

## Vote Summary Report

Date range covered: 01/01/2020 to 03/31/2020

### Sodexo SA

**Meeting Date:** 01/21/2020

**Country:** France

**Meeting Type:** Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 2.90 per Share and an Extra of EUR 0.29 per Share to Long Term Registered Shares	Mgmt	For	For
4	Elect Veronique Laury as Director	Mgmt	For	For
5	Elect Luc Messier as Director	Mgmt	For	For
6	Reelect Sophie Stabile as Director	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-001] As remuneration committee member, responsible for poorly structured remuneration arrangements.</i>				
7	Reelect Cecile Tandeau de Marsac as Director	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-001] As remuneration committee member, responsible for poorly structured remuneration arrangements.</i>				
8	Approve Compensation of Sophie Bellon, Chairman of the Board	Mgmt	For	For
9	Approve Compensation of Denis Machuel, CEO	Mgmt	For	For
10	Approve Remuneration Policy for Chairman of the Board	Mgmt	For	For
11	Approve Remuneration Policy for CEO	Mgmt	For	For
12	Approve Additional Pension Scheme Agreement with Denis Machuel	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Poorly structured remuneration arrangements.</i>				
13	Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
14	Delete Article 6 of Bylaws Re: Contribution	Mgmt	For	For
15	Amend Article 9.4 of Bylaws Re: Shareholding Disclosure Thresholds	Mgmt	For	Against

*Blended Rationale: [LN-M0100-003] Potential to significantly weaken shareholder rights.*

## Vote Summary Report

Date range covered: 01/01/2020 to 03/31/2020

### Sodexo SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
16	Amend Article 11.4 of Bylaws Re: Appointment of Directors Representing Employees	Mgmt	For	For
17	Amend Article 12 of Bylaws Re: Written Consultation	Mgmt	For	For
18	Amend Article 15 of Bylaws Re: Remove Appointment of Alternate Auditor	Mgmt	For	For
19	Amend Article 18 of Bylaws Re: Dividends	Mgmt	For	For
20	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 85 Million	Mgmt	For	For
21	Authorize Capitalization of Reserves of Up to EUR 85 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
23	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
	Ordinary Business	Mgmt		
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

### Costco Wholesale Corporation

Meeting Date: 01/22/2020

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Susan L. Decker	Mgmt	For	For
1.2	Elect Director Richard A. Galanti	Mgmt	For	For
1.3	Elect Director Sally Jewell	Mgmt	For	For
1.4	Elect Director Charles T. Munger	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Amend Articles of Incorporation to Provide Directors May Be Removed With or Without Cause	Mgmt	For	For

## Vote Summary Report

Date range covered: 01/01/2020 to 03/31/2020

### Costco Wholesale Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Disclose Board Diversity and Qualifications Matrix	SH	Against	Against

*Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.*

### New Jersey Resources Corporation

**Meeting Date:** 01/22/2020

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director James H. DeGraffenreidt, Jr.	Mgmt	For	For
1.2	Elect Director Gregory E. Aliff	Mgmt	For	For
1.3	Elect Director Stephen D. Westhoven	Mgmt	For	For
1.4	Elect Director Jane M. Kenny	Mgmt	For	For
1.5	Elect Director Sharon C. Taylor	Mgmt	For	For
1.6	Elect Director David A. Trice	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

### DaVita Inc.

**Meeting Date:** 01/23/2020

**Country:** USA

**Meeting Type:** Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Amend Omnibus Stock Plan	Mgmt	For	For

### Intuit Inc.

**Meeting Date:** 01/23/2020

**Country:** USA

**Meeting Type:** Annual

## Vote Summary Report

Date range covered: 01/01/2020 to 03/31/2020

### Intuit Inc.

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 Suzanne Nora Johnson	Mgmt	For	For
1g	Elect Director Dennis D. Powell	Mgmt	For	For
1h	Elect Director Brad D. Smith	Mgmt	For	For
1i	Elect Director Thomas Szkutak	Mgmt	For	For
1j	Elect Director Raul Vazquez	Mgmt	For	For
1k	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
4	Adopt a Mandatory Arbitration Bylaw	SH	Against	Against

*Blended Rationale: 1- [SF-S0000-101] No demonstrable economical benefit to shareholders*

### The Scotts Miracle-Gro Company

**Meeting Date:** 01/27/2020

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director James Hagedorn	Mgmt	For	For
1.2	Elect Director Brian D. Finn	Mgmt	For	For
1.3	Elect Director Nancy G. Mistretta	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

## Vote Summary Report

Date range covered: 01/01/2020 to 03/31/2020

### Visa Inc.

**Meeting Date:** 01/28/2020

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Lloyd A. Carney	Mgmt	For	For
	<i>Blended Rationale:</i> .			
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 L. 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 John A. C. Swainson	Mgmt	For	For
1k	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

### CGI Inc.

**Meeting Date:** 01/29/2020

**Country:** Canada

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Meeting for Class A Subordinate Voting and Class B Shareholders	Mgmt		
1.1	Elect Director Alain Bouchard	Mgmt	For	For
1.2	Elect Director Sophie Brochu	Mgmt	For	For
1.3	Elect Director George A. Cope	Mgmt	For	For

## Vote Summary Report

Date range covered: 01/01/2020 to 03/31/2020

### CGI Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.4	Elect Director Paule Dore	Mgmt	For	Withhold
<i>Blended Rationale: 1- [SF-M0201-010] Vote against for failure to implement shareholder proposal that received majority votes at prior shareholder meeting.</i>				
1.5	Elect Director Richard B. Evans	Mgmt	For	For
1.6	Elect Director Julie Godin	Mgmt	For	For
1.7	Elect Director Serge Godin	Mgmt	For	For
1.8	Elect Director Timothy J. Hearn	Mgmt	For	For
1.9	Elect Director Andre Imbeau	Mgmt	For	For
1.10	Elect Director Gilles Labbe	Mgmt	For	For
1.11	Elect Director Michael B. Pedersen	Mgmt	For	For
1.12	Elect Director Alison Reed	Mgmt	For	For
1.13	Elect Director Michael E. Roach	Mgmt	For	For
1.14	Elect Director George D. Schindler	Mgmt	For	For
1.15	Elect Director Kathy N. Waller	Mgmt	For	For
1.16	Elect Director Joakim Westh	Mgmt	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
	Shareholder Proposal	Mgmt		
3	SP1: Disclosure of Voting Results by Class of Shares	SH	Against	For
<i>Blended Rationale: 1- [HK-S4578-001] This shareholder proposal could be beneficial for minority shareholders</i>				

### MSC Industrial Direct Co., Inc.

**Meeting Date:** 01/29/2020

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Mitchell Jacobson	Mgmt	For	For
1.2	Elect Director Erik Gershwind	Mgmt	For	For
1.3	Elect Director Jonathan Byrnes	Mgmt	For	Withhold
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board</i>				

## Vote Summary Report

Date range covered: 01/01/2020 to 03/31/2020

### MSC Industrial Direct Co., Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.4	Elect Director Louise Goeser	Mgmt	For	For
1.5	Elect Director Michael Kaufmann	Mgmt	For	For
1.6	Elect Director Denis Kelly	Mgmt	For	For
1.7	Elect Director Steven Paladino	Mgmt	For	For
1.8	Elect Director Philip Peller	Mgmt	For	Withhold
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board</i>				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

### Accenture plc

Meeting Date: 01/30/2020

Country: Ireland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect Director Jaime Ardila	Mgmt	For	For
1b	Elect Director Herbert Hainer	Mgmt	For	For
1c	Elect Director Nancy McKinstry	Mgmt	For	Against
<i>Blended Rationale: 1- [SF-M0201-125] Vote against sitting CEO for serving on more than two public company boards which we believe raises substantial concerns about his/her ability to exercise sufficient oversight on this board.</i>				
1d	Elect Director Gilles C. Pelisson	Mgmt	For	For
1e	Elect Director Paula A. Price	Mgmt	For	For
1f	Elect Director Venkata (Murthy) Renduchintala	Mgmt	For	For
1g	Elect Director David Rowland	Mgmt	For	For
1h	Elect Director Arun Sarin	Mgmt	For	For
1i	Elect Director Julie Sweet	Mgmt	For	For
1j	Elect Director Frank K. Tang	Mgmt	For	For
1k	Elect Director Tracey T. Travis	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For

