

# COLUMBIA THREADNEEDLE INVESTMENTS VOTING RATIONALES

2020

We vote actively at company meetings, applying our principles on a pragmatic basis. This document provides our reason for voting against management recommendations. All our voting decisions are available for inspection on our website seven days after each company meeting. Further information around our responsible investment activities can be found in our quarterly reports.



Your success. Our priority.



# Columbia Threadneedle Investments is an engaged and active investor.

We view a joined-up approach to stewardship as an integral part of our responsible approach to investment. This includes engagement with companies, both unilaterally and collaboratively, ongoing monitoring and proxy voting.

We vote actively at company meetings, applying our principles on a pragmatic basis. We view this as one of the most effective ways of signalling approval (or otherwise) of a company's governance, management, board and strategy.

While analysing meeting agendas and making voting decisions, we use a range of research sources and consider various ESG issues, including companies' risk management practices and evidence of any controversies.

While we subscribe to proxy advisors' research, we maintain our own custom voting policy that is updated regularly. The RI team assesses how the policy is applied and makes final voting decisions in collaboration with the firm's portfolio managers and analysts. Votes are cast identically across all mandates for which we have voting authority.

**This report contains a record of why we cast dissenting votes. These are where a vote is cast against (or where we abstain/withhold from voting) a management-tabled proposal, or where we support a shareholder-tabled proposal not endorsed by management.**

**All our voting decisions are available for inspection on our website seven days after each company meeting.**

Proposal Text	Management Recommendation	Our vote	Rationale
<b>Northgate Plc, United Kingdom, 15-Jan-20</b>			
Approve Northgate plc Value Creation Plan	For	Against	Remuneration concerns
Amend the Remuneration Policy	For	Against	Remuneration concerns
<b>Baoshan Iron &amp; Steel Co., Ltd., China, 21-Jan-20</b>			
Elect Luo Jianchuan as Non-independent Director	For	Against	Independence concerns
<b>AJ Bell Plc, United Kingdom, 22-Jan-20</b>			
Elect Leslie Platts as Director	For	Abstain	Gender diversity concerns
<b>Visa Inc., USA, 28-Jan-20</b>			
Elect Director John A. C. Swainson	For	Abstain	Combined CEO/Chair
<b>Euromoney Institutional Investor Plc, United Kingdom, 28-Jan-20</b>			
Approve Remuneration Report	For	Abstain	Remuneration concerns
Re-elect Imogen Joss as Director	For	Abstain	Remuneration concerns
<b>Becton, Dickinson and Company, USA, 28-Jan-20</b>			
Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	Supporting better ESG risk management practices
<b>Thai Beverage Public Company Limited, Thailand, 31-Jan-20</b>			
Elect Panote Sirivadhanabhakdi as Director	For	Against	Overboarding concerns
Elect Timothy Chia Chee Ming as Director	For	Against	Overboarding concerns
Other Business	For	Against	Corporate governance concerns
<b>Britvic Plc, United Kingdom, 31-Jan-20</b>			
Approve Remuneration Report	For	Abstain	Remuneration concerns
Re-elect Sue Clark as Director	For	Abstain	Remuneration concerns
Re-elect Ian McHoul as Director	For	Against	Overboarding concerns
<b>Shaftesbury Plc, United Kingdom, 31-Jan-20</b>			
Re-elect Jonathan Nicholls as Director	For	Abstain	Gender diversity concerns
<b>Future Plc, United Kingdom, 05-Feb-20</b>			
Re-elect Alan Newman as Director	For	Abstain	Audit concerns
Re-elect Richard Huntingford as Director	For	Abstain	Corporate governance concerns
<b>Imperial Brands Plc, United Kingdom, 05-Feb-20</b>			
Approve Remuneration Report	For	Against	Remuneration concerns
<b>easyJet Plc, United Kingdom, 06-Feb-20</b>			
Re-elect Dr Andreas Bierwirth as Director	For	Against	Overboarding concerns
<b>Paragon Banking Group Plc, United Kingdom, 13-Feb-20</b>			
Approve Remuneration Report	For	Against	Remuneration concerns
Approve Remuneration Policy	For	Against	Remuneration concerns
Re-elect Hugo Tudor as Director	For	Against	Remuneration concerns
<b>China International Travel Service Corp. Ltd., China, 18-Feb-20</b>			
Elect Liu Defu as Supervisor	For	Against	Independence concerns
<b>PT Bank Rakyat Indonesia (Persero) Tbk, Indonesia, 18-Feb-20</b>			
Approve Remuneration and Tantiem of Directors and Commissioners	For	Against	Remuneration concerns
Approve Changes in Board of Company	For	Against	Lack of disclosure
<b>Aristocrat Leisure Limited, Australia, 20-Feb-20</b>			
Elect PJ Ramsey as Director	For	Against	Independence concerns
Approve Grant of Performance Rights to Trevor Croker	For	Against	Remuneration concerns
<b>Kone Oyj, Finland, 25-Feb-20</b>			
Re-elect Matti Alahuhta, Anne Brunila, Antti Herlin, Iiris Herlin, Jussi Herlin, Ravi Kant, Juhani Kaskeala and Sirpa Pietikainen as Directors; Elect Susan Duinhoven as New Director	For	Against	Independence concerns
<b>Apple Inc., USA, 26-Feb-20</b>			
Report on Freedom of Expression and Access to Information Policies	Against	For	Supporting better ESG risk management practices

Proposal Text	Management Recommendation	Our vote	Rationale
<b>Electra Private Equity Plc, United Kingdom, 26-Feb-20</b>			
Re-elect David Lis as Director	For	Abstain	Independence concerns
Approve Waiver of Rule 9 Offer Obligation	For	Abstain	Corporate governance concerns
<b>SSP Group Plc, United Kingdom, 26-Feb-20</b>			
Re-elect Ian Dyson as Director	For	Abstain	Gender diversity concerns
<b>TravelSky Technology Limited, China, 27-Feb-20</b>			
Elect Cui Zhixiong as Director	For	Abstain	Corporate governance concerns
Elect Ngai Wai Fung as Director	For	Against	Overboarding concerns
Elect Zeng Yiwei as Supervisor	For	Against	Independence concerns
<b>Novartis AG, Switzerland, 28-Feb-20</b>			
Re-elect Ton Buechner as Director	For	Against	Strategic concerns
Re-elect Andreas von Planta as Director	For	Against	ESG risk management concerns
Transact Other Business (Voting)	For	Against	Lack of disclosure
<b>AU Small Finance Bank Limited, India, 04-Mar-20</b>			
Re-elect Krishan Kant Rathi as Director	For	Against	Corporate governance concerns
Approve Designation and Remuneration of Raj Vikash Verma as Part-Time Chairman	For	Abstain	Remuneration concerns
<b>Petroleo Brasileiro SA, Brazil, 04-Mar-20</b>			
Amend Articles and Consolidate Bylaws	For	Against	Bundled proposal
Amend Articles and Consolidate Bylaws	For	Against	Bundled proposal
<b>Pilbara Minerals Limited, Australia, 10-Mar-20</b>			
Approve Issuance of Retention Options to Ken Brinsden	For	Against	Remuneration concerns
<b>Analog Devices, Inc., USA, 11-Mar-20</b>			
Elect Director Anantha P. Chandrakasan	For	Against	Corporate governance concerns
<b>The Walt Disney Company, USA, 11-Mar-20</b>			
Elect Director Maria Elena Lagomasino	For	Against	Remuneration concerns
Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Remuneration concerns
Report on Lobbying Payments and Policy	Against	For	Remuneration concerns
<b>TE Connectivity Ltd., Switzerland, 11-Mar-20</b>			
Amend Articles of Association Re: Authorised Capital	For	Against	Dilutive impact
<b>ICICI Lombard General Insurance Company Limited, India, 15-Mar-20</b>			
Approve Reappointment and Remuneration of Sanjeev Mantri as Whole-time Director, Designated as Executive Director-Retail	For	Against	Remuneration concerns
<b>The Cooper Companies, Inc., USA, 18-Mar-20</b>			
Approve Non-Employee Director Omnibus Stock Plan	For	Against	Remuneration concerns
Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Remuneration concerns
<b>Samsung SDI Co., Ltd., South Korea, 18-Mar-20</b>			
Approve Total Remuneration of Inside Directors and Outside Directors	For	Against	Remuneration concerns
<b>Marel hf, Iceland, 18-Mar-20</b>			
Other Business (Voting)	For	Against	Lack of disclosure
<b>Hana Financial Group, Inc., South Korea, 20-Mar-20</b>			
Elect Heo Yoon as Outside Director	For	Against	Audit concerns
<b>SK hynix, Inc., South Korea, 20-Mar-20</b>			
Elect Ha Young-gu as a Member of Audit Committee	For	Against	Corporate governance concerns
<b>Kweichow Moutai Co., Ltd., China, 20-Mar-20</b>			
Elect You Yalin as Supervisor	For	Against	Independence concerns

Proposal Text	Management Recommendation	Our vote	Rationale
<b>Wal-Mart de Mexico SAB de CV, Mexico, 24-Mar-20</b>			
Approve Report of Audit and Corporate Practices Committees	For	Abstain	Lack of disclosure
Approve CEO's Report	For	Abstain	Lack of disclosure
Approve Board Opinion on CEO's Report	For	Abstain	Lack of disclosure
Approve Board of Directors' Report	For	Abstain	Lack of disclosure
Approve Report on Adherence to Fiscal Obligations	For	Abstain	Lack of disclosure
Approve Consolidated Financial Statements	For	Abstain	Lack of disclosure
<b>SGS SA, Switzerland, 24-Mar-20</b>			
Re-elect Paul Desmarais as Director	For	Against	Attendance concerns
Transact Other Business (Voting)	For	Against	Lack of disclosure
Re-elect Shelby du Pasquier as Director	For	Abstain	Gender diversity concerns
<b>Notre Dame Intermedica Participacoes SA, Brazil, 25-Mar-20</b>			
Amend Stock Option Plan Approved at the March 28, 2019, EGM	For	Against	Remuneration concerns
<b>Shinsegae Co., Ltd., South Korea, 25-Mar-20</b>			
Elect Kim Jeong-sik as Inside Director	For	Against	Independence concerns
Elect Choi Jin-seok as a Member of Audit Committee	For	Against	Gender diversity concerns
<b>E-Mart, Inc., South Korea, 25-Mar-20</b>			
Elect Kang Hui-seok as Inside Director	For	Abstain	Gender diversity and independence concerns
<b>Shinsegae Co., Ltd., South Korea, 25-Mar-20</b>			
Elect Choi Jin-seok as Outside Director	For	Against	Gender diversity concerns
<b>Givaudan SA, Switzerland, 25-Mar-20</b>			
Transact Other Business (Voting)	For	Against	Lack of disclosure
<b>Asahi Group Holdings Ltd., Japan, 25-Mar-20</b>			
Elect Director Izumiya, Naoki	For	Abstain	Independence concerns
Appoint Statutory Auditor Nishinaka, Naoko	For	Against	Independence concerns
<b>ValueCommerce Co., Ltd., Japan, 25-Mar-20</b>			
Elect Director Kagawa, Jin	For	Abstain	Gender diversity concerns
<b>Milbon Co., Ltd., Japan, 26-Mar-20</b>			
Elect Director Sato, Ryuji	For	Abstain	Gender diversity concerns
<b>PearlAbyss Corp., South Korea, 27-Mar-20</b>			
Approve Financial Statements and Allocation of Income	For	Against	Audit concerns
Elect Han Jeong-hyeon as Outside Director	For	Against	Attendance concerns
Approve Total Remuneration of Inside Directors and Outside Directors	For	Against	Remuneration concerns
Authorise Board to Fix Remuneration of Internal Auditor(s)	For	Against	Remuneration concerns
<b>Davide Campari-Milano SpA, Italy, 27-Mar-20</b>			
Approve Remuneration Policy	For	Against	Remuneration concerns
Approve Second Section of the Remuneration Report	For	Against	Remuneration concerns
Approve Stock Option Plan	For	Against	Remuneration concerns
Authorise Share Repurchase Program and Reissuance of Repurchased Shares	For	Against	Dilutive impact
Approve Change in the Location of the Company's Registered Headquarters to Amsterdam (Netherlands); Adopt New Bylaws	For	Against	Corporate governance concerns
<b>NAVER Corp., South Korea, 27-Mar-20</b>			
Elect Byeon Dae-gyu as Non-Independent Non-Executive Director	For	Against	Independence concerns
Approve Stock Option Grants	For	Against	Remuneration concerns
Approve Stock Option Grants	For	Against	Remuneration concerns
<b>Peptidream Inc., Japan, 27-Mar-20</b>			
Elect Director Kubota, Kiichi	For	Abstain	Gender diversity concerns

Proposal Text	Management Recommendation	Our vote	Rationale
<b>Nakanishi Inc., Japan, 27-Mar-20</b>			
Elect Director Nakanishi, Eiichi	For	Abstain	Gender diversity concerns
<b>Tryg A/S, Denmark, 30-Mar-20</b>			
Ratify Deloitte as Auditors	For	Abstain	Audit concerns
<b>BELIMO Holding AG, Switzerland, 30-Mar-20</b>			
Approve Remuneration Report (Non-Binding)	For	Against	Remuneration concerns
Transact Other Business (Voting)	For	Against	Lack of disclosure
<b>INFICON Holding AG, Switzerland, 03-Apr-20</b>			
Re-elect Thomas Staehelin as Director	For	Against	Independence concerns
Reappoint Thomas Staehelin as Member of the Compensation Committee	For	Against	Independence concerns
Transact Other Business (Voting)	For	Against	Lack of disclosure
<b>Globant SA, Luxembourg, 03-Apr-20</b>			
Approve Issuance of Equity or Equity-Linked Securities without Pre-emptive Rights	For	Against	Dilutive impact
Amend Article 10.2 of the Articles of Association	For	Against	Corporate governance concerns
<b>Metropolis Healthcare Limited, India, 06-Apr-20</b>			
Approve Metropolis-Restrictive Stock Unit Plan, 2020 and Grant of Restricted Stock Units to Eligible Employees of the Company	For	Against	Remuneration concerns
Approve Extension of Benefits of Metropolis-Restrictive Stock Unit Plan, 2020 to the Employees of Subsidiary Company(ies)	For	Against	Remuneration concerns
<b>Carnival Plc, United Kingdom, 06-Apr-20</b>			
Re-elect Micky Arison as Director of Carnival Corporation and as a Director of Carnival plc	For	Abstain	ESG risk management concerns
Re-elect Sir Jonathon Band as Director of Carnival Corporation and as a Director of Carnival plc	For	Against	ESG risk management concerns
Re-elect Richard Glasier as Director of Carnival Corporation and as a Director of Carnival plc	For	Against	Independence concerns
Re-elect Sir John Parker as Director of Carnival Corporation and as a Director of Carnival plc	For	Against	Independence concerns
Re-elect Stuart Subotnick as Director of Carnival Corporation and as a Director of Carnival plc	For	Against	Independence concerns
Re-elect Laura Weil as Director of Carnival Corporation and as a Director of Carnival plc	For	Against	Independence concerns
<b>SIG Combibloc Group AG, Switzerland, 07-Apr-20</b>			
Transact Other Business (Voting)	For	Against	Lack of disclosure
<b>VZ Holding AG, Switzerland, 08-Apr-20</b>			
Re-elect Albrecht Langhart as Director	For	Against	Corporate governance concerns
Transact Other Business (Voting)	For	Against	Lack of disclosure
<b>Adobe Inc., USA, 09-Apr-20</b>			
Elect Director Frank A. Calderoni	For	Abstain	Combined CEO/Chair
<b>Ping An Insurance (Group) Company of China, Ltd., China, 09-Apr-20</b>			
Approve Issuance of Equity or Equity-Linked Securities without Pre-emptive Rights for H Shares	For	Against	Dilutive impact
<b>Smith &amp; Nephew Plc, United Kingdom, 09-Apr-20</b>			
Re-elect Vinita Bali as Director	For	Against	Overboarding concerns
<b>Hunting Plc, United Kingdom, 15-Apr-20</b>			
Re-elect John Glick as Director	For	Abstain	Gender diversity concerns
<b>Alsea SAB de CV, Mexico, 16-Apr-20</b>			
Approve Financial Statements, Statutory Reports and Allocation of Income	For	Abstain	Lack of disclosure
Approve Annual Report on Operations Carried by Key Board Committees	For	Abstain	Lack of disclosure
Elect or Ratify Directors, Key Management and Members of Board Committees	For	Abstain	Bundled proposal
<b>Embotelladora Andina SA, Chile, 16-Apr-20</b>			
Elect Directors	For	Against	Lack of disclosure
Approve Remuneration of Directors, Directors' Committee and Audit Committee, their Annual Reports and Expenses Incurred by both Committees	For	Against	Lack of disclosure
Designate Risk Assessment Companies	For	Against	Lack of disclosure
Other Business	For	Against	Lack of disclosure

