

## Vote Summary Report

Date range covered: 10/01/2019 to 12/31/2019

### Pampa Energia SA

**Meeting Date:** 10/01/2019

**Country:** Argentina

**Meeting Type:** Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Meeting for GDR Holders	Mgmt		
1	Designate Shareholders to Sign Minutes of Meeting	Mgmt	For	For
2	Approve Cancellation of 190 Million Treasury Shares and Consequent Reduction in Share Capital	Mgmt	For	For
3	Approve Granting of Authorizations to Perform Formalities and Necessary Presentations to Obtain Corresponding Registrations	Mgmt	For	For

### Elastic N.V.

**Meeting Date:** 10/04/2019

**Country:** Netherlands

**Meeting Type:** Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Merger and Issuance of Shares in Connection with Merger	Mgmt	For	For

### The Procter & Gamble Company

**Meeting Date:** 10/08/2019

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Francis S. Blake	Mgmt	For	For
1b	Elect Director Angela F. Braly	Mgmt	For	For
1c	Elect Director Amy L. Chang	Mgmt	For	For
1d	Elect Director Scott D. Cook	Mgmt	For	For

## Vote Summary Report

Date range covered: 10/01/2019 to 12/31/2019

### The Procter & Gamble Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1e	Elect Director Joseph Jimenez	Mgmt	For	For
1f	Elect Director Terry J. Lundgren	Mgmt	For	For
1g	Elect Director Christine M. McCarthy	Mgmt	For	For
1h	Elect Director W. James McNerney, Jr.	Mgmt	For	For
1i	Elect Director Nelson Peltz	Mgmt	For	For
<i>Blended Rationale: 1- On engagement, decided to support</i>				
1j	Elect Director David S. Taylor	Mgmt	For	For
1k	Elect Director Margaret C. Whitman	Mgmt	For	For
1l	Elect Director Patricia A. Woertz	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

### CK Asset Holdings Limited

**Meeting Date:** 10/09/2019      **Country:** Cayman Islands  
**Meeting Type:** Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Proposed Recommended Cash Acquisition of the Entire Issued and to be Issued Share Capital of Greene King Plc	Mgmt	For	For

### Hargreaves Lansdown Plc

**Meeting Date:** 10/10/2019      **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

## Vote Summary Report

Date range covered: 10/01/2019 to 12/31/2019

### Hargreaves Lansdown Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Approve Remuneration Report	Mgmt	For	For
4	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
6	Elect Dan Olley as Director	Mgmt	For	For
7	Re-elect Deanna Oppenheimer as Director	Mgmt	For	For
8	Re-elect Christopher Hill as Director	Mgmt	For	For
9	Re-elect Philip Johnson as Director	Mgmt	For	For
10	Re-elect Shirley Garrood as Director	Mgmt	For	For
11	Re-elect Stephen Robertson as Director	Mgmt	For	For
12	Re-elect Fiona Clutterbuck as Director	Mgmt	For	For
13	Re-elect Roger Perkin as Director	Mgmt	For	For
14	Authorise Market Purchase or Ordinary Shares	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 the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For
18	Authorise EU Political Donations and Expenditure	Mgmt	For	For
19	Approve Savings Related Share Option Scheme	Mgmt	For	For

### Raytheon Company

Meeting Date: 10/11/2019

Country: USA

Meeting Type: Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	For
<i>Blended Rationale: After UTX completes its previously announced split into three companies, RTN shareholders will receive 2.3348 shares of UTX's aerospace business per RTN share. The transaction is structured as a merger-of-equals (MOE). Legacy RTN shareholders will own 43 percent of the combined company, and RTN designees will be seven of its 15 directors. UTX's current CEO will be CEO of the combined company, and RTN's CEO will serve as executive chairman for two years.</i>				
2	Advisory Vote on Golden Parachutes	Mgmt	For	For

## Vote Summary Report

Date range covered: 10/01/2019 to 12/31/2019

### Raytheon Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Adjourn Meeting	Mgmt	For	For

### United Technologies Corporation

**Meeting Date:** 10/11/2019      **Country:** USA  
**Meeting Type:** Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Issue Shares in Connection with Merger	Mgmt	For	For
<i>Blended Rationale: The transaction is structured as a merger-of-equals (MOE) between UTX and RTN. Legacy UTX shareholders willown 57 percent of the combined company, and UTX designees will be eight of its 15 directors. UTX's current CEO will be CEO of the combined company, and RTN's CEO will serve as executive chairman for two years. Support for the merger is warranted.</i>				
2	Adjourn Meeting	Mgmt	For	For

### Pampa Energia SA

**Meeting Date:** 10/15/2019      **Country:** Argentina  
**Meeting Type:** Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Meeting for GDR Holders	Mgmt		
1	Designate Shareholders to Sign Minutes of Meeting	Mgmt	For	For
2	Consider Absorption of Parques Eolicos del Fin del Mundo SA by the Company	Mgmt	For	For
3	Authorize Board to Perform Formalities and Necessary Presentations to Obtain Corresponding Registrations	Mgmt	For	For

### Prudential Plc

**Meeting Date:** 10/15/2019      **Country:** United Kingdom  
**Meeting Type:** Special

## Vote Summary Report

Date range covered: 10/01/2019 to 12/31/2019

### Prudential Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Matters Relating to the Demerger of the M&G Group from the Prudential Group	Mgmt	For	For
2	Elect Amy Yip as Director	Mgmt	For	For

### Commonwealth Bank of Australia

Meeting Date: 10/16/2019

Country: Australia

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2a	Elect Shirish Apte as Director	Mgmt	For	For
2b	Elect Mary Padbury as Director	Mgmt	For	For
2c	Elect Genevieve Bell as Director	Mgmt	For	For
2d	Elect Paul O'Malley as Director	Mgmt	For	For
3	Approve Remuneration Report	Mgmt	For	For
4	Approve Grant of Rights to Matt Comyn	Mgmt	For	For
5	Adopt New Constitution	Mgmt	For	For

