

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Peugeot SA

Meeting Date: 01/04/2021

Country: Netherlands

Meeting Type: Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Business	Mgmt		
1	Approve Merger by Absorption of Peugeot by Fiat Chrysler Automobiles	Mgmt	For	For
2	Remove Double-Voting Rights for Long-Term Registered Shareholders	Mgmt	For	For
3	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Cairn Energy Plc

Meeting Date: 01/08/2021

Country: United Kingdom

Meeting Type: Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Special Dividend and Share Consolidation	Mgmt	For	For
2	Amend 2017 Long Term Incentive Plan	Mgmt	For	For

Veeva Systems Inc.

Meeting Date: 01/13/2021

Country: USA

Meeting Type: Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Conversion to Delaware Public Benefit Corporation	Mgmt	For	For
2	Declassify the Board of Directors	Mgmt	For	For

Blended Rationale: 1- [SF-M0206-001] Directors should be elected annually to discourage entrenchment and allow shareholders sufficient opportunity to exercise their oversight of the board.

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Flutter Entertainment Plc

Meeting Date: 01/19/2021

Country: Ireland

Meeting Type: Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Migration of the Migrating Shares to Euroclear Bank's Central Securities Depository	Mgmt	For	For
2	Amend Articles of Association	Mgmt	For	For
3A	Conditional upon the Adoption of Resolutions 1 and 2, Adopt New Articles of Association	Mgmt	For	For
3B	Conditional upon the Adoption of Resolution 1 and Resolution 2 not being Validly Adopted, Adopt New Articles of Association	Mgmt	For	For
4	Authorise Company to Take All Actions to Implement the Migration	Mgmt	For	For

Diploma Plc

Meeting Date: 01/20/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3	Re-elect John Nicholas as Director	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-001] As remuneration committee member, responsible for poorly structured remuneration arrangements.</i>				
4	Re-elect Johnny Thomson as Director	Mgmt	For	For
5	Elect Barbara Gibbes as Director	Mgmt	For	For
6	Re-elect Andy Smith as Director	Mgmt	For	Against

Blended Rationale: [LN-M0201-001] As remuneration committee member, responsible for poorly structured remuneration arrangements.

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Date range covered: 01/01/2021 to 03/31/2021

Diploma Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Re-elect Anne Thorburn as Director	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-001] As remuneration committee member, responsible for poorly structured remuneration arrangements.</i>				
8	Elect Geraldine Huse as Director	Mgmt	For	For
9	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
10	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
11	Approve Remuneration Report	Mgmt	For	Against
<i>Blended Rationale: [SD-M0500-005] Unsatisfactory vesting conditions and performance hurdles.[LN-M0550-001] Poorly structured remuneration arrangements.</i>				
12	Authorise Issue of Equity	Mgmt	For	For
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
16	Adopt New Articles of Association	Mgmt	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

WH Smith Plc

Meeting Date: 01/20/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases.</i>				
3	Approve US Employee Stock Purchase Plan	Mgmt	For	For
4	Re-elect Carl Cowling as Director	Mgmt	For	For

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WH Smith Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Elect Nicky Dulieu as Director	Mgmt	For	For
6	Re-elect Annemarie Durbin as Director	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>				
7	Re-elect Simon Emeny as Director	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>				
8	Re-elect Robert Moorhead as Director	Mgmt	For	For
9	Re-elect Henry Staunton as Director	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>				
10	Re-elect Maurice Thompson as Director	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>				
11	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
13	Authorise EU Political Donations and Expenditure	Mgmt	For	For
14	Authorise Issue of Equity	Mgmt	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Costco Wholesale Corporation

Meeting Date: 01/21/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Susan L. Decker	Mgmt	For	For

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Costco Wholesale Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Director Kenneth D. Denman	Mgmt	For	For
1.3	Elect Director Richard A. Galanti	Mgmt	For	For
1.4	Elect Director W. Craig Jelinek	Mgmt	For	For
1.5	Elect Director Sally Jewell	Mgmt	For	For
1.6	Elect Director Charles T. Munger	Mgmt	For	For
1.7	Elect Director Jeffrey S. Raikes	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

Intuit Inc.

Meeting Date: 01/21/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Eve Burton	Mgmt	For	For
1b	Elect Director Scott D. Cook	Mgmt	For	For
1c	Elect Director Richard L. Dalzell	Mgmt	For	For
1d	Elect Director Sasan K. Goodarzi	Mgmt	For	For
1e	Elect Director Deborah Liu	Mgmt	For	For
1f	Elect Director Tekedra Mawakana	Mgmt	For	For
1g	Elect Director Suzanne Nora Johnson	Mgmt	For	For
1h	Elect Director Dennis D. Powell	Mgmt	For	For
1i	Elect Director Brad D. Smith	Mgmt	For	For
1j	Elect Director Thomas Szkutak	Mgmt	For	For
1k	Elect Director Raul Vazquez	Mgmt	For	For
1l	Elect Director Jeff Weiner	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

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Melrose Industries Plc

Meeting Date: 01/21/2021

Country: United Kingdom

Meeting Type: Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Employee Share Plan <i>Blended Rationale:</i> .	Mgmt	For	For
2	Approve Amendments to the Remuneration Policy <i>Blended Rationale:</i> .	Mgmt	For	For

PT Bank Rakyat Indonesia (Persero) Tbk

Meeting Date: 01/21/2021

Country: Indonesia

Meeting Type: Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles of Association <i>Blended Rationale:</i> [SF-M0000-001] Vote against due to lack of disclosure.	Mgmt	For	Against
2	Affirmation of the Regulations of the Minister of State-Owned Enterprises of the Republic of Indonesia Number PER-08/MBU/12/2019	Mgmt	For	For
3	Affirmation of the Regulations of the Minister of State-Owned Enterprises of the Republic of Indonesia Number PER-11/MBU/11/2020	Mgmt	For	For
4	Approve Transfer of Treasury Stock <i>Blended Rationale:</i> [SF-M0000-001] Vote against due to lack of disclosure.	Mgmt	For	Against
5	Approve Changes in Boards of Company <i>Blended Rationale:</i> [SF-M0000-001] Vote against due to lack of disclosure.	Mgmt	For	Against

Sociedad Quimica y Minera de Chile SA

Meeting Date: 01/22/2021

Country: Chile

Meeting Type: Special

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Sociedad Quimica y Minera de Chile SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt		
1	Approve Increase in Share Capital via Issuance of up to 22.44 Million New Series B Shares with Preemptive Rights	Mgmt	For	For
2	Authorize Board to Set Price, Form, Time, Procedure and other Conditions for Placement of Shares in Connection with Capital Increase	Mgmt	For	For
3	Amend Articles to Reflect Changes in Capital	Mgmt	For	For
4	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For

Becton, Dickinson and Company

Meeting Date: 01/26/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Catherine M. Burzik	Mgmt	For	For
1b	Elect Director R. Andrew Eckert	Mgmt	For	For
1c	Elect Director Vincent A. Forlenza	Mgmt	For	For
1d	Elect Director Claire M. Fraser	Mgmt	For	For
1e	Elect Director Jeffrey W. Henderson	Mgmt	For	For
1f	Elect Director Christopher Jones	Mgmt	For	For
1g	Elect Director Marshall O. Larsen	Mgmt	For	For
1h	Elect Director David F. Melcher	Mgmt	For	For
1i	Elect Director Thomas E. Polen	Mgmt	For	For
1j	Elect Director Claire Pomeroy	Mgmt	For	For
1k	Elect Director Rebecca W. Rimel	Mgmt	For	For
1l	Elect Director Timothy M. Ring	Mgmt	For	For
1m	Elect Director Bertram L. Scott	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

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Date range covered: 01/01/2021 to 03/31/2021

Becton, Dickinson and Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Against

Blended Rationale: 1- [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.

Visa Inc.

Meeting Date: 01/26/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Lloyd A. Carney	Mgmt	For	For
1b	Elect Director Mary B. Cranston	Mgmt	For	For
1c	Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	For	For
1d	Elect Director Alfred F. Kelly, Jr.	Mgmt	For	For
1e	Elect Director Ramon Laguarta	Mgmt	For	For
1f	Elect Director John F. Lundgren	Mgmt	For	For
1g	Elect Director Robert W. Matschullat	Mgmt	For	For
1h	Elect Director Denise M. Morrison	Mgmt	For	For
1i	Elect Director Suzanne Nora Johnson	Mgmt	For	For
1j	Elect Director Linda J. Rendle	Mgmt	For	For
1k	Elect Director John A. C. Swainson	Mgmt	For	For
1l	Elect Director Maynard G. Webb, Jr.	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For
5	Provide Holders of At Least 15% Class A Common Stock Right to Call Special Meeting	Mgmt	For	For
6	Provide Right to Act by Written Consent	SH	Against	Against

Blended Rationale: [SF-S0238-002] Shareholders should have the right to act without waiting for the company to call a shareholder meeting. At this company, shareholders already have the right to act by calling a special meeting.

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Visa Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Amend Principles of Executive Compensation Program	SH	Against	Against
<i>Blended Rationale: [SF-S0500-102] Executive compensation matters should be left to the board's compensation committee, which can be held accountable for its decisions through the election of directors.</i>				

Valvoline Inc.

Meeting Date: 01/28/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Gerald W. Evans, Jr.	Mgmt	For	For
1b	Elect Director Richard J. Freeland	Mgmt	For	For
1c	Elect Director Stephen F. Kirk	Mgmt	For	For
1d	Elect Director Carol H. Kruse	Mgmt	For	For
1e	Elect Director Stephen E. Macadam	Mgmt	For	For
1f	Elect Director Vada O. Manager	Mgmt	For	For
1g	Elect Director Samuel J. Mitchell, Jr.	Mgmt	For	For
1h	Elect Director Charles M. Sonstebly	Mgmt	For	For
1i	Elect Director Mary J. Twinem	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

Walgreens Boots Alliance, Inc.

Meeting Date: 01/28/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jose E. Almeida	Mgmt	For	For
1b	Elect Director Janice M. Babiak	Mgmt	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Walgreens Boots Alliance, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1c	Elect Director David J. Brailer	Mgmt	For	For
1d	Elect Director William C. Foote	Mgmt	For	For
1e	Elect Director Ginger L. Graham	Mgmt	For	For
1f	Elect Director Valerie B. Jarrett	Mgmt	For	For
1g	Elect Director John A. Lederer	Mgmt	For	For
1h	Elect Director Dominic P. Murphy	Mgmt	For	For
1i	Elect Director Stefano Pessina	Mgmt	For	For
1j	Elect Director Nancy M. Schlichting	Mgmt	For	For
1k	Elect Director James A. Skinner	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For
5	Require Independent Board Chair	SH	Against	Against
<i>Blended Rationale: [SF-S0107-101] Company has a designated lead director who fulfills the requirements appropriate to such role.</i>				
6	Report on Health Risks of Continued In-Store Tobacco Sales in the Age of COVID 2021	SH	Against	Against
<i>Blended Rationale: 1- [SF-S4578-106] Company already has policies in place to address these issues.</i>				

Aspen Technology, Inc.