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<b>PT Bank Tabungan Pensiunan Nasional Syariah Tbk, Indonesia, 16-Apr-20</b>			
Amend Articles of Association	For	Against	Corporate governance concerns
Elect Directors, Commissioners and Sharia Supervisory Board	For	Against	Bundled proposal
<b>Ferrovial SA, Spain, 16-Apr-20</b>			
Re-elect Hanne Birgitte Breinbjerg Sorensen as Director	For	Abstain	Combined CEO/Chair
Amend Remuneration Policy	For	Against	Remuneration concerns
Approve Restricted Stock Plan	For	Against	Remuneration concerns
Authorise Board to Continue the Total or Partial Sale of Assets of the Services Division of the Ferrovial Group	For	Against	Dilutive impact
Advisory Vote on Remuneration Report	For	Against	Remuneration concerns
<b>Airbus SE, Netherlands, 16-Apr-20</b>			
Approve Discharge of Non-Executive Members of the Board of Directors	For	Against	Corporate governance concerns
Approve Remuneration Report Containing Remuneration Policy	For	Against	Remuneration concerns
<b>Ferrari NV, Netherlands, 16-Apr-20</b>			
Approve Remuneration Report	For	Against	Remuneration concerns
Approve Discharge of Directors	For	Against	Poor response to shareholder dissent
Re-elect Delphine Arnault as Non-Executive Director	For	Against	Attendance concerns
Re-elect Eduardo H. Cue as Non-Executive Director	For	Against	Poor response to shareholder dissent
Re-elect Maria Patrizia Grieco as Non-Executive Director	For	Against	Overboarding concerns
Re-elect Adam Keswick as Non-Executive Director	For	Against	Overboarding concerns
Amend Remuneration Policy	For	Against	Remuneration concerns
Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital Plus Additional 10 Percent in Case of Takeover/Merger	For	Against	Dilutive impact
Authorise Board to Exclude Pre-emptive Rights from Share Issuances	For	Against	Dilutive impact
Grant Board Authority to Issue Special Voting Shares	For	Against	Dilutive impact
Approve Awards to Chairman	For	Against	Remuneration concerns
<b>OZ Minerals Ltd., Australia, 17-Apr-20</b>			
Elect Rebecca McGrath as Director	For	Against	Audit concerns
<b>Carel Industries SpA, Italy, 20-Apr-20</b>			
Approve Remuneration Policy	For	Against	Remuneration concerns
Approve Second Section of the Remuneration Report	For	Against	Remuneration concerns
<b>Public Storage, USA, 21-Apr-20</b>			
Elect Director John Reyes	For	Against	Independence concerns
<b>Sika AG, Switzerland, 21-Apr-20</b>			
Transact Other Business (Voting)	For	Against	Lack of disclosure
<b>XP Power Ltd., Singapore, 21-Apr-20</b>			
Approve Final Dividend	For	Abstain	Proposal withdrawn
<b>Eaton Corporation plc, Ireland, 22-Apr-20</b>			
Elect Director Richard H. Fearon	For	Against	Overboarding concerns
Elect Director Dorothy C. Thompson	For	Abstain	Combined CEO/Chair
<b>The Coca-Cola Company, USA, 22-Apr-20</b>			
Elect Director Maria Elena Lagomasino	For	Abstain	Combined CEO/Chair
<b>Ayala Land, Inc., Philippines, 22-Apr-20</b>			
Elect Fernando Zobel de Ayala as Director	For	Against	Overboarding concerns
Elect Jaime Augusto Zobel de Ayala as Director	For	Against	Overboarding concerns
Elect Antonino T. Aquino as Director	For	Against	Corporate governance concerns
Elect Antonino T. Aquino as Director	For	Against	Independence concerns
Approve Other Matters	For	Against	Lack of disclosure
Approve Other Matters	For	Against	Lack of disclosure



Proposal Text	Management Recommendation	Our vote	Rationale
<b>Glodon Co., Ltd., China, 22-Apr-20</b>			
Elect Wang Jinhong as Supervisor	For	Against	Independence concerns
<b>Bank of America Corporation, USA, 22-Apr-20</b>			
Elect Director Thomas J. May	For	Abstain	Combined CEO/Chair
Elect Director Maria T. Zuber	For	Against	Corporate governance concerns
Provide Right to Act by Written Consent	Against	For	Supporting better ESG risk management practices
<b>Spirit AeroSystems Holdings, Inc., USA, 22-Apr-20</b>			
Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Remuneration concerns
<b>Schneider Electric SE, France, 23-Apr-20</b>			
Re-elect Leo Apotheker as Director	For	Abstain	Combined CEO/Chair
Re-elect Cecile Cabanis as Director	For	Abstain	Overboarding concerns
<b>Lockheed Martin Corporation, USA, 23-Apr-20</b>			
Elect Director Bruce A. Carlson	For	Against	Corporate governance concerns
Provide Right to Act by Written Consent	Against	For	Supporting better ESG risk management practices
<b>Texas Instruments Incorporated, USA, 23-Apr-20</b>			
Elect Director Ronald Kirk	For	Abstain	Combined CEO/Chair
<b>Edison International, USA, 23-Apr-20</b>			
Elect Director Vanessa C.L. Chang	For	Against	Overboarding concerns
<b>Pfizer Inc., USA, 23-Apr-20</b>			
Elect Director James M. Kilts	For	Against	Overboarding concerns
Provide Right to Act by Written Consent	Against	For	Supporting better ESG risk management practices
Require Independent Board Chair	Against	For	Supporting better ESG risk management practices
Report on Gender Pay Gap	Against	For	Supporting better ESG risk management practices
<b>Johnson &amp; Johnson, USA, 23-Apr-20</b>			
Elect Director Anne M. Mulcahy	For	Abstain	Combined CEO/Chair
Elect Director Charles Prince	For	Against	Corporate governance concerns
Require Independent Board Chair	Against	For	Supporting better ESG risk management practices
Report on Governance Measures Implemented Related to Opioids	Against	For	Supporting better ESG risk management practices
<b>Aggreko Plc, United Kingdom, 23-Apr-20</b>			
Approve Final Dividend	For	Abstain	Proposal withdrawn
<b>Croda International Plc, United Kingdom, 23-Apr-20</b>			
Re-elect Keith Layden as Director	For	Against	Independence concerns
<b>Companhia Brasileira de Distribuicao, Brazil, 23-Apr-20</b>			
Approve Remuneration of Company's Management and Fiscal Council	For	Against	Remuneration concerns
<b>Localiza Rent A Car SA, Brazil, 23-Apr-20</b>			
Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Against	For	Supporting better ESG risk management practices
<b>Atlas Copco AB, Sweden, 23-Apr-20</b>			
Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	Against	Remuneration concerns
<b>Ambev SA, Brazil, 24-Apr-20</b>			
Amend Restricted Stock Plan	For	Against	Remuneration concerns
<b>L3Harris Technologies, Inc., USA, 24-Apr-20</b>			
Elect Director Lloyd W. Newton	For	Abstain	Combined CEO/Chair
Provide Right to Act by Written Consent	Against	For	Supporting better ESG risk management practices

Proposal Text	Management Recommendation	Our vote	Rationale
<b>Abbott Laboratories, USA, 24-Apr-20</b>			
Adopt Simple Majority Vote	Against	For	Supporting better ESG risk management practices
<b>AT&amp;T Inc., USA, 24-Apr-20</b>			
Elect Director Matthew K. Rose	For	Abstain	Combined CEO/Chair
Require Independent Board Chairman	Against	For	Supporting better ESG risk management practices
<b>Senior Plc, United Kingdom, 24-Apr-20</b>			
Approve Final Dividend	For	Abstain	Proposal withdrawn
Re-elect Giles Kerr as Director	For	Against	Overboarding concerns
<b>America Movil SAB de CV, Mexico, 24-Apr-20</b>			
Elect or Ratify Directors for Series L Shareholders	For	Against	Bundled proposal
<b>Grupo Financiero Banorte SAB de CV, Mexico, 24-Apr-20</b>			
Elect Carlos Hank Gonzalez as Board Chairman	For	Abstain	Corporate governance concerns
Elect Carlos de la Isla Corry as Director	For	Against	Corporate governance concerns
<b>Ambev SA, Brazil, 24-Apr-20</b>			
Elect Fiscal Council Members	For	Abstain	Technical vote
<b>TOTVS SA, Brazil, 27-Apr-20</b>			
Approve Remuneration of Company's Management	For	Against	Remuneration concerns
<b>Honeywell International Inc., USA, 27-Apr-20</b>			
Elect Director Linnet F. Deily	For	Against	Combined CEO/Chair
Report on Lobbying Payments and Policy	Against	For	Supporting better ESG risk management practices
<b>Sanofi, France, 28-Apr-20</b>			
Approve Compensation of Olivier Brandicourt, CEO Until Aug. 31, 2019	For	Against	Remuneration concerns
<b>Charter Communications, Inc., USA, 28-Apr-20</b>			
Elect Director Gregory B. Maffei	For	Against	Overboarding concerns
Elect Director James E. Meyer	For	Against	Overboarding concerns
Elect Director Balan Nair	For	Against	Overboarding concerns
Elect Director Eric L. Zinterhofer	For	Against	Overboarding concerns
Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Remuneration concerns
Require Independent Board Chairman	Against	For	Supporting better ESG risk management practices
Elect Director John D. Markley, Jr.	For	Abstain	Gender diversity concerns
<b>Centene Corporation, USA, 28-Apr-20</b>			
Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Remuneration concerns
Report on Political Contributions Disclosure	Against	For	Supporting better ESG risk management practices
Eliminate Supermajority Vote Requirement	Against	For	Supporting better ESG risk management practices
<b>International Business Machines Corporation, USA, 28-Apr-20</b>			
Elect Director Michael L. Eskew	For	Against	Corporate governance concerns
Amend Governing Documents to allow Removal of Directors	Against	For	Supporting better ESG risk management practices
Provide Right to Act by Written Consent	Against	For	Supporting better ESG risk management practices
Require Independent Board Chairman	Against	For	Supporting better ESG risk management practices
<b>Lonza Group AG, Switzerland, 28-Apr-20</b>			
Transact Other Business (Voting)	For	Against	Lack of disclosure
<b>MARR SpA, Italy, 28-Apr-20</b>			
Approve Second Section of the Remuneration Report	For	Against	Remuneration concerns
Adopt Double Voting Rights for Long-Term Registered Shareholders	For	Against	Corporate governance concerns

Proposal Text	Management Recommendation	Our vote	Rationale
<b>Wells Fargo &amp; Company, USA, 28-Apr-20</b>			
Ratify KPMG LLP as Auditors	For	Against	Audit concerns
<b>The PNC Financial Services Group, Inc., USA, 28-Apr-20</b>			
Elect Director Charles E. Bunch	For	Against	Corporate governance concerns
Elect Director Andrew T. Feldstein	For	Abstain	Combined CEO/Chair
<b>Truist Financial Corporation, USA, 28-Apr-20</b>			
Elect Director David M. Ratcliffe	For	Abstain	Combined CEO/Chair
Require Independent Board Chairman	Against	For	Supporting better ESG risk management practices
<b>The Weir Group Plc, United Kingdom, 28-Apr-20</b>			
Approve Remuneration Report	For	Against	Remuneration concerns
Re-elect Clare Chapman as Director	For	Against	Remuneration concerns
<b>HEXPOL AB, Sweden, 28-Apr-20</b>			
Approve Allocation of Income; Approve Postponement of Decision on Dividends	For	Abstain	Proposal withdrawn
Re-elect Georg Brunstam (Chairman), Alf Goransson, Kerstin Lindell, Jan-Anders Manson, Gun Nilsson, Malin Persson and Marta Schorling Andreen as Directors	For	Against	Bundled proposal
Re-elect Mikael Ekdahl (Chairman), Henrik Didner and Marcus Luttgen as Members of Nominating Committee; Elect Mats Gustafsson as New Member of Nominating Committee	For	Against	Independence concerns
<b>Moderna, Inc., USA, 29-Apr-20</b>			
Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Remuneration concerns
<b>Elementis Plc, United Kingdom, 29-Apr-20</b>			
Approve Remuneration Report	For	Abstain	Remuneration concerns
Re-elect Steve Good as Director	For	Abstain	Remuneration concerns
<b>Pool Corporation, USA, 29-Apr-20</b>			
Elect Director John E. Stokely	For	Abstain	Gender diversity concerns
<b>UBS Group AG, Switzerland, 29-Apr-20</b>			
Transact Other Business (Voting)	For	Against	Lack of disclosure
<b>Grafton Group Plc, Ireland, 29-Apr-20</b>			
Re-elect Michael Roney as Director	For	Abstain	Gender diversity concerns
<b>Huhtamaki Oyj, Finland, 29-Apr-20</b>			
Re-elect Pekka Ala-Pietila (Chairman), Doug Baillie, William Barker, Anja Korhonen, Kerttu Tuomas (Vice Chairman), Sandra Turner and Ralf Wunderlich as Directors;	For	Abstain	Bundled proposal
<b>Synthomer Plc, United Kingdom, 29-Apr-20</b>			
Approve Final Dividend	For	Abstain	Proposal withdrawn
<b>Persimmon Plc, United Kingdom, 29-Apr-20</b>			
Approve Final Dividend	For	Abstain	Proposal withdrawn
Re-elect Roger Devlin as Director	For	Abstain	Gender diversity concerns
<b>Lancashire Holdings Ltd., Bermuda, 29-Apr-20</b>			
Approve Remuneration Policy	For	Abstain	Remuneration concerns
Approve Remuneration Report	For	Abstain	Remuneration concerns
Re-elect Simon Fraser as Director	For	Abstain	Remuneration concerns
<b>Prologis, Inc., USA, 29-Apr-20</b>			
Elect Director George L. Fotiades	For	Against	Overboarding concerns
Elect Director Jeffrey L. Skelton	For	Abstain	Combined CEO/Chair
Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Remuneration concerns
<b>Royal Bank of Scotland Group Plc, United Kingdom, 29-Apr-20</b>			
Approve Final Dividend	For	Abstain	Proposal withdrawn
Approve Special Dividend	For	Abstain	Proposal withdrawn
<b>Axalta Coating Systems Ltd., Bermuda, 29-Apr-20</b>			
Approve PricewaterhouseCoopers LLP as Auditors and Authorise Board to Fix Their Remuneration	For	Against	Remuneration concerns
Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Remuneration concerns

Proposal Text	Management Recommendation	Our vote	Rationale
<b>Linx SA, Brazil, 30-Apr-20</b>			
Amend Article 43 Re: NYSE Regulations	For	Against	Not in shareholders interest
<b>Vale SA, Brazil, 30-Apr-20</b>			
Amend Articles and Consolidate Bylaws	For	Against	Bundled proposal
<b>Grupo Mexico S.A.B. de C.V., Mexico, 30-Apr-20</b>			
Approve Consolidated Financial Statements and Statutory Reports	For	Abstain	Lack of disclosure
Approve Allocation of Income	For	Abstain	Lack of disclosure
Approve Policy Related to Acquisition of Own Shares; Set Aggregate Nominal Amount of Share Repurchase Reserve	For	Abstain	Lack of disclosure
Approve Discharge of Board of Directors, Executive Chairman and Board Committees	For	Abstain	Lack of disclosure
Elect or Ratify Directors; Verify Independence of Board Members; Elect or Ratify Chairmen and Members of Board Committees	For	Abstain	Lack of disclosure
Approve Remuneration of Directors and Members of Board Committees	For	Abstain	Lack of disclosure
<b>Vale SA, Brazil, 30-Apr-20</b>			
Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2019	For	Against	ESG risk management concerns
Elect Directors	For	Against	Independence concerns
Approve Remuneration of Company's Management and Fiscal Council	For	Against	Remuneration concerns
<b>James Fisher &amp; Sons Plc, United Kingdom, 30-Apr-20</b>			
Approve Final Dividend	For	Abstain	Proposal withdrawn
Re-elect Fergus Graham as Director	For	Abstain	Proposal withdrawn
<b>British American Tobacco plc, United Kingdom, 30-Apr-20</b>			
Re-elect Dr Marion Helmes as Director	For	Against	Overboarding concerns
Re-elect Richard Burrows as Director	For	Abstain	Gender diversity concerns
<b>EOG Resources, Inc., USA, 30-Apr-20</b>			
Elect Director Julie J. Robertson	For	Abstain	Combined CEO/Chair
<b>Linx SA, Brazil, 30-Apr-20</b>			
Approve Remuneration of Company's Management	For	Against	Remuneration concerns
<b>DBS Group Holdings Ltd., Singapore, 30-Apr-20</b>			
Elect Ow Foong Pheng as Director	For	Against	Audit concerns
<b>Barco NV, Belgium, 30-Apr-20</b>			
Approve Remuneration Report	For	Against	Lack of disclosure
Approve 2020 Stock Option Plans	For	Against	Remuneration concerns
<b>Kingspan Group Plc, Ireland, 01-May-20</b>			
Approve Final Dividend	For	Abstain	Proposal withdrawn
<b>Capital &amp; Counties Properties Plc, United Kingdom, 01-May-20</b>			
Re-elect Henry Staunton as Director	For	Abstain	Corporate governance concerns
Re-elect Charlotte Boyle as Director	For	Against	Remuneration concerns
Reappoint PricewaterhouseCoopers LLP as Auditors	For	Against	Audit concerns
Authorise the Audit Committee to Fix Remuneration of Auditors	For	Against	Audit concerns
Approve Remuneration Policy	For	Against	Remuneration concerns
Approve Remuneration Report	For	Against	Remuneration concerns
<b>Berkshire Hathaway Inc., USA, 02-May-20</b>			
Advisory Vote on Say on Pay Frequency	Three Years	One Year	Technical vote
Adopt a Policy on Board Diversity	Against	For	Supporting better ESG risk management practices

Proposal Text	Management Recommendation	Our vote	Rationale
<b>Eli Lilly and Company, USA, 04-May-20</b>			
Elect Director Michael L. Eskew	For	Abstain	Combined CEO/Chair
Report on Lobbying Payments and Policy	Against	For	Supporting better ESG risk management practices
Require Independent Board Chairman	Against	For	Supporting better ESG risk management practices
Clawback Disclosure of Recoupment Activity from Senior Officers	Against	For	Supporting better ESG risk management practices
<b>Baxter International Inc., USA, 05-May-20</b>			
Elect Director James R. Gavin, III	For	Abstain	Combined CEO/Chair
Require Independent Board Chair	Against	For	Supporting better ESG risk management practices
Provide Right to Act by Written Consent	Against	For	Supporting better ESG risk management practices
<b>Bristol-Myers Squibb Company, USA, 05-May-20</b>			
Elect Director Michael W. Bonney	For	Against	Overboarding concerns
Elect Director Vicki L. Sato	For	Abstain	Combined CEO/Chair
Require Independent Board Chairman	Against	For	Supporting better ESG risk management practices
Provide Right to Act by Written Consent	Against	For	Supporting better ESG risk management practices
<b>4imprint Group Plc, United Kingdom, 05-May-20</b>			
Approve Final Dividend	For	Abstain	Proposal withdrawn
Re-elect John Warren as Director	For	Abstain	Audit concerns
<b>Johnson Service Group Plc, United Kingdom, 05-May-20</b>			
Approve Interim and Final Dividends	For	Abstain	Proposal withdrawn
Re-elect Bill Shannon as Director	For	Against	Independence concerns
Re-elect Chris Girling as Director	For	Abstain	Audit concerns
<b>Stryker Corporation, USA, 05-May-20</b>			
Elect Director Sherilyn S. McCoy	For	Abstain	Combined CEO/Chair
<b>Charles River Laboratories International, Inc., USA, 06-May-20</b>			
Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Remuneration concerns
<b>QTS Realty Trust, Inc., USA, 06-May-20</b>			
Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Remuneration concerns
<b>Ascential Plc, United Kingdom, 06-May-20</b>			
Approve Final Dividend	For	Abstain	Proposal withdrawn
<b>First Industrial Realty Trust, Inc., USA, 06-May-20</b>			
Other Business	For	Against	Lack of disclosure
<b>PepsiCo, Inc., USA, 06-May-20</b>			
Elect Director Daniel Vasella	For	Abstain	Combined CEO/Chair
Elect Director Daniel Vasella	For	Abstain	Combined CEO/Chair
Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	Supporting better ESG risk management practices
Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	Supporting better ESG risk management practices
Report on Sugar and Public Health	Against	For	Supporting better ESG risk management practices
<b>Phillips 66, USA, 06-May-20</b>			
Report on Risks of Gulf Coast Petrochemical Investments	Against	For	Supporting better ESG risk management practices
<b>CME Group Inc., USA, 06-May-20</b>			
Elect Director Daniel R. Glickman	For	Abstain	Combined CEO/Chair