### CSL Limited

Meeting Date: 10/16/2019

Country: Australia

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2a	Elect Marie McDonald as Director	Mgmt	For	For
2b	Elect Megan Clark AC as Director	Mgmt	For	For
3	Approve Remuneration Report	Mgmt	For	For
4a	Approve Grant of Performance Share Units to Paul Perreault	Mgmt	For	For

## Vote Summary Report

Date range covered: 10/01/2019 to 12/31/2019

### CSL Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4b	Approve Grant of Performance Share Units to Andrew Cuthbertson AO	Mgmt	For	For

### Eastern Co. (Egypt)

Meeting Date: 10/16/2019

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 Discharge of Chairman and Directors for FY 2019	Mgmt	For	Do Not Vote
6	Approve Remuneration of Directors	Mgmt	For	Do Not Vote
7	Ratify Auditors and Fix Their Remuneration for FY 2020	Mgmt	For	Do Not Vote
8	Approve Composition of the Board	Mgmt	For	Do Not Vote
9	Approve Related Party Transactions	Mgmt	For	Do Not Vote
10	Approve Charitable Donations for FY 2020	Mgmt	For	Do Not Vote

### Meridian Energy Limited

Meeting Date: 10/17/2019

Country: New Zealand

Meeting Type: Annual

## Vote Summary Report

Date range covered: 10/01/2019 to 12/31/2019

### Meridian Energy Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect Jan Dawson as Director	Mgmt	For	For
2	Elect Julia Hoare as Director	Mgmt	For	For
3	Elect Michelle Henderson as Director	Mgmt	For	For
4	Elect Nagaja Sanatkumar as Director	Mgmt	For	For
5	Adopt New Constitution	Mgmt	For	For

### Paychex, Inc.

Meeting Date: 10/17/2019

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director B. Thomas Golisano	Mgmt	For	For
1b	Elect Director Thomas F. Bonadio	Mgmt	For	For
1c	Elect Director Joseph G. Doody	Mgmt	For	For
1d	Elect Director David J.S. Flaschen	Mgmt	For	For
1e	Elect Director Pamela A. Joseph	Mgmt	For	For
1f	Elect Director Martin Mucci	Mgmt	For	For
1g	Elect Director Joseph M. Tucci	Mgmt	For	For
1h	Elect Director Joseph M. Velli	Mgmt	For	For
1i	Elect Director Kara Wilson	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For

### Ashmore Group Plc

Meeting Date: 10/18/2019

Country: United Kingdom

Meeting Type: Annual

## Vote Summary Report

Date range covered: 10/01/2019 to 12/31/2019

### Ashmore Group 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 Final Dividend	Mgmt	For	For
3	Re-elect Mark Coombs as Director	Mgmt	For	For
4	Re-elect Tom Shippey as Director	Mgmt	For	For
5	Re-elect Clive Adamson as Director	Mgmt	For	For
6	Re-elect David Bennett as Director	Mgmt	For	For
7	Re-elect Jennifer Bingham as Director	Mgmt	For	For
8	Re-elect Dame Anne Pringle as Director	Mgmt	For	For
9	Approve Remuneration Report	Mgmt	For	For
10	Reappoint KPMG LLP as Auditors	Mgmt	For	For
11	Authorise the Audit and Risk Committee 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	Approve Waiver on Tender-Bid Requirement	Mgmt	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

### Cochlear Limited

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**Meeting Date:** 10/22/2019

**Country:** Australia

**Meeting Type:** Annual

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Approve Financial Statements and Reports of the Directors and Auditors	Mgmt	For	For



## Vote Summary Report

Date range covered: 10/01/2019 to 12/31/2019

### Cochlear Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.1	Approve Remuneration Report	Mgmt	For	For
3.1	Elect Yasmin Allen as Director	Mgmt	For	For
3.2	Elect Donal O'Dwyer as Director	Mgmt	For	For
3.3	Elect Abbas Hussain as Director	Mgmt	For	For
3.4	Elect Rick Holliday-Smith as Director	Mgmt	For	For
4.1	Approve Grant of Options and Performance Rights to Dig Howitt	Mgmt	For	For

### IDP Education Limited

Meeting Date: 10/22/2019

Country: Australia

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2a	Elect Gregory West as Director	Mgmt	For	For
2b	Elect Peter Polson as Director	Mgmt	For	For
3	Approve Remuneration Report	Mgmt	For	For

### Magellan Financial Group Ltd.

Meeting Date: 10/24/2019

Country: Australia

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For
3a	Elect Hamish Douglass as Director	Mgmt	For	For
3b	Elect Hamish McLennan as Director	Mgmt	For	For
4a	Approve Issuance of Shares to Brett Cairns Under the Share Purchase Plan	Mgmt	For	For
4b	Approve Grant of Related Party Benefits to Brett Cairns	Mgmt	For	For

## Vote Summary Report

Date range covered: 10/01/2019 to 12/31/2019

### Tabcorp Holdings Limited

**Meeting Date:** 10/24/2019

**Country:** Australia

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2a	Elect Paula Dwyer as Director	Mgmt	For	For
2b	Elect Justin Milne as Director	Mgmt	For	For
3	Approve Remuneration Report	Mgmt	For	For
4	Approve Grant of Performance Rights to David Attenborough	Mgmt	For	For
5	Approve the Spill Resolution	Mgmt	Against	Against

### WPP Plc

**Meeting Date:** 10/24/2019

**Country:** Jersey

**Meeting Type:** Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Matters Relating to the Sale by the Company of 60 Percent of their Kantar Business	Mgmt	For	For

### L3Harris Technologies, Inc.

**Meeting Date:** 10/25/2019

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Sallie B. Bailey	Mgmt	For	For
1b	Elect Director William M. Brown	Mgmt	For	For
1c	Elect Director Peter W. Chiarelli	Mgmt	For	For
1d	Elect Director Thomas A. Corcoran	Mgmt	For	For
1e	Elect Director Thomas A. Dattilo	Mgmt	For	For

