

## Global Voting Record



## DESPEGAR.COM CORP.

Meeting: Annual 01/12/2020 Virgin Isl (UK)

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Nilesh Lakhani	For	For
Mgmt	1.2	Elect Director Damian Scokin Voter Rationale: We abstained on Item 1.2 due to concerns regarding board independence and diversity.	For	Abstain

## HEXAGON AB

Meeting: Special 01/12/2020 Sweden

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2	Elect Chairman of Meeting	For	For
Mgmt	3	Prepare and Approve List of Shareholders	For	For
Mgmt	4	Approve Agenda of Meeting	For	For
Mgmt	5.1	Designate Johannes Wingborg as Inspector of Minutes of Meeting	For	For
Mgmt	5.2	Designate Fredrik Skoglund as Inspector of Minutes of Meeting	For	For
Mgmt	6	Acknowledge Proper Convening of Meeting	For	For
Mgmt	7	Approve Dividends of EUR 0.62 Per Share	For	For
Mgmt	8	Approve Performance Share Plan for Key Employees	For	For
Mgmt	9	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
Mgmt	10	Close Meeting		Non Voting

## SIBANYE STILLWATER LTD.

Meeting: Special 01/12/2020 South Africa

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Authorise Implementation of the Odd-lot Offer	For	For
Mgmt	2	Authorise Ratification of Approved Resolutions	For	For
Mgmt	1	Amend Memorandum of Incorporation	For	For
Mgmt	2	Authorise Specific Repurchase of Shares from the Odd-lot Holders	For	For
Mgmt	3	Authorise Specific Repurchase of Shares from the Specific Holders	For	For

## Global Voting Record

## CAIXABANK SA

Meeting: **Special** 02/12/2020 Spain

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Company's Balance Sheet as of June 30 2020	For	For
Mgmt	2	Approve Merger by Absorption of Bankia SA	For	For
Mgmt	3.1	Elect Jose Ignacio Goirigolzarri Tellaeche as Director	For	For
Mgmt	3.2	Elect Joaquin Ayuso Garcia as Director	For	For
Mgmt	3.3	Elect Francisco Javier Campo Garcia as Director	For	For
Mgmt	3.4	Elect Eva Castillo Sanz as Director	For	For
Mgmt	3.5	Elect Teresa Santero Quintilla as Director	For	For
Mgmt	3.6	Elect Fernando Maria Costa Duarte Ulrich as Director	For	For
Mgmt	4	Authorize Board to Ratify and Execute Approved Resolutions	For	For
Mgmt	5	Receive Board of Directors and Auditors' Report for the Purposes Foreseen in Article 511 of the Corporate Enterprises Law		Non Voting

## MICROSOFT CORPORATION

Meeting: **Annual** 02/12/2020 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Reid G. Hoffman	For	For
Mgmt	1.2	Elect Director Hugh F. Johnston	For	For
Mgmt	1.3	Elect Director Teri L. List-Stoll	For	For
Mgmt	1.4	Elect Director Satya Nadella	For	For
Mgmt	1.5	Elect Director Sandra E. Peterson	For	For
Mgmt	1.6	Elect Director Penny S. Pritzker	For	For
Mgmt	1.7	Elect Director Charles W. Scharf	For	For
Mgmt	1.8	Elect Director Arne M. Sorenson	For	For
Mgmt	1.9	Elect Director John W. Stanton	For	For
Mgmt	1.10	Elect Director John W. Thompson	For	For
Mgmt	1.11	Elect Director Emma N. Walmsley	For	For
Mgmt	1.12	Elect Director Padmasree Warrior	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Deloitte & Touche LLP as Auditors	For	For
S/holder	4	Report on Employee Representation on the Board of Directors Voter Rationale: We decided to vote in favour of this shareholder proposal following considerations that related disclosures may enable shareholders to assess related risks and opportunities.	Against	For

## COLOPLAST A/S

Meeting: Annual 03/12/2020 Denmark

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Report of Board		Non Voting
Mgmt	2	Accept Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Allocation of Income	For	For
Mgmt	4	Approve Remuneration Report	For	For
Mgmt	5	Approve Remuneration of Directors in the Amount of DKK 1.35 Million for Chairman DKK 787 500 for Deputy Chairman and DKK 450 000 for Other Directors; Approve Remuneration for Committee Work	For	For
Mgmt	6.1	Approve Update of the Company's Overall Guidelines for Incentive Pay to the Executive Management	For	For
Mgmt	6.2.1	Amend Corporate Purpose	For	For
Mgmt	6.2.2	Amend Articles Re: Electronic General Meetings	For	For
S/holder	6.3	Instruct Board to Complete an Assessment of the Ability of the Company to Publish Country-by-Country Tax Reporting in line with the Global Reporting Initiative's Standard (GRI 207: Tax 2019) starting from Financial Year 2021/22 Voter Rationale: We decided to vote in favour of this shareholder proposal following considerations that disclosure may better enable shareholders to assess related risks.	For	For
Mgmt	7.1	Reelect Lars Soren Rasmussen as Director	For	For
Mgmt	7.2	Reelect Niels Peter Louis-Hansen as Director	For	For
Mgmt	7.3	Reelect Birgitte Nielsen as Director	For	For
Mgmt	7.4	Reelect Carsten Hellmann as Director	For	For
Mgmt	7.5	Reelect Jette Nygaard-Andersen as Director	For	For
Mgmt	7.6	Elect Marianne Wiinholt as New Director	For	For
Mgmt	8	Ratify PricewaterhouseCoopers as Auditors	For	For
Mgmt	9	Other Business		Non Voting

