

LGPS Central - ACS

EOS at Federated Hermes

Engagement by region

Over the last quarter we engaged with **308** companies held in the LGPS Central - ACS portfolios on a range of **1,050** environmental, social and governance issues and objectives.

Global

We engaged with **308** companies over the last quarter.



Europe

We engaged with **75** companies over the last quarter.



United Kingdom

We engaged with **21** companies over the last quarter.



Emerging & Developing Markets

We engaged with **36** companies over the last quarter.



Developed Asia

We engaged with **42** companies over the last quarter.



Australia & New Zealand

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



North America

We engaged with **129** companies over the last quarter.

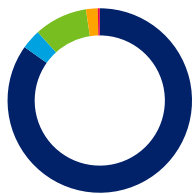


Engagement by theme

Over the last quarter we engaged with **308** companies held in the LGPS Central - ACS portfolios on a range of **1,050** environmental, social and governance issues and objectives.

Environmental

Environmental topics featured in **27.6%** of our engagements over the last quarter.



- Climate Change **84.8%**
- Forestry and Land Use **3.4%**
- Pollution and Waste Management **9.3%**
- Supply Chain Management **2.1%**
- Water **0.3%**

Social and Ethical

Social and Ethical topics featured in **19.3%** of our engagements over the last quarter.



- Bribery and Corruption **1.0%**
- Conduct and Culture **9.9%**
- Diversity **23.6%**
- Human Capital Management **26.1%**
- Human Rights **34.0%**
- Labour Rights **5.4%**

Governance

Governance topics featured in **37.2%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **29.9%**
- Board Independence **16.1%**
- Executive Remuneration **39.9%**
- Shareholder Protection and Rights **11.8%**
- Succession Planning **2.3%**

Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **15.8%** of our engagements over the last quarter.



- Audit and Accounting **13.9%**
- Business Strategy **36.7%**
- Cyber Security **2.4%**
- Integrated Reporting and Other Disclosure **21.7%**
- Risk Management **25.3%**

LGPS Central - ACS

EOS at Federated Hermes

Over the last quarter we made voting recommendations at **507** meetings (**5,467** resolutions). At **251** meetings we recommended opposing one or more resolutions. We recommended voting with management by exception at **11** meetings and abstaining at **three** meetings. We supported management on all resolutions at the remaining **242** meetings.

Global

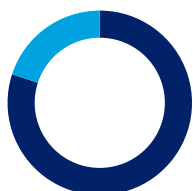
We made voting recommendations at **507** meetings (**5,467** resolutions) over the last quarter.



- Total meetings in favour **47.7%**
- Meetings against (or against AND abstain) **49.5%**
- Meetings abstained **0.6%**
- Meetings with management by exception **2.2%**

Australia and New Zealand

We made voting recommendations at **five** meetings (**18** resolutions) over the last quarter.



- Total meetings in favour **80%**
- Meetings against (or against AND abstain) **20%**

Developed Asia

We made voting recommendations at **233** meetings (**1,916** resolutions) over the last quarter.



- Total meetings in favour **57.9%**
- Meetings against (or against AND abstain) **42.1%**

Emerging and Frontier Markets

We made voting recommendations at **92** meetings (**837** resolutions) over the last quarter.



- Total meetings in favour **44.6%**
- Meetings against (or against AND abstain) **55.4%**

Europe

We made voting recommendations at **83** meetings (**1,520** resolutions) over the last quarter.



- Total meetings in favour **21.7%**
- Meetings against (or against AND abstain) **71.1%**
- Meetings abstained **3.6%**
- Meetings with management by exception **3.6%**

North America

We made voting recommendations at **39** meetings (**472** resolutions) over the last quarter.



- Total meetings in favour **17.9%**
- Meetings against (or against AND abstain) **71.8%**
- Meetings with management by exception **10.3%**

United Kingdom

We made voting recommendations at **55** meetings (**704** resolutions) over the last quarter.

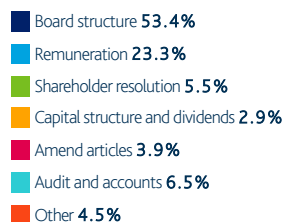


- Total meetings in favour **67.3%**
- Meetings against (or against AND abstain) **25.5%**
- Meetings with management by exception **7.3%**

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

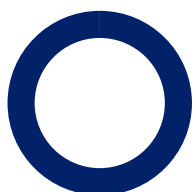
Global

We recommended voting against or abstaining on **751** resolutions over the last quarter.



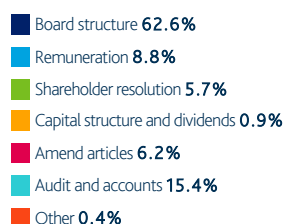
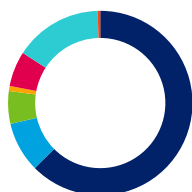
Australia and New Zealand

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



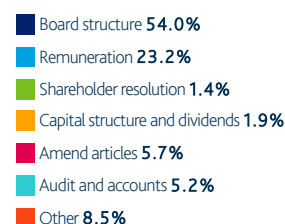
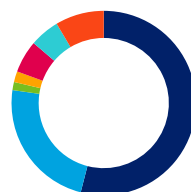
Developed Asia

We recommended voting against or abstaining on **227** resolutions over the last quarter.



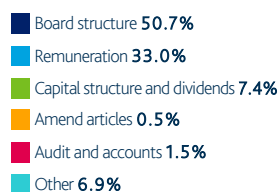
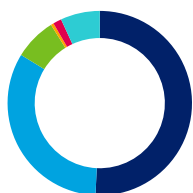
Emerging and Frontier Markets

We recommended voting against or abstaining on **211** resolutions over the last quarter.



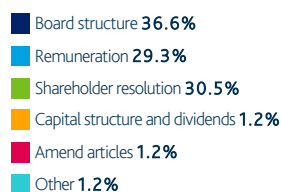
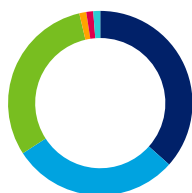
Europe

We recommended voting against or abstaining on **203** resolutions over the last quarter.



North America

We recommended voting against or abstaining on **82** resolutions over the last quarter.



United Kingdom

We recommended voting against or abstaining on **26** 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 within the company's Authorised Contractual Scheme (ACS).