## Vote Summary Report

Date range covered: 10/01/2019 to 12/31/2019

### L3Harris Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1f	Elect Director Roger B. Fradin	Mgmt	For	For
	<i>Blended Rationale:</i> .			
1g	Elect Director Lewis Hay, III	Mgmt	For	For
1h	Elect Director Lewis Kramer	Mgmt	For	For
1i	Elect Director Christopher E. Kubasik	Mgmt	For	For
1j	Elect Director Rita S. Lane	Mgmt	For	For
1k	Elect Director Robert B. Millard	Mgmt	For	For
1l	Elect Director Lloyd W. Newton	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

### Cintas Corporation

**Meeting Date:** 10/29/2019

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Gerald S. Adolph	Mgmt	For	For
1b	Elect Director John F. Barrett	Mgmt	For	For
1c	Elect Director Melanie W. Barstad	Mgmt	For	For
1d	Elect Director Karen L. Carnahan	Mgmt	For	For
1e	Elect Director Robert E. Coletti	Mgmt	For	For
1f	Elect Director Scott D. Farmer	Mgmt	For	For
1g	Elect Director James J. Johnson	Mgmt	For	For
1h	Elect Director Joseph Scaminace	Mgmt	For	For
1i	Elect Director Ronald W. Tysoe	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	Report on Political Contributions	SH	Against	Against

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

## Vote Summary Report

Date range covered: 10/01/2019 to 12/31/2019

### Seagate Technology plc

**Meeting Date:** 10/29/2019

**Country:** Ireland

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director William D. Mosley	Mgmt	For	For
1b	Elect Director Stephen J. Luczo	Mgmt	For	For
1c	Elect Director Mark W. Adams	Mgmt	For	For
1d	Elect Director Judy Bruner	Mgmt	For	For
1e	Elect Director Michael R. Cannon	Mgmt	For	For
1f	Elect Director William T. Coleman	Mgmt	For	For
1g	Elect Director Jay L. Geldmacher	Mgmt	For	For
1h	Elect Director Dylan G. Haggart	Mgmt	For	For
1i	Elect Director Stephanie Tilenius	Mgmt	For	For
1j	Elect Director Edward J. Zander	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
4	Amend Omnibus Stock Plan	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

### ASR Nederland NV

**Meeting Date:** 10/30/2019

**Country:** Netherlands

**Meeting Type:** Special

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

## Vote Summary Report

Date range covered: 10/01/2019 to 12/31/2019

### ASR Nederland NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2a	Announce Intention to Appoint Ingrid de Graaf-de Swart as Member of the Executive Board	Mgmt		
3a	Announce Intention to Appoint Gisella van Vollenhoven and Gerard van Olphen as Supervisory Board Members	Mgmt		
3b	Elect Gisella van Vollenhoven to Supervisory Board	Mgmt	For	For
3c	Elect Gerard van Olphen to Supervisory Board	Mgmt	For	For
4	Allow Questions	Mgmt		
5	Close Meeting	Mgmt		

### Challenger Limited

**Meeting Date:** 10/31/2019

**Country:** Australia

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2a	Elect Peter Polson as Director	Mgmt	For	For
2b	Elect Masahiko Kobayashi as Director	Mgmt	For	For
3	Approve Remuneration Report	Mgmt	For	For
4	Approve Grant of Performance Share Rights to Richard Howes	Mgmt	For	For

### Ancor plc

**Meeting Date:** 11/05/2019

**Country:** Jersey

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Graeme Liebelt	Mgmt	For	For
1b	Elect Director Armin Meyer	Mgmt	For	For
1c	Elect Director Ronald Delia	Mgmt	For	For
1d	Elect Director Andrea Bertone	Mgmt	For	For

## Vote Summary Report

Date range covered: 10/01/2019 to 12/31/2019

### Amcor plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1e	Elect Director Karen Guerra	Mgmt	For	For
1f	Elect Director Nicholas (Tom) Long	Mgmt	For	For
1g	Elect Director Arun Nayar	Mgmt	For	For
1h	Elect Director Jeremy Sutcliffe	Mgmt	For	For
1i	Elect Director David Szczupak	Mgmt	For	For
1j	Elect Director Philip Weaver	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

### Lam Research Corporation

Meeting Date: 11/05/2019

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Sohail U. Ahmed	Mgmt	For	For
1.2	Elect Director Timothy M. Archer	Mgmt	For	For
1.3	Elect Director Eric K. Brandt	Mgmt	For	For
1.4	Elect Director Michael R. Cannon	Mgmt	For	For
1.5	Elect Director Youssef A. El-Mansy	Mgmt	For	For
1.6	Elect Director Catherine P. Lego	Mgmt	For	For
1.7	Elect Director Bethany J. Mayer	Mgmt	For	For
1.8	Elect Director Abhijit Y. Talwalkar	Mgmt	For	For
1.9	Elect Director Lih Shyng (Rick L.) Tsai	Mgmt	For	For
1.10	Elect Director Leslie F. Varon	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

## Vote Summary Report

Date range covered: 10/01/2019 to 12/31/2019

### Cardinal Health, Inc.

**Meeting Date:** 11/06/2019

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Colleen F. Arnold	Mgmt	For	For
1.2	Elect Director Carrie S. Cox	Mgmt	For	For
1.3	Elect Director Calvin Darden	Mgmt	For	For
1.4	Elect Director Bruce L. Downey	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-006] As Nominating and Governance Committee member, responsible for the lack of succession planning for the audit committee.</i>				
1.5	Elect Director Patricia A. Hemingway Hall	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-006] As Chair of the Nominating and Governance Committee member, responsible for the lack of succession planning for the audit committee.</i>				
1.6	Elect Director Akhil Johri	Mgmt	For	For
1.7	Elect Director Michael C. Kaufmann	Mgmt	For	For
1.8	Elect Director Gregory B. Kenny	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-006] As Nominating and Governance Committee member, responsible for the lack of succession planning for the audit committee.</i>				
1.9	Elect Director Nancy Killefer	Mgmt	For	For
1.10	Elect Director J. Michael Losh	Mgmt	For	For
<i>Blended Rationale: On engagement, decided to support</i>				
1.11	Elect Director Dean A. Scarborough	Mgmt	For	For
1.12	Elect Director John H. Weiland	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

