

Voting summary

February 2021

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

China YuHua Education Corporation Limited

Meeting Date: 02/01/2021

Country: Cayman Islands

Meeting Type: Annual

Ticker: 6169

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3a1	Elect Li Guangyu as Director	For	For
3a2	Elect Li Hua as Director	For	For
3b	Authorize Board to Fix Remuneration of Directors	For	For
4	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	For	For
5A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	Against
<i>Blended Rationale: A vote AGAINST these resolutions is warranted for the following:- The aggregate share issuance limit is greater than 10 percent.- The company has not specified the discount limit.</i>			
5B	Authorize Repurchase of Issued Share Capital	For	For
5C	Authorize Reissuance of Repurchased Shares	For	Against
<i>Blended Rationale: A vote AGAINST these resolutions is warranted for the following:- The aggregate share issuance limit is greater than 10 percent.- The company has not specified the discount limit.</i>			

Aramark

Meeting Date: 02/02/2021

Country: USA

Meeting Type: Annual

Ticker: ARMK

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Susan M. Cameron	For	For
1b	Elect Director Greg Creed	For	For
1c	Elect Director Calvin Darden	For	For
1d	Elect Director Richard W. Dreiling	For	For
1e	Elect Director Irene M. Esteves	For	For
1f	Elect Director Daniel J. Heinrich	For	For

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

Aramark

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1g	Elect Director Bridgette P. Heller	For	For
1h	Elect Director Paul C. Hilal	For	For
1i	Elect Director Karen M. King	For	For
1j	Elect Director Stephen I. Sadove	For	For
1k	Elect Director Arthur B. Winkleblack	For	For
1l	Elect Director John J. Zillmer	For	For
2	Ratify Deloitte & Touche LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<i>Blended Rationale: A vote AGAINST this proposal is warranted. The company made several compensation adjustments as a result of the Covid-19 pandemic, including expediting FY21 equity grants into FY20 and awarding one-time premium priced option grants, which drove the overall magnitude of CEO pay. However, other adjustments raise significant concern, most notably the shortening of the recently concluded performance period to explicitly exclude the adverse financial impact relating to the pandemic from the determination of the closing cycle performance share payout.</i>			
4	Advisory Vote on Say on Pay Frequency	One Year	One Year
5	Amend Omnibus Stock Plan	For	For
<i>Blended Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factor(s):- The plan cost is excessive;- The three-year average burn rate is excessive;- The disclosure of change-in-control ("CIC") vesting treatment is incomplete; and- The plan allows broad discretion to accelerate vesting.</i>			
6	Approve Qualified Employee Stock Purchase Plan	For	For

Autohome Inc.

Meeting Date: 02/02/2021 **Country:** Cayman Islands
Meeting Type: Special **Ticker:** ATHM

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Meeting for ADR Holders		
1	Approve Recapitalization Plan	For	For
2	Adopt New Memorandum of Association and Articles of Association	For	For

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

Dolby Laboratories, Inc.

Meeting Date: 02/02/2021

Country: USA

Meeting Type: Annual

Ticker: DLB

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

Emerson Electric Co.

Meeting Date: 02/02/2021

Country: USA

Meeting Type: Annual

Ticker: EMR

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

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

Nuance Communications, Inc.

Meeting Date: 02/02/2021

Country: USA

Meeting Type: Annual

Ticker: NUAN

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Mark Benjamin	For	For
1.2	Elect Director Daniel Brennan	For	For
1.3	Elect Director Lloyd Carney	For	For
1.4	Elect Director Thomas Ebling	For	For
1.5	Elect Director Robert Finocchio	For	For
1.6	Elect Director Laura S. Kaiser	For	For
1.7	Elect Director Michal Katz	For	For
1.8	Elect Director Mark Laret	For	For
1.9	Elect Director Sanjay Vaswani	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify BDO USA, LLP as Auditors	For	For
4	Provide Right to Act by Written Consent	Against	For

Blended Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.

Oshkosh Corporation

Meeting Date: 02/02/2021

Country: USA

Meeting Type: Annual

Ticker: OSK

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Keith J. Allman	For	For
1.2	Elect Director Wilson R. Jones	For	For
1.3	Elect Director Tyrone M. Jordan	For	For
1.4	Elect Director Kimberley Metcalf-Kupres	For	For
1.5	Elect Director Stephen D. Newlin	For	For
1.6	Elect Director Raymond T. Odierno	For	For

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

Oshkosh Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.7	Elect Director Craig P. Omtvedt	For	For
1.8	Elect Director Duncan J. Palmer	For	For
1.9	Elect Director Sandra E. Rowland	For	For
1.10	Elect Director John S. Shiely	For	For
2	Ratify Deloitte & Touche LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Proxy Access Bylaw Amendment	Against	For

Blended Rationale: On balance, the proposed amendment would enhance the company's existing right for shareholders while maintaining safeguards on the nomination process. As such, a vote FOR this proposal is warranted.

Rockwell Automation, Inc.

Meeting Date: 02/02/2021

Country: USA

Meeting Type: Annual

Ticker: ROK

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

SNAM SpA

Meeting Date: 02/02/2021

Country: Italy

Meeting Type: Special

Ticker: SRG

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

SNAM SpA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Extraordinary Business		
1	Amend Company Bylaws Re: Article 2	For	For
2	Amend Company Bylaws Re: Article 12	For	For
3	Amend Company Bylaws Re: Articles 13 and 24	For	For

Vedanta Resources Finance II Plc

Meeting Date: 02/02/2021 **Country:** United Kingdom
Meeting Type: Bondholder **Ticker:** N/A

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Meeting for Holders of Bonds with ISINs USV9667MAA00 and US92243XAD30		
1	Approve Extraordinary Resolution as per Meeting Notice	For	For

Blended Rationale: Sustainability Advisory Services provides meeting notices for bondholders' meetings for informational purposes only and, as a matter of policy, does not provide vote recommendations on resolutions proposed at such meetings.

Accenture plc

Meeting Date: 02/03/2021 **Country:** Ireland
Meeting Type: Annual **Ticker:** ACN

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

Blended Rationale: A vote FOR the director nominees is warranted.

1b	Elect Director Herbert Hainer	For	For
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Blended Rationale: A vote FOR the director nominees is warranted.

1c	Elect Director Nancy McKinstry	For	For
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Blended Rationale: A vote FOR the director nominees is warranted.

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

Accenture plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1d	Elect Director Beth E. Mooney	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1e	Elect Director Gilles C. Pelisson	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1f	Elect Director Paula A. Price	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1g	Elect Director Venkata (Murthy) Renduchintala	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1h	Elect Director David Rowland	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1i	Elect Director Arun Sarin	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1j	Elect Director Julie Sweet	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1k	Elect Director Frank K. Tang	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1l	Elect Director Tracey T. Travis	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
	<i>Blended Rationale: A vote FOR this proposal is warranted. The company's compensation plan is sufficiently performance-based and pay and performance are reasonably aligned at this time.</i>		
3	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
	<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>		
4	Renew the Board's Authority to Issue Shares Under Irish Law	For	For
	<i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>		
5	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	For	For
	<i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>		
6	Determine Price Range for Reissuance of Treasury Shares	For	For
	<i>Blended Rationale: A vote FOR this resolution is warranted because this is a routine item for companies incorporated in Ireland and no significant concerns have been identified.</i>		

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Accenture plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Jaime Ardila	For	For
1b	Elect Director Herbert Hainer	For	For
1c	Elect Director Nancy McKinstry	For	For
1d	Elect Director Beth E. Mooney	For	For
1e	Elect Director Gilles C. Pelisson	For	For
1f	Elect Director Paula A. Price	For	For
1g	Elect Director Venkata (Murthy) Renduchintala	For	For
1h	Elect Director David Rowland	For	For
1i	Elect Director Arun Sarin	For	For
1j	Elect Director Julie Sweet	For	For
1k	Elect Director Frank K. Tang	For	For
1l	Elect Director Tracey T. Travis	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
4	Renew the Board's Authority to Issue Shares Under Irish Law	For	For
5	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	For	For
6	Determine Price Range for Reissuance of Treasury Shares	For	For

Anhui Conch Cement Company Limited

Meeting Date: 02/03/2021

Country: China

Meeting Type: Special

Ticker: 914

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
EGM BALLOT FOR HOLDERS OF H SHARES			
1	Elect Zhang Xiaorong as Director	For	For

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

Anhui Conch Cement Company Limited

Meeting Date: 02/03/2021

Country: China

Meeting Type: Special

Ticker: 914

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF A SHARES		
1	Elect Zhang Xiaorong as Director	For	For

Atmos Energy Corporation

Meeting Date: 02/03/2021

Country: USA

Meeting Type: Annual

Ticker: ATO

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director J. Kevin Akers	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1b	Elect Director Robert W. Best	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1c	Elect Director Kim R. Cocklin	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1d	Elect Director Kelly H. Compton	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1e	Elect Director Sean Donohue	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1f	Elect Director Rafael G. Garza	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1g	Elect Director Richard K. Gordon	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1h	Elect Director Robert C. Grable	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1i	Elect Director Nancy K. Quinn	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

Atmos Energy Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1j	Elect Director Richard A. Sampson	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1k	Elect Director Stephen R. Springer	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1l	Elect Director Diana J. Walters	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1m	Elect Director Richard Ware, II	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1n	Elect Director Frank Yoho	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
2	Amend Omnibus Stock Plan	For	For
	<i>Blended Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>		
3	Ratify Ernst & Young LLP as Auditors	For	For
	<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>		
4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
	<i>Blended Rationale: Although some concerns are noted, a vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>		

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

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

Atmos Energy Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1l	Elect Director Diana J. Walters	For	For
1m	Elect Director Richard Ware, II	For	For
1n	Elect Director Frank Yoho	For	For
2	Amend Omnibus Stock Plan	For	For
3	Ratify Ernst & Young LLP as Auditors	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

Imperial Brands Plc

Meeting Date: 02/03/2021

Country: United Kingdom

Meeting Type: Annual

Ticker: IMB

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	Against
<i>Blended Rationale: A vote AGAINST this proposal is warranted:- CEO Stefan Bomhard's salary rate is significantly increased (+12.7%) relative to his predecessor, and the Company has not provided a compelling explanation to justify this.</i>			
3	Approve Remuneration Policy	For	For
4	Approve International Sharesave Plan	For	For
5	Approve Long Term Incentive Plan	For	For
6	Approve Deferred Share Bonus Plan	For	For
7	Approve Final Dividend	For	For
8	Elect Stefan Bomhard as Director	For	For
9	Re-elect Susan Clark as Director	For	For
10	Re-elect Therese Esperdy as Director	For	For
11	Elect Alan Johnson as Director	For	For
12	Elect Robert Kunze-Concewitz as Director	For	For
13	Re-elect Simon Langelier as Director	For	For
14	Elect Pierre-Jean Sivignon as Director	For	For
15	Re-elect Steven Stanbrook as Director	For	For
16	Re-elect Jonathan Stanton as Director	For	For