Meeting Date: 01/29/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Thomas M. Bradicich	Mgmt	For	For
1.2	Elect Director Adriana Karaboutis	Mgmt	For	For
1.3	Elect Director Georgia Keresty	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

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Date range covered: 01/01/2021 to 03/31/2021

UGI Corporation

Meeting Date: 01/29/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Frank S. Hermance	Mgmt	For	For
1b	Elect Director M. Shawn Bort	Mgmt	For	For
1c	Elect Director Theodore A. Dosch	Mgmt	For	For
1d	Elect Director Alan N. Harris	Mgmt	For	For
1e	Elect Director Mario Longhi	Mgmt	For	For
1f	Elect Director William J. Marrazzo	Mgmt	For	For
1g	Elect Director Cindy J. Miller	Mgmt	For	For
1h	Elect Director Kelly A. Romano	Mgmt	For	For
1i	Elect Director James B. Stallings, Jr.	Mgmt	For	For
1j	Elect Director John L. Walsh	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

BlackRock Frontiers Investment Trust Plc

Meeting Date: 02/02/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Final Dividend	Mgmt	For	For
4	Re-elect Audley Twiston-Davies as Director	Mgmt	For	For
5	Re-elect Stephen White as Director	Mgmt	For	For
6	Re-elect Sarmad Zok as Director	Mgmt	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

BlackRock Frontiers Investment Trust Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Re-elect Katrina Hart as Director	Mgmt	For	For
8	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For
9	Authorise the Audit and Management Engagement Committee to Fix Remuneration of Auditors	Mgmt	For	For
10	Authorise Issue of Equity	Mgmt	For	For
11	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
13	Adopt New Articles of Association	Mgmt	For	For
14	Approve Cancellation of the Share Premium Account	Mgmt	For	For

Dolby Laboratories, Inc.

Meeting Date: 02/02/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kevin Yeaman	Mgmt	For	For
1.2	Elect Director Peter Gotcher	Mgmt	For	For
1.3	Elect Director Micheline Chau	Mgmt	For	For
1.4	Elect Director David Dolby	Mgmt	For	For
1.5	Elect Director Simon Segars	Mgmt	For	For
1.6	Elect Director Roger Siboni	Mgmt	For	For
1.7	Elect Director Anjali Sud	Mgmt	For	For
1.8	Elect Director Avadis Tevanian, Jr.	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For

Emerson Electric Co.

Meeting Date: 02/02/2021

Country: USA

Meeting Type: Annual

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Emerson Electric Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Mark A. Blinn	Mgmt	For	For
1.2	Elect Director Arthur F. Golden	Mgmt	For	For
1.3	Elect Director Candace Kendle	Mgmt	For	For
1.4	Elect Director James S. Turley	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

Rockwell Automation, Inc.

Meeting Date: 02/02/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
A1	Elect Director William P. Gipson	Mgmt	For	For
A2	Elect Director J. Phillip Holloman	Mgmt	For	For
A3	Elect Director Steven R. Kalmanson	Mgmt	For	For
A4	Elect Director Lawrence D. Kingsley	Mgmt	For	For
A5	Elect Director Lisa A. Payne	Mgmt	For	For
B	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
C	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For

Accenture plc

Meeting Date: 02/03/2021

Country: Ireland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jaime Ardila	Mgmt	For	For

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Accenture plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1b	Elect Director Herbert Hainer	Mgmt	For	For
1c	Elect Director Nancy McKinstry	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
1d	Elect Director Beth E. Mooney	Mgmt	For	For
1e	Elect Director Gilles C. Pelisson	Mgmt	For	For
1f	Elect Director Paula A. Price	Mgmt	For	For
1g	Elect Director Venkata (Murthy) Renduchintala	Mgmt	For	For
1h	Elect Director David Rowland	Mgmt	For	For
1i	Elect Director Arun Sarin	Mgmt	For	For
1j	Elect Director Julie Sweet	Mgmt	For	For
1k	Elect Director Frank K. Tang	Mgmt	For	For
1l	Elect Director Tracey T. Travis	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
4	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For
5	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	Mgmt	For	For
6	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For

Siemens AG

Meeting Date: 02/03/2021

Country: Germany

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Management Proposals	Mgmt		
1	Receive Financial Statements and Statutory Reports for Fiscal 2019/20 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 3.50 per Share	Mgmt	For	For

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Date range covered: 01/01/2021 to 03/31/2021

Siemens AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.1	Approve Discharge of Management Board Member Joe Kaeser for Fiscal 2019/20	Mgmt	For	For
3.2	Approve Discharge of Management Board Member Roland Busch for Fiscal 2019/20	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Lisa Davis (until Feb. 29, 2020) for Fiscal 2019/20	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Klaus Helmrich for Fiscal 2019/20	Mgmt	For	For
3.5	Approve Discharge of Management Board Member Janina Kugel (until Jan. 31, 2020) for Fiscal 2019/20	Mgmt	For	For
3.6	Approve Discharge of Management Board Member Cedrik Neike for Fiscal 2019/20	Mgmt	For	For
3.7	Approve Discharge of Management Board Member Michael Sen (until March 31, 2020) for Fiscal 2019/20	Mgmt	For	For
3.8	Approve Discharge of Management Board Member Ralf Thomas for Fiscal 2019/20	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal 2019/20	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal 2019/20	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Werner Wenning for Fiscal 2019/20	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal 2019/20	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal 2019/20	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal 2019/20	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal 2019/20	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Robert Kensbock (until Sep. 25, 2020) for Fiscal 2019/20	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Harald Kern for Fiscal 2019/20	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal 2019/20	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Nicola Leibinger-Kammueler for Fiscal 2019/20	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal 2019/20	Mgmt	For	For

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Siemens AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.13	Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal 2019/20	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal 2019/20	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Nemat Shafik for Fiscal 2019/20	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal 2019/20	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Michael Sigmund for Fiscal 2019/20	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal 2019/20	Mgmt	For	For
4.19	Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal 2019/20	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member Gunnar Zukunft for Fiscal 2019/20	Mgmt	For	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal 2020/21	Mgmt	For	For
6.1	Elect Grazia Vittadini to the Supervisory Board	Mgmt	For	For
6.2	Elect Kasper Rorsted to the Supervisory Board	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Vote against for serving on over an excessive number of public company boards which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
6.3	Reelect Jim Snabe to the Supervisory Board	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Vote against for serving on over an excessive number of public company boards which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
7	Approve Remuneration of Supervisory Board	Mgmt	For	For
8	Approve Creation of EUR 90 Million Pool of Capital for Employee Stock Purchase Plan	Mgmt	For	For
9	Amend Affiliation Agreement with Siemens Bank GmbH	Mgmt	For	For
	Shareholder Proposal Submitted by Verein von Belegschaftsaktionären in der Siemens AG, e.V., Munich	Mgmt		
10	Amend Articles Re: Allow Shareholder Questions during the Virtual Meeting	SH	Against	Against

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Compass Group Plc

Meeting Date: 02/04/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Policy	Mgmt	For	For
3	Approve Remuneration Report	Mgmt	For	For
4	Elect Ian Meakins as Director	Mgmt	For	For
5	Re-elect Dominic Blakemore as Director	Mgmt	For	For
6	Re-elect Gary Green as Director	Mgmt	For	For
7	Re-elect Karen Witts as Director	Mgmt	For	For
8	Re-elect Carol Arrowsmith as Director	Mgmt	For	For
9	Re-elect John Bason as Director	Mgmt	For	For
10	Re-elect Stefan Bomhard as Director	Mgmt	For	For
11	Re-elect John Bryant as Director	Mgmt	For	For
12	Re-elect Anne-Francoise Nesmes as Director	Mgmt	For	For
13	Re-elect Nelson Silva as Director	Mgmt	For	For
14	Re-elect Ireena Vittal as Director	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
15	Reappoint KPMG LLP as Auditors	Mgmt	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
17	Authorise EU Political Donations and Expenditure	Mgmt	For	For
18	Authorise Issue of Equity	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
22	Adopt New Articles of Association	Mgmt	For	For
23	Authorise the Company to Call General Meeting with 14 Working Days' Notice	Mgmt	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

ThyssenKrupp AG

Meeting Date: 02/05/2021

Country: Germany

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2019/20(Non-Voting)	Mgmt		
2	Approve Discharge of Management Board for Fiscal Year 2019/20	Mgmt	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2019/20	Mgmt	For	For
4	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2020/21	Mgmt	For	For
5	Amend Articles Re: Supervisory Board Term of Office	Mgmt	For	For
6	Elect Verena Volpert to the Supervisory Board	Mgmt	For	For
7	Approve Remuneration Policy for the Management Board	Mgmt	For	For
8	Approve Remuneration of Supervisory Board	Mgmt	For	For

CRH Plc

Meeting Date: 02/09/2021

Country: Ireland

Meeting Type: Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Migration of the Migrating Shares to Euroclear Bank's Central Securities Depository	Mgmt	For	For
2	Adopt New Articles of Association	Mgmt	For	For
3	Authorise Company to Take All Actions to Implement the Migration	Mgmt	For	For
4	Adopt New Articles of Association Re: Article 51(d)	Mgmt	For	For
5	Approve Capital Reorganisation	Mgmt	For	For
6	Amend Articles of Association	Mgmt	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

PTC Inc.

Meeting Date: 02/10/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Janice Chaffin	Mgmt	For	For
1.2	Elect Director Phillip Fernandez	Mgmt	For	For
1.3	Elect Director James Heppelmann	Mgmt	For	For
1.4	Elect Director Klaus Hoehn	Mgmt	For	For
1.5	Elect Director Paul Lacy	Mgmt	For	For
1.6	Elect Director Corinna Lathan	Mgmt	For	For
1.7	Elect Director Blake Moret	Mgmt	For	For
1.8	Elect Director Robert Schechter	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For

Siemens Energy AG

Meeting Date: 02/10/2021

Country: Germany

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal 2019/20 (Non-Voting)	Mgmt		
2	Approve Discharge of Management Board for Fiscal 2019/20	Mgmt	For	For
3	Approve Discharge of Supervisory Board for Fiscal 2019/20	Mgmt	For	For
4	Ratify Ernst & Young GmbH as Auditors for Fiscal 2020/21	Mgmt	For	For
5.1	Elect Christine Bortenlaenger to the Supervisory Board	Mgmt	For	For
5.2	Elect Sigmar Gabriel to the Supervisory Board	Mgmt	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Siemens Energy AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.3	Elect Joe Kaeser to the Supervisory Board	Mgmt	For	For
	<i>Blended Rationale:</i> .			
5.4	Elect Hubert Lienhard to the Supervisory Board	Mgmt	For	For
5.5	Elect Hildegard Mueller to the Supervisory Board	Mgmt	For	For
5.6	Elect Laurence Mulliez to the Supervisory Board	Mgmt	For	For
	<i>Blended Rationale:</i> .			
5.7	Elect Matthias Rebellius to the Supervisory Board	Mgmt	For	For
5.8	Elect Ralf Thomas to the Supervisory Board	Mgmt	For	For
	<i>Blended Rationale:</i> .			
5.9	Elect Geisha Williams to the Supervisory Board	Mgmt	For	For
5.10	Elect Randy Zwirn to the Supervisory Board	Mgmt	For	For
6	Approve Remuneration Policy for the Management Board	Mgmt	For	For
7	Approve Remuneration of Supervisory Board	Mgmt	For	For

Tesco Plc

Meeting Date: 02/11/2021

Country: United Kingdom

Meeting Type: Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Special Dividend	Mgmt	For	For
2	Approve Share Consolidation	Mgmt	For	For
3	Authorise Issue of Equity	Mgmt	For	For
4	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
5	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
6	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Kingspan Group Plc

Meeting Date: 02/12/2021

Country: Ireland

Meeting Type: Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Migration of the Migrating Shares to Euroclear Bank's Central Securities Depository	Mgmt	For	For
2	Adopt New Articles of Association	Mgmt	For	For
3	Authorise Company to Take All Actions to Implement the Migration	Mgmt	For	For

Evoqua Water Technologies Corp.