### Wix.com Ltd.

**Meeting Date:** 11/06/2019

**Country:** Israel

**Meeting Type:** Annual

## Vote Summary Report

Date range covered: 10/01/2019 to 12/31/2019

### Wix.com Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Approve Amended Compensation Policy for Executives.	Mgmt	For	For
1b	Approve Amended Compensation Policy for Directors	Mgmt	For	For
2	Approve Option Award Plan for Company's CEO	Mgmt	For	For
3	Approve Compensation Plan for Company's Non-Executive Directors	Mgmt	For	For
4a	Reelect Avishai Abrahami as Director	Mgmt	For	For
4b	Reelect Giora Kaplan as Director	Mgmt	For	For
4c	Reelect Mark Tluszczyk as Director	Mgmt	For	For
5	Appoint Kost, Forer, Gabbay & Kasierer as Auditors	Mgmt	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Against

### BHP Group Limited

Meeting Date: 11/07/2019

Country: Australia

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Appoint Ernst & Young as Auditor of the Company	Mgmt	For	For
3	Authorize the Risk and Audit Committee to Fix Remuneration of the Auditors	Mgmt	For	For
4	Approve General Authority to Issue Shares in BHP Group Plc	Mgmt	For	For
5	Approve General Authority to Issue Shares in BHP Group Plc for Cash	Mgmt	For	For
6	Approve the Repurchase of Shares in BHP Group Plc	Mgmt	For	For



## Vote Summary Report

Date range covered: 10/01/2019 to 12/31/2019

### BHP Group Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Approve Remuneration Policy	Mgmt	For	For
8	Approve Remuneration Report for UK Law Purposes	Mgmt	For	For
9	Approve Remuneration Report for Australian Law Purposes	Mgmt	For	For
10	Approve the Grant of Awards to Andrew Mackenzie	Mgmt	For	For
11	Elect Ian Cockerill as Director	Mgmt	For	For
12	Elect Susan Kilsby as Director	Mgmt	For	For
13	Elect Terry Bowen as Director	Mgmt	For	For
14	Elect Malcolm Broomhead as Director	Mgmt	For	For
15	Elect Anita Frew as Director	Mgmt	For	For
16	Elect Andrew Mackenzie as Director	Mgmt	For	For
17	Elect Lindsay Maxsted as Director	Mgmt	For	For
18	Elect John Mogford as Director	Mgmt	For	For
19	Elect Shriti Vadera as Director	Mgmt	For	For
20	Elect Ken MacKenzie as Director	Mgmt	For	For
21	Amend Constitution of BHP Group Limited	SH	Against	Against
<i>Blended Rationale: 1- 1- [SF-54578-111] Upon Engagement Decided to Support Management.Shareholder proposal process is best facilitated through regulatory means.</i>				
22	Approve Suspension of Memberships of Industry Associations That Are Involved in Lobbying Inconsistent with the Goals of the Paris Agreement	SH	Against	Against
<i>Blended Rationale: 1- [SF-54578-111] Upon Engagement Decided to Support Management</i>				

### Pernod Ricard SA

**Meeting Date:** 11/08/2019

**Country:** France

**Meeting Type:** Annual/Special

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

## Vote Summary Report

Date range covered: 10/01/2019 to 12/31/2019

### Pernod Ricard SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 3.12 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For
5	Reelect Kory Sorenson as Director	Mgmt	For	For
6	Elect Esther Berrozpe Galindo as Director	Mgmt	For	For
7	Elect Philippe Petitcolin as Director	Mgmt	For	For
8	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.25 Million	Mgmt	For	For
9	Approve Compensation of Alexandre Ricard, Chairman and CEO	Mgmt	For	For
10	Approve Remuneration Policy for Alexandre Ricard, Chairman and CEO	Mgmt	For	For
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
12	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
13	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 135 Million	Mgmt	For	For
14	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 41 Million	Mgmt	For	For
15	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For
16	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 41 Million	Mgmt	For	For
17	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
18	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Exchange Offers	Mgmt	For	For
19	Authorize Capitalization of Reserves of Up to EUR 135 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
20	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For
21	Authorize up to 1.5 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	For

## Vote Summary Report

Date range covered: 10/01/2019 to 12/31/2019

### Pernod Ricard SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	Mgmt	For	For
24	Amend Article 16 of Bylaws Re: Employee Representative	Mgmt	For	For
25	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

### Automatic Data Processing, Inc.

Meeting Date: 11/12/2019

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Peter Bisson	Mgmt	For	For
1b	Elect Director Richard T. Clark	Mgmt	For	For
1c	Elect Director R. Glenn Hubbard	Mgmt	For	For
1d	Elect Director John P. Jones	Mgmt	For	For
1e	Elect Director Francine S. Katsoudas	Mgmt	For	For
1f	Elect Director Thomas J. Lynch	Mgmt	For	For
1g	Elect Director Scott F. Powers	Mgmt	For	For
1h	Elect Director William J. Ready	Mgmt	For	For
1i	Elect Director Carlos A. Rodriguez	Mgmt	For	For
1j	Elect Director Sandra S. Wijnberg	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

### Coles Group Limited

Meeting Date: 11/13/2019

Country: Australia

Meeting Type: Annual

## Vote Summary Report

Date range covered: 10/01/2019 to 12/31/2019

### Coles Group Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.1	Elect James Graham as Director	Mgmt	For	For
2.2	Elect Jacqueline Chow as Director	Mgmt	For	For
3	Approve Remuneration Report	Mgmt	For	For
4	Approve Grant of Performance Rights to Steven Cain	Mgmt	For	For
5	Appoint Ernst & Young as Auditor of the Company	Mgmt	For	For
6a	Approve the Amendments to the Company's Constitution	SH	Against	Against
<i>Blended Rationale: 1- 1- [SF-S4578-111] Upon Engagement Decided to Support Management.Shareholder proposal process is best facilitated through regulatory means.</i>				
6b	Improve Human Rights Management in Fresh Food Supply Chains	SH	Against	Against
<i>Blended Rationale: 1- [SF-S4578-111] Upon Engagement Decided to Support Management</i>				

