

Voting summary

January 2021

Vote Summary Report

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

Fiat Chrysler Automobiles NV

Meeting Date: 01/04/2021

Country: Netherlands

Meeting Type: Special

Ticker: FCA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Special Meeting Agenda		
1	Open Meeting		
2	Approve Merger and All Related Proposals in Connection with the Combination with Peugeot S.A. (PSA)	For	For
3	Amend Articles of Association to Increase and Subsequently Decrease the Combined Company's Issued Share Capital	For	For
4	Close Meeting		

Klabin SA

Meeting Date: 01/04/2021

Country: Brazil

Meeting Type: Special

Ticker: KLBN4

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Ratify Apsis Consultoria e Avaliaco es Ltda. as the Independent Firm to Appraise Proposed Transaction	For	For
2	Approve Independent Firm's Appraisal	For	For
3	Approve Agreement to Absorb Riohold Papel e Celulose S.A. (Riohold)	For	For
4	Approve Absorption of Riohold Papel e Celulose S.A. (Riohold) and Authorize Board to Ratify and Execute Approved Resolutions	For	For

Peugeot SA

Meeting Date: 01/04/2021

Country: Netherlands

Meeting Type: Special

Ticker: UG

Vote Summary Report

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

Peugeot SA

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

Primary Health Properties Plc

Meeting Date: 01/04/2021 **Country:** United Kingdom
Meeting Type: Special **Ticker:** PHP

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Matters Relating to the Acquisition by the Company of the Entire Issued Share Capital of Nexus Tradeco Holdings Limited	For	For
2	Adopt New Articles of Association	For	For

ICL Group Ltd.

Meeting Date: 01/05/2021 **Country:** Israel
Meeting Type: Special **Ticker:** ICL

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Reelect Ruth Ralbag as External Director	For	For
2	Approve Renewal of Management Services Agreement with Israel Corporation Ltd.	For	For
3	Extend Exemption of Liability Insurance Policy and Indemnification Agreements to Directors/Officers Who Are Controllers.	For	For

Vote Summary Report

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

ICL Group Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	None	Against
<i>Blended Rationale: Shareholders must indicate whether they are controlling shareholders or have a personal interest related to these agenda items, or else their ballots will be disqualified.</i>			
Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney			
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	None	Against
<i>Blended Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.</i>			
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	None	Against
<i>Blended Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.</i>			
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	None	For
<i>Blended Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.</i>			

BIM Birlesik Magazalar AS

Meeting Date: 01/06/2021

Country: Turkey

Meeting Type: Special

Ticker: BIMAS

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Special Meeting Agenda		

Vote Summary Report

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

BIM Birlesik Magazalar AS

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Open Meeting, Elect Presiding Council of Meeting and Authorize Presiding Council to Sign Meeting Minutes	For	For
2	Approve Special Dividend	For	For
3	Receive Information on Share Repurchase Program		
4	Wishes and Close Meeting		

Top Glove Corporation Bhd

Meeting Date: 01/06/2021

Country: Malaysia

Meeting Type: Annual

Ticker: 7113

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Elect Lim Han Boon as Director	For	Against
2	Elect Rainer Althoff as Director	For	Against
3	Elect Noripah Kamso as Director	For	Against
4	Elect Norma Mansor as Director	For	Against
5	Elect Sharmila Sekarajasekaran as Director	For	Against
6	Elect Lim Andy as Director	For	Against
7	Approve Directors' Fees	For	For
8	Approve Directors' Benefits (Excluding Directors' Fees)	For	For
9	Approve Ernst & Young PLT as Auditors and Authorize Board to Fix Their Remuneration	For	For
10	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	For
11	Approve Lim Han Boon to Continue Office as Independent Non-Executive Director	For	Against
12	Authorize Share Repurchase Program	For	For

Zscaler, Inc.

Meeting Date: 01/06/2021

Country: USA

Meeting Type: Annual

Ticker: ZS

Vote Summary Report

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

Zscaler, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Jagtar (Jay) Chaudhry	For	Withhold
	<i>Blended Rationale: WITHHOLD votes are warranted for director nominees Jagtar (Jay) Chaudhry and Amit Sinha 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 impact shareholder rights.</i>		
1.2	Elect Director Amit Sinha	For	Withhold
	<i>Blended Rationale: WITHHOLD votes are warranted for director nominees Jagtar (Jay) Chaudhry and Amit Sinha 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 impact shareholder rights.</i>		
2	Ratify PricewaterhouseCoopers 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	Against
	<i>Blended Rationale: A vote AGAINST this proposal is warranted for the grant of excessive equity awards to a new NEO. A significant portion of the awards are subject to time-vesting.</i>		

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Jagtar (Jay) Chaudhry	For	Withhold
	<i>Blended Rationale: WITHHOLD votes are warranted for director nominees Jagtar (Jay) Chaudhry and Amit Sinha 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 impact shareholder rights.</i>		
1.2	Elect Director Amit Sinha	For	Withhold
	<i>Blended Rationale: WITHHOLD votes are warranted for director nominees Jagtar (Jay) Chaudhry and Amit Sinha 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 impact shareholder rights.</i>		
2	Ratify PricewaterhouseCoopers 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 for the grant of excessive equity awards to a new NEO. A significant portion of the awards are subject to time-vesting.</i>		

Altice Europe NV

Meeting Date: 01/07/2021

Country: Netherlands

Meeting Type: Special

Ticker: ATC

Vote Summary Report

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

Altice Europe NV

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Special Meeting Agenda		
1	Open Meeting		
2.a	Receive Explanation of the Recommended Public Offer by Next Private B.V.		
2.b	Approve Merger	For	For
2.c	Approve Asset Sale	For	For
2.d	Amend Articles of Association	For	For
3.a	Discuss Treatment of Stock Options in Connection with the Recommended Public Offer		
3.b	Approve Settlement of Stock Option Held by Natacha Marty	For	Against
<i>Blended Rationale: A vote AGAINST is warranted because:- It is proposed to accelerate vesting of unvested awards, not considered to be in line with general market practice.- The remuneration committee proposes to continue and roll-over the 2018 equity grant to CEO Alain Weill, which is valued at EUR 268 million, based on the offer price, and is considered to be excessive, which continues to raise concern.</i>			
3.c	Amend Terms and Conditions of the 2016 FPPS and 2018 FPPS in Connection with the Recommended Public Offer Held by Alain Weill	For	Against
<i>Blended Rationale: A vote AGAINST is warranted because:- It is proposed to accelerate vesting of unvested awards, not considered to be in line with general market practice.- The remuneration committee proposes to continue and roll-over the 2018 equity grant to CEO Alain Weill, which is valued at EUR 268 million, based on the offer price, and is considered to be excessive, which continues to raise concern.</i>			
4	Other Business (Non-Voting)		
5	Close Meeting		

Bharti Infratel Limited

Meeting Date: 01/08/2021

Country: India

Meeting Type: Special

Ticker: 534816

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Postal Ballot		
1	Amend Articles of Association	For	For
2	Elect Bimal Dayal as Director	For	For

Vote Summary Report

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

Bharti Infratel Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Approve Appointment and Remuneration of Bimal Dayal as Managing Director & Chief Executive Officer (CEO)	For	For

Hangzhou Tigermed Consulting Co., Ltd.

Meeting Date: 01/08/2021 **Country:** China
Meeting Type: Special **Ticker:** 3347

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF H SHARES		
1	Approve A Share Employee Share Ownership Plan (Draft) and Its Summary	For	For
2	Approve Administrative Measures for the A Share Employee Share Ownership Plan	For	For
3	Approve Authorization for the Board to Handle Matters in Relation to the A Share Employee Share Ownership Plan	For	For

Hangzhou Tigermed Consulting Co., Ltd.