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

Imperial Brands Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
17	Re-elect Oliver Tant as Director	For	For
18	Reappoint Ernst & Young LLP as Auditors	For	For
19	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
20	Authorise EU Political Donations and Expenditure	For	For
21	Authorise Issue of Equity	For	For
22	Authorise Issue of Equity without Pre-emptive Rights	For	For
23	Authorise Market Purchase of Ordinary Shares	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Neoenergia SA

Meeting Date: 02/03/2021

Country: Brazil

Meeting Type: Special

Ticker: NEOE3

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Ratify Acquisition of All Shares of CEB Distribuicao S.A. (CEB-D) by Bahia Geracao de Energia S.A. (Bahia PCH III)	For	For
2	Ratify Planconsult Planejamento e Consultoria Ltda. and Apsis Consultoria Empresarial Ltda. as the Independent Firms to Appraise Proposed Transaction	For	For
3	Approve Independent Firm's Appraisals	For	For
4	Ratify Election of Marcio Hamilton Ferreira as Director and Isabel Garcia-Tejerina as Independent Director	For	Against

Blended Rationale: A vote AGAINST this item is warranted because:- Despite meeting the minimum independence requirement of the Novo Mercado listing segment of the Sao Paulo Stock Exchange (B3), the proposed board's level of independence fails to meet the expectations of institutional investors; and- The company has bundled the election of directors under a single item, preventing shareholders from voting individually on each nominee.

Sappi Ltd.

Meeting Date: 02/03/2021

Country: South Africa

Meeting Type: Annual

Ticker: SAP

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

Sappi Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Ordinary Resolutions		
1	Accept Financial Statements and Statutory Reports for the Year Ended September 2020	For	For
2.1	Re-elect Zola Malinga as Director	For	For
2.2	Re-elect Valli Moosa as Director	For	For
2.3	Re-elect Rob Jan Renders as Director	For	For
2.4	Re-elect Sir Nigel Rudd as Director	For	For
3.1	Re-elect Peter Mageza as Chairman of the Audit and Risk Committee	For	For
3.2	Re-elect Zola Malinga as Member of the Audit and Risk Committee	For	For
3.3	Re-elect Dr Boni Mehlomakulu as Member of the Audit and Risk Committee	For	For
3.4	Re-elect Rob Jan Renders as Member of the Audit and Risk Committee	For	For
3.5	Re-elect Janice Stipp as Member of the Audit and Risk Committee	For	For
4	Reappoint KPMG Inc as Auditors with Coenie Basson as the Designated Registered Auditor	For	For
5	Authorise Specific Issue of Ordinary Shares to the Holders of Convertible Bonds	For	For
6	Approve Remuneration Policy	For	For
7	Approve Remuneration Implementation Report	For	For
	Special Resolutions		
1	Approve Non-executive Directors' Fees	For	For
2	Approve Financial Assistance to Related or Inter-related Companies	For	For
	Continuation of Ordinary Resolutions		
8	Authorise Ratification of Approved Resolutions	For	For

Siemens AG

Meeting Date: 02/03/2021

Country: Germany

Meeting Type: Annual

Ticker: SIE

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

Siemens AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Management Proposals		
1	Receive Financial Statements and Statutory Reports for Fiscal 2019/20 (Non-Voting)		
2	Approve Allocation of Income and Dividends of EUR 3.50 per Share	For	For
3.1	Approve Discharge of Management Board Member Joe Kaeser for Fiscal 2019/20	For	For
3.2	Approve Discharge of Management Board Member Roland Busch for Fiscal 2019/20	For	For
3.3	Approve Discharge of Management Board Member Lisa Davis (until Feb. 29, 2020) for Fiscal 2019/20	For	For
3.4	Approve Discharge of Management Board Member Klaus Helmrich for Fiscal 2019/20	For	For
3.5	Approve Discharge of Management Board Member Janina Kugel (until Jan. 31, 2020) for Fiscal 2019/20	For	For
3.6	Approve Discharge of Management Board Member Cedrik Neike for Fiscal 2019/20	For	For
3.7	Approve Discharge of Management Board Member Michael Sen (until March 31, 2020) for Fiscal 2019/20	For	For
3.8	Approve Discharge of Management Board Member Ralf Thomas for Fiscal 2019/20	For	For
4.1	Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal 2019/20	For	For
4.2	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal 2019/20	For	For
4.3	Approve Discharge of Supervisory Board Member Werner Wenning for Fiscal 2019/20	For	For
4.4	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal 2019/20	For	For
4.5	Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal 2019/20	For	For
4.6	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal 2019/20	For	For
4.7	Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal 2019/20	For	For
4.8	Approve Discharge of Supervisory Board Member Robert Kensbock (until Sep. 25, 2020) for Fiscal 2019/20	For	For
4.9	Approve Discharge of Supervisory Board Member Harald Kern for Fiscal 2019/20	For	For

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

Siemens AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4.10	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal 2019/20	For	For
4.11	Approve Discharge of Supervisory Board Member Nicola Leibinger-Kammueler for Fiscal 2019/20	For	For
4.12	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal 2019/20	For	For
4.13	Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal 2019/20	For	For
4.14	Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal 2019/20	For	For
4.15	Approve Discharge of Supervisory Board Member Nemat Shafik for Fiscal 2019/20	For	For
4.16	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal 2019/20	For	For
4.17	Approve Discharge of Supervisory Board Member Michael Sigmund for Fiscal 2019/20	For	For
4.18	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal 2019/20	For	For
4.19	Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal 2019/20	For	For
4.20	Approve Discharge of Supervisory Board Member Gunnar Zukunft for Fiscal 2019/20	For	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal 2020/21	For	For
6.1	Elect Grazia Vittadini to the Supervisory Board	For	For
6.2	Elect Kasper Rorsted to the Supervisory Board	For	For
6.3	Reelect Jim Snabe to the Supervisory Board	For	For
7	Approve Remuneration of Supervisory Board	For	For
8	Approve Creation of EUR 90 Million Pool of Capital for Employee Stock Purchase Plan	For	For
9	Amend Affiliation Agreement with Siemens Bank GmbH Shareholder Proposal Submitted by Verein von Belegschaftsaktionären in der Siemens AG, e.V., Munich	For	For
10	Amend Articles Re: Allow Shareholder Questions during the Virtual Meeting	Against	For

Blended Rationale: A vote FOR this proposal is warranted because the proposed article amendment would have a positive impact on shareholder rights.

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

Twist Bioscience Corporation

Meeting Date: 02/03/2021

Country: USA

Meeting Type: Annual

Ticker: TWST

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Emily M. Leproust	For	Withhold
	<i>Blended Rationale: WITHHOLD votes are warranted for director nominees Emily Leproust, William Banyai, and Robert Chess given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i>		
1.2	Elect Director William Banyai	For	Withhold
	<i>Blended Rationale: WITHHOLD votes are warranted for director nominees Emily Leproust, William Banyai, and Robert Chess given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i>		
1.3	Elect Director Robert Chess	For	Withhold
	<i>Blended Rationale: WITHHOLD votes are warranted for director nominees Emily Leproust, William Banyai, and Robert Chess given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i>		
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Advisory Vote on Say on Pay Frequency	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

Compass Group Plc

Meeting Date: 02/04/2021

Country: United Kingdom

Meeting Type: Annual

Ticker: CPG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Policy	For	For
3	Approve Remuneration Report	For	For
4	Elect Ian Meakins as Director	For	For
5	Re-elect Dominic Blakemore as Director	For	For
6	Re-elect Gary Green as Director	For	For
7	Re-elect Karen Witts as Director	For	For

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

Compass Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
8	Re-elect Carol Arrowsmith as Director	For	For
9	Re-elect John Bason as Director	For	For
10	Re-elect Stefan Bomhard as Director	For	For
11	Re-elect John Bryant as Director	For	For
12	Re-elect Anne-Francoise Nesmes as Director	For	For
13	Re-elect Nelson Silva as Director	For	For
14	Re-elect Ireena Vittal as Director	For	For
15	Reappoint KPMG LLP as Auditors	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
17	Authorise EU Political Donations and Expenditure	For	For
18	Authorise Issue of Equity	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
21	Authorise Market Purchase of Ordinary Shares	For	For
22	Adopt New Articles of Association	For	For
23	Authorise the Company to Call General Meeting with 14 Working Days' Notice	For	For

DCC Plc

Meeting Date: 02/04/2021

Country: Ireland

Meeting Type: Special

Ticker: DCC

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

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

Lenovo Group Limited

Meeting Date: 02/04/2021

Country: Hong Kong

Meeting Type: Special

Ticker: 992

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Proposed Issuance and Admission of Chinese Depository Receipts ("CDRs") and the Specific Mandate	For	For
2	Authorize Board and Its Authorized Persons to Deal With All Matters in Relation to the Proposed Issuance and Admission of CDRs	For	For
3	Approve Plan for Distribution of Profits Accumulated and Undistributed Before the Proposed Issuance and Admission of CDRs	For	For
4	Approve Price Stabilization Plan of CDRs for Three Years After the Proposed Issuance and Admission of CDRs	For	For
5	Approve Dividend Return Plan for Shareholders for Three Years After the Proposed Issuance and Admission of CDRs	For	For
6	Approve Use of Proceeds from the Proposed Issuance and Admission of CDRs	For	For
7	Approve Risk Alert Regarding Dilution of Immediate Return by the Public Offering of CDRs and Relevant Recovery Measures	For	For
8	Approve Binding Measures on Non-Performance of Relevant Undertakings in Connection with the Proposed Issuance and Admission of CDRs	For	For
9	Adopt Rules and Procedures Regarding General Meetings of Shareholders	For	For
10	Adopt Rules and Procedures Regarding Meetings of Board of Directors	For	For
11	Amend Articles of Association and Adopt Amended and Restated Articles of Association	For	For

The Sage Group Plc

Meeting Date: 02/04/2021

Country: United Kingdom

Meeting Type: Annual

Ticker: SGE

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

The Sage Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Elect Sangeeta Anand as Director	For	For
5	Elect Irana Wasti as Director	For	For
6	Re-elect Sir Donald Brydon as Director	For	For
7	Re-elect Dr John Bates as Director	For	For
8	Re-elect Jonathan Bewes as Director	For	For
9	Re-elect Annette Court as Director	For	For
10	Re-elect Drummond Hall as Director	For	For
11	Re-elect Steve Hare as Director	For	For
12	Re-elect Jonathan Howell as Director	For	For
13	Reappoint Ernst & Young LLP as Auditors	For	For
14	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For
15	Authorise Political Donations and Expenditure	For	For
16	Amend Discretionary Share Plan	For	For
17	Authorise Issue of Equity	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
20	Authorise Market Purchase of Ordinary Shares	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
22	Adopt New Articles of Association	For	For

Archosaur Games Inc.

