

Meeting ID	ISIN	Company Name	Investment Region	Country	Meeting Date	Meeting Type	Voting Action	Agenda Item Numbers	Voting Explanation
1506798	JP3294460005	INPEX Corp.	Asia	Japan	25/03/2021	Annual	Against	3.9.3.10.3.12.9.13	Lack of independence on board
1508320	JP3118000003	ASICS Corp.	Asia	Japan	26/03/2021	Annual	All For		
1508319	JP3166000004	Ebara Corp.	Asia	Japan	26/03/2021	Annual	All For		
1512381	SG1L01001701	DBS Group Holdings Ltd.	Asia	Singapore	30/03/2021	Annual	All For		
1500065	KR7005490008	IPOSCO	Asia	South Korea	12/03/2021	Annual	All For		
1503320	KR7005930003	Samsung Electronics Co., Ltd	Asia	South Korea	17/03/2021	Annual	All For		
1504818	KR7051900009	LG Household & Health Care Ltd.	Asia	South Korea	18/03/2021	Annual	All For		
1511389	KR7051910008	GS Chem Ltd.	Asia	South Korea	25/03/2021	Annual	Against	3.1.3.2	
1503158	KR7097000000	CJ CheilJedang Corp.	Asia	South Korea	26/03/2021	Annual	All For		
1482854	KR7105560007	KB Financial Group, Inc.	Asia	South Korea	26/03/2021	Annual	All For		
1516788	KR7030200000	KT Corp.	Asia	South Korea	29/03/2021	Annual	All For		
1511325	KR7010950004	S-Oil Corp.	Asia	South Korea	30/03/2021	Annual	Against	2 3.2.3.3.3.4.3.5.3.6.3.7.3.9.5	Concerns related to shareholder rights Concerns related to succession planning Lack of independence on board
1506976	KR7000660001	SK hynix, Inc.	Asia	South Korea	30/03/2021	Annual	All For	1	
1500178	BRBDDCACNPR8	Banco Bradesco SA	Emerging Markets	Brazil	10/03/2021	Annual	Against	3	
1499727	KYG6470A1169	New Oriental Education & Technology Group, Inc.	Emerging Markets	Cayman Islands	08/03/2021	Special	All For		
1489452	CNE1000040M1	Hangzhou Tqiermed Consulting Co., Ltd.	Emerging Markets	China	08/01/2021	Special	All For		
1496236	CNE1000010Q5	Midea Group Co. Ltd.	Emerging Markets	China	25/01/2021	Special	All For		
1489815	CNE1000004L9	Weichai Power Co., Ltd.	Emerging Markets	China	29/01/2021	Special	Against		
1487411	CNE1000001W2	Anhui Conch Cement Company Limited	Emerging Markets	China	03/02/2021	Special	All For		
1486315	CNE100000009	Huatai Securities Co., Ltd.	Emerging Markets	China	08/02/2021	Special	Against	4.5.6.7	Apparent failure to link pay and appropriate performance
1501176	CNE1000003X8	Ping An Insurance (Group) Company of China, Ltd.	Emerging Markets	China	25/03/2021	Annual	Against	8.11	Concerns related to board gender diversity
1502278	CNE1000002H1	China Construction Bank Corporation	Emerging Markets	China	26/03/2021	Special	All For		
1513485	CNE1000040M1	Hangzhou Tqiermed Consulting Co., Ltd.	Emerging Markets	China	26/03/2021	Special	Against	11	Apparent failure to link pay & appropriate performance
1509181	INE002A01018	Reliance Industries Ltd.	Emerging Markets	India	31/03/2021	Court	All For		
1501390	ID1000095003	PT Bank Mandiri (Persero) Tbk	Emerging Markets	Indonesia	15/03/2021	Annual	Against	9	Insufficient/poor disclosure
1503098	ID1000109507	PT Bank Central Asia Tbk	Emerging Markets	Indonesia	29/03/2021	Annual	All For	6	Insufficient/poor disclosure
1508127	MXP225611567	CEMEX SAB de CV	Emerging Markets	Mexico	25/03/2021	Annual/Special	Against	6	Concerns about overall board structure 2- Concerns related to board gender diversity 3- Overboarded/Too many other time commitments
1504362	PK0085101019	Habib Bank Ltd.	Emerging Markets	Pakistan	26/03/2021	Annual	Against	4.6	Insufficient/poor disclosure
1503000	DK0060952919	Netcompany Group A/S	Europe	Denmark	09/03/2021	Annual	All For		
1501875	DK0060338014	Novozymes A/S	Europe	Denmark	11/03/2021	Annual	Abstain	8a	Concerns related to inappropriate membership of committees
1503152	DK0060262690	Pandora A/S	Europe	Denmark	11/03/2021	Annual	All For		
1503691	DK0010181759	Carlsberg A/S	Europe	Denmark	15/03/2021	Annual	All For		
1505100	DK0010224414	Danske Bank A/S	Europe	Denmark	16/03/2021	Annual	All For		