Meeting Date: 01/08/2021 **Country:** China
Meeting Type: Special **Ticker:** 3347

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF A SHARES		
1	Approve Employee Share Purchase Plan (Draft) and Summary	For	For
2	Approve Methods to Assess the Performance of Plan Participants	For	For
3	Approve Authorization of Board to Handle All Related Matters	For	For

Vote Summary Report

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

V.S. Industry Berhad

Meeting Date: 01/08/2021

Country: Malaysia

Meeting Type: Annual

Ticker: 6963

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Final Dividend	For	For
2	Approve Directors' Fees	For	For
3	Elect Gan Sem Yam as Director	For	For
4	Elect Gan Tiong Sia as Director	For	For
5	Elect Beh Chern Wei (Ma Chengwei) as Director	For	For
6	Elect Gan Pee Yong as Director	For	For
7	Elect Wong Cheer Feng as Director	For	For
8	Approve KPMG PLT as Auditors and Authorize Board to Fix Their Remuneration	For	For
9	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	For
10	Authorize Share Repurchase Program	For	For
11	Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with V.S. International Group Limited, Its Subsidiaries and Associates	For	For
12	Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Lip Sheng International Ltd and/or Lip Sheng Precision (Zhuhai) Co., Ltd	For	For
13	Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Beeantah Pte. Ltd.	For	For
14	Approve Shareholders' Mandate for Recurrent Related Party Transactions with Liphup Mould Sdn. Bhd.	For	For

Shree Cement Limited

Meeting Date: 01/09/2021

Country: India

Meeting Type: Special

Ticker: 500387

Vote Summary Report

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

Shree Cement Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Postal Ballot		
1	Approve Advance Loan(s) and/or Corporate Guarantee to Company's Subsidiaries, Associates, Group Entities, and Other Person Specified	For	Against
<i>Blended Rationale: A vote AGAINST this resolution is warranted since the company might be taking in a disproportionate amount of risk relative to its ownership stake without compelling justification.</i>			

Zijin Mining Group Co., Ltd.

Meeting Date: 01/11/2021 **Country:** China
Meeting Type: Special **Ticker:** 2899

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	CLASS MEETING FOR HOLDERS OF H SHARES		
1	Approve Restricted A Share Incentive Scheme for 2020 (Revised Draft) and Its Summary	For	Against
<i>Blended Rationale: A vote AGAINST these resolutions is warranted given that the directors eligible to receive awards under the Proposed Scheme are involved in the administration of the scheme.</i>			
2	Approve Administrative Measures for Implementation of Appraisal for the Restricted A Share Incentive Scheme for 2020	For	Against
<i>Blended Rationale: A vote AGAINST these resolutions is warranted given that the directors eligible to receive awards under the Proposed Scheme are involved in the administration of the scheme.</i>			
3	Authorize the Board to Deal with All Matters in Relation to the Restricted A Share Incentive Scheme for 2020	For	Against
<i>Blended Rationale: A vote AGAINST these resolutions is warranted given that the directors eligible to receive awards under the Proposed Scheme are involved in the administration of the scheme.</i>			

China State Construction International Holdings Limited

Meeting Date: 01/12/2021 **Country:** Cayman Islands
Meeting Type: Special **Ticker:** 3311

Vote Summary Report

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

China State Construction International Holdings Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve New CSCECL Construction Engagement Agreement, CSCECL Construction Engagement Cap, CSC Construction Engagement Cap and Related Transactions	For	For

China State Construction International Holdings Limited

Meeting Date: 01/12/2021 **Country:** Cayman Islands
Meeting Type: Special **Ticker:** 3311

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve New Master Engagement Agreement, New COGO Works Caps and Related Transactions	For	For

Parsley Energy, Inc.

Meeting Date: 01/12/2021 **Country:** USA
Meeting Type: Special **Ticker:** PE

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

Blended Rationale: A vote AGAINST this proposal is warranted. Although cash severance and time-based equity are double trigger, performance-based equity will auto-accelerate upon the closing of the transaction and was recently modified to vest at the maximum level, despite negative shareholder returns.

Pioneer Natural Resources Company

Meeting Date: 01/12/2021 **Country:** USA
Meeting Type: Special **Ticker:** PXD

Vote Summary Report

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

Pioneer Natural Resources Company

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

Public Bank Berhad

Meeting Date: 01/12/2021 **Country:** Malaysia
Meeting Type: Special **Ticker:** 1295

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Bonus Issue of New Ordinary Shares	For	For

Schaffner Holding AG

Meeting Date: 01/12/2021 **Country:** Switzerland
Meeting Type: Annual **Ticker:** SAHN

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2.1	Approve Allocation of Income and Dividends of CHF 1.00 per Share	For	For
2.2	Approve Dividends of CHF 1.00 per Share from Capital Contribution Reserves	For	For
3	Approve Discharge of Board and Senior Management	For	For
4.1.1	Reelect Urs Kaufmann as Director and Board Chairman	For	For
4.1.2	Reelect Philipp Buhofer as Director	For	For
4.1.3	Reelect Gerhard Pegam as Director	For	For
4.2	Elect Andrea Tranel as Director	For	For
4.3.1	Reappoint Philipp Buhofer as Member of the Compensation Committee	For	For
4.3.2	Reappoint Urs Kaufmann as Member of the Compensation Committee	For	For

Vote Summary Report

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

Schaffner Holding AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4.4	Designate Jean-Claude Cattin as Independent Proxy	For	For
4.5	Ratify BDO AG as Auditors	For	For
5.1	Approve Remuneration Report (Non-Binding)	For	Against
<i>Blended Rationale: A vote AGAINST the remuneration report is warranted because:- Long-term incentive equity awards are not subject to performance conditions after grant and vest after less than three years. - The determination of individual target-achievement factors remains vague from an outside perspective.</i>			
5.2	Approve Remuneration of Directors in the Amount of CHF 500,000	For	For
5.3	Approve Remuneration of Executive Committee in the Amount of CHF 3.5 Million	For	For
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>			

Sodexo SA

Meeting Date: 01/12/2021

Country: France

Meeting Type: Annual

Ticker: SW

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Ordinary Business		
1	Approve Financial Statements and Statutory Reports	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Allocation of Income and Absence of Dividends	For	For
4	Reelect Sophie Bellon as Director	For	For
5	Reelect Nathalie Bellon-Szabo as Director	For	For
6	Reelect Francoise Brougher as Director	For	For
7	Elect Federico J Gonzalez Tejera as Director	For	For
8	Renew Appointment of KPMG as Auditor	For	For
9	Approve Compensation Reports of Corporate Officers	For	For

Vote Summary Report

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

Sodexo SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
10	Approve Compensation of Sophie Bellon, Chairman of the Board	For	For
11	Approve Compensation of Denis Machuel, CEO	For	For
12	Approve Remuneration Policy of Directors	For	For
13	Approve Remuneration Policy for Chairman of the Board	For	For
14	Approve Remuneration Policy for CEO	For	For
15	Authorize Repurchase of Up to 5 Percent of Issued Share Capital	For	For
16	Authorize Filing of Required Documents/Other Formalities	For	For

Veeva Systems Inc.

Meeting Date: 01/13/2021

Country: USA

Meeting Type: Special

Ticker: VEEV

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Conversion to Delaware Public Benefit Corporation	For	For
	<i>Blended Rationale: A vote FOR this proposal is warranted as the conversion will not materially diminish shareholders' rights.</i>		
2	Declassify the Board of Directors	For	For
	<i>Blended Rationale: A vote FOR this proposal is warranted as it enhances board accountability to shareholders and demonstrates a commitment to shareholders' interests on the part of management.</i>		

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

China CITIC Bank Corporation Limited

Meeting Date: 01/14/2021

Country: China

Meeting Type: Special

Ticker: 998

Vote Summary Report

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

China CITIC Bank Corporation Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF H SHARES		
1	Elect Li Rong as Supervisor	For	For

Micron Technology, Inc.