Meeting Date: 02/05/2021

Country: Cayman Islands

Meeting Type: Special

Ticker: 9990

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

Archosaur Games Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Adopt Share Option Scheme	For	Against
<i>Blended Rationale: A vote AGAINST this proposal is warranted given the following:- The company could be considered a mature company, and the limit under the proposed Scheme, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital; and- Performance criteria and meaningful vesting periods have not been disclosed.</i>			
2	Elect Lu Xiaoyin as Director	For	For

Glarner Kantonalbank AG

Meeting Date: 02/05/2021 **Country:** Switzerland
Meeting Type: Special **Ticker:** GLKBN

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Acknowledge Resignation of Rolf Widmer from the Board of Directors		
2	Elect Benjamin Muehleemann as Director	For	For
3	Transact Other Business (Voting)	For	Against
<i>Blended Rationale: A vote AGAINST is warranted because:- This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and- The content of these any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i>			

Smurfit Kappa Group Plc

Meeting Date: 02/05/2021 **Country:** Ireland
Meeting Type: Special **Ticker:** SKG

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

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

ThyssenKrupp AG

Meeting Date: 02/05/2021

Country: Germany

Meeting Type: Annual

Ticker: TKA

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

Bharti Airtel Limited

Meeting Date: 02/09/2021

Country: India

Meeting Type: Special

Ticker: 532454

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Postal Ballot		
1	Approve Shifting of Registered Office of the Company	For	For

CIT Group Inc.

Meeting Date: 02/09/2021

Country: USA

Meeting Type: Special

Ticker: CIT

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

CIT Group Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Merger Agreement	For	For
2	Advisory Vote on Golden Parachutes	For	For
3	Adjourn Meeting	For	For

CRH Plc

Meeting Date: 02/09/2021

Country: Ireland

Meeting Type: Special

Ticker: CRH

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

Franklin Resources, Inc.

Meeting Date: 02/09/2021

Country: USA

Meeting Type: Annual

Ticker: BEN

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Mariann Byerwalter	For	For
1b	Elect Director Alexander S. Friedman	For	For
1c	Elect Director Gregory E. Johnson	For	For
1d	Elect Director Jennifer M. Johnson	For	For

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

Franklin Resources, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1e	Elect Director Rupert H. Johnson, Jr.	For	For
1f	Elect Director John Y. Kim	For	For
1g	Elect Director Anthony J. Noto	For	For
1h	Elect Director John W. Thiel	For	For
1i	Elect Director Seth H. Waugh	For	For
1j	Elect Director Geoffrey Y. Yang	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
3	Amend Omnibus Stock Plan	For	Against

Blended Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors:- The plan cost is excessive- The three-year average burn rate is excessive- The disclosure of change-in-control ("CIC") vesting treatment is incomplete

Grainger Plc

Meeting Date: 02/10/2021

Country: United Kingdom

Meeting Type: Annual

Ticker: GRI

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Re-elect Mark Clare as Director	For	For
5	Re-elect Helen Gordon as Director	For	For
6	Re-elect Vanessa Simms as Director	For	For
7	Re-elect Andrew Carr-Locke as Director	For	For
8	Re-elect Rob Wilkinson as Director	For	For
9	Re-elect Justin Read as Director	For	For
10	Re-elect Janette Bell as Director	For	For
11	Reappoint KPMG LLP as Auditors	For	For
12	Authorise Board to Fix Remuneration of Auditors	For	For
13	Authorise Issue of Equity	For	For

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

Grainger Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
14	Authorise Issue of Equity without Pre-emptive Rights	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
16	Authorise Market Purchase of Ordinary Shares	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
18	Authorise EU Political Donations and Expenditure	For	For

IndiaMART InterMESH Limited

Meeting Date: 02/10/2021 **Country:** India
Meeting Type: Special **Ticker:** 542726

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	For
2	Increase Authorized Share Capital and Amend Memorandum of Association	For	For
3	Approve Reclassification of Authorized Share Capital and Amend Memorandum of Association	For	For

PTC Inc.

Meeting Date: 02/10/2021 **Country:** USA
Meeting Type: Annual **Ticker:** PTC

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Janice Chaffin	For	For
1.2	Elect Director Phillip Fernandez	For	For
1.3	Elect Director James Heppelmann	For	For
1.4	Elect Director Klaus Hoehn	For	For

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

PTC Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.5	Elect Director Paul Lacy	For	For
1.6	Elect Director Corinna Lathan	For	For
1.7	Elect Director Blake Moret	For	For
<i>Blended Rationale: WITHHOLD votes are warranted for Blake Moret for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i>			
1.8	Elect Director Robert Schechter	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<i>Blended Rationale: A vote AGAINST this proposal is warranted, given the limited degree of responsiveness and pay-for performance concerns mentioned below. Following two consecutive years of low say-on-pay support, the company engaged with its shareholders and disclosed the feedback received. Notably, the committee removed the "catch-up" feature from long-term incentives. However, the committee failed to fully address certain shareholder concerns, including the annual performance period in PSUs and in CEO Heppelmann's retention equity grant and his new executive agreement. CEO Heppelmann received a sizable performance-based equity award, as his FY18 special award lost its incentive and retentive value due to business developments and the impact of COVID-19. While the FY20 award replaces his FY18 award, there are concerns regarding the frequent use of large special equity awards, combined with the use of annual performance measurement periods, which undermines the long-term nature of such awards. Additionally, annual-cycle PSUs can be earned for annual performance, and the relative TSR portion of the PSUs merely targets median performance with no disclosed cap for negative TSR. Further, certain pay decisions related to COVID-19 were also concerning. Although the separation of performance measurement period into pre- and post-pandemic periods resulted in reasonable annual incentive payouts, the discretionary adjustments to LTI payouts and certain in-progress long-term incentive goals are not viewed as appropriate reactions to the COVID-19 related market disruption.</i>			
3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

Siemens Energy AG

Meeting Date: 02/10/2021 **Country:** Germany
Meeting Type: Annual **Ticker:** ENR

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

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

Siemens Energy AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5.3	Elect Joe Kaeser to the Supervisory Board	For	For
5.4	Elect Hubert Lienhard to the Supervisory Board	For	For
5.5	Elect Hildegard Mueller to the Supervisory Board	For	For
5.6	Elect Laurence Mulliez to the Supervisory Board	For	For
5.7	Elect Matthias Rebellius to the Supervisory Board	For	For
5.8	Elect Ralf Thomas to the Supervisory Board	For	Against
<i>Blended Rationale: Sustainability Advisory Services recommends a vote AGAINST the election of Ralf Thomas to the supervisory board (Item 5.8) because he is non-independent and is currently the chair of the audit committee. Moreover, Sustainability Advisory Services has highlighted the election of Joe Kaeser (Item 5.3) for shareholder attention, given his executive role at Siemens Energy's former parent company and his resultant classification as a non-independent director, considering that he would, if elected, stand for election as chair of the supervisory board.</i>			
5.9	Elect Geisha Williams to the Supervisory Board	For	For
5.10	Elect Randy Zwirn to the Supervisory Board	For	For
6	Approve Remuneration Policy for the Management Board	For	For
7	Approve Remuneration of Supervisory Board	For	For

Achiko AG

Meeting Date: 02/11/2021

Country: Switzerland

Meeting Type: Special

Ticker: ACHI

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Elect Chairman of Meeting		
2	Approve Creation of CHF 529,159.02 Pool of Authorized Capital without Preemptive Rights	For	Against
<i>Blended Rationale: A vote AGAINST the proposed authorization is warranted because:- The issuance requests under Items 2 and 3.2, when combined, would allow for a share capital increase without preemptive rights for up to 82 percent of the issued share capital.</i>			
3.1	Approve Increase in Conditional Capital Pool to CHF 190,497.25 for the Issuance of Employee Participation Rights	For	Against
<i>Blended Rationale: A vote AGAINST this resolution is warranted because:- Total potential dilution exceeds 10 percent.- Performance conditions have not been disclosed.- The vesting period for options has not been disclosed.</i>			

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

Achiko AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3.2	Approve Creation of CHF 338,661.77 Pool of Conditional Capital without Preemptive Rights	For	Against
<i>Blended Rationale: A vote AGAINST the proposed authorization is warranted because:- The issuance requests under Items 2 and 3.2, when combined, would allow for a share capital increase without preemptive rights for up to 82 percent of the issued share capital.</i>			
4	Transact Other Business	For	Against
<i>Blended Rationale: A vote AGAINST is warranted because:- This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and- The content of these any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i>			

Barloworld Ltd.

