Insufficient/poor disclosure
31/03/2021	Turkiye Garanti Bankasi AS	Annual	Against	4,5 10 7	Concerns to protect shareholder value Insufficient/poor disclosure Lack of independence on board
31/03/2021	Turkiye Is Bankasi AS	Annual	Against	2,3 6	Concerns to protect shareholder value Insufficient/poor disclosure
31/03/2021	Turkiye Petrol Rafinerileri AS	Annual	Against	7 10,12	Concerns about reducing shareholder rights Insufficient/poor disclosure
24/02/2021	Emirates NBD Bank (P.J.S.C)	Annual	Against	12	Insufficient/poor disclosure

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
17/03/2021	Emirates Telecommunications Group Co. PJSC	Annual	Against	9,1	Insufficient/poor disclosure
11/02/2021	Xinyi Energy Holdings Ltd.	Special	All For		
24/03/2021	Andritz AG	Annual	Against	7.2	Lack of independence on boardConcerns related to approach to board gender diversityConcerns related to below-board gender diversity
01/03/2021	Orsted A/S	Annual	Against	3,7.2 6	Apparent failure to link pay & appropriate performance Issue of capital raises concerns about excessive dilution of existing shareholders
05/03/2021	Demant A/S	Annual	Abstain Against	6a,6b 8f 4	Apparent failure to link pay & appropriate performance Concerns related to inappropriate membership of committees
11/03/2021	Novozymes A/S	Annual	Abstain	8a	
11/03/2021	Pandora AS	Annual	All For		
15/03/2021	Carlsberg A/S	Annual	All For		
15/03/2021	DSV Panalpina A/S	Annual	Abstain	6.2	Concerns related to inappropriate membership of committees
16/03/2021	Danske Bank A/S	Annual	All For		
17/03/2021	GN Store Nord A/S	Annual	Abstain	7.2	
23/03/2021	A.P. Moller-Maersk A/S	Annual	Against	6	Issue of capital raises concerns about excessive dilution of existing shareholders
23/03/2021	H. Lundbeck A/S	Annual	Abstain Against	6.1 6.3,6.5 4,9.2	Concerns related to approach to board gender diversity Overboarded/Too many other time commitments Apparent failure to link pay and appropriate performance
25/03/2021	Novo Nordisk A/S	Annual	All For		
26/03/2021	Tryg A/S	Annual	Abstain	7.1	Overboarded/Too many other time commitments
02/03/2021	Kone Oyj	Annual	Against	10,11 13	Apparent failure to link pay and appropriate performance Lack of independence on boardLack of independent representation at board committeesConcerns related to inappropriate membership of committees
04/03/2021	Wartsila Oyj Abp	Annual	Against	11 14	Apparent failure to link pay and appropriate performance Lack of independent representation at board committeesOverboarded/Too many other time commitments
17/03/2021	Kojamo Oyj	Annual	All For		
19/03/2021	Stora Enso Oyj	Annual	Against	13	Inappropriate bundling of election of directors on a single vote
24/03/2021	Nordea Bank Abp	Annual	Against	13	
25/03/2021	Orion Oyj	Annual	Against	10	Apparent failure to link pay and appropriate performance
26/03/2021	Neles Oyj	Annual	Against	10 13	Apparent failure to link pay & appropriate performance Concerns related to inappropriate membership of committees
30/03/2021	Neste Corp.	Annual	Against	11	
30/03/2021	Nokian Renkaat Oyj	Annual	Against	13	Concerns related to board gender diversity
30/03/2021	UPM-Kymmene Oyj	Annual	All For		
12/01/2021	Sodexo SA	Annual	All For		
24/03/2021	Sartorius Stedim Biotech SA	Annual/Special	Against	7,8 4	Apparent failure to link pay and appropriate performance. Insufficient justification for related party transaction
29/03/2021	Vivendi SE	Special	All For		
05/01/2021	TUI AG	Special	All For		
13/01/2021	CTS Eventim AG & Co. KGaA	Special	All For		
03/02/2021	Siemens AG	Annual	All For		
05/02/2021	ThyssenKrupp AG	Annual	Against	7	Apparent failure to link pay and appropriate performance
10/02/2021	Siemens Energy AG	Annual	All For		
12/02/2021	Siemens Healthineers AG	Annual	Against	8 13 11	Concerns about overall board structure Concerns about reducing shareholder rights Concerns about reducing shareholder rights
19/02/2021	METRO AG	Annual	Against	7	Apparent failure to link pay and appropriate performance
23/02/2021	OSRAM Licht AG	Annual	Against	6 5.1,5.2	Apparent failure to link pay and appropriate performance Lack of independence on board