Meeting Date: 01/14/2021 **Country:** USA
Meeting Type: Annual **Ticker:** MU

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Richard M. Beyer	For	For
1b	Elect Director Lynn A. Dugle	For	For
1c	Elect Director Steven J. Gomo	For	For
1d	Elect Director Mary Pat McCarthy	For	For
1e	Elect Director Sanjay Mehrotra	For	For
1f	Elect Director Robert E. Switz	For	For
1g	Elect Director MaryAnn Wright	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Amend Omnibus Stock Plan	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

S.C. Fondul Proprietatea SA

Meeting Date: 01/14/2021 **Country:** Romania
Meeting Type: Special **Ticker:** FP

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Meeting for GDR Holders		
1	Amend Article 4 of Bylaws	For	For

Vote Summary Report

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

S.C. Fondul Proprietatea SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Amend Article 9 of Bylaws	For	For
3	Amend Article 12 Paragraph (2) of Bylaws	For	For
4	Amend Article 12 Paragraph (3) of Bylaws	For	For
5	Amend Article 13 Paragraph (1) of Bylaws	None	Against
<i>Blended Rationale: - Votes FOR the amendments supported by Fondul's corporate bodies under Items 1-4, 7, 15-16, and 18-21 are warranted absent any negative impact. - Votes AGAINST the other amendments under Items 5-6, 8-14, and 17, which raise concerns according to Fondul's Board of Nominees, are warranted given the potential to disrupt the functioning governance at Fondul.</i>			
6	Amend Article 13 Paragraph (6) of Bylaws	None	Against
<i>Blended Rationale: - Votes FOR the amendments supported by Fondul's corporate bodies under Items 1-4, 7, 15-16, and 18-21 are warranted absent any negative impact. - Votes AGAINST the other amendments under Items 5-6, 8-14, and 17, which raise concerns according to Fondul's Board of Nominees, are warranted given the potential to disrupt the functioning governance at Fondul.</i>			
7	Amend Article 13 Paragraph (7) of Bylaws	For	For
8	Amend Article 13 Paragraph (11) of Bylaws	None	Against
<i>Blended Rationale: - Votes FOR the amendments supported by Fondul's corporate bodies under Items 1-4, 7, 15-16, and 18-21 are warranted absent any negative impact. - Votes AGAINST the other amendments under Items 5-6, 8-14, and 17, which raise concerns according to Fondul's Board of Nominees, are warranted given the potential to disrupt the functioning governance at Fondul.</i>			
9	Amend Article 13 Paragraph (12) of Bylaws	None	Against
<i>Blended Rationale: - Votes FOR the amendments supported by Fondul's corporate bodies under Items 1-4, 7, 15-16, and 18-21 are warranted absent any negative impact. - Votes AGAINST the other amendments under Items 5-6, 8-14, and 17, which raise concerns according to Fondul's Board of Nominees, are warranted given the potential to disrupt the functioning governance at Fondul.</i>			
10	Amend Article 13 Paragraph (15) of Bylaws	None	Against
<i>Blended Rationale: - Votes FOR the amendments supported by Fondul's corporate bodies under Items 1-4, 7, 15-16, and 18-21 are warranted absent any negative impact. - Votes AGAINST the other amendments under Items 5-6, 8-14, and 17, which raise concerns according to Fondul's Board of Nominees, are warranted given the potential to disrupt the functioning governance at Fondul.</i>			
11	Amend Article 14 of Bylaws	None	Against
<i>Blended Rationale: - Votes FOR the amendments supported by Fondul's corporate bodies under Items 1-4, 7, 15-16, and 18-21 are warranted absent any negative impact. - Votes AGAINST the other amendments under Items 5-6, 8-14, and 17, which raise concerns according to Fondul's Board of Nominees, are warranted given the potential to disrupt the functioning governance at Fondul.</i>			
12	Amend Article 15 of Bylaws	None	Against
<i>Blended Rationale: - Votes FOR the amendments supported by Fondul's corporate bodies under Items 1-4, 7, 15-16, and 18-21 are warranted absent any negative impact. - Votes AGAINST the other amendments under Items 5-6, 8-14, and 17, which raise concerns according to Fondul's Board of Nominees, are warranted given the potential to disrupt the functioning governance at Fondul.</i>			
13	Amend Article 16 of Bylaws	None	Against
<i>Blended Rationale: - Votes FOR the amendments supported by Fondul's corporate bodies under Items 1-4, 7, 15-16, and 18-21 are warranted absent any negative impact. - Votes AGAINST the other amendments under Items 5-6, 8-14, and 17, which raise concerns according to Fondul's Board of Nominees, are warranted given the potential to disrupt the functioning governance at Fondul.</i>			

Vote Summary Report

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

S.C. Fondul Proprietatea SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
14	Amend Article 17 of Bylaws	None	Against
<i>Blended Rationale: - Votes FOR the amendments supported by Fondul's corporate bodies under Items 1-4, 7, 15-16, and 18-21 are warranted absent any negative impact. - Votes AGAINST the other amendments under Items 5-6, 8-14, and 17, which raise concerns according to Fondul's Board of Nominees, are warranted given the potential to disrupt the functioning governance at Fondul.</i>			
15	Amend Article 19 of Bylaws	For	For
16	Amend Article 20 of Bylaws	For	For
17	Amend Article 21 of Bylaws	None	Against
<i>Blended Rationale: - Votes FOR the amendments supported by Fondul's corporate bodies under Items 1-4, 7, 15-16, and 18-21 are warranted absent any negative impact. - Votes AGAINST the other amendments under Items 5-6, 8-14, and 17, which raise concerns according to Fondul's Board of Nominees, are warranted given the potential to disrupt the functioning governance at Fondul.</i>			
18	Amend Article 24 of Bylaws	For	For
19	Amend Article 31 of Bylaws	For	For
20	Amend Article 32 of Bylaws	For	For
21	Amend Article 34 of Bylaws	For	For
22	Approve Meeting's Record Date and Ex-Date	For	For

Atlantia SpA

Meeting Date: 01/15/2021 **Country:** Italy
Meeting Type: Special **Ticker:** ATL

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Extraordinary Business Approve Partial and Proportional Demerger Plan of Atlantia SpA in Favor of Autostrade Concessioni e Costruzioni SpA; Amend Company Bylaws Re: Article 6	For	For

Concho Resources Inc.

Meeting Date: 01/15/2021 **Country:** USA
Meeting Type: Special **Ticker:** CXO

Vote Summary Report

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

Concho Resources Inc.

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

Blended Rationale: A vote AGAINST this proposal is warranted. Cash severance is double trigger and reasonably based, with no excise tax gross ups, and time-based equity awards are subject to double trigger vesting. However, the company recently amended the treatment of performance equity, such that outstanding PSUs accelerate upon the merger with performance deemed at 200 percent of target, without compelling rationale. The enhanced award treatment is particularly concerning given that two NEOs received PSUs in 2019 that originally would have vested over 10 years, and considering that TSRs are currently negative for the outstanding performance periods. In addition, certain NEOs may receive large retention awards in addition to sizable inducement awards.

ConocoPhillips

Meeting Date: 01/15/2021 **Country:** USA
Meeting Type: Special **Ticker:** COP

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

Great Wall Motor Company Limited

Meeting Date: 01/15/2021 **Country:** China
Meeting Type: Special **Ticker:** 2333

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	EGM BALLOT FOR HOLDERS OF H SHARES Approve Plan for Registration and Issuance of Super Short-Term Commercial Papers	For	For

Intu (SGS) Finance Plc

Meeting Date: 01/15/2021 **Country:** United Kingdom
Meeting Type: Bondholder **Ticker:** N/A

Vote Summary Report

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

Intu (SGS) Finance Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Meeting for Holders of Bonds with ISIN XS0904228557 Approve Extraordinary Resolution as per Meeting Notice	For	For
<i>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.</i>			

Intu (SGS) Finance Plc

Meeting Date: 01/15/2021 **Country:** United Kingdom
Meeting Type: Bondholder **Ticker:** N/A

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Meeting for Holders of Bonds with ISIN XS0904228987 Approve Extraordinary Resolution as per Meeting Notice	For	For
<i>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.</i>			

Intu (SGS) Finance Plc

Meeting Date: 01/15/2021 **Country:** United Kingdom
Meeting Type: Bondholder **Ticker:** N/A

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Meeting for Holders of Bonds with ISIN XS1131914811 Approve Extraordinary Resolution as per Meeting Notice	For	For
<i>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.</i>			

Vote Summary Report

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

Bank of China Limited

Meeting Date: 01/18/2021 **Country:** China
Meeting Type: Special **Ticker:** 3988

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF H SHARES		
1	Elect Zhang Keqiu as Supervisor	For	For
2	Approve 2019 Remuneration Distribution Plan for Chairman of the Board of Directors and Executive Directors	For	For
3	Approve 2019 Remuneration Distribution Plan for Chairman of the Board of Supervisors and Shareholder Representative Supervisors	For	For

RSA Insurance Group Plc

Meeting Date: 01/18/2021 **Country:** United Kingdom
Meeting Type: Special **Ticker:** RSA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Matters Relating to the Recommended Cash Acquisition of RSA Insurance Group plc by Regent Bidco Limited	For	For
2	Approve Re-registration of the Company as a Private Limited Company by the Name of RSA Insurance Group Limited; Adopt New Articles of Association	For	For

RSA Insurance Group Plc

Meeting Date: 01/18/2021 **Country:** United Kingdom
Meeting Type: Court **Ticker:** RSA

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

Vote Summary Report

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

Bank of Ireland Group Plc

Meeting Date: 01/19/2021

Country: Ireland

Meeting Type: Special

Ticker: BIRG

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

EDP-Energias de Portugal SA

Meeting Date: 01/19/2021

Country: Portugal

Meeting Type: Special

Ticker: EDP

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Statement on Remuneration Policy Applicable to Executive Board	For	For
2	Elect Executive Board	For	For

Flutter Entertainment Plc

Meeting Date: 01/19/2021

Country: Ireland

Meeting Type: Special

Ticker: FLTR

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	Amend Articles of Association	For	For
3A	Conditional upon the Adoption of Resolutions 1 and 2, Adopt New Articles of Association	For	For
3B	Conditional upon the Adoption of Resolution 1 and Resolution 2 not being Validly Adopted, Adopt New Articles of Association	For	For

Vote Summary Report

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

Flutter Entertainment Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Authorise Company to Take All Actions to Implement the Migration	For	For

New China Life Insurance Company Ltd.