Meeting Date: 02/11/2021 **Country:** South Africa
Meeting Type: Annual **Ticker:** BAW

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
Ordinary Resolutions			
1	Accept Financial Statements and Statutory Reports for the Year Ended 30 September 2020	For	For
2	Re-elect Hester Hickey as Director	For	For
3	Re-elect Nomavuso Mnxasana as Director	For	For
4	Re-elect Peter Schmid as Director	For	For
5	Elect Hester Hickey as Chairman of the Audit and Risk Committee	For	For
6	Re-elect Michael Lynch-Bell as Member of the Audit and Risk Committee	For	For
7	Re-elect Nomavuso Mnxasana as Member of the Audit and Risk Committee	For	For
8	Elect Hugh Molotsi as Member of the Audit and Risk Committee	For	For
9	Reappoint Ernst & Young as Auditors with S Sithebe as Individual Registered Auditor and Authorise Their Remuneration	For	For
10	Approve Remuneration Policy	For	For
11	Approve Remuneration Implementation Report	For	For
Special Resolutions			

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

Barloworld Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Approve Fees for the Chairman of the Board	For	For
1.2	Approve Fees for the Resident Non-executive Directors	For	For
1.3	Approve Fees for the Non-resident Non-executive Directors	For	For
1.4	Approve Fees for the Resident Chairman of the Audit and Risk Committee	For	For
1.5	Approve Fees for the Resident Members of the Audit and Risk Committee	For	For
1.6	Approve Fees for the Non-resident Members of the Audit and Risk Committee	For	For
1.7	Approve Fees for the Non-resident Chairman of the Remuneration Committee	For	For
1.8	Approve Fees for the Resident Chairman of the Remuneration Committee	For	For
1.9	Approve Fees for the Resident Chairman of the Social, Ethics and Transformation Committee	For	For
1.10	Approve Fees for the Resident Chairman of the Strategy and Investment Committee	For	For
1.11	Approve Fees for the Resident Chairman of the Nomination Committee	For	For
1.12	Approve Fees for the Resident Members of Each of the Board Committees Other than Audit and Risk Committee	For	For
1.13	Approve Fees for the Non-resident Members of Each of the Board Committees Other than Audit and Risk Committee	For	For
2.1	Approve Fees for the Resident Chairman of the Ad hoc Committee	For	For
2.2	Approve Fees for the Resident Member of the Ad hoc Committee	For	For
2.3	Approve Fees for the Non-resident Chairman of the Ad hoc Committee	For	For
2.4	Approve Fees for the Non-resident Member of the Ad hoc Committee	For	For
3	Approve Financial Assistance in Terms of Section 45 of the Companies Act	For	For
4	Authorise Repurchase of Issued Share Capital	For	For

Glanbia Plc

Meeting Date: 02/11/2021

Country: Ireland

Meeting Type: Special

Ticker: GL9

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

Glanbia Plc

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

Nielsen Holdings Plc

Meeting Date: 02/11/2021 **Country:** United Kingdom
Meeting Type: Special **Ticker:** NLSN

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Sale of the Global Connect Business	For	For

Tesco Plc

Meeting Date: 02/11/2021 **Country:** United Kingdom
Meeting Type: Special **Ticker:** TSCO

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

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

Tyson Foods, Inc.

Meeting Date: 02/11/2021

Country: USA

Meeting Type: Annual

Ticker: TSN

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director John Tyson	For	For
1b	Elect Director Les R. Baledge	For	For
1c	Elect Director Gaurdie E. Banister, Jr.	For	For
1d	Elect Director Dean Banks	For	For
1e	Elect Director Mike Beebe	For	For
1f	Elect Director Maria Claudia Borrás	For	For
1g	Elect Director David J. Bronczek	For	For
1h	Elect Director Mikel A. Durham	For	For
1i	Elect Director Jonathan D. Mariner	For	For
1j	Elect Director Kevin M. McNamara	For	For
1k	Elect Director Cheryl S. Miller	For	For
1l	Elect Director Jeffrey K. Schomburger	For	For
1m	Elect Director Robert Thurber	For	For
1n	Elect Director Barbara A. Tyson	For	For
1o	Elect Director Noel White	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
3	Amend Omnibus Stock Plan	For	For
4	Report on Human Rights Due Diligence	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted, as additional information regarding the processes the company uses for human rights due diligence would allow shareholders to better gauge how the company is managing human rights related risks.</i>			
5	Approve Recapitalization Plan for all Stock to Have One-vote per Share	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted as it would convey to the board nonaffiliated shareholders' preference for a capital structure in which the levels of economic ownership and voting power are aligned.</i>			
6	Report on Lobbying Payments and Policy	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted, as the company does not disclose a comprehensive lobbying policy, its direct and indirect lobbying expenditures, or board oversight of its lobbying activities.</i>			

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

Adyen NV

Meeting Date: 02/12/2021 **Country:** Netherlands
Meeting Type: Special **Ticker:** ADYEN

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Special Meeting Agenda		
1	Open Meeting and Announcements		
2	Elect Alexander Matthey to Management Board	For	For
3	Elect Caoimhe Treasa Keogan to Supervisory Board	For	For
4	Close Meeting		

Kingspan Group Plc

Meeting Date: 02/12/2021 **Country:** Ireland
Meeting Type: Special **Ticker:** KRX

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

PNM Resources, Inc.

Meeting Date: 02/12/2021 **Country:** USA
Meeting Type: Special **Ticker:** PNM

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Merger Agreement	For	For
2	Advisory Vote on Golden Parachutes	For	For
3	Adjourn Meeting	For	For

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

Siemens Healthineers AG

Meeting Date: 02/12/2021

Country: Germany

Meeting Type: Annual

Ticker: SHL

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal 2020 (Non-Voting)		
2	Approve Allocation of Income and Dividends of EUR 0.80 per Share	For	For
3.1	Approve Discharge of Management Board Member Bernhard Montag for Fiscal 2020	For	For
3.2	Approve Discharge of Management Board Member Jochen Schmitz for Fiscal 2020	For	For
3.3	Approve Discharge of Management Board Member Christoph Zindel for Fiscal 2020	For	For
4.1	Approve Discharge of Supervisory Board Member Ralf Thomas for Fiscal 2020	For	For
4.2	Approve Discharge of Supervisory Board Member Norbert Gaus for Fiscal 2020	For	For
4.3	Approve Discharge of Supervisory Board Member Roland Busch (from Feb. 12, 2020) for Fiscal 2020	For	For
4.4	Approve Discharge of Supervisory Board Member Marion Helmes for Fiscal 2020	For	For
4.5	Approve Discharge of Supervisory Board Member Andreas Hoffmann for Fiscal 2020	For	For
4.6	Approve Discharge of Supervisory Board Member Philipp Roesler for Fiscal 2020	For	For
4.7	Approve Discharge of Supervisory Board Member Nathalie Von Siemens for Fiscal 2020	For	For
4.8	Approve Discharge of Supervisory Board Member Gregory Sorensen for Fiscal 2020	For	For
4.9	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal 2020	For	For
4.10	Approve Discharge of Supervisory Board Member Michael Sen (until Feb. 12, 2020) for Fiscal 2020	For	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal 2021	For	For
6	Amend Articles Re: Information for Registration in the Share Register	For	For
7	Approve Increase in Size of Board to Ten Members	For	For

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

Siemens Healthineers AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
8	Elect Peer Schatz to the Supervisory Board	For	Against
<i>Blended Rationale: A vote AGAINST the board nominee Peer Schatz is warranted as his proposed term of office exceeds four years.</i>			
9	Approve Remuneration Policy	For	For
10	Approve Remuneration of Supervisory Board	For	For
11	Approve Creation of EUR 537.5 Million Pool of Capital without Preemptive Rights	For	Against
<i>Blended Rationale: A vote AGAINST the proposed authorization is warranted because the issuance request would allow for a capital increase without preemptive rights for up to 50 percent of the issued share capital.</i>			
12	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Billion; Approve Creation of EUR 107.5 Million Pool of Capital to Guarantee Conversion Rights	For	For
13	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For

Siemens Limited

Meeting Date: 02/12/2021

Country: India

Meeting Type: Annual

Ticker: 500550

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Dividend	For	For
3	Approve that the Vacancy on the Board Not Be Filled from the Retirement of Mariel von Schumann	For	For
4	Elect Tim Holt as Director	For	Against
<i>Blended Rationale: A vote AGAINST the elections of Tim Holt (Item 4) and Matthias Rebellius (Item 5) is warranted because:the board independence norms are not met (after reclassification) and both directors are non-independent director nominees. Moreover, Matthias Rebellius is getting a permanent board seat which could reduce his accountability by exempting him from retirement and would disallow shareholder review for his continued service.</i>			
5	Elect Matthias Rebellius as Director	For	Against
<i>Blended Rationale: A vote AGAINST the elections of Tim Holt (Item 4) and Matthias Rebellius (Item 5) is warranted because:the board independence norms are not met (after reclassification) and both directors are non-independent director nominees. Moreover, Matthias Rebellius is getting a permanent board seat which could reduce his accountability by exempting him from retirement and would disallow shareholder review for his continued service.</i>			

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

Siemens Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6	Approve Remuneration of Cost Auditors	For	For

Britannia Industries Limited

Meeting Date: 02/15/2021 **Country:** India
Meeting Type: Court **Ticker:** 500825

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Court-Ordered Meeting for Shareholders Approve Scheme of Arrangement	For	For

Mobile TeleSystems PJSC

Meeting Date: 02/15/2021 **Country:** Russia
Meeting Type: Special **Ticker:** MTSS

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Meeting for ADR Holders		
1.1	Approve Reorganization via Acquisition of OOO Stv	For	For
1.2	Approve Reorganization via Acquisition of OOO Stream	For	For
1.3	Approve Reorganization via Acquisition of OOO Oblachnyi Riteil	For	For
1.4	Approve Reorganization via Acquisition of OOO Oblachnyi Riteil Plus	For	For
1.5	Approve Reorganization via Acquisition of OOO MKS Balashikha	For	For
1.6	Approve Reorganization via Acquisition of AO NPO Progtekhn	For	For
2.1	Amend Charter in Connection with Reorganization Proposed under Item 1.1	For	For
2.2	Amend Charter in Connection with Reorganization Proposed under Item 1.2	For	For
2.3	Amend Charter in Connection with Reorganization Proposed under Item 1.3	For	For

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

Mobile TeleSystems PJSC

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2.4	Amend Charter in Connection with Reorganization Proposed under Item 1.4	For	For
2.5	Amend Charter in Connection with Reorganization Proposed under Item 1.5	For	For
2.6	Amend Charter in Connection with Reorganization Proposed under Item 1.6	For	For
3.1	Approve Company's Membership in StroySvyazTelecom	For	For
3.2	Approve Company's Membership in ProektSvyazTelecom	For	For
4	Approve New Edition of Regulations on Board of Directors	For	For
5	Approve New Edition of Regulations on Management	For	For
6	Approve New Edition of Regulations on CEO	For	For
7	Approve New Edition of Regulations on Audit Commission	For	For

Swedbank AB

Meeting Date: 02/15/2021

Country: Sweden

Meeting Type: Special

Ticker: SWED.A

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Open Meeting		
2	Elect Chairman of Meeting	For	For
3	Designate Inspector(s) of Minutes of Meeting	For	For
4	Prepare and Approve List of Shareholders	For	For
5	Approve Agenda of Meeting	For	For
6	Acknowledge Proper Convening of Meeting	For	For
7	Approve Dividends of SEK 4.35 Per Share	For	For
8	Close Meeting		

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

Spar Group Ltd.