Proposal Text	Management Recommendation	Our vote	Rationale
<b>Gilead Sciences, Inc., USA, 06-May-20</b>			
Elect Director Kevin E. Lofton	For	Abstain	Combined CEO/Chair
Elect Director Per Wold-Olsen	For	Against	Remuneration concerns
Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Remuneration concerns
Require Independent Board Chair	Against	For	Supporting better ESG risk management practices
Eliminate the Ownership Threshold for Stockholders to Request a Record Date to Take Action by Written Consent	Against	For	Supporting better ESG risk management practices
<b>TT Electronics Plc, United Kingdom, 06-May-20</b>			
Approve Remuneration Report	For	Abstain	Remuneration concerns
Approve Remuneration Policy	For	Abstain	Remuneration concerns
Approve Final Dividend	For	Abstain	Proposal withdrawn
Re-elect Neil Carson as Director	For	Abstain	Proposal withdrawn
Re-elect Alison Wood as Director	For	Abstain	Remuneration concerns
<b>Standard Chartered Plc, United Kingdom, 06-May-20</b>			
Approve Final Dividend	For	Abstain	Proposal withdrawn
Approve Remuneration Report	For	Against	Remuneration concerns
Re-elect Christine Hodgson as Director	For	Abstain	Remuneration concerns
<b>Intrum AB, Sweden, 06-May-20</b>			
Re-elect Liv Fiksdahl, Per Larsson (Chairman), Hans Larsson, Kristoffer Melinder, Andreas Nasvik, Magdalena Persoon, Andres Rubio, Ragnhild Wiborg and Magnus Yngen (Vice-Chairman) as Directors	For	Abstain	Bundled proposal
<b>Nutrien Ltd., Canada, 06-May-20</b>			
Elect Director Aaron W. Regent	For	Withhold	Attendance concerns
<b>Boston Scientific Corporation, USA, 07-May-20</b>			
Elect Director Yoshiaki Fujimori	For	Withhold	Overboarding concerns
Elect Director David J. Roux	For	Withhold	Combined CEO/Chair
<b>Verizon Communications Inc., USA, 07-May-20</b>			
Elect Director Shellye L. Archambeau	For	Abstain	Combined CEO/Chair
Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	Supporting better ESG risk management practices
Report on Lobbying Payments and Policy	Against	For	Supporting better ESG risk management practices
Assess Feasibility of Data Privacy as a Performance Measure for Senior Executive Compensation	Against	For	Remuneration concerns
<b>Ecolab Inc., USA, 07-May-20</b>			
Elect Director Jeffrey M. Ettinger	For	Abstain	Combined CEO/Chair
<b>Edwards Lifesciences Corporation, USA, 07-May-20</b>			
Elect Director William J. Link	For	Abstain	Combined CEO/Chair
Provide Right to Act by Written Consent	Against	For	Supporting better ESG risk management practices
<b>KBC Group SA/NV, Belgium, 07-May-20</b>			
Approve Remuneration Report	For	Abstain	Remuneration concerns
Approve Discharge of Directors	For	Against	Poor response to shareholder dissent
Elect Erik Clinck as Director	For	Against	Independence concerns
Elect Liesbet Okkerse as Director	For	Against	Independence concerns
Re-elect Theodoros Roussis as Director	For	Against	Independence concerns
Re-elect Sonja De Becker as Director	For	Against	Independence concerns
<b>IMI Plc, United Kingdom, 07-May-20</b>			
Re-elect Lord Smith of Kelvin as Director	For	Abstain	Gender diversity concerns

Proposal Text	Management Recommendation	Our vote	Rationale
<b>Barclays Plc, United Kingdom, 07-May-20</b>			
Re-elect James Staley as Director	For	Abstain	ESG risk management concerns
Approve ShareAction Requisitioned Resolution	Against	For	Supporting better ESG risk management practices
<b>ConvaTec Group Plc, United Kingdom, 07-May-20</b>			
Approve Remuneration Report	For	Abstain	Remuneration concerns
Approve Remuneration Policy	For	Abstain	Remuneration concerns
Re-elect Dr Ros Rivaz as Director	For	Abstain	Remuneration concerns
<b>Howden Joinery Group Plc, United Kingdom, 07-May-20</b>			
Approve Final Dividend	For	Abstain	Proposal withdrawn
<b>InterContinental Hotels Group Plc, United Kingdom, 07-May-20</b>			
Approve Remuneration Policy	For	Against	Remuneration concerns
Re-elect Ian Dyson as Director	For	Abstain	Audit concerns
Re-elect Jo Harlow as Director	For	Against	Remuneration concerns
Amend Long Term Incentive Plan	For	Against	Remuneration concerns
<b>John Laing Group Plc, United Kingdom, 07-May-20</b>			
Re-elect David Rough as Director	For	Abstain	Corporate governance concerns
<b>Melrose Industries Plc, United Kingdom, 07-May-20</b>			
Approve Final Dividend	For	Abstain	Proposal withdrawn
<b>OneSavings Bank Plc, United Kingdom, 07-May-20</b>			
Approve Final Dividend	For	Abstain	Proposal withdrawn
<b>RSA Insurance Group Plc, United Kingdom, 07-May-20</b>			
Approve Final Dividend	For	Abstain	Proposal withdrawn
<b>Autoliv, Inc., USA, 07-May-20</b>			
Elect Director Jan Carlson	For	Withhold	Overboarding concerns
<b>SKSHU Paint Co., Ltd., China, 07-May-20</b>			
Approve External Guarantee Plan and Credit Line Bank Application	For	Against	Lack of disclosure
<b>Colgate-Palmolive Company, USA, 08-May-20</b>			
Require Independent Board Chairman	Against	For	Supporting better ESG risk management practices
Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	Supporting better ESG risk management practices
<b>Salvatore Ferragamo SpA, Italy, 08-May-20</b>			
Approve Remuneration Policy	For	Against	Remuneration concerns
Approve Second Section of the Remuneration Report	For	Against	Remuneration concerns
<b>Biocartis Group NV, Belgium, 08-May-20</b>			
Approve Discharge of Directors	For	Against	Poor response to shareholder dissent
Approve Remuneration Report	For	Against	Poor response to shareholder dissent
Re-elect Roald Borre as Director	For	Against	Attendance concerns
Renew Authorisation to Increase Share Capital up to 75 Percent by All Forms of Capital Increases and Amend Article 10 Accordingly	For	Against	Dilutive impact
<b>Uber Technologies, Inc., USA, 11-May-20</b>			
Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Remuneration concerns
<b>3M Company, USA, 12-May-20</b>			
Elect Director Muhtar Kent	For	Abstain	Combined CEO/Chair
<b>Simon Property Group, Inc., USA, 12-May-20</b>			
Elect Director Karen N. Horn	For	Abstain	Combined CEO/Chair
<b>ConocoPhillips, USA, 12-May-20</b>			
Elect Director Robert A. Niblock	For	Abstain	Combined CEO/Chair

Proposal Text	Management Recommendation	Our vote	Rationale
<b>Mirati Therapeutics, Inc., USA, 12-May-20</b>			
Elect Director Henry J. Fuchs	For	Withhold	Independence concerns
<b>Kingdee International Software Group Company Limited, Cayman Islands, 12-May-20</b>			
Elect Gary Clark Biddle as Director	For	Against	Audit concerns
Elect Liu Chia Yung as Director	For	Against	Combined CEO/Chair
Approve Issuance of Equity or Equity-Linked Securities without Pre-emptive Rights	For	Against	Dilutive impact
Authorise Reissuance of Repurchased Shares	For	Against	Dilutive impact
<b>Reckitt Benckiser Group Plc, United Kingdom, 12-May-20</b>			
Approve Remuneration Report	For	Abstain	Remuneration concerns
Re-elect Mary Harris as Director	For	Abstain	Remuneration concerns
Re-elect Chris Sinclair as Director	For	Abstain	Corporate governance concerns
<b>Sun Art Retail Group Limited, Hong Kong, 12-May-20</b>			
Elect Xavier, Marie, Alain Delom de Mezerac as Director	For	Against	Audit concerns
Elect Benoit, Claude, Francois, Marie, Joseph Leclercq as Director	For	Against	Attendance concerns
Elect Isabelle, Claudine, Francoise Blonde ep. Bouvier as Director	For	Against	Audit concerns
Approve Issuance of Equity or Equity-Linked Securities without Pre-emptive Rights	For	Against	Dilutive impact
Authorise Reissuance of Repurchased Shares	For	Against	Dilutive impact
<b>Service Corporation International, USA, 13-May-20</b>			
Elect Director Alan R. Buckwalter	For	Against	Corporate governance concerns
<b>Mondelez International, Inc., USA, 13-May-20</b>			
Elect Director Lois D. Juliber	For	Abstain	Combined CEO/Chair
<b>Cineworld Group Plc, United Kingdom, 13-May-20</b>			
Re-elect Scott Rosenblum as Director	For	Against	Independence concerns
Re-elect Eric Senat as Director	For	Against	Audit concerns
<b>Xylem Inc., USA, 13-May-20</b>			
Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	Supporting better ESG risk management practices
<b>Partners Group Holding AG, Switzerland, 13-May-20</b>			
Transact Other Business (Voting)	For	Against	Lack of disclosure
<b>Tencent Holdings Limited, Cayman Islands, 13-May-20</b>			
Elect Charles St Leger Searle as Director	For	Against	Combined CEO/Chair
Approve Issuance of Equity or Equity-Linked Securities without Pre-emptive Rights	For	Against	Dilutive impact
Authorise Reissuance of Repurchased Shares	For	Against	Dilutive impact
<b>Alexion Pharmaceuticals, Inc., USA, 13-May-20</b>			
Elect Director Paul A. Friedman	For	Against	Overboarding concerns
Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	Supporting better ESG risk management practices
<b>Union Pacific Corporation, USA, 14-May-20</b>			
Elect Director Michael R. McCarthy	For	Abstain	Combined CEO/Chair
Require Independent Board Chairman	Against	For	Supporting better ESG risk management practices
<b>United Parcel Service, Inc., USA, 14-May-20</b>			
Approve Recapitalization Plan for all Stock to Have One-vote per Share	Against	For	Supporting better ESG risk management practices
Report on Climate Change	Against	For	Supporting better ESG risk management practices
<b>Norfolk Southern Corporation, USA, 14-May-20</b>			
Elect Director Steven F. Leer	For	Abstain	Combined CEO/Chair
Provide Right to Act by Written Consent	Against	For	Supporting better ESG risk management practices



Proposal Text	Management Recommendation	Our vote	Rationale
<b>Just Group Plc, United Kingdom, 14-May-20</b>			
Approve Remuneration Report	For	Against	Remuneration concerns
Approve Remuneration Policy	For	Against	Remuneration concerns
Re-elect Ian Cormack as Director	For	Against	Remuneration concerns
<b>XPO Logistics, Inc., USA, 14-May-20</b>			
Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Remuneration concerns
Report on Integrating ESG Metrics Into Executive Compensation Program	Against	For	Supporting better ESG risk management practices
Require Independent Board Chair	Against	For	Supporting better ESG risk management practices
Report on Sexual Harassment	Against	For	Supporting better ESG risk management practices
<b>Euronext NV, Netherlands, 14-May-20</b>			
Approve Discharge of Supervisory Board	For	Against	Poor response to shareholder dissent
Approve Remuneration Policy for Management Board	For	Against	Poor response to shareholder dissent
<b>VAT Group AG, Switzerland, 14-May-20</b>			
Transact Other Business (Voting)	For	Against	Lack of disclosure
Re-elect Martin Komischke as Director and Board Chairman	For	Abstain	Gender diversity concerns
<b>Serco Group Plc, United Kingdom, 14-May-20</b>			
Accept Financial Statements and Statutory Reports	For	Against	ESG risk management concerns
Approve Remuneration Report	For	Against	Remuneration concerns
Approve Final Dividend	For	Abstain	Proposal withdrawn
Re-elect Lynne Peacock as Director	For	Against	Remuneration concerns
<b>Vornado Realty Trust, USA, 14-May-20</b>			
Elect Director Daniel R. Tisch	For	Withhold	Remuneration concerns
Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Remuneration concerns
<b>Cairn Energy Plc, United Kingdom, 14-May-20</b>			
Approve Remuneration Report	For	Against	Remuneration concerns
Approve Remuneration Policy	For	Against	Remuneration concerns
Re-elect Ian Tyler as Director	For	Abstain	Corporate governance concerns
Re-elect Nicoletta Giadrossi as Director	For	Against	Remuneration concerns
<b>Las Vegas Sands Corp., USA, 14-May-20</b>			
Elect Director Charles A. Koppelman	For	Withhold	Remuneration concerns
Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Remuneration concerns
Elect Director David F. Levi	For	Withhold	Gender diversity concerns
<b>Hua Hong Semiconductor Limited, Hong Kong, 14-May-20</b>			
Elect Jun Ye as Director	For	Against	Audit concerns
Approve Issuance of Equity or Equity-Linked Securities without Pre-emptive Rights	For	Against	Dilutive impact
Authorise Reissuance of Repurchased Shares	For	Against	Dilutive impact
<b>Eurocell Plc, United Kingdom, 14-May-20</b>			
Re-elect Robert Lawson as Director	For	Abstain	Corporate governance concerns
<b>Stillfront Group AB, Sweden, 14-May-20</b>			
Approve Remuneration of Directors in the Amount of SEK 550,000 for Chairman and SEK 220,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	For	Against	Remuneration concerns
Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	Against	Remuneration concerns
<b>Medpace Holdings, Inc., USA, 15-May-20</b>			
Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Remuneration concerns

Proposal Text	Management Recommendation	Our vote	Rationale
<b>Techtronic Industries Co., Ltd., Hong Kong, 15-May-20</b>			
Elect Vincent Ting Kau Cheung as Director	For	Against	Corporate governance concerns
Authorise Reissuance of Repurchased Shares (Pursuant to Resolution 5a)	For	Against	Dilutive impact
Authorise Reissuance of Repurchased Shares (Pursuant to Resolution 5b)	For	Against	Dilutive impact
<b>Times China Holdings Limited, Cayman Islands, 15-May-20</b>			
Elect Sun Hui as Director	For	Against	Combined CEO/Chair
Elect Wong Wai Man as Director	For	Against	Audit concerns
Approve Ernst & Young as Auditors and Authorise Board to Fix Their Remuneration	For	Against	Audit concerns
Approve Issuance of Equity or Equity-Linked Securities without Pre-emptive Rights	For	Against	Dilutive impact
Authorise Reissuance of Repurchased Shares	For	Against	Dilutive impact
<b>Techtronic Industries Co., Ltd., Hong Kong, 15-May-20</b>			
Elect Horst Julius Pudwill as Director	For	Abstain	Gender diversity concerns
<b>Xinyi Glass Holdings Ltd., Cayman Islands, 15-May-20</b>			
Elect Lam Kwong Siu as Director	For	Against	Audit concerns
Approve Issuance of Equity or Equity-Linked Securities without Pre-emptive Rights	For	Against	Dilutive impact
Authorise Reissuance of Repurchased Shares	For	Against	Dilutive impact
<b>ANSYS, Inc., USA, 15-May-20</b>			
Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Remuneration concerns
<b>WuXi AppTec Co., Ltd., China, 15-May-20</b>			
Elect Jiangnan Cai as Director	For	Against	Independence concerns
Approve Jichao Wang as Supervisor	For	Against	Independence concerns
Approve Amendments to Articles of Association	For	Against	Not in shareholders interest
Amend Rules and Procedures Regarding General Meetings of Shareholders	For	Against	Corporate governance concerns
Approve Issuance of Equity or Equity-Linked Securities without Pre-emptive Rights for A Shares and/or H Shares	For	Against	Dilutive impact
<b>Beijing Oriental Yuhong Waterproof Technology Co., Ltd., China, 15-May-20</b>			
Approve Provision of Guarantee	For	Against	Remuneration concerns
<b>American Tower Corporation, USA, 18-May-20</b>			
Report on Political Contributions and Expenditures	Against	For	Supporting better ESG risk management practices
Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	Supporting better ESG risk management practices
<b>Nexity SA, France, 19-May-20</b>			
Elect Jean-Paul Belot as Representative of Employee Shareholders to the Board	For	Against	Technical vote
Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 26-31 at 25 Percent of Issued Capital	For	Against	Dilutive impact
<b>SEB SA, France, 19-May-20</b>			
Re-elect Venelle Investissement as Director	For	Against	Independence concerns
Re-elect Jerome Lescure as Director	For	Against	Independence concerns
Authorise Repurchase of Up to 10 Percent of Issued Share Capital	For	Against	Anti-Takeover device
Authorise Issuance of Equity or Equity-Linked Securities with Pre-emptive Rights up to Aggregate Nominal Amount of EUR 5 Million	For	Against	Anti-Takeover device
Authorise Issuance of Equity or Equity-Linked Securities without Pre-emptive Rights up to Aggregate Nominal Amount of EUR 5 Million	For	Against	Anti-Takeover device
Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 5 Million	For	Against	Anti-Takeover device
Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 16-18 at EUR 10 Million	For	Against	Anti-Takeover device
Authorise Capitalization of Reserves of Up to EUR 10 Million for Bonus Issue or Increase in Par Value	For	Against	Dilutive impact
Amend Article 46 of Bylaws Re: Distribution of Free Shares	For	Against	Remuneration concerns