Meeting Date: 01/19/2021 **Country:** China
Meeting Type: Special **Ticker:** 1336

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

Norbord Inc.

Meeting Date: 01/19/2021 **Country:** Canada
Meeting Type: Special **Ticker:** OSB

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Acquisition by West Fraser Timber Co. Ltd.	For	For

West Fraser Timber Co. Ltd.

Meeting Date: 01/19/2021 **Country:** Canada
Meeting Type: Special **Ticker:** WFT

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Issuance of Shares in Connection with the Acquisition of Norbord Inc.	For	For
2	Amend Stock Option Plan	For	For

Vote Summary Report

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

D.R. Horton, Inc.

Meeting Date: 01/20/2021

Country: USA

Meeting Type: Annual

Ticker: DHI

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Donald R. Horton	For	For
1b	Elect Director Barbara K. Allen	For	For
1c	Elect Director Brad S. Anderson	For	For
1d	Elect Director Michael R. Buchanan	For	For
1e	Elect Director Michael W. Hewatt	For	For
1f	Elect Director Maribess L. Miller	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Ernst & Young LLP as Auditors	For	For

Frasers Logistics & Commercial Trust

Meeting Date: 01/20/2021

Country: Singapore

Meeting Type: Annual

Ticker: BUOU

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Adopt Report of the Trustee, Statement by the Manager, and Audited Financial Statements	For	For
2	Approve KPMG LLP as Auditors and Authorize Manager to Fix Their Remuneration	For	For
3	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	For	For

Motherson Sumi Systems Limited

Meeting Date: 01/20/2021

Country: India

Meeting Type: Special

Ticker: 517334

Vote Summary Report

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

Motherson Sumi Systems Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Postal Ballot		
1	Approve Pledging of Assets for Debt	For	For

Zhejiang Expressway Co., Ltd.

Meeting Date: 01/20/2021 **Country:** China
Meeting Type: Special **Ticker:** 576

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Issuance of Senior Notes and Related Transactions	For	For

Costco Wholesale Corporation

Meeting Date: 01/21/2021 **Country:** USA
Meeting Type: Annual **Ticker:** COST

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Susan L. Decker	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1.2	Elect Director Kenneth D. Denman	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1.3	Elect Director Richard A. Galanti	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1.4	Elect Director W. Craig Jelinek	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1.5	Elect Director Sally Jewell	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		

Vote Summary Report

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

Costco Wholesale Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.6	Elect Director Charles T. Munger	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1.7	Elect Director Jeffrey S. Raikes	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
2	Ratify KPMG 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. Although there continue to be concerns over certain aspects of the short- and long-term incentive programs, pay and performance are aligned at this time.</i>		

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

Intuit Inc.

Meeting Date: 01/21/2021

Country: USA

Meeting Type: Annual

Ticker: INTU

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Eve Burton	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		

Vote Summary Report

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

Intuit Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1b	Elect Director Scott D. Cook	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1c	Elect Director Richard L. Dalzell	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1d	Elect Director Sasan K. Goodarzi	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1e	Elect Director Deborah Liu	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1f	Elect Director Tekedra Mawakana	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1g	Elect Director Suzanne Nora Johnson	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1h	Elect Director Dennis D. Powell	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1i	Elect Director Brad D. Smith	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1j	Elect Director Thomas Szkutak	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1k	Elect Director Raul Vazquez	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1l	Elect Director Jeff Weiner	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 as pay and performance are reasonably aligned for the year in review.</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>		

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Eve Burton	For	For

Vote Summary Report

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

Intuit Inc.

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

Jabil Inc.

Meeting Date: 01/21/2021

Country: USA

Meeting Type: Annual

Ticker: JBL

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Anousheh Ansari	For	For
1b	Elect Director Martha F. Brooks	For	For
1c	Elect Director Christopher S. Holland	For	For
1d	Elect Director Timothy L. Main	For	For
1e	Elect Director Mark T. Mondello	For	For
1f	Elect Director John C. Plant	For	For
1g	Elect Director Steven A. Raymund	For	For
1h	Elect Director Thomas A. Sansone	For	For
1i	Elect Director David M. Stout	For	For
1j	Elect Director Kathleen A. Walters	For	For

Vote Summary Report

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

Jabil Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Approve Omnibus Stock Plan	For	For
5	Amend Qualified Employee Stock Purchase Plan	For	For

Melrose Industries Plc

Meeting Date: 01/21/2021

Country: United Kingdom

Meeting Type: Special

Ticker: MRO

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Employee Share Plan	For	Against
<i>Blended Rationale: A vote AGAINST this resolution is considered warranted:- While a cap on the number of shares that can be awarded has been introduced, the incentive plan continues to provide for high levels of reward which are tied to a single, market-related performance metric; and- The scheme mechanics are complex, with less clear line-of-sight on the potential value being offered to the participants as compared to typical equity incentive schemes.</i>			
2	Approve Amendments to the Remuneration Policy	For	Against
<i>Blended Rationale: A vote AGAINST the proposed amendments is considered warranted:- While a cap on the number of shares that can be awarded has been introduced, the incentive plan continues to provide for high levels of reward which are tied to a single, market-related performance metric; and- The scheme mechanics are complex, with less clear line-of-sight on the potential value being offered to the participants as compared to typical equity incentive schemes.</i>			

PT Bank Rakyat Indonesia (Persero) Tbk

Meeting Date: 01/21/2021

Country: Indonesia

Meeting Type: Special

Ticker: BBRI

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Amend Articles of Association	For	Against
<i>Blended Rationale: A vote AGAINST this resolution is warranted due to lack of further information to make an informed voting decision.</i>			
2	Affirmation of the Regulations of the Minister of State-Owned Enterprises of the Republic of Indonesia Number PER-08/MBU/12/2019	For	For

Vote Summary Report

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

PT Bank Rakyat Indonesia (Persero) Tbk

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Affirmation of the Regulations of the Minister of State-Owned Enterprises of the Republic of Indonesia Number PER-11/MBU/11/2020	For	For
4	Approve Transfer of Treasury Stock	For	Against
<i>Blended Rationale: A vote AGAINST this resolution is warranted given the lack of information to make an informed voting decision.</i>			
5	Approve Changes in Boards of Company	For	Against
<i>Blended Rationale: A vote AGAINST this resolution is warranted given the lack of further information to make an informed voting decision.</i>			

Saudi Electricity Co.

Meeting Date: 01/21/2021 **Country:** Saudi Arabia
Meeting Type: Special **Ticker:** 5110

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
Ordinary Business			
1	Elect Members of Audit Committee, Approve its Charter and Remuneration of Its Members	For	For
2	Approve Related Party Transactions Re: The National Commercial Bank	For	For
3	Approve Related Party Transactions Re: Gulf International Bank	For	For

Airports of Thailand Public Co. Ltd.