Meeting Date: 02/16/2021

Country: South Africa

Meeting Type: Annual

Ticker: SPP

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for the Year Ended 30 September 2020	For	For
2	Elect Brett Botten as Director	For	For
3	Elect Graham O'Connor as Director	For	Against
<i>Blended Rationale: Item 3A vote AGAINST this item is considered warranted:- Graham O'Connor is stepping down as CEO on 1 March 2021 and will remain on the Board as Non-executive Chair. This is not aligned to the recommendations of King IV. Items 2 & 4A vote FOR these items is considered warranted:- No issues have been identified in relation to the election of these Directors.</i>			
4	Re-elect Marang Mashologu as Director	For	For
5	Reappoint PricewaterhouseCoopers Inc. as Auditors and Appoint Thomas Howatt as the Designated Individual Audit Partner	For	For
6.1	Re-elect Marang Mashologu as Member of the Audit Committee	For	For
6.2	Re-elect Harish Mehta as Member of the Audit Committee	For	For
6.3	Re-elect Andrew Waller as Chairman of the Audit Committee	For	For
7	Place Authorised but Unissued Shares Under Control of Directors Pursuant to the Employee Share Trust (2004)	For	For
8	Place Authorised but Unissued Shares Under Control of Directors Pursuant to the Conditional Share Plan	For	For
9	Approve Remuneration Policy	For	For
10	Approve Remuneration Implementation Report	For	For
11	Approve Financial Assistance to Related or Inter-related Companies	For	For
12	Approve Non-Executive Directors' Fees	For	For

KKV Secured Loan Fund Ltd.

Meeting Date: 02/17/2021

Country: Guernsey

Meeting Type: Special

Ticker: KKVL

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

KKV Secured Loan Fund Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Reconvened Annual General Meeting		
1	Accept Financial Statements and Statutory Reports	For	For

Tiger Brands Ltd.

Meeting Date: 02/17/2021

Country: South Africa

Meeting Type: Annual

Ticker: TBS

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Ordinary Resolutions		
1.1	Elect Ian Burton as Director	For	For
1.2	Elect Geraldine Fraser-Moleketi as Director	For	For
1.3	Elect Deepa Sita as Director	For	For
1.4	Elect Olivier Weber as Director	For	For
2.1	Re-elect Noel Doyle as Director	For	For
2.2	Re-elect Gail Klintworth as Director	For	For
2.3	Re-elect Maya Makanjee as Director	For	For
2.4	Re-elect Emma Mashilwane as Director	For	For
3.1	Elect Ian Burton as Member of Audit Committee	For	For
3.2	Re-elect Cora Fernandez as Member of Audit Committee	For	For
3.3	Re-elect Donald Wilson as Member of Audit Committee	For	For
4	Reappoint Ernst & Young Inc. as Auditors with Ahmed Bulbulia as the Lead Audit Partner	For	For
5	Authorise Ratification of Approved Resolutions	For	For
6	Approve Remuneration Policy	For	For
7	Approve Implementation Report of the Remuneration Policy	For	For
	Special Resolutions		

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

Tiger Brands Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Assistance to Related or Inter-related Companies	For	For
2.1	Approve Remuneration Payable to Non-executive Directors	For	For
2.2	Approve Remuneration Payable to the Chairman	For	For
3	Approve Remuneration Payable to Non-executive Directors Participating in Sub-committees	For	For
4	Approve Remuneration Payable to Non-executive Directors in Respect of Unscheduled/Extraordinary Meetings	For	For
5	Approve Remuneration Payable to Non-executive Directors in Respect of Ad Hoc Meetings of the Investment Committee	For	For
6	Approve Non-resident Directors' Fees	For	For
7	Authorise Repurchase of Issued Share Capital	For	For

Raymond James Financial, Inc.

Meeting Date: 02/18/2021

Country: USA

Meeting Type: Annual

Ticker: RJF

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Charles G. von Arentschildt	For	For
1b	Elect Director Marlene Debel	For	For
1c	Elect Director Robert M. Dutkowsky	For	For
1d	Elect Director Jeffrey N. Edwards	For	For
1e	Elect Director Benjamin C. Esty	For	For
1f	Elect Director Anne Gates	For	For
1g	Elect Director Francis S. Godbold	For	For
1h	Elect Director Thomas A. James	For	For
1i	Elect Director Gordon L. Johnson	For	For
1j	Elect Director Roderick C. McGeary	For	For
1k	Elect Director Paul C. Reilly	For	For
1l	Elect Director Raj Seshadri	For	For

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

Raymond James Financial, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1m	Elect Director Susan N. Story	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify KPMG LLP as Auditors	For	For

EDP Energias do Brasil SA

Meeting Date: 02/19/2021

Country: Brazil

Meeting Type: Special

Ticker: ENBR3

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Amend Articles	For	For
2	Consolidate Bylaws	For	For
3	Fix Number of Directors at Nine	For	For
4	Elect Ana Paula Garrido Pina Marques as Director	For	Against
<i>Blended Rationale: A vote AGAINST these items is warranted because the proposed board has an 11-percent independence level under Sustainability Advisory Services policy guidelines, failing to meet the expectation of institutional investors.</i>			
5	Elect Rui Manuel Rodrigues Lopes Teixeira and Vera de Moraes Pinto Pereira Carneiro as Directors	For	Against
<i>Blended Rationale: A vote AGAINST these items is warranted because the proposed board has an 11-percent independence level under Sustainability Advisory Services policy guidelines, failing to meet the expectation of institutional investors.</i>			
6	Elect Miguel Nuno Simoes Nunes Ferreira Setas as Board Chairman and Joao Manuel Verissimo Marques da Cruz as Vice-Chairman	For	Against
<i>Blended Rationale: A vote AGAINST this item is warranted because:- The election would potentially create a chair/CEO structure, given that the chair nominee Miguel Nuno Simoes Nunes Ferreira Setas currently serves as the company's CEO and Investor Relations Officer;- The company has not confirmed the appointment of a new CEO in light of the election of the new chair; and- Lack of timely disclosure prevents institutional shareholders from making an informed voting decision.</i>			
7	Authorize Board to Ratify and Execute Approved Resolutions	For	For
8	In the Event of a Second Call, the Voting Instructions Contained in this Remote Voting Card May Also be Considered for the Second Call?	None	For
<i>Blended Rationale: A vote FOR this administrative request is warranted.</i>			

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

METRO AG

Meeting Date: 02/19/2021

Country: Germany

Meeting Type: Annual

Ticker: B4B

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal 2019/20 (Non-Voting)		
2	Approve Allocation of Income and Dividends of EUR 0.70 per Ordinary Share and EUR 0.70 per Preferred Share	For	For
3	Approve Discharge of Management Board for Fiscal 2019/20	For	For
4	Approve Discharge of Supervisory Board for Fiscal 2019/20	For	For
5	Ratify KPMG AG as Auditors for Fiscal 2020/21	For	For
6.1	Elect Roman Silha to the Supervisory Board	For	Against
<i>Blended Rationale: A vote AGAINST non-independent director is warranted since the board is less than 1/3 independent.</i>			
6.2	Elect Juergen Steinemann to the Supervisory Board	For	For
6.3	Elect Stefan Tieben to the Supervisory Board	For	Against
<i>Blended Rationale: A vote AGAINST non-independent director is warranted since the board is less than 1/3 independent.</i>			
7	Approve Remuneration Policy	For	Against
<i>Blended Rationale: A vote AGAINST the remuneration policy is warranted because:- The policy contains significant scope for discretion via special payments and a modifier under the STI, which falls short of market best practice standards.- Within the LTI, partial vesting would be possible for below peer median performance levels under the relative TSR metric.- Within the STI, the policy only provides a general definition of non-financial goals that would be applicable to the strategic modifier.</i>			
8	Approve Remuneration of Supervisory Board	For	For

OSG Corp. (6136)

Meeting Date: 02/20/2021

Country: Japan

Meeting Type: Annual

Ticker: 6136

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 11	For	For

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

OSG Corp. (6136)

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2.1	Elect Director Ishikawa, Norio	For	Abstain
	<i>Blended Rationale: A vote AGAINST this nominee is warranted because:- The nominee is an incumbent representative director and there is a lack of gender diversity on the board.</i>		
2.2	Elect Director Osawa, Nobuaki	For	Abstain
	<i>Blended Rationale: A vote AGAINST this nominee is warranted because:- The nominee is an incumbent representative director and there is a lack of gender diversity on the board.</i>		
3	Approve Annual Bonus	For	For

Escorts Limited

Meeting Date: 02/21/2021 **Country:** India
Meeting Type: Special **Ticker:** 500495

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Postal Ballot		
1	Approve Reduction in Share Capital	For	For

China Tourism Group Duty Free Corp. Ltd.

Meeting Date: 02/22/2021 **Country:** China
Meeting Type: Special **Ticker:** 601888

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve to Appoint Auditor	For	For

EDP Renovaveis SA

Meeting Date: 02/22/2021 **Country:** Spain
Meeting Type: Special **Ticker:** EDPR

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

EDP Renovaveis SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.A	Ratify Appointment of and Elect Miguel Stilwell de Andrade as Director	For	For
<i>Blended Rationale: A vote AGAINST Item 1.A is warranted, as chair/CEO candidate Miguel Stilwell de Andrade is not proposed for interim term only. A vote FOR the election of NI-NED Ana Marques under Item 1.B is warranted because the board meets the independence requirements for controlled companies in this market. A vote FOR Item 1.C is warranted due to a lack of concerns about the independent director nominee.</i>			
1.B	Ratify Appointment of and Elect Ana Paula Garrido Pina Marques as Director	For	For
1.C	Ratify Appointment of and Elect Joan Avalyn Dempsey as Director	For	For
2.A	Dismiss Antonio Luis Guerra Nunes Mexia as Director	For	For
2.B	Dismiss Joao Manuel Manso Neto as Director	For	For
3	Fix Number of Directors at 12	For	For
4	Amend Articles Re: General Meetings	For	For
5	Authorize Board to Ratify and Execute Approved Resolutions	For	For

Grasim Industries Limited

Meeting Date: 02/22/2021 **Country:** India
Meeting Type: Special **Ticker:** 500300

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Amend Object Clause of Memorandum of Association	For	For

Apple Inc.