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## FERGUSON PLC

Meeting: Annual 03/12/2020 Jersey

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Remuneration Report	For	For
Mgmt	3	Approve Final Dividend	For	For
Mgmt	4	Elect Bill Brundage as Director	For	For
Mgmt	5	Re-elect Tessa Bamford as Director	For	For
Mgmt	6	Re-elect Geoff Drabble as Director	For	For
Mgmt	7	Re-elect Catherine Halligan as Director	For	For
Mgmt	8	Re-elect Kevin Murphy as Director	For	For
Mgmt	9	Re-elect Alan Murray as Director	For	For
Mgmt	10	Re-elect Tom Schmitt as Director	For	For
Mgmt	11	Re-elect Dr Nadia Shouraboura as Director	For	For
Mgmt	12	Re-elect Jacqueline Simmonds as Director	For	For
Mgmt	13	Reappoint Deloitte LLP as Auditors	For	For
Mgmt	14	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
Mgmt	15	Authorise EU Political Donations and Expenditure	For	For
Mgmt	16	Authorise Issue of Equity	For	For
Mgmt	17	Authorise Issue of Equity without Pre-emptive Rights	For	For
Mgmt	18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
Mgmt	19	Authorise Market Purchase of Ordinary Shares	For	For

## OIL CO. LUKOIL PJSC

Meeting: Special 03/12/2020 Russia

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Interim Dividends of RUB 46 per Share for First Nine Months of Fiscal 2020	For	For
Mgmt	2	Approve Remuneration of Directors	For	For
Mgmt	1	Approve Interim Dividends of RUB 46 per Share for First Nine Months of Fiscal 2020	For	For
Mgmt	2	Approve Remuneration of Directors	For	For

## GUARANTY TRUST BANK PLC

Meeting: Court 04/12/2020 Nigeria

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Scheme of Arrangement	For	For

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## HELLENIC TELECOMMUNICATIONS ORGANIZATION SA

Meeting: **Special** 04/12/2020 Greece

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Draft Demergers Agreement	For	For
Mgmt	2	Approve Cancellation of Repurchased Shares	For	For
Mgmt	3	Approve Confidentiality Agreement with Ernst & Young	For	For
Mgmt	4	Authorize Board to Participate in Companies with Similar Business Interests	For	For
Mgmt	5.1	Elect Dimitrios Georgoutsos as Director	For	For
S/holder	5.2	Elect a Shareholder-Nominee to the Board Voter Rationale: We supported the independent director nominated via Item 5.1 and abstained on Items 5.2 and 5.3 because this is the only vote option and no candidates had been submitted in a timely manner.	Against	Abstain
S/holder	5.3	Elect a Shareholder-Nominee to the Board	Against	Abstain
Mgmt	6	Announce Election of Director		Non Voting
Mgmt	7	Various Announcements		Non Voting

## SALMAR ASA

Meeting: **Special** 04/12/2020 Norway

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	For	For
Mgmt	2	Approve Notice of Meeting and Agenda	For	For
Mgmt	3	Approve Dividends of NOK 13 Per Share	For	For
Mgmt	4	Authorize Share Repurchase Program	For	For

## UK MORTGAGES LTD.

Meeting: **Special** 04/12/2020 Guernsey

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve the Proposal Voter Rationale: We decided to abstain following consideration of the proposal contents.	For	Abstain

## SOUTHERN ONLINE BIO TECHNOLOGIES LTD.

Meeting: **Annual** 06/12/2020 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For

**AMEDEO AIR FOUR PLUS LTD.**

Meeting: Annual 07/12/2020 Guernsey

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Ratify KPMG as Auditors	For	For
Mgmt	3	Authorise Board to Fix Remuneration of Auditors	For	For
Mgmt	4	Re-elect David Gelber as Director	For	For
Mgmt	5	Re-elect John Le Prevost as Director	For	For