Proposal Text	Management Recommendation	Our vote	Rationale
<b>Carriage Services, Inc., USA, 19-May-20</b>			
Elect Director Donald D. Patteson, Jr.	For	Withhold	Gender diversity concerns
<b>Deutsche Boerse AG, Germany, 19-May-20</b>			
Approve Remuneration Policy	For	Abstain	Remuneration concerns
<b>JPMorgan Chase &amp; Co., USA, 19-May-20</b>			
Elect Director Stephen B. Burke	For	Abstain	Combined CEO/Chair
Elect Director Lee R. Raymond	For	Against	Corporate governance concerns
Require Independent Board Chair	Against	For	Supporting better ESG risk management practices
Report on Climate Change	Against	For	Supporting better ESG risk management practices
Amend Shareholder Written Consent Provisions	Against	For	Supporting better ESG risk management practices
<b>Team17 Group PLC, United Kingdom, 19-May-20</b>			
Re-elect Penelope Judd as Director	For	Abstain	Overboarding concerns
<b>The Allstate Corporation, USA, 19-May-20</b>			
Elect Director Andrea Redmond	For	Abstain	Combined CEO/Chair
<b>PPHE Hotel Group Ltd., Guernsey, 19-May-20</b>			
Accept Financial Statements and Statutory Reports	For	Against	Corporate governance concerns
Approve Final Dividend	For	Abstain	Proposal withdrawn
Re-elect Eli Papouchado as Director	For	Against	Attendance concerns
<b>BBMG Corporation, China, 19-May-20</b>			
Approve Issuance of Equity or Equity-Linked Securities without Pre-emptive Rights for A Shares and H Shares	For	Against	Dilutive impact
Amend Articles of Association and Related Transactions	For	Against	Not in shareholders interest
<b>China Mobile Limited, Hong Kong, 20-May-20</b>			
Approve Issuance of Equity or Equity-Linked Securities without Pre-emptive Rights	For	Against	Dilutive impact
Authorise Reissuance of Repurchased Shares	For	Against	Dilutive impact
<b>Amphenol Corporation, USA, 20-May-20</b>			
Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	Supporting better ESG risk management practices
Elect Director David P. Falck	For	Abstain	Gender diversity concerns
<b>Vistry Group Plc, United Kingdom, 20-May-20</b>			
Re-elect Ian Tyler as Director	For	Abstain	Gender diversity concerns
<b>Meituan Dianping, Cayman Islands, 20-May-20</b>			
Elect Leng Xuesong as Director	For	Against	Independence concerns
Approve Issuance of Equity or Equity-Linked Securities without Pre-emptive Rights	For	Against	Dilutive impact
Authorise Reissuance of Repurchased Shares	For	Against	Dilutive impact
<b>NextEra Energy, Inc., USA, 21-May-20</b>			
Elect Director Rudy E. Schupp	For	Abstain	Combined CEO/Chair
Report on Political Contributions	Against	For	Supporting better ESG risk management practices
Provide Right to Act by Written Consent	Against	For	Supporting better ESG risk management practices
<b>Qurate Retail, Inc., USA, 21-May-20</b>			
Elect Director Larry E. Romrell	For	Withhold	Remuneration concerns
Approve Omnibus Stock Plan	For	Against	Remuneration concerns
Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Remuneration concerns
Elect Director David E. Rapley	For	Withhold	Gender diversity concerns

Proposal Text	Management Recommendation	Our vote	Rationale
<b>The Home Depot, Inc., USA, 21-May-20</b>			
Elect Director Helena B. Foulkes	For	Abstain	Combined CEO/Chair
Amend Shareholder Written Consent Provisions	Against	For	Supporting better ESG risk management practices
Prepare Employment Diversity Report and Report on Diversity Policies	Against	For	Supporting better ESG risk management practices
<b>China Tower Corp. Ltd., China, 21-May-20</b>			
Elect Mai Yanzhou as Director and Authorise Board to Sign on Behalf of the Company the Director's Service Contract with Mai Yanzhou	For	Abstain	Bundled proposal
Elect Deng Shiji as Director, Authorise Board to Sign on Behalf of the Company the Director's Service Contract with Deng Shiji and Authorise Board to Fix His Remuneration	For	Abstain	Bundled proposal
Amend Articles of Association	For	Against	Corporate governance concerns
Approve Issuance of Equity or Equity-Linked Securities without Pre-emptive Rights for Domestic Shares and H Shares and Authorise Board to Amend Articles of Association to Reflect New Capital Structure	For	Against	Dilutive impact
<b>Corporate Office Properties Trust, USA, 21-May-20</b>			
Elect Director Robert L. Denton, Sr.	For	Abstain	Gender diversity concerns
<b>Luminex Corporation, USA, 21-May-20</b>			
Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Remuneration concerns
<b>UDR, Inc., USA, 21-May-20</b>			
Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Remuneration concerns
<b>Mohawk Industries, Inc., USA, 21-May-20</b>			
Elect Director Karen A. Smith Bogart	For	Abstain	Gender diversity concerns
<b>China Tower Corp. Ltd., China, 21-May-20</b>			
Amend Articles of Association	For	Against	Corporate governance concerns
<b>Polypipe Group Plc, United Kingdom, 21-May-20</b>			
Re-elect Ron Marsh as Director	For	Abstain	Gender diversity concerns
<b>Inchcape Plc, United Kingdom, 21-May-20</b>			
Approve Final Dividend	For	Abstain	Proposal withdrawn
<b>Essentra Plc, United Kingdom, 21-May-20</b>			
Re-elect Paul Lester as Director	For	Abstain	Corporate governance concerns
<b>Hilton Food Group Plc, United Kingdom, 21-May-20</b>			
Re-elect Robert Watson as Director	For	Abstain	Corporate governance concerns
Re-elect John Worby as Director	For	Abstain	Audit concerns
<b>EnQuest Plc, United Kingdom, 21-May-20</b>			
Re-elect Laurie Fitch as Director	For	Against	Remuneration concerns
Approve Remuneration Report	For	Against	Remuneration concerns
<b>CNOOC Limited, Hong Kong, 21-May-20</b>			
Accept Financial Statements and Statutory Reports	For	Against	ESG risk management concerns
Elect Tse Hau Yin, Aloysius as Director	For	Against	Overboarding concerns
Approve Issuance of Equity or Equity-Linked Securities without Pre-emptive Rights	For	Against	Dilutive impact
Authorise Reissuance of Repurchased Shares	For	Against	Dilutive impact
<b>Suzano SA, Brazil, 22-May-20</b>			
Elect Luiz Augusto Marques Paes as Fiscal Council Member and Roberto Figueiredo Mello as Alternate	For	Abstain	Technical vote
Elect Rubens Barletta as Fiscal Council Member and Luiz Gonzaga Ramos Schubert as Alternate	For	Abstain	Technical vote
<b>Sunny Optical Technology (Group) Company Limited, Cayman Islands, 22-May-20</b>			
Authorise Reissuance of Repurchased Shares	For	Against	Dilutive impact
<b>Spectris Plc, United Kingdom, 22-May-20</b>			
Re-elect Mark Williamson as Director	For	Abstain	Gender diversity concerns

Proposal Text	Management Recommendation	Our vote	Rationale
<b>China International Travel Service Corp. Ltd., China, 22-May-20</b>			
Elect Liu Defu as Supervisor	For	Against	Independence concerns
<b>Midea Group Co. Ltd., China, 22-May-20</b>			
Approve Share Purchase Plan (Draft) and Summary Phase VI	For	Against	Remuneration concerns
Approve Authorisation of the Board to Handle All Related Matters to Share Purchase Plan Phase VI	For	Against	Remuneration concerns
Approve Draft and Summary on Share Purchase Plan Phase III	For	Against	Remuneration concerns
Approve Authorisation of the Board to Handle All Related Matters to Share Purchase Plan Phase III	For	Against	Remuneration concerns
Approve Provision of Guarantee	For	Against	Remuneration concerns
Approve to Appoint Auditor	For	Against	Lack of disclosure
<b>China Resources Beer (Holdings) Company Limited, Hong Kong, 22-May-20</b>			
Elect Li Ka Cheung, Eric as Director	For	Against	Audit concerns
Elect Cheng Mo Chi, Moses as Director	For	Against	Overboarding concerns
Approve Issuance of Equity or Equity-Linked Securities without Pre-emptive Rights	For	Against	Dilutive impact
Authorise Reissuance of Repurchased Shares	For	Against	Dilutive impact
<b>Dassault Systemes SA, France, 26-May-20</b>			
Approve Remuneration Policy of Corporate Officers	For	Against	Remuneration concerns
Approve Compensation of Bernard Charles, Vice-Chairman and CEO	For	Against	Remuneration concerns
Re-elect Laurence Lescourret as Director	For	Against	Corporate governance concerns
Authorise up to 4 Percent of Issued Capital for Use in Stock Option Plans	For	Against	Remuneration concerns
Delegate Power to the Board to Carry Mergers by Absorption	For	Against	Corporate governance concerns
Pursuant to Item 17 Above, Delegate Power to the Board to Issue Shares in Connection with Mergers by Absorption	For	Against	Remuneration concerns
Delegate Power to the Board to Carry Spin-Off Agreements	For	Against	Corporate governance concerns
Pursuant to Item 19 Above, Delegate Power to the Board to Issue Shares in Connection with Spin-Off Agreements	For	Against	Corporate governance concerns
Delegate Power to the Board to Acquire Certain Assets of Another Company	For	Against	Corporate governance concerns
Pursuant to Item 21 Above, Delegate Power to the Board to Issue Shares in Connection with Acquisitions	For	Against	Corporate governance concerns
<b>Merck &amp; Co., Inc., USA, 26-May-20</b>			
Elect Director Leslie A. Brun	For	Abstain	Combined CEO/Chair
Provide Right to Act by Written Consent	Against	For	Supporting better ESG risk management practices
<b>Sino Biopharmaceutical Ltd., Cayman Islands, 26-May-20</b>			
Elect Wang Shanchun as Director	For	Against	Attendance concerns
Approve Issuance of Equity or Equity-Linked Securities without Pre-emptive Rights	For	Against	Dilutive impact
Authorise Reissuance of Repurchased Shares	For	Against	Dilutive impact
<b>Aviva Plc, United Kingdom, 26-May-20</b>			
Approve Final Dividend (Withdrawn)	For	Abstain	Proposal withdrawn
<b>Legrand SA, France, 27-May-20</b>			
Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 22-25 and 27-28 at EUR 200 Million	For	Against	Dilutive impact
<b>Chevron Corporation, USA, 27-May-20</b>			
Elect Director Ronald D. Sugar	For	Abstain	Combined CEO/Chair
Report on Climate Lobbying Aligned with Paris Agreement Goals	Against	For	Supporting better ESG risk management practices
Report on Petrochemical Risk	Against	For	Supporting better ESG risk management practices
Require Independent Board Chair	Against	For	Supporting better ESG risk management practices

Proposal Text	Management Recommendation	Our vote	Rationale
<b>Amazon.com, Inc., USA, 27-May-20</b>			
Elect Director Jamie S. Gorelick	For	Abstain	Combined CEO/Chair
Elect Director Thomas O. Ryder	For	Against	Corporate governance concerns
Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	Against	Corporate governance concerns
Report on Customers' Use of its Surveillance and Computer Vision Products or Cloud-Based Services	Against	For	Supporting better ESG risk management practices
Report on Potential Human Rights Impacts of Customers' Use of Rekognition	Against	For	Supporting better ESG risk management practices
Report on Products Promoting Hate Speech and Sales of Offensive Products	Against	For	Supporting better ESG risk management practices
Require Independent Board Chairman	Against	For	Supporting better ESG risk management practices
Report on Promotion Velocity	Against	For	Supporting better ESG risk management practices
Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	Supporting better ESG risk management practices
Human Rights Risk Assessment	Against	For	Supporting better ESG risk management practices
Report on Lobbying Payments and Policy	Against	For	Supporting better ESG risk management practices
<b>DuPont de Nemours, Inc., USA, 27-May-20</b>			
Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	Supporting better ESG risk management practices
<b>Facebook, Inc., USA, 27-May-20</b>			
Elect Director Peggy Alford	For	Withhold	Corporate governance concerns
Elect Director Marc L. Andreessen	For	Withhold	Corporate governance concerns
Approve Non-Employee Director Compensation Policy	For	Against	Remuneration concerns
Approve Recapitalization Plan for all Stock to Have One-vote per Share	Against	For	Supporting better ESG risk management practices
Require Independent Board Chair	Against	For	Supporting better ESG risk management practices
Require a Majority Vote for the Election of Directors	Against	For	Supporting better ESG risk management practices
Report on Political Advertising	Against	For	Supporting better ESG risk management practices
Require Independent Director Nominee with Human and/or Civil Rights Experience	Against	For	Supporting better ESG risk management practices
Report on Online Child Sexual Exploitation	Against	For	Supporting better ESG risk management practices
<b>Illumina, Inc., USA, 27-May-20</b>			
Report on Political Contributions	Against	For	Supporting better ESG risk management practices
<b>M&amp;G Plc, United Kingdom, 27-May-20</b>			
Approve Remuneration Report	For	Against	Remuneration concerns
Approve Remuneration Policy	For	Against	Remuneration concerns
Elect Robin Lawther as Director	For	Against	Remuneration concerns
<b>Facebook, Inc., USA, 27-May-20</b>			
Report on Median Gender/Racial Pay Gap	Against	For	Gender diversity concerns
<b>BP Plc, United Kingdom, 27-May-20</b>			
Approve Remuneration Report	For	Abstain	Remuneration concerns
Approve Remuneration Policy	For	Abstain	Remuneration concerns
Re-elect Paula Reynolds as Director	For	Abstain	Remuneration concerns
<b>The Gym Group Plc, United Kingdom, 27-May-20</b>			
Re-elect Penny Hughes as Director	For	Abstain	Corporate governance concerns

Proposal Text	Management Recommendation	Our vote	Rationale
<b>Cargotec Oyj, Finland, 27-May-20</b>			
Re-elect Tapio Hakakari, Ilkka Herlin, Peter Immonen, Teresa Kemppi-Vasama, Johanna Lamminen, Kaisa Olkkonen, Teuvo Salminen and Heikki Soljama as Directors	For	Abstain	Independence concerns
<b>NXP Semiconductors N.V., Netherlands, 27-May-20</b>			
Re-elect Kenneth A. Goldman as Non-Executive Director	For	Against	Overboarding concerns
<b>Strix Group Plc, Isle of Man, 28-May-20</b>			
Elect Gary Lamb as Director	For	Abstain	Audit concerns
<b>Life Storage, Inc., USA, 28-May-20</b>			
Elect Director Edward J. Pettinella	For	Withhold	Gender diversity concerns
<b>Fidelity National Information Services, Inc., USA, 28-May-20</b>			
Elect Director Ellen R. Alemany	For	Abstain	Combined CEO/Chair
Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Remuneration concerns
<b>Shenzhou International Group Holdings Limited, Cayman Islands, 28-May-20</b>			
Elect Chen Xu as Director	For	Against	Attendance concerns
Approve Issuance of Equity or Equity-Linked Securities without Pre-emptive Rights	For	Against	Dilutive impact
Authorise Reissuance of Repurchased Shares	For	Against	Dilutive impact
<b>STV Group Plc, United Kingdom, 28-May-20</b>			
Approve Final Dividend (Withdrawn Resolution)	For	Abstain	Proposal withdrawn
<b>Applus Services SA, Spain, 28-May-20</b>			
Authorise Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Pre-emptive Rights of up to 20 Percent	For	Against	Dilutive impact
Authorise Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 300 Million with Exclusion of Pre-emptive Rights up to 20 Percent of Capital	For	Against	Dilutive impact
<b>Metropolitan Bank &amp; Trust Company, Philippines, 28-May-20</b>			
Amend Articles of Incorporation to Create a New Class of Shares (Voting Preferred Shares)	For	Against	Corporate governance concerns
Elect Arthur Ty as Director	For	Abstain	Corporate governance concerns
Elect Jesli A. Lapus as Director	For	Against	Independence concerns
<b>Total SA, France, 29-May-20</b>			
Re-elect Patricia Barbizet as Director	For	Abstain	Combined CEO/Chair
<b>Wuliangye Yibin Co., Ltd., China, 29-May-20</b>			
Elect Liu Feng as Supervisor	For	Against	Independence concerns
<b>Wynn Macau Limited, Cayman Islands, 29-May-20</b>			
Approve Issuance of Equity or Equity-Linked Securities without Pre-emptive Rights	For	Against	Dilutive impact
Authorise Reissuance of Repurchased Shares	For	Against	Dilutive impact
<b>Anhui Conch Cement Company Limited, China, 29-May-20</b>			
Approve 2019 Report of the Board of Directors	For	Against	Climate and ESG risk management concerns
Approve 2019 Report of the Supervisory Committee	For	Against	Climate risk management concerns
Amend Rules and Procedures Regarding General Meetings of Shareholders	For	Against	Corporate governance concerns
Approve Amendments to Articles of Association	For	Against	Corporate governance concerns
Approve Issuance of Equity or Equity-Linked Securities without Pre-emptive Rights	For	Against	Dilutive impact
<b>Capitec Bank Holdings Ltd., South Africa, 29-May-20</b>			
Re-elect Chris Otto as Director	For	Against	Overboarding concerns
Elect Santie Botha as Director	For	Against	Overboarding concerns
<b>Watsco, Inc., USA, 01-Jun-20</b>			
Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Remuneration concerns
<b>SL Green Realty Corp., USA, 01-Jun-20</b>			
Elect Director Lauren B. Dillard	For	Against	Remuneration concerns
Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Remuneration concerns