## Vote Summary Report

Date range covered: 01/01/2020 to 03/31/2020

### Accenture plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
5	Authorize Board to Allot and Issue Shares	Mgmt	For	For
6	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	Mgmt	For	For
7	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For

### Spire, Inc.

Meeting Date: 01/30/2020

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Edward L. Glotzbach	Mgmt	For	For
1.2	Elect Director Rob L. Jones	Mgmt	For	For
1.3	Elect Director John P. Stupp, Jr.	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

### Valvoline Inc.

Meeting Date: 01/30/2020

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



## Vote Summary Report

Date range covered: 01/01/2020 to 03/31/2020

### Valvoline Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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: 01/30/2020

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
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 John A. Lederer	Mgmt	For	For
1g	Elect Director Dominic P. Murphy	Mgmt	For	For
1h	Elect Director Stefano Pessina	Mgmt	For	For
1i	Elect Director Nancy M. Schlichting	Mgmt	For	For
1j	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	Require Independent Board Chairman	SH	Against	Against
<i>Blended Rationale: [SF-S0107-101] Company has a designated lead director who fulfills the requirements appropriate to such role.</i>				
5	Adopt a Policy on Bonus Banking *Withdrawn Resolution*	SH		

## Vote Summary Report

Date range covered: 01/01/2020 to 03/31/2020

### Walgreens Boots Alliance, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Against
<i>Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.</i>				

### Thai Beverage Public Company Limited

Meeting Date: 01/31/2020

Country: Thailand

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Minutes of Previous Meeting	Mgmt	For	For
2	Acknowledge Business Operation for 2019 and the Report of the Board of Directors	Mgmt		
3	Approve Financial Statements and Auditors' Reports	Mgmt	For	For
4	Approve Dividend Payment and Appropriation for Legal Reserve	Mgmt	For	For
5.1.1	Elect Kanung Luchai as Director	Mgmt	For	For
5.1.2	Elect Pornchai Matangkasombut as Director	Mgmt	For	For
5.1.3	Elect Choo-Chat Kambhu Na Ayudhya as Director	Mgmt	For	For
5.1.4	Elect Vivat Tejapaibul as Director	Mgmt	For	For
5.1.5	Elect Panote Sirivadhanabhakdi as Director	Mgmt	For	For
5.2	Elect Timothy Chia Chee Ming as Director	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-010] Overboarded director</i>				
5.3	Approve Determination of Director Authorities	Mgmt	For	For
6	Approve Remuneration of Directors	Mgmt	For	For
7	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
8	Approve D&O Insurance for Directors and Executives	Mgmt	For	For
9	Approve Mandate for Interested Person Transactions	Mgmt	For	For
10	Amend Articles of Association	Mgmt	For	For

## Vote Summary Report

Date range covered: 01/01/2020 to 03/31/2020

### Thai Beverage Public Company Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11	Approve Transfer of Shares to Chang Beer Co., Ltd. in Relation to the Business Restructuring Plan	Mgmt	For	For
12	Other Business	Mgmt	For	Against

*Blended Rationale: [RU-M0125-001] Details of other business not disclosed.*

### BlackRock Frontiers Investment Trust Plc

**Meeting Date:** 02/04/2020

**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 Final Dividend	Mgmt	For	For
5	Re-elect Audley Twiston-Davies as Director	Mgmt	For	For
6	Re-elect Stephen White as Director	Mgmt	For	For
7	Re-elect Nicholas Pitts-Tucker as Director	Mgmt	For	For
8	Re-elect Sarmad Zok as Director	Mgmt	For	For
9	Elect Katrina Hart as Director	Mgmt	For	For
10	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For
11	Authorise the Audit and Management Engagement Committee to Fix Remuneration of Auditors	Mgmt	For	For
12	Authorise Issue of Equity	Mgmt	For	For
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
14	Authorise Market Purchase of Shares	Mgmt	For	For
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

## Vote Summary Report

Date range covered: 01/01/2020 to 03/31/2020

### Oshkosh Corporation

**Meeting Date:** 02/04/2020

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Keith J. Allman	Mgmt	For	For
1.2	Elect Director Wilson R. Jones	Mgmt	For	For
1.3	Elect Director Tyrone M. Jordan	Mgmt	For	For
1.4	Elect Director Kimberley Metcalf-Kupres	Mgmt	For	For
1.5	Elect Director Stephen D. Newlin	Mgmt	For	For
1.6	Elect Director Raymond T. Odierno	Mgmt	For	For
1.7	Elect Director Craig P. Omtvedt	Mgmt	For	For
1.8	Elect Director Duncan J. Palmer	Mgmt	For	For
1.9	Elect Director Sandra E. Rowland	Mgmt	For	For
1.10	Elect Director John S. Shiely	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

### Rockwell Automation, Inc.

**Meeting Date:** 02/04/2020

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
A1	Elect Director Steven R. Kalmanson	Mgmt	For	For
A2	Elect Director James P. Keane	Mgmt	For	For
A3	Elect Director Pam Murphy	Mgmt	For	For
A4	Elect Director Donald R. Parfet	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
D	Approve Omnibus Stock Plan	Mgmt	For	For

## Vote Summary Report

Date range covered: 01/01/2020 to 03/31/2020

### Atmos Energy Corporation

**Meeting Date:** 02/05/2020

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director J. Kevin Akers	Mgmt	For	For
1b	Elect Director Robert W. Best	Mgmt	For	For
1c	Elect Director Kim R. Cocklin	Mgmt	For	For
1d	Elect Director Kelly H. Compton	Mgmt	For	For
1e	Elect Director Sean Donohue	Mgmt	For	For
1f	Elect Director Rafael G. Garza	Mgmt	For	For
1g	Elect Director Richard K. Gordon	Mgmt	For	For
1h	Elect Director Robert C. Grable	Mgmt	For	For
1i	Elect Director Nancy K. Quinn	Mgmt	For	For
1j	Elect Director Richard A. Sampson	Mgmt	For	For
1k	Elect Director Stephen R. Springer	Mgmt	For	For
1l	Elect Director Diana J. Walters	Mgmt	For	For
1m	Elect Director Richard Ware, II	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

### Siemens AG

**Meeting Date:** 02/05/2020

**Country:** Germany

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal 2018/19 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 3.90 per Share	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Joe Kaeser for Fiscal 2018/19	Mgmt	For	For

## Vote Summary Report

Date range covered: 01/01/2020 to 03/31/2020

## Siemens AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.2	Approve Discharge of Management Board Member Roland Busch for Fiscal 2018/19	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Lisa Davis for Fiscal 2018/19	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Klaus Helmrich for Fiscal 2018/19	Mgmt	For	For
3.5	Approve Discharge of Management Board Member Janina Kugel for Fiscal 2018/19	Mgmt	For	For
3.6	Approve Discharge of Management Board Member Cedrik Neike for Fiscal 2018/19	Mgmt	For	For
3.7	Approve Discharge of Management Board Member Michael Sen for Fiscal 2018/19	Mgmt	For	For
3.8	Approve Discharge of Management Board Member Ralf Thomas for Fiscal 2018/19	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Jim Hagemann Snabe for Fiscal 2018/19	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal 2018/19	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Werner Wenning for Fiscal 2018/19	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal 2018/19	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal 2018/19	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal 2018/19	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Reinhard Hahn (until January 30, 2019) for Fiscal 2018/19	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal 2018/19	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Robert Kensbock for Fiscal 2018/19	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Harald Kern for Fiscal 2018/19	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal 2018/19	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Nicola Leibinger-Kammueler for Fiscal 2018/19	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal 2018/19	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Hagen Reimer (from January 30, 2019) for Fiscal 2018/19	Mgmt	For	For

## Vote Summary Report

Date range covered: 01/01/2020 to 03/31/2020

### Siemens AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.15	Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal 2018/19	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Dame Shafik for Fiscal 2018/19	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal 2018/19	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Michael Sigmund for Fiscal 2018/19	Mgmt	For	For
4.19	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal 2018/19	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal 2018/19	Mgmt	For	For
4.21	Approve Discharge of Supervisory Board Member Gunnar Zukunft for Fiscal 2018/19	Mgmt	For	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal 2019/20	Mgmt	For	For
6	Approve Remuneration Policy	Mgmt	For	For
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For
8	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 15 Billion; Approve Creation of EUR 180 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For
10	Approve Affiliation Agreement with Subsidiary Siemens Mobility GmbH	Mgmt	For	For