1506492	DK0060027142	ALK-Abello A/S	Europe	Denmark	18/03/2021	Annual	Abstain	9	Concerns related to Non-audit fees
1506312	DK0010234467	FLSmidth & Co. A/S	Europe	Denmark	24/03/2021	Annual	All For	8.a 10.d 10.c	Overboarded/Too many other time commitments Apparent failure to link pay & appropriate performance Concerns to protect shareholder value
1501165	DK0060534915	Novo Nordisk A/S	Europe	Denmark	25/03/2021	Annual	All For		
1508720	DK0060636678	Tryg A/S	Europe	Denmark	26/03/2021	Annual	Abstain	7.1	Overboarded/Too many other time commitments
1500170	FI0009013403	Kone Oyj	Europe	Finland	02/03/2021	Annual	Against	10,11 13	Apparent failure to link pay and appropriate performance Lack of independence on board Lack of independent representation at board committees Concerns related to inappropriate membership of committees
1510801	FI4000074984	Valmet Corp.	Europe	Finland	23/03/2021	Annual	Against	10	Apparent failure to link pay and appropriate performance
1502614	FI0009014377	Orion Oyj	Europe	Finland	25/03/2021	Annual	Against	10	Apparent failure to link pay and appropriate performance
1502876	FI0009035318	Nokian Renkaat Oyj	Europe	Finland	30/03/2021	Annual	Against	13	Apparent failure to link pay and appropriate performance
1414866	FI0009035987	UPM-Kymmene Oyj	Europe	Finland	30/03/2021	Annual	All For		Concerns related to board gender diversity
1504869	DE0007100000	Daimler AG	Europe	Germany	31/03/2021	Annual	All For		
1493576	IE0033024807	UDG Healthcare Plc	Europe	Ireland	26/01/2021	Annual	All For		
1493522	IE0033024807	UDG Healthcare Plc	Europe	Ireland	26/01/2021	Special	All For		
1492521	IE0084BNMY34	Accenture Plc	Europe	Ireland	03/02/2021	Annual	All For		
1498295	IE0001827041	CRH Plc	Europe	Ireland	09/02/2021	Special	All For		
1497843	IE0000669501	Glanbia Plc	Europe	Ireland	11/02/2021	Special	All For		
1499281	IE00BY7QL619	Johnson Controls International Plc	Europe	Ireland	10/03/2021	Annual	Against	5 1c	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
1495387	IT0003153415	SNAM SpA	Europe	Italy	02/02/2021	Special	All For		
1495630	NL0012969182	Adyen NV	Europe	Netherlands	12/02/2021	Special	All For		
1502238	NL00009378121	Randstad NV	Europe	Netherlands	23/03/2021	Annual	Against	2b.4	Apparent failure to link pay and appropriate performance
1503169	NOR010982821	Glenside Forsikring ASA	Europe	Norway	24/03/2021	Annual	All For		
1484176	PTEDP0AM00009	EDP-Energias de Portugal SA	Europe	Portugal	13/01/2021	Special	All For		
1501763	ES0116870314	Naturgy Energy Group SA	Europe	Spain	09/03/2021	Annual	Against	7	Apparent failure to link pay & appropriate performance
1504578	ES01173516115	Regsof SA	Europe	Spain	25/03/2021	Annual	All For		
1502792	SE0013121589	Embracer Group AB	Europe	Sweden	26/02/2021	Special	All For		
1449780	SE0000825820	Lundin Energy AB	Europe	Sweden	30/03/2021	Annual	Against	12.21 16.c,16.g 16.d,16.f,16.j 16.b 24.b	Apparent failure to link pay & appropriate performance Lack of independence on board Lack of independence on board 2- Overboarded/Too many other time commitments Lack of independence on board 2- Overboarded/Too many other time commitments SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
1500438	SE0000108656	Telefonaktiebolaget LM Ericsson	Europe	Sweden	30/03/2021	Annual	Against	16.1,16.2 16.3 10.2	Apparent failure to link pay and appropriate performance Concerns to protect shareholder value Overboarded/Too many other time commitments
1480225	CH00112005267	Novartis AG	Europe	Switzerland	02/03/2021	Annual	Against	12	Apparent failure to link pay and appropriate performance