Meeting Date: 02/16/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Gary A. Cappeline	Mgmt	For	For
	<i>Blended Rationale:</i> .			
1.2	Elect Director Lisa Glatch	Mgmt	For	For
1.3	Elect Director Brian R. Hoesterey	Mgmt	For	For
1.4	Elect Director Vinay Kumar	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

BlackRock Global Funds - Emerging Markets Equity Income Fund

Meeting Date: 02/19/2021

Country: Luxembourg

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive and Approve Financial Statements and Statutory Reports	Mgmt	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

BlackRock Global Funds - Emerging Markets Equity Income Fund

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Approve Dividends	Mgmt	For	For
3	Approve Discharge of Directors	Mgmt	For	For
4	Elect Denise Voss as Director	Mgmt	For	For
5	Elect Ursula Marchioni as Director	Mgmt	For	For
6	Re-elect Paul Freeman as Director	Mgmt	For	For
7	Re-elect Barry O'Dwyer as Director	Mgmt	For	For
8	Re-elect Geoffrey Radcliffe as Director	Mgmt	For	For
9	Re-elect Michael Gruener as Director	Mgmt	For	For
10	Approve Remuneration of Directors	Mgmt	For	For
11	Renew Appointment of Ernst & Young as Auditor	Mgmt	For	For
12	Acknowledge Resignation of Robert Hayes as Director	Mgmt		
13	Acknowledge Resignation of Francine Keiser as Director	Mgmt		

EDP Renovaveis SA

Meeting Date: 02/22/2021

Country: Spain

Meeting Type: Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.A	Ratify Appointment of and Elect Miguel Stilwell de Andrade as Director	Mgmt	For	For
1.B	Ratify Appointment of and Elect Ana Paula Garrido Pina Marques as Director	Mgmt	For	For
1.C	Ratify Appointment of and Elect Joan Avalyn Dempsey as Director	Mgmt	For	For
2.A	Dismiss Antonio Luis Guerra Nunes Mexia as Director	Mgmt	For	For
2.B	Dismiss Joao Manuel Manso Neto as Director	Mgmt	For	For
3	Fix Number of Directors at 12	Mgmt	For	For
4	Amend Articles Re: General Meetings	Mgmt	For	For
5	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Apple Inc.

Meeting Date: 02/23/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director James Bell	Mgmt	For	For
1b	Elect Director Tim Cook	Mgmt	For	For
1c	Elect Director Al Gore	Mgmt	For	For
1d	Elect Director Andrea Jung	Mgmt	For	For
1e	Elect Director Art Levinson	Mgmt	For	For
1f	Elect Director Monica Lozano	Mgmt	For	For
1g	Elect Director Ron Sugar	Mgmt	For	For
1h	Elect Director Sue Wagner	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Proxy Access Amendments	SH	Against	Against
<i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>				
5	Improve Principles of Executive Compensation Program	SH	Against	Against
<i>Blended Rationale: [SF-S0500-102] Executive compensation matters should be left to the board's compensation committee, which can be held accountable for its decisions through the election of directors.</i>				

BlackRock Frontiers Investment Trust Plc

Meeting Date: 02/23/2021

Country: United Kingdom

Meeting Type: Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Authorise Market Purchase of Ordinary Shares Pursuant to the Tender Offer	Mgmt	For	For
2	Approve Waiver on Tender-Bid Requirement	Mgmt	For	Abstain
<i>Blended Rationale: .</i>				

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

AECOM

Meeting Date: 02/24/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Bradley W. Buss	Mgmt	For	For
1.2	Elect Director Robert G. Card	Mgmt	For	For
1.3	Elect Director Diane C. Creel	Mgmt	For	For
1.4	Elect Director Jacqueline C. Hinman	Mgmt	For	For
1.5	Elect Director Lydia H. Kennard	Mgmt	For	For
1.6	Elect Director W. Troy Rudd	Mgmt	For	For
1.7	Elect Director Clarence T. Schmitz	Mgmt	For	For
1.8	Elect Director Douglas W. Stotlar	Mgmt	For	For
1.9	Elect Director Daniel R. Tishman	Mgmt	For	For
1.10	Elect Director Sander van't Noordende	Mgmt	For	For
1.11	Elect Director Janet C. Wolfenbarger	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Report on Lobbying Payments and Policy	SH	Against	For

Blended Rationale: [SF-S0808-001] Shareholders would benefit from greater disclosure related to political activities and/ or lobbying

Deere & Company

Meeting Date: 02/24/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Tamra A. Erwin	Mgmt	For	For
1b	Elect Director Alan C. Heuberger	Mgmt	For	For
1c	Elect Director Charles O. Holliday, Jr.	Mgmt	For	For
1d	Elect Director Dipak C. Jain	Mgmt	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Deere & Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1e	Elect Director Michael O. Johanns	Mgmt	For	For
1f	Elect Director Clayton M. Jones	Mgmt	For	For
1g	Elect Director John C. May	Mgmt	For	For
1h	Elect Director Gregory R. Page	Mgmt	For	For
1i	Elect Director Sherry M. Smith	Mgmt	For	For
1j	Elect Director Dmitri L. Stockton	Mgmt	For	For
1k	Elect Director Sheila G. Talton	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For

Tetra Tech, Inc.

Meeting Date: 02/24/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1A	Elect Director Dan L. Batrack	Mgmt	For	For
1B	Elect Director Gary R. Birkenbeuel	Mgmt	For	For
1C	Elect Director Patrick C. Haden	Mgmt	For	For
1D	Elect Director J. Christopher Lewis	Mgmt	For	For
1E	Elect Director Joanne M. Maguire	Mgmt	For	For
1F	Elect Director Kimberly E. Ritrievi	Mgmt	For	For
1G	Elect Director J. Kenneth Thompson	Mgmt	For	For
1H	Elect Director Kirsten M. Volpi	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Infineon Technologies AG

Meeting Date: 02/25/2021

Country: Germany

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal 2020 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.22 per Share	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Reinhard Ploss for Fiscal 2020	Mgmt	For	For
3.2	Approve Discharge of Management Board Member Helmut Gassel for Fiscal 2020	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Jochen Hanebeck for Fiscal 2020	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Sven Schneider for Fiscal 2020	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Wolfgang Eder for Fiscal 2020	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Peter Bauer (until Feb. 20, 2020) for Fiscal 2020	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Xiaoqun Clever (from Feb. 20, 2020) for Fiscal 2020	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Johann Dechant for Fiscal 2020	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Herbert Diess (until Feb. 20, 2020) for Fiscal 2020	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Friedrich Eichiner (from Feb. 20, 2020) for Fiscal 2020	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Annette Engelfried for Fiscal 2020	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Peter Gruber for Fiscal 2020	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Gerhard Hobbach (until Feb. 20, 2020) for Fiscal 2020	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Hans-Ulrich Holdenried for Fiscal 2020	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Renate Koecher (until Feb. 20, 2020) for Fiscal 2020	Mgmt	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Infineon Technologies AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.12	Approve Discharge of Supervisory Board Member Susanne Lachenmann for Fiscal 2020	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Geraldine Picaud for Fiscal 2020	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Manfred Puffer for Fiscal 2020	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Melanie Riedl (from Feb. 20, 2020) for Fiscal 2020	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Kerstin Schulzendorf for Fiscal 2020	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Juergen Scholz for Fiscal 2020	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Ulrich Spiesshofer (from Feb. 20, 2020) for Fiscal 2020	Mgmt	For	For
4.19	Approve Discharge of Supervisory Board Member Margret Suckale (from Feb. 20, 2020) for Fiscal 2020	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member Eckart Suenner (until Feb. 20, 2020) for Fiscal 2020	Mgmt	For	For
4.21	Approve Discharge of Supervisory Board Member Diana Vitale for Fiscal 2020	Mgmt	For	For
5	Ratify KPMG AG as Auditors for Fiscal 2021	Mgmt	For	For
6	Approve Remuneration Policy	Mgmt	For	For
7	Approve Remuneration of Supervisory Board	Mgmt	For	For
8	Approve Creation of EUR 30 Million Pool of Capital for Employee Stock Purchase Plan	Mgmt	For	For
9	Amend Articles Re: Information for Registration in the Share Register	Mgmt	For	For
10	Amend Articles Re: Supervisory Board's Rules of Procedure	Mgmt	For	For

Aristocrat Leisure Limited

Meeting Date: 02/26/2021

Country: Australia

Meeting Type: Annual

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Aristocrat Leisure Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect Neil Chatfield as Director	Mgmt	For	For
2	Approve Grant of Performance Share Rights to Trevor Croker	Mgmt	For	For
3	Approve Remuneration Report	Mgmt	For	For
4	Approve Non-Executive Director Rights Plan	Mgmt	None	For

Mitsubishi UFJ Lease & Finance Co., Ltd.

Meeting Date: 02/26/2021

Country: Japan

Meeting Type: Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Merger Agreement with Hitachi Capital Corp.	Mgmt	For	For
2	Amend Articles To Change Company Name - Adopt Board Structure with Audit Committee - Increase Authorized Capital - Clarify Director Authority on Shareholder Meetings - Amend Provisions on Number of Directors - Indemnify Directors	Mgmt	For	For
3.1	Elect Director Kawabe, Seiji	Mgmt	For	For
3.2	Elect Director Yanai, Takahiro	Mgmt	For	For
3.3	Elect Director Nishiura, Kanji	Mgmt	For	For
3.4	Elect Director Nonoguchi, Tsuyoshi	Mgmt	For	For
3.5	Elect Director Anei, Kazumi	Mgmt	For	For
3.6	Elect Director Inoue, Satoshi	Mgmt	For	For
3.7	Elect Director Sato, Haruhiko	Mgmt	For	For
3.8	Elect Director Nakata, Hiroyasu	Mgmt	For	For
3.9	Elect Director Icho, Mitsumasa	Mgmt	For	For
3.10	Elect Director Sasaki, Yuri	Mgmt	For	For
4.1	Elect Director and Audit Committee Member Kishino, Seiichiro	Mgmt	For	For
4.2	Elect Director and Audit Committee Member Miake, Shuji	Mgmt	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Mitsubishi UFJ Lease & Finance Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.3	Elect Director and Audit Committee Member Minoura, Teruyuki	Mgmt	For	For
4.4	Elect Director and Audit Committee Member Hiraiwa, Koichiro	Mgmt	For	For
4.5	Elect Director and Audit Committee Member Kaneko, Hiroko	Mgmt	For	For
5	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For
6	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For
7	Approve Deep Discount Stock Option Plan	Mgmt	For	For
8	Approve Non-Monetary Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For

Orsted A/S

Meeting Date: 03/01/2021

Country: Denmark

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
4	Approve Discharge of Management and Board	Mgmt	For	For
5	Approve Allocation of Income and Dividends of DKK 11.50 Per Share	Mgmt	For	For
6	Authorize Share Repurchase Program	Mgmt	For	For
<i>Blended Rationale: .</i>				
7.1	Approve Director Indemnification Scheme	Mgmt	For	For
7.2	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For
7.3	Allow Shareholder Meetings to be Held by Electronic Means Only	Mgmt	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Orsted A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.4	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For
8	Other Proposals from Shareholders (None Submitted)	Mgmt		
9.1	Determine Number of Members (8) and Deputy Members of Board	Mgmt	For	For
9.2	Reelect Thomas Thune Andersen (Chair) as Director	Mgmt	For	For
9.3	Reelect Lene Skole (Vice Chair) as Director	Mgmt	For	For
9.4a	Reelect Lynda Armstrong as Director	Mgmt	For	For
9.4b	Reelect Jorgen Kildah as Director	Mgmt	For	For
9.4c	Reelect Peter Korsholm as Director	Mgmt	For	For
9.4d	Reelect Dieter Wemmer as Director	Mgmt	For	For
9.4e	Elect Julia King as New Director	Mgmt	For	For
9.4f	Elect Henrik Poulsen as New Director	Mgmt	For	For
10	Approve Remuneration of Directors; Approve Remuneration for Committee Work	Mgmt	For	For
11	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
12	Other Business	Mgmt		