### Compass Group Plc

**Meeting Date:** 02/06/2020

**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

## Vote Summary Report

Date range covered: 01/01/2020 to 03/31/2020

### Compass Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Approve Final Dividend	Mgmt	For	For
4	Elect Karen Witts 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 Carol Arrowsmith as Director	Mgmt	For	For
8	Re-elect John Bason as Director	Mgmt	For	For
9	Re-elect Stefan Bomhard as Director	Mgmt	For	For
10	Re-elect John Bryant as Director	Mgmt	For	For
11	Re-elect Anne-Francoise Nesmes as Director	Mgmt	For	For
12	Re-elect Nelson Silva as Director	Mgmt	For	For
13	Re-elect Ireena Vittal as Director	Mgmt	For	For
<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>				
14	Re-elect Paul Walsh as Director	Mgmt	For	For
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	Approve Payment of Fees to Non-executive Directors	Mgmt	For	For
19	Authorise Issue of Equity	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
23	Authorise the Company to Call General Meeting with 14 Working Days' Notice	Mgmt	For	For

### easyJet Plc

Meeting Date: 02/06/2020

Country: United Kingdom

Meeting Type: Annual



## Vote Summary Report

Date range covered: 01/01/2020 to 03/31/2020

### easyJet Plc

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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 John Barton as Director	Mgmt	For	For
5	Re-elect Johan Lundgren as Director	Mgmt	For	For
6	Re-elect Andrew Findlay as Director	Mgmt	For	For
7	Re-elect Charles Gurassa as Director	Mgmt	For	For
8	Re-elect Dr Andreas Bierwirth as Director	Mgmt	For	For
9	Re-elect Moya Greene as Director	Mgmt	For	For
10	Re-elect Dr Anastassia Lauterbach as Director	Mgmt	For	For
11	Re-elect Nick Leeder as Director	Mgmt	For	For
12	Re-elect Andy Martin as Director	Mgmt	For	For
13	Re-elect Julie Southern as Director	Mgmt	For	For
14	Elect Catherine Bradley as Director	Mgmt	For	For
15	Reappoint PricewaterhouseCoopers 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 Market Purchase of Ordinary Shares	Mgmt	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

### Investec Plc

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**Meeting Date:** 02/10/2020

**Country:** United Kingdom

**Meeting Type:** Special

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## Vote Summary Report

Date range covered: 01/01/2020 to 03/31/2020

### Investec Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Matters Relating to the Demerger of Ninety One from Investec Group	Mgmt	For	For
2	Approve Matters Relating to the Share Premium Account and Capital Reduction	Mgmt	For	For

### Investec Plc

Meeting Date: 02/10/2020

Country: United Kingdom

Meeting Type: Court

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Court Meeting	Mgmt		
1	Approve Scheme of Arrangement	Mgmt	For	For

### PTC Inc.

Meeting Date: 02/12/2020

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

## Vote Summary Report

Date range covered: 01/01/2020 to 03/31/2020

### PTC Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For

### Varian Medical Systems, Inc.

Meeting Date: 02/13/2020

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Anat Ashkenazi	Mgmt	For	For
1b	Elect Director Jeffrey R. Balsler	Mgmt	For	For
1c	Elect Director Judy Bruner	Mgmt	For	For
1d	Elect Director Jean-Luc Butel	Mgmt	For	For
1e	Elect Director Regina E. Dugan	Mgmt	For	For
1f	Elect Director R. Andrew Eckert	Mgmt	For	For
1g	Elect Director Phillip G. Febbo	Mgmt	For	For
1h	Elect Director David J. Illingworth	Mgmt	For	For
1i	Elect Director Michelle M. Le Beau	Mgmt	For	For
1j	Elect Director Dow R. Wilson	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For

### Blackrock Global Funds - Asean Leaders Fund

Meeting Date: 02/19/2020

Country: Luxembourg

Meeting Type: Annual

## Vote Summary Report

Date range covered: 01/01/2020 to 03/31/2020

### Blackrock Global Funds - Asean Leaders Fund

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive and Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Dividends	Mgmt	For	For
3	Approve Discharge of Directors	Mgmt	For	For
4	Re-elect Paul Freeman as Director	Mgmt	For	For
5	Re-elect Robert Hayes as Director	Mgmt	For	For
6	Re-elect Francine Keiser 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 and Young as Auditor	Mgmt	For	For
12	Acknowledge Resignation of Martha Boeckenfeld as Director	Mgmt		

### Blackrock Global Funds - Emerging Markets Equity Income Fund

Meeting Date: 02/19/2020

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
2	Approve Dividends	Mgmt	For	For
3	Approve Discharge of Directors	Mgmt	For	For
4	Re-elect Paul Freeman as Director	Mgmt	For	For
5	Re-elect Robert Hayes as Director	Mgmt	For	For
6	Re-elect Francine Keiser 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

## Vote Summary Report

Date range covered: 01/01/2020 to 03/31/2020

### Blackrock Global Funds - Emerging Markets Equity Income Fund

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9	Re-elect Michael Gruener as Director	Mgmt	For	For
10	Approve Remuneration of Directors	Mgmt	For	For
11	Renew Appointment of Ernst and Young as Auditor	Mgmt	For	For
12	Acknowledge Resignation of Martha Boeckenfeld as Director	Mgmt		

### PT Bank Mandiri (Persero) Tbk

Meeting Date: 02/19/2020

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	For
4	Appoint Auditors of the Company and the Partnership and Community Development Program (PCDP)	Mgmt	For	For
5	Approve Changes in Board of Company	Mgmt	For	Against

Blended Rationale: [RU-M0000-004] Vote against due to lack of disclosure.

### Aristocrat Leisure Limited

Meeting Date: 02/20/2020

Country: Australia

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect KM Conlon as Director	Mgmt	For	For
2	Elect S Summers Couder as Director	Mgmt	For	For

## Vote Summary Report

Date range covered: 01/01/2020 to 03/31/2020

### Aristocrat Leisure Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Elect PJ Ramsey as Director	Mgmt	For	For
4	Elect PG Etienne as Director	Mgmt	For	For
5	Approve Grant of Performance Rights to Trevor Croker	Mgmt	For	For
6	Approve SuperShare Plan	Mgmt	For	For
7	Approve Remuneration Report	Mgmt	For	For
8	Approve Renewal of Proportional Takeover Provisions	Mgmt	For	For

### Hill-Rom Holdings, Inc.

Meeting Date: 02/25/2020

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director William G. Dempsey	Mgmt	For	For
1.2	Elect Director Gary L. Ellis	Mgmt	For	For
1.3	Elect Director Stacy Enxing Seng	Mgmt	For	For
1.4	Elect Director Mary Garrett	Mgmt	For	For
1.5	Elect Director James R. Giertz	Mgmt	For	For
1.6	Elect Director John P. Groetelaars	Mgmt	For	For
1.7	Elect Director William H. Kucheman	Mgmt	For	For
1.8	Elect Director Ronald A. Malone	Mgmt	For	For
1.9	Elect Director Gregory J. Moore	Mgmt	For	For
1.10	Elect Director Felicia F. Norwood	Mgmt	For	For
1.11	Elect Director Nancy M. Schlichting	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For

## Vote Summary Report

Date range covered: 01/01/2020 to 03/31/2020

### Kone Oyj

**Meeting Date:** 02/25/2020

**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 1.6975 per Class A Share and EUR 1.70 per Class B 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	Mgmt	For	For
11	Approve Remuneration of Directors in the Amount of EUR 60,000 for Chairman, EUR 50,000 for Vice Chairman, and EUR 45,000 for Other Directors; Approve Attendance Fees for Board and Committee Work	Mgmt	For	For
12	Fix Number of Directors at Nine	Mgmt	For	For
13	Reelect Matti Alahuhta, Anne Brunila, Antti Herlin, Iris Herlin, Jussi Herlin, Ravi Kant, Juhani Kaskeala and Sirpa Pietikainen as Directors; Elect Susan Duinhoven 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-M0201-007] As nomination committee member, responsible for lack of independence.[LN-M0201-006] As chairman of the board, responsible for the poor composition of the committees.</i>				
14	Amend Articles Re: Business Area; Auditors; General Meeting	Mgmt	For	For
15.a	Approve Remuneration of Auditors	Mgmt	For	For
15.b	Fix Number of Auditors at Two for Financial Year 2020	Mgmt	For	For
15.c	Fix Number of Auditors at One for Financial Year 2021	Mgmt	For	For