Meeting Date: 01/22/2021 **Country:** Thailand
Meeting Type: Annual **Ticker:** AOT

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Matters to be Informed		
2	Acknowledge Operating Results		
3	Approve Financial Statements	For	For
4	Approve Dividend Payment	For	For

Vote Summary Report

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

Airports of Thailand Public Co. Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5.1	Elect Suttirat Rattachot as Director	For	For
5.2	Elect Thanin Pa-Em as Director	For	For
5.3	Elect Bhanupong Seyayongka as Director	For	For
5.4	Elect Krit Sesavej as Director	For	For
5.5	Elect Supawan Tanomkieatipume as Director	For	For
6	Approve Remuneration of Directors and Sub-Committees	For	For
7	Approve EY Company Limited as Auditor and Authorize Board to Fix Their Remuneration	For	For
8	Other Business	For	Against

Blended Rationale: A vote AGAINST this resolution is warranted given the lack of information.

Brilliance China Automotive Holdings Limited

Meeting Date: 01/22/2021

Country: Bermuda

Meeting Type: Special

Ticker: 1114

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Huachen Purchase Framework Agreement, Huachen Sale Framework Agreement, Huachen Non-Exempted Proposed Caps and Related Transactions	For	For

China Minsheng Banking Corp., Ltd.

Meeting Date: 01/22/2021

Country: China

Meeting Type: Special

Ticker: 1988

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF H SHARES		
1	Elect Yuan Guijun as Director	For	For
2	Amend Articles of Association	For	For
3	Amend Rules and Procedures Regarding General Meetings of Shareholders	For	For

Vote Summary Report

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

China Minsheng Banking Corp., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Amend Administrative Measures of Related Party Transactions	For	For
5	Approve Capital Management Plan for 2021 to 2023	For	For

China New Higher Education Group Limited

Meeting Date: 01/22/2021

Country: Cayman Islands

Meeting Type: Annual

Ticker: 2001

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Elect Li Xiaoxuan as Director	For	For
3	Elect Shen Chunmei as Director	For	For
4	Elect Hu Jianbo as Director	For	For
5	Authorize Board to Fix Remuneration of Directors	For	For
6	Approve Ernst & Young as Auditor and Authorize Board to Fix Their Remuneration	For	For
7	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>			
8	Authorize Repurchase of Issued Share Capital	For	For
9	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.

Cosan SA

Meeting Date: 01/22/2021

Country: Brazil

Meeting Type: Special

Ticker: CSAN3

Vote Summary Report

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

Cosan SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Amend Articles	For	Against
<i>Blended Rationale: A vote AGAINST these items is warranted because:- The company has bundled unrelated article amendment proposals, not allowing shareholders to vote on the proposed changes separately;- The proposed article amendments included a mandatory bid provision with an ownership trigger of 10-15 percent and a material tender offer share premium, which does not appear to be in the best interest of non-affiliated shareholders and is not consistent with Sustainability Advisory Services policy guidelines.</i>			
2	Fix Number of Directors at Nine	For	For
3	Approve Classification of Dan Ioschpe, Jose Alexandre Scheinkman, Ana Paula Pessoa and Vasco Augusto Pinto da Fonseca Dias Junior as Independent Directors	For	For
4	Elect Directors	For	For
5	Approve Agreement to Absorb and Absorption of Cosan Limited (CZZ), Ratify Apsis Consultoria Empresarial Ltda. as the Independent Firm to Appraise Proposed Transaction, Approve Issuance of Shares in Connection with the Transaction and Amend Article 5	For	For
6	Approve Agreement to Absorb and Absorption of Cosan Logistica S.A., Ratify Apsis Consultoria Empresarial Ltda. as the Independent Firm to Appraise Proposed Transaction, Approve Capital Increase in Connection with the Transaction and Amend Article 5	For	For
7	Consolidate Bylaws	For	Against
<i>Blended Rationale: A vote AGAINST these items is warranted because:- The company has bundled unrelated article amendment proposals, not allowing shareholders to vote on the proposed changes separately;- The proposed article amendments included a mandatory bid provision with an ownership trigger of 10-15 percent and a material tender offer share premium, which does not appear to be in the best interest of non-affiliated shareholders and is not consistent with Sustainability Advisory Services policy guidelines.</i>			

Midea Group Co. Ltd.

Meeting Date: 01/25/2021

Country: China

Meeting Type: Special

Ticker: 000333

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Repurchase and Cancellation of Performance Shares in 2017	For	For

Vote Summary Report

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

Midea Group Co. Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Repurchase and Cancellation of Performance Shares in 2018	For	For
3	Approve Repurchase and Cancellation of Performance Shares in 2019	For	For
4	Approve Repurchase and Cancellation of Performance Shares in 2020	For	For

The Scotts Miracle-Gro Company

Meeting Date: 01/25/2021 **Country:** USA
Meeting Type: Annual **Ticker:** SMG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Thomas N. Kelly, Jr.	For	For
1.2	Elect Director Peter E. Shumlin	For	For
1.3	Elect Director John R. Vines	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Deloitte & Touche LLP as Auditors	For	For

Becton, Dickinson and Company

Meeting Date: 01/26/2021 **Country:** USA
Meeting Type: Annual **Ticker:** BDX

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Catherine M. Burzik	For	For
1b	Elect Director R. Andrew Eckert	For	For
1c	Elect Director Vincent A. Forlenza	For	For
1d	Elect Director Claire M. Fraser	For	For
1e	Elect Director Jeffrey W. Henderson	For	For
1f	Elect Director Christopher Jones	For	For
1g	Elect Director Marshall O. Larsen	For	For

Vote Summary Report

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

Becton, Dickinson and Company

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1h	Elect Director David F. Melcher	For	For
1i	Elect Director Thomas E. Polen	For	For
1j	Elect Director Claire Pomeroy	For	For
1k	Elect Director Rebecca W. Rimel	For	For
1l	Elect Director Timothy M. Ring	For	For
1m	Elect Director Bertram L. Scott	For	For
2	Ratify Ernst & Young 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. As a result of the impact of the pandemic, certain NEOs, other than the CEO, received one-time grants of stock appreciation rights following the end of the fiscal year to offset a portion of the lower value of recently earned or in-flight performance shares. The use of one-time awards as a replacement for forfeited or underperforming performance-based awards is problematic and sufficient mitigating factors have not been identified.</i>			
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted as a lower threshold would enhance the current shareholder right to call special meetings.</i>			

Brooks Automation, Inc.

Meeting Date: 01/26/2021

Country: USA

Meeting Type: Annual

Ticker: BRKS

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Robyn C. Davis	For	For
1.2	Elect Director Joseph R. Martin	For	For
1.3	Elect Director Erica J. McLaughlin	For	For
1.4	Elect Director Krishna G. Palepu	For	For
1.5	Elect Director Michael Rosenblatt	For	For
1.6	Elect Director Stephen S. Schwartz	For	For
1.7	Elect Director Alfred Woollacott, III	For	For
1.8	Elect Director Mark S. Wrighton	For	For
1.9	Elect Director Ellen M. Zane	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

Vote Summary Report

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

Brooks Automation, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Approve Omnibus Stock Plan	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

Hormel Foods Corporation

Meeting Date: 01/26/2021 Country: USA
Meeting Type: Annual Ticker: HRL

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Prama Bhatt	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1b	Elect Director Gary C. Bhojwani	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1c	Elect Director Terrell K. Crews	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1d	Elect Director Stephen M. Lacy	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1e	Elect Director Elsa A. Murano	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1f	Elect Director Susan K. Nestegard	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1g	Elect Director William A. Newlands	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1h	Elect Director Christopher J. Policinski	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1i	Elect Director Jose Luis Prado	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1j	Elect Director Sally J. Smith	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1k	Elect Director James P. Snee	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		

Vote Summary Report

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

Hormel Foods Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1l	Elect Director Steven A. White	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: Although there are concerns noted with respect to the long-term incentive program's performance linkage, 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 Prama Bhatt	For	For
1b	Elect Director Gary C. Bhojwani	For	For
1c	Elect Director Terrell K. Crews	For	For
1d	Elect Director Stephen M. Lacy	For	For
1e	Elect Director Elsa A. Murano	For	For
1f	Elect Director Susan K. Nestegard	For	For
1g	Elect Director William A. Newlands	For	For
1h	Elect Director Christopher J. Policinski	For	For
1i	Elect Director Jose Luis Prado	For	For
1j	Elect Director Sally J. Smith	For	For
1k	Elect Director James P. Snee	For	For
1l	Elect Director Steven A. White	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

Jacobs Engineering Group Inc.