25/02/2021	Infineon Technologies AG	Annual	Against	6	Apparent failure to link pay and appropriate performance
25/03/2021	TUI AG	Annual	Against	9,11 6 8.1 8.4	Apparent failure to link pay and appropriate performance Concerns about reducing shareholder rights Lack of independence on board Lack of independence on board
31/03/2021	Daimler AG	Annual	All For		

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
22/03/2021	Folli Follie SA	Special	All For		
14/01/2021	C&C Group Plc	Special	All For		
19/01/2021	Flutter Entertainment Plc	Special	All For		
21/01/2021	Grafton Group Plc	Special	All For		
26/01/2021	Greencore Group Plc	Annual	All For		
26/01/2021	Greencore Group Plc	Special	All For		
26/01/2021	UDG Healthcare Plc	Annual	All For		
26/01/2021	UDG Healthcare Plc	Special	All For		
28/01/2021	Kerry Group Plc	Special	All For		
03/02/2021	Accenture Plc	Annual	All For		
04/02/2021	DCC Plc	Special	All For		
05/02/2021	AIB Group Plc	Special	All For		
05/02/2021	Smurfit Kappa Group Plc	Special	All For		
09/02/2021	CRH Plc	Special	All For		
11/02/2021	Glanbia Plc	Special	All For		
12/02/2021	Kingspan Group Plc	Special	All For		
10/03/2021	Johnson Controls International Plc	Annual	Against	5 1c	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
15/01/2021	Atlantia SpA	Special	All For		
02/02/2021	SNAM SpA	Special	All For		
03/03/2021	Nexi SpA	Special	Against	1.1,1.2,1.3,1.4	Lack of independence on board
24/03/2021	Pirelli & C. SpA	Special	All For		
25/03/2021	Moncler SpA	Special	All For		
29/03/2021	Atlantia SpA	Special	All For		
31/03/2021	Telecom Italia SpA	Annual	Against	9.2,9-bis,10.b,10.c,11,A 3,4	Apparent failure to link pay & appropriate performance
04/01/2021	Fiat Chrysler Automobiles NV	Special	All For		
04/01/2021	Stellantis NV	Special	All For		
07/01/2021	Altice Europe NV	Special	Against	3.c 3.b 2.c,2.d 2.b	Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance Concerns about reducing shareholder rights Concerns about reducing shareholder rights
12/02/2021	Adyen NV	Special	All For		
08/03/2021	Stellantis NV	Special	All For		
23/03/2021	Randstad NV	Annual	Against	2b,4	Apparent failure to link pay and appropriate performance
24/03/2021	Gjensidige Forsikring ASA	Annual	All For		
19/01/2021	EDP-Energias de Portugal SA	Special	All For		
22/02/2021	EDP Renovaveis SA	Special	All For		
09/03/2021	Naturgy Energy Group SA	Annual	Against	7 6	Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance
12/03/2021	Mapfre SA	Annual	Against	11	
17/03/2021	Siemens Gamesa Renewable Energy SA	Annual	Against	11,13 10 8	Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance Overboarded/Too many other time commitments
23/03/2021	Bankia SA	Annual	All For		
25/03/2021	Banco Santander SA	Annual	Against	8,11.B 11.A	Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance
25/03/2021	Repsol SA	Annual	All For		
26/03/2021	Cellnex Telecom SA	Annual	Against	5.2,14	Apparent failure to link pay & appropriate performance
28/01/2021	Evolution Gaming Group AB	Special	All For		
15/02/2021	Swedbank AB	Special	All For		

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
24/03/2021	Svenska Handelsbanken AB	Annual	Against	19.6 19.1 19.4 20 19.7	Lack of independence on board 2- Lack of independent representation at board committees Lack of independence on board 2- Lack of independent representation at board committees Lack of independence on board 2- Lack of independent representation at board committees 3- Overboarded/Too many other time commitments Lack of independence on board 2- Overboarded/Too many other time commitments Lack of independence on board 2- Overboarded/Too many other time commitments
25/03/2021	Castellum AB	Annual	Against	10.B,10.2h,10.2i,10.2j,10.3a	
25/03/2021	Electrolux AB	Annual	Against	15	Apparent failure to link pay and appropriate performance
25/03/2021	Essity AB	Annual	Against	11.b,12,14,15	
25/03/2021	SKF AB	Annual	Against	20	Apparent failure to link pay and appropriate performance
25/03/2021	Swedbank AB	Annual	Against	13.6 23.a2,23.b 23.a1	Concerns related to inappropriate membership of committees SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