## Vote Summary Report

Date range covered: 01/01/2020 to 03/31/2020

### Kone Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
15.d	Ratify PricewaterhouseCoopers and Jouko Malinen as Auditors for Financial Year 2020	Mgmt	For	For
15.e	Ratify Ernst & Young as Auditors for Financial Year 2021	Mgmt	For	For
16	Authorize Share Repurchase Program	Mgmt	For	For
17	Approve Issuance Shares without Preemptive Rights	Mgmt	For	For
18	Close Meeting	Mgmt		

### Apple Inc.

Meeting Date: 02/26/2020

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 Ron Sugar	Mgmt	For	For
1g	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	Assess Feasibility of Including Sustainability as a Performance Measure for Senior Executive Compensation	SH	Against	Against
<i>Blended Rationale: 1- [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>				
6	Report on Freedom of Expression and Access to Information Policies	SH	Against	Against
<i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>				



## Vote Summary Report

Date range covered: 01/01/2020 to 03/31/2020

### SSP Group Plc

**Meeting Date:** 02/26/2020

**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	Abstain
<i>Blended Rationale: [SD-M0500-005] Unsatisfactory vesting conditions and performance hurdles.</i>				
3	Approve Final Dividend	Mgmt	For	For
4	Re-elect Simon Smith as Director	Mgmt	For	For
5	Re-elect Jonathan Davies as Director	Mgmt	For	For
6	Re-elect Carolyn Bradley as Director	Mgmt	For	For
<i>Blended Rationale: [LN-M0201-001] As remuneration committee member, responsible for poorly structured remuneration arrangements.</i>				
7	Re-elect Ian Dyson as Director	Mgmt	For	For
<i>Blended Rationale: [LN-M0201-001] As remuneration committee member, responsible for poorly structured remuneration arrangements.</i>				
8	Re-elect Per Utnegaard as Director	Mgmt	For	For
<i>Blended Rationale: [LN-M0201-001] As remuneration committee member, responsible for poorly structured remuneration arrangements.</i>				
9	Elect Mike Clasper as Director	Mgmt	For	For
10	Reappoint KPMG LLP as Auditors	Mgmt	For	For
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
12	Authorise EU Political Donations and Expenditure	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 Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

## Vote Summary Report

Date range covered: 01/01/2020 to 03/31/2020

### Orsted A/S

**Meeting Date:** 03/02/2020

**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 10.5 Per Share	Mgmt	For	For
6	Authorize Share Repurchase Program (The Board is Not Requesting Any Authorization)	Mgmt		
7.1	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For
7.2	Amend Articles Re: Agenda of Annual General Meeting	Mgmt	For	For
7.3	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For
8	Other Proposals Shareholders (None Submitted)	Mgmt		
9.1	Reelect Thomas Thune Andersen (Chair) as Director	Mgmt	For	For
9.2	Reelect Lene Skole (Vice Chair) as Director	Mgmt	For	For
9.3a	Reelect Lynda Armstrong as Director	Mgmt	For	For
9.3b	Reelect Jorgen Kildah as Director	Mgmt	For	For
9.3c	Reelect Peter Korsholm as Director	Mgmt	For	For
9.3d	Reelect Dieter Wemmer as 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		

## Vote Summary Report

Date range covered: 01/01/2020 to 03/31/2020

### Fair Isaac Corporation

**Meeting Date:** 03/04/2020

**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
1c	Elect Director A. George Battle	Mgmt	For	For
1d	Elect Director James D. Kirsner	Mgmt	For	For
1e	Elect Director William J. Lansing	Mgmt	For	For
1f	Elect Director Eva Manolis	Mgmt	For	For
1g	Elect Director Marc F. McMorris	Mgmt	For	For
1h	Elect Director Joanna Rees	Mgmt	For	For
1i	Elect Director David A. Rey	Mgmt	For	For
2	Amend 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

### Madinet Nasr for Housing & Development S.A.E.

**Meeting Date:** 03/10/2020

**Country:** Egypt

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Board Report on Company Operations for FY 2019	Mgmt	For	Do Not Vote
2	Approve Auditors' Report on Company Financial Statements for FY 2019	Mgmt	For	Do Not Vote
3	Accept Financial Statements and Statutory Reports for FY 2019	Mgmt	For	Do Not Vote
4	Approve Allocation of Income and Dividends for FY 2019	Mgmt	For	Do Not Vote
5	Approve Corporate Governance Report and Auditors' Report	Mgmt	For	Do Not Vote

## Vote Summary Report

Date range covered: 01/01/2020 to 03/31/2020

### Madinet Nasr for Housing & Development S.A.E.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Approve Charitable Donations of Minimum EGP 1,000 for FY 2020	Mgmt	For	Do Not Vote
7	Ratify Auditors and Fix Their Remuneration for FY 2020	Mgmt	For	Do Not Vote
8	Approve Remuneration of Directors for FY 2020 Re: Attendance and Travel Allowances	Mgmt	For	Do Not Vote
9	Trade in Company's Lands	Mgmt	For	Do Not Vote
10	Approve Related Party Transactions for FY 2019 and FY 2020	Mgmt	For	Do Not Vote
11	Approve Discharge of Chairman and Directors and Approve Their Remuneration for FY 2019	Mgmt	For	Do Not Vote

### Madinet Nasr for Housing & Development S.A.E.

**Meeting Date:** 03/10/2020

**Country:** Egypt

**Meeting Type:** Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Business	Mgmt		
1	Amend Article 4 of Bylaws	Mgmt	For	Do Not Vote
2	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	Do Not Vote

### QUALCOMM Incorporated

**Meeting Date:** 03/10/2020

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Mark Fields	Mgmt	For	For
1b	Elect Director Jeffrey W. Henderson	Mgmt	For	For
1c	Elect Director Ann M. Livermore	Mgmt	For	For

## Vote Summary Report

Date range covered: 01/01/2020 to 03/31/2020

### QUALCOMM Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1d	Elect Director Harish Manwani	Mgmt	For	Against
<i>Blended Rationale: 1- [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and peers.</i>				
1e	Elect Director Mark D. McLaughlin	Mgmt	For	For
1f	Elect Director Steve Mollenkopf	Mgmt	For	For
1g	Elect Director Clark T. "Sandy" Randt, Jr.	Mgmt	For	For
1h	Elect Director Irene B. Rosenfeld	Mgmt	For	For
1i	Elect Director Kornelis "Neil" Smit	Mgmt	For	For
1j	Elect Director Anthony J. Vinciquerra	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
<i>Blended Rationale: 1- [SF-M0500-010] Pay is not aligned with performance and peers</i>				
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year

### Analog Devices, Inc.

Meeting Date: 03/11/2020

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
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 Karen M. Golz	Mgmt	For	For
1h	Elect Director Mark M. Little	Mgmt	For	For
1i	Elect Director Kenton J. Sicchitano	Mgmt	For	For
1j	Elect Director Susie Wee	Mgmt	For	For

## Vote Summary Report

Date range covered: 01/01/2020 to 03/31/2020

### Analog Devices, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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

### TE Connectivity Ltd.

Meeting Date: 03/11/2020

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Pierre R. Brondeau	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Vote against this member for serving on over 2 public company boards in addition to being a CEO, which we believe raises substantial concerns about his ability to exercise sufficient oversight on this board.</i>				
1b	Elect Director Terrence R. Curtin	Mgmt	For	For
1c	Elect Director Carol A. ('John') Davidson	Mgmt	For	For
1d	Elect Director Lynn A. Dugle	Mgmt	For	For
1e	Elect Director William A. Jeffrey	Mgmt	For	For
1f	Elect Director David M. Kerko	Mgmt	For	For
1g	Elect Director Thomas J. Lynch	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Vote against for serving on over 4 public company boards which we believe raises substantial concerns about his ability to exercise sufficient oversight on this board.</i>				
1h	Elect Director Yong Nam	Mgmt	For	For
1i	Elect Director Daniel J. Phelan	Mgmt	For	For
1j	Elect Director Abhijit Y. Talwalkar	Mgmt	For	For
1k	Elect Director Mark C. Trudeau	Mgmt	For	For
1l	Elect Director Dawn C. Willoughby	Mgmt	For	For
1m	Elect Director Laura H. Wright	Mgmt	For	For
2	Elect Board Chairman Thomas J. Lynch	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Vote against for serving on over 4 public company boards which we believe raises substantial concerns about his ability to exercise sufficient oversight on this board.</i>				
3a	Elect Daniel J. Phelan as Member of Management Development and Compensation Committee	Mgmt	For	For