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
09/02/2022	BYD Electronic (International) Co., Ltd.	Extraordinary Shareholders	All For		
16/02/2022	Guotai Junan International Holdings Limited	Extraordinary Shareholders	All For		
28/03/2022	The Bank of East Asia, Limited	Extraordinary Shareholders	All For		
26/01/2022	Sekisui House Reit, Inc.	Special	All For		
27/01/2022	Kobe Bussan Co., Ltd.	Annual	Against	3.1,4.2 4.3,4.4	Lack of independence on board Lack of independence on board Lack of independent representation at board committees
27/01/2022	Park24 Co., Ltd.	Annual	Against	1.1,1.6,1.7 2.2	Lack of independence on board Lack of independence on boardLack of independent representation at board committees
28/01/2022	Kenedix Office Investment Corp.	Special	All For		
08/02/2022	Shinsei Bank, Ltd.	Special	All For		
18/02/2022	OSG Corp. (6136)	Annual	All For		
25/02/2022	Kewpie Corp.	Annual	All For		
25/02/2022	Nippo Corp.	Special	Against	1,2	Concerns to protect shareholder value
16/03/2022	Kubota Corp.	Annual	All For		
19/03/2022	THK CO., LTD.	Annual	Against	3.8	Lack of independence on board
20/03/2022	GMO Internet, Inc.	Annual	Against	2.1 1 3.2,3.3	Concerns related to approach to board gender diversity Concerns about overall board structure Poison pill/anti-takeover measure not in investors interests Concerns related to shareholder rights Lack of independence on boardLack of independent representation at board committees
22/03/2022	DMG MORI CO., LTD.	Annual	All For		
23/03/2022	Bridgestone Corp.	Annual	Against	3.3,3.5,3.9	Lack of independence on board
23/03/2022	HOSHIZAKI Corp.	Annual	Against	2.1	Concerns related to approach to board gender diversity
23/03/2022	Hulic Co., Ltd.	Annual	Against	3.10	Lack of independence on board
23/03/2022	Information Services International-Dentsu Ltd.	Annual	Against	3.3	Lack of independence on board
23/03/2022	Japan Tobacco Inc.	Annual	Against	3	Concerns related to shareholder rights
23/03/2022	Yamaha Motor Co., Ltd.	Annual	Against	3.6	Lack of independence on board
24/03/2022	Coca-Cola Bottlers Japan Holdings, Inc.	Annual	All For		
24/03/2022	Ezaki Glico Co., Ltd.	Annual	Against	2.1,2.5,2.6,2.8	Lack of independence on board
24/03/2022	Kuraray Co., Ltd.	Annual	Against	4 3.3	Concerns about overall board structure Concerns related to approach to board gender diversity
24/03/2022	Nabtesco Corp.	Annual	All For		
24/03/2022	Peptidream Inc.	Annual	All For		
24/03/2022	Sumitomo Rubber Industries, Ltd.	Annual	Against	3.1 3.8	Concerns related to approach to board gender diversity Lack of independence on board
24/03/2022	Toshiba Corp.	Special	Abstain Against	2 3 1	This proposal was withdrawn Improving disclosure can benefit the company and its shareholders Insufficient basis to support a decision
25/03/2022	Asahi Group Holdings Ltd.	Annual	All For		
25/03/2022	ASICS Corp.	Annual	All For		
25/03/2022	INPEX Corp.	Annual	Against	3.1	Concerns related to approach to board gender diversity
25/03/2022	Kao Corp.	Annual	Against	3.8	Lack of independence on board
25/03/2022	Kyowa Kirin Co., Ltd.	Annual	All For		

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
25/03/2022	NEXON Co., Ltd.	Annual	Against	4 2.1 2.4 3.2,3.3 3.1	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity Lack of independence on board Concerns related to attendance at board or committee meetings Lack of independence on board Lack of independent representation at board committees Lack of independent representation at board committees
25/03/2022	Pola Orbis Holdings Inc.	Annual	Against	4.2,4.3	Concerns about overall board structure
25/03/2022	Shiseido Co., Ltd.	Annual	All For		
25/03/2022	Suntory Beverage & Food Ltd.	Annual	All For		
25/03/2022	Toyo Tire Corp.	Annual	Against	3.1 3.2 3.9	Concerns related to board gender diversity and the company's excessive cross-shareholding Concerns related to company's excessive cross-shareholding Lack of independence on board
25/03/2022	Unicharm Corp.	Annual	Against	1	Concerns to protect shareholder value
26/03/2022	Horiba Ltd.	Annual	All For		
29/03/2022	Benefit One Inc.	Special	All For		
29/03/2022	Canon Marketing Japan Inc.	Annual	Against	4.2 3.1 3.7	Concerns about overall board structure Concerns related to approach to board gender diversity Lack of independence on board
29/03/2022	Chugai Pharmaceutical Co., Ltd.	Annual	All For		
29/03/2022	DIC Corp.	Annual	All For		
29/03/2022	Ebara Corp.	Annual	All For		
29/03/2022	MonotaRO Co., Ltd.	Annual	Against	2 3.3	Concerns related to shareholder rights Lack of independence on board
29/03/2022	Nippon Paint Holdings Co., Ltd.	Annual	Against	2	Concerns related to shareholder rights
29/03/2022	OTSUKA CORP.	Annual	Against	3	Insufficient/poor disclosure
29/03/2022	SUMCO Corp.	Annual	Against	3.2	Lack of independence on board
29/03/2022	Sumitomo Forestry Co., Ltd.	Annual	Against	3.1 3.2 4.1	Concerns about cross-shareholdings Concerns about excessive cross-shareholdings Concerns about overall board structure
29/03/2022	Tokyo Tatemono Co., Ltd.	Annual	All For		
29/03/2022	Trend Micro, Inc.	Annual	Against	3 2.1,2.5	Concerns related to shareholder rights Lack of independence on board
30/03/2022	AGC, Inc. (Japan)	Annual	All For		
30/03/2022	Canon, Inc.	Annual	Against	4.2 3.1 3.4	Concerns about overall board structure Concerns related to approach to board gender diversity Lack of independence on board
30/03/2022	Dentsu Group, Inc.	Annual	Against	3.2,4.5,4.6	Lack of independence on board
30/03/2022	GungHo Online Entertainment, Inc.	Annual	Against	2.1 2.9	Concerns related to approach to board gender diversity Lack of independence on board
30/03/2022	Kagome Co., Ltd.	Annual	Against	1	Concerns related to shareholder rights
30/03/2022	Kirin Holdings Co., Ltd.	Annual	Against	6	A vote AGAINST this proposal is warranted because:* Concerning the complexity of the compensation plan
30/03/2022	Kobayashi Pharmaceutical Co., Ltd.	Annual	Against	1	Concerns related to shareholder rights
30/03/2022	KOKUYO CO., LTD.	Annual	All For		
30/03/2022	KOSE Corp.	Annual	All For		
30/03/2022	Lion Corp.	Annual	All For		
30/03/2022	Mabuchi Motor Co., Ltd.	Annual	All For		
30/03/2022	Nippon Electric Glass Co., Ltd.	Annual	Against	3.1,3.7	Lack of independence on board
30/03/2022	Otsuka Holdings Co., Ltd.	Annual	Against	3.1 2.1,2.11,2.12	Lack of independence on board
30/03/2022	Pigeon Corp.	Annual	All For		
30/03/2022	Rakuten Group, Inc.	Annual	Against	4 1 2.5,2.8	Apparent failure to link pay and appropriate performance Concerns related to shareholder rights Lack of independence on board
30/03/2022	Renesas Electronics Corp.	Annual	Against	1	Concerns related to shareholder rights
30/03/2022	Sapporo Holdings Ltd.	Annual	Against	3.1 3.5	Concerns about capital misallocation Lack of independence on board
30/03/2022	Shimano, Inc.	Annual	Against	2.1	Concerns related to board gender diversity
30/03/2022	Showa Denko K.K.	Annual	All For		
30/03/2022	Skylark Holdings Co., Ltd.	Annual	All For		