30/03/2021	Lundin Energy AB	Annual	Against	12,21 16.c,16.g 16.d,16.f,16.j 16.b 24.b	Apparent failure to link pay & appropriate performance Lack of independence on board Lack of independence on board 2- Overboarded/Too many other time commitments Lack of independence on board 2- Overboarded/Too many other time commitments SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
30/03/2021	Skandinaviska Enskilda Banken AB	Annual	Against	14.6,14.7,14.9,14.10	Lack of independent representation at board committees
30/03/2021	Skanska AB	Annual	Against	12.b 12.d	Concerns related to inappropriate membership of committees 2- Overboarded/Too many other time commitments Overboarded/Too many other time commitments
30/03/2021	Telefonaktiebolaget LM Ericsson	Annual	Against	16.1,16.2 16.3 10.2	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value Overboarded/Too many other time commitments
31/03/2021	Volvo AB	Annual	Against	12.8,15,16	Overboarded/Too many other time commitments
02/03/2021	Novartis AG	Annual	Against	12	
10/03/2021	TE Connectivity Ltd.	Annual	All For		
16/03/2021	Roche Holding AG	Annual	Against	2.1,2.2,6,7 5.1 5.2,5.7,5.10,5.15 10 5.3	Apparent failure to link pay & appropriate performance Concerns related to board gender diversity Concerns related to inappropriate membership of committees Insufficient/poor disclosure Lack of independent representation at board committees
18/03/2021	DKSH Holding AG	Annual	Against	8 5.3.1,5.3.2	Insufficient/poor disclosure Lack of independent representation at board committees
23/03/2021	Schindler Holding AG	Annual	Against	4.1,4.2 6 5.3,5.4.3,5.4.7,5.4.8 5.1,5.2,5.4.1,5.4.2,5.4.4,5.4. 9,5.5,5.6.1	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure Lack of independence on board Lack of independent representation at board committees
23/03/2021	SGS SA	Annual	Against	4.1a,4.2 8 4.1d 4.1e,4.3.1,4.3.2	Concerns related to approach to board gender diversity Insufficient/poor disclosure Lack of independent representation at board Lack of independent representation at board committees
23/03/2021	Swiss Prime Site AG	Annual	Against	7.5 8	Concerns regarding Auditor tenure Insufficient/poor disclosure
25/03/2021	ABB Ltd.	Annual	Against	2 8.9 12 6	Apparent failure to link pay & appropriate performance Concerns related to board gender diversity Insufficient/poor disclosure Issue of capital raises concerns about excessive dilution of existing shareholders
25/03/2021	Givaudan SA	Annual	Against	7	Insufficient/poor disclosure
31/03/2021	PSP Swiss Property AG	Annual	Against	2 5.6 12	Apparent failure to link pay and appropriate performance Concerns related to approach to board diversity Insufficient/poor disclosure
31/03/2021	Swisscom AG	Annual	Against	4.6 9	Concerns related to inappropriate membership of committees Insufficient/poor disclosure
26/01/2021	Metro Inc.	Annual	All For		

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
27/01/2021	CGI Inc.	Annual	All For		
06/01/2021	Zscaler, Inc.	Annual	Against	3 1.2	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value
12/01/2021	Pioneer Natural Resources Company	Special	All For		
13/01/2021	Veeva Systems, Inc.	Special	All For		
14/01/2021	Micron Technology, Inc.	Annual	Against	2	Apparent failure to link pay & appropriate performance
15/01/2021	Concho Resources Inc.	Special	Against	2	Apparent failure to link pay & appropriate performance
15/01/2021	ConocoPhillips	Special	All For		
20/01/2021	D.R. Horton, Inc.	Annual	Against	2 1b	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
21/01/2021	Costco Wholesale Corporation	Annual	All For		
21/01/2021	Intuit Inc.	Annual	Against	2 1g	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
26/01/2021	Becton, Dickinson and Company	Annual	Against	3 1g 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes appropriate accountability or incentivisation
26/01/2021	Hormel Foods Corporation	Annual	Against	3 1d	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
26/01/2021	Jacobs Engineering Group Inc.	Annual	Against	2 1k	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