## Vote Summary Report

Date range covered: 01/01/2020 to 03/31/2020

### TE Connectivity Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3b	Elect Abhijit Y. Talwalkar as Member of Management Development and Compensation Committee	Mgmt	For	For
3c	Elect Mark C. Trudeau as Member of Management Development and Compensation Committee	Mgmt	For	For
3d	Elect Dawn C. Willoughby as Member of Management Development and Compensation Committee	Mgmt	For	For
4	Designate Rene Schwarzenbach as Independent Proxy	Mgmt	For	For
5.1	Accept Annual Report for Fiscal Year Ended September 27, 2019	Mgmt	For	For
5.2	Accept Statutory Financial Statements for Fiscal Year Ended September 27, 2019	Mgmt	For	For
5.3	Approve Consolidated Financial Statements for Fiscal Year Ended September 27, 2019	Mgmt	For	For
6	Approve Discharge of Board and Senior Management	Mgmt	For	For
7.1	Ratify Deloitte & Touche LLP as Independent Registered Public Accounting Firm for Fiscal Year 2020	Mgmt	For	For
7.2	Ratify Deloitte AG as Swiss Registered Auditors	Mgmt	For	For
7.3	Ratify PricewaterhouseCoopers AG as Special Auditors	Mgmt	For	For
8	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
9	Approve the Increase in Maximum Aggregate Remuneration of Executive Management	Mgmt	For	For
10	Approve the Increase in Maximum Aggregate Remuneration of Board of Directors	Mgmt	For	For
11	Approve Allocation of Available Earnings at September 27, 2019	Mgmt	For	For
12	Approve Declaration of Dividend	Mgmt	For	For
13	Amend Articles of Association Re: Authorized Capital	Mgmt	For	For
14	Approve Reduction of Share Capital	Mgmt	For	For
15	Adjourn Meeting	Mgmt	For	For

### The Walt Disney Company

Meeting Date: 03/11/2020

Country: USA

Meeting Type: Annual

## Vote Summary Report

Date range covered: 01/01/2020 to 03/31/2020

### The Walt Disney Company

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 Francis A. deSouza	Mgmt	For	For
1e	Elect Director Michael B.G. Froman	Mgmt	For	For
1f	Elect Director Robert A. Iger	Mgmt	For	For
1g	Elect Director Maria Elena Lagomasino	Mgmt	For	For
1h	Elect Director Mark G. Parker	Mgmt	For	For
1i	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	Amend Omnibus Stock Plan	Mgmt	For	For
5	Report on Lobbying Payments and Policy	SH	Against	Against

*Blended Rationale: 1- [SF-54578-106] Company already has policies in place to address these issues.*

### Applied Materials, Inc.

**Meeting Date:** 03/12/2020

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Judy Bruner	Mgmt	For	For
1b	Elect Director Xun (Eric) Chen	Mgmt	For	For
1c	Elect Director Aart J. de Geus	Mgmt	For	For
1d	Elect Director Gary E. Dickerson	Mgmt	For	For
1e	Elect Director Stephen R. Forrest	Mgmt	For	For
1f	Elect Director Thomas J. Iannotti	Mgmt	For	For
1g	Elect Director Alexander A. Karsner	Mgmt	For	For



## Vote Summary Report

Date range covered: 01/01/2020 to 03/31/2020

### Applied Materials, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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	Provide Right to Act by Written Consent	Mgmt	For	For

### F5 Networks, Inc.

Meeting Date: 03/12/2020

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director A. Gary Ames	Mgmt	For	For
1b	Elect Director Sandra E. Bergeron	Mgmt	For	For
1c	Elect Director Deborah L. Bevier	Mgmt	For	For
1d	Elect Director Michel Combes	Mgmt	For	For
1e	Elect Director Michael L. Dreyer	Mgmt	For	For
1f	Elect Director Alan J. Higginson	Mgmt	For	For
1g	Elect Director Peter S. Klein	Mgmt	For	For
1h	Elect Director Francois Locoh-Donou	Mgmt	For	For
1i	Elect Director Nikhil Mehta	Mgmt	For	For
1j	Elect Director Marie E. Myers	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

## Vote Summary Report

Date range covered: 01/01/2020 to 03/31/2020

### Instl. Cash Ser. - Blackrock Ics (eur) Liquidity Fund

**Meeting Date:** 03/13/2020

**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

### Instl. Cash Ser. - Blackrock Ics (gbp) Liquidity Fund

**Meeting Date:** 03/13/2020

**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

### Instl. Cash Ser. - Blackrock Ics (gbp) Ultra Short Bond Fund

**Meeting Date:** 03/13/2020

**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: 01/01/2020 to 03/31/2020

### Instl. Cash Ser. - Blackrock Ics (usd) Liquidity Fund

**Meeting Date:** 03/13/2020

**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

### Instl. Cash Ser. - Blackrock Ics Gbp Liquid Env. Aware Fund

**Meeting Date:** 03/13/2020

**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

### Carlsberg A/S

**Meeting Date:** 03/16/2020

**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; Approve Discharge of Management and Board	Mgmt	For	For
3	Approve Allocation of Income and Dividends of DKK 21 Per Share	Mgmt	For	For

## Vote Summary Report

Date range covered: 01/01/2020 to 03/31/2020

### Carlsberg A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4a	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For
<i>Blended Rationale: [SD-M0550-005] Potentially excessive termination payment[SD-M0550-004] Insufficiently demanding performance hurdle</i>				
4b	Approve Remuneration of Directors	Mgmt	For	For
4c	Approve DKK 88 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For
4d	Amend Articles Re: Voting on the Company's Remuneration Report	Mgmt	For	For
4e	Amend Articles Re: Change of Name and CVR Number of the Provider of Share Registration Services	Mgmt	For	For
5a	Reelect Flemming Besenbacher as Director	Mgmt	For	For
5b	Reelect Lars Fruergaard Jorgensen as Director	Mgmt	For	For
5c	Reelect Carl Bache as Director	Mgmt	For	For
5d	Reelect Magdi Batato as Director	Mgmt	For	For
<i>Blended Rationale: [LN-M0201-001] As remuneration committee member, responsible for poorly structured remuneration arrangements.</i>				
5e	Reelect Domitille Doat-Le Bigot as Director	Mgmt	For	For
5f	Reelect Lilian Fossum Biner 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>				
5g	Reelect Richard Burrows as Director	Mgmt	For	For
<i>Blended Rationale: [LN-M0201-001] As remuneration committee member, responsible for poorly structured remuneration arrangements.</i>				
5h	Reelect Soren-Peter Fuchs Olesen as Director	Mgmt	For	For
5i	Reelect Majken Schultz as Director	Mgmt	For	For
5j	Reelect Lars Stemmerik as Director	Mgmt	For	For
6	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For

### Zenith Bank Plc

Meeting Date: 03/16/2020

Country: Nigeria

Meeting Type: Annual

## Vote Summary Report

Date range covered: 01/01/2020 to 03/31/2020

### Zenith Bank Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Dividend of NGN 2.50 Per Share	Mgmt	For	For
3	Ratify Appointment of Al-Mujtaba Abubakar as Independent Director and Henry Oro as Executive Director	Mgmt	For	For
4.1	Reelect Oyewusi Ibidapo-Obe as Director	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence.</i>				
4.2	Reelect Umar Shuaib as Director	Mgmt	For	For
4.3	Reelect Temitope Fasoranti as Director	Mgmt	For	For
5	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	For
6	Elect Members of Audit Committee	Mgmt	For	Against
<i>Blended Rationale: [LN-M0100-001] Poor disclosure.</i>				
	Special Business	Mgmt		
7	Approve Remuneration of Directors	Mgmt	For	For
8	Elect Jeffrey Efeyini as Non-Executive Director and Oyewusi Ibidapo-Obe as Independent Non-Executive Director	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence.</i>				

### Axfood AB

Meeting Date: 03/18/2020

Country: Sweden

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For
3	Approve Agenda of Meeting	Mgmt	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For