**UK MORTGAGES LTD.**

Meeting: Annual 07/12/2020 Guernsey

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Chairman of Meeting	For	For
Mgmt	2	Accept Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Remuneration Policy	For	For
Mgmt	4	Ratify Deloitte LLP as Auditors	For	For
Mgmt	5	Authorise Board to Fix Remuneration of Auditors	For	For
Mgmt	6	Re-elect Richard Burrows as Director	For	For
Mgmt	7	Re-elect Helen Green as Director	For	For
Mgmt	8	Re-elect Paul Le Page as Director	For	For
Mgmt	9	Re-elect Christopher Waldron as Director	For	For
Mgmt	10	Authorise Market Purchase of Ordinary Shares	For	For
Mgmt	11	Authorise Issue of Equity	For	For
Mgmt	12	Authorise Issue of Equity Conditional to the Passing of Resolution 11	For	For
Mgmt	13	Authorise Reissuance of Repurchased Shares	For	For
Mgmt	14	Authorise Issue of Equity without Pre-emptive Rights	For	For
Mgmt	15	Authorise Issue of Equity without Pre-emptive Rights Conditional to the Passing of Resolution 14	For	For

**VOLTA FINANCE LTD.**

Meeting: Annual 08/12/2020 Guernsey

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Ratify KPMG Channel Islands Limited as Auditors	For	For
Mgmt	3	Authorise Board to Fix Remuneration of Auditors	For	For
Mgmt	4	Re-elect Graham Harrison as Director Voter Rationale: Items 4-7: We decided to vote against following considerations around the notice period for the investment management agreement and board composition, including diversity.	For	Against
Mgmt	5	Re-elect Stephen Le Page as Director	For	Against
Mgmt	6	Re-elect Paul Meader as Director	For	Against
Mgmt	7	Re-elect Paul Varotsis as Director	For	Against
Mgmt	8	Approve Quarterly Dividend Policy	For	For
Mgmt	9	Authorise Issue of Equity without Pre-emptive Rights	For	For
Mgmt	10	Authorise Market Purchase of Ordinary Shares	For	For

**BARRY CALLEBAUT AG**Meeting: **Annual**      **09/12/2020**    **Switzerland**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Accept Annual Report	For	For
Mgmt	1.2	Approve Remuneration Report	For	For
Mgmt	1.3	Accept Financial Statements and Consolidated Financial Statements	For	For
Mgmt	2	Approve Allocation of Income and Dividends of CHF 22.00 per Share	For	For
Mgmt	3	Approve Discharge of Board and Senior Management	For	For
Mgmt	4.1.1	Reelect Patrick De Maeseneire as Director	For	For
Mgmt	4.1.2	Reelect Markus Neuhaus as Director	For	For
Mgmt	4.1.3	Reelect Fernando Aguirre as Director	For	For
Mgmt	4.1.4	Reelect Angela Wei Dong as Director	For	For
Mgmt	4.1.5	Reelect Nicolas Jacobs as Director	For	For
Mgmt	4.1.6	Reelect Elio Sceti as Director	For	For
Mgmt	4.1.7	Reelect Timothy Minges as Director	For	For
Mgmt	4.2	Elect Yen Tan as Director	For	For
Mgmt	4.3	Reelect Patrick De Maeseneire as Board Chairman	For	For
Mgmt	4.4.1	Appoint Fernando Aguirre as Member of the Compensation Committee	For	For
Mgmt	4.4.2	Appoint Elio Sceti as Member of the Compensation Committee	For	For
Mgmt	4.4.3	Appoint Timothy Minges as Member of the Compensation Committee	For	For
Mgmt	4.4.4	Appoint Yen Tan as Member of the Compensation Committee	For	For
Mgmt	4.5	Designate Keller KLG as Independent Proxy	For	For
Mgmt	4.6	Ratify KPMG AG as Auditors	For	For
Mgmt	5.1	Approve Remuneration of Board of Directors in the Amount of CHF 2 Million and CHF 2.6 Million in the Form of Shares	For	For
Mgmt	5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 6.7 Million	For	For
Mgmt	5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 15.9 Million	For	For
Mgmt	6	Transact Other Business (Voting) Voter Rationale: A vote against was considered warranted as the nature of any business to be discussed could not be known at the time of voting.	For	Against

**ENTAIN PLC**Meeting: **Special**      **09/12/2020**    **Isle of Man**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Change of Company Name to Entain plc; Adopt New Memorandum and Articles of Association	For	For

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**PALO ALTO NETWORKS INC.**

Meeting: **Annual**      **09/12/2020**    **USA**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Nikesh Arora	For	For
Mgmt	1b	Elect Director Carl Eschenbach	For	For
Mgmt	1c	Elect Director Lorraine Twohill	For	For
Mgmt	2	Ratify Ernst & Young LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation Voter Rationale: We decided to vote against following considerations around quantum and performance alignment.	For	Against

**PELTON INTERACTIVE INC.**

Meeting: **Annual**      **09/12/2020**    **USA**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Erik Blachford	For	For
Mgmt	1.2	Elect Director Howard Draft	For	For
Mgmt	1.3	Elect Director Pamela Thomas-Graham	For	For
Mgmt	2	Ratify Ernst & Young LLP as Auditors	For	For
Mgmt	3	Advisory Vote on Say on Pay Frequency	Three Years	Three Years