26/01/2021	Visa Inc.	Annual	All For		
28/01/2021	Air Products and Chemicals, Inc.	Annual	Against	2 1c	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
28/01/2021	Walgreens Boots Alliance, Inc.	Annual	Against	3 1j 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 better management of ESG opportunities and risks
29/01/2021	WestRock Company	Annual	Against	2 1b	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
02/02/2021	Aramark	Annual	Against	3 1a	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
02/02/2021	Emerson Electric Co.	Annual	Against	3	Apparent failure to link pay and appropriate performance
02/02/2021	Rockwell Automation, Inc.	Annual	Against	B A5	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
03/02/2021	Atmos Energy Corporation	Annual	Against	4 1i 1h	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to approach to board diversity
09/02/2021	Franklin Resources, Inc.	Annual	Against	3	Apparent failure to link pay and appropriate performance
10/02/2021	PTC Inc.	Annual	Against	2	Apparent failure to link pay & appropriate performance
11/02/2021	Tyson Foods, Inc.	Annual	Against	1c 1m 4 5 6	Concerns about remuneration committee 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 enhanced shareholder rights SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
18/02/2021	Raymond James Financial, Inc.	Annual	Against	2 1i	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
23/02/2021	Apple Inc.	Annual	Against	4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
24/02/2021	Deere & Company	Annual	Against	2	Apparent failure to link pay & appropriate performance
02/03/2021	Slack Technologies, Inc.	Special	All For		
03/03/2021	Fair Isaac Corporation	Annual	Against	3 1g	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance



Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
09/03/2021	The Walt Disney Company	Annual	Against	3 1h 4	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
10/03/2021	Analog Devices, Inc.	Annual	Against	1f,2	
10/03/2021	QUALCOMM Incorporated	Annual	All For		
11/03/2021	AmerisourceBergen Corporation	Annual	Against	4 3 1h	Combined CEO/Chair Concerns about overall performance Concerns about remuneration committee performance
11/03/2021	Applied Materials, Inc.	Annual	Against	2 1f 6	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
11/03/2021	F5 Networks, Inc.	Annual	Against	4 1a 1c	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns related to attendance at board or committee meetings
11/03/2021	Hologic, Inc.	Annual	Against	2 1d	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
11/03/2021	S&P Global, Inc.	Special	All For		
17/03/2021	Agilent Technologies, Inc.	Annual	Against	1.1	Concerns about remuneration committee performance
17/03/2021	Starbucks Corporation	Annual	Against	2 1d	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
17/03/2021	The Cooper Companies, Inc.	Annual	Against	3	Apparent failure to link pay & appropriate performance
18/03/2021	Keysight Technologies, Inc.	Annual	Against	3	Apparent failure to link pay & appropriate performance
18/03/2021	TransDigm Group Incorporated	Annual	Against	1.3,1.4,1.9,2 1.2	Apparent failure to link pay & appropriate performance 2- Concerns about remuneration committee performance Apparent failure to link pay & appropriate performance 2- Concerns about remuneration committee performance 3- Concerns related to below-board gender diversity
19/03/2021	HEICO Corporation	Annual	All For		
25/03/2021	Huntington Bancshares Incorporated	Special	All For		
04/01/2021	Primary Health Properties Plc	Special	All For		
08/01/2021	Cairn Energy Plc	Special	All For		
11/01/2021	Premier Foods Plc	Special	All For		
12/01/2021	Impax Environmental Markets Plc	Special	All For		
14/01/2021	Baillie Gifford Shin Nippon Plc	Special	All For		
14/01/2021	Capita Plc	Special	All For		
14/01/2021	Future Plc	Special	All For		
14/01/2021	JPMorgan Japanese Investment Trust Plc	Annual	All For		
18/01/2021	RSA Insurance Group Plc	Court	All For		
18/01/2021	RSA Insurance Group Plc	Special	All For		