## Vote Summary Report

Date range covered: 01/01/2020 to 03/31/2020

### Axfood AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Receive President's Report	Mgmt		
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Allocation of Income and Dividends of SEK 7.25 Per Share	Mgmt	For	For
11	Determine Number of Members (8) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
12	Approve Remuneration of Directors in the Amount of EUR 725,000 for Chairman, EUR 555,000 for Vice Chairman, and EUR 460,000 for Other Directors; Approve Remuneration of Auditors	Mgmt	For	For
13	Reelect Mia Brunell Livfors (Chair), Stina Andersson, Fabian Bengtsson, Caroline Berg, Jesper Lien, Lars Olofsson and Christer Aberg as Directors; Elect Christian Luiga 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	Ratify Deloitte as Auditors	Mgmt	For	For
15	Authorize Representatives of Four of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	For
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
17.a	Approve Restricted Stock Plan LTIP 2020	Mgmt	For	For
17.b	Approve Equity Plan Financing for LTIP 2020	Mgmt	For	For
18	Approve Employee Share Purchases in Subsidiaries	Mgmt	For	For
19	Amend Articles of Association in Accordance with New Legislation and Make Editorial Changes	Mgmt	For	For
20	Close Meeting	Mgmt		

## Vote Summary Report

Date range covered: 01/01/2020 to 03/31/2020

### Starbucks Corporation

**Meeting Date:** 03/18/2020

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Richard E. Allison, Jr.	Mgmt	For	For
1b	Elect Director Rosalind G. Brewer	Mgmt	For	For
1c	Elect Director Andrew Campion	Mgmt	For	For
1d	Elect Director Mary N. Dillon	Mgmt	For	For
<i>Blended Rationale: .</i>				
1e	Elect Director Isabel Ge Mahe	Mgmt	For	For
1f	Elect Director Melody Hobson	Mgmt	For	For
1g	Elect Director Kevin R. Johnson	Mgmt	For	For
1h	Elect Director Jorgen Vig Knudstorp	Mgmt	For	For
1i	Elect Director Satya Nadella	Mgmt	For	For
1j	Elect Director Joshua Cooper Ramo	Mgmt	For	For
1k	Elect Director Clara Shih	Mgmt	For	For
1l	Elect Director Javier G. Teruel	Mgmt	For	For
1m	Elect Director Myron E. Ullman, III	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
4	Report on Risks of Omitting Viewpoint and Ideology from EEO Policy	SH	Against	Against

*Blended Rationale: 1- [SF-S4578-111] Upon Engagement Decided to Support Management*

### Keysight Technologies, Inc.

**Meeting Date:** 03/19/2020

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Paul N. Clark	Mgmt	For	For

## Vote Summary Report

Date range covered: 01/01/2020 to 03/31/2020

### Keysight Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Director Richard P. Hamada	Mgmt	For	For
1.3	Elect Director Paul A. Lacouture	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

### HEICO Corporation

Meeting Date: 03/20/2020

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Thomas M. Culligan	Mgmt	For	For
1.2	Elect Director Adolfo Henriques	Mgmt	For	For
1.3	Elect Director Mark H. Hildebrandt	Mgmt	For	Withhold
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board</i>				
1.4	Elect Director Eric A. Mendelson	Mgmt	For	For
1.5	Elect Director Laurans A. Mendelson	Mgmt	For	For
1.6	Elect Director Victor H. Mendelson	Mgmt	For	For
1.7	Elect Director Julie Neitzel	Mgmt	For	For
1.8	Elect Director Alan Schriesheim	Mgmt	For	Withhold
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board</i>				
1.9	Elect Director Frank J. Schwitter	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

### MHP SE

Meeting Date: 03/24/2020

Country: Ukraine

Meeting Type: Special



## Vote Summary Report

Date range covered: 01/01/2020 to 03/31/2020

### MHP SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Meeting for GDR Holders	Mgmt		
1	Elect Philip Wilkinson as Director	Mgmt	For	Against

Blended Rationale: [LN-M0100-001] Poor disclosure.

### Pola Orbis Holdings Inc.

Meeting Date: 03/24/2020

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 81	Mgmt	For	For
2.1	Elect Director Suzuki, Satoshi	Mgmt	For	For
2.2	Elect Director Kume, Naoki	Mgmt	For	For
2.3	Elect Director Fujii, Akira	Mgmt	For	For
2.4	Elect Director Yokote, Yoshikazu	Mgmt	For	For
2.5	Elect Director Kobayashi, Takuma	Mgmt	For	For
2.6	Elect Director Komiya, Kazuyoshi	Mgmt	For	For
2.7	Elect Director Ushio, Naomi	Mgmt	For	For
2.8	Elect Director Yamamoto, Hikaru	Mgmt	For	For

### Randstad NV

Meeting Date: 03/24/2020

Country: Netherlands

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		

## Vote Summary Report

Date range covered: 01/01/2020 to 03/31/2020

### Randstad NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2a	Receive Report of Executive Board and Supervisory Board (Non-Voting)	Mgmt		
2b	Approve Remuneration Report	Mgmt	For	For
2c	Amend Articles of Association Re: Transitory Provision for the Dividend on the Preference Shares B	Mgmt	For	For
2d	Adopt Financial Statements	Mgmt	For	For
2e	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt		
2f	Approve Dividends of EUR 2.09 Per Share	Mgmt	For	For
2g	Approve Special Dividends of EUR 2.23 Per Share	Mgmt	For	For
3a	Approve Discharge of Management Board	Mgmt	For	For
3b	Approve Discharge of Supervisory Board	Mgmt	For	For
4a	Approve Remuneration Policy for Management Board Members	Mgmt	For	For
4b	Approve Remuneration Policy for Supervisory Board Members	Mgmt	For	For
5	Elect Rene Steenvoorden to Management Board	Mgmt	For	For
6a	Elect Helene Auriol Potier to Supervisory Board	Mgmt	For	For
6b	Reelect Wout Dekker to Supervisory Board	Mgmt	For	For
7a	Grant Board Authority to Issue Shares Up To 3 Percent of Issued Capital and Restrict/Exclude Preemptive Rights	Mgmt	For	For
7b	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
7c	Authorize Cancel Repurchase of Up to 10 Percent of Issued Share Capital under Item 7b	Mgmt	For	For
8	Reelect Sjoerd van Keulen as Board Member of Stichting Administratiekantoor Preferente Aandelen Randstad	Mgmt	For	For
9	Ratify Deloitte as Auditors	Mgmt	For	For
10	Other Business (Non-Voting)	Mgmt		
11	Close Meeting	Mgmt		

## Vote Summary Report

Date range covered: 01/01/2020 to 03/31/2020

## Givaudan SA

**Meeting Date:** 03/25/2020

**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 62 per Share	Mgmt	For	For
4	Approve Discharge of Board and Senior Management	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
<i>Blended Rationale: .</i>				
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 Calvin Grieder as Director	Mgmt	For	For
5.1.7	Reelect Thomas Rufer as Director	Mgmt	For	For
5.2.1	Elect Olivier Filliol as Director	Mgmt	For	For
5.2.2	Elect Sophie Gasperment as Director	Mgmt	For	For
5.3	Reelect Calvin Grieder as Board Chairman	Mgmt	For	For
5.4.1	Reappoint Werner Bauer as Member of the Compensation Committee	Mgmt	For	For
5.4.2	Reappoint Ingrid Deltenre as Member of the Compensation Committee	Mgmt	For	For
5.4.3	Reappoint Victor Balli as Member of the Compensation Committee	Mgmt	For	For
5.5	Designate Manuel Isler as Independent Proxy	Mgmt	For	For
5.6	Ratify Deloitte AG as Auditors	Mgmt	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	Mgmt	For	For
6.2.1	Approve Short Term Variable Remuneration of Executive Committee in the Amount of CHF 4.3 Million	Mgmt	For	For
6.2.2	Approve Fixed and Long Term Variable Remuneration of Executive Committee in the Amount of CHF 15.3 Million	Mgmt	For	For

## Vote Summary Report

Date range covered: 01/01/2020 to 03/31/2020

### Givaudan SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Transact Other Business (Voting)	Mgmt	For	Abstain

*Blended Rationale: [LN-M0100-001] Poor disclosure.*

### INPEX Corp.

**Meeting Date:** 03/25/2020

**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 18	Mgmt	For	For
2.1	Elect Director Kitamura, Toshiaki	Mgmt	For	For
2.2	Elect Director Ueda, Takayuki	Mgmt	For	For
2.3	Elect Director Ito, Seiya	Mgmt	For	For
2.4	Elect Director Ikeda, Takahiko	Mgmt	For	For
2.5	Elect Director Yajima, Shigeharu	Mgmt	For	For
2.6	Elect Director Kittaka, Kimihisa	Mgmt	For	For
2.7	Elect Director Sase, Nobuharu	Mgmt	For	For
2.8	Elect Director Yamada, Daisuke	Mgmt	For	For
2.9	Elect Director Yanai, Jun	Mgmt	For	For
<i>Blended Rationale: .</i>				
2.10	Elect Director Iio, Norinao	Mgmt	For	For
2.11	Elect Director Nishimura, Atsuko	Mgmt	For	For
2.12	Elect Director Kimura, Yasushi	Mgmt	For	For
<i>Blended Rationale: .</i>				
2.13	Elect Director Ogino, Kiyoshi	Mgmt	For	For
<i>Blended Rationale: .</i>				
2.14	Elect Director Nishikawa, Tomo	Mgmt	For	For
3	Approve Annual Bonus	Mgmt	For	For