Proposal Text	Management Recommendation	Our vote	Rationale
<b>Cardlytics, Inc., USA, 02-Jun-20</b>			
Elect Director Tony Weisman	For	Withhold	Attendance concerns
<b>China Resources Land Limited, Cayman Islands, 02-Jun-20</b>			
Elect Wang Xiangming as Director	For	Against	Corporate governance concerns
Elect Zhang Dawei as Director	For	Against	Attendance concerns
Elect Yan Biao as Director	For	Against	Attendance concerns
Elect Chen Ying as Director	For	Against	Attendance concerns
Approve Issuance of Equity or Equity-Linked Securities without Pre-emptive Rights	For	Against	Dilutive impact
Authorise Reissuance of Repurchased Shares	For	Against	Dilutive impact
<b>Alphabet Inc., USA, 03-Jun-20</b>			
Elect Director L. John Doerr	For	Withhold	Corporate governance concerns
Elect Director Ann Mather	For	Withhold	Overboarding concerns
Elect Director Alan R. Mulally	For	Withhold	Attendance concerns
Amend Omnibus Stock Plan	For	Against	Dilutive impact
Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Remuneration concerns
Approve Recapitalization Plan for all Stock to Have One-vote per Share	Against	For	Supporting better ESG risk management practices
Establish Human Rights Risk Oversight Committee	Against	For	Supporting better ESG risk management practices
Assess Feasibility of Including Sustainability as a Performance Measure for Senior Executive Compensation	Against	For	Supporting better ESG risk management practices
Require a Majority Vote for the Election of Directors	Against	For	Supporting better ESG risk management practices
<b>Comcast Corporation, USA, 03-Jun-20</b>			
Elect Director Kenneth J. Bacon	For	Withhold	Combined CEO/Chair
Report on Lobbying Payments and Policy	Against	For	Supporting better ESG risk management practices
Require Independent Board Chair	Against	For	Supporting better ESG risk management practices
Report on Risks Posed by Failing to Prevent Sexual Harassment	Against	For	Independence concerns
<b>Vertex Pharmaceuticals Incorporated, USA, 03-Jun-20</b>			
Report on Lobbying Payments and Policy	Against	For	Supporting better ESG risk management practices
<b>RealPage, Inc., USA, 03-Jun-20</b>			
Elect Director Peter Gyenes	For	Withhold	Gender diversity concerns
<b>China Mengniu Dairy Company Limited, Cayman Islands, 03-Jun-20</b>			
Elect Jeffrey, Minfang Lu as Director and Authorise Board to Fix His Remuneration	For	Abstain	Remuneration concerns
Elect Jiao Shuge (alias Jiao Zhen) as Director and Authorise Board to Fix His Remuneration	For	Against	Overboarding concerns
Elect Julian Juul Wolhardt as Director and Authorise Board to Fix His Remuneration	For	Against	Overboarding concerns
Elect Meng Fanjie as Director and Authorise Board to Fix His Remuneration	For	Abstain	Remuneration concerns
Approve Ernst & Young as Auditors and Authorise Board to Fix Their Remuneration	For	Against	Audit concerns
<b>Gamesys Group Plc, United Kingdom, 03-Jun-20</b>			
Re-elect Colin Sturgeon as Director	For	Abstain	Corporate governance concerns
<b>T-Mobile US, Inc., USA, 04-Jun-20</b>			
Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Remuneration concerns
<b>Trane Technologies Plc, Ireland, 04-Jun-20</b>			
Authorise Issue of Equity	For	Against	Dilutive impact
<b>T-Mobile US, Inc., USA, 04-Jun-20</b>			
Elect Director Srinii Gopalan	For	Withhold	Gender diversity concerns
<b>Moelis &amp; Company, USA, 04-Jun-20</b>			
Other Business	For	Against	Lack of disclosure



Proposal Text	Management Recommendation	Our vote	Rationale
<b>Booking Holdings Inc., USA, 04-Jun-20</b>			
Provide Right to Act by Written Consent	Against	For	Supporting better ESG risk management practices
<b>Allegion Plc, Ireland, 04-Jun-20</b>			
Elect Director Kirk S. Hachigian	For	Abstain	Gender diversity concerns
<b>Virtu Financial, Inc., USA, 05-Jun-20</b>			
Elect Director Robert Greifeld	For	Withhold	Gender diversity concerns
<b>United Overseas Bank Limited (Singapore), Singapore, 05-Jun-20</b>			
Elect Steven Phan Swee Kim as Director	For	Against	Corporate governance concerns
<b>Credicorp Ltd., Bermuda, 05-Jun-20</b>			
Elect Fernando Fort Marie as Director	For	Against	Independence concerns
Elect Luis Enrique Romero Belismelis as Director	For	Against	Corporate governance concerns
<b>Ternium SA, Luxembourg, 05-Jun-20</b>			
Re-elect Directors	For	Against	Bundled proposal
Approve Renewal of the Authorised Share Capital of the Company and Related Authorisations and Waivers and Amend Articles of Association	For	Against	Dilutive impact
<b>Grocery Outlet Holding Corp., USA, 08-Jun-20</b>			
Elect Director Erik D. Ragatz	For	Withhold	Corporate governance concerns
<b>S4 Capital Plc, United Kingdom, 08-Jun-20</b>			
Re-elect Paul Roy as Director	For	Abstain	Independence concerns
Re-elect Daniel Pinto as Director	For	Abstain	Independence concerns
<b>Worldline SA, France, 09-Jun-20</b>			
Re-elect Aldo Cardoso as Director	For	Against	Overboarding concerns
Ratify Appointment of Johannes Dijsselhof as Censor	For	Abstain	Corporate governance concerns
Ratify Appointment of Gilles Arditti as Censor	For	Abstain	Corporate governance concerns
Ratify Appointment of Pierre Barnabe as Censor	For	Abstain	Corporate governance concerns
<b>Hypoport SE, Germany, 09-Jun-20</b>			
Approve Creation of EUR 2.8 Million Pool of Capital with Partial Exclusion of Pre-emptive Rights	For	Against	Dilutive impact
<b>China International Travel Service Corp. Ltd., China, 09-Jun-20</b>			
Amend Rules and Procedures Regarding General Meetings of Shareholders	For	Abstain	Lack of disclosure
Amend Rules and Procedures Regarding Meetings of Board of Directors	For	Abstain	Lack of disclosure
Amend Rules and Procedures Regarding Meetings of Board of Supervisors	For	Abstain	Lack of disclosure
Amend Working System for Independent Directors	For	Abstain	Lack of disclosure
Amend Measures for Management of Remuneration of Independent Directors	For	Abstain	Lack of disclosure
<b>Wuxi Biologics (Cayman), Inc., Cayman Islands, 09-Jun-20</b>			
Approve Issuance of Equity or Equity-Linked Securities without Pre-emptive Rights	For	Against	Dilutive impact
Authorise Reissuance of Repurchased Shares	For	Against	Dilutive impact
<b>Beijing Enterprises Water Group Ltd., Bermuda, 09-Jun-20</b>			
Elect Zhang Gaobo as Director	For	Against	Corporate governance concerns
Elect Wang Kaijun as Director	For	Against	Attendance concerns
Approve Issuance of Equity or Equity-Linked Securities without Pre-emptive Rights	For	Against	Dilutive impact
Authorise Reissuance of Repurchased Shares	For	Against	Dilutive impact
<b>LEM Holding SA, Switzerland, 09-Jun-20</b>			
Approve Remuneration Report (Non-Binding)	For	Against	Remuneration concerns
Re-elect Ueli Wampfler as Director	For	Against	Audit concerns
Transact Other Business (Voting)	For	Against	Lack of disclosure
Re-elect Ulrich Looser as Director	For	Abstain	Gender diversity concerns
Reappoint Ulrich Looser as Member of the Nomination and Compensation Committee	For	Abstain	Gender diversity concerns

Proposal Text	Management Recommendation	Our vote	Rationale
<b>Verallia SAS, France, 10-Jun-20</b>			
Authorise Issuance of Equity or Equity-Linked Securities without Pre-emptive Rights up to Aggregate Nominal Amount of EUR 80 Million	For	Against	Dilutive impact
Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 80 Million	For	Against	Dilutive impact
Authorise Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 14-16	For	Against	Dilutive impact
<b>Caterpillar Inc., USA, 10-Jun-20</b>			
Elect Director David L. Calhoun	For	Abstain	Combined CEO/Chair
Report on Lobbying Payments and Policy	Against	For	Supporting better ESG risk management practices
Require Independent Board Chair	Against	For	Supporting better ESG risk management practices
Provide Right to Act by Written Consent	Against	For	Supporting better ESG risk management practices
<b>LARGAN Precision Co., Ltd., Taiwan, 10-Jun-20</b>			
Approve Business Operations Report and Financial Statements	For	Against	Climate and ESG risk management concerns
<b>Target Corporation, USA, 10-Jun-20</b>			
Elect Director Douglas M. Baker, Jr.	For	Abstain	Combined CEO/Chair
<b>I.M.A. Industria Macchine Automatiche SpA, Italy, 10-Jun-20</b>			
Approve Remuneration Policy	For	Against	Remuneration concerns
Approve Second Section of the Remuneration Report	For	Against	Remuneration concerns
<b>Zhongsheng Group Holdings Limited, Cayman Islands, 10-Jun-20</b>			
Elect Ying Wei as Director	For	Against	Audit concerns
Approve Issuance of Equity or Equity-Linked Securities without Pre-emptive Rights	For	Against	Dilutive impact
Authorise Reissuance of Repurchased Shares	For	Against	Dilutive impact
<b>Galaxy Entertainment Group Limited, Hong Kong, 10-Jun-20</b>			
Elect Patrick Wong Lung Tak as Director	For	Against	Overboarding concerns
Approve Issuance of Equity or Equity-Linked Securities without Pre-emptive Rights	For	Against	Dilutive impact
Authorise Reissuance of Repurchased Shares	For	Against	Dilutive impact
<b>WPP Plc, Jersey, 10-Jun-20</b>			
Approve Remuneration Report	For	Against	Remuneration concerns
Approve Remuneration Policy	For	Abstain	Remuneration concerns
<b>Kweichow Moutai Co., Ltd., China, 10-Jun-20</b>			
Elect Che Xingyu as Supervisor	For	Against	Independence concerns
<b>DiaSorin SpA, Italy, 10-Jun-20</b>			
Approve Remuneration Policy	For	Against	Remuneration concerns
Approve Second Section of the Remuneration Report	For	Against	Remuneration concerns
Approve Stock Option Plan	For	Against	Remuneration concerns
<b>Activision Blizzard, Inc., USA, 11-Jun-20</b>			
Report on Political Contributions Disclosure	Against	For	Supporting better ESG risk management practices
<b>Toyota Motor Corp., Japan, 11-Jun-20</b>			
Elect Director Uchiyamada, Takeshi	For	Abstain	Independence concerns
Elect Director Sir Philip Craven	For	Abstain	Independence concerns
<b>Moncler SpA, Italy, 11-Jun-20</b>			
Approve Remuneration Policy	For	Against	Remuneration concerns
Approve Second Section of the Remuneration Report	For	Against	Remuneration concerns
Approve 2020 Performance Shares Plan	For	Against	Remuneration concerns
Authorise Board to Increase Capital to Service 2020 Performance Shares Plan	For	Against	Remuneration concerns

Proposal Text	Management Recommendation	Our vote	Rationale
<b>salesforce.com, inc., USA, 11-Jun-20</b>			
Elect Director Sanford Robertson	For	Abstain	Combined CEO/Chair
Provide Right to Act by Written Consent	Against	For	Supporting better ESG risk management practices
<b>Tata Consultancy Services Limited, India, 11-Jun-20</b>			
Re-elect Aarthi Subramanian as Director	For	Against	Audit concerns
<b>E.SUN Financial Holding Co., Ltd., Taiwan, 12-Jun-20</b>			
Approve Release of Restrictions of Competitive Activities of Directors	For	Against	Corporate governance concerns
<b>Guardant Health, Inc., USA, 12-Jun-20</b>			
Elect Director Ian Clark	For	Withhold	Overboarding concerns
<b>KEYENCE Corp., Japan, 12-Jun-20</b>			
Elect Director Nakata, Yu	For	Abstain	Gender diversity and independence concerns
<b>LI Ning Company Limited, Cayman Islands, 12-Jun-20</b>			
Elect Chan Chung Bun, Bunny as Director	For	Against	Combined CEO/Chair
Approve Issuance of Equity or Equity-Linked Securities without Pre-emptive Rights	For	Against	Dilutive impact
Authorise Reissuance of Repurchased Shares	For	Against	Dilutive impact
<b>Industrial and Commercial Bank of China Limited, China, 12-Jun-20</b>			
Approve Issuance of Equity or Equity-Linked Securities without Pre-emptive Rights	For	Against	Dilutive impact
<b>Kindred Biosciences, Inc., USA, 15-Jun-20</b>			
Elect Director Ernest Mario	For	Against	Corporate governance concerns
Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Remuneration concerns
<b>CSPC Pharmaceutical Group Limited, Hong Kong, 15-Jun-20</b>			
Elect Lee Ka Sze, Carmelo as Director	For	Against	Overboarding concerns
Approve Grant of Options Under the Share Option Scheme	For	Against	Remuneration concerns
<b>General Motors Company, USA, 16-Jun-20</b>			
Elect Director Patricia F. Russo	For	Abstain	Combined CEO/Chair
Provide Right to Act by Written Consent	Against	For	Supporting better ESG risk management practices
Report on Lobbying Payments and Policy	Against	For	Supporting better ESG risk management practices
<b>Mastercard Incorporated, USA, 16-Jun-20</b>			
Elect Director Richard Haythornthwaite	For	Abstain	Corporate governance concerns
<b>FDM Group (Holdings) Plc, United Kingdom, 16-Jun-20</b>			
Re-elect David Lister as Director	For	Abstain	Corporate governance concerns
<b>BDO Unibank, Inc., Philippines, 16-Jun-20</b>			
Elect Jesus A. Jacinto, Jr. as Director	For	Withhold	Corporate governance concerns
Elect Teresita T. Sy as Director	For	Withhold	Attendance concerns
Elect Josefina N. Tan as Director	For	Withhold	Corporate governance concerns
Elect Jose F. Buenaventura as Director	For	Withhold	Audit concerns
Elect Vicente S. Perez, Jr. as Director	For	Withhold	Corporate governance concerns
Approve Other Matters	For	Against	Lack of disclosure
<b>Country Garden Services Holdings Company Limited, Cayman Islands, 16-Jun-20</b>			
Elect Rui Meng as Director	For	Against	Audit concerns
Approve Issuance of Equity or Equity-Linked Securities without Pre-emptive Rights	For	Against	Dilutive impact
Authorise Reissuance of Repurchased Shares	For	Against	Lack of disclosure
<b>SBI Cards &amp; Payment Services Ltd., India, 17-Jun-20</b>			
Approve SBI Cards – Employee Stock Option Plan 2019 and Approve Grant of Options and Issuance of Shares to the Employees Under the Plan	For	Against	Remuneration concerns

Proposal Text	Management Recommendation	Our vote	Rationale
<b>BelGene, Ltd., Cayman Islands, 17-Jun-20</b>			
Authorise the Board of Directors to Issue, Allot, or Deal with Unissued Ordinary Shares and/or American Depositary Shares	For	Against	Dilutive impact
Authorise the Board of Directors to Issue, Allot, or Deal with Unissued Ordinary Shares and/or American Depositary Shares	For	Against	Dilutive impact
Approve Connected Person Placing Authorisation I	For	Against	Dilutive impact
Approve Connected Person Placing Authorisation I	For	Against	Dilutive impact
Approve Connected Person Placing Authorisation II	For	Against	Dilutive impact
Approve Connected Person Placing Authorisation II	For	Against	Dilutive impact
Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Remuneration concerns
Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Remuneration concerns
<b>Domino's Pizza Group Plc, United Kingdom, 17-Jun-20</b>			
Elect Usman Nabi as Director	For	Against	Independence concerns
<b>Capcom Co., Ltd., Japan, 17-Jun-20</b>			
Elect Director Tsujimoto, Kenzo	For	Abstain	Gender diversity concerns
<b>Domino's Pizza Group Plc, United Kingdom, 17-Jun-20</b>			
Elect Ian Bull as Director	For	Abstain	Gender diversity concerns
<b>Amadeus IT Group SA, Spain, 17-Jun-20</b>			
Re-elect Pierre-Henri Gourgeon as Director	For	Against	Corporate governance concerns
Re-elect Francesco Loredan as Director	For	Against	Corporate governance concerns
<b>Terraflina, Mexico, 17-Jun-20</b>			
Ratify Jose Luis Barraza Gonzalez as Technical Committee Member	For	Against	Combined CEO/Chair
<b>bluebird bio, Inc., USA, 18-Jun-20</b>			
Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Remuneration concerns
Elect Director Douglas A. Melton	For	Abstain	Gender diversity concerns
<b>Immunomedics, Inc., USA, 18-Jun-20</b>			
Election Director Barbara G. Duncan	For	Against	Overboarding concerns
Election Director Peter Barton Hutt	For	Against	Independence concerns
Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Remuneration concerns
<b>Sinopec Kantons Holdings Limited, Bermuda, 18-Jun-20</b>			
Elect Tam Wai Chu, Maria as Director	For	Against	Overboarding concerns
Elect Wong Yau Kar, David as Director	For	Against	Overboarding concerns
Approve Issuance of Equity or Equity-Linked Securities without Pre-emptive Rights	For	Against	Dilutive impact
Authorise Reissuance of Repurchased Shares	For	Against	Dilutive impact
<b>Equinix, Inc., USA, 18-Jun-20</b>			
Elect Director Peter Van Camp	For	Withhold	Corporate governance concerns
<b>Ted Baker Plc, United Kingdom, 18-Jun-20</b>			
Approve the Allotment and Issue of Ordinary Shares to Threadneedle Asset Management Limited in Connection with the Firm Placing and Placing	For	Abstain	Technical vote
<b>CTS Eventim AG &amp; Co. KGaA, Germany, 19-Jun-20</b>			
Approve Decrease in Size of Supervisory Board to Three Members	For	Against	Corporate governance concerns
<b>Sands China Ltd., Cayman Islands, 19-Jun-20</b>			
Elect Victor Patrick Hoog Antink as Director	For	Against	Combined CEO/Chair
Approve Issuance of Equity or Equity-Linked Securities without Pre-emptive Rights	For	Against	Dilutive impact
Authorise Reissuance of Repurchased Shares	For	Against	Lack of disclosure
<b>Greentown Service Group Co. Ltd., Cayman Islands, 19-Jun-20</b>			
Approve Issuance of Equity or Equity-Linked Securities without Pre-emptive Rights	For	Against	Dilutive impact
Authorise Reissuance of Repurchased Shares	For	Against	Dilutive impact