### Hays plc

Meeting Date: 11/13/2019

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	Approve Special Dividend	Mgmt	For	For
5	Re-elect Andrew Martin as Director	Mgmt	For	For
6	Re-elect Alistair Cox as Director	Mgmt	For	For
7	Re-elect Paul Venables as Director	Mgmt	For	For
8	Re-elect Torsten Kreindl as Director	Mgmt	For	For
9	Re-elect Susan Murray as Director	Mgmt	For	For
10	Re-elect MT Rainey as Director	Mgmt	For	For
11	Re-elect Peter Williams as Director	Mgmt	For	For

## Vote Summary Report

Date range covered: 10/01/2019 to 12/31/2019

### Hays plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12	Elect Cheryl Millington as Director	Mgmt	For	For
13	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
15	Authorise EU Political Donations and Expenditure	Mgmt	For	For
16	Authorise Issue of Equity	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	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
20	Approve UK Sharesave Plan	Mgmt	For	For
21	Approve International Sharesave Plan	Mgmt	For	For

### Performance Food Group Company

Meeting Date: 11/13/2019

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director George L. Holm	Mgmt	For	For
1b	Elect Director Arthur B. Winkleblack - Withdrawn	Mgmt		
2	Ratify Deloitte & Touche 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	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For
6	Eliminate Supermajority Vote Requirement for Amending Government Documents and Removing Directors	Mgmt	For	For
7	Provide Right to Call Special Meeting	Mgmt	For	For

## Vote Summary Report

Date range covered: 10/01/2019 to 12/31/2019

### Gaztransport & Technigaz SA

**Meeting Date:** 11/14/2019

**Country:** France

**Meeting Type:** Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Business	Mgmt		
1	Authorize up to 150,000 Shares for Use in Restricted Stock Plans	Mgmt	For	For
2	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

### The Estee Lauder Companies Inc.

**Meeting Date:** 11/15/2019

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Ronald S. Lauder	Mgmt	For	For
1.2	Elect Director William P. Lauder	Mgmt	For	For
1.3	Elect Director Richard D. Parsons	Mgmt	For	For
1.4	Elect Director Lynn Forester de Rothschild	Mgmt	For	For
1.5	Elect Director Jennifer Tejada	Mgmt	For	For
1.6	Elect Director Richard F. Zannino	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 Omnibus Stock Plan	Mgmt	For	For

### Avnet, Inc.

**Meeting Date:** 11/19/2019

**Country:** USA

**Meeting Type:** Annual

## Vote Summary Report

Date range covered: 10/01/2019 to 12/31/2019

### Avnet, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Rodney C. Adkins	Mgmt	For	For
1b	Elect Director William J. Amelio	Mgmt	For	For
1c	Elect Director Carlo Bozotti	Mgmt	For	For
1d	Elect Director Michael A. Bradley	Mgmt	For	For
1e	Elect Director Brenda L. Freeman	Mgmt	For	For
1f	Elect Director Jo Ann Jenkins	Mgmt	For	For
1g	Elect Director Oleg Khaykin	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>				
1h	Elect Director James A. Lawrence	Mgmt	For	For
1i	Elect Director Avid Modjtabai	Mgmt	For	For
1j	Elect Director Adalio T. Sanchez	Mgmt	For	For
1k	Elect Director William H. Schumann, III	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For

### Oracle Corporation

Meeting Date: 11/19/2019

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Jeffrey S. Berg	Mgmt	For	For
1.2	Elect Director Michael J. Boskin	Mgmt	For	For
1.3	Elect Director Safra A. Catz	Mgmt	For	For
1.4	Elect Director Bruce R. Chizen	Mgmt	For	For
1.5	Elect Director George H. Conrades	Mgmt	For	Withhold
<i>Blended Rationale: 1- [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and peers.</i>				
1.6	Elect Director Lawrence J. Ellison	Mgmt	For	For

## Vote Summary Report

Date range covered: 10/01/2019 to 12/31/2019

### Oracle Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.7	Elect Director Rona A. Fairhead	Mgmt	For	For
1.8	Elect Director Hector Garcia-Molina *Withdrawn Resolution*	Mgmt		
1.9	Elect Director Jeffrey O. Henley	Mgmt	For	For
1.10	Elect Director Mark V. Hurd - Deceased	Mgmt		
1.11	Elect Director Renee J. James	Mgmt	For	For
1.12	Elect Director Charles W. Moorman, IV	Mgmt	For	For
1.13	Elect Director Leon E. Panetta	Mgmt	For	For
1.14	Elect Director William G. Parrett	Mgmt	For	For
1.15	Elect Director Naomi O. Seligman	Mgmt	For	Withhold
<i>Blended Rationale: 1- [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and peers.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	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>				
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Report on Gender Pay Gap	SH	Against	For
<i>Blended Rationale: 1- [SF-S0000-002] We believe it is in the best interests of shareholders to have access to greater disclosure on this issue.</i>				
5	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>				

### REA Group Limited

Meeting Date: 11/19/2019

Country: Australia

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For
3a	Elect Tracey Fellows as Director	Mgmt	For	For
3b	Elect Richard Freudenstein as Director	Mgmt	For	For
3c	Elect Michael Miller as Director	Mgmt	For	For



## Vote Summary Report

Date range covered: 10/01/2019 to 12/31/2019

### REA Group Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Approve Grant of Performance Rights to Owen Wilson	Mgmt	For	For

### Independence Group NL

Meeting Date: 11/20/2019

Country: Australia

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect Peter Buck as Director	Mgmt	For	For
2	Elect Kathleen Bozanic as Director	Mgmt	For	For
3	Approve Remuneration Report	Mgmt	For	For
4	Approve IGO Employee Incentive Plan	Mgmt	For	For
5	Approve Issuance of Service Rights to Peter Bradford	Mgmt	For	For
6	Approve Issuance of Performance Rights to Peter Bradford	Mgmt	For	For
7	Approve the Change of Company Type from a Public No Liability Company to a Public Company Limited by Shares	Mgmt	For	For
8	Approve the Change of Company Name to IGO Limited	Mgmt	For	For
9	Approve Replacement of Constitution	Mgmt	For	For