## Vote Summary Report

Date range covered: 01/01/2020 to 03/31/2020

### DIC Corp.

**Meeting Date:** 03/26/2020

**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 40	Mgmt	For	For
2.1	Elect Director Nakanishi, Yoshiyuki	Mgmt	For	For
2.2	Elect Director Ino, Kaoru	Mgmt	For	For
2.3	Elect Director Saito, Masayuki	Mgmt	For	For
2.4	Elect Director Kawamura, Yoshihisa	Mgmt	For	For
2.5	Elect Director Tamaki, Toshifumi	Mgmt	For	For
2.6	Elect Director Tsukahara, Kazuo	Mgmt	For	For
2.7	Elect Director Tamura, Yoshiaki	Mgmt	For	For
2.8	Elect Director Shoji, Kuniko	Mgmt	For	For
3	Appoint Statutory Auditor Ikushima, Akihiro	Mgmt	For	For

### Nippon Paint Holdings Co., Ltd.

**Meeting Date:** 03/26/2020

**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
2	Amend Articles to Adopt Board Structure with Three Committees - Clarify Director Authority on Shareholder Meetings - Amend Provisions on Director Titles - Clarify Director Authority on Board Meetings - Indemnify Directors	Mgmt	For	For
3.1	Elect Director Tanaka, Masaaki	Mgmt	For	For
3.2	Elect Director Goh Hup Jin	Mgmt	For	For
3.3	Elect Director Minami, Manabu	Mgmt	For	For
3.4	Elect Director Hara, Hisashi	Mgmt	For	For
3.5	Elect Director Tsutsui, Takashi	Mgmt	For	For

## Vote Summary Report

Date range covered: 01/01/2020 to 03/31/2020

### Nippon Paint Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.6	Elect Director Morohoshi, Toshio	Mgmt	For	For
3.7	Elect Director Nakamura, Masayoshi	Mgmt	For	For
3.8	Elect Director Mitsuhashi, Masataka	Mgmt	For	For
3.9	Elect Director Koezuka, Miharuru	Mgmt	For	For

### Novo Nordisk A/S

Meeting Date: 03/26/2020

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
3.1	Receive Remuneration Report 2019	Mgmt		
3.2a	Approve Remuneration of Directors for 2019 in the Aggregate Amount of DKK 19.4 Million	Mgmt	For	For
3.2b	Approve Remuneration of Directors for 2020 in the Amount of DKK 2.2 Million for the Chairman, DKK 1.4 Million for the Vice Chairman, and DKK 720,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
3.3	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For
3.4	Amend Articles Re: Voting on the Company's Remuneration Report at Annual General Meetings	Mgmt	For	For
4	Approve Allocation of Income and Dividends	Mgmt	For	For
5.1	Reelect Helge Lund as Director and Chairman	Mgmt	For	For
<i>Blended Rationale: [LN-M0201-006] As chairman of the board, responsible for the poor composition of the committees.</i>				
5.2	Reelect Jeppe Christiansen as Director and Deputy Chairman	Mgmt	For	For
5.3a	Reelect Brian Daniels as Director	Mgmt	For	For
5.3b	Reelect Laurence Debroux as Director	Mgmt	For	Abstain

*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.*

## Vote Summary Report

Date range covered: 01/01/2020 to 03/31/2020

### Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.3c	Reelect Andreas Fibig as Director	Mgmt	For	For
5.3d	Reelect Sylvie Gregoire as Director	Mgmt	For	For
5.3e	Reelect Liz Hewitt as Director	Mgmt	For	For
5.3f	Reelect Kasim Kutay as Director	Mgmt	For	For
5.3g	Reelect Martin Mackay as Director	Mgmt	For	For
6	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
7.1	Approve DKK 10 Million Reduction in Share Capital via B Share Cancellation	Mgmt	For	For
7.2	Authorize Share Repurchase Program	Mgmt	For	For
7.3a	Approve Creation of Pool of Capital for the Benefit of Employees	Mgmt	For	For
<i>Blended Rationale: [LN-M0301-004] The authority has a potential to be used as an anti-takeover device or allows capital issue at an excessive discount.[LN-M0100-001] Poor disclosure.</i>				
7.3b	Approve Creation of Pool of Capital with Preemptive Rights	Mgmt	For	For
7.3c	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For
7.4	Approve Donation to the World Diabetes Foundation	Mgmt	For	For
	Shareholder Proposal Submitted by Frank Aaen	Mgmt		
8	Disclosure of the Ratio between Executive and Employee Remuneration in the Annual Reports	SH	Against	Against
<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests</i>				
9	Other Business	Mgmt		

### Trend Micro, Inc.

Meeting Date: 03/26/2020

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 160	Mgmt	For	For

## Vote Summary Report

Date range covered: 01/01/2020 to 03/31/2020

## Ecopetrol SA

**Meeting Date:** 03/27/2020

**Country:** Colombia

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt		
1	Safety Guidelines	Mgmt		
2	Verify Quorum	Mgmt		
3	Opening by Chief Executive Officer	Mgmt		
4	Approve Meeting Agenda	Mgmt	For	For
5	Amend Regulations on General Meetings	Mgmt	For	Against
<i>Blended Rationale: [RU-M0126-001] Proposed amendment is not in shareholders' best interest.</i>				
6	Elect Chairman of Meeting	Mgmt	For	For
7	Appoint Committee in Charge of Scrutinizing Elections and Polling	Mgmt	For	For
8	Elect Meeting Approval Committee	Mgmt	For	For
9	Present Board of Directors' Report, CEO's Evaluation and Compliance with the Corporate Governance Code	Mgmt		
10	Present Board of Directors and Chairman's Report	Mgmt		
11	Present Individual and Consolidated Financial Statements	Mgmt		
12	Present Auditor's Report	Mgmt		
13	Approve Management Reports	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>				
14	Approve Individual and Consolidated Financial Statements	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>				
15	Approve Allocation of Income	Mgmt	For	For
16	Amend Bylaws	Mgmt	For	For
17	Transact Other Business (Non-Voting)	Mgmt		



## Vote Summary Report

Date range covered: 01/01/2020 to 03/31/2020

### Ecopetrol SA

**Meeting Date:** 03/27/2020

**Country:** Colombia

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Safety Guidelines	Mgmt		
2	Verify Quorum	Mgmt		
3	Opening by Chief Executive Officer	Mgmt		
4	Approve Meeting Agenda	Mgmt	For	For
5	Amend Regulations on General Meetings	Mgmt	For	Against
<i>Blended Rationale: [RU-M0126-001] Proposed amendment is not in shareholders' best interest.</i>				
6	Elect Chairman of Meeting	Mgmt	For	For
7	Appoint Committee in Charge of Scrutinizing Elections and Polling	Mgmt	For	For
8	Elect Meeting Approval Committee	Mgmt	For	For
9	Present Board of Directors' Report, CEO's Evaluation and Compliance with the Corporate Governance Code	Mgmt		
10	Present Board of Directors and Chairman's Report	Mgmt		
11	Present Individual and Consolidated Financial Statements	Mgmt		
12	Present Auditor's Report	Mgmt		
13	Approve Management Reports	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>				
14	Approve Individual and Consolidated Financial Statements	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>				
15	Approve Allocation of Income	Mgmt	For	For
16	Amend Bylaws	Mgmt	For	For
17	Transact Other Business (Non-Voting)	Mgmt		