Proposal Text	Management Recommendation	Our vote	Rationale
<b>PT Telekomunikasi Indonesia (Persero) Tbk, Indonesia, 19-Jun-20</b>			
Approve Remuneration of Directors and Commissioners	For	Against	Lack of disclosure
Approve Changes in Board of Company	For	Against	Lack of disclosure
<b>Korian SA, France, 22-Jun-20</b>			
Elect Philippe Dumont as Director	For	Against	Independence concerns
<b>Midea Group Co. Ltd., China, 22-Jun-20</b>			
Approve Application for Unified Registration of Varieties of Debt Financing Instruments	For	Against	Lack of disclosure
<b>Orpea SA, France, 23-Jun-20</b>			
Authorise Repurchase of Up to 10 Percent of Issued Share Capital	For	Against	Remuneration concerns
Approve Issuance of Equity or Equity-Linked Securities for up to 20 Percent of Issued Capital Per Year for Private Placements	For	Against	Anti-Takeover device
Authorise Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote	For	Against	Dilutive impact
Authorise Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	Against	Dilutive impact
Authorise Capitalization of Reserves of Up to EUR 30 Million for Bonus Issue or Increase in Par Value	For	Against	Dilutive impact
Amend Article 11 of Bylaws Re: Shareholding Disclosure Thresholds	For	Against	Corporate governance concerns
Adopt New Bylaws	For	Against	Not in shareholders interest
<b>Zhuzhou CRRC Times Electric Co., Ltd., China, 23-Jun-20</b>			
Amend Rules and Procedures Regarding General Meetings of Shareholders	For	Against	Remuneration concerns
Elect Li Donglin as Director and Approve His Emolument	For	Abstain	Corporate governance concerns
Elect Yang Shouyi as Director and Approve His Emolument	For	Abstain	Bundled proposal
Elect Liu Ke'an as Director and Approve His Emolument	For	Abstain	Bundled proposal
Elect Yan Wu as Director and Approve His Emolument	For	Abstain	Bundled proposal
Elect Zhang Xinning as Director and Approve His Emolument	For	Abstain	Bundled proposal
Elect Chan Kam Wing, Clement as Director and Approve His Emolument	For	Abstain	Bundled proposal
Elect Pao Ping Wing as Director and Approve His Emolument	For	Against	Overboarding concerns
Elect Liu Chunru as Director and Approve Her Emolument	For	Abstain	Bundled proposal
Elect Chen Xiaoming as Director and Approve His Emolument	For	Abstain	Bundled proposal
Elect Gao Feng as Director and Approve His Emolument	For	Abstain	Bundled proposal
Elect Li Lüe as Supervisor and Approve His Emolument	For	Against	Independence concerns
Approve Issuance of Equity or Equity-Linked Securities without Pre-emptive Rights for Domestic Shares and/or H Shares	For	Against	Dilutive impact
Amend Articles of Association and Related Transactions	For	Against	Not in shareholders interest
<b>China Merchants Bank Co., Ltd., China, 23-Jun-20</b>			
Approve Issuance of Equity or Equity-Linked Securities without Pre-emptive Rights	For	Against	Dilutive impact
<b>Comture Corp., Japan, 23-Jun-20</b>			
Appoint Alternate Statutory Auditor Wada, Yoshiyuki	For	Against	Independence concerns
<b>KAITAS Co., Ltd., Japan, 23-Jun-20</b>			
Elect Director Shirai, Toshiyuki	For	Abstain	Independence concerns
<b>Paltac Corp., Japan, 23-Jun-20</b>			
Elect Director Mikita, Kunio	For	Abstain	Independence concerns
Appoint Statutory Auditor Kanaoka, Yukihiro	For	Against	Independence concerns
<b>Sekisui Chemical Co., Ltd., Japan, 23-Jun-20</b>			
Elect Director Koge, Teiji	For	Abstain	Independence concerns
<b>Tokyo Electron Ltd., Japan, 23-Jun-20</b>			
Elect Director Tsuneishi, Tetsuo	For	Abstain	Independence concerns
Elect Director Eda, Makiko	For	Abstain	Independence concerns

Proposal Text	Management Recommendation	Our vote	Rationale
<b>Zalando SE, Germany, 23-Jun-20</b>			
Approve Creation of EUR 100.3 Million Pool of Capital with Partial Exclusion of Pre-emptive Rights	For	Against	Dilutive impact
Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds with Partial Exclusion of Pre-emptive Rights up to Aggregate Nominal Amount of EUR 2.4 Billion; Approve Creation of EUR 75.2 Million Pool of Capital to Guarantee Conversion Rights	For	Against	Dilutive impact
<b>KATITAS Co., Ltd., Japan, 23-Jun-20</b>			
Elect Director Arai, Katsutoshi	For	Abstain	Gender diversity and independence concerns
<b>Oxford Biomedica Plc, United Kingdom, 23-Jun-20</b>			
Elect Robert Ghenchev as Director	For	Against	Independence concerns
Re-elect Dr Lorenzo Tallarigo as Director	For	Abstain	Proposal withdrawn
Re-elect Dr Andrew Heath as Director	For	Against	Independence concerns
Re-elect Martin Diggle as Director	For	Against	Independence concerns
<b>Mobile Mini, Inc., USA, 24-Jun-20</b>			
Advisory Vote on Golden Parachutes	For	Against	Remuneration concerns
<b>Kinden Corp., Japan, 24-Jun-20</b>			
Elect Director Takamatsu, Keiji	For	Abstain	Independence concerns
Elect Director Ikoma, Masao	For	Abstain	Gender diversity and independence concerns
<b>EssilorLuxottica SA, France, 25-Jun-20</b>			
Approve Compensation of Leonardo Del Vecchio, Chairman and CEO	For	Against	Remuneration concerns
Approve Compensation of Hubert Sagnieres, Vice-Chairman and Vice-CEO	For	Against	Remuneration concerns
<b>3i Group Plc, United Kingdom, 25-Jun-20</b>			
Re-elect Peter Grosch as Director	For	Against	Independence concerns
<b>Premier Oil Plc, United Kingdom, 25-Jun-20</b>			
Approve Remuneration Report	For	Against	Remuneration concerns
Approve Remuneration Policy	For	Against	Remuneration concerns
Re-elect Roy Franklin as Director	For	Abstain	Corporate governance concerns
Re-elect Barbara Jeremiah as Director	For	Against	Remuneration concerns
<b>Savills Plc, United Kingdom, 25-Jun-20</b>			
Re-elect Nicholas Ferguson as Director	For	Abstain	Gender diversity concerns
<b>JCU Corp., Japan, 25-Jun-20</b>			
Elect Director Shigeta, Atsushi	For	Abstain	Independence concerns
<b>Quanterix Corporation, USA, 25-Jun-20</b>			
Elect Director Paul M. Meister	For	Withhold	Overboarding concerns
<b>Solasto Corp., Japan, 25-Jun-20</b>			
Elect Director Fujikawa, Yoshikazu	For	Abstain	Independence concerns
Appoint Statutory Auditor Nishino, Masami	For	Against	Independence concerns
Appoint Statutory Auditor Tanaka, Miho	For	Against	Independence concerns
<b>TAKUMA CO., LTD., Japan, 25-Jun-20</b>			
Elect Director Nanjo, Hiroaki	For	Abstain	Independence concerns
Elect Director and Audit Committee Member Kaneko, Tetsuya	For	Abstain	Independence concerns
<b>IR Japan Holdings Ltd., Japan, 25-Jun-20</b>			
Elect Director Terashita, Shiro	For	Abstain	Gender diversity concerns
<b>JCU Corp., Japan, 25-Jun-20</b>			
Elect Director Ozawa, Keiji	For	Abstain	Gender diversity and independence concerns
<b>JustSystems Corp., Japan, 25-Jun-20</b>			
Elect Director Miki, Masayuki	For	Abstain	Gender diversity concerns
<b>Bureau Veritas SA, France, 26-Jun-20</b>			
Approve Remuneration Policy of CEO	For	Against	Remuneration concerns

Proposal Text	Management Recommendation	Our vote	Rationale
<b>Daikin Industries Ltd., Japan, 26-Jun-20</b>			
Elect Director Inoue, Noriyuki	For	Abstain	Independence concerns
Elect Director Makino, Akiji	For	Abstain	Independence concerns
<b>Koito Manufacturing Co., Ltd., Japan, 26-Jun-20</b>			
Appoint Statutory Auditor Kikuchi, Mitsuo	For	Against	Independence concerns
Appoint Statutory Auditor Kawaguchi, Yohei	For	Against	Independence concerns
Appoint Statutory Auditor Suzuki, Yukinobu	For	Against	Independence concerns
<b>Murata Manufacturing Co. Ltd., Japan, 26-Jun-20</b>			
Elect Director Nakajima, Norio	For	Abstain	Independence concerns
Elect Director and Audit Committee Member Yamamoto, Takatoshi	For	Abstain	Independence concerns
<b>OBIC Co., Ltd., Japan, 26-Jun-20</b>			
Elect Director Tachibana, Shoichi	For	Abstain	Independence concerns
Elect Director Gomi, Yasumasa	For	Abstain	Independence concerns
<b>Shin-Etsu Chemical Co., Ltd., Japan, 26-Jun-20</b>			
Elect Director Nakamura, Kuniharu	For	Abstain	Independence concerns
Elect Director Kanagawa, Chihiro	For	Abstain	Gender diversity and independence concerns
<b>SMC Corp. (Japan), Japan, 26-Jun-20</b>			
Elect Director Maruyama, Katsunori	For	Abstain	Gender diversity and independence concerns
<b>Tesco Plc, United Kingdom, 26-Jun-20</b>			
Approve Remuneration Report	For	Against	Remuneration concerns
Re-elect Steve Golsby as Director	For	Abstain	Remuneration concerns
Re-elect Deanna Oppenheimer as Director	For	Against	Remuneration concerns
<b>China Overseas Land &amp; Investment Ltd., Hong Kong, 26-Jun-20</b>			
Elect Li Man Bun, Brian David as Director	For	Against	Independence concerns
Approve Issuance of Equity or Equity-Linked Securities without Pre-emptive Rights	For	Against	Dilutive impact
Authorise Reissuance of Repurchased Shares	For	Against	Dilutive impact
<b>TISCO Financial Group Public Company Limited, Thailand, 26-Jun-20</b>			
Elect Hon Kit Shing as Director	For	Against	Independence concerns
Elect Angkarat Priebjivat as Director	For	Against	Corporate governance concerns
Elect Pranee Tinakorn as Director	For	Against	Independence concerns
Elect Kulpatra Sirodom as Director	For	Against	Corporate governance concerns
<b>CapitaLand Mall Trust, Singapore, 26-Jun-20</b>			
Approve Issuance of Equity or Equity-Linked Securities with or without Pre-emptive Rights	For	Against	Dilutive impact
<b>Eurofins Scientific SE, Luxembourg, 26-Jun-20</b>			
Re-elect Anthony Stuart Anderson as Director	For	Against	Combined CEO/Chair
Re-elect Valerie Hanote as Director	For	Against	Attendance concerns
Approve Remuneration of Directors	For	Against	Remuneration concerns
Approve Issuance of Equity or Equity-Linked Securities without Pre-emptive Rights	For	Against	Dilutive impact
<b>eBay Inc., USA, 29-Jun-20</b>			
Provide Right to Act by Written Consent	Against	For	Supporting better ESG risk management practices
<b>Mears Group Plc, United Kingdom, 29-Jun-20</b>			
Re-elect Geraint Davies as Director	For	Abstain	Audit concerns
<b>China Life Insurance Company Limited, China, 29-Jun-20</b>			
<b>Management</b> Approve Issuance of Equity or Equity-Linked Securities without Pre-emptive Rights for H Shares	For	Against	Dilutive impact

Proposal Text	Management Recommendation	Our vote	Rationale
<b>John Wood Group Plc, United Kingdom, 29-Jun-20</b>			
Approve Remuneration Report	For	Against	Remuneration concerns
Approve Remuneration Policy	For	Against	Remuneration concerns
Re-elect Jacqui Ferguson as Director	For	Against	Remuneration concerns
<b>Tokio Marine Holdings, Inc., Japan, 29-Jun-20</b>			
Elect Director Mimura, Akio	For	Against	Independence concerns
Elect Director Katanozaka, Shinya	For	Against	Independence concerns
<b>China Resources Cement Holdings Ltd., Cayman Islands, 29-Jun-20</b>			
Elect Zhou Longshan as Director	For	Abstain	Corporate governance concerns
Elect Ip Shu Kwan Stephen as Director	For	Against	Overboarding concerns
Approve Issuance of Equity or Equity-Linked Securities without Pre-emptive Rights	For	Against	Dilutive impact
Authorise Reissuance of Repurchased Shares	For	Against	Lack of disclosure
<b>LVMH Moët Hennessy Louis Vuitton SE, France, 30-Jun-20</b>			
Approve Auditors' Special Report on Related-Party Transactions	For	Against	Corporate governance concerns
Re-elect Delphine Arnault as Director	For	Abstain	Overboarding concerns
Re-elect Diego Della Valle as Director	For	Against	Attendance concerns
Appoint Lord Powell of Bayswater as Censor	For	Abstain	Corporate governance concerns
Approve Compensation Report of Corporate Officers	For	Against	Remuneration concerns
Approve Compensation of Bernard Arnault, Chairman and CEO	For	Against	Remuneration concerns
Approve Compensation of Antonio Belloni, Vice-CEO	For	Against	Remuneration concerns
Approve Remuneration Policy of Chairman and CEO	For	Against	Remuneration concerns
Approve Remuneration Policy of Vice-CEO	For	Against	Remuneration concerns
Authorise up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	For	Against	Remuneration concerns
<b>Knorr-Bremse AG, Germany, 30-Jun-20</b>			
Elect Heinz Thiele to the Supervisory Board	For	Abstain	Corporate governance concerns
<b>M3, Inc., Japan, 30-Jun-20</b>			
Elect Director Yoshida, Kenichiro	For	Abstain	Independence concerns
Elect Director Mori, Kenichi	For	Abstain	Independence concerns
<b>Equals Group Plc, United Kingdom, 30-Jun-20</b>			
Re-elect Robert Head as Director	For	Against	Gender diversity and independence concerns
<b>DNB ASA, Norway, 30-Jun-20</b>			
Approve Remuneration Policy And Other Terms of Employment For Executive Management (Advisory)	For	Against	Remuneration concerns
Approve Remuneration Policy And Other Terms of Employment For Executive Management (Binding)	For	Against	Remuneration concerns
<b>Ubisoft Entertainment SA, France, 02-Jul-20</b>			
Authorise up to 0.2 Percent of Issued Capital for Use in Stock Option Plans to Corporate Executive Officers	For	Against	Remuneration concerns
<b>Dino Polska SA, Poland, 02-Jul-20</b>			
Approve Remuneration Policy	For	Against	Remuneration concerns
<b>Burckhardt Compression Holding AG, Switzerland, 03-Jul-20</b>			
Transact Other Business (Voting)	For	Against	Lack of disclosure
<b>SKSHU Paint Co., Ltd., China, 06-Jul-20</b>			
Approve External Guarantee Provision Plan	For	Against	Remuneration concerns



Proposal Text	Management Recommendation	Our vote	Rationale
<b>Warehouse REIT Plc, United Kingdom, 06-Jul-20</b>			
Authorise Issue of Equity in Connection with the Issue	For	Against	Strategic concerns
Authorise Issue of Equity without Pre-emptive Rights in Connection with the Issue	For	Against	Strategic concerns
Authorise Issue of Equity	For	Against	Strategic concerns
Authorise Issue of Equity without Pre-emptive Rights	For	Against	Strategic concerns
Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	Against	Strategic concerns
Authorise Market Purchase of Ordinary Shares	For	Against	Strategic concerns
Approve Cancellation of Share Premium Account	For	Against	Strategic concerns
<b>Britannia Industries Limited, India, 07-Jul-20</b>			
Re-elect Nusli N Wadia as Director	For	Against	Independence concerns
<b>Whitbread Plc, United Kingdom, 07-Jul-20</b>			
Approve Remuneration Report	For	Abstain	Remuneration concerns
Re-elect Frank Fiskers as Director	For	Abstain	Remuneration concerns
<b>Land Securities Group Plc, United Kingdom, 09-Jul-20</b>			
Re-elect Stacey Rauch as Director	For	Against	Overboarding concerns
<b>Pets At Home Group Plc, United Kingdom, 09-Jul-20</b>			
Approve Restricted Stock Plan	For	Abstain	Remuneration concerns
<b>VMware, Inc., USA, 15-Jul-20</b>			
Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Remuneration concerns
<b>Burberry Group Plc, United Kingdom, 15-Jul-20</b>			
Approve Remuneration Policy	For	Abstain	Remuneration concerns
Re-elect Orna NiChionna as Director	For	Abstain	Remuneration concerns
<b>Reliance Industries Ltd., India, 15-Jul-20</b>			
Re-elect Hital R. Meswani as Director	For	Against	Independence concerns
Re-elect P.M.S. Prasad as Director	For	Against	Independence concerns
Elect K. V. Chowdary as Director	For	Against	Independence concerns
<b>Biffa Plc, United Kingdom, 16-Jul-20</b>			
Approve Remuneration Policy	For	Abstain	Remuneration concerns
Approve Remuneration Report	For	Abstain	Remuneration concerns
Re-elect Michael Averill as Director	For	Abstain	Remuneration concerns
Re-elect Kenneth Lever as Director	For	Abstain	Gender diversity concerns
<b>HomeServe Plc, United Kingdom, 17-Jul-20</b>			
Re-elect Barry Gibson as Director	For	Abstain	Gender diversity concerns
<b>HDFC Bank Limited, India, 18-Jul-20</b>			
Elect Renu Karnad as Director	For	Against	Overboarding concerns
<b>Cellnex Telecom SA, Spain, 20-Jul-20</b>			
Approve Extraordinary Bonus for CEO	For	Against	Corporate governance concerns
Authorise Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities with Exclusion of Pre-emptive Rights up to 10 Percent of Capital	For	Abstain	Dilutive impact
<b>Intermediate Capital Group Plc, United Kingdom, 21-Jul-20</b>			
Elect Lord Davies of Abersoch as Director	For	Abstain	ESG risk management, Gender diversity concerns
<b>AVEVA Group Plc, United Kingdom, 21-Jul-20</b>			
Re-elect Philip Aiken as Director	For	Abstain	Gender diversity concerns
<b>Bajaj Finance Limited, India, 21-Jul-20</b>			
Re-elect Madhukumar Ramkrishnaji Bajaj as Director	For	Against	Attendance concerns
<b>HDFC Life Insurance Company limited, India, 21-Jul-20</b>			
Re-elect Renu Sud Karnad as Director	For	Against	Audit concerns
Elect Stephanie Bruce as Director	For	Against	Audit concerns