Meeting Date: 02/23/2021 **Country:** USA
Meeting Type: Annual **Ticker:** AAPL

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director James Bell	For	For

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

Apple Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1b	Elect Director Tim Cook	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1c	Elect Director Al Gore	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1d	Elect Director Andrea Jung	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1e	Elect Director Art Levinson	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1f	Elect Director Monica Lozano	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1g	Elect Director Ron Sugar	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1h	Elect Director Sue Wagner	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
2	Ratify Ernst & Young LLP as Auditors	For	For
	<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
	<i>Blended Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the year in review. Annual incentives are entirely based on objective financial results, and half of each equity grant is contingent on multi-year relative TSR performance, with target payouts requiring above-median achievement. Above-target bonuses and PSU payouts are reflective of the company's strong operational results and shareholder returns. Continued monitoring of annual incentive goal rigor is warranted, as one of the targets was set below prior-year performance without a commensurate reduction in payout opportunities, which could contribute to a pay-for performance disconnect in the future.</i>		
4	Proxy Access Amendments	Against	For
	<i>Blended Rationale: A vote FOR this proposal is warranted, as the proposed amendment would enhance the company's existing right for shareholders while maintaining necessary safeguards on the nomination process.</i>		
5	Improve Principles of Executive Compensation Program	Against	Against
	<i>Blended Rationale: A vote AGAINST this proposal is warranted, as the board and compensation committee are generally best suited to establish the guiding principles of executive compensation. The company provides disclosure surrounding its executive compensation setting process, and no problematic pay practices or unmitigated pay-for-performance concerns have been identified in recent years.</i>		

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

Apple Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director James Bell	For	For
1b	Elect Director Tim Cook	For	For
1c	Elect Director Al Gore	For	For
1d	Elect Director Andrea Jung	For	For
1e	Elect Director Art Levinson	For	For
1f	Elect Director Monica Lozano	For	For
1g	Elect Director Ron Sugar	For	For
1h	Elect Director Sue Wagner	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Proxy Access Amendments	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted, as the proposed amendment would enhance the company's existing right for shareholders while maintaining necessary safeguards on the nomination process.</i>			
5	Improve Principles of Executive Compensation Program	Against	Against

China Education Group Holdings Limited

Meeting Date: 02/23/2021

Country: Cayman Islands

Meeting Type: Annual

Ticker: 839

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3a	Elect Xie Ketao as Director	For	For
3b	Elect Gerard A. Postiglione as Director	For	For
3c	Elect Rui Meng as Director	For	For
4	Approve Deloitte Touche Tohmatsu as Auditor and Authorize Board to Fix Their Remuneration	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	Against

Blended Rationale: A vote AGAINST these resolutions is warranted for the following:- The aggregate share issuance limit is greater than 10 percent.- The company has not specified the discount limit.

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

China Education Group Holdings Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6	Authorize Repurchase of Issued Share Capital	For	For
7	Authorize Reissuance of Repurchased Shares	For	Against

Blended Rationale: A vote AGAINST these resolutions is warranted for the following:- The aggregate share issuance limit is greater than 10 percent.- The company has not specified the discount limit.

ICICI Lombard General Insurance Company Limited

Meeting Date: 02/23/2021 **Country:** India
Meeting Type: Court **Ticker:** 540716

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Court-Ordered Meeting for Shareholders		
1	Approve Scheme of Arrangement	For	For

Jiangsu Yanghe Brewery Joint-Stock Co., Ltd.

Meeting Date: 02/23/2021 **Country:** China
Meeting Type: Special **Ticker:** 002304

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		
1.1	Elect Zhang Liandong as Non-Independent Director	For	For
1.2	Elect Zhong Yu as Non-Independent Director	For	For
1.3	Elect Li Minfu as Non-Independent Director	For	For
1.4	Elect Wang Kai as Non-Independent Director	For	For
1.5	Elect Liu Huashuang as Non-Independent Director	For	For
1.6	Elect Cong Xuenian as Non-Independent Director	For	For
1.7	Elect Zhou Xinhui as Non-Independent Director	For	For
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

Jiangsu Yanghe Brewery Joint-Stock Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2.1	Elect Zhao Shuming as Independent Director	For	For
2.2	Elect Nie Yao as Independent Director	For	For
2.3	Elect Lu Guoping as Independent Director	For	For
2.4	Elect Mao Lingxiao as Independent Director	For	For
	ELECT SUPERVISORS VIA CUMULATIVE VOTING		
3.1	Elect Xu Youheng as Supervisor	For	For
3.2	Elect Xu Lili as Supervisor	For	For
3.3	Elect Chen Taisong as Supervisor	For	For

Samhallsbyggnadsbolaget I Norden AB

Meeting Date: 02/23/2021

Country: Sweden

Meeting Type: Special

Ticker: SBB.B

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Jesper Schonbeck as Chairman of Meeting	For	For
1.2	Elect Fredrik Rasberg as Secretary of Meeting	For	For
2	Prepare and Approve List of Shareholders	For	For
3	Approve Agenda of Meeting	For	For
4	Designate Inspector(s) of Minutes of Meeting	For	For
5	Acknowledge Proper Convening of Meeting	For	For
6	Approve Stock Option Plan for Key Employees; Approve Creation of SEK 4 Million Pool of Capital to Guarantee Conversion Rights	For	For
7	Approve Redemption of Preference Shares	For	For
8	Amend Articles Re: Set Minimum (SEK 150 Million) and Maximum (SEK 600 Million) Share Capital; Set Minimum (1.5 Billion) and Maximum (6 Billion) Number of Shares	For	For

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

AECOM

Meeting Date: 02/24/2021

Country: USA

Meeting Type: Annual

Ticker: ACM

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

Blended Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's lobbying-related expenditures, trade association memberships, and management-level oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.

Berry Global Group, Inc.

Meeting Date: 02/24/2021

Country: USA

Meeting Type: Annual

Ticker: BERY

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director B. Evan Bayh	For	For
1b	Elect Director Jonathan F. Foster	For	For
1c	Elect Director Idalene F. Kesner	For	For
1d	Elect Director Jill A. Rahman	For	For

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

Berry Global Group, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1e	Elect Director Carl J. (Rick) Rickertsen	For	For
1f	Elect Director Thomas E. Salmon	For	For
1g	Elect Director Paula A. Sneed	For	For
1h	Elect Director Robert A. Steele	For	For
1i	Elect Director Stephen E. Sterrett	For	For
1j	Elect Director Scott B. Ullem	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For
5	Amend Omnibus Stock Plan	For	For

Deere & Company

Meeting Date: 02/24/2021

Country: USA

Meeting Type: Annual

Ticker: DE

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Tamra A. Erwin	For	For
1b	Elect Director Alan C. Heuberger	For	For
1c	Elect Director Charles O. Holliday, Jr.	For	For
1d	Elect Director Dipak C. Jain	For	For
1e	Elect Director Michael O. Johanns	For	For
1f	Elect Director Clayton M. Jones	For	For
1g	Elect Director John C. May	For	For
1h	Elect Director Gregory R. Page	For	For
1i	Elect Director Sherry M. Smith	For	For
1j	Elect Director Dmitri L. Stockton	For	For
1k	Elect Director Sheila G. Talton	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Deloitte & Touche LLP as Auditors	For	For

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

Emirates NBD PJSC

Meeting Date: 02/24/2021

Country: United Arab Emirates

Meeting Type: Annual

Ticker: EMIRATESNBD

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Ordinary Business		
1	Approve Board Report on Company Operations and Financial Position for FY 2020	For	For
2	Approve Auditors' Report on Company Financial Statements for FY 2020	For	For
3	Approve Internal Sharia Supervisory Committee Report for FY 2019 and FY 2020	For	For
4	Accept Financial Statements and Statutory Reports for FY 2020	For	For
5	Elect Internal Sharia Supervisory Committee Members (Bundled)	For	For
6	Approve Dividends of AED 0.40 per Share for FY 2020	For	For
7	Approve Remuneration of Directors	For	For
8	Approve Discharge of Directors for FY 2020	For	For
9	Approve Discharge of Auditors for FY 2020	For	For
10	Ratify Auditors and Fix Their Remuneration for FY 2021	For	For
11	Appoint Two Representatives for the Shareholders and Determine their Fees	For	For
	Extraordinary Business		
12	Amend Articles of Bylaws	For	Against
	<i>Blended Rationale: This item warrants a vote AGAINST as the company has not disclosed the proposed amendments.</i>		
13	Approve Board Proposal Re: Non-convertible Securities to be Issued by the Company	For	For

Great Wall Motor Company Limited

Meeting Date: 02/24/2021

Country: China

Meeting Type: Special

Ticker: 2333

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

Great Wall Motor Company Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	EGM BALLOT FOR HOLDERS OF H SHARES Approve Profit Distribution Proposal	For	For

Tetra Tech, Inc.

Meeting Date: 02/24/2021 **Country:** USA
Meeting Type: Annual **Ticker:** TTEK

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1A	Elect Director Dan L. Batrack	For	For
1B	Elect Director Gary R. Birkenbeuel	For	For
1C	Elect Director Patrick C. Haden	For	Against
<i>Blended Rationale: Rationale as follows: "Haden and Lewis have served for 28 and 33 years, respectively. This length of tenure surpasses our threshold for tenure and we believe the board should actively look to refresh in keeping with the current operations of Tetra Tech."</i>			
1D	Elect Director J. Christopher Lewis	For	Against
<i>Blended Rationale: Rationale as follows: "Haden and Lewis have served for 28 and 33 years, respectively. This length of tenure surpasses our threshold for tenure and we believe the board should actively look to refresh in keeping with the current operations of Tetra Tech."</i>			
1E	Elect Director Joanne M. Maguire	For	For
1F	Elect Director Kimberly E. Ritrievi	For	For
1G	Elect Director J. Kenneth Thompson	For	For
1H	Elect Director Kirsten M. Volpi	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

Infineon Technologies AG

Meeting Date: 02/25/2021 **Country:** Germany
Meeting Type: Annual **Ticker:** IFX

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

Infineon Technologies AG

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

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

Infineon Technologies AG

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

Aristocrat Leisure Limited

Meeting Date: 02/26/2021

Country: Australia

Meeting Type: Annual

Ticker: ALL

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Elect Neil Chatfield as Director	For	For