**RUBIS SCA**

Meeting: **Special**      **09/12/2020**    **France**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	2	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
Mgmt	3	Amend Article 56 of Bylaws Re: General Management Rights on Company Income	For	For
Mgmt	4	Authorize Filing of Required Documents/Other Formalities	For	For



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**CISCO SYSTEMS INC.**

Meeting: **Annual**      **10/12/2020**    **USA**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director M. Michele Burns	For	For
Mgmt	1b	Elect Director Wesley G. Bush	For	For
Mgmt	1c	Elect Director Michael D. Capellas	For	For
Mgmt	1d	Elect Director Mark Garrett	For	For
Mgmt	1e	Elect Director Kristina M. Johnson	For	For
Mgmt	1f	Elect Director Roderick C. McGeary	For	For
Mgmt	1g	Elect Director Charles H. Robbins	For	For
Mgmt	1h	Elect Director Arun Sarin - Withdrawn		Non Voting
Mgmt	1i	Elect Director Brenton L. Saunders	For	For
Mgmt	1j	Elect Director Lisa T. Su	For	For
Mgmt	2	Change State of Incorporation from California to Delaware	For	For
Mgmt	3	Amend Omnibus Stock Plan	For	For
Mgmt	4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	5	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
S/holder	6	Require Independent Board Chair Voter Rationale: We decided to vote in favour of this shareholder proposal following considerations around corporate governance and recent human capital themes raised by our ESG data providers.	Against	For

**DORIC NIMROD AIR TWO LTD.**

Meeting: **Annual**      **10/12/2020**    **Guernsey**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Ratify Deloitte LLP as Auditors	For	For
Mgmt	3	Authorise Board to Fix Remuneration of Auditors	For	For
Mgmt	4	Approve Distribution Policy	For	For
Mgmt	5	Re-elect Geoffrey Hall as Director	For	For
Mgmt	6	Re-elect Charles Wilkinson as Director	For	For
Mgmt	7	Re-elect Suzie Procter as Director	For	For
Mgmt	8	Re-elect Andreas Tautscher as Director	For	For

## Global Voting Record

## EMBASSY OFFICE PARKS REIT

Meeting: **Special** 10/12/2020 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Embassy TechVillage Acquisition	For	For
Mgmt	2	Approve Borrowing Limits	For	For
Mgmt	3	Approve Institutional Placement(s) of Units to Institutional Investors	For	For
Mgmt	4	Approve Preferential Issue of Units to Vasudev Garg Chaitanya Garg and Radhika Garg	For	For

## GULF INVESTMENT FUND PLC

Meeting: **Special** 10/12/2020 Isle of Man

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Waiver of Rule 9 of the Takeover Code	For	For
Mgmt	2	Approve Tender Offer	For	For

## MMC NORILSK NICKEL PJSC

Meeting: **Special** 10/12/2020 Russia

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Interim Dividends of RUB 623.35 per Share for First Nine Months of Fiscal 2020	For	For
Mgmt	1	Approve Interim Dividends of RUB 623.35 per Share for First Nine Months of Fiscal 2020	For	For

## ISHARES VII PLC - ISHARES NASDAQ 100 UCITS ETF

Meeting: **Annual** 11/12/2020 Ireland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Ratify Deloitte as Auditors	For	For
Mgmt	3	Authorise Board to Fix Remuneration of Auditors	For	For
Mgmt	4	Re-elect Ros O'Shea as Director	For	For
Mgmt	5	Re-elect Jessica Irschick as Director	For	For
Mgmt	6	Re-elect Barry O'Dwyer as Director	For	For
Mgmt	7	Re-elect Paul McGowan as Director	For	For
Mgmt	8	Re-elect Paul McNaughton as Director	For	For
Mgmt	9	Re-elect Deirdre Somers as Director	For	For
Mgmt	10	Re-elect Teresa O'Flynn as Director	For	For

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## MEDTRONIC PLC

Meeting: Annual 11/12/2020 Ireland

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

## STONECO LTD.

Meeting: Annual 11/12/2020 Cayman Islands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Andre Street	For	For
Mgmt	1.2	Elect Director Eduardo Cunha Monnerat Solon de Pontes	For	For
Mgmt	1.3	Elect Director Roberto Moses Thompson Motta	For	For
Mgmt	1.4	Elect Director Thomas A. Patterson	For	For
Mgmt	1.5	Elect Director Ali Mazanderani	For	For
Mgmt	1.6	Elect Director Silvio Jose Morais	For	For
Mgmt	1.7	Elect Director Luciana Ibiapina Lira Aguiar	For	For
Mgmt	2	Accept Financial Statements and Statutory Reports	For	For

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## FORTIS HEALTHCARE LTD.