### Kirin Holdings Co., Ltd.

**Meeting Date:** 03/27/2020

**Country:** Japan

**Meeting Type:** Annual

## Vote Summary Report

Date range covered: 01/01/2020 to 03/31/2020

### Kirin Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 32.5	Mgmt	For	For
2.1	Elect Director Isozaki, Yoshinori	Mgmt	For	For
2.2	Elect Director Nishimura, Keisuke	Mgmt	For	For
2.3	Elect Director Miyoshi, Toshiya	Mgmt	For	For
2.4	Elect Director Yokota, Noriya	Mgmt	For	For
2.5	Elect Director Kobayashi, Noriaki	Mgmt	For	For
2.6	Elect Director Arakawa, Shoshi	Mgmt	For	For
2.7	Elect Director Mori, Masakatsu	Mgmt	For	For
2.8	Elect Director Yanagi, Hiroyuki	Mgmt	For	For
2.9	Elect Director Matsuda, Chieko	Mgmt	For	For
2.10	Elect Director Shiono, Noriko	Mgmt	For	For
2.11	Elect Director Rod Eddington	Mgmt	For	For
2.12	Elect Director George Olcott	Mgmt	For	For
<i>Blended Rationale:</i> .				
3	Appoint Statutory Auditor Kashima, Kaoru	Mgmt	For	For
4	Approve Trust-Type Equity Compensation Plan and Phantom Stock Plan	Mgmt	For	For
<i>Blended Rationale:</i> .				
5	Approve Compensation Ceiling for Directors	Mgmt	For	For
6	Initiate Share Repurchase Program	SH	Against	Against
<i>Blended Rationale: [RJ-S0152-002] AGAINST shareholder proposal as the proposed capital policy is inappropriate considering the financial performance of the company.</i>				
7	Approve Restricted Stock Plan	SH	Against	Against
<i>Blended Rationale: [TK-S0511-002] AGAINST shareholder proposal as proposed amendment will not provide appropriate incentive to the management.</i>				
8	Reduce Cash Compensation Ceiling for Directors to JPY 600 Million per Year	SH	Against	Against
<i>Blended Rationale: [TK-S0511-002] AGAINST shareholder proposal as proposed amendment will not provide appropriate incentive to the management.</i>				
9.1	Elect Shareholder Director Nominee Nicholas E Benes	SH	Against	Against
<i>Blended Rationale: [RJ-S0250-002] AGAINST shareholder proposal as the proposed candidate is not likely to contribute to improvement of corporate governance of the company.</i>				

## Vote Summary Report

Date range covered: 01/01/2020 to 03/31/2020

### Kirin Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9.2	Elect Shareholder Director Nominee Kikuchi, Kanako	SH	Against	Against

*Blended Rationale: [RJ-S0250-002] AGAINST shareholder proposal as the proposed candidate is not likely to contribute to improvement of corporate governance of the company.*

### Suntory Beverage & Food Ltd.

Meeting Date: 03/27/2020

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 39	Mgmt	For	For
2	Amend Articles to Change Location of Head Office	Mgmt	For	For
3.1	Elect Director Kogo, Saburo	Mgmt	For	For
3.2	Elect Director Saito, Kazuhiro	Mgmt	For	For
3.3	Elect Director Yamazaki, Yuji	Mgmt	For	For
3.4	Elect Director Kimura, Josuke	Mgmt	For	For
3.5	Elect Director Torii, Nobuhiro	Mgmt	For	For
3.6	Elect Director Inoue, Yukari	Mgmt	For	For
4	Elect Director and Audit Committee Member Chiji, Kozo	Mgmt	For	For
5	Elect Alternate Director and Audit Committee Member Amitani, Mitsuhiro	Mgmt	For	For

### Broadcom Inc.

Meeting Date: 03/30/2020

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Hock E. Tan	Mgmt	For	For
1b	Elect Director Henry Samueli	Mgmt	For	For

## Vote Summary Report

Date range covered: 01/01/2020 to 03/31/2020

### Broadcom Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1c	Elect Director Eddy W. Hartenstein	Mgmt	For	For
1d	Elect Director Diane M. Bryant	Mgmt	For	For
1e	Elect Director Gayla J. Delly	Mgmt	For	For
1f	Elect Director Raul J. Fernandez	Mgmt	For	For
1g	Elect Director Check Kian Low	Mgmt	For	For
1h	Elect Director Justine F. Page	Mgmt	For	For
1i	Elect Director Harry L. You	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

### Bank of Montreal

Meeting Date: 03/31/2020

Country: Canada

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Janice M. Babiak	Mgmt	For	For
1.2	Elect Director Sophie Brochu	Mgmt	For	For
1.3	Elect Director Craig W. Broderick	Mgmt	For	For
1.4	Elect Director George A. Cope	Mgmt	For	For
1.5	Elect Director Christine A. Edwards	Mgmt	For	For
1.6	Elect Director Martin S. Eichenbaum	Mgmt	For	For
1.7	Elect Director Ronald H. Farmer	Mgmt	For	For
1.8	Elect Director David E. Harquail	Mgmt	For	For
1.9	Elect Director Linda S. Huber	Mgmt	For	For
1.10	Elect Director Eric R. La Fleche	Mgmt	For	For
1.11	Elect Director Lorraine Mitchelmore	Mgmt	For	For
1.12	Elect Director Darryl White	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For

## Vote Summary Report

Date range covered: 01/01/2020 to 03/31/2020

### Bank of Montreal

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Amend Stock Option Plan	Mgmt	For	For
	Shareholder Proposals	Mgmt		
5	SP 1: Update Computer Systems to Increase Competitiveness while Ensuring Greater Protection of Personal Information	SH	Against	Against
<i>Blended Rationale: [SF-S4578-108] Corporate policy decisions are best left to the board absent demonstrable harm to shareholders by prior board action or inaction. The board can be held accountable for its decisions through the election of directors.</i>				
6	SP 2: Set a Diversity Target of More than 40% of the Board Members for the Next Five Years	SH	Against	Against
<i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>				
7	SP 3: Assess the Incongruities of Bank's Lending History and Financing Criteria Regarding Fossil Fuel Loans and Public Statements Regarding Sustainability and Climate Change	SH	Against	Against
<i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>				

### Lundin Petroleum AB

Meeting Date: 03/31/2020

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 Financial Statements and Statutory Reports	Mgmt		
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For
9	Approve Allocation of Income and Dividends of USD 1.80 Per Share	Mgmt	For	For
10	Approve Discharge of Board and President	Mgmt	For	For

## Vote Summary Report

Date range covered: 01/01/2020 to 03/31/2020

### Lundin Petroleum AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Shareholder Proposals	Mgmt		
11.a	Amend Policy on Remuneration of Group Management to Introduce a Recoupment Policy	SH	Against	Against
<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests</i>				
11.b	Instruct Board to Urge Group Management to Promptly Disclose Certain Information and to Take Certain Actions	SH	Against	Against
<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests</i>				
	Management Proposals	Mgmt		
12	Receive Nomination Committee's Report	Mgmt		
13	Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	For	For
14	Approve Remuneration of Directors in the Amount of USD 130,000 for Chairman and USD 62,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
15.a	Reelect Peggy Bruzelius as Director	Mgmt	For	For
15.b	Reelect Ashley Heppenstall as Director	Mgmt	For	For
<i>Blended Rationale: .</i>				
15.c	Reelect Ian Lundin as Director	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence.</i>				
15.d	Reelect Lukas Lundin as Director	Mgmt	For	For
<i>Blended Rationale: .</i>				
15.e	Reelect Grace Skaugen as Director	Mgmt	For	For
15.f	Reelect Torstein Sanness as 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.</i>				
15.g	Reelect Alex Schneider as Director	Mgmt	For	For
15.h	Reelect Jakob Thomasen as Director	Mgmt	For	For
15.i	Reelect Cecilia Vieweg as Director	Mgmt	For	For
15.j	Reelect Ian Lundin as Board Chairman	Mgmt	For	For
16	Approve Remuneration of Auditors	Mgmt	For	For
17	Ratify Ernst & Young as Auditors	Mgmt	For	For
18	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For

## Vote Summary Report

Date range covered: 01/01/2020 to 03/31/2020

### Lundin Petroleum AB

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
19	Approve Performance Share Incentive Plan LTIP 2020	Mgmt	For	For
20	Approve Equity Plan Financing of LTIPs 2017, 2018 and 2019	Mgmt	For	For
21	Approve Equity Plan Financing of LTIP 2020	Mgmt	For	For
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
24	Authorize Chairman of Board and Representatives of Minimum Three and Maximum Four of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	For
25	Change Company Name to Lundin Energy AB; Approve Other Article Amendments	Mgmt	For	For
26	Receive President's Report	Mgmt		
27	Close Meeting	Mgmt		