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
30/03/2022	The Yokohama Rubber Co., Ltd.	Annual	Against	3.1 3.11	Concerns related to approach to board gender diversity and capital misallocation on cross-shareholdings Lack of independence on board
30/03/2022	Tokai Carbon Co., Ltd.	Annual	All For		
30/03/2022	TOKYO OHKA KOGYO CO., LTD.	Annual	All For		
30/03/2022	Yamazaki Baking Co., Ltd.	Annual	Against	3.1 7 3.10 4.2,4.3	Concerns related to approach to board gender diversityInadequate management of climate-related risks Insufficient/poor disclosure Lack of independence on board Lack of independence on boardLack of independent representation at board committees
13/01/2022	Mapletree Logistics Trust	Extraordinary Shareholders	All For		
20/01/2022	Frasers Logistics & Commercial Trust	Annual	Against	3	Issue of equity raises concerns about excessive dilution of existing shareholders
18/02/2022	Olam Group Limited	Court	All For		
18/02/2022	Olam Group Limited	Extraordinary Shareholders	All For		
22/03/2022	Singapore Press Holdings Ltd.	Court	All For		
22/03/2022	Singapore Press Holdings Ltd.	Extraordinary Shareholders	All For		
31/03/2022	DBS Group Holdings Ltd.	Annual	All For		
06/01/2022	Korea Gas Corp.	Special	Against	2	Concerns related to inappropriate membership of committees
07/01/2022	LG Corp.	Special	All For		
07/01/2022	LG Electronics, Inc.	Special	All For		
20/01/2022	Solus Advanced Materials Co., Ltd.	Special	Against	1	Concerns to protect shareholder value
27/01/2022	Woori Financial Group, Inc.	Special	All For		
28/01/2022	POSCO Holdings Inc.	Special	All For		
28/02/2022	Daewoo Engineering & Construction Co. Ltd.	Special	All For		
14/03/2022	NAVER Corp.	Annual	All For		
16/03/2022	Samsung Electro-Mechanics Co., Ltd.	Annual	All For		
16/03/2022	Samsung Electronics Co., Ltd.	Annual	All For		
16/03/2022	Samsung Electronics Co., Ltd.	Annual	All For		
16/03/2022	Samsung SDS Co., Ltd.	Annual	All For		
17/03/2022	Cheil Worldwide, Inc.	Annual	All For		
17/03/2022	Hotel Shilla Co., Ltd.	Annual	All For		
17/03/2022	S-1 Corp. (Korea)	Annual	All For		
17/03/2022	Samsung Card Co., Ltd.	Annual	All For		
17/03/2022	Samsung Engineering Co., Ltd.	Annual	All For		
17/03/2022	Samsung Life Insurance Co., Ltd.	Annual	All For		
17/03/2022	Samsung SDI Co., Ltd.	Annual	All For		
18/03/2022	LG Uplus Corp.	Annual	All For		
18/03/2022	LOTTE Fine Chemical Co., Ltd.	Annual	All For		
18/03/2022	POSCO Holdings Inc.	Annual	All For		
18/03/2022	Samsung C&T Corp.	Annual	All For		
18/03/2022	Samsung Fire & Marine Insurance Co., Ltd.	Annual	All For		
18/03/2022	Samsung Heavy Industries Co., Ltd.	Annual	All For		
18/03/2022	Samsung Securities Co., Ltd.	Annual	All For		
18/03/2022	Yuhan Corp.	Annual	All For		
21/03/2022	Hyundai Doosan Infracore Co., Ltd.	Annual	All For		
21/03/2022	POSCO Chemical Co., Ltd.	Annual	Against	6	Apparent failure to link pay and appropriate performance
21/03/2022	POSCO INTERNATIONAL Corp.	Annual	All For		
22/03/2022	Hyundai Mipo Dockyard Co., Ltd.	Annual	All For		
22/03/2022	Korea Shipbuilding & Offshore Engineering Co., Ltd.	Annual	All For		
22/03/2022	S-Oil Corp.	Annual	Against	3	Lack of independence on board
23/03/2022	HANJIN KAL Corp.	Annual	Against	2,4,5.1,5.2,5.3	
23/03/2022	Hanssem Co., Ltd.	Annual	Against	3,4	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
23/03/2022	HANWHA SOLUTIONS CORP.	Annual	Against	3,3	Lack of independence on board
23/03/2022	Hyundai GLOVIS Co., Ltd.	Annual	Against	3.1,3.2	Lack of independence on board
23/03/2022	Hyundai Mobis Co., Ltd.	Annual	All For		

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
23/03/2022	Hyundai Steel Co.	Annual	Against	2.2	Lack of independence on board
23/03/2022	Hyundai WIA Corp.	Annual	Against	4	Apparent failure to link pay and appropriate performance
23/03/2022	Korea Zinc Co., Ltd.	Annual	All For		
23/03/2022	Korean Air Lines Co., Ltd.	Annual	Against	2	Inadequate management of climate-related risks
23/03/2022	LG Chem Ltd.	Annual	All For		
23/03/2022	LG Display Co., Ltd.	Annual	Against	5	Apparent failure to link pay and appropriate performance
23/03/2022	LG Innotek Co., Ltd.	Annual	Against	4	Apparent failure to link pay and appropriate performance
23/03/2022	Lotte Chilsung Beverage Co., Ltd.	Annual	All For		
23/03/2022	Lotte Shopping Co., Ltd.	Annual	Against	3.1,3.2,3.3	Lack of independence on board
23/03/2022	NH Investment & Securities Co., Ltd.	Annual	Against	3.1,3.2,3.3,3.4,4.5,1,5.2	Concerns to protect shareholder value
23/03/2022	OCI Co., Ltd.	Annual	All For		
24/03/2022	Amorepacific Corp.	Annual	All For		
24/03/2022	AmorePacific Group, Inc.	Annual	Against	6	Apparent failure to link pay and appropriate performance
24/03/2022	DI E&C Co., Ltd.	Annual	All For		
24/03/2022	Hanmi Pharmaceutical Co., Ltd.	Annual	Against	5	Apparent failure to link pay and appropriate performance
24/03/2022	Hanmi Science Co., Ltd.	Annual	Against	5 3	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees
24/03/2022	Hanwha Life Insurance Co., Ltd.	Annual	All For		
24/03/2022	HYUNDAI ENGINEERING & CONSTRUCTION CO., LTD.	Annual	All For		
24/03/2022	Hyundai Motor Co., Ltd.	Annual	Against	2.1,2.3,2 2.2.1	Concerns to protect shareholder value Vote against combined Chair/CEO
24/03/2022	Industrial Bank of Korea	Annual	All For		
24/03/2022	LG Electronics, Inc.	Annual	All For		
24/03/2022	Lotte Chemical Corp.	Annual	Against	5 3.2,3.3,3.4,3.5,4.1	Apparent failure to link pay and appropriate performance Concerns about overall performance
24/03/2022	Mando Corp.	Annual	All For		
24/03/2022	Mirae Asset Securities Co., Ltd.	Annual	Against	2,5,4,2	Concerns about overall performance
24/03/2022	ORION Corp. (Korea)	Annual	All For		
24/03/2022	Shinhan Financial Group Co., Ltd.	Annual	Against	2.1,2.2,2.3,2.4,2.5,2.6,2.7,3. 2.3,3	
24/03/2022	Shinsegae Co., Ltd.	Annual	Against	3.2	Lack of independence on board
24/03/2022	SK Biopharmaceuticals Co., Ltd.	Annual	All For		
24/03/2022	SK bioscience Co., Ltd.	Annual	All For		
24/03/2022	SKC Co., Ltd.	Annual	All For		
25/03/2022	BNK Financial Group, Inc.	Annual	All For		
25/03/2022	Celltrion Healthcare Co., Ltd.	Annual	Against	3,4,1,4,2	Concerns about overall performance
25/03/2022	Celltrion Pharm Inc.	Annual	All For		
25/03/2022	Celltrion, Inc.	Annual	Against	4,1,4,2,4,3,4,4	Concerns about overall performance
25/03/2022	DB Insurance Co., Ltd.	Annual	Against	2,2,4,2	Concerns about overall performance
25/03/2022	DGB Financial Group Co., Ltd.	Annual	All For		
25/03/2022	DL Holdings Co., Ltd.	Annual	All For		
25/03/2022	DONGSUH Cos., Inc.	Annual	Against	2 1	Concerns about overall board structure Inappropriate bundling of election of directors on a single vote
25/03/2022	F&F Co., Ltd.	Annual	Against	4	Apparent failure to link pay and appropriate performance
25/03/2022	GS Engineering & Construction Corp.	Annual	All For		
25/03/2022	GS Retail Co., Ltd.	Annual	All For		
25/03/2022	Hana Financial Group, Inc.	Annual	Against	3,4,3,6,4,5,2 3.3	Concerns about overall performance Concerns about overall performance
25/03/2022	HITEJINRO Co., Ltd.	Annual	All For		
25/03/2022	HYUNDAI MARINE & FIRE INSURANCE Co., Ltd.	Annual	All For		
25/03/2022	KB Financial Group, Inc.	Annual	All For		
25/03/2022	Korea Investment Holdings Co., Ltd.	Annual	All For		