Meeting: Special 12/12/2020 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Amendment in Loan Agreement Between Fortis Healthcare Limited and Fortis Hospitals Limited to Enable Issuance of Equity Shares Pursuant to the Conversion of Loan	For	For
Mgmt	2	Approve Amendment in Terms of Intra Group Compulsory Convertible Preference Shares	For	For
Mgmt	3	Approve Amendment in Loan Agreement Between Fortis Hospitals Limited and Fortis C-Doc Healthcare Limited to Enable Issuance of Optionally Convertible Redeemable Preference Shares Pursuant to the Conversion of Loan	For	For
Mgmt	4	Approve Investment in a Step-Down Subsidiary of the Company	For	For

## CPMC HOLDINGS LIMITED

Meeting: Special 14/12/2020 Hong Kong

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve COFCO Packaging Materials Agreement Relevant Annual Caps and Related Transactions	For	For
Mgmt	2	Approve ORG Technology Materials Agreement Relevant Annual Caps and Related Transactions	For	For

## THE RENEWABLES INFRASTRUCTURE GROUP LTD.

Meeting: Special 14/12/2020 Guernsey

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Authorise Issue of Equity without Pre-emptive Rights	For	For

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## GRID DYNAMICS HOLDINGS INC.

Meeting: Annual 15/12/2020 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Leonard Livschitz Voter Rationale: Items 1a & 1b: We decided to vote against following corporate governance considerations.	For	Against
Mgmt	1b	Elect Director Shuo Zhang	For	Against
Mgmt	1c	Elect Director Marina Levinson	For	For
Mgmt	2	Ratify Grant Thornton LLP as Auditors	For	For

## GUIDEWIRE SOFTWARE INC.

Meeting: Annual 15/12/2020 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Andrew Brown	For	For
Mgmt	1b	Elect Director Margaret Dillon	For	For
Mgmt	1c	Elect Director Michael Keller	For	For
Mgmt	1d	Elect Director Catherine P. Lego	For	For
Mgmt	1e	Elect Director Michael (Mike) Rosenbaum	For	For
Mgmt	2	Ratify KPMG LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	4	Advisory Vote on Say on Pay Frequency	One Year	One Year
Mgmt	5	Approve Omnibus Stock Plan	For	For
S/holder	6	Adopt Simple Majority Vote	For	For

## Global Voting Record

## VIRBAC SA

Meeting: **Special** 15/12/2020 France

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Adopt One-Tiered Board Structure	For	For
Mgmt	2	Pursuant to Item 1 Above Amend Articles of Bylaws	For	For
Mgmt	3	Transfer to the Board of Directors of the Authorizations and Delegations Granted by the General Meetings to the Management Board	For	For
Mgmt	4	Elect Marie-Helene Dick-Madelpuech as Director	For	For
Mgmt	5	Elect Pierre Madelpuech as Director	For	For
Mgmt	6	Elect Solene Madelpuech as Director	For	For
Mgmt	7	Elect Philippe Capron as Director	For	For
Mgmt	8	Elect OJB Conseil as Director	For	For
Mgmt	9	Elect Cyrille Petit as Director	For	For
Mgmt	10	Appoint Xavier Yon Consulting Unipessoal Lda as Censor Voter Rationale: We decided to vote against following considerations around corporate governance.	For	Against
Mgmt	11	Acknowledge Continuation of Employee's Representative Mandate	For	For
Mgmt	12	Transfer to the Board of Directors of the Authorization Granted by the June 22 2020 General Meeting	For	For
Mgmt	13	Approve Remuneration Policy of Board Members	For	For
Mgmt	14	Approve Remuneration Policy of CEO	For	For
Mgmt	15	Approve Remuneration Policy of Vice-CEOs	For	For
Mgmt	16	Authorize Filing of Required Documents/Other Formalities	For	For

## NOR OFFSHORE SPV LTD.

Meeting: **Bondholder** 16/12/2020 Cayman Islands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approval of Summons	For	For
Mgmt	2	Approval of Agenda	For	For
Mgmt	3	Elect Two Persons to Co-Sign the Minutes with Chairman	For	For
Mgmt	4	Request Adoption of Proposal	For	For

**BLUEFIELD SOLAR INCOME FUND LTD.**Meeting: **Annual** 17/12/2020 **Guernsey**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Remuneration Report	For	For
Mgmt	3	Re-elect Paul Le Page as Director	For	For
Mgmt	4	Re-elect John Rennocks as Director Voter Rationale: We decided to abstain following considerations that there is no Management Engagement Committee and the initial three year term for the Investment Adviser.	For	Abstain
Mgmt	5	Re-elect John Scott as Director	For	For
Mgmt	6	Re-elect Laurence McNairn as Director	For	For
Mgmt	7	Re-elect Meriel Lenfestey as Director	For	For
Mgmt	8	Ratify KPMG Channel Islands Limited as Auditors	For	For
Mgmt	9	Authorise Board to Fix Remuneration of Auditors	For	For
Mgmt	10	Approve Stock Dividend Program	For	For
Mgmt	11	Approve Interim Dividends	For	For
Mgmt	12	Authorise Market Purchase of Ordinary Shares	For	For
Mgmt	13	Authorise Issue of Equity without Pre-emptive Rights	For	For
Mgmt	14	Authorise Issue of Equity without Pre-emptive Rights (Additional Authority)	For	For