Kone Oyj

Meeting Date: 03/02/2021

Country: Finland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Call the Meeting to Order	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt	For	For
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For
5	Prepare and Approve List of Shareholders	Mgmt	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt		

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Kone Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 1.7475 per Class A Share and EUR 1.75 per Class B Share; Approve Extra Dividends of EUR 0.4975 per Class A Share and EUR 0.50 per Class B Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Poorly structured remuneration arrangements.[SF-M0550-002] We find the report lacking in sufficient detail to provide shareholders with a clear understanding of the company's approach to paying its executives.</i>				
11	Approve Remuneration of Directors in the Amount of EUR 220,000 for Chairman, EUR 125,000 for Vice Chairman, and EUR 110,000 for Other Directors	Mgmt	For	For
12	Fix Number of Directors at Eight	Mgmt	For	For
13	Reelect Matti Alahuhta, Susan Duinhoven, Antti Herlin, Iiris Herlin, Jussi Herlin, Ravi Kant and Juhani Kaskeala as Directors; Elect Jennifer Xin-Zhe Li as New Director	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-006] As chairman of the board, responsible for the poor composition of the committees. [LN-M0201-001] As remuneration committee member, responsible for poorly structured remuneration arrangements.</i>				
14	Approve Remuneration of Auditors	Mgmt	For	For
15	Elect One Auditor for the Term Ending on the Conclusion of AGM 2020	Mgmt	For	For
16	Ratify Ernst & Young as Auditors	Mgmt	For	For
17	Authorize Share Repurchase Program	Mgmt	For	For
18	Approve Issuance of Shares and Options without Preemptive Rights	Mgmt	For	For
19	Close Meeting	Mgmt		

Fair Isaac Corporation

Meeting Date: 03/03/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Braden R. Kelly	Mgmt	For	For
1b	Elect Director Fabiola R. Arredondo	Mgmt	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Fair Isaac Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1c	Elect Director James D. Kirsner	Mgmt	For	For
1d	Elect Director William J. Lansing	Mgmt	For	For
1e	Elect Director Eva Manolis	Mgmt	For	For
1f	Elect Director Marc F. McMorris	Mgmt	For	For
1g	Elect Director Joanna Rees	Mgmt	For	For
1h	Elect Director David A. Rey	Mgmt	For	For
2	Approve Omnibus Stock Plan	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For

Wartsila Oyj Abp

Meeting Date: 03/04/2021

Country: Finland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Call the Meeting to Order	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt	For	For
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For
5	Prepare and Approve List of Shareholders	Mgmt	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 0.20 Per Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Policy And Other Terms of Employment For Executive Management (Advisory)	Mgmt	For	Against

Blended Rationale: [SF-M0550-002] We find the report lacking in sufficient detail to provide shareholders with a clear understanding of the company's approach to paying its executives.

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Wartsila Oyj Abp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-002] Poor use of remuneration committee discretion.[SF-M0550-002] We find the report lacking in sufficient detail to provide shareholders with a clear understanding of the company's approach to paying its executives.</i>				
12	Approve Remuneration of Directors in the Amount of EUR 140,000 for Chairman, EUR 105,000 for Vice Chairman, and EUR 70,000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	For
13	Fix Number of Directors at Eight	Mgmt	For	For
14	Reelect Maarit Aarni-Sirvio, Karen Bomba, Karin Falk, Johan Forssell, Tom Johnstone (Chair), Risto Murto (Vice Chair) and Mats Rahmstrom as Directors; Elect Tiina Tuomela as New Director	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Vote against for serving on over an excessive number of public company boards which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.[LN-M0201-001] As remuneration committee member, responsible for poorly structured remuneration arrangements.[SF-M0201-038] The Company does not meet our expectations of having adequate sustainability disclosures using SASB-aligned reporting.</i>				
15	Approve Remuneration of Auditors	Mgmt	For	For
16	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
17	Authorize Share Repurchase Program	Mgmt	For	For
18	Approve Issuance of up to 57 Million Shares without Preemptive Rights	Mgmt	For	For
19	Close Meeting	Mgmt		

Stellantis NV

Meeting Date: 03/08/2021

Country: Netherlands

Meeting Type: Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Special Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2	Approve Faurecia Distribution	Mgmt	For	For
3	Close Meeting	Mgmt		

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

The Walt Disney Company

Meeting Date: 03/09/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Susan E. Arnold	Mgmt	For	For
1b	Elect Director Mary T. Barra	Mgmt	For	For
1c	Elect Director Safra A. Catz	Mgmt	For	For
1d	Elect Director Robert A. Chapek	Mgmt	For	For
1e	Elect Director Francis A. deSouza	Mgmt	For	For
1f	Elect Director Michael B.G. Froman	Mgmt	For	For
1g	Elect Director Robert A. Iger	Mgmt	For	For
1h	Elect Director Maria Elena Lagomasino	Mgmt	For	For
1i	Elect Director Mark G. Parker	Mgmt	For	For
1j	Elect Director Derica W. Rice	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Report on Lobbying Payments and Policy	SH	Against	Against
<i>Blended Rationale: 1- [SF-S0000-008] Company already largely doing what the request is asking.</i>				
5	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	SH	Against	Against
<i>Blended Rationale: 1- [SF-S4578-111] Upon Engagement Decided to Support Management.</i>				

Analog Devices, Inc.

Meeting Date: 03/10/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Ray Stata	Mgmt	For	For
1b	Elect Director Vincent Roche	Mgmt	For	For
1c	Elect Director James A. Champy	Mgmt	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Analog Devices, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1d	Elect Director Anantha P. Chandrakasan	Mgmt	For	For
1e	Elect Director Bruce R. Evans	Mgmt	For	For
1f	Elect Director Edward H. Frank	Mgmt	For	For
1g	Elect Director Laurie H. Glimcher	Mgmt	For	For
1h	Elect Director Karen M. Golz	Mgmt	For	For
1i	Elect Director Mark M. Little	Mgmt	For	For
1j	Elect Director Kenton J. Sicchitano	Mgmt	For	For
1k	Elect Director Susie Wee	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

Johnson Controls International plc

Meeting Date: 03/10/2021

Country: Ireland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jean Blackwell	Mgmt	For	For
1b	Elect Director Pierre Cohade	Mgmt	For	For
1c	Elect Director Michael E. Daniels	Mgmt	For	For
1d	Elect Director Juan Pablo del Valle Perochena	Mgmt	For	For
<i>Blended Rationale: .</i>				
1e	Elect Director W. Roy Dunbar	Mgmt	For	For
1f	Elect Director Gretchen R. Haggerty	Mgmt	For	For
1g	Elect Director Simone Menne	Mgmt	For	For
1h	Elect Director George R. Oliver	Mgmt	For	For
1i	Elect Director Jurgen Tinggren	Mgmt	For	For
1j	Elect Director Mark Vergnano	Mgmt	For	For
1k	Elect Director R. David Yost	Mgmt	For	For
1l	Elect Director John D. Young	Mgmt	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Johnson Controls International plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2a	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
2b	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	For
3	Authorize Market Purchases of Company Shares	Mgmt	For	For
4	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
6	Approve Omnibus Stock Plan	Mgmt	For	For
7	Approve the Directors' Authority to Allot Shares	Mgmt	For	For
8	Approve the Disapplication of Statutory Pre-Emption Rights	Mgmt	For	For

QUALCOMM Incorporated

Meeting Date: 03/10/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Sylvia Acevedo	Mgmt	For	For
1b	Elect Director Mark Fields	Mgmt	For	For
1c	Elect Director Jeffrey W. Henderson	Mgmt	For	For
1d	Elect Director Gregory N. Johnson	Mgmt	For	For
1e	Elect Director Ann M. Livermore	Mgmt	For	For
1f	Elect Director Harish Manwani	Mgmt	For	For
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
1g	Elect Director Mark D. McLaughlin	Mgmt	For	For
1h	Elect Director Jamie S. Miller	Mgmt	For	For
1i	Elect Director Steve Mollenkopf	Mgmt	For	For
1j	Elect Director Clark T. "Sandy" Randt, Jr.	Mgmt	For	For
1k	Elect Director Irene B. Rosenfeld	Mgmt	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

QUALCOMM Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1l	Elect Director Kornelis "Neil" Smit	Mgmt	For	For
1m	Elect Director Jean-Pascal Tricoire	Mgmt	For	For
1n	Elect Director Anthony J. Vinciguerra	Mgmt	For	For
<i>Blended Rationale:</i> .				
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

Applied Materials, Inc.

Meeting Date: 03/11/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Rani Borkar	Mgmt	For	For
1b	Elect Director Judy Bruner	Mgmt	For	For
1c	Elect Director Xun (Eric) Chen	Mgmt	For	For
1d	Elect Director Aart J. de Geus	Mgmt	For	For
1e	Elect Director Gary E. Dickerson	Mgmt	For	For
1f	Elect Director Thomas J. Iannotti	Mgmt	For	For
1g	Elect Director Alexander A. Karsner	Mgmt	For	For
1h	Elect Director Adrianna C. Ma	Mgmt	For	For
1i	Elect Director Yvonne McGill	Mgmt	For	For
1j	Elect Director Scott A. McGregor	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For
6	Require Independent Board Chairman	SH	Against	Against

Blended Rationale: [SF-S0107-101] Company has a designated lead director who fulfills the requirements appropriate to such role.

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Applied Materials, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Improve Executive Compensation Program and Policy	SH	Against	Against
<i>Blended Rationale: [SF-S0500-102] Executive compensation matters should be left to the board's compensation committee, which can be held accountable for its decisions through the election of directors.</i>				

F5 Networks, Inc.

Meeting Date: 03/11/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Sandra E. Bergeron	Mgmt	For	For
1b	Elect Director Elizabeth L. Buse	Mgmt	For	For
1c	Elect Director Michel Combes	Mgmt	For	For
<i>Blended Rationale: .</i>				
1d	Elect Director Michael L. Dreyer	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-038] The Company does not meet our expectations of having adequate sustainability disclosures using SASB-aligned reporting.</i>				
1e	Elect Director Alan J. Higginson	Mgmt	For	For
1f	Elect Director Peter S. Klein	Mgmt	For	For
1g	Elect Director Francois Locoh-Donou	Mgmt	For	For
1h	Elect Director Nikhil Mehta	Mgmt	For	For
1i	Elect Director Marie E. Myers	Mgmt	For	For
<i>Blended Rationale: .</i>				
1j	Elect Director Sripada Shivananda	Mgmt	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

Hologic Inc.

Meeting Date: 03/11/2021

Country: USA

Meeting Type: Annual

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Hologic Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Stephen P. MacMillan	Mgmt	For	For
1b	Elect Director Sally W. Crawford	Mgmt	For	For
1c	Elect Director Charles J. Dockendorff	Mgmt	For	For
1d	Elect Director Scott T. Garrett	Mgmt	For	For
1e	Elect Director Ludwig N. Hantson	Mgmt	For	For
1f	Elect Director Namal Nawana	Mgmt	For	For
1g	Elect Director Christiana Stamoulis	Mgmt	For	For
1h	Elect Director Amy M. Wendell	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

IHS Markit Ltd.