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
25/03/2022	Kumho Petrochemical Co., Ltd.	Annual	Against	1.2.1,2.1,2.2,3.1 1.2.2 2.3,2.4,3.2	Concerns to protect shareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes efficient capital structure SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
25/03/2022	Lotte Corp.	Annual	Against	3.2	Lack of independent representation at board committees
25/03/2022	Nongshim Co., Ltd.	Annual	Against	1	Inappropriate bundling of election of directors on a single vote
25/03/2022	OTTOGI Corp.	Annual	Against	3,3,5,2	Concerns related to inappropriate membership of committeesLack of independence on board
25/03/2022	Paradise Co., Ltd.	Annual	Against	2	Apparent failure to link pay and appropriate performance
25/03/2022	Seegene, Inc.	Annual	Against	4	Apparent failure to link pay and appropriate performance
25/03/2022	Shinpoong Pharmaceutical Co., Ltd.	Annual	Against	3.1	Concerns related to attendance at board or committee meetings
25/03/2022	SK Telecom Co., Ltd.	Annual	All For		
25/03/2022	Woori Financial Group, Inc.	Annual	Against	3,2,3,3,3,4,3,5,4,5,1,5,2	Concerns about overall performance
28/03/2022	Alteogen, Inc.	Annual	Against	4,5	Apparent failure to link pay and appropriate performance
28/03/2022	CJ Logistics Corp.	Annual	All For		
28/03/2022	DAEWOO SHIPBUILDING & MARINE ENGINEERING Co., Ltd.	Annual	All For		
28/03/2022	Doosan Bobcat, Inc.	Annual	Against	3	Concerns related to board gender diversity
28/03/2022	GS Holdings Corp.	Annual	All For		
28/03/2022	Hanwha Aerospace Co., Ltd.	Annual	Against	2,2,3,1	Concerns about overall performance
28/03/2022	Hyundai Department Store Co., Ltd.	Annual	All For		
28/03/2022	Hyundai Heavy Industries Holdings Co., Ltd.	Annual	All For		
28/03/2022	LG Household & Health Care Ltd.	Annual	All For		
28/03/2022	SK Chemicals Co. Ltd.	Annual	All For		
28/03/2022	Sk le Technology Co., Ltd.	Annual	Against	5	Apparent failure to link pay and appropriate performance
28/03/2022	SK Square Co. Ltd.	Annual	All For		
29/03/2022	BGF Retail Co., Ltd.	Annual	All For		
29/03/2022	CJ CheilJedang Corp.	Annual	All For		
29/03/2022	CJ Corp.	Annual	All For		
29/03/2022	CJ ENM Co., Ltd.	Annual	All For		
29/03/2022	Daewoo Engineering & Construction Co. Ltd.	Annual	All For		
29/03/2022	Doosan Heavy Industries & Construction Co., Ltd.	Annual	Against	3,2 3,3,4,1,4,2	Concerns related to approach to board gender diversityInadequate management of climate-related risks Inadequate management of climate-related risks
29/03/2022	E-Mart, Inc.	Annual	All For		
29/03/2022	Ecopro BM Co., Ltd.	Annual	Against	3,5	Concerns related to inappropriate membership of committees
29/03/2022	FILA Holdings Corp.	Annual	All For		
29/03/2022	Green Cross Corp.	Annual	All For		
29/03/2022	Hanon Systems	Annual	Against	4 2	Concerns about overall performance Inappropriate bundling of election of directors on a single vote
29/03/2022	HMM Co., Ltd.	Annual	All For		
29/03/2022	Hyundai Development Co.	Annual	Against	4,2 2,1,2,2	Lack of independence on board
29/03/2022	Kakao Corp.	Annual	All For		
29/03/2022	KakaoBank Corp.	Annual	All For		
29/03/2022	KCC Corp.	Annual	Against	2,4,2,5,3 2,3	Concerns about overall performance Concerns related to approach to board gender diversityConcerns about overall performance
29/03/2022	KEPCO Plant Service & Engineering Co., Ltd.	Annual	All For		
29/03/2022	Kia Corp.	Annual	All For		
29/03/2022	Korea Electric Power Corp.	Annual	All For		
29/03/2022	Korea Gas Corp.	Annual	All For		
29/03/2022	KT&G Corp.	Annual	All For		
29/03/2022	LG Corp.	Annual	All For		
29/03/2022	LS Corp.	Annual	Against	2	Lack of independence on board
29/03/2022	Netmarble Corp.	Annual	All For		
29/03/2022	NHN Corp.	Annual	All For		
29/03/2022	Pan Ocean Co., Ltd.	Annual	All For		

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
29/03/2022	Samsung BioLogics Co., Ltd.	Annual	Against	2.1,2.2,2.3,4.1,4.2	Concerns to protect shareholder value
29/03/2022	SK Inc.	Annual	Against	2.2	Concerns about human rights
29/03/2022	SK Networks Co., Ltd.	Annual	Against	2.3,3 4 3.1,3.2	Concerns about overall performance Concerns about overall performance Lack of independence on board
29/03/2022	SSANGYONGC&E Co., Ltd.	Annual	Against	3.1 3.2 5	Concerns related to approach to board gender diversity Concerns related to approach to board gender diversity/Inadequate management of climate-related risks Inappropriate bundling of election of directors on a single vote
30/03/2022	Hankook Tire & Technology Co., Ltd.	Annual	Against	2	Apparent failure to link pay and appropriate performance
30/03/2022	HLB Co., Ltd.	Annual	Against	2	Concerns related to shareholder rights
30/03/2022	HYBE Co., Ltd.	Annual	All For		
30/03/2022	Korea Aerospace Industries Ltd.	Annual	Against	3	Concerns related to approach to board gender diversity
30/03/2022	NCsoft Corp.	Annual	All For		
30/03/2022	Pearl Abyss Corp.	Annual	All For		
30/03/2022	SillaJen, Inc.	Annual	All For		
30/03/2022	SK hynix, Inc.	Annual	All For		
30/03/2022	Solus Advanced Materials Co., Ltd.	Annual	All For		
31/03/2022	Coway Co., Ltd.	Annual	All For		
31/03/2022	Helixmith Co., Ltd.	Annual	All For		
31/03/2022	Kangwon Land, Inc.	Annual	All For		
31/03/2022	KRAFTON, Inc	Annual	All For		
31/03/2022	Medy-Tox, Inc.	Annual	All For		
31/03/2022	SK Innovation Co., Ltd.	Annual	Against	4 2.1	Apparent failure to link pay and appropriate performance Concerns about overall performance
20/01/2022	BHP Group Limited	Special	All For		
28/01/2022	AusNet Services Ltd.	Court	All For		
03/02/2022	Sydney Airport	Court	All For		
03/02/2022	Sydney Airport	Court	All For		
24/02/2022	Aristocrat Leisure Limited	Annual	Against	3,5	Apparent failure to link pay and appropriate performance
29/03/2022	Credicorp Ltd.	Annual	All For		
22/02/2022	Centrais Elétricas Brasileiras SA	Extraordinary Shareholders	All For		
10/03/2022	Banco Bradesco SA	Annual	Abstain Against	4,6,7.1,7.2,7.3,7.4,7.5,7.6,7. 7.7,8,7.9,7.10,7.11,8 5.1,5.2,5.3,5.4,5.5,5.6,5.7,5. 11,9,10	
10/03/2022	Banco Bradesco SA	Annual	Against	11	
10/03/2022	Banco Bradesco SA	Annual	Against	1	
10/03/2022	Banco Bradesco SA	Extraordinary Shareholders	Against	6,7	
29/03/2022	TIM SA (Brazil)	Annual	Against	8 6	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure
29/03/2022	TIM SA (Brazil)	Extraordinary Shareholders	All For		
30/03/2022	Sul America SA	Annual	Abstain Against	4,7,8.1,8.2,8.3,8.4,8.5,8.6,8. 7,8,8,9,8.10 6 15	Insufficient/poor disclosure Insufficient/poor disclosure Insufficient/poor disclosureApparent failure to link pay and appropriate performance
18/03/2022	MicroPort Scientific Corp.	Extraordinary Shareholders	Against	1,2	Apparent failure to link pay and appropriate performanceConcerns to protect shareholder value
05/01/2022	NARI Technology Co., Ltd.	Special	Against	1.1,1.1.2,1.3,1.4,1.5,1.6,1.7, 1.8,1.9,1.10,1.11,1.12,1.13,1 14,1.15,2,3,4	Concerns to protect shareholder value
10/01/2022	LONGi Green Energy Technology Co., Ltd.	Special	Against	2	Concerns related to shareholder rights
12/01/2022	China Railway Group Limited	Special	All For		
14/01/2022	China Longyuan Power Group Corp. Ltd.	Extraordinary Shareholders	Against	1	Concerns related to board gender diversity
14/01/2022	China Tower Corp. Ltd.	Extraordinary Shareholders	Against	1,3	Concerns related to approach to board gender diversity
14/01/2022	Midea Group Co. Ltd.	Special	All For		
14/01/2022	Pharmaron Beijing Co., Ltd.	Extraordinary Shareholders	Against	5,6,7,8,9,10,11,12	Insufficient/poor disclosure
14/01/2022	Pharmaron Beijing Co., Ltd.	Special	All For		
20/01/2022	China CITIC Bank Corporation Limited	Extraordinary Shareholders	All For		