**BR MALLS PARTICIPACOES SA**Meeting: **Special** 17/12/2020 **Brazil**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Amend Articles	For	For
Mgmt	2	Approve Share Matching Plan	For	For
Mgmt	3	Approve Restricted Stock Plan	For	For
Mgmt	4	Authorize Board to Increase the Number of Shares Granted under the Performance Shares Plan in 2020 and 2021 Voter Rationale: We decided to vote against following considerations around performance alignment.	For	Against

**DETSKY MIR PJSC**Meeting: **Special** 17/12/2020 **Russia**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Interim Dividends of RUB 5.08 per Share for First Nine Months of Fiscal 2020	For	For
Mgmt	2	Fix Number of Directors Voter Rationale: We voted against due to concerns regarding minority shareholder rights.	For	Against
Mgmt	3	Approve New Edition of Charter Voter Rationale: We voted against due to concerns regarding minority shareholder rights.	For	Against

**Global Voting Record**

**GRIFFIN MINING LTD.**

Meeting: **Annual**      **17/12/2020**    **Bermuda**

<b>Proposal Type</b>	<b>Proposal</b>	<b>Description</b>	<b>MRec</b>	<b>Vote</b>
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Fix Number of Directors at Seven and Determine Casual Vacancies	For	For
Mgmt	3	Re-elect Mladen Ninkov as Director	For	For
Mgmt	4	Re-elect Dal Brynelsen as Director	For	For
Mgmt	5	Re-elect Rupert Crowe as Director	For	For
Mgmt	6	Re-elect Roger Goodwin as Director	For	For
Mgmt	7	Re-elect Adam Usdan as Director	For	For
Mgmt	8	Ratify PricewaterhouseCoopers LLP as Auditors and Authorise Their Remuneration	For	For



## Global Voting Record

## OPENDOOR TECHNOLOGIES INC.

Meeting: Special 17/12/2020 Cayman Islands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve SPAC Transaction	For	For
Mgmt	2	Change Jurisdiction of Incorporation from Cayman Islands to Delaware	For	For
Mgmt	3	Approve Recapitalization Plan	For	For
Mgmt	4	Authorize Opendoor Technologies' Board of Directors to Issue Preferred Stock	For	For
Mgmt	5	Classify Board	For	For
Mgmt	6	Authorize All Other Changes in Connection with the Replacement of Cayman Constitutional Documents with the Proposed Certificate of Incorporation and Proposed Bylaws	For	For
Mgmt	7	Elect Eric Wu Cipora Herman Adam Bain Pueo Keffer Glenn Solomon Jason Kilar and Jonathan Jaffe as Director	For	For
Mgmt	8	Approve Issuance of Shares in One or More Private Placements	For	For
Mgmt	9	Approve Omnibus Stock Plan	For	For
Mgmt	10	Approve Employee Stock Purchase Plan	For	For
Mgmt	11	Adjourn Meeting	For	For

## RECORDATI SPA

Meeting: Special 17/12/2020 Italy

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve the Reverse Merger by Absorption of Rossini Investimenti SpA and FimeI SpA into Recordati SpA	For	For

## RYANAIR HOLDINGS PLC

Meeting: Special 17/12/2020 Ireland

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

## CHRYSALIS INVESTMENTS LTD.

Meeting: Special 18/12/2020 Guernsey

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Change of Company Name to Chrysalis Investments Limited	For	For

**CPI PROPERTY GROUP**Meeting: **Bondholder** 18/12/2020 **Luxembourg**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Extraordinary Resolution as per Meeting Notice	For	For
Mgmt	1	Approve Extraordinary Resolution as per Meeting Notice	For	For
Mgmt	1	Approve Extraordinary Resolution as per Meeting Notice	For	For
Mgmt	1	Approve Extraordinary Resolution as per Meeting Notice	For	For
Mgmt	1	Approve Extraordinary Resolution as per Meeting Notice	For	For

**INSOURCE CO. LTD.**Meeting: **Annual** 18/12/2020 **Japan**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Allocation of Income with a Final Dividend of JPY 18.5	For	For
Mgmt	2.1	Elect Director Funahashi Takayuki	For	For
Mgmt	2.2	Elect Director Kawabata Kumiko	For	For
Mgmt	2.3	Elect Director Fujimoto Shigeo	For	For
Mgmt	2.4	Elect Director Sawada Tetsuya	For	For
Mgmt	2.5	Elect Director Kanai Daisuke	For	For
Mgmt	2.6	Elect Director Kambayashi Norio	For	For
Mgmt	2.7	Elect Director Hiroto Katsuko	For	For