Meeting Date: 03/11/2021

Country: Bermuda

Meeting Type: Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	For
	<i>Blended Rationale: 1- [SF-M0400-001] IHS Markit has entered into a merger agreement with S&P Global. INFO shareholders will receive 0.2838 SPGI shares per INFO share, which was valued at \$96.94 per share and approximately \$40.9 billion in aggregate at announcement. If the transaction is completed, INFO shareholders will own 32.25% of the combined enterprise.</i>			
2	Advisory Vote on Golden Parachutes	Mgmt	For	Against
	<i>Blended Rationale: 1- [SF-M0400-003] We believe that proposal is not in the best interest of shareholders</i>			

Mitchells & Butlers Plc

Meeting Date: 03/11/2021

Country: United Kingdom

Meeting Type: Special

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Mitchells & Butlers Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Authorise Issue of Equity in Connection with the Open Offer	Mgmt	For	Against
<i>Blended Rationale: [SF-M0300-005] The authorization allows capital issuance at an excessive discount.</i>				
2	Authorise Issue of Shares Pursuant to the Open Offer at a Discount to Middle Market Price	Mgmt	For	Against
<i>Blended Rationale: [SF-M0300-005] The authorization allows capital issuance at an excessive discount.</i>				
3	Authorise Implementation of Open Offer	Mgmt	For	Against
<i>Blended Rationale: [SF-M0300-005] The authorization allows capital issuance at an excessive discount.</i>				

Novozymes A/S

Meeting Date: 03/11/2021

Country: Denmark

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of DKK 5.25 Per Share	Mgmt	For	For
4	Approve Remuneration Report	Mgmt	For	For
5	Approve Remuneration of Directors in the Amount of DKK 1.53 Million for Chairman, DKK1.02 Million for Vice Chairman and DKK 510,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
6	Reelect Jorgen Buhl Rasmussen (Chair) as Director	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0201-031] Vote against director for insufficient progress with respect to TCFD or SASB-aligned reporting [LN-M0201-006] As chairman of the board, responsible for the poor composition of the committees.</i>				
7	Reelect Cornelis de Jong (Vice Chair) as Director	Mgmt	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Novozymes A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8a	Reelect Heine Dalsgaard as Director	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0201-019] Vote against for serving on over an excessive number of public company boards which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
8b	Elect Sharon James as Director	Mgmt	For	For
8c	Reelect Kasim Kutay as Director	Mgmt	For	For
8d	Reelect Kim Stratton as Director	Mgmt	For	For
8e	Reelect Mathias Uhlen as Director	Mgmt	For	For
9	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
10a	Approve Creation of DKK 56.4 Million Pool of Capital in B Shares without Preemptive Rights; DKK 56.4 Million Pool of Capital with Preemptive Rights; and Pool of Capital in Warrants without Preemptive Rights	Mgmt	For	For
10b	Approve DKK 6 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For
10c	Authorize Share Repurchase Program	Mgmt	For	For
10d	Allow Shareholder Meetings to be Held by Electronic Means Only	Mgmt	For	For
10e	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For
10f	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For
11	Other Business	Mgmt		

S&P Global Inc.

Meeting Date: 03/11/2021

Country: USA

Meeting Type: Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Issue Shares in Connection with Merger	Mgmt	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

PT Bank Mandiri (Persero) Tbk

Meeting Date: 03/15/2021

Country: Indonesia

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements, Statutory Reports, Annual Report, Report of the Partnership and Community Development Program (PCDP), and Discharge of Directors and Commissioners	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3	Approve Remuneration and Tantiem of Directors and Commissioners	Mgmt	For	Against
<i>Blended Rationale: [SD-M0219-999] AGAINST Management, not in shareholders' best interest</i>				
4	Appoint Auditors of the Company and the Partnership and Community Development Program (PCDP)	Mgmt	For	Against
<i>Blended Rationale: [HK-M0100-002] Without explanation, non-audit fees exceed audit fees which may impair the independence of the external audit process.</i>				
5	Accept Report on the Use of Proceeds	Mgmt	For	For
6	Amend Articles of Association in Relation to Shareholder Meeting	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
7	Approve Affirmation on the Implementation of the Regulations of the Minister of State-Owned Enterprises of the Republic of Indonesia Number PER-08/MBU/12/2019	Mgmt	For	For
8	Approve Affirmation on the Implementation of the Regulations of the Minister of State-Owned Enterprises of the Republic of Indonesia Number PER-11/MBU/11/2020	Mgmt	For	For
9	Approve Changes in Board of Company	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				

Agilent Technologies, Inc.

Meeting Date: 03/17/2021

Country: USA

Meeting Type: Annual

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Agilent Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Mala Anand	Mgmt	For	For
1.2	Elect Director Koh Boon Hwee	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-038] The Company does not meet our expectations of having adequate sustainability disclosures using SASB-aligned reporting</i>				
1.3	Elect Director Michael R. McMullen	Mgmt	For	For
1.4	Elect Director Daniel K. Podolsky	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For

Eregli Demir ve Celik Fabrikalari TAS

Meeting Date: 03/17/2021

Country: Turkey

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Open Meeting and Elect Presiding Council of Meeting	Mgmt	For	For
2	Authorize Presiding Council to Sign Minutes of Meeting	Mgmt	For	For
3	Accept Board Report	Mgmt	For	For
4	Accept Audit Report	Mgmt	For	For
5	Accept Financial Statements	Mgmt	For	For
6	Ratify Director Appointment	Mgmt	For	For
7	Approve Discharge of Board	Mgmt	For	For
8	Approve Allocation of Income	Mgmt	For	For
9	Elect Directors	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-029] Vote against director for insufficient progress with respect to climate-related reporting.</i>				
10	Approve Director Remuneration	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Eregli Demir ve Celik Fabrikalari TAS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose	Mgmt	For	For
12	Ratify External Auditors	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
13	Receive Information on Guarantees, Pledges and Mortgages Provided to Third Parties	Mgmt		
14	Approve Upper Limit of Donations for 2021 and Receive Information on Donations Made in 2020	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
15	Close Meeting	Mgmt		

Siemens Gamesa Renewable Energy SA

Meeting Date: 03/17/2021

Country: Spain

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For
2	Approve Consolidated and Standalone Management Reports	Mgmt	For	For
3	Approve Non-Financial Information Statement	Mgmt	For	For
4	Approve Discharge of Board	Mgmt	For	For
5	Approve Treatment of Net Loss	Mgmt	For	For
6	Ratify Appointment of and Elect Tim Dawidowsky as Director	Mgmt	For	For
7	Reelect Mariel von Schumann as Director	Mgmt	For	For
8	Reelect Klaus Rosenfeld as Director	Mgmt	For	For
<i>Blended Rationale: .</i>				
9	Renew Appointment of Ernst & Young as Auditor	Mgmt	For	For
10	Approve Remuneration Policy	Mgmt	For	For
11	Approve Restricted Stock Plan	Mgmt	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Siemens Gamesa Renewable Energy SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For
13	Advisory Vote on Remuneration Report	Mgmt	For	For

Keysight Technologies, Inc.

Meeting Date: 03/18/2021 **Country:** USA
Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Ronald S. Nersesian	Mgmt	For	For
1.2	Elect Director Charles J. Dockendorff	Mgmt	For	For
1.3	Elect Director Robert A. Rango	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year

Institutional Cash Series plc - BlackRock ICS Euro Liquidity Fund

Meeting Date: 03/19/2021 **Country:** Ireland
Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Ratify EY as Auditors	Mgmt	For	For
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Institutional Cash Series plc - BlackRock ICS Sterling Liq Environmentally Aware

Meeting Date: 03/19/2021

Country: Ireland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Ratify EY as Auditors	Mgmt	For	For
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For

Institutional Cash Series plc - BlackRock ICS Sterling Liquidity Fund

Meeting Date: 03/19/2021

Country: Ireland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Ratify EY as Auditors	Mgmt	For	For
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For

Institutional Cash Series plc - BlackRock ICS Sterling Ultra Short Bond Fund

Meeting Date: 03/19/2021

Country: Ireland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Ratify EY as Auditors	Mgmt	For	For
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Institutional Cash Series plc - BlackRock ICS US Dollar Liquidity Fund

Meeting Date: 03/19/2021

Country: Ireland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Ratify EY as Auditors	Mgmt	For	For
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For

Institutional Cash Series plc - BlackRock ICS USDollar Liq Environmentally Aware

Meeting Date: 03/19/2021

Country: Ireland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Ratify EY as Auditors	Mgmt	For	For
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For

Chugai Pharmaceutical Co., Ltd.

Meeting Date: 03/23/2021

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 30	Mgmt	For	For
2.1	Elect Director Oku, Masayuki	Mgmt	For	For
2.2	Elect Director Ichimaru, Yoichiro	Mgmt	For	For
2.3	Elect Director Christoph Franz	Mgmt	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Chugai Pharmaceutical Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.4	Elect Director William N. Anderson	Mgmt	For	For
2.5	Elect Director James H. Sabry	Mgmt	For	For
3	Appoint Statutory Auditor Ohashi, Yoshiaki	Mgmt	For	For

Crest Nicholson Holdings Plc

Meeting Date: 03/23/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Re-elect Iain Ferguson as Director	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
3	Re-elect Peter Truscott as Director	Mgmt	For	For
4	Re-elect Duncan Cooper as Director	Mgmt	For	For
5	Re-elect Tom Nicholson as Director	Mgmt	For	For
6	Re-elect Lucinda Bell as Director	Mgmt	For	For
7	Re-elect Sharon Flood as Director	Mgmt	For	For
8	Re-elect Louise Hardy as Director	Mgmt	For	For
9	Re-elect Octavia Morley as Director	Mgmt	For	For
10	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
11	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For
12	Approve Remuneration Report	Mgmt	For	For
13	Authorise Issue of Equity	Mgmt	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

SGS SA

Meeting Date: 03/23/2021

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For
3	Approve Allocation of Income and Dividends of CHF 80.00 per Share	Mgmt	For	For
4.1a	Reelect Calvin Grieder as Director	Mgmt	For	For
4.1b	Reelect Sami Atiya as Director	Mgmt	For	For
4.1c	Reelect Paul Desmarais as Director	Mgmt	For	For
4.1d	Reelect Ian Gallienne as Director	Mgmt	For	For
4.1e	Reelect Shelby du Pasquier as Director	Mgmt	For	For
4.1f	Reelect Kory Sorenson as Director	Mgmt	For	For
4.1g	Reelect Tobias Hartmann as Director	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>			
4.1h	Elect Janet Vergis as Director	Mgmt	For	For
4.2	Reelect Calvin Grieder as Board Chairman	Mgmt	For	Against
	<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>			
4.3.1	Reappoint Ian Gallienne as Member of the Compensation Committee	Mgmt	For	For
4.3.2	Reappoint Shelby du Pasquier as Member of the Compensation Committee	Mgmt	For	For
4.3.3	Reappoint Kory Sorenson as Member of the Compensation Committee	Mgmt	For	For
4.4	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For
4.5	Designate Jeandin & Defacqz as Independent Proxy	Mgmt	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 2.3 Million	Mgmt	For	For
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 14 Million	Mgmt	For	For
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 3.1 Million	Mgmt	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

SGS SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.4	Approve Long Term Incentive Plan for Executive Committee in the Amount of CHF 26 Million	Mgmt	For	For
6	Approve CHF 70,700 Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
7	Approve Creation of CHF 500,000 Pool of Capital without Preemptive Rights	Mgmt	For	For
8	Transact Other Business (Voting)	Mgmt	For	Abstain

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Valmet Corp.