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
24/01/2022	Shenzhen Topband Co., Ltd.	Special	All For		
07/02/2022	LB Group Co., Ltd.	Special	All For		
17/02/2022	Bank of China Ltd.	Extraordinary Shareholders	All For		
09/03/2022	China Yangtze Power Co., Ltd.	Special	Against	1.1	Concerns related to approach to board gender diversity
09/03/2022	Luxshare Precision Industry Co. Ltd.	Special	All For		
11/03/2022	Midea Group Co. Ltd.	Special	All For		
18/03/2022	Agricultural Bank of China Limited	Extraordinary Shareholders	All For		
25/03/2022	By-Health Co., Ltd.	Annual	All For		
22/02/2022	Grupo de Inversiones Suramericana SA	Extraordinary Shareholders	All For		
25/03/2022	Grupo de Inversiones Suramericana SA	Annual	Against	10	Concerns related to shareholder rights
25/03/2022	Interconexion Electrica SA ESP	Annual	Against	11	Insufficient/poor disclosureInappropriate bundling of election of directors on a single vote
27/03/2022	Commercial International Bank (Egypt) SAE	Annual	All For	12	Insufficient/poor disclosureInappropriate bundling of election of directors on a single vote
12/01/2022	Hindustan Unilever Limited	Special	All For		
19/01/2022	Kotak Mahindra Bank Limited	Special	All For		
12/02/2022	Tata Consultancy Services Limited	Special	All For		
19/02/2022	One 97 Communications Ltd.	Special	Against	1,2,3	Concerns to protect shareholder value
06/03/2022	Shriram Transport Finance Co. Ltd.	Special	All For		
09/03/2022	Reliance Industries Ltd.	Court	All For		
24/03/2022	ICICI Prudential Life Insurance Co. Ltd.	Special	All For		
25/03/2022	Tata Steel Limited	Special	All For		
26/03/2022	Divi's Laboratories Limited	Special	Against	3	Apparent failure to link pay and appropriate performance
26/03/2022	One 97 Communications Ltd.	Special	Against	1,2	Concerns related to approach to board gender diversity
27/03/2022	Dr. Reddy's Laboratories Ltd.	Special	All For	1	Insufficient justification for related party transaction
27/03/2022	HDFC Bank Limited	Special	All For		
27/03/2022	ICICI Bank Limited	Special	All For		
30/03/2022	UPL Limited	Extraordinary Shareholders	Against	4	Insufficient justification for related party transaction
27/01/2022	PT Merdeka Copper Gold Tbk	Extraordinary Shareholders	All For		
10/03/2022	PT Bank Mandiri (Persero) Tbk	Annual	Against	7,8	Concerns to protect shareholder value
15/03/2022	PT Bank Negara Indonesia (Persero) Tbk	Annual	Against	5,6	Insufficient/poor disclosure
17/03/2022	PT Bank Central Asia Tbk	Annual	All For		
27/01/2022	ICL Group Ltd.	Special	Against	A,B1,B2	Administrative declaration
30/03/2022	ICL Group Ltd.	Annual	Against	B1,B2	Administrative declaration
17/02/2022	Kuala Lumpur Kepong Bhd.	Annual	No Action Taken	A	
24/03/2022	CEMEX SAB de CV	Annual	All For		
24/03/2022	CEMEX SAB de CV	Annual	Against	4.a4,4.a5	Concerns related to succession planning
24/03/2022	CEMEX SAB de CV	Annual	Against	4.b	Concerns related to succession planning 2- Overboarded/Too many other time commitments
28/03/2022	Coca-Cola FEMSA SAB de CV	Annual	Against	4.a7	Overboarded/Too many other time commitments
31/03/2022	Compania de Minas Buenaventura SAA	Annual	Against	4.A7,4.B	
25/03/2022	Powszechny Zaklad Ubezpieczen SA	Special	All For		
30/01/2022	Saudi Electricity Co.	Ordinary Shareholders	Against		
21/02/2022	Saudi Telecom Co.	Ordinary Shareholders	Against	1	Insufficient/poor disclosure
28/02/2022	Advanced Petrochemical Co.	Ordinary Shareholders	All For		
01/03/2022	Jarir Marketing Co.	Ordinary Shareholders	Abstain	1.1,1.2,1.3,1.4,1.5,1.6,1.7,1.8,1.9,1.10,1.11,1.12,1.13,1.14,1.15,1.16,1.17,1.18,1.19,1.20,1.21,1.22,1.23,1.24,1.25,1.26,1.27,1.28,1.29,1.30,1.31,1.32,1.33,1.34,1.35,1.36,1.37,1.38,1.39	Insufficient/poor disclosure
			Against	2	Lack of independent representation at board committees