### Blackrock Strategic Fds. - Impact World Equity

Meeting Date: 11/21/2019

Country: Luxembourg

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Receive Statutory Reports	Mgmt	For	For
2	Approve Dividends	Mgmt	For	For
3	Approve Discharge of Directors	Mgmt	For	For

## Vote Summary Report

Date range covered: 10/01/2019 to 12/31/2019

### Blackrock Strategic Fds. - Impact World Equity

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Re-Elect Francine Keiser as Director	Mgmt	For	For
5	Re-Elect Geoffrey Radcliffe as Director	Mgmt	For	For
6	Re-Elect Barry O'Dwyer as Director	Mgmt	For	For
7	Re-Elect Robert Hayes as Director	Mgmt	For	For
8	Re-Elect Paul Freeman 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 Deloitte as Auditor	Mgmt	For	For
12	Approve Resignation of Martha Boeckenfeld as Director	Mgmt	For	For

### Ferguson Plc

Meeting Date: 11/21/2019

Country: Jersey

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
<i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases.[LN-M0550-002] Poor use of remuneration committee discretion.</i>				
3	Approve Remuneration Policy	Mgmt	For	For
<i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases.</i>				
4	Approve Final Dividend	Mgmt	For	For
5	Re-elect Tessa Bamford as Director	Mgmt	For	For
<i>Blended Rationale: [LN-M0201-001] As remuneration committee member, responsible for poorly structured remuneration arrangements.</i>				
6	Re-elect Gareth Davis as Director	Mgmt	For	For
7	Elect Geoff Drabble as Director	Mgmt	For	For
8	Elect Catherine Halligan as Director	Mgmt	For	For
9	Re-elect Kevin Murphy as Director	Mgmt	For	For

## Vote Summary Report

Date range covered: 10/01/2019 to 12/31/2019

### Ferguson Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
10	Re-elect Alan Murray as Director	Mgmt	For	For
<i>Blended Rationale: [LN-M0201-001] As remuneration committee member, responsible for poorly structured remuneration arrangements.</i>				
11	Re-elect Michael Powell as Director	Mgmt	For	For
12	Elect Tom Schmitt as Director	Mgmt	For	For
13	Re-elect Dr Nadia Shouraboura as Director	Mgmt	For	For
<i>Blended Rationale: [LN-M0201-001] As remuneration committee member, responsible for poorly structured remuneration arrangements.</i>				
14	Re-elect Jacqueline Simmonds as Director	Mgmt	For	For
<i>Blended Rationale: [LN-M0201-001] As remuneration committee member, responsible for poorly structured remuneration arrangements.</i>				
15	Reappoint Deloitte 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	Amend Long Term Incentive Plan 2019	Mgmt	For	For
<i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases.</i>				
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

### London Stock Exchange Group Plc

**Meeting Date:** 11/26/2019

**Country:** United Kingdom

**Meeting Type:** Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Acquisition of Refinitiv	Mgmt	For	For
2	Authorise Issue of Equity in Connection with the Acquisition	Mgmt	For	For

## Vote Summary Report

Date range covered: 10/01/2019 to 12/31/2019

### Chr. Hansen Holding A/S

**Meeting Date:** 11/27/2019

**Country:** Denmark

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Board Report	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of DKK 7.07 Per Share	Mgmt	For	For
4	Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chair, DKK 800,000 for Vice-Chair and DKK 400,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
5	Approve Revised Remuneration Guidelines for Executive Management and Board	Mgmt	For	For
6a	Reelect Dominique Reiniche (Chair) as Director	Mgmt	For	For
6b.a	Reelect Jesper Brandgaard as Director	Mgmt	For	For
6b.b	Reelect Luis Cantarell as Director	Mgmt	For	For
6b.c	Reelect Heidi Kleinbach-Sauter as Director	Mgmt	For	For
6b.d	Elect Niels Peder Nielsen as New Director	Mgmt	For	For
6b.e	Reelect Kristian Villumsen as Director	Mgmt	For	For
6b.f	Reelect Mark Wilson as Director	Mgmt	For	For
7	Reelect PricewaterhouseCoopers as Auditor	Mgmt	For	For
8	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For

### FAST RETAILING CO., LTD.

**Meeting Date:** 11/28/2019

**Country:** Japan

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Amend Provisions on Number of Statutory Auditors	Mgmt	For	For

## Vote Summary Report

Date range covered: 10/01/2019 to 12/31/2019

### FAST RETAILING CO., LTD.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.1	Elect Director Yanai, Tadashi	Mgmt	For	For
2.2	Elect Director Hambayashi, Toru	Mgmt	For	For
<i>Blended Rationale: .</i>				
2.3	Elect Director Hattori, Nobumichi	Mgmt	For	For
<i>Blended Rationale: .</i>				
2.4	Elect Director Shintaku, Masaaki	Mgmt	For	For
<i>Blended Rationale: .</i>				
2.5	Elect Director Nawa, Takashi	Mgmt	For	For
<i>Blended Rationale: .</i>				
2.6	Elect Director Ono, Naotake	Mgmt	For	For
<i>Blended Rationale: .</i>				
2.7	Elect Director Okazaki, Takeshi	Mgmt	For	For
2.8	Elect Director Yanai, Kazumi	Mgmt	For	For
2.9	Elect Director Yanai, Koji	Mgmt	For	For
3	Appoint Statutory Auditor Mizusawa, Masumi	Mgmt	For	For
4	Approve Compensation Ceiling for Directors	Mgmt	For	For

### Atlassian Corporation Plc

**Meeting Date:** 12/04/2019

**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: [LN-M0550-001] Poorly structured remuneration arrangements.</i>				
4	Appoint Ernst & Young LLP as Auditors	Mgmt	For	For
5	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	For