Meeting Date: 03/23/2021

Country: Finland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Call the Meeting to Order	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt		
4	Acknowledge Proper Convening of Meeting	Mgmt		
5	Prepare and Approve List of Shareholders	Mgmt		
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 0.90 Per Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against

Blended Rationale: [SF-M0550-002] We find the report lacking in sufficient detail to provide shareholders with a clear understanding of the company's approach to paying its executives. [LN-M0550-001] Poorly structured remuneration arrangements.

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Valmet Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11	Approve Remuneration of Directors in the Amount of EUR 118,000 for Chairman, EUR 70,000 for Vice Chairman and EUR 56,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For
12	Fix Number of Directors at Eight	Mgmt	For	For
13	Reelect Aaro Cantell (Vice Chair), Pekka Kemppainen, Monika Maurer, Mikael Makinen (Chair), Eriikka Soderstrom, Tarja Tyni and Rogerio Ziviani as Directors; Elect Per Lindberg as New Director	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Vote against for serving on over an excessive number of public company boards which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.[LN-M0201-001] As remuneration committee member, responsible for poorly structured arrangements</i>				
14	Approve Remuneration of Auditors	Mgmt	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
16	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
17	Approve Issuance of up to 15 Million Shares without Preemptive Rights	Mgmt	For	For
18	Close Meeting	Mgmt		

Andritz AG

Meeting Date: 03/24/2021

Country: Austria

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.00 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2020	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For
5	Approve Remuneration of Supervisory Board Members	Mgmt	For	For
6	Ratify KPMG Austria GmbH as Auditors for Fiscal Year 2021	Mgmt	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Andritz AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.1	Elect Juergen Fechter as Supervisory Board Member	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-026] The proposed length of term exceeds local corporate governance code and standard market practice.</i>				
7.2	Elect Alexander Isola as Supervisory Board Member	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-026] The proposed length of term exceeds local corporate governance code and standard market practice. [LN-M0201-004] Non-independent director on key committee.</i>				
8	Approve Remuneration Report	Mgmt	For	For
9	Approve Remuneration Policy	Mgmt	For	For
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For

Mitchells & Butlers Plc

Meeting Date: 03/24/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Remuneration Policy	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
4	Approve Restricted Share Plan	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
5	Re-elect Keith Browne as Director	Mgmt	For	For
6	Re-elect Dave Coplin as Director	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
7	Re-elect Eddie Irwin as Director	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Mitchells & Butlers Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Re-elect Bob Ivell as Director	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
9	Re-elect Tim Jones as Director	Mgmt	For	For
10	Re-elect Josh Levy as Director	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
11	Re-elect Jane Moriarty as Director	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
12	Re-elect Susan Murray as Director	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
13	Re-elect Ron Robson as Director	Mgmt	For	For
14	Re-elect Colin Rutherford as Director	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
15	Re-elect Phil Urban as Director	Mgmt	For	For
16	Re-elect Imelda Walsh as Director	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
17	Reappoint Deloitte LLP as Auditors	Mgmt	For	For
18	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
19	Authorise EU Political Donations and Expenditure	Mgmt	For	For
20	Adopt Amended Articles of Association	Mgmt	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Nordea Bank Abp

Meeting Date: 03/24/2021

Country: Finland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Call the Meeting to Order	Mgmt		

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Nordea Bank Abp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt		
4	Acknowledge Proper Convening of Meeting	Mgmt		
5	Prepare and Approve List of Shareholders	Mgmt		
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8	Approve Allocation of Income; Authorize Board to Decide on the Distribution of Dividends of up to EUR 0.72 Per Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>				
11	Approve Remuneration of Directors in the Amount of EUR 312,000 for Chairman, EUR 150,800 for Vice Chairman, and EUR 98,800 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
12	Determine Number of Members (10) and Deputy Members (0) of Board	Mgmt	For	For
13	Reelect Torbjorn Magnusson (Chair), Nigel Hinshelwood, Birger Steen, Sarah Russell, Robin Lawther, Kari Jordan, Petra van Hoeken, John Maltby and Jonas Synnergren as Directors; Elect Claudia Dill as New Director	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.[SF-M0201-028] Vote against director for lack of TCFD or SASB-aligned reporting.</i></p>				
14	Approve Remuneration of Auditors	Mgmt	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
16	Approve Issuance of Convertible Instruments without Preemptive Rights	Mgmt	For	For
17	Authorize Share Repurchase Program in the Securities Trading Business	Mgmt	For	For
18	Authorize Reissuance of Repurchased Shares	Mgmt	For	For
19	Authorize Share Repurchase Program and Reissuance of Repurchased Shares of Repurchased Shares	Mgmt	For	For
20	Approve Issuance of up to 30 Million Shares without Preemptive Rights	Mgmt	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Nordea Bank Abp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
21	Close Meeting	Mgmt		

Givaudan SA

Meeting Date: 03/25/2021

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Allocation of Income and Dividends of CHF 64 per Share	Mgmt	For	For
4	Approve Discharge of Board of Directors	Mgmt	For	For
5.1.1	Reelect Victor Balli as Director	Mgmt	For	For
5.1.2	Reelect Werner Bauer as Director	Mgmt	For	For
5.1.3	Reelect Lilian Biner as Director	Mgmt	For	For
5.1.4	Reelect Michael Carlos as Director	Mgmt	For	For
5.1.5	Reelect Ingrid Deltenre as Director	Mgmt	For	For
5.1.6	Reelect Olivier Filliol as Director	Mgmt	For	For
5.1.7	Reelect Sophie Gasperment as Director	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
5.1.8	Reelect Calvin Grieder as Director and Board Chairman	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-028] Vote against director for lack of TCFD or SASB-aligned reporting.</i>				
5.2.1	Reappoint Werner Bauer as Member of the Compensation Committee	Mgmt	For	For
5.2.2	Reappoint Ingrid Deltenre as Member of the Compensation Committee	Mgmt	For	For
5.2.3	Reappoint Victor Balli as Member of the Compensation Committee	Mgmt	For	For
5.3	Designate Manuel Isler as Independent Proxy	Mgmt	For	For
5.4	Ratify Deloitte AG as Auditors	Mgmt	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Givaudan SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.1	Approve Remuneration of Directors in the Amount of CHF 3.3 Million	Mgmt	For	For
6.2.1	Approve Short Term Variable Remuneration of Executive Committee in the Amount of CHF 4.8 Million	Mgmt	For	For
6.2.2	Approve Fixed and Long Term Variable Remuneration of Executive Committee in the Amount of CHF 15.4 Million	Mgmt	For	For
7	Transact Other Business (Voting)	Mgmt	For	Abstain

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

INPEX Corp.

Meeting Date: 03/25/2021

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 4800 for Class Ko Shares and JPY 12 for Ordinary Shares	Mgmt	For	For
2	Amend Articles to Change Company Name	Mgmt	For	For
3.1	Elect Director Kitamura, Toshiaki	Mgmt	For	For
3.2	Elect Director Ueda, Takayuki	Mgmt	For	For
3.3	Elect Director Ito, Seiya	Mgmt	For	For
3.4	Elect Director Ikeda, Takahiko	Mgmt	For	For
3.5	Elect Director Yajima, Shigeharu	Mgmt	For	For
3.6	Elect Director Kittaka, Kimihisa	Mgmt	For	For
3.7	Elect Director Sase, Nobuharu	Mgmt	For	For
3.8	Elect Director Yamada, Daisuke	Mgmt	For	For
3.9	Elect Director Yanai, Jun	Mgmt	For	For
3.10	Elect Director Iio, Norinao	Mgmt	For	For
3.11	Elect Director Nishimura, Atsuko	Mgmt	For	For
3.12	Elect Director Kimura, Yasushi	Mgmt	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

INPEX Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.13	Elect Director Ogino, Kiyoshi	Mgmt	For	For
3.14	Elect Director Nishikawa, Tomo	Mgmt	For	For
4	Approve Annual Bonus	Mgmt	For	For

Novo Nordisk A/S

Meeting Date: 03/25/2021

Country: Denmark

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of DKK 5.85 Per Share	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
5.1	Approve Remuneration of Directors for 2020 in the Aggregate Amount of DKK 17 Million	Mgmt	For	For
5.2	Approve Remuneration of Directors for 2021 in the Amount of DKK 2.2 Million for the Chairman, DKK 1.47 Million for the Vice Chairman, and DKK 736,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
6.1	Reelect Helge Lund as Director and Board Chairman	Mgmt	For	Abstain
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>				
6.2	Reelect Jeppe Christiansen as Director and Vice Chairman	Mgmt	For	For
6.3a	Reelect Laurence Debroux as Director	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
6.3b	Reelect Andreas Fibig as Director	Mgmt	For	For
6.3c	Reelect Sylvie Gregoire as Director	Mgmt	For	For
6.3d	Reelect Kasim Kutay as Director	Mgmt	For	For
6.3e	Reelect Martin Mackay as Director	Mgmt	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.3f	Elect Henrik Poulsen as New Director	Mgmt	For	For
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
7	Ratify Deloitte as Auditors	Mgmt	For	For
8.1	Approve DKK 8 Million Reduction in Share Capital via B Share Cancellation	Mgmt	For	For
8.2	Authorize Share Repurchase Program	Mgmt	For	For
8.3a	Amend Articles Re: Delete Authorization to Increase Share Capital	Mgmt	For	For
8.3b	Approve Creation of DKK 46.2 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 46.2 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 46.2 Million	Mgmt	For	For
8.4a	Approve Indemnification of Members of the Board of Directors	Mgmt	For	For
8.4b	Approve Indemnification of Members of Executive Management	Mgmt	For	For
8.5	Amend Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For
8.6a	Allow Shareholder Meetings to be Held Partially or Fully by Electronic Means	Mgmt	For	For
8.6b	Allow Electronic Distribution of Company Communication	Mgmt	For	For
8.6c	Amend Articles Re: Differentiation of Votes	Mgmt	For	For
	Shareholder Proposals Submitted by Kritiske Aktionaerer	Mgmt		
8.7	Initiate Plan for Changed Ownership	SH	Against	Against
<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>				
	Management Proposals	Mgmt		
9	Other Business	Mgmt		

PT Bank Rakyat Indonesia (Persero) Tbk

Meeting Date: 03/25/2021

Country: Indonesia

Meeting Type: Annual

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

PT Bank Rakyat Indonesia (Persero) Tbk

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements, Statutory Reports, Annual Report, Report of the Partnership and Community Development Program (PCDP), and Discharge of Directors and Commissioners	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3	Approve Remuneration and Tantiem of Directors and Commissioners	Mgmt	For	For
4	Appoint Auditors of the Company and the Partnership and Community Development Program (PCDP)	Mgmt	For	For

Shiseido Co., Ltd.