20/01/2021	Diploma Plc	Annual	Against	11	Apparent failure to link pay and appropriate performance
20/01/2021	Edinburgh Worldwide Investment Trust Plc	Annual	All For		
20/01/2021	WH Smith Plc	Annual	Against	2 12	Apparent failure to link pay and appropriate performance Concerns related to Non-audit fees
21/01/2021	Melrose Industries Plc	Special	Against	2 1	Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance
25/01/2021	Cineworld Group Plc	Special	Against	2 1	Apparent failure to link pay & appropriate performance Apparent failure to link pay & appropriate performance
27/01/2021	AJ Bell Plc	Annual	All For		
28/01/2021	Britvic Plc	Annual	Against	3 12	Apparent failure to link pay & appropriate performance Overboarded/Too many other time commitments
28/01/2021	OSB Group Plc	Special	All For		
29/01/2021	Amdocs Limited	Annual	Against	1.3	Concerns related to approach to board diversity
29/01/2021	Avon Rubber Plc	Annual	Against	2	Apparent failure to link pay and appropriate performance
01/02/2021	TP ICAP Group Plc	Court	All For		
01/02/2021	TP ICAP Group Plc	Special	All For		
01/02/2021	TP ICAP Group Plc	Special	All For		



Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
03/02/2021	Imperial Brands Plc	Annual	Against	2,3 10	Apparent failure to link pay and appropriate performance Concerns related to approach to board diversity
03/02/2021	Schroder AsiaPacific Fund Plc	Annual	All For		
04/02/2021	Compass Group Plc	Annual	All For		
04/02/2021	The Sage Group Plc	Annual	All For		
05/02/2021	Brewin Dolphin Holdings Plc	Annual	All For		
05/02/2021	Countryside Properties Plc	Annual	Against	2	Apparent failure to link pay & appropriate performance
05/02/2021	Hipgnosis Songs Fund Ltd.	Special	All For		
10/02/2021	Future Plc	Annual	Against	3,4,18 14	Apparent failure to link pay and appropriate performance Concerns related to Non-audit fees
10/02/2021	GCP Infrastructure Investments Ltd.	Annual	All For		
10/02/2021	Grainger Plc	Annual	All For		
11/02/2021	Calisen Group (Holdings) Ltd.	Court	All For		
11/02/2021	Calisen Group (Holdings) Ltd.	Special	All For		
11/02/2021	Euromoney Institutional Investor Plc	Annual	Against	2,15	Apparent failure to link pay and appropriate performance
11/02/2021	Law Debenture Corp. Plc	Special	All For		
11/02/2021	Nielsen Holdings Plc	Special	All For		
11/02/2021	Tesco Plc	Special	All For		
12/02/2021	Victrex Plc	Annual	All For		
12/02/2021	Worldwide Healthcare Trust Plc	Special	All For		
15/02/2021	Foresight Solar Fund Ltd.	Special	All For		
17/02/2021	Finsbury Growth & Income Trust Plc	Annual	All For		
19/02/2021	Energean Plc	Special	All For		
24/02/2021	Paragon Banking Group Plc	Annual	All For		
24/02/2021	The Bankers Investment Trust Plc	Annual	All For		
25/02/2021	Shaftesbury Plc	Annual	All For		
25/02/2021	Virgin Money UK Plc	Annual	All For		
01/03/2021	TalkTalk Telecom Group Plc	Court	All For		
01/03/2021	TalkTalk Telecom Group Plc	Special	All For		
02/03/2021	Aberforth Smaller Cos. Trust Plc	Annual	All For		
04/03/2021	Chemring Group Plc	Annual	All For		
08/03/2021	Integrafin Holdings Plc	Annual	Against	11 13 7	Apparent failure to link pay and appropriate performance Concerns related to Non-audit fees Concerns related to attendance at board or committee meetings
08/03/2021	JLEN Environmental Assets Group Ltd.	Special	All For		
10/03/2021	LXI REIT Plc	Special	All For		
10/03/2021	Personal Assets Trust Plc	Special	All For		
11/03/2021	Mitchells & Butlers Plc	Special	All For		
17/03/2021	Safestore Holdings Plc	Annual	All For		
18/03/2021	Signature Aviation Plc	Court	All For		
18/03/2021	Signature Aviation Plc	Special	All For		
18/03/2021	Tullow Oil Plc	Special	All For		
23/03/2021	Crest Nicholson Holdings Plc	Annual	All For		
24/03/2021	Mitchells & Butlers Plc	Annual	Against	2 7,13	Apparent failure to link pay & appropriate performance Concerns related to inappropriate membership of committees
25/03/2021	Micro Focus International Plc	Annual	All For		
25/03/2021	SSP Group Plc	Annual	All For		
25/03/2021	The Renewables Infrastructure Group Ltd.	Special	All For		
26/03/2021	Beazley Plc	Annual	All For		
31/03/2021	Drax Group Plc	Special	All For		