Proposal Text	Management Recommendation	Our vote	Rationale
<b>AU Small Finance Bank Limited, India, 21-Jul-20</b>			
Approve Issuance of Equity or Equity-Linked Securities without Pre-emptive Rights	For	Against	Dilutive impact
<b>RUMO SA, Brazil, 22-Jul-20</b>			
Amend Restricted Stock Plan	For	Against	Remuneration concerns
Elect Luis Claudio Rapparini Soares as Fiscal Council Member and Carla Alessandra Trematore as Alternate	For	Abstain	Technical vote
Elect Francisco Silverio Morales Cespede as Fiscal Council Member and Helio Ribeiro Duarte as Alternate	For	Abstain	Technical vote
Elect Cristina Anne Betts as Fiscal Council Member and Guido Barbosa de Oliveira as Alternate	For	Abstain	Technical vote
Elect Marcelo Curti as Fiscal Council Member and Joao Marcelo Peixoto Torres as Alternate	For	Abstain	Technical vote
Approve Remuneration of Company's Management	For	Against	Remuneration concerns
<b>Petroleo Brasileiro SA, Brazil, 22-Jul-20</b>			
Elect Directors	For	Abstain	Corporate governance concerns
Elect Fiscal Council Members	For	Abstain	Technical vote
Approve Remuneration of Company's Management and Fiscal Council	For	Against	Remuneration concerns
<b>Aavas Financiers Limited, India, 22-Jul-20</b>			
Re-elect Manas Tandon as Director	For	Against	Audit concerns
Re-elect Kartikeya Dhruv Kaji as Director	For	Against	Attendance concerns
<b>Remy Cointreau SA, France, 23-Jul-20</b>			
Approve Auditors' Special Report on Related-Party Transactions	For	Against	Not in shareholders interest
Re-elect Emmanuel de Geuser as Director	For	Against	Attendance concerns
Approve Remuneration Policy of CEO	For	Against	Remuneration concerns
Authorise Issuance of Equity or Equity-Linked Securities without Pre-emptive Rights up to Aggregate Nominal Amount of EUR 15 Million	For	Against	Dilutive impact
Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to 10 Percent of Issued Capital	For	Against	Dilutive impact
Authorise Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	Against	Dilutive impact
<b>Advanced Drainage Systems, Inc., USA, 23-Jul-20</b>			
Elect Director Michael B. Coleman	For	Against	Audit concerns
<b>Cyrela Brazil Realty SA Empreendimentos e Participacoes, Brazil, 23-Jul-20</b>			
Elect Directors	For	Against	Bundled proposal
Approve Remuneration of Company's Management	For	Against	Remuneration concerns
<b>HDFC Asset Management Company Limited, India, 23-Jul-20</b>			
Re-elect James Aird as Director	For	Against	Audit concerns
Authorise Board to Fix Remuneration of B S R & Co. LLP, Chartered Accountants as Auditors	For	Against	Audit concerns
<b>PayPoint Plc, United Kingdom, 24-Jul-20</b>			
Re-elect Giles Kerr as Director	For	Abstain	Gender diversity concerns
<b>Magazine Luiza SA, Brazil, 27-Jul-20</b>			
Elect Fiscal Council Members	For	Abstain	Technical vote
Approve Remuneration of Company's Management and Fiscal Council	For	Against	Remuneration concerns
<b>Linde plc, Ireland, 27-Jul-20</b>			
Elect Director Wolfgang H. Reitzle	For	Against	Strategic concerns
Elect Director Martin H. Richenhagen	For	Against	Overboarding concerns
<b>VF Corporation, USA, 28-Jul-20</b>			
Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Remuneration concerns
<b>Irish Continental Group Plc, Ireland, 28-Jul-20</b>			
Re-elect Catherine Duffy as Director	For	Abstain	Independence concerns
Re-elect Brian O'Kelly as Director	For	Abstain	Remuneration concerns
Approve Remuneration Report	For	Abstain	Remuneration concerns

Proposal Text	Management Recommendation	Our vote	Rationale
<b>Vodafone Group Plc, United Kingdom, 28-Jul-20</b>			
Re-elect David Thodey as Director	For	Against	Overboarding concerns
<b>Threadneedle (Lux) – Asia Contrarian Equity, Luxembourg, 28-Jul-20</b>			
Approve Financial Statements	For	Abstain	Lack of disclosure
Approve Allocation of Income	For	Abstain	Lack of disclosure
Approve Discharge of Directors	For	Abstain	Lack of disclosure
<b>Threadneedle (Lux) – Asian Equity Income, Luxembourg, 28-Jul-20</b>			
Approve Financial Statements	For	Abstain	Lack of disclosure
Approve Allocation of Income	For	Abstain	Lack of disclosure
Approve Discharge of Directors	For	Abstain	Lack of disclosure
<b>Threadneedle (Lux) – Enhanced Commodities, Luxembourg, 28-Jul-20</b>			
Approve Financial Statements	For	Abstain	Lack of disclosure
Approve Allocation of Income	For	Abstain	Lack of disclosure
Approve Discharge of Directors	For	Abstain	Lack of disclosure
<b>Threadneedle (Lux) – European Corporate Bond, Luxembourg, 28-Jul-20</b>			
Approve Financial Statements	For	Abstain	Lack of disclosure
Approve Allocation of Income	For	Abstain	Lack of disclosure
Approve Discharge of Directors	For	Abstain	Lack of disclosure
<b>Threadneedle (Lux) – European High Yield Bond, Luxembourg, 28-Jul-20</b>			
Approve Financial Statements	For	Abstain	Lack of disclosure
Approve Allocation of Income	For	Abstain	Lack of disclosure
Approve Discharge of Directors	For	Abstain	Lack of disclosure
<b>Threadneedle (Lux) – European Short-Term High Yield Bond, Luxembourg, 28-Jul-20</b>			
Approve Financial Statements	For	Abstain	Lack of disclosure
Approve Allocation of Income	For	Abstain	Lack of disclosure
Approve Discharge of Directors	For	Abstain	Lack of disclosure
<b>Threadneedle (Lux) – Global Emerging Market Short-Term Bonds, Luxembourg, 28-Jul-20</b>			
Approve Financial Statements	For	Abstain	Lack of disclosure
Approve Allocation of Income	For	Abstain	Lack of disclosure
Approve Discharge of Directors	For	Abstain	Lack of disclosure
<b>Threadneedle (Lux) – Global Focus, Luxembourg, 28-Jul-20</b>			
Approve Financial Statements	For	Abstain	Lack of disclosure
Approve Allocation of Income	For	Abstain	Lack of disclosure
Approve Discharge of Directors	For	Abstain	Lack of disclosure
<b>Threadneedle (Lux) – Global Investment Grade Credit Opportunities, Luxembourg, 28-Jul-20</b>			
Approve Financial Statements	For	Abstain	Lack of disclosure
Approve Allocation of Income	For	Abstain	Lack of disclosure
Approve Discharge of Directors	For	Abstain	Lack of disclosure
<b>Threadneedle (Lux) – Pan European Smaller Companies, Luxembourg, 28-Jul-20</b>			
Approve Financial Statements	For	Abstain	Lack of disclosure
Approve Allocation of Income	For	Abstain	Lack of disclosure
Approve Discharge of Directors	For	Abstain	Lack of disclosure
<b>Equals Group Plc, United Kingdom, 29-Jul-20</b>			
Accept Financial Statements and Statutory Reports	For	Abstain	Independence concerns
<b>PagSeguro Digital Ltd., Cayman Islands, 29-Jul-20</b>			
Elect Director Noemia Mayumi Fukugauti Gushiken	For	Withhold	Audit concerns
<b>Sul America SA, Brazil, 29-Jul-20</b>			
Approve Remuneration of Company's Management	For	Against	Remuneration concerns

Proposal Text	Management Recommendation	Our vote	Rationale
<b>PT Bank Central Asia Tbk, Indonesia, 30-Jul-20</b>			
Amend Articles of Association	For	Against	Lack of disclosure
<b>Allbaba Health Information Technology Limited, Bermuda, 30-Jul-20</b>			
Approve Issuance of Equity or Equity-Linked Securities without Pre-emptive Rights	For	Against	Dilutive impact
Authorise Reissuance of Repurchased Shares	For	Against	Dilutive impact
Approve Specific Mandate to Grant Awards of Options and/or Restricted Share Units Under the Share Award Scheme	For	Against	Remuneration concerns
Adopt New By-Laws	For	Against	Not in shareholders interest
<b>Macquarie Group Limited, Australia, 30-Jul-20</b>			
Elect Nicola M Wakefield Evans as Director	For	Abstain	Audit concerns
<b>BK Brasil Operacao e Assessoria a Restaurantes SA, Brazil, 31-Jul-20</b>			
Approve Restricted Stock Plan	For	Against	Remuneration concerns
<b>Axis Bank Limited, India, 31-Jul-20</b>			
Approve Issuance of Equity or Equity-Linked Securities without Pre-emptive Rights	For	Against	Dilutive impact
<b>DO &amp; CO AG, Austria, 31-Jul-20</b>			
Approve Remuneration Policy	For	Against	Remuneration concerns
<b>Srisawad Corporation Public Company Limited, Thailand, 31-Jul-20</b>			
Elect Weerachai Ngarmdeevilaisak as Director	For	Against	Overboarding concerns
Elect DOUNGCHAI KAEWBOOTTA as Director	For	Against	Independence concerns
Other Business	For	Against	Lack of disclosure
<b>Electronic Arts Inc., USA, 06-Aug-20</b>			
Elect Director Jay C. Hoag	For	Against	Overboarding concerns
Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Remuneration concerns
Provide Right to Act by Written Consent	Against	For	Supporting better ESG risk management practices
<b>Capital &amp; Counties Properties Plc, United Kingdom, 10-Aug-20</b>			
Approve Acquisition of Ordinary Shares in Shaftesbury plc	For	Against	Strategic concerns
<b>Eicher Motors Limited, India, 10-Aug-20</b>			
Re-elect S. Sandilya as Director	For	Against	Audit concerns
Adopt New Articles of Association	For	Against	Lack of disclosure
<b>adidas AG, Germany, 11-Aug-20</b>			
Approve Discharge of Management Board for Fiscal 2019	For	Abstain	ESG risk management concerns
<b>Locaweb Servicos de Internet SA, Brazil, 11-Aug-20</b>			
Approve Stock Option Plan Grants	For	Against	Remuneration concerns
<b>Titan Company Limited, India, 11-Aug-20</b>			
Re-elect Noel Naval Tata as Director	For	Against	Overboarding concerns
Elect Bhaskar Bhat as Director	For	Against	Audit concerns
<b>Canada Goose Holdings Inc., Canada, 12-Aug-20</b>			
Elect Director Joshua Bekenstein	For	Withhold	Overboarding concerns
Elect Director Maureen Chiquet	For	Withhold	Attendance concerns
<b>UltraTech Cement Ltd., India, 12-Aug-20</b>			
Re-elect Rajashree Birla as Director	For	Against	Independence concerns
Approve Rajashree Birla to Continue Office as Non-Executive Director	For	Against	Independence concerns
Re-elect Alka Bharucha as Director	For	Against	Overboarding concerns
<b>Lupin Limited, India, 12-Aug-20</b>			
Approve Reappointment of Vinita Gupta as Chief Executive Officer	For	Against	Remuneration concerns
Elect Ramesh Swaminathan as Director and Approve His Appointment and Remuneration as Executive Director, Global CFO & Head Corporate Affairs	For	Against	Independence concerns

Proposal Text	Management Recommendation	Our vote	Rationale
<b>Larsen &amp; Toubro Limited, India, 13-Aug-20</b>			
Re-elect A.M Naik as Director	For	Against	Independence concerns
Approve A.M Naik to Continue Office as Non-Executive Director	For	Against	Independence concerns
Approve Deloitte Haskins & Sells LLP, Chartered Accountants as Auditors and Authorise Board to Fix Their Remuneration	For	Against	Audit concerns
<b>ICICI Bank Limited, India, 14-Aug-20</b>			
Approve Reappointment and Remuneration of Girish Chandra Chaturvedi as Non-Executive (part-time) Chairman	For	Abstain	Remuneration concerns
<b>Muangthai Capital Public Co. Ltd., Thailand, 17-Aug-20</b>			
Approve Remuneration of Directors	For	Against	Remuneration concerns
Other Business	For	Against	Lack of disclosure
<b>Cranswick Plc, United Kingdom, 17-Aug-20</b>			
Re-elect Mark Reckitt as Director	For	Abstain	Independence concerns
<b>Microchip Technology Incorporated, USA, 18-Aug-20</b>			
Elect Director Esther L. Johnson	For	Against	Independence concerns
<b>Prosus NV, Netherlands, 18-Aug-20</b>			
Approve Remuneration Report	For	Against	Remuneration concerns
Approve Remuneration Policy for Executive Directors	For	Against	Remuneration concerns
Approve Discharge of Non-Executive Directors	For	Against	Not in shareholders interest
<b>Hangzhou Robam Appliances Co., Ltd., China, 18-Aug-20</b>			
Elect Ren Fujia as Non-independent Director	For	Against	Remuneration concerns
Elect Ren Luozhong as Non-independent Director	For	Against	Independence concerns
Elect Zhang Songnian as Supervisor	For	Against	Independence concerns
Elect Shen Yueming as Supervisor	For	Against	Independence concerns
<b>discoverIE Group Plc, United Kingdom, 19-Aug-20</b>			
Re-elect Malcolm Diamond as Director	For	Abstain	Corporate governance concerns
<b>Astral Poly Technik Limited, India, 21-Aug-20</b>			
Re-elect Anil Kumar Jani as Director	For	Against	Independence concerns
Amend Astral Poly Technik Limited Employee Stock Option Scheme 2015	For	Against	Remuneration concerns
<b>Bandhan Bank Limited, India, 21-Aug-20</b>			
Re-elect Ranodeb Roy as Director	For	Against	Attendance concerns
<b>Naspers Ltd., South Africa, 21-Aug-20</b>			
Elect Steve Pacak as Member of the Audit Committee	For	Against	Corporate governance concerns
Place Authorised but Unissued Shares under Control of Directors	For	Against	Dilutive impact
Authorise Repurchase of A Ordinary Shares	For	Abstain	Remuneration concerns
<b>Voltas Limited, India, 21-Aug-20</b>			
Approve Payment of Commission to Non-Executive Directors	For	Against	Remuneration concerns
<b>TCS Group Holding Plc, Cyprus, 24-Aug-20</b>			
Approve PricewaterhouseCoopers Limited, Cyprus as Auditors and Authorise Board to Fix Their Remuneration	For	Against	Audit concerns
<b>Elekta AB, Sweden, 26-Aug-20</b>			
Re-elect Johan Malmquist as Director	For	Against	Overboarding concerns
Authorise Chairman of Board and Representatives of Four of Company's Largest Shareholders to Serve on Nominating Committee	For	Against	Combined CEO/Chair
<b>Maruti Suzuki India Limited, India, 26-Aug-20</b>			
Re-elect Kenichi Ayukawa as Director	For	Against	Audit concerns
Elect Hisashi Takeuchi as Director	For	Against	Independence concerns
<b>e.l.f. Beauty, Inc., USA, 27-Aug-20</b>			
Elect Director Kirk L. Perry	For	Withhold	Remuneration concerns
Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Remuneration concerns

Proposal Text	Management Recommendation	Our vote	Rationale
<b>Embassy Office Parks REIT, India, 27-Aug-20</b>			
Approve Unit-Based Employee Incentive Plan 2020	For	Against	Remuneration concerns
Authorise the Employee Welfare Trust for Secondary Market Acquisition of Units	For	Against	Not in shareholders interest
<b>WuXi AppTec Co., Ltd., China, 31-Aug-20</b>			
Approve Adoption of the H Share Award and Trust Scheme	For	Against	Remuneration concerns
Approve Grant of Awards to the Connected Selected Participants	For	Against	Remuneration concerns
Approve Authorisation to the Board and/or the Delegate to Handle Matters Pertaining to the H Share Award and Trust Scheme with Full Authority	For	Against	Remuneration concerns
Elect Boyang Wu as Supervisor	For	Against	Independence concerns
<b>UPL Limited, India, 31-Aug-20</b>			
Re-elect Sandra Shrof as Director	For	Against	Independence concerns
Re-elect Hardeep Singh as Director	For	Against	Combined CEO/Chair
<b>Avenue Supermarts Limited, India, 01-Sep-20</b>			
Re-elect Ramakant Baheti as Director	For	Against	Independence concerns
Re-elect Chandrashekhar Bhawe as Director	For	Against	Independence concerns
<b>Applegreen Plc, Ireland, 01-Sep-20</b>			
Re-elect Daniel Kitchen as Director	For	Abstain	Gender diversity concerns
<b>Ashok Leyland Limited, India, 02-Sep-20</b>			
Re-elect Manisha Girotra as Director	For	Against	Corporate governance concerns
Re-elect Andrew C Palmer as Director	For	Against	Attendance concerns
<b>InterGlobe Aviation Limited, India, 04-Sep-20</b>			
Elect Pallavi Shardul Shroff as Director	For	Against	Overboarding concerns
Approve Appointment and Remuneration of Ronojoy Dutta as Whole Time Director and Chief Executive Officer	For	Against	Remuneration concerns
<b>Halma Plc, United Kingdom, 04-Sep-20</b>			
Approve Remuneration Report	For	Abstain	Remuneration concerns
Re-elect Paul Walker as Director	For	Abstain	Corporate governance concerns
Re-elect Jo Harlow as Director	For	Abstain	Remuneration concerns
<b>TeamLease Services Limited, India, 04-Sep-20</b>			
Accept Audited Standalone Financial Statements and Auditor's Report	For	Against	Audit concerns
Accept Audited Consolidated Financial Statements and Auditor's Report	For	Against	Audit concerns
Accept Report of the Board of Directors	For	Against	Audit concerns
Re-elect Latika Pradhan as Director	For	Against	Audit concerns
Re-elect Narayan Ramachandran as Director	For	Against	Audit concerns
Re-elect V. Raghunathan as Director	For	Against	Audit concerns
<b>Dimed SA Distribuidora de Medicamentos, Brazil, 08-Sep-20</b>			
Approve Share Matching Plan	For	Against	Remuneration concerns
Ratify Grant of Shares to Company's Executives	For	Against	Remuneration concerns
<b>DS Smith Plc, United Kingdom, 08-Sep-20</b>			
Re-elect Gareth Davis as Director	For	Abstain	Corporate governance concerns
<b>Ashtead Group Plc, United Kingdom, 08-Sep-20</b>			
Re-elect Paul Walker as Director	For	Abstain	Corporate governance concerns
<b>Victoria Plc, United Kingdom, 10-Sep-20</b>			
Re-elect Andrew Harrison as Director	For	Abstain	Gender diversity concerns
<b>Petronet Lng Limited, India, 10-Sep-20</b>			
Re-elect Shashi Shanker as Director	For	Against	Independence concerns
Elect Sanjeev Kumar as Director	For	Against	Independence concerns
Elect Arun Kumar Singh as Director	For	Against	Independence concerns
Approve Related Party Transactions	For	Against	Lack of disclosure