**KATO SANGYO CO. LTD.**Meeting: **Annual** 18/12/2020 **Japan**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Allocation of Income with a Final Dividend of JPY 33	For	For
Mgmt	2.1	Elect Director Kato Kazuya	For	For
Mgmt	2.2	Elect Director Yamanaka Kenichi	For	For
Mgmt	2.3	Elect Director Ota Takashi	For	For
Mgmt	2.4	Elect Director Nakamura Toshinao	For	For
Mgmt	2.5	Elect Director Suga Kimihiro	For	For
Mgmt	2.6	Elect Director Hibi Keisuke	For	For
Mgmt	2.7	Elect Director Uchita Masatoshi	For	For
Mgmt	2.8	Elect Director Tsugue Shigenori	For	For
Mgmt	2.9	Elect Director Yasokawa Yusuke	For	For
Mgmt	2.10	Elect Director Kaiho Ayako	For	For
Mgmt	3.1	Appoint Statutory Auditor Nakajima Yoshiyuki	For	For
Mgmt	3.2	Appoint Statutory Auditor Yamamura Koji	For	For
Mgmt	3.3	Appoint Statutory Auditor Moriuchi Shigeyuki	For	For
Mgmt	4	Approve Statutory Auditor Retirement Bonus Voter Rationale: We voted against due to concerns over the structure of Auditor remuneration.	For	Against

## Global Voting Record

## NOVOLIPETSK STEEL

Meeting: **Special** 18/12/2020 **Russia**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Interim Dividends of RUB 6.43 per Share for First Nine Months of Fiscal 2020	For	For
Mgmt	2	Approve Company's Membership in Centrizskaniya	For	For

## PLAYTECH PLC

Meeting: **Special** 18/12/2020 **Isle of Man**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Amend Articles of Association	For	For

## THOR INDUSTRIES INC.

Meeting: **Annual** 18/12/2020 **USA**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Andrew Graves	For	For
Mgmt	1.2	Elect Director Amelia A. Huntington	For	For
Mgmt	1.3	Elect Director Wilson Jones	For	For
Mgmt	1.4	Elect Director Christopher Klein	For	For
Mgmt	1.5	Elect Director J. Allen Kosowsky	For	For
Mgmt	1.6	Elect Director Robert W. Martin	For	For
Mgmt	1.7	Elect Director Peter B. Orthwein	For	For
Mgmt	1.8	Elect Director Jan H. Suwinski	For	For
Mgmt	1.9	Elect Director James L. Ziemer	For	For
Mgmt	1.10	Elect Director William J. Kelley Jr.	For	For
Mgmt	2	Ratify Deloitte & Touche LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

## TRYG A/S

Meeting: **Special** 18/12/2020 **Denmark**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Creation of DKK 37 Billion Pool of Capital with Preemptive Rights to Finance the Company's Participation in the Acquisition of RSA Insurance Group plc; Amend Articles Accordingly	For	For
Mgmt	2	Approve Director Indemnification	For	For
Mgmt	3	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	For

## ITC LIMITED

Meeting: **Special** 19/12/2020 **India**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Adopt New Articles of Association	For	For

## Global Voting Record

## KDDL LIMITED

Meeting: **Court** 19/12/2020 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Scheme of Amalgamation	For	For

## GUJARAT PIPAVAV PORT LIMITED

Meeting: **Special** 21/12/2020 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Samir Chaturvedi as Director	For	For
Mgmt	2	Elect Soren Brandt as Director	For	For
Mgmt	3	Elect Maarten Degryse as Director	For	For

## DECCAN GOLD MINES LIMITED

Meeting: **Annual** 22/12/2020 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Reelect Govind Subhash Samant as Director	For	For
Mgmt	3	Approve Reappointment and Remuneration of Sandeep Lakhwara as Managing Director	For	For
Mgmt	4	Elect Revathi Thiruvengadam as Director	For	For

## Global Voting Record

## BANK OF BARODA

Meeting: **Special** 23/12/2020 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Nitish Gupta as Director Voter Rationale: Given the choice of electing one nominee out of five standing for election, we voted for the nominee standing under Item 1.2 and against the others based on our assessment of their respective backgrounds, credentials and suitability.	For	Against
Mgmt	1.2	Elect Soundara Kumar as Director	For	For
Mgmt	1.3	Elect Ramesh Chandra Agrawal as Director	For	Against
Mgmt	1.4	Elect Rekha Somani as Director	For	Against
Mgmt	1.5	Elect Neelam Damodharan as Director	For	Against

## INTEGRATED DIAGNOSTICS HOLDINGS PLC

Meeting: **Special** 23/12/2020 Jersey

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Admission to Trading on the Egyptian Exchange	For	For
Mgmt	2	Approve Share Sub-Division	For	For
Mgmt	3	Amend Memorandum of Association	For	For
Mgmt	4	Authorise Issue of Equity	For	For
Mgmt	5	Authorise Issue of Equity without Pre-emptive Rights	For	For
Mgmt	6	Authorise Market Purchase of Equity Securities	For	For
Mgmt	7	Approve Matters Relating to the Authority Conferred by Resolution 6	For	For
Mgmt	8	Authorise Board to Ratify and Execute Resolution 7	For	For