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
20/03/2022	Advanced Petrochemical Co.	Annual	Against	12 13,14	Apparent failure to link pay and appropriate performance Insufficient/poor disclosure
23/03/2022	Yanbu National Petrochemical Co.	Annual	All For		
09/02/2022	Sappi Ltd.	Annual	All For		
15/02/2022	Spar Group Ltd.	Annual	Against	6,9 3,1	Apparent failure to link pay and appropriate performance Lack of independent representation at board committees
16/02/2022	Tiger Brands Ltd.	Annual	All For		
28/01/2022	Thai Beverage Public Co., Ltd.	Annual	Against	10 5,1,3,5,1.5	Insufficient/poor disclosure Overboarded/Too many other time commitments
24/03/2022	Advanced Info Service Public Co., Ltd.	Annual	Against	5,1 8	Concerns related to approach to board gender diversity Insufficient/poor disclosure
28/03/2022	PTT Exploration & Production Plc	Annual	Against	7,5	Concerns related to approach to board gender diversity
29/03/2022	SCG Packaging Public Co., Ltd.	Annual	All For		
30/03/2022	The Siam Cement Public Co. Ltd.	Annual	All For		
17/01/2022	Türk Telekomunikasyon AS	Special	Against	4,5 3	Insufficient/poor disclosure Lack of independence on board
15/03/2022	Tofas Türk Otomobil Fabrikası AS	Annual	Against	10,12 5,8	Insufficient/poor disclosure Lack of independence on board
17/03/2022	Eregli Demir ve Çelik Fabrikaları TAS	Annual	Against	12 8 9,11,14	Concerns about reducing shareholder rights Inadequate management of climate-related risks Insufficient/poor disclosure
17/03/2022	İskenderun Demir ve Çelik AS	Annual	Against	9,11,13	Insufficient/poor disclosure
21/03/2022	Ford Otomotiv Sanayi AS	Annual	Against	10 9,11 7	Concerns related to Non-audit fees Insufficient/poor disclosure Lack of independence on board
23/03/2022	Arcelik AS	Annual	Against	10,12	Insufficient/poor disclosure
23/03/2022	Yapi ve Kredi Bankasi AS	Annual	Against	6 4	Insufficient/poor disclosure Lack of independence on board
25/03/2022	Enka İnşaat ve Sanayi AS	Annual	Against	7	Insufficient/poor disclosure
25/03/2022	Türkiye İş Bankası AS	Annual	Against	2,3 5	Concerns to protect shareholder value Insufficient/poor disclosure
28/03/2022	Akbank TAS	Annual	Against	4,5 7,8	Concerns to protect shareholder value Insufficient/poor disclosure
28/03/2022	Türkiye Sise ve Cam Fabrikaları AS	Annual	Against	6,7,12	Insufficient/poor disclosure
29/03/2022	Türk Hava Yolları AO	Annual	Against	7,9,11	Insufficient/poor disclosure
30/03/2022	Hacı Ömer Sabancı Holding AS	Annual	Against	7,11	Insufficient/poor disclosure
30/03/2022	Türkiye Petrol Rafinerileri AS	Annual	Against	10,13	Insufficient/poor disclosure
31/03/2022	Sasa Polyester Sanayi AS	Annual	Against	9,10,13	Insufficient/poor disclosure
31/03/2022	Türk Telekomunikasyon AS	Annual	Against	9,11,12 7,8	Insufficient/poor disclosure Lack of independent representation at board committees
31/03/2022	Türkiye Garanti Bankası AS	Annual	Against	4,5 9	Concerns to protect shareholder value Insufficient/poor disclosure
23/02/2022	Emirates NBD Bank (P.J.S.C)	Annual	Against	10,14	Insufficient/poor disclosure
28/02/2022	First Abu Dhabi Bank PJSC	Annual	All For		
01/03/2022	Dubai Islamic Bank PJSC	Annual	All For		
31/03/2022	Raiffeisen Bank International AG	Annual	Against	7,2,7,6,7,7 7,3 7,1	Lack of independence on board Lack of independence on board Concerns related to approach to board gender diversity Lack of independence on board Concerns related to approach to board gender diversity
09/03/2022	GN Store Nord A/S	Annual	Abstain Against	8 7,2 5	Concerns related to Non-audit fees Overboarded/Too many other time commitments Apparent failure to link pay and appropriate performance
10/03/2022	Demant A/S	Annual	Abstain Against	6,a,6,b 8,c 4	Votes FOR candidates Anja Madsen (6c), Sisse Fjelsted Rasmussen (6d) and Kristian Villumsen (6e) are warranted due to a lack of concerns with regards to their election.Votes ABSTAIN for candidates Niels Christiansen (6a) and Niels Jacobsen (6b) are warranted because they are classified as non-independent while also sitting on the remuneration committee for which there is an insufficient level of independence. A vote AGAINST this item is warranted because the LTIP only has a one-year performance period. A vote AGAINST this item is warranted because the company's compensation framework raises concerns with regards to the alignment between company performance and payout to executives.
10/03/2022	Pandora AS	Annual	All For		
14/03/2022	Carlsberg A/S	Annual	All For		

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
15/03/2022	A.P. Moller-Maersk A/S	Annual	All For		
16/03/2022	Novozymes A/S	Annual	Abstain	8a 8d	Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments
17/03/2022	Danske Bank A/S	Annual	Against	10	
17/03/2022	DSV A/S	Annual	Against	5	Apparent failure to link pay & appropriate performance
23/03/2022	H. Lundbeck A/S	Annual	Abstain	5.5	Overboarded/Too many other time commitments
24/03/2022	Novo Nordisk A/S	Annual	Abstain	6.3f	
24/03/2022	SimCorp A/S	Annual	Against	4 7c.A	Apparent failure to link pay and appropriate performance Concerns related to shareholder rights
29/03/2022	Genmab A/S	Annual	Against	7.a	
31/03/2022	Tryg A/S	Annual	All For		
01/03/2022	Kone Oyj	Annual	Against	10,11 13	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees Lack of independent representation at board committees
03/03/2022	Wartsila Oyj Abp	Annual	Against	14	Lack of independent representation at board committees
15/03/2022	Stora Enso Oyj	Annual	Against	14	Concerns related to inappropriate membership of committees Lack of independent representation at board committees
16/03/2022	Kojamo Oyj	Annual	Against	13	Concerns related to board gender diversity
22/03/2022	Valmet Corp.	Annual	Against	10	Apparent failure to link pay and appropriate performance
23/03/2022	Orion Oyj	Annual	All For		
24/03/2022	Nordea Bank Abp	Annual	All For		
28/03/2022	Fortum Oyj	Annual	All For		
29/03/2022	UPM-Kymmene Oyj	Annual	Against	10 13	Apparent failure to link pay & appropriate performance Overboarded/Too many other time commitments
30/03/2022	Neste Corp.	Annual	All For		
29/03/2022	Sartorius Stedim Biotech SA	Annual/Special	Against	7,9,24 4 20 18,19 15 14 10,17,21	Apparent failure to link pay and appropriate performance Insufficient justification for related party transaction Issue of equity raises concerns about excessive dilution of existing shareholders Issue of equity raises concerns about excessive dilution of existing shareholdersPoison pill/anti-takeover measure not in investors interests Lack of independent representation at board committees Lack of independent representation at board committeesConcerns related to inappropriate membership of committees Poison pill/anti-takeover measure not in investors interests
04/02/2022	ThyssenKrupp AG	Annual	Against	5 8 2	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value Inadequate management of climate-related risks
08/02/2022	TUI AG	Annual	Against	8	Concerns about reducing shareholder rights
10/02/2022	Siemens AG	Annual	Against	6	Apparent failure to link pay and appropriate performance
11/02/2022	METRO AG	Annual	Against	5,1,5,3	Lack of independence on board
15/02/2022	Siemens Healthineers AG	Annual	Against	9 8 6	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders
17/02/2022	Infineon Technologies AG	Annual	All For		
24/02/2022	Siemens Energy AG	Annual	Against	6	Apparent failure to link pay and appropriate performance
25/03/2022	Sartorius AG	Annual	Against	6,7 8.1,8.2,8.4,8.5 8.3 8.6	Apparent failure to link pay and appropriate performance Concerns related to succession planning Concerns related to succession planningConcerns related to inappropriate membership of committeesLack of independent representation at board committees Concerns related to succession planningLack of independent representation at board committees
30/03/2022	Carl Zeiss Meditec AG	Annual	Against	6	Issue of capital raises concerns about excessive dilution of existing shareholders
18/01/2022	Hellenic Telecommunications Organization SA	Extraordinary Shareholders	All For		
19/01/2022	Jumbo SA	Extraordinary Shareholders	Against	2	Inappropriate bundling of election of directors on a single vote
17/03/2022	Public Power Corp. SA	Extraordinary Shareholders	All For		
23/03/2022	Mytilineos SA	Extraordinary Shareholders	All For		
26/01/2022	Accenture Plc	Annual	All For		
27/01/2022	Greencore Group Plc	Annual	Against	3	Apparent failure to link pay and appropriate performance
25/02/2022	Glanbia Plc	Special	All For		
09/03/2022	Johnson Controls International Plc	Annual	Against	1a,1c,5	