Proposal Text	Management Recommendation	Our vote	Rationale
<b>Pidilite Industries Limited, India, 10-Sep-20</b>			
Re-elect A B Parekh as Director	For	Against	Attendance concerns
<b>Argentex Group Plc, United Kingdom, 11-Sep-20</b>			
Elect Nigel Railton as Director	For	Abstain	Independence concerns
Appoint Nexia Smith & Williamson Audit Limited as Auditors and Authorise Their Remuneration	For	Abstain	Audit concerns
<b>Warehouse REIT Plc, United Kingdom, 14-Sep-20</b>			
Re-elect Simon Hope as Director	For	Against	Independence concerns
Re-elect Neil Kirton as Director	For	Against	Remuneration concerns
Re-elect Lynette Lackey as Director	For	Against	Audit concerns
Reappoint Deloitte LLP as Auditors	For	Against	Audit concerns
Authorise the Audit Committee to Fix Remuneration of Auditors	For	Against	Audit concerns
<b>Jubilant Foodworks Limited, India, 15-Sep-20</b>			
Re-elect Shamit Bhartia as Director	For	Against	Audit concerns
<b>Baoshan Iron &amp; Steel Co., Ltd., China, 15-Sep-20</b>			
Approve Short-term Corporate Bond Issuance	For	Abstain	Lack of disclosure
<b>Metropolis Healthcare Limited, India, 16-Sep-20</b>			
Approve Reappointment and Remuneration of Sushil Kanubhai Shah as Whole-Time Director Designated as Chairman and Executive Director	For	Against	Remuneration concerns
<b>S.F. Holding Co., Ltd., China, 16-Sep-20</b>			
Amend Management System of Raised Funds	For	Abstain	Lack of disclosure
Amend External Investment Management System	For	Abstain	Lack of disclosure
Amend Related Party Transaction Internal Control and Decision System	For	Abstain	Lack of disclosure
Amend Remuneration Management System of Directors, Supervisors and Senior Management Members	For	Abstain	Lack of disclosure
Amend Working System for Independent Directors	For	Abstain	Lack of disclosure
Amend Implementing Rules for Cumulative Voting System	For	Abstain	Lack of disclosure
<b>B&amp;M European Value Retail SA, Luxembourg, 18-Sep-20</b>			
Re-elect Peter Bamford as Director	For	Abstain	Corporate governance concerns
<b>Daive Campari-Milano NV, Italy, 18-Sep-20</b>			
Approve Implementation of Clause 13.11 and Amend Articles of Association	For	Against	Corporate governance concerns
Approve Remuneration Policy	For	Against	Poor response to shareholder dissent
<b>Knights Group Holdings Plc, United Kingdom, 21-Sep-20</b>			
Re-elect Balbinder Johal as Director	For	Abstain	Corporate governance concerns
<b>Manolete Partners Plc, United Kingdom, 22-Sep-20</b>			
Approve Remuneration Report	For	Against	Remuneration concerns
<b>Liontrust Asset Management Plc, United Kingdom, 22-Sep-20</b>			
Approve Remuneration Report	For	Abstain	Remuneration concerns
Re-elect George Yeandle as Director	For	Abstain	Remuneration concerns
<b>Joules Group Plc, United Kingdom, 23-Sep-20</b>			
Approve Remuneration Report	For	Against	Remuneration concerns
Re-elect Jill Little as Director	For	Against	Remuneration concerns
<b>Houlihan Lokey, Inc., USA, 24-Sep-20</b>			
Elect Director Irwin N. Gold	For	Withhold	Corporate governance concerns
Elect Director Gillian B. Zucker	For	Withhold	Corporate governance concerns
Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Remuneration concerns
<b>Shearwater Group Plc, United Kingdom, 24-Sep-20</b>			
Re-elect Giles Willits as Director	For	Abstain	Audit concerns
Re-elect Stephen Ball as Director	For	Abstain	Gender diversity and independence concerns

Proposal Text	Management Recommendation	Our vote	Rationale
<b>SBI Life Insurance Company Limited, India, 24-Sep-20</b>			
Approve Appointment and Remuneration of Mahesh Kumar Sharma as Managing Director and Chief Executive Officer	For	Against	Remuneration concerns
<b>NetEase, Inc., Cayman Islands, 25-Sep-20</b>			
Elect Denny Ting Bun Lee as Director	For	Against	Overboarding concerns
Elect Denny Ting Bun Lee as Director	For	Against	Overboarding concerns
Elect Michael Man Kit Leung as Director	For	Against	Independence concerns
Elect Michael Man Kit Leung as Director	For	Against	Independence concerns
<b>Indraprastha Gas Limited, India, 28-Sep-20</b>			
Re-elect R. P. Natekar as Director	For	Against	Audit concerns
Approve Appointment and Remuneration of Asit Kumar Jana as Managing Director on Whole-time Basis	For	Against	Remuneration concerns
Adopt New Memorandum of Association and Articles of Association	For	Against	Lack of disclosure
<b>Country Garden Services Holdings Company Limited, Cayman Islands, 28-Sep-20</b>			
Adopt Share Option Scheme	For	Against	Remuneration concerns
<b>Lasertec Corp., Japan, 28-Sep-20</b>			
Elect Director Shimoyama, Takayuki	For	Abstain	Independence concerns
Elect Director Okabayashi, Osamu	For	Abstain	Gender diversity and independence concerns
<b>freee K.K., Japan, 29-Sep-20</b>			
Elect Director Kawai, Junichi	For	Abstain	Independence concerns
Approve Restricted Stock Plan	For	Against	Remuneration concerns
Elect Director Sasaki, Daisuke	For	Abstain	Gender diversity and independence concerns
<b>PVR Limited, India, 29-Sep-20</b>			
Approve Payment of Remuneration to Ajay Bijli as Managing Director and Chairman by Taking into Account the Net Profits of the Company Computed under Section 198 of the Act after Disregarding the Adjustments made	For	Against	Remuneration concerns
Approve Payment of Remuneration to Sanjeev Kumar as Joint Managing Director by Taking into Account the Net Profits of the Company Computed under Section 198 of the Act after Disregarding the Adjustments made	For	Against	Remuneration concerns
<b>Marlowe Plc, United Kingdom, 30-Sep-20</b>			
Accept Financial Statements and Statutory Reports	For	Against	Corporate governance concerns
<b>Renishaw Plc, United Kingdom, 30-Sep-20</b>			
Approve Remuneration Policy	For	Abstain	Remuneration concerns
Re-elect Sir David McMurtry as Director	For	Against	Corporate governance concerns
Re-elect John Deer as Director	For	Against	Corporate governance concerns
Re-elect Catherine Glickman as Director	For	Abstain	Remuneration concerns
Re-elect Sir David Grant as Director	For	Abstain	Independence concerns
<b>Just Eat Takeaway.com NV, Netherlands, 07-Oct-20</b>			
Approve Supplement to the Remuneration Policy of the Management Board in Respect of Matthew Maloney	For	Against	Remuneration concerns
<b>Transurban Group Ltd., Australia, 08-Oct-20</b>			
Elect Neil Chatfield as Director	For	Abstain	Audit concerns
<b>The Procter &amp; Gamble Company, USA, 13-Oct-20</b>			
Elect Director Angela F. Braly	For	Abstain	Combined CEO/Chair
Report on Efforts to Eliminate Deforestation	Against	For	Supporting better ESG risk management practices
<b>CSL Limited, Australia, 14-Oct-20</b>			
Approve Grant of Performance Share Units to Paul Perreault	For	Against	Remuneration concerns



Proposal Text	Management Recommendation	Our vote	Rationale
<b>Venustech Group Inc., China, 15-Oct-20</b>			
Approve Employee Share Purchase Plan (Draft) and Summary	For	Against	Remuneration concerns
Approve Methods to Assess the Performance of Plan Participants	For	Against	Remuneration concerns
Approve Authorisation of Board to Handle All Related Matters	For	Against	Remuneration concerns
<b>Midea Group Co. Ltd., China, 16-Oct-20</b>			
Elect Dong Wentao as Supervisor	For	Against	Independence concerns
<b>Lojas Renner SA, Brazil, 21-Oct-20</b>			
Amend Stock Option Plan Re: Clause 13	For	Against	Remuneration concerns
Amend Restricted Stock Plan Re: Clause 8	For	Against	Remuneration concerns
Amend Restricted Stock Plan Re: Clause 8	For	Against	Remuneration concerns
Amend Restricted Stock Plan Re: Clause 10	For	Against	Remuneration concerns
Amend Article 16	For	Against	Not in shareholders interest
<b>Redde Northgate Plc, United Kingdom, 28-Oct-20</b>			
Approve Remuneration Report	For	Against	Remuneration concerns
Approve Remuneration Policy	For	Against	Pension concerns
Elect John Davies as Director	For	Against	Remuneration concerns
<b>Yandex NV, Netherlands, 29-Oct-20</b>			
Grant Board Authority to Issue Class A Shares	For	Against	Dilutive impact
Authorise Board to Exclude Pre-emptive Rights from Share Issuances	For	Against	Dilutive impact
Authorise Repurchase of Up to 20 Percent of Issued Share Capital	For	Against	Dilutive impact
<b>Arco Platform Limited, Cayman Islands, 30-Oct-20</b>			
Elect Director Edward Ruiz	For	Against	Audit concerns
<b>Gree Electric Appliances, Inc. of Zhuhai, China, 02-Nov-20</b>			
Elect Cheng Min as Supervisor	For	Against	Independence concerns
Elect Cheng Min as Supervisor	For	Against	Independence concerns
<b>KLA Corporation, USA, 04-Nov-20</b>			
Adopt Proxy Access Right	Against	For	Supporting better ESG risk management practices
<b>Sun Hung Kai Properties Limited, Hong Kong, 05-Nov-20</b>			
Elect Wong Yue-chim, Richard as Director	For	Against	Independence concerns
Elect Fung Kwok-lun, William as Director	For	Against	Overboarding concerns
Elect Kwan Cheuk-yin, William as Director	For	Against	Corporate governance concerns
Elect Fung Yuk-lun, Allen as Director	For	Against	Overboarding concerns
Approve Issuance of Equity or Equity-Linked Securities without Pre-emptive Rights	For	Against	Dilutive impact
Authorise Reissuance of Repurchased Shares	For	Against	Dilutive impact
<b>The Estee Lauder Companies Inc., USA, 10-Nov-20</b>			
Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Remuneration concerns
<b>Fortescue Metals Group Ltd., Australia, 11-Nov-20</b>			
Approve Grant of Performance Rights to Elizabeth Gaines	For	Against	Remuneration concerns
<b>Rank Group Plc, United Kingdom, 11-Nov-20</b>			
Approve Remuneration Report	For	Abstain	Remuneration concerns
Approve Remuneration Policy	For	Abstain	Remuneration concerns
Re-elect Steven Esom as Director	For	Abstain	Remuneration concerns
Re-elect Steven Esom as Director (Independent Shareholder's Vote)	For	Abstain	Remuneration concerns
<b>SKSHU Paint Co., Ltd., China, 12-Nov-20</b>			
Approve Increase in External Guarantee Plan and Application of Bank Credit Lines	For	Against	Remuneration concerns
Approve Provision of Guarantee	For	Against	Remuneration concerns
<b>Localiza Rent A Car SA, Brazil, 12-Nov-20</b>			
Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Against	For	Supporting better ESG risk management practices

Proposal Text	Management Recommendation	Our vote	Rationale
<b>iShares IV plc – iShares MSCI India UCITS ETF, Ireland, 13-Nov-20</b>			
Re-elect Barry O'Dwyer as Director	For	Against	Independence concerns
<b>Avingtrans Plc, United Kingdom, 18-Nov-20</b>			
Re-elect John Clarke as Director	For	Abstain	Gender diversity concerns
<b>Lendlease Group, Australia, 20-Nov-20</b>			
Elect Philip Coffey as Director	For	Against	Corporate governance concerns
Elect Jane Hemstritch as Director	For	Against	Remuneration concerns
Approve Remuneration Report	For	Against	Remuneration concerns
Approve Issuance of Performance Rights to Stephen McCann	For	Against	Remuneration concerns
<b>Clinigen Group Plc, United Kingdom, 26-Nov-20</b>			
Re-elect Alan Boyd as Director	For	Against	Independence concerns
<b>CVS Group Plc, United Kingdom, 26-Nov-20</b>			
Approve Remuneration Report	For	Against	Remuneration concerns
Re-elect Mike McCollum as Director	For	Abstain	Audit concerns
Re-elect Deborah Kemp as Director	For	Against	Remuneration concerns
<b>Credit Suisse Group AG, Switzerland, 27-Nov-20</b>			
Additional Voting Instructions – Board of Directors Proposals (Voting)	For	Against	Technical vote
<b>Pernod Ricard SA, France, 27-Nov-20</b>			
Re-elect Wolfgang Colberg as Director	For	Abstain	Combined CEO/Chair
<b>Petroleo Brasileiro SA, Brazil, 30-Nov-20</b>			
Amend Articles and Consolidate Bylaws	For	Against	Bundled proposal
<b>Centre Testing International Group Co., Ltd., China, 01-Dec-20</b>			
Elect Liu Jidi as Non-independent Director	For	Against	Independence concerns
<b>Despegar.com, Corp., Virgin Isl (UK), 01-Dec-20</b>			
Elect Director Nilesh Lakhani	For	Abstain	Gender diversity concerns
<b>Warehouse REIT Plc, United Kingdom, 04-Dec-20</b>			
Approve Acquisition of the Entire Issued Share Capital of Greenstone Property Holdings Limited	For	Against	Strategic concerns
<b>Mindtree Limited, India, 09-Dec-20</b>			
Elect Dayapatra Nevatia as Director and Approve His Appointment and Remuneration as Executive Director and Chief Operating Officer	For	Against	Independence concerns
Elect Venugopal Lambu as Director and Approve His Appointment and Remuneration as Executive Director and President – Global Markets	For	Against	Independence concerns
<b>Afya Limited, Cayman Islands, 09-Dec-20</b>			
Elect Joao Paulo Seibel de Faria, Vanessa Claro Lopes, Flavio Dias Fonseca da Silva, Miguel Filisbino Pereira de Paula, and Daulins Reni Emilio as Directors	For	Against	Audit concerns
<b>Cisco Systems, Inc., USA, 10-Dec-20</b>			
Elect Director Michael D. Capellas	For	Abstain	Combined CEO/Chair
Elect Director Michael D. Capellas	For	Abstain	Combined CEO/Chair
Require Independent Board Chair	Against	For	Supporting better ESG risk management practices
Require Independent Board Chair	Against	For	Supporting better ESG risk management practices
<b>YouGov Plc, United Kingdom, 10-Dec-20</b>			
Re-elect Roger Parry as Director	For	Abstain	Independence concerns
<b>Ceres Power Holdings plc, United Kingdom, 10-Dec-20</b>			
Reappoint BDO LLP as Auditors and Authorise Their Remuneration	For	Against	Lack of disclosure
Adopt New Articles of Association	For	Against	Not in shareholders interest

Proposal Text	Management Recommendation	Our vote	Rationale
<b>Ituran Location &amp; Control Ltd., Israel, 10-Dec-20</b>			
Elect Yigal Shani as Director	For	Against	Independence concerns
Elect Yehuda Kahane as Director	For	Against	Independence concerns
Re-elect Israel Baron as External Director	For	Against	Independence concerns
Approve Extension of Management Service Agreement As Independent Contractors With Izzy Sheratzky, Eyal Sheratzky, Nir Sheratzky and Gil Sheratzky	For	Against	Remuneration concerns
<b>ICICI Lombard General Insurance Company Limited, India, 11-Dec-20</b>			
Approve Reappointment and Remuneration of Alok Kumar Agarwal as Whole-time Director Designated as Executive Director-Wholesale	For	Against	Corporate governance concerns
<b>Medtronic plc, Ireland, 11-Dec-20</b>			
Elect Director Kendall J. Powell	For	Against	Corporate governance concerns
<b>StoneCo Ltd., Cayman Islands, 11-Dec-20</b>			
Elect Director Ali Mazanderani	For	Withhold	Audit concerns
<b>Australia &amp; New Zealand Banking Group Limited, Australia, 16-Dec-20</b>			
Elect John Thomas Macfarlane as Director	For	Abstain	Audit concerns
<b>Detsky Mir PJSC, Russia, 17-Dec-20</b>			
Approve New Edition of Charter	For	Against	Not in shareholders interest
<b>AU Small Finance Bank Limited, India, 23-Dec-20</b>			
Approve AU Small Finance Bank Limited – Employees Stock Option Plan 2020	For	Against	Remuneration concerns
<b>Huazhu Group Limited, Cayman Islands, 23-Dec-20</b>			
Elect Lei Cao and Theng Fong Hee as Directors	For	Abstain	Bundled proposal
<b>Informa Plc, United Kingdom, 23-Dec-20</b>			
Approve Remuneration Policy	For	Abstain	Remuneration concerns
Adopt the Informa Equity Revitalisation Plan	For	Abstain	Remuneration concerns
<b>Open House Co., Ltd., Japan, 23-Dec-20</b>			
Elect Director Ishimura, Hitoshi	For	Abstain	Independence concerns
<b>easyJet Plc, United Kingdom, 23-Dec-20</b>			
Re-elect Dr Anastassia Lauterbach as Director	For	Abstain	ESG risk management concerns
<b>Shoei Co. Ltd. (7839), Japan, 24-Dec-20</b>			
Approve Director Retirement Bonus	For	Against	Lack of disclosure
Approve Bonus Related to Retirement Bonus System Abolition	For	Against	Lack of disclosure

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**COLUMBIATHREADNEEDLE.COM**

EMEA.Stewardship@columbiathreadneedle.com

US.Stewardship@columbiathreadneedle.com

RI.Thematic@columbiathreadneedle.com



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