1500134	CH0024590272	ALSO Holding AG	Europe	Switzerland	17/03/2021	Annual	Against	7.1,1.1,7.1.6,7.2,7.3.1 5.2 8 5.1 7.1.2,7.3.2 7.1.4,7.1.5,7.3.3 7.1.3	Concerns related to approach to board gender diversity Concerns related to shareholder rights Insufficient/poor disclosure Issue of equity raises concerns about excessive dilution of existing shareholders Lack of independence on board Lack of independence on board Lack of independent representation at board committees Lack of independence on board Lack of independent representation at board committees Concerns related to inappropriate membership of committees
1490520	CH0002497458	SGS SA	Europe	Switzerland	23/03/2021	Annual	Against	4.1a,4.2 8 4.1d 4.1e,4.3,1.4.3.2	Concerns related to approach to board gender diversity Insufficient/poor disclosure Lack of independent representation at board Lack of independent representation at board committees
1500135	CH0012221716	ABB Ltd.	Europe	Switzerland	25/03/2021	Annual	Against	2 8.9 12 6 4.6 9	Apparent failure to link pay & appropriate performance Concerns related to board gender diversity Insufficient/poor disclosure Issue of capital raises concerns about excessive dilution of existing shareholders Concerns related to inappropriate membership of committees Insufficient/poor disclosure
1482658	CH0008742519	Swisscom AG	Europe	Switzerland	31/03/2021	Annual	Against		

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1489590	US5951121038	Micron Technology, Inc.	North America	USA	14/01/2021	Annual	Against	2	Apparent failure to link pay & appropriate performance
1492867	US20825C1045	ConocoPhillips	North America	USA	15/01/2021	Special	All For		
1490280	US92826C8394	Visa Inc.	North America	USA	26/01/2021	Annual	All For		
1491859	US9314271084	Walgreens Boots Alliance, Inc.	North America	USA	28/01/2021	Annual	Against	3 1j 5 6	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
1492791	US2910111044	Emerson Electric Co.	North America	USA	02/02/2021	Annual	Against	4	Apparent failure to link pay and appropriate performance
1494780	US7739031091	Rockwell Automation, Inc.	North America	USA	02/02/2021	Annual	Against	5	Apparent failure to link pay and appropriate performance
1496260	US0378331005	Apple Inc.	North America	USA	23/02/2021	Annual	Against	A5 4	Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
1500026	US3032501047	Fair Isaac Corporation	North America	USA	03/03/2021	Annual	Against	3 1g	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
1498709	US2546871060	The Walt Disney Company	North America	USA	09/03/2021	Annual	Against	3 1h 4	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
1499054	US7475251036	QUALCOMM Incorporated	North America	USA	10/03/2021	Annual	All For		
1500195	US0382221051	Applied Materials, Inc.	North America	USA	11/03/2021	Annual	Against	2 1f 6	Apparent failure to link pay & appropriate performance Concerns about remuneration committee performance SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
1499050	US4364401012	Hologic, Inc.	North America	USA	11/03/2021	Annual	Against	2 1d	Apparent failure to link pay and appropriate performance Concerns about remuneration committee performance
1499408	US78409V1044	S&P Global, Inc.	North America	USA	11/03/2021	Special	All For		
1500451	US49338L1035	Keysight Technologies, Inc.	North America	USA	18/03/2021	Annual	Against	3	Apparent failure to link pay & appropriate performance
1494915	GB0022569080	Amdocs Limited	United Kingdom	Guernsey	29/01/2021	Annual	Against	1,3	Concerns related to approach to board diversity
1493153	GB00BYZN9041	Future Plc	United Kingdom	United Kingdom	14/01/2021	Special	All For		
1492948	GB00BYZN9041	Future Plc	United Kingdom	United Kingdom	10/02/2021	Annual	Against	3,4,18 14	Apparent failure to link pay and appropriate performance Concerns related to Non-audit fees
1493598	GB00BGBN7C04	SSP Group Plc	United Kingdom	United Kingdom	25/03/2021	Annual	All For		
1513900	GB00B0YG1K06	The Restaurant Group Plc	United Kingdom	United Kingdom	29/03/2021	Special	All For		