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

Aristocrat Leisure Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Grant of Performance Share Rights to Trevor Croker	For	Against
<i>Blended Rationale: A vote AGAINST the grant of performance share rights to CEO Trevor Croker is warranted. There are the same issues as identified in prior years, that an excessive 40 percent of the LTI is based on undisclosed, "objective-balanced scorecard" performance items, where this may be regarded as either a bonus for "day job" duties or performance measures which are already captured in the STI and LTI. Vesting in FY20 against a similar item was at 100 percent and remained insufficiently explained and justified as something other than the day job and not already captured by STI and LTI targets. The company has not made its case in justifying this undisclosed performance metric as worthy of additional substantial remuneration.</i>			
3	Approve Remuneration Report	For	For
4	Approve Non-Executive Director Rights Plan	None	For
<i>Blended Rationale: A vote FOR the non-executive director rights plan is warranted. The proposal is intended to allow directors to salary-sacrifice their fees to build up their shareholdings and further align with shareholder interests. This is not considered to be a problematic practice and has been adopted by several larger ASX-listed entities.</i>			

Bergbahnen Engelberg-Truebsee-Titlis AG

Meeting Date: 02/26/2021

Country: Switzerland

Meeting Type: Annual

Ticker: TIBN

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Discharge of Board and Senior Management	For	For
3	Approve Allocation of Income and Omission of Dividends	For	For
4.1.1	Reelect Christoph Baumgartner as Director	For	Against
<i>Blended Rationale: Board elections (Items 4.1.1-4.2)Votes AGAINST the non-independent nominees: Christoph Baumgartner, Dominique Gisin, Martin Odermatt, Markus Thumiger, Hans Wicki, Guido Zumbuehl, and Patrick Zwyssig are warranted because of the failure to establish a sufficiently independent board.A vote AGAINST Hans Wicki as board chair is warranted because his election to the board does not warrant support.Committee Elections (Items 4.3.1-4.3.3)Votes AGAINST the non-independent nominees Markus Thumiger, Hans Wicki, and Guido Zumbuehl are warranted because their elections to the board do not warrant support.</i>			
4.1.2	Reelect Dominique Gisin as Director	For	Against
<i>Blended Rationale: Board elections (Items 4.1.1-4.2)Votes AGAINST the non-independent nominees: Christoph Baumgartner, Dominique Gisin, Martin Odermatt, Markus Thumiger, Hans Wicki, Guido Zumbuehl, and Patrick Zwyssig are warranted because of the failure to establish a sufficiently independent board.A vote AGAINST Hans Wicki as board chair is warranted because his election to the board does not warrant support.Committee Elections (Items 4.3.1-4.3.3)Votes AGAINST the non-independent nominees Markus Thumiger, Hans Wicki, and Guido Zumbuehl are warranted because their elections to the board do not warrant support.</i>			

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

Bergbahnen Engelberg-Truebsee-Titlis AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4.1.3	Reelect Martin Odermatt as Director	For	Against
<i>Blended Rationale: Board elections (Items 4.1.1-4.2)Votes AGAINST the non-independent nominees: Christoph Baumgartner, Dominique Gisin, Martin Odermatt, Markus Thumiger, Hans Wicki, Guido Zumbuehl, and Patrick Zwyssig are warranted because of the failure to establish a sufficiently independent board.A vote AGAINST Hans Wicki as board chair is warranted because his election to the board does not warrant support.Committee Elections (Items 4.3.1-4.3.3)Votes AGAINST the non-independent nominees Markus Thumiger, Hans Wicki, and Guido Zumbuehl are warranted because their elections to the board do not warrant support.</i>			
4.1.4	Reelect Markus Thumiger as Director	For	Against
<i>Blended Rationale: Board elections (Items 4.1.1-4.2)Votes AGAINST the non-independent nominees: Christoph Baumgartner, Dominique Gisin, Martin Odermatt, Markus Thumiger, Hans Wicki, Guido Zumbuehl, and Patrick Zwyssig are warranted because of the failure to establish a sufficiently independent board.A vote AGAINST Hans Wicki as board chair is warranted because his election to the board does not warrant support.Committee Elections (Items 4.3.1-4.3.3)Votes AGAINST the non-independent nominees Markus Thumiger, Hans Wicki, and Guido Zumbuehl are warranted because their elections to the board do not warrant support.</i>			
4.1.5	Reelect Hans Wicki as Director	For	Against
<i>Blended Rationale: Board elections (Items 4.1.1-4.2)Votes AGAINST the non-independent nominees: Christoph Baumgartner, Dominique Gisin, Martin Odermatt, Markus Thumiger, Hans Wicki, Guido Zumbuehl, and Patrick Zwyssig are warranted because of the failure to establish a sufficiently independent board.A vote AGAINST Hans Wicki as board chair is warranted because his election to the board does not warrant support.Committee Elections (Items 4.3.1-4.3.3)Votes AGAINST the non-independent nominees Markus Thumiger, Hans Wicki, and Guido Zumbuehl are warranted because their elections to the board do not warrant support.</i>			
4.1.6	Reelect Guido Zumbuehl as Director	For	Against
<i>Blended Rationale: Board elections (Items 4.1.1-4.2)Votes AGAINST the non-independent nominees: Christoph Baumgartner, Dominique Gisin, Martin Odermatt, Markus Thumiger, Hans Wicki, Guido Zumbuehl, and Patrick Zwyssig are warranted because of the failure to establish a sufficiently independent board.A vote AGAINST Hans Wicki as board chair is warranted because his election to the board does not warrant support.Committee Elections (Items 4.3.1-4.3.3)Votes AGAINST the non-independent nominees Markus Thumiger, Hans Wicki, and Guido Zumbuehl are warranted because their elections to the board do not warrant support.</i>			
4.1.7	Reelect Patrick Zwyssig as Director	For	Against
<i>Blended Rationale: Board elections (Items 4.1.1-4.2)Votes AGAINST the non-independent nominees: Christoph Baumgartner, Dominique Gisin, Martin Odermatt, Markus Thumiger, Hans Wicki, Guido Zumbuehl, and Patrick Zwyssig are warranted because of the failure to establish a sufficiently independent board.A vote AGAINST Hans Wicki as board chair is warranted because his election to the board does not warrant support.Committee Elections (Items 4.3.1-4.3.3)Votes AGAINST the non-independent nominees Markus Thumiger, Hans Wicki, and Guido Zumbuehl are warranted because their elections to the board do not warrant support.</i>			
4.2	Elect Hans Wicki as Board Chairman	For	Against
<i>Blended Rationale: Board elections (Items 4.1.1-4.2)Votes AGAINST the non-independent nominees: Christoph Baumgartner, Dominique Gisin, Martin Odermatt, Markus Thumiger, Hans Wicki, Guido Zumbuehl, and Patrick Zwyssig are warranted because of the failure to establish a sufficiently independent board.A vote AGAINST Hans Wicki as board chair is warranted because his election to the board does not warrant support.Committee Elections (Items 4.3.1-4.3.3)Votes AGAINST the non-independent nominees Markus Thumiger, Hans Wicki, and Guido Zumbuehl are warranted because their elections to the board do not warrant support.</i>			

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

Bergbahnen Engelberg-Truebsee-Titlis AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4.3.1	Appoint Markus Thumiger as Member of the Compensation Committee	For	Against
<i>Blended Rationale: Board elections (Items 4.1.1-4.2)Votes AGAINST the non-independent nominees: Christoph Baumgartner, Dominique Gisin, Martin Odermatt, Markus Thumiger, Hans Wicki, Guido Zumbuehl, and Patrick Zwyssig are warranted because of the failure to establish a sufficiently independent board.A vote AGAINST Hans Wicki as board chair is warranted because his election to the board does not warrant support.Committee Elections (Items 4.3.1-4.3.3)Votes AGAINST the non-independent nominees Markus Thumiger, Hans Wicki, and Guido Zumbuehl are warranted because their elections to the board do not warrant support.</i>			
4.3.2	Appoint Hans Wicki as Member of the Compensation Committee	For	Against
<i>Blended Rationale: Board elections (Items 4.1.1-4.2)Votes AGAINST the non-independent nominees: Christoph Baumgartner, Dominique Gisin, Martin Odermatt, Markus Thumiger, Hans Wicki, Guido Zumbuehl, and Patrick Zwyssig are warranted because of the failure to establish a sufficiently independent board.A vote AGAINST Hans Wicki as board chair is warranted because his election to the board does not warrant support.Committee Elections (Items 4.3.1-4.3.3)Votes AGAINST the non-independent nominees Markus Thumiger, Hans Wicki, and Guido Zumbuehl are warranted because their elections to the board do not warrant support.</i>			
4.3.3	Appoint Guido Zumbuehl as Member of the Compensation Committee	For	Against
<i>Blended Rationale: Board elections (Items 4.1.1-4.2)Votes AGAINST the non-independent nominees: Christoph Baumgartner, Dominique Gisin, Martin Odermatt, Markus Thumiger, Hans Wicki, Guido Zumbuehl, and Patrick Zwyssig are warranted because of the failure to establish a sufficiently independent board.A vote AGAINST Hans Wicki as board chair is warranted because his election to the board does not warrant support.Committee Elections (Items 4.3.1-4.3.3)Votes AGAINST the non-independent nominees Markus Thumiger, Hans Wicki, and Guido Zumbuehl are warranted because their elections to the board do not warrant support.</i>			
4.4	Ratify BDO AG as Auditors	For	For
4.5	Designate Brigitte Scheuber as Independent Proxy	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 399,000	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 1.6 Million	For	Against
<i>Blended Rationale: A vote AGAINST this proposal is warranted because:- Executives other than the CEO are entitled to guaranteed bonus payments.- The board has failed to provide a compelling rationale for fixing the variable performance achievement factor for the past two financial years in the context of the current pandemic.</i>			
6	Transact Other Business (Voting)	For	Against
<i>Blended Rationale: A vote AGAINST is warranted because:- This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and- The content of these any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i>			

Embracer Group AB

Meeting Date: 02/26/2021

Country: Sweden

Meeting Type: Special

Ticker: EMBRAC.B

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

Embracer Group AB

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Open Meeting		
2	Elect Chairman of Meeting	For	For
3	Prepare and Approve List of Shareholders		
4	Designate Inspector(s) of Minutes of Meeting		
5	Acknowledge Proper Convening of Meeting	For	For
6	Approve Agenda of Meeting	For	For
7	Approve Issuance of up to 41.7 Million Class B Shares without Preemptive Rights	For	For
8	Approve Issuance of up to 10 Percent of Total Amount of Shares without Preemptive Rights	For	For
9	Close Meeting		