## Vote Summary Report

Date range covered: 10/01/2019 to 12/31/2019

### Atlassian Corporation Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Elect Director Shona L. Brown	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-001] As remuneration committee chairman, responsible for poorly structured arrangements.</i>				
7	Elect Director Michael Cannon-Brookes	Mgmt	For	For
8	Elect Director Scott Farquhar	Mgmt	For	For
9	Elect Director Heather Mirjahangir Fernandez	Mgmt	For	For
10	Elect Director Sasan Goodarzi	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-001] As remuneration committee member, responsible for poorly structured arrangements.</i>				
11	Elect Director Jay Parikh	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-001] As remuneration committee member, responsible for poorly structured arrangements.</i>				
12	Elect Director Enrique Salem	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>				
13	Elect Director Steven Sordello	Mgmt	For	For
14	Elect Director Richard P. Wong	Mgmt	For	For

### Kazatomprom JSC

Meeting Date: 12/04/2019

Country: Kazakhstan

Meeting Type: Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Meeting for GDR Holders	Mgmt		
1	Approve Meeting Agenda	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditor for Fiscal 2020-2022	Mgmt	For	For

### Microsoft Corporation

Meeting Date: 12/04/2019

Country: USA

Meeting Type: Annual

## Vote Summary Report

Date range covered: 10/01/2019 to 12/31/2019

### Microsoft Corporation

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director William H. Gates, III	Mgmt	For	For
1.2	Elect Director Reid G. Hoffman	Mgmt	For	For
1.3	Elect Director Hugh F. Johnston	Mgmt	For	For
1.4	Elect Director Teri L. List-Stoll	Mgmt	For	For
1.5	Elect Director Satya Nadella	Mgmt	For	For
1.6	Elect Director Sandra E. Peterson	Mgmt	For	For
1.7	Elect Director Penny S. Pritzker	Mgmt	For	For
1.8	Elect Director Charles W. Scharf	Mgmt	For	For
1.9	Elect Director Arne M. Sorenson	Mgmt	For	For
1.10	Elect Director John W. Stanton	Mgmt	For	For
1.11	Elect Director John W. Thompson	Mgmt	For	For
1.12	Elect Director Emma N. Walmsley	Mgmt	For	For
1.13	Elect Director Padmasree Warrior	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 Employee Representation on the Board of Directors	SH	Against	Against
5	Report on Gender Pay Gap	SH	Against	Against

### Vail Resorts, Inc.

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**Meeting Date:** 12/05/2019

**Country:** USA

**Meeting Type:** Annual

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Susan L. Decker	Mgmt	For	For
1b	Elect Director Robert A. Katz	Mgmt	For	For
1c	Elect Director John T. Redmond	Mgmt	For	For
1d	Elect Director Michele Romanow	Mgmt	For	For

## Vote Summary Report

Date range covered: 10/01/2019 to 12/31/2019

### Vail Resorts, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1e	Elect Director Hilary A. Schneider	Mgmt	For	For
1f	Elect Director D. Bruce Sewell	Mgmt	For	For
1g	Elect Director John F. Sorte	Mgmt	For	For
1h	Elect Director Peter A. Vaughn	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

### Copart, Inc.

Meeting Date: 12/06/2019

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Willis J. Johnson	Mgmt	For	For
1.2	Elect Director A. Jayson Adair	Mgmt	For	For
1.3	Elect Director Matt Blunt	Mgmt	For	For
<i>Blended Rationale: .</i>				
1.4	Elect Director Steven D. Cohan	Mgmt	For	For
1.5	Elect Director Daniel J. Englander	Mgmt	For	For
1.6	Elect Director James E. Meeks	Mgmt	For	For
1.7	Elect Director Thomas N. Tryforos	Mgmt	For	For
<i>Blended Rationale: .</i>				
1.8	Elect Director Diane M. Morefield	Mgmt	For	For
1.9	Elect Director Stephen Fisher	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

### Medtronic plc

Meeting Date: 12/06/2019

Country: Ireland

Meeting Type: Annual



## Vote Summary Report

Date range covered: 10/01/2019 to 12/31/2019

### Medtronic plc

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Richard H. Anderson	Mgmt	For	For
1b	Elect Director Craig Arnold	Mgmt	For	For
1c	Elect Director Scott C. Donnelly	Mgmt	For	For
1d	Elect Director Andrea J. Goldsmith	Mgmt	For	For
1e	Elect Director Randall J. Hogan, III	Mgmt	For	For
1f	Elect Director Omar Ishrak	Mgmt	For	For
1g	Elect Director Michael O. Leavitt	Mgmt	For	For
1h	Elect Director James T. Lenehan	Mgmt	For	For
1i	Elect Director Geoffrey S. Martha	Mgmt	For	For
1j	Elect Director Elizabeth G. Nabel	Mgmt	For	For
1k	Elect Director Denise M. O'Leary	Mgmt	For	For
1l	Elect Director Kendall J. Powell	Mgmt	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For
5	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	Mgmt	For	For
6	Authorize Overseas Market Purchases of Ordinary Shares	Mgmt	For	For

### Palo Alto Networks, Inc.

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**Meeting Date:** 12/09/2019

**Country:** USA

**Meeting Type:** Annual

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Asheem Chandna	Mgmt	For	For
1b	Elect Director James J. Goetz	Mgmt	For	For

## Vote Summary Report

Date range covered: 10/01/2019 to 12/31/2019

### Palo Alto Networks, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1c	Elect Director Mark D. McLaughlin	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against

*Blended Rationale: 1- [SF-M0500-010] Pay is not aligned with performance and peers2- [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.*

### PT Bank Mandiri (Persero) Tbk

**Meeting Date:** 12/09/2019

**Country:** Indonesia

**Meeting Type:** Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Changes in Board of Company	Mgmt	For	Against

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

### Cisco Systems, Inc.

**Meeting Date:** 12/10/2019

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director M. Michele Burns	Mgmt	For	For
1b	Elect Director Wesley G. Bush	Mgmt	For	For
1c	Elect Director Michael D. Capellas	Mgmt	For	For
1d	Elect Director Mark Garrett	Mgmt	For	For
1e	Elect Director Kristina M. Johnson	Mgmt	For	For
1f	Elect Director Roderick C. McGeary	Mgmt	For	For
1g	Elect Director Charles H. Robbins	Mgmt	For	For
1h	Elect Director Arun Sarin	Mgmt	For	For
1i	Elect Director Brenton L. Saunders	Mgmt	For	For