## MAGNIT PJSC

Meeting: **Special** 24/12/2020 Russia

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Interim Dividends of RUB 245.31 per Share for First Nine Months of Fiscal 2020	For	For
Mgmt	2	Approve New Edition of Charter	For	For
Mgmt	3	Approve New Edition of Regulations on Management	For	For

**GRIT REAL ESTATE INCOME GROUP LTD.**Meeting: **Annual**      **28/12/2020**      **Mauritius**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Re-elect Peter Todd as Director	For	For
Mgmt	1.2	Re-elect Bronwyn Corbett as Director	For	For
Mgmt	1.3	Re-elect Leon van de Moortele as Director	For	For
Mgmt	1.4	Re-elect Nomzamo Radebe as Director	For	For
Mgmt	1.5	Re-elect Catherine McIlraith as Director	For	For
Mgmt	1.6	Re-elect David Love as Director	For	For
Mgmt	1.7	Re-elect Sir Samuel Jonah as Director	For	For
Mgmt	1.8	Re-elect Bright Laaka as Alternate Director	For	For
Mgmt	1.9	Elect Jonathan Crichton as Director	For	For
Mgmt	2	Reappoint PwC Mauritius as Auditors with Olivier Rey as the Designated Audit Partner and Reappoint PwC LLP as Auditors for LSE Purposes and Authorise Their Remuneration	For	For
Mgmt	3	Authorise Issue of Shares	For	For
Mgmt	4	Authorise Ratification of Approved Resolutions	For	For
Mgmt	1	Authorise Board to Issue Shares for Cash	For	For
Mgmt	2	Authorise Repurchase of Issued Share Capital	For	For
Mgmt	3	Approve Migration to Guernsey	For	For
Mgmt	4	Adopt New Memorandum and Articles of Incorporation	For	For
Mgmt	5	Authorise Any Director or Any Other Person to do Any Act Including to Execute and Deliver Any Document on Behalf of the Company in Relation to the Migration	For	For

**ANANT RAJ LTD.**Meeting: **Annual**      **30/12/2020**      **India**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Dividend	For	For
Mgmt	3	Reelect Amar Sarin as Director	For	For
Mgmt	4	Approve Increase in Remuneration of Aman Sarin as Chief Operating Officer (Operations) Voter Rationale: We voted against Items 4 and 5 as we did not consider the proposed increases to remuneration justified.	For	Against
Mgmt	5	Approve Increase in Remuneration of Ashim Sarin as Chief Operating Officer (Construction)	For	Against
Mgmt	6	Approve Remuneration of Cost Auditors	For	For
Mgmt	7	Approve Reclassification of Chanda Sachdev from Promoter and Promoter Group to Public Category Voter Rationale: We voted against as we did not consider the proposed reclassification appropriate or in the interests of minority shareholders.	For	Against

**JBF INDUSTRIES LIMITED**Meeting: **Annual** 30/12/2020 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Reelect Bhagirath C. Arya as Director	For	For
Mgmt	3	Approve Dividend on Preference Shares	For	For
Mgmt	4	Approve S C Ajmera & Co. Chartered Accountants Mumbai as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	5	Approve Reappointment and Remuneration of Bhagirath C. Arya as Whole Time Director Designated as Executive Chairman Voter Rationale: We voted against as we did not consider the proposed remuneration increase warranted.	For	Against
Mgmt	6	Elect S N Shetty as Director and Approve His Appointment and Remuneration as Director-Legal & Admn	For	For
Mgmt	7	Approve Appointment and Remuneration of Ujjwala Apte as Director	For	For
Mgmt	8	Approve Remuneration of Cost Auditors	For	For
Mgmt	9	Approve Related Party Transactions Voter Rationale: We voted against as we did not believe the proposal was in the best interests of minority shareholders.	For	Against

**MAX FINANCIAL SERVICES LIMITED**Meeting: **Annual** 30/12/2020 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Standalone Financial Statements and Statutory Reports	For	For
Mgmt	2	Accept Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	3	Reelect Sahil Vachani as Director	For	For
Mgmt	4	Approve Deloitte Haskins and Sells LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	5	Reelect Naina Lal Kidwai as Director	For	For
Mgmt	6	Approve Reappointment and Remuneration of Mohit Talwar as Managing Director	For	For
Mgmt	7	Accept Valuation Report	For	For
Mgmt	8	Approve Limits for Purchase of Securities of Max Life Insurance Company Limited	For	For
Mgmt	9	Elect Hideaki Nomura as Director	For	For
Mgmt	10	Elect Mitsuru Yasuda as Director	For	For

**THUNDER BRIDGE ACQUISITION II LTD.**Meeting: **Annual** 30/12/2020 Cayman Islands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Ratify Grant Thornton LLP as Auditors	For	For

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