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
28/01/2022	Prada SpA	Ordinary Shareholders	All For		
11/01/2022	Aroundtown SA	Ordinary Shareholders	Against	1	Issue of equity raises concerns about excessive dilution of existing shareholders
24/03/2022	SUSE SA	Annual	Against	6,7	Apparent failure to link pay and appropriate performance
31/03/2022	L'Occitane International S.A.	Extraordinary Shareholders	All For		
27/01/2022	Pepco Group NV	Annual	Against	5	Apparent failure to link pay & appropriate performance
29/03/2022	Randstad NV	Annual	Against	2b,4a	Apparent failure to link pay & appropriate performance
14/03/2022	SalMar ASA	Extraordinary Shareholders	All For		
24/03/2022	Gjensidige Forsikring ASA	Annual	Against	13.a	Lack of independence on boardLack of independent representation at board committees
11/03/2022	Mapfre SA	Annual	Against	18,19 6 7	Apparent failure to link pay and appropriate performance Concerns about reducing shareholder rights Concerns to protect shareholder value
15/03/2022	Naturgy Energy Group SA	Annual	Against	6,7,8,9,2,9.3 9.1 3 14	Concerns related to below-board gender diversity 2- Concerns related to board gender diversity Inadequate management of climate-related risks Issue of capital raises concerns about excessive dilution of existing shareholders
17/03/2022	Banco Bilbao Vizcaya Argentaria SA	Annual	All For		
23/03/2022	Bankinter SA	Annual	Against	10,2,12	Apparent failure to link pay & appropriate performance
24/03/2022	Siemens Gamesa Renewable Energy SA	Annual	Against	13	Apparent failure to link pay & appropriate performance
30/03/2022	Enagas SA	Annual	Against	8,10 6,3	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
31/03/2022	Aena S.M.E. SA	Annual	Against	11 12	Apparent failure to link pay & appropriate performance Inadequate management of climate-related risks 2- Insufficient basis to support a decision
31/03/2022	Banco Santander SA	Annual	Against	8.A,8.F 8.D	Apparent failure to link pay & appropriate performance
31/03/2022	EDP Renovaveis SA	Annual	Against	8 10	Apparent failure to link pay & appropriate performance Issue of capital raises concerns about excessive dilution of existing shareholders
22/03/2022	Skandinaviska Enskilda Banken AB	Annual	Against	14.a4 14.a1,14.a6,14.a7,14.a9,14. b	Lack of independence on board Lack of independence on boardLack of independent representation at board committees
23/03/2022	Svenska Handelsbanken AB	Annual	Against	18.1,18.5,18.7,18.8,19	
24/03/2022	Essity AB	Annual	Against	11.b,12,14,15 16	Apparent failure to link pay and appropriate performance
24/03/2022	SKF AB	Annual	Against	17 13.5 14 13.1	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees Overboarded/Too many other time commitments Overboarded/Too many other time commitments; Concerns related to board gender diversity
29/03/2022	Skanska AB	Annual	Against	12.b 16.c 12.e	Concerns related to inappropriate membership of committeesOverboarded/Too many other time commitments Concerns to protect shareholder value Overboarded/Too many other time commitments
29/03/2022	Telefonaktiebolaget LM Ericsson	Annual	Against	11,2,16.3	
30/03/2022	Electrolux AB	Annual	Against	17.c 13.b	Apparent failure to link pay and appropriate performance Concerns related to inappropriate membership of committees
30/03/2022	Holmen AB	Annual	Against	15.2 12.4,12.5 12.6 12.1 12.2,12.7	Concerns to protect shareholder value Lack of independence on board Lack of independence on boardLack of independent representation at board committees Lack of independence on boardLack of independent representation at board committeesOverboarded/Too many other time commitments
30/03/2022	Swedbank AB	Annual	Against	16	Lack of independence on boardOverboarded/Too many other time commitments Apparent failure to link pay & appropriate performance
31/03/2022	Castellum AB	Annual	All For		
31/03/2022	Lundin Energy AB	Annual	Against	12,19 16.c,16.f,16.g 16.b,16.d,16.j	Apparent failure to link pay and appropriate performance Lack of independence on board Lack of independence on boardOverboarded/Too many other time commitments
31/03/2022	Svenska Cellulosa AB SCA	Annual	Against	15,16 11.8 11.1,12	Apparent failure to link pay & appropriate performance Concerns related to inappropriate membership of committees 2- Lack of independent representation at board committees Concerns related to inappropriate membership of committees 2- Lack of independent representation at board committees 3- Overboarded/Too many other time commitments
25/01/2022	Sika AG	Extraordinary Shareholders	Against	2	Insufficient/poor disclosure

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
04/03/2022	Novartis AG	Annual	Against	11 6.3	Apparent failure to link pay & appropriate performance
09/03/2022	TE Connectivity Ltd.	Annual	Against	8 1i 16 14	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Concerns to protect shareholder value Issue of equity raises concerns about excessive dilution of existing shareholders
15/03/2022	Roche Holding AG	Annual	Against	2.1,2.2,5.8,5.14,6,7,10 5.3,5.13	Apparent failure to link pay & appropriate performance
17/03/2022	DKSH Holding AG	Annual	Against	4.2 5.3.2 8 5.1,3,5.2	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversity Insufficient/poor disclosure Overboarded/Too many other time commitments
22/03/2022	Schindler Holding AG	Annual	Against	4.2,4.3 5.1 5.3.c 4.1,6 5.2,5.3.b,5.3.g,5.3.i,5.3.j,5.4. 1 5.3.a,5.3.d,5.3.k 5.3.h,5.4.3	Apparent failure to link pay and appropriate performance Combined CEO/Chair Concerns related to inappropriate membership of committeesLack of independence on board Insufficient/poor disclosure Lack of independence on board Lack of independent representation at board committeesLack of independence on board Overboarded/Too many other time commitments
23/03/2022	Swiss Prime Site AG	Annual	Against	9.5 9.1.2 10	Concerns regarding Auditor tenure Concerns related to inappropriate membership of committees Insufficient/poor disclosure
24/03/2022	ABB Ltd.	Annual	Against	11 7.10	Concerns related to board gender diversity
24/03/2022	Givaudan SA	Annual	Against	7	Insufficient/poor disclosure
29/03/2022	SGS SA	Annual	Against	1.2 4.2 6 4.1.4	Apparent failure to link pay & appropriate performance Concerns related to below-board gender diversity Insufficient/poor disclosure Overboarded/Too many other time commitments
30/03/2022	Swisscom AG	Annual	Against	4.6 9	Concerns related to inappropriate membership of committees Insufficient/poor disclosure
31/03/2022	PSP Swiss Property AG	Annual	Against	2 5.6,7.3 5.4,7.1 12	Apparent failure to link pay and appropriate performance Concerns related to approach to board gender diversityLack of independent representation at board committees Concerns related to inappropriate membership of committeesLack of independent representation at board committees Insufficient/poor disclosure
25/01/2022	Metro Inc.	Annual	Against	1.2 5.8,9 6	Concerns related to board ethnic and/or racial diversity SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
02/02/2022	CGI Inc.	Annual	Against	1.15 1.3 3	Concerns about remuneration committee performance Concerns related to board ethnic and/or racial diversityConcerns to protect shareholder value SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
05/01/2022	Zscaler, Inc.	Annual	Against	3 1.2	Apparent failure to link pay and appropriate performance Concerns about overall board structureConcerns to protect shareholder value
13/01/2022	Micron Technology, Inc.	Annual	Against	1a	Concerns about remuneration committee performance
20/01/2022	Costco Wholesale Corporation	Annual	Against	5,6	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
20/01/2022	Intuit Inc.	Annual	Against	2 1g	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
25/01/2022	Becton, Dickinson and Company	Annual	Against	3 1.7 4	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Shareholder proposal promotes appropriate accountability or incentivisation
25/01/2022	Hormel Foods Corporation	Annual	Against	4 3 1d	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
25/01/2022	Jacobs Engineering Group Inc.	Annual	All For		
25/01/2022	Visa Inc.	Annual	Against	2 1b 1h	Apparent failure to link pay & appropriate performance Concerns about overall board structure Concerns about remuneration committee performance