Meeting Date: 01/26/2021

Country: USA

Meeting Type: Annual

Ticker: J

Vote Summary Report

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

Jacobs Engineering Group Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Steven J. Demetriou	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1b	Elect Director Christopher M.T. Thompson	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1c	Elect Director Vincent K. Brooks	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1d	Elect Director Robert C. Davidson, Jr.	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1e	Elect Director Ralph E. (Ed) Eberhart	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1f	Elect Director Manny Fernandez	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1g	Elect Director Georgette D. Kiser	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1h	Elect Director Linda Fayne Levinson	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1i	Elect Director Barbara L. Loughran	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1j	Elect Director Robert A. McNamara	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1k	Elect Director Peter J. Robertson	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 as pay and performance appear reasonably aligned at this time.</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>		

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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Vote Summary Report

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

Jacobs Engineering Group Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Steven J. Demetriou	For	For
1b	Elect Director Christopher M.T. Thompson	For	For
1c	Elect Director Vincent K. Brooks	For	For
1d	Elect Director Robert C. Davidson, Jr.	For	For
1e	Elect Director Ralph E. (Ed) Eberhart	For	For
1f	Elect Director Manny Fernandez	For	For
1g	Elect Director Georgette D. Kiser	For	For
1h	Elect Director Linda Fayne Levinson	For	For
1i	Elect Director Barbara L. Loughran	For	For
1j	Elect Director Robert A. McNamara	For	For
1k	Elect Director Peter J. Robertson	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Ernst & Young LLP as Auditors	For	For

Metro Inc.

Meeting Date: 01/26/2021

Country: Canada

Meeting Type: Annual

Ticker: MRU

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Maryse Bertrand	For	For
1.2	Elect Director Pierre Boivin	For	For
1.3	Elect Director Francois J. Coutu	For	For
1.4	Elect Director Michel Coutu	For	For
1.5	Elect Director Stephanie Coyles	For	For
1.6	Elect Director Claude Dussault	For	For
1.7	Elect Director Russell Goodman	For	For
1.8	Elect Director Marc Guay	For	For
1.9	Elect Director Christian W.E. Haub	For	For
1.10	Elect Director Eric R. La Fleche	For	For

Vote Summary Report

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

Metro Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.11	Elect Director Christine Magee	For	For
1.12	Elect Director Line Rivard	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote on Executive Compensation Approach	For	For
4	Amend By-Laws	For	For

Visa Inc.

Meeting Date: 01/26/2021

Country: USA

Meeting Type: Annual

Ticker: V

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Lloyd A. Carney	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1b	Elect Director Mary B. Cranston	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1c	Elect Director Francisco Javier Fernandez-Carbajal	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1d	Elect Director Alfred F. Kelly, Jr.	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1e	Elect Director Ramon Laguarta	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1f	Elect Director John F. Lundgren	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1g	Elect Director Robert W. Matschullat	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1h	Elect Director Denise M. Morrison	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1i	Elect Director Suzanne Nora Johnson	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		

Vote Summary Report

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

Visa Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1j	Elect Director Linda J. Rendle	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1k	Elect Director John A. C. Swainson	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1l	Elect Director Maynard G. Webb, Jr.	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: While some concerns are raised regarding the sizable new hire awards for an NEO, a vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.</i>		
3	Ratify KPMG LLP as Auditors	For	For
	<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>		
4	Amend Omnibus Stock Plan	For	For
	<i>Blended Rationale: Based on an analysis of the plan amendments, a vote FOR this proposal is warranted.</i>		
5	Provide Holders of At Least 15% Class A Common Stock Right to Call Special Meeting	For	For
	<i>Blended Rationale: Currently, the company does not provide shareholders with the ability to call special meetings. Hence, a vote FOR this proposal is warranted as it represents an enhancement to shareholder rights.</i>		
6	Provide Right to Act by Written Consent	Against	For
	<i>Blended Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>		
7	Amend Principles of Executive Compensation Program	Against	Against
	<i>Blended Rationale: A vote AGAINST this proposal is warranted, as the company provides disclosure surrounding its executive compensation setting process and no problematic pay practices or pay-for-performance concerns have been identified.</i>		

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Lloyd A. Carney	For	For
1b	Elect Director Mary B. Cranston	For	For
1c	Elect Director Francisco Javier Fernandez-Carbajal	For	For
1d	Elect Director Alfred F. Kelly, Jr.	For	For
1e	Elect Director Ramon Laguarta	For	For
1f	Elect Director John F. Lundgren	For	For
1g	Elect Director Robert W. Matschullat	For	For

Vote Summary Report

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

Visa Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1h	Elect Director Denise M. Morrison	For	For
1i	Elect Director Suzanne Nora Johnson	For	For
1j	Elect Director Linda J. Rendle	For	For
1k	Elect Director John A. C. Swainson	For	For
1l	Elect Director Maynard G. Webb, Jr.	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify KPMG LLP as Auditors	For	For
4	Amend Omnibus Stock Plan	For	For
5	Provide Holders of At Least 15% Class A Common Stock Right to Call Special Meeting	For	For
6	Provide Right to Act by Written Consent	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>			
7	Amend Principles of Executive Compensation Program	Against	Against

CGI Inc.

Meeting Date: 01/27/2021

Country: Canada

Meeting Type: Annual

Ticker: GIB.A

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Meeting for Class A Subordinate Voting and Class B Shareholders		
1A	Elect Director Alain Bouchard	For	For
1B	Elect Director George A. Cope	For	For
1C	Elect Director Paule Dore	For	For
1D	Elect Director Julie Godin	For	For
1E	Elect Director Serge Godin	For	For
1F	Elect Director Timothy J. Hearn	For	For
1G	Elect Director Andre Imbeau	For	For
1H	Elect Director Gilles Labbe	For	For
1I	Elect Director Michael B. Pedersen	For	For

Vote Summary Report

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

CGI Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1J	Elect Director Stephen S. Poloz	For	For
1K	Elect Director Mary Powell	For	For
1L	Elect Director Alison C. Reed	For	For
1M	Elect Director Michael E. Roach	For	For
1N	Elect Director George D. Schindler	For	For
1O	Elect Director Kathy N. Waller	For	For
1P	Elect Director Joakim Westh	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize the Audit and Risk Management Committee to Fix Their Remuneration	For	For
3	Amend By-Law 1986-5 Re: Shareholder Meetings Through Virtual Means	For	For

Clicks Group Ltd.

Meeting Date: 01/27/2021

Country: South Africa

Meeting Type: Annual

Ticker: CLS

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for the Year Ended 31 August 2020	For	For
2	Reappoint Ernst & Young Inc as Auditors with Anthony Cadman as the Individual Registered Auditor	For	For
3	Elect Mfundiso Njeke as Director	For	For
4	Re-elect John Bester as Director	For	For
5	Re-elect Bertina Engelbrecht as Director	For	For
6	Re-elect Michael Fleming as Director	For	For
7.1	Re-elect John Bester as Member of the Audit and Risk Committee	For	For
7.2	Re-elect Fatima Daniels as Member of the Audit and Risk Committee	For	For
7.3	Elect Mfundiso Njeke as Member of the Audit and Risk Committee	For	For
8	Approve Remuneration Policy	For	For

Vote Summary Report

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

Clicks Group Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
9	Approve Remuneration Implementation Report	For	For
10	Authorise Repurchase of Issued Share Capital	For	For
11	Approve Directors' Fees	For	For
12	Approve Financial Assistance in Terms of Section 45 of the Companies Act	For	For
13	Amend Memorandum of Incorporation	For	For

Woodward, Inc.

Meeting Date: 01/27/2021 **Country:** USA
Meeting Type: Annual **Ticker:** WWD

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Thomas A. Gendron	For	For
1.2	Elect Director Daniel G. Korte	For	For
1.3	Elect Director Ronald M. Sega	For	For
2	Ratify Deloitte & Touche LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Amend Omnibus Stock Plan	For	For
5	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	Against	Against

Agricultural Bank of China Limited

Meeting Date: 01/28/2021 **Country:** China
Meeting Type: Special **Ticker:** 1288

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

Vote Summary Report

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

Agricultural Bank of China Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Additional Budget for Poverty Alleviation Donations	For	For

Air Products and Chemicals, Inc.