Meeting Date: 03/25/2021

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 20	Mgmt	For	For
2.1	Elect Director Uotani, Masahiko	Mgmt	For	For
2.2	Elect Director Suzuki, Yukari	Mgmt	For	For
2.3	Elect Director Tadakawa, Norio	Mgmt	For	For
2.4	Elect Director Yokota, Takayuki	Mgmt	For	For
2.5	Elect Director Fujimori, Yoshiaki	Mgmt	For	For
2.6	Elect Director Ishikura, Yoko	Mgmt	For	For
2.7	Elect Director Iwahara, Shinsaku	Mgmt	For	For
2.8	Elect Director Oishi, Kanoko	Mgmt	For	For
3	Appoint Statutory Auditor Ozu, Hiroshi	Mgmt	For	For
4	Approve Performance Share Plan	Mgmt	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

SSP Group Plc

Meeting Date: 03/25/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Remuneration Policy	Mgmt	For	For
4	Approve Restricted Share Plan	Mgmt	For	For
5	Re-elect Mike Clasper as Director	Mgmt	For	For
6	Re-elect Simon Smith as Director	Mgmt	For	For
7	Re-elect Jonathan Davies as Director	Mgmt	For	For
8	Re-elect Carolyn Bradley as Director	Mgmt	For	For
9	Re-elect Ian Dyson as Director	Mgmt	For	For
10	Elect Judy Vezmar as Director	Mgmt	For	For
11	Elect Tim Lodge as Director	Mgmt	For	For
12	Reappoint KPMG LLP as Auditors	Mgmt	For	For
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
14	Authorise EU Political Donations and Expenditure	Mgmt	For	For
15	Authorise Issue of Equity	Mgmt	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

TUI AG

Meeting Date: 03/25/2021

Country: Germany

Meeting Type: Annual

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

TUI AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2019/20 (Non-Voting)	Mgmt		
2.1	Approve Discharge of Management Board Member Friedrich Jousen for Fiscal Year 2019/20	Mgmt	For	For
2.2	Approve Discharge of Management Board Member David Burling for Fiscal Year 2019/20	Mgmt	For	For
2.3	Approve Discharge of Management Board Member Birgit Conix for Fiscal Year 2019/20	Mgmt	For	For
2.4	Approve Discharge of Management Board Member Sebastian Ebel for Fiscal Year 2019/20	Mgmt	For	For
2.5	Approve Discharge of Management Board Member Elke Eller for Fiscal Year 2019/20	Mgmt	For	For
2.6	Approve Discharge of Management Board Member Frank Rosenberger for Fiscal Year 2019/20	Mgmt	For	For
3.1	Approve Discharge of Supervisory Board Member Dieter Zetsche for Fiscal Year 2019/20	Mgmt	For	For
3.2	Approve Discharge of Supervisory Board Member Frank Jakobi for Fiscal Year 2019/20	Mgmt	For	For
3.3	Approve Discharge of Supervisory Board Member Peter Long for Fiscal Year 2019/20	Mgmt	For	For
3.4	Approve Discharge of Supervisory Board Member Ingrid-Helen Arnold for Fiscal Year 2019/20	Mgmt	For	For
3.5	Approve Discharge of Supervisory Board Member Andreas Barczewski for Fiscal Year 2019/20	Mgmt	For	For
3.6	Approve Discharge of Supervisory Board Member Peter Bremme for Fiscal Year 2019/20	Mgmt	For	For
3.7	Approve Discharge of Supervisory Board Member Edgar Ernst for Fiscal Year 2019/20	Mgmt	For	For
3.8	Approve Discharge of Supervisory Board Member Wolfgang Flintermann for Fiscal Year 2019/20	Mgmt	For	For
3.9	Approve Discharge of Supervisory Board Member Maria Corces for Fiscal Year 2019/20	Mgmt	For	For
3.10	Approve Discharge of Supervisory Board Member Angelika Gifford for Fiscal Year 2019/20	Mgmt	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

TUI AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.11	Approve Discharge of Supervisory Board Member Valerie Gooding for Fiscal Year 2019/20	Mgmt	For	For
3.12	Approve Discharge of Supervisory Board Member Stefan Heinemann for Fiscal Year 2019/20	Mgmt	For	For
3.13	Approve Discharge of Supervisory Board Member Dierk Hirschel for Fiscal Year 2019/20	Mgmt	For	For
3.14	Approve Discharge of Supervisory Board Member Janis Kong for Fiscal Year 2019/20	Mgmt	For	For
3.15	Approve Discharge of Supervisory Board Member Vladimir Lukin for Fiscal Year 2019/20	Mgmt	For	For
3.16	Approve Discharge of Supervisory Board Member Coline McConville for Fiscal Year 2019/20	Mgmt	For	For
3.17	Approve Discharge of Supervisory Board Member Alexey Mordashov for Fiscal Year 2019/20	Mgmt	For	For
3.18	Approve Discharge of Supervisory Board Member Michael Poenipp for Fiscal Year 2019/20	Mgmt	For	For
3.19	Approve Discharge of Supervisory Board Member Carola Schwirn for Fiscal Year 2019/20	Mgmt	For	For
3.20	Approve Discharge of Supervisory Board Member Anette Stempel for Fiscal Year 2019/20	Mgmt	For	For
3.21	Approve Discharge of Supervisory Board Member Ortwin Strubelt for Fiscal Year 2019/20	Mgmt	For	For
3.22	Approve Discharge of Supervisory Board Member Joan Riu for Fiscal Year 2019/20	Mgmt	For	For
3.23	Approve Discharge of Supervisory Board Member Stefan Weinhofer for Fiscal Year 2019/20	Mgmt	For	For
4	Ratify Deloitte GmbH as Auditors for Fiscal Year 2020/21	Mgmt	For	For
5	Approve Creation of EUR 110 Million Pool of Capital with Partial Exclusion of Preemptive Rights	Mgmt	For	For
<i>Blended Rationale: [LN-M0300-003] Potential to be excessively dilutive to existing shareholders.</i>				
6	Approve Creation of EUR 417 Million Pool of Capital with Partial Exclusion of Preemptive Rights	Mgmt	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

TUI AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds with Partial Exclusion of Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billion; Approve Creation of EUR 110 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For
8.1	Elect Jutta Doenges to the Supervisory Board	Mgmt	For	For
8.2	Elect Edgar Ernst to the Supervisory Board	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-028] Vote against director for lack of TCFD or SASB-aligned reporting.</i>				
8.3	Elect Janina Kugel to the Supervisory Board	Mgmt	For	For
8.4	Elect Alexey Mordashov to the Supervisory Board	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-006] Nominee has demonstrated a pattern of poor meeting attendance.</i>				
9	Approve Remuneration Policy	Mgmt	For	For
10	Approve Remuneration of Supervisory Board	Mgmt	For	For
11	Approve Remuneration Report	Mgmt	For	For

Kao Corp.

Meeting Date: 03/26/2021

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 70	Mgmt	For	For
2.1	Elect Director Sawada, Michitaka	Mgmt	For	For
2.2	Elect Director Hasebe, Yoshihiro	Mgmt	For	For
2.3	Elect Director Takeuchi, Toshiaki	Mgmt	For	For
2.4	Elect Director Matsuda, Tomoharu	Mgmt	For	For
2.5	Elect Director Kadonaga, Sonosuke	Mgmt	For	For
2.6	Elect Director Shinobe, Osamu	Mgmt	For	For
2.7	Elect Director Mukai, Chiaki	Mgmt	For	For
2.8	Elect Director Hayashi, Nobuhide	Mgmt	For	For
3.1	Appoint Statutory Auditor Kawashima, Sadanao	Mgmt	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Kao Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.2	Appoint Statutory Auditor Amano, Hideki	Mgmt	For	For
4	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For

Kaspi.kz JSC

Meeting Date: 03/26/2021

Country: Kazakhstan

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt		
1	Approve Meeting Agenda	Mgmt	For	For
2	Approve Financial Statements	Mgmt	For	For
3	Approve Allocation of Income and Dividends	Mgmt	For	For
4	Approve Results of Shareholders Appeals on Actions of Company and Its Officials	Mgmt	For	For
	<i>Blended Rationale: FOR Management - upon engagement, decided to support</i>			
5	Fix Board Terms for Directors	Mgmt	For	For
	<i>Blended Rationale: FOR Management - upon engagement, decided to support</i>			
6	I am not a Legal Entity or Having Shareholder Participant, or an Individual which Participates in Legal Entities Incorporated in any Offshore Zones promulgated by the Agency on Financial Supervision of Kazakhstan	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0137-999] AGAINST</i>			

Nippon Paint Holdings Co., Ltd.

Meeting Date: 03/26/2021

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 23	Mgmt	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Nippon Paint Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.1	Elect Director Tanaka, Masaaki	Mgmt	For	For
2.2	Elect Director Hup Jin Goh	Mgmt	For	For
2.3	Elect Director Minami, Manabu	Mgmt	For	For
2.4	Elect Director Hara, Hisashi	Mgmt	For	For
2.5	Elect Director Tsutsui, Takashi	Mgmt	For	For
2.6	Elect Director Morohoshi, Toshio	Mgmt	For	For
2.7	Elect Director Nakamura, Masayoshi	Mgmt	For	For
2.8	Elect Director Mitsuhashi, Masataka	Mgmt	For	For
2.9	Elect Director Koezuka, Miharuru	Mgmt	For	For

The Restaurant Group Plc

Meeting Date: 03/29/2021

Country: United Kingdom

Meeting Type: Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Issuance of Shares to Threadneedle Pursuant to the Capital Raising	Mgmt	For	For
2	Authorise Issue of Equity Pursuant to the Capital Raising	Mgmt	For	For

DBS Group Holdings Ltd.

Meeting Date: 03/30/2021

Country: Singapore

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3	Approve Directors' Remuneration	Mgmt	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

DBS Group Holdings Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
5	Elect Piyush Gupta as Director	Mgmt	For	For
6	Elect Punita Lal as Director	Mgmt	For	For
7	Elect Anthony Lim Weng Kin as Director	Mgmt	For	For
8	Approve Grant of Awards and Issuance of Shares Under the DBSH Share Plan	Mgmt	For	For
9	Approve Grant of Awards and Issuance of Shares Under the California Sub-Plan to the DBSH Share Plan	Mgmt	For	For
10	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For
11	Approve Issuance of Shares Pursuant to the DBSH Scrip Dividend Scheme	Mgmt	For	For
12	Authorize Share Repurchase Program	Mgmt	For	For

Lundin Energy AB

Meeting Date: 03/30/2021

Country: Sweden

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chairman of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For
4	Approve Agenda of Meeting	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Receive President's Report	Mgmt		
8	Receive Financial Statements and Statutory Reports; Receive Board's Report	Mgmt		
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For
10	Approve Allocation of Income and Dividends of USD 1.80 Per Share	Mgmt	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Lundin Energy AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11.a	Approve Discharge of Board Member Peggy Bruzelius	Mgmt	For	For
11.b	Approve Discharge of Board Member C. Ashley Heppenstall	Mgmt	For	For
11.c	Approve Discharge of Board Chairman Ian H. Lundin	Mgmt	For	For
11.d	Approve Discharge of Board Member Lukas H. Lundin	Mgmt	For	For
11.e	Approve Discharge of Board Member Grace Reksten Skaugen	Mgmt	For	For
11.f	Approve Discharge of Board Member Torstein Sanness	Mgmt	For	For
11.g	Approve Discharge of Board Member and CEO Alex Schneider	Mgmt	For	For
11.h	Approve Discharge of Board Member Jakob Thomasen	Mgmt	For	For
11.i	Approve Discharge of Board Member Cecilia Vieweg	Mgmt	For	For
12	Approve Remuneration Report	Mgmt	For	Against
<i>Blended Rationale: [SF-M0550-002] We find the report lacking in sufficient detail to provide shareholders with a clear understanding of the company's approach to paying its executives. [LN-M0550-002] Poor use of remuneration committee discretion.</i>				
13	Receive Nomination Committee's Report	Mgmt		
14	Determine Number of Members (10) and Deputy Members (0) of Board	Mgmt	For	For
15	Approve Remuneration of Directors in the Amount of USD 130,000 for the Chairman and USD 62,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
16.a	Reelect Peggy Bruzelius as Director	Mgmt	For	For
16.b	Reelect C. Ashley Heppenstall as Director	Mgmt	For	For
16.c	Reelect Ian H. Lundin as Director	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-001] As remuneration committee member, responsible for poorly structured remuneration arrangements.</i>				
16.d	Reelect Lukas H. Lundin as Director	Mgmt	For	For
16.e	Reelect Grace Reksten as Director	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-001] As remuneration committee member, responsible for poorly structured remuneration arrangements.</i>				