## Vote Summary Report

Date range covered: 10/01/2019 to 12/31/2019

### Cisco Systems, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1j	Elect Director Carol B. Tome	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	Require Independent Board Chairman	SH	Against	Against

### Aspen Technology, Inc.

Meeting Date: 12/12/2019

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Donald P. Casey	Mgmt	For	For
1.2	Elect Director Robert M. Whelan, Jr.	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

### Westpac Banking Corp.

Meeting Date: 12/12/2019

Country: Australia

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2a	Elect Nerida Caesar as Director	Mgmt	For	For
2b	***Withdrawn Resolution*** Elect Ewen Crouch as Director	Mgmt		
2c	Elect Steven Harker as Director	Mgmt	For	For
2d	Elect Peter Marriott as Director	Mgmt	For	For
2e	Elect Margaret Seale as Director	Mgmt	For	For
3	***Withdrawn Resolution*** Approve Grant of Performance Share Rights to Brian Hartzler	Mgmt		

## Vote Summary Report

Date range covered: 10/01/2019 to 12/31/2019

### Westpac Banking Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Approve Remuneration Report	Mgmt	For	For
5	Approve Conditional Spill Resolution	Mgmt	Against	Against
<i>Blended Rationale: 1- 1- The board has addressed issues relating to remuneration structures. Support of the proposal to spill the board is considered not in the best interests of shareholders.</i>				
6a	Approve the Amendments to the Company's Constitution	SH	Against	Against
<i>Blended Rationale: 1- 1- [SF-S4578-111] Upon Engagement Decided to Support Management.Shareholder proposal process is best facilitated through regulatory means.</i>				
6b	Approve Disclosure of Strategies and Targets for Reduction in Fossil Fuel Exposure	SH	Against	Against
<i>Blended Rationale: 1- [SF-S4578-111] Upon Engagement Decided to Support Management</i>				

### Paylocity Holding Corporation

**Meeting Date:** 12/13/2019

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Steven R. Beauchamp	Mgmt	For	For
1.2	Elect Director Andres D. Reiner	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

### Ecopetrol SA

**Meeting Date:** 12/16/2019

**Country:** Colombia

**Meeting Type:** Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt		
1	Safety Guidelines	Mgmt		
2	Verify Quorum	Mgmt		

## Vote Summary Report

Date range covered: 10/01/2019 to 12/31/2019

### Ecopetrol SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Opening by Chief Executive Officer	Mgmt		
4	Approve Meeting Agenda	Mgmt	For	For
5	Elect Chairman of Meeting	Mgmt	For	For
6	Appoint Committee in Charge of Scrutinizing Elections and Polling	Mgmt	For	For
7	Elect Meeting Approval Committee	Mgmt	For	For
8	Approve Reallocation of Occasional Reserves	Mgmt	For	Against
<i>Blended Rationale: 1- [RU-M0000-003] Proposal is not in shareholders' best interests .</i>				
9	Approve Dividends Charged to Occasional Reserves	Mgmt	For	Against
<i>Blended Rationale: 1- [RU-M0000-003] Proposal is not in shareholders' best interests .</i>				

### Ecopetrol SA

**Meeting Date:** 12/16/2019

**Country:** Colombia

**Meeting Type:** Special

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	Elect Chairman of Meeting	Mgmt	For	For
6	Appoint Committee in Charge of Scrutinizing Elections and Polling	Mgmt	For	For
7	Elect Meeting Approval Committee	Mgmt	For	For
8	Approve Reallocation of Occasional Reserves	Mgmt	For	Against
<i>Blended Rationale: 1- [RU-M0000-003] Proposal is not in shareholders' best interests .</i>				
9	Approve Dividends Charged to Occasional Reserves	Mgmt	For	Against
<i>Blended Rationale: 1- [RU-M0000-003] Proposal is not in shareholders' best interests .</i>				

## Vote Summary Report

Date range covered: 10/01/2019 to 12/31/2019

### ABN AMRO Bank NV

**Meeting Date:** 12/17/2019

**Country:** Netherlands

**Meeting Type:** Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Special Meeting Agenda	Mgmt		
1	Open Meeting and Announcements	Mgmt		
2a	Announce Vacancies on the Supervisory Board	Mgmt		
2b	Opportunity to Make Recommendations	Mgmt		
2ci	Announce Intention to Appoint Laetitia Griffith as Supervisory Board Member	Mgmt		
2cii	Opportunity for the Employee Council to Explain its Position	Mgmt		
2ciii	Verbal Explanation and Motivation by Laetitia Griffith	Mgmt		
2civ	Elect Laetitia Griffith to Supervisory Board	Mgmt	For	For
3	Close Meeting	Mgmt		

### NortonLifeLock Inc.

**Meeting Date:** 12/19/2019

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Sue Barsamian	Mgmt	For	For
1b	Elect Director Frank E. Dangeard	Mgmt	For	For
1c	Elect Director Nora M. Denzel	Mgmt	For	For
1d	Elect Director Peter A. Feld	Mgmt	For	For
1e	Elect Director Kenneth Y. Hao	Mgmt	For	For
1f	Elect Director David W. Humphrey	Mgmt	For	For
1g	Elect Director Vincent Pilette	Mgmt	For	For
1h	Elect Director V. Paul Unruh	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For

## Vote Summary Report

Date range covered: 10/01/2019 to 12/31/2019

### NortonLifeLock Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Require Independent Board Chairman	SH	Against	Against

*Blended Rationale: [SF-S0107-001] Investors would benefit from greater independent leadership in the boardroom.*

### Occidental Petroleum Corporation

**Meeting Date:** 12/31/2019

**Country:** USA

**Meeting Type:** Proxy Contest

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Management Proxy (White Proxy Card)	Mgmt		
1	Revoke Consent to Request to Fix a Record Date	SH	For	Do Not Vote
	Dissident Card	Mgmt		
1	Consent to Request to Fix a Record Date	SH	For	Do Not Vote