Meeting Date: 01/28/2021 Country: USA
Meeting Type: Annual Ticker: APD

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Susan K. Carter	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1b	Elect Director Charles I. Cogut	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1c	Elect Director Lisa A. Davis	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1d	Elect Director Chadwick C. Deaton	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1e	Elect Director Seifollah (Seifi) Ghasemi	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1f	Elect Director David H. Y. Ho	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1g	Elect Director Edward L. Monser	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1h	Elect Director Matthew H. Paull	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 as pay and performance are reasonably aligned for the year in review.</i>		
3	Approve Omnibus Stock Plan	For	For
	<i>Blended Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>		
4	Ratify Deloitte & Touche LLP as Auditors	For	For
	<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>		

Vote Summary Report

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

Air Products and Chemicals, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Susan K. Carter	For	For
1b	Elect Director Charles I. Cogut	For	For
1c	Elect Director Lisa A. Davis	For	For
1d	Elect Director Chadwick C. Deaton	For	For
1e	Elect Director Seifollah (Seifi) Ghasemi	For	For
1f	Elect Director David H. Y. Ho	For	For
1g	Elect Director Edward L. Monser	For	For
1h	Elect Director Matthew H. Paull	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Approve Omnibus Stock Plan	For	For
4	Ratify Deloitte & Touche LLP as Auditors	For	For

Ashland Global Holdings Inc.

Meeting Date: 01/28/2021

Country: USA

Meeting Type: Annual

Ticker: ASH

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Brendan M. Cummins	For	For
1.2	Elect Director William G. Dempsey	For	For
1.3	Elect Director Jay V. Ihlenfeld	For	For
1.4	Elect Director Wetteny Joseph	For	For
1.5	Elect Director Susan L. Main	For	For
1.6	Elect Director Guillermo Novo	For	For
1.7	Elect Director Jerome A. Peribere	For	For
1.8	Elect Director Ricky C. Sandler	For	For
1.9	Elect Director Janice J. Teal	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For

Vote Summary Report

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

Ashland Global Holdings Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Approve Omnibus Stock Plan	For	For
5	Other Business	For	Against

Blended Rationale: A vote AGAINST this proposal is warranted, as proposals which are detrimental to shareholder value may arise without shareholders having the opportunity to make a fully informed vote on the issue.

Evolution Gaming Group AB

Meeting Date: 01/28/2021

Country: Sweden

Meeting Type: Special

Ticker: EVO

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	For	For
4	Approve Agenda of Meeting	For	For
5	Designate Inspector(s) of Minutes of Meeting	For	For
6	Acknowledge Proper Convening of Meeting	For	For
7	Approve Stock Option Plan for Key Employees; Approve Creation of EUR 15,000 Pool of Capital to Guarantee Conversion Rights	For	For
8	Close Meeting		

Kerry Group Plc

Meeting Date: 01/28/2021

Country: Ireland

Meeting Type: Special

Ticker: KRZ

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Migration of the Participating Securities to Euroclear Bank's Central Securities Depository	For	For

Vote Summary Report

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

Kerry Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Amend Articles of Association	For	For
3	Authorise Company to Take All Actions to Implement the Migration	For	For

Kobe Bussan Co., Ltd.

Meeting Date: 01/28/2021 **Country:** Japan
Meeting Type: Annual **Ticker:** 3038

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, With a Final Dividend of JPY 30	For	For
2	Amend Articles to Change Location of Head Office	For	For
3.1	Elect Director Numata, Hirokazu	For	For
3.2	Elect Director Asami, Kazuo	For	For
3.3	Elect Director Nishida, Satoshi	For	For
3.4	Elect Director Kobayashi, Takumi	For	For
4	Approve Transfer of Capital Surplus to Capital	For	For
5	Approve Stock Option Plan	For	For

Park24 Co., Ltd.

Meeting Date: 01/28/2021 **Country:** Japan
Meeting Type: Annual **Ticker:** 4666

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Nishikawa, Koichi	For	For
1.2	Elect Director Sasaki, Kenichi	For	For
1.3	Elect Director Kawakami, Norifumi	For	For
1.4	Elect Director Kawasaki, Keisuke	For	For
1.5	Elect Director Yamanaka, Shingo	For	For

Vote Summary Report

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

Park24 Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.6	Elect Director Oura, Yoshimitsu	For	Against
	<i>Blended Rationale: Vote AGAINST as the nominee is an affiliated outsider.</i>		
1.7	Elect Director Nagasaka, Takashi	For	Against
	<i>Blended Rationale: Vote AGAINST as the nominee is an affiliated outsider.</i>		

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Nishikawa, Koichi	For	For
1.2	Elect Director Sasaki, Kenichi	For	For
1.3	Elect Director Kawakami, Norifumi	For	For
1.4	Elect Director Kawasaki, Keisuke	For	For
1.5	Elect Director Yamanaka, Shingo	For	For
1.6	Elect Director Oura, Yoshimitsu	For	For
1.7	Elect Director Nagasaka, Takashi	For	For

Post Holdings, Inc.

Meeting Date: 01/28/2021 **Country:** USA
Meeting Type: Annual **Ticker:** POST

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Edwin H. Callison	For	For
1.2	Elect Director William P. Stirtz	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

PT Unilever Indonesia Tbk

Meeting Date: 01/28/2021 **Country:** Indonesia
Meeting Type: Special **Ticker:** UNVR

Vote Summary Report

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

PT Unilever Indonesia Tbk

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Resignation of Jochanan Senf as Director	For	For
2	Approve Resignation of Sri Widowati as Director	For	For
3	Elect Tran Tue Tri as Director	For	For

Valvoline Inc.

Meeting Date: 01/28/2021

Country: USA

Meeting Type: Annual

Ticker: VVV

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

Walgreens Boots Alliance, Inc.

Meeting Date: 01/28/2021

Country: USA

Meeting Type: Annual

Ticker: WBA

Vote Summary Report

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

Walgreens Boots Alliance, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Jose E. Almeida	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1b	Elect Director Janice M. Babiak	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1c	Elect Director David J. Brailer	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1d	Elect Director William C. Foote	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1e	Elect Director Ginger L. Graham	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1f	Elect Director Valerie B. Jarrett	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1g	Elect Director John A. Lederer	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1h	Elect Director Dominic P. Murphy	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1i	Elect Director Stefano Pessina	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1j	Elect Director Nancy M. Schlichting	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1k	Elect Director James A. Skinner	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
2	Ratify Deloitte & Touche 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	Against
	<i>Blended Rationale: A vote AGAINST this proposal is warranted. The company's supplemental filing provides additional information on the company's rationale for FY20 pay adjustments. However, the modification to yield payouts despite failure to achieve threshold performance may be viewed as counter to a pay-for-performance philosophy, especially in the context of negative short- and long-term shareholder returns. While annual incentives remained below target after the committee's discretionary adjustments, closing-cycle PSUs were deemed earned slightly above target. Investors have indicated that increases to long-term incentive payouts, particularly for performance cycles ending in 2020, are generally viewed as problematic. Meanwhile, overall equity awards to NEOs other than the CEO were majority time-based in FY20, and the lack of disclosed STI results and forward-looking LTI targets inhibits an assessment of goal rigor.</i>		

Vote Summary Report

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

Walgreens Boots Alliance, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Approve Omnibus Stock Plan	For	For
<i>Blended Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>			
5	Require Independent Board Chair	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i>			
6	Report on Health Risks of Continued In-Store Tobacco Sales in the Age of COVID 2021	Against	Against
<i>Blended Rationale: A vote AGAINST this resolution is warranted because the company currently provides sufficient disclosure regarding its policies and practices related to the sale of tobacco products and its risk oversight mechanisms for shareholders to be able to assess any such related risks. The company also does not appear to be lagging its peers in this regard.</i>			

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Jose E. Almeida	For	For
1b	Elect Director Janice M. Babiak	For	For
1c	Elect Director David J. Brailer	For	For
1d	Elect Director William C. Foote	For	For
1e	Elect Director Ginger L. Graham	For	For
1f	Elect Director Valerie B. Jarrett	For	For
1g	Elect Director John A. Lederer	For	For
1h	Elect Director Dominic P. Murphy	For	For
1i	Elect Director Stefano Pessina	For	For
1j	Elect Director Nancy M. Schlichting	For	For
1k	Elect Director James A. Skinner	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 adjusted both the short-term and long-term incentive programs to yield payouts that otherwise would have been unearned, in light of COVID-19 impacts. While annual incentives remained below target after the adjustment, closing-cycle PSUs were deemed earned slightly above target. Investors have indicated that increases to long-term incentive payouts, particularly for performance cycles ending in 2020, are generally viewed as problematic. The above-target LTI payout is especially concerning given the company's TSR underperformance. Meanwhile, overall equity awards to NEOs other than the CEO were majority time-based in FY20, and the lack of disclosed STI results and forward-looking LTI targets inhibits an assessment of goal rigor.</i>			
4	Approve Omnibus Stock Plan	For	For
5	Require Independent Board Chair	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i>			

Vote Summary Report

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

Walgreens Boots Alliance, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6	Report on Health Risks of Continued In-Store Tobacco Sales in the Age of COVID 2021	Against	Against

WISeKey International Holding Ltd.