Kimberly-Clark de Mexico SAB de CV

Meeting Date: 02/26/2021

Country: Mexico

Meeting Type: Annual

Ticker: KIMBERA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Series A & B Shares Have Voting Rights Where Series A Shares Must Be Mexican National to Vote		
1	Approve Financial Statements and Statutory Reports; Approve Allocation of Income	For	For
2	Elect or Ratify Principal and Alternate Members of Board of Directors, Chairman of Audit and Corporate Practices Committee and Secretary; Verify Director's Independence	For	Against
<i>Blended Rationale: A vote AGAINST this item is warranted because:- The names of the director candidates are not disclosed;- The company's current board contains no directors considered independent under Sustainability Advisory Services voting guidelines; and- The company has bundled the election of its directors into a single voting item.</i>			
3	Approve Remuneration of Principal and Alternate Members of Board of Directors, Board Committees and Secretary	For	For
4	Approve Report on Share Repurchase Policies and Set Maximum Amount of Share Repurchase Reserve	For	For

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

Kimberly-Clark de Mexico SAB de CV

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5	Approve Cash Dividends of MXN 1.72 per Series A and B Shares; Such Dividends Will Be Distributed in Four Installments of MXN 0.43	For	For
6	Authorize Board to Ratify and Execute Approved Resolutions	For	For

Lyxor New Energy UCITS ETF (France)

Meeting Date: 02/26/2021

Country: France

Meeting Type: Annual

Ticker: LYNRJ.EUR

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Ordinary Business		
1	Approve Financial Statements and Statutory Reports	For	For
2	Approve Auditors' Special Report on Related-Party Transactions	For	Against
3	Approve Allocation of Income for LYXOR BEL 20 TR (DR) UCITS ETF and Dividends of EUR 0.34 per Share	For	For
4	Approve Treatment of Losses for LYXOR BTP DAILY (2X) LEVERAGED UCITS ETF	For	For
5	Approve Treatment of Losses for LYXOR BUND DAILY (2X) LEVERAGED UCITS ETF	For	For
6	Approve Treatment of Losses for LYXOR BTP DAILY (-2X) INVERSE UCITS ETF	For	For
7	Approve Treatment of Losses for Lyxor 10Y US TREASURY DAILY (-2X) INVERSE UCITS ETF	For	For
8	Approve Allocation of Income for LYXOR FTSE ITALIA PMI PIR 2020 (DR) UCITS ETF and Absence of Dividends	For	For
9	Approve Allocation of Income for LYXOR GERMAN MID-CAP MDAX UCITS ETF and Absence of Dividends	For	For
10	Approve Allocation of Income for Lyxor HWABAO WP MSCI CHINA A (DR) UCITS ETF and Absence of Dividends	For	For
11	Approve Treatment of Losses for LYXOR MSCI WORLD EX EMU UCITS ETF	For	For

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

Lyxor New Energy UCITS ETF (France)

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
12	Approve Allocation of Income for Lyxor DJ GLOBAL TITANS 50 UCITS ETF and Absence of Dividends	For	For
13	Approve Treatment of Losses for Lyxor SMI Daily (-2X) Inverse UCITS ETF	For	For
14	Approve Treatment of Losses for Lyxor Daily SHORT DAX X2 UCITS ETF	For	For
15	Approve Treatment of Losses for Lyxor IBEX 35 Doble Apalancado Diario UCITS ETF	For	For
16	Approve Treatment of Losses for Lyxor IBEX 35 Doble Inverso Diario UCITS ETF	For	For
17	Approve Treatment of Losses for Lyxor NASDAQ-100 Daily (2X) Leveraged UCITS ETF	For	For
18	Approve Treatment of Losses for Lyxor PEA PME (DR) UCITS ETF	For	For
19	Approve Treatment of Losses for Lyxor Russell 1000 Growth UCITS ETF	For	For
20	Approve Treatment of Losses for Lyxor Russell 1000 Value UCITS ETF	For	For
21	Approve Allocation of Income for Lyxor CAC 40 Daily (2X) Leveraged UCITS ETF and Absence of Dividends	For	For
22	Approve Treatment of Losses for Lyxor CAC 40 Daily (-2X) Inverse UCITS ETF	For	For
23	Approve Treatment of Losses for LYXOR CAC 40 DAILY (-1X) INVERSE UCITS ETF	For	For
24	Approve Allocation of Income for Lyxor CAC MID 60 UCITS ETF and Absence of Dividends	For	For
25	Approve Treatment of Losses for LYXOR EURO OVERNIGHT RETURN UCITS ETF	For	For
26	Approve Allocation of Income for Lyxor World Water (DR) UCITS ETF and Absence of Dividends	For	For
27	Approve Treatment of Losses for Lyxor EURO STOXX 50 Daily (-2X) Inverse UCITS ETF	For	For
28	Approve Treatment of Losses for Lyxor EURO STOXX 50 Daily (2X) Leveraged UCITS ETF	For	For
29	Approve Treatment of Losses for Lyxor EURO STOXX 50 Daily (-1X) Inverse UCITS ETF	For	For
30	Approve Treatment of Losses for Lyxor FTSE MIB Daily (-2X) Inverse (XBEAR) UCITS ETF	For	For
31	Approve Treatment of Losses for Lyxor FTSE MIB Daily (2X) Leveraged UCITS ETF	For	For
32	Approve Treatment of Losses for Lyxor FTSE MIB Daily (-1X) Inverse (BEAR) UCITS ETF	For	For

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

Lyxor New Energy UCITS ETF (France)

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
33	Approve Treatment of Losses for Lyxor Bund Daily (-2x) Inverse UCITS ETF	For	For
34	Approve Allocation of Income for Lyxor FTSE MIB UCITS ETF and Dividends of EUR 0.33 per Share	For	For
35	Approve Allocation of Income for Lyxor IBEX 35 (DR) UCITS ETF and Dividends of EUR 1.92 per Share	For	For
36	Approve Allocation of Income for Lyxor MSCI Europe (DR) UCITS ETF and Dividends of EUR 0.58 per Share	For	For
37	Approve Allocation of Income for Lyxor MSCI USA UCITS ETF and Dividends of EUR 3.94 per Share	For	For
38	Approve Allocation of Income for Lyxor MSCI World UCITS ETF and Dividends of EUR 3.42 per Share	For	For
39	Approve Allocation of Income for Lyxor MSCI Emerging Markets UCITS ETF and Absence of Dividends	For	For
40	Approve Allocation of Income for LYXOR JAPAN (TOPIX) (DR) UCITS ETF and Dividends of JPY 187 per Share	For	For
41	Approve Allocation of Income for LYXOR CAC 40 (DR) UCITS ETF and Absence of Dividends	For	For
42	Approve Allocation of Income for LYXOR EURO STOXX 50 (DR) UCITS ETF and Dividends of EUR 0.32 per Share	For	For
43	Approve Treatment of Losses for LYXOR PEA OBLIGATIONS D ETAT EURO UCITS ETF	For	For
44	Approve Treatment of Losses for Lyxor MSCI GREECE UCITS ETF	For	For
45	Approve Allocation of Income for Lyxor MSCI INDIA UCITS ETF and Absence of Dividends	For	For
46	Approve Allocation of Income for Lyxor NEW ENERGY (DR) UCITS ETF and Absence of Dividends	For	For
47	Approve Treatment of Losses for PLANET MONDE	For	For
48	Authorize Filing of Required Documents/Other Formalities	For	For

Mitsubishi UFJ Lease & Finance Co., Ltd.

Meeting Date: 02/26/2021

Country: Japan

Meeting Type: Special

Ticker: 8593

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

Mitsubishi UFJ Lease & Finance Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Merger Agreement with Hitachi Capital Corp.	For	For
2	Amend Articles To Change Company Name - Adopt Board Structure with Audit Committee - Increase Authorized Capital - Clarify Director Authority on Shareholder Meetings - Amend Provisions on Number of Directors - Indemnify Directors	For	For
3.1	Elect Director Kawabe, Seiji	For	For
3.2	Elect Director Yanai, Takahiro	For	For
3.3	Elect Director Nishiura, Kanji	For	For
3.4	Elect Director Nonoguchi, Tsuyoshi	For	For
3.5	Elect Director Anei, Kazumi	For	For
3.6	Elect Director Inoue, Satoshi	For	For
3.7	Elect Director Sato, Haruhiko	For	For
3.8	Elect Director Nakata, Hiroyasu	For	For
3.9	Elect Director Icho, Mitsumasa	For	For
3.10	Elect Director Sasaki, Yuri	For	For
4.1	Elect Director and Audit Committee Member Kishino, Seiichiro	For	For
4.2	Elect Director and Audit Committee Member Miake, Shuji	For	For
4.3	Elect Director and Audit Committee Member Minoura, Teruyuki	For	For
4.4	Elect Director and Audit Committee Member Hiraiwa, Koichiro	For	For
4.5	Elect Director and Audit Committee Member Kaneko, Hiroko	For	For
5	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	For	For
6	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	For	For
7	Approve Deep Discount Stock Option Plan	For	For
8	Approve Non-Monetary Compensation Ceiling for Directors Who Are Not Audit Committee Members	For	For

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

PIERER Mobility AG

Meeting Date: 02/26/2021

Country: Austria

Meeting Type: Special

Ticker: PMAG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Amend Articles Re: Supervisory Board Resolutions	For	For
2	Adopt New Article: Opting Out Clause	For	For

First Abu Dhabi Bank PJSC

Meeting Date: 02/28/2021

Country: United Arab Emirates

Meeting Type: Annual

Ticker: FAB

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Ordinary Business		
1	Approve Board Report on Company Operations for FY 2020	For	For
2	Approve Auditors' Report on Company Financial Statements for FY 2020	For	For
3	Accept Financial Statements and Statutory Reports for FY 2020	For	For
4	Approve Allocation of Income and Dividends of 74 Percent of Share Capital for FY 2020	For	For
5	Approve Remuneration of Directors	For	For
6	Approve Discharge of Directors for FY 2020	For	For
7	Approve Discharge of Auditors for FY 2020	For	For
8	Ratify Auditors and Fix Their Remuneration for FY 2021	For	For
9	Elect Director	For	Against
<i>Blended Rationale: In view of total lack of information regarding the candidate up for election, a vote AGAINST is warranted.</i>			
10	Approve Shariah Supervisory Board Report and Elect Shariah Supervisory Board Members	For	For
	Extraordinary Business		
10	Approve The Renewal of the Issuing Programs/Islamic Sukuk/Bonds or Other Non-Convertible Securities or Create New Programs Up to USD 10 Billion	For	For

Vote Summary Report

Date range covered: 02/01/2021 to 02/28/2021

First Abu Dhabi Bank PJSC

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
11	Authorize the Board to Issue Islamic Sukuk/Bonds or Other Non-Convertible Securities, Update or Create New Programs Up to USD 10 Billion	For	For