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
26/01/2022	D.R. Horton, Inc.	Annual	Against	2 1b	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
27/01/2022	Walgreens Boots Alliance, Inc.	Annual	Against	2 1j 6 5	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance 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
28/01/2022	WestRock Company	Annual	Against	2 1b	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
31/01/2022	PTC Inc.	Annual	All For		
01/02/2022	Aramark	Annual	Against	3 1a	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
01/02/2022	Emerson Electric Co.	Annual	Against	1.1	Concerns about overall board structureConcerns related to board ethnic and/or racial diversity
01/02/2022	Rockwell Automation, Inc.	Annual	Against	B A1	Apparent failure to link pay and appropriate performance Concerns about overall board structure
09/02/2022	Atmos Energy Corporation	Annual	Against	3 1g	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
10/02/2022	Tyson Foods, Inc.	Annual	Against	1j 1b 3	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
23/02/2022	Deere & Company	Annual	Against	2 1j	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
23/02/2022	Franklin Resources, Inc.	Annual	All For		
24/02/2022	Raymond James Financial, Inc.	Annual	All For		
25/02/2022	Zendesk, Inc.	Special	Against	2 1	Concerns related to minority shareholder interest Insufficient justification for related party transaction
01/03/2022	Fair Isaac Corporation	Annual	All For		
01/03/2022	Nordson Corporation	Annual	Against	3 1.3	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performanceConcerns about overall board structure
04/03/2022	Apple Inc.	Annual	Against	1e,3,6 7,8,10	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
09/03/2022	Analog Devices, Inc.	Annual	Against	2 1g	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance
09/03/2022	QUALCOMM Incorporated	Annual	All For		
09/03/2022	The Walt Disney Company	Annual	Against	3 6,7 5 4	Apparent failure to link pay & appropriate performance 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
10/03/2022	AmerisourceBergen Corporation	Annual	Against	3,4 1g 5 6	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation 2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
10/03/2022	Applied Materials, Inc.	Annual	Against	1f,2,4	
10/03/2022	F5, Inc.	Annual	Against	4 1a	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
10/03/2022	Hologic, Inc.	Annual	Against	2 1d	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
11/03/2022	Discovery, Inc.	Special	Against	1C	
16/03/2022	Agilent Technologies, Inc.	Annual	Against	1.1 2 4	Apparent failure to link pay & appropriate performance Apparent failure to link pay and appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
16/03/2022	Starbucks Corporation	Annual	Against	3 5	Apparent failure to link pay & appropriate performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
16/03/2022	The Cooper Companies, Inc.	Annual	All For		
17/03/2022	Keysight Technologies, Inc.	Annual	Against	1.1,3	
18/03/2022	HEICO Corporation	Annual	Against	1.3	Concerns about overall board structure 2- Concerns related to below-board gender diversity
11/01/2022	Bellevue Healthcare Trust plc	Special	All For		
11/01/2022	EVRAZ Plc	Special	All For		
13/01/2022	Centrica Plc	Special	All For		
13/01/2022	JPMorgan Japanese Investment Trust PLC	Annual	All For		
19/01/2022	Diploma Plc	Annual	Against	12	Apparent failure to link pay & appropriate performance
19/01/2022	WH Smith Plc	Annual	Abstain Against	10 2	Concerns to protect shareholder value Apparent failure to link pay and appropriate performance
20/01/2022	BHP Group (UK) Ltd.	Court	All For		
20/01/2022	BHP Group (UK) Ltd.	Special	All For		
20/01/2022	Countryside Partnerships Plc	Annual	All For		
20/01/2022	Vivo Energy Plc	Court	All For		
20/01/2022	Vivo Energy Plc	Special	All For		
25/01/2022	Auction Technology Group Plc	Annual	All For		
25/01/2022	Mitchells & Butlers Plc	Annual	Against	2,5,6,8	
26/01/2022	AJ Bell Plc	Annual	Against	2	Apparent failure to link pay & appropriate performance
27/01/2022	Britvic Plc	Annual	Against	4 7	Apparent failure to link pay & appropriate performance Overboarded/Too many other time commitments
28/01/2022	Amdocs Limited	Annual	Against	1.6	Concerns related to approach to board gender diversity Concerns related to approach to board diversity Concerns related to succession planning
28/01/2022	Avon Protection Plc	Annual	All For		
01/02/2022	Schroder AsiaPacific Fund PLC	Annual	Against	11	Concerns about reducing shareholder rights
02/02/2022	Edinburgh Worldwide Investment Trust PLC	Annual	All For		
02/02/2022	Imperial Brands Plc	Annual	All For		
02/02/2022	Playtech Plc	Court	All For		
02/02/2022	Playtech Plc	Special	All For		
03/02/2022	Compass Group Plc	Annual	All For		
03/02/2022	Future Plc	Annual	Against	3 7,9 5,10 2	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance Overboarded/Too many other time commitments Apparent failure to link pay & appropriate performance
03/02/2022	The Sage Group Plc	Annual	Against		
04/02/2022	Brewin Dolphin Holdings Plc	Annual	All For		
04/02/2022	Shaftesbury Plc	Annual	All For		
04/02/2022	SSP Group Plc	Annual	All For		
09/02/2022	Euromoney Institutional Investor Plc	Annual	Against	2	Apparent failure to link pay and appropriate performance
09/02/2022	Finsbury Growth & Income Trust PLC	Annual	All For		
09/02/2022	Grainger Plc	Annual	All For		
10/02/2022	easyJet Plc	Annual	Against	3	
10/02/2022	Tritax Eurobox Plc	Annual	All For		
11/02/2022	Victrex Plc	Annual	All For		
14/02/2022	GCP Infrastructure Investments Limited	Annual	Against	7	Concerns related to inappropriate membership of committees
16/02/2022	Liontrust Asset Management Plc	Special	Against	1,2	Apparent failure to link pay and appropriate performance
17/02/2022	Chrysalis Investments Limited	Annual	All For		
17/02/2022	Virgin Money UK Plc	Annual	All For		
22/02/2022	Wizz Air Holdings Plc	Special	All For		
24/02/2022	Integratin Holdings Plc	Annual	Against	2	Apparent failure to link pay and appropriate performance
24/02/2022	The Bankers Investment Trust PLC	Annual	All For		
02/03/2022	Paragon Banking Group Plc	Annual	All For		
03/03/2022	Aberforth Smaller Companies Trust PLC	Annual	All For		
03/03/2022	Chemring Group Plc	Annual	Against	2 5	Apparent failure to link pay and appropriate performance Overboarded/Too many other time commitments

Meeting	Company Name	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
08/03/2022	Oxford Biomedica Plc	Special	All For		
10/03/2022	Ferguson Plc	Special	All For		
11/03/2022	Tritax Eurobox Plc	Special	All For		
15/03/2022	abrdn Plc	Special	All For		
16/03/2022	Safestore Holdings Plc	Annual	All For		
22/03/2022	Crest Nicholson Holdings Plc	Annual	All For		
22/03/2022	Hochschild Mining Plc	Special	All For		
24/03/2022	Blackrock Throgmorton Trust PLC	Annual	All For		
25/03/2022	Beazley Plc	Annual	All For		
25/03/2022	Capricorn Energy Plc	Special	All For		
30/03/2022	Micro Focus International Plc	Annual	All For		