Meeting Date: 01/28/2021 **Country:** Switzerland
Meeting Type: Special **Ticker:** WIHN

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve CHF 616,375 Share Capital Increase without Preemptive Rights for Private Placement; Approve Creation of CHF 649,302 Pool of Authorized Capital without Preemptive Rights	For	Against
<i>Blended Rationale: A vote AGAINST this resolution is warranted because:- The company only provides limited information and relevant details are not disclosed, and- The proposed issuances would result in a potentially excessive dilution.</i>			
2	Elect Hans-Christian Boos as Director	For	Against
<i>Blended Rationale: A vote AGAINST the non-independent nominee Hans-Christian Boos is warranted because of the failure to establish a sufficiently independent board.</i>			
3	Approve Increase in Conditional Capital Pool to CHF 120,000 for Employee Stock Options	For	Against
<i>Blended Rationale: A vote AGAINST this resolution is warranted because:- Non-executive directors participate in the plan.- Total potential dilution exceeds 10 percent.- The vesting period for options has not been disclosed.</i>			
4	Approve Increase of Existing Conditional Share Capital to CHF 1.1 Million for Equity Compensation and Expansion of Use for Other Equity-Based Instruments	For	Against
<i>Blended Rationale: A vote AGAINST the proposed authorization is warranted because the issuance request would result in a potentially excessive dilution of 25 percent.</i>			
5	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>			

Zhejiang Wanfeng Auto Wheel Co., Ltd.

Meeting Date: 01/28/2021 **Country:** China
Meeting Type: Special **Ticker:** 002085

Vote Summary Report

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

Zhejiang Wanfeng Auto Wheel Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Waiver of Priority Transfer Right	For	For

Amundi Index Solutions - Amundi Index Us Corp Sri

Meeting Date: 01/29/2021 Country: Luxembourg
Meeting Type: Annual Ticker: N/A

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Receive Board's and Auditor's Reports		
2	Approve Financial Statements	For	For
3	Approve Allocation of Income	For	For
4	Approve Discharge of Directors	For	For
5	Re-elect Valerie Baudson as Director	For	For
6	Re-elect Jeanne Duvoux as Director	For	For
7	Re-elect Christophe Lemarie as Director	For	For
8	Re-elect Nicolas Vauleon as Director	For	For
9	Approve Resignation of Elodie Laugel as Director	For	For
10	Renew Appointment of Ernst & Young as Auditor	For	For
11	Transact Other Business (Non-Voting)		

Aspen Technology, Inc.

Meeting Date: 01/29/2021 Country: USA
Meeting Type: Annual Ticker: AZPN

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Thomas M. Bradicich	For	For
1.2	Elect Director Adriana Karaboutis	For	For

Vote Summary Report

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

Aspen Technology, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.3	Elect Director Georgia Keresty	For	For
<i>Blended Rationale: WITHHOLD votes are warranted for incumbent compensation committee member Georgia Keresty due to the limited degree of responsiveness to last year's failed say-on-pay proposal.</i>			
2	Ratify KPMG LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

Hope Education Group Co., Ltd.

Meeting Date: 01/29/2021

Country: Cayman Islands

Meeting Type: Annual

Ticker: 1765

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 Gao Hao as Director	For	For
3a2	Elect Zhang Jin as Director	For	For
3a3	Elect Chen Yunhua as Director	For	Against
<i>Blended Rationale: Votes AGAINST incumbent Nominating Committee Chair Yunhua Chen are warranted for lack of gender diversity on the board.</i>			
3b	Authorize Board to Fix Remuneration of Directors	For	For
4	Approve Ernst & Young as Auditor 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>			

Vote Summary Report

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

Kangwon Land, Inc.

Meeting Date: 01/29/2021

Country: South Korea

Meeting Type: Special

Ticker: 035250

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	ELECT ONE INSIDE DIRECTOR (EXECUTIVE VICE PRESIDENT) OUT OF TWO NOMINEES Elect Park Gwang-hui as Inside Director	For	Against
<i>Blended Rationale: A vote FOR Sim Gyu-ho (Item 1.2) is warranted, as Sim is expected to bring industrial expertise to the board as Sim has direct working experience in both corporate management and public sector policies. With that said, we recommend a vote AGAINST Park Gwang-hui (Item 1.1).</i>			
1.2	Elect Sim Gyu-ho as Inside Director	For	For
2	Elect Choi Gyeong-sik as Outside Director	For	For
3	Elect Kim Ju-il as Director to Serve as an Audit Committee Member	For	For

UGI Corporation

Meeting Date: 01/29/2021

Country: USA

Meeting Type: Annual

Ticker: UGI

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

Vote Summary Report

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

UGI Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Ratify Ernst & Young LLP as Auditors	For	For

Weichai Power Co., Ltd.

Meeting Date: 01/29/2021 **Country:** China
Meeting Type: Special **Ticker:** 2338

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF H SHARES		
1	Approve Grant of the General Mandate to Issue Shares to the Board	For	Against
	<i>Blended Rationale: A vote AGAINST this resolution is warranted for the following:- The share issuance limit is greater than 10 percent;- The company has not specified the discount limit.</i>		
2	Approve Compliance with the Conditions of Non-Public Issuance of A Shares	For	For
	RESOLUTIONS IN RELATION TO THE ISSUANCE PROPOSAL FOR THE PROPOSED NON-PUBLIC ISSUANCE OF A SHARES		
3.1	Approve Class and Par Value of Shares to be Issued	For	For
3.2	Approve Method and Time of Issuance	For	For
3.3	Approve Target Subscribers and Subscription Method	For	For
3.4	Approve Pricing Benchmark Date, Issue Price and Pricing	For	For
3.5	Approve Number of Shares to be Issued	For	For
3.6	Approve Lock-Up Period Arrangement	For	For
3.7	Approve Place of Listing of the New A Shares to be Issued	For	For
3.8	Approve Arrangement of Accumulated Undistributed Profits	For	For
3.9	Approve Validity of the Resolutions in Respect of the Non-Public Issuance of A Shares	For	For
3.10	Approve Use of Proceeds	For	For
4	Approve Plan for the Non-Public Issuance of A Shares	For	For
5	Approve Feasibility Analysis Report on the Use of Proceeds from the Non-Public Issuance of A Shares	For	For

Vote Summary Report

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

Weichai Power Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6	Approve Absence of Need to Prepare a Report on the Use of Previously Raised Proceeds	For	For
7	Approve Remedial Measures for the Dilution of Immediate Returns Upon the Non-Public Issuance of A Shares and Undertakings by the Relevant Persons	For	For
8	Approve Plan on Shareholders' Return for the Upcoming Three Years (2021-2023)	For	For
9	Authorize Board and Its Authorized Persons Board to Deal with All Matters in Relation to the Non-Public Issuance of A Shares	For	For
10	Approve Proposed Amendments to the Management Measures on the Use of Raised Proceeds	For	For

WestRock Company

Meeting Date: 01/29/2021

Country: USA

Meeting Type: Annual

Ticker: WRK

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Colleen F. Arnold	For	For
1b	Elect Director Timothy J. Bernlohr	For	For
1c	Elect Director J. Powell Brown	For	For
1d	Elect Director Terrell K. Crews	For	For
1e	Elect Director Russell M. Currey	For	For
1f	Elect Director Suzan F. Harrison	For	For
1g	Elect Director John A. Luke, Jr.	For	For
1h	Elect Director Gracia C. Martore	For	For
1i	Elect Director James E. Nevels	For	For
1j	Elect Director Steven C. Voorhees	For	For
1k	Elect Director Bettina M. Whyte	For	For
1l	Elect Director Alan D. Wilson	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Approve Omnibus Stock Plan	For	For

Vote Summary Report

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

WestRock Company

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Ratify Ernst & Young LLP as Auditors	For	For