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Lundin Energy AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
16.f	Reelect Torstein Sanness as Director	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Vote against for serving on over an excessive number of public company boards which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>				
16.g	Reelect Alex Schneider as Director	Mgmt	For	For
16.h	Reelect Jakob Thomasen as Director	Mgmt	For	For
16.i	Reelect Cecilia Vieweg as Director	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-001] As remuneration committee member, responsible for poorly structured remuneration arrangements..</i></p>				
16.j	Elect Adam I. Lundin as New Director	Mgmt	For	For
16.k	Reelect Ian H. Lundin as Board Chairman	Mgmt	For	For
17	Approve Remuneration of Auditors	Mgmt	For	For
18	Ratify Ernst & Young as Auditors	Mgmt	For	For
19	Approve Performance Share Plan LTIP 2021	Mgmt	For	For
20	Approve Equity Plan Financing of LTIP 2021	Mgmt	For	For
21	Approve Extra Remuneration for Alex Schneider	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award. [LN-M0550-001] Poorly structured remuneration arrangements.</i></p>				
22	Approve Issuance of up to 28.5 Million Shares without Preemptive Rights	Mgmt	For	For
23	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
	Shareholder Proposals Submitted	Mgmt		
24.a	Instruct Company to Align its Legal Defence Strategy with its Human Rights Policy	SH	Against	Against
<p><i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i></p>				
24.b	Instruct Company to Disclose All Current and Projected Direct and Indirect Costs Connected with the Legal Defence	SH	Against	For
<p><i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i></p>				
25	Close Meeting	Mgmt		

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Neste Corp.

Meeting Date: 03/30/2021

Country: Finland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Call the Meeting to Order	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt		
4	Acknowledge Proper Convening of Meeting	Mgmt		
5	Prepare and Approve List of Shareholders	Mgmt		
6	Receive Financial Statements and Statutory Reports; Receive Board's Report; Receive Auditor's Report	Mgmt		
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 0.80 Per Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-038] The Company does not meet our expectations of having adequate sustainability disclosures using SASB-aligned reporting</i>				
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
	Shareholder Proposal Submitted by The Finnish State	Mgmt		
11	Approve Remuneration of Directors in the Amount of EUR 67,900 for Chairman, EUR 49,600 for Vice Chairman, and EUR 35,700 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	SH	None	For
<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>				
	Management Proposals	Mgmt		
12	Fix Number of Directors at Nine	Mgmt	For	For
13	Reelect Matti Kahkonen (Chair), Sonat Burman Olsson, Nick Elmslie, Martina Floel, Jean-Baptiste Renard, Jari Rosendal, Johanna Soderstrom and Marco Wiren (Vice Chair) as Directors; Elect John Abbott as New Director	Mgmt	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For
15	Ratify KPMG as Auditors	Mgmt	For	For
16	Authorize Share Repurchase Program	Mgmt	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Neste Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
17	Amend Articles Re: Number of Directors; Auditors; Notice of General Meeting; Remuneration Policy and Report on the Agenda of AGMs	Mgmt	For	For
18	Close Meeting	Mgmt		

Telefonaktiebolaget LM Ericsson

Meeting Date: 03/30/2021

Country: Sweden

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For
2	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For
4	Approve Agenda of Meeting	Mgmt	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt		
7.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
7.2	Approve Remuneration Report	Mgmt	For	For
7.3a	Approve Discharge of Board Chairman Ronnie Leten	Mgmt	For	For
7.3b	Approve Discharge of Board Member Helena Stjernholm	Mgmt	For	For
7.3c	Approve Discharge of Board Member Jacob Wallenberg	Mgmt	For	For
7.3d	Approve Discharge of Board Member Jon Fredrik Baksaa	Mgmt	For	For
7.3e	Approve Discharge of Board Member Jan Carlson	Mgmt	For	For
7.3f	Approve Discharge of Board Member Nora Denzel	Mgmt	For	For
7.3g	Approve Discharge of Board Member Borje Ekholm	Mgmt	For	For
7.3h	Approve Discharge of Board Member Eric A. Elzvik	Mgmt	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Telefonaktiebolaget LM Ericsson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.3i	Approve Discharge of Board Member Kurt Jofs	Mgmt	For	For
7.3j	Approve Discharge of Board Member Kristin S. Rinne	Mgmt	For	For
7.3k	Approve Discharge of Employee Representative Torbjorn Nyman	Mgmt	For	For
7.3l	Approve Discharge of Employee Representative Kjell-Ake Soting	Mgmt	For	For
7.3m	Approve Discharge of Employee Representative Roger Svensson	Mgmt	For	For
7.3n	Approve Discharge of Deputy Employee Representative Per Holmberg	Mgmt	For	For
7.3o	Approve Discharge of Deputy Employee Representative Anders Ripa	Mgmt	For	For
7.3p	Approve Discharge of Deputy Employee Representative Loredana Roslund	Mgmt	For	For
7.3q	Approve Discharge of President Borje Ekholm	Mgmt	For	For
7.4	Approve Allocation of Income and Dividends of SEK 2 Per Share	Mgmt	For	For
8	Determine Number of Directors (10) and Deputy Directors (0) of Board	Mgmt	For	For
9	Approve Remuneration of Directors in the Amount of SEK 4.2 Million for Chairman and SEK 1.06 Million for Other Directors, Approve Remuneration for Committee Work	Mgmt	For	For
10.1	Reelect Jon Fredrik Baksaas as Director	Mgmt	For	Against
<i>Blended Rationale: [HK-S0276-001] As remuneration committee chairman, responsible for poorly structured arrangements.</i>				
10.2	Reelect Jan Carlson as Director	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
10.3	Reelect Nora Denzel as Director	Mgmt	For	For
10.4	Reelect Borje Ekholm as Director	Mgmt	For	For
10.5	Reelect Eric A. Elzvik as Director	Mgmt	For	For
10.6	Reelect Kurt Jofs as Director	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>				
10.7	Reelect Ronnie Leten as Director	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>				
10.8	Reelect Kristin S. Rinne as Director	Mgmt	For	For
10.9	Reelect Helena Stjernholm as Director	Mgmt	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Telefonaktiebolaget LM Ericsson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
10.10	Reelect Jacob Wallenberg as Director	Mgmt	For	For
11	Reelect Ronnie Leten as Board Chair	Mgmt	For	For
12	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
13	Approve Remuneration of Auditors	Mgmt	For	For
14	Ratify Deloitte as Auditors	Mgmt	For	For
15	Amend Articles Re: Editorial Changes; Collecting of Proxies and Postal Voting; Participation at General Meetings	Mgmt	For	For
16.1	Approve Long-Term Variable Compensation Program 2021 (LTV 2021)	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
16.2	Approve Equity Plan Financing of LTV 2021	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
16.3	Approve Alternative Equity Plan Financing of LTV 2021, if Item 16.2 is Not Approved	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
17	Approve Equity Plan Financing of LTV 2020	Mgmt	For	For
18	Approve Equity Plan Financing of LTV 2018 and 2019	Mgmt	For	For

UPM-Kymmene Oyj

Meeting Date: 03/30/2021

Country: Finland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Call the Meeting to Order	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt		
4	Acknowledge Proper Convening of Meeting	Mgmt		
5	Prepare and Approve List of Shareholders	Mgmt		
6	Receive Financial Statements and Statutory Reports	Mgmt		

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

UPM-Kymmene Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 1.30 Per Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report	Mgmt	For	For
11	Remuneration of Directors in the Amount of EUR 195,000 for Chairman, EUR 140,000 for Deputy Chairman and EUR 115,000 for Other Directors; Approve Compensation for Committee Work	Mgmt	For	For
12	Fix Number of Directors at Nine	Mgmt	For	For
13	Reelect Berndt Brunow, Henrik Ehrnrooth, Piia-Noora Kauppi, Marjan Oudeman, Kim Wahl, Bjorn Wahlroos, Emma FitzGerald and Martin a Porta as Directors; Elect Jari Gustafsson as New Director	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-006] As chairman of the board, responsible for the poor composition of the committees.</i>				
14	Approve Remuneration of Auditors	Mgmt	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
16	Approve Issuance of up to 25 Million Shares without Preemptive Rights	Mgmt	For	For
17	Authorize Share Repurchase Program	Mgmt	For	For
18	Authorize Charitable Donations	Mgmt	For	For
19	Close Meeting	Mgmt		

Credicorp Ltd.

Meeting Date: 03/31/2021

Country: Bermuda

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Present 2020 Annual Report	Mgmt		
2	Present Audited Consolidated Financial Statements of Credicorp and its Subsidiaries for FY 2020, Including External Auditors' Report	Mgmt		

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Credicorp Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Ratify PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For

Daimler AG

Meeting Date: 03/31/2021

Country: Germany

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.35 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2020	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2021	Mgmt	For	For
5.2	Ratify KPMG AG as Auditors for the 2022 Interim Financial Statements until the 2022 AGM	Mgmt	For	For
5.3	Ratify KPMG AG as Auditors of the Final Balance Sheets Required under the German Reorganization Act	Mgmt	For	For
6.1	Elect Elizabeth Centoni to the Supervisory Board	Mgmt	For	For

Blended Rationale: [SF-M0201-019] Vote against for serving on over an excessive number of public company boards which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.

6.2	Elect Ben van Beurden to the Supervisory Board	Mgmt	For	For
6.3	Elect Martin Brudermueller to the Supervisory Board	Mgmt	For	For
7	Approve Remuneration of Supervisory Board	Mgmt	For	For
8	Amend Articles Re: Supervisory Board Meetings and Resolutions	Mgmt	For	For
9	Amend Articles Re: Place of Jurisdiction	Mgmt	For	For

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021

Turkiye Petrol Rafinerileri AS

Meeting Date: 03/31/2021

Country: Turkey

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Open Meeting and Elect Presiding Council of Meeting	Mgmt	For	For
2	Accept Board Report	Mgmt	For	For
3	Accept Audit Report	Mgmt	For	For
4	Accept Financial Statements	Mgmt	For	For
5	Approve Discharge of Board	Mgmt	For	For
6	Approve Allocation of Income	Mgmt	For	For
7	Amend Company Articles 4, 6 and 14	Mgmt	For	Against
<i>Blended Rationale: [LN-M0300-003] Potential to be excessively dilutive to existing shareholders.</i>				
8	Elect Directors	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-033] The Company does not meet our expectations of reporting on scope 1 & 2 emissions. [SF-M0201-032] The Company does not meet our expectations of having adequate climate risk disclosures against all 4 pillars of TCFD.</i>				
9	Approve Remuneration Policy and Director Remuneration for 2020	Mgmt	For	For
10	Approve Director Remuneration	Mgmt	For	Against
<i>Blended Rationale: [LN-M0100-001] Poor disclosure.</i>				
11	Ratify External Auditors	Mgmt	For	For
12	Approve Upper Limit of Donations for 2021 and Receive Information on Donations Made in 2020	Mgmt	For	Against
<i>Blended Rationale: [LN-M0100-001] Poor disclosure.</i>				
13	Receive Information on Guarantees, Pledges and Mortgages Provided to Third Parties	Mgmt		
14	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose	Mgmt	For	For
15	Wishes	Mgmt		

Vote Summary Report

Date range covered: 01/01/2021 to 03/31/2021