



Company Name	Meeting Date	Meeting Type	Ballot Item Number	Ballot Item Description	Proponent	Management Recommendation	Robeco Voted
Meridian Energy Limited	01-Oct-20	Annual	1	Re-elect Mark J. Verbiest	Management		For
AGL Energy Ltd	07-Oct-20	Annual	3	REMUNERATION REPORT	Management	For	Against
			4	Elect Peter R. Botten	Management	For	For
			5	Elect Mark Bloom	Management	For	For
			6	Equity Grant (MD/CEO Brett Redman)	Management	For	For
			7	Approve Termination Payments	Management	For	For
			9	Renew Proportional Takeover Provisions	Management	For	For
			10	Shareholder Proposal Regarding Facilitating Nonbinding Proposals	Shareholder	Against	For
			11	Shareholder Proposal Regarding Closure of Coal-fired Power Stations	Shareholder	Against	For
Analog Devices Inc.	08-Oct-20	Special	1	Merger/Acquisition	Management	For	For
			2	Right to Adjourn Meeting	Management	For	For
Colruyt	08-Oct-20	Special	5	Amendments to Articles (Company Object); Opt-in to the Belgium Code on Companies and Associations	Management	For	For
			8	Employee Stock Purchase Plan	Management	For	For
			9	Approve Share Issuance Price	Management	For	For
			10	Authority to Suppress Preemptive Rights	Management	For	For
			11	Authority to Issue Shares under Employee Share Purchase Plan	Management	For	For
			12	Approve Subscription Period	Management	For	For
			13	Authorisation of Legal Formalities Regarding Employee Share Purchase Plan	Management	For	For
			14	Authority to Repurchase Shares as a Takeover Defense	Management	For	Against
			15	Authority to Reissue Shares as a Takeover Defense	Management	For	Against
			16	Cancellation of Shares	Management	For	For
			17	Authorisation of Legal Formalities	Management	For	For
Maxim Integrated Products, Inc.	08-Oct-20	Special	1	Merger	Management	For	For
			2	Advisory Vote on Golden Parachutes	Management	For	For
			3	Right to Adjourn Meeting	Management	For	For

Procter & Gamble Co.	13-Oct-20	Annual	1	Elect Francis S. Blake	Management	For	For
			2	Elect Angela F. Braly	Management	For	For
			3	Elect Amy L. Chang	Management	For	For
			4	Elect Joseph Jimenez	Management	For	For
			5	Elect Debra L. Lee	Management	For	For
			6	Elect Terry J. Lundgren	Management	For	For
			7	Elect Christine M. McCarthy	Management	For	For
			8	Elect W. James McNerney, Jr.	Management	For	For
			9	Elect Nelson Peltz	Management	For	For
			10	Elect David. S. Taylor	Management	For	For
			11	Elect Margaret C. Whitman	Management	For	For
			12	Elect Patricia A. Woertz	Management	For	For
			13	Ratification of Auditor	Management	For	For
			14	Advisory Vote on Executive Compensation	Management	For	Against
			15	Amendment to the Stock Ownership Plan	Management	For	For
			16	Shareholder Proposal Regarding Deforestation Report	Shareholder	Against	For
			17	Shareholder Proposal Regarding Diversity and Inclusion Report	Shareholder	Against	For
Aurizon Holdings Limited	14-Oct-20	Annual	2	Elect Sarah E. Ryan	Management	For	For
			3	Elect Lyell Strambi	Management	For	For
			4	Equity Grant (MD/CEO Andrew T. Harding)	Management	For	For
			5	Approve Termination Payments	Management	For	For
			6	REMUNERATION REPORT	Management	For	For
			Barratt Developments plc	14-Oct-20	Annual	1	Accounts and Reports
			2	Remuneration Report (Advisory)	Management	For	For
			3	Remuneration Policy (Binding)	Management	For	For
			4	Elect John M. Allan	Management	For	For
			5	Elect David F. Thomas	Management	For	For
			6	Elect Steven J. Boyes	Management	For	For
			7	Elect Jessica White	Management	For	For
			8	Elect Richard Akers	Management	For	For
			9	Elect Nina Bibby	Management	For	For
			10	Elect Jock F. Lennox	Management	For	For
			11	Elect Sharon White	Management	For	For
			12	Appointment of Auditor	Management	For	For

			13	Authority to Set Auditor's Fees	Management	For	For
			14	Authorisation of Political Donations	Management	For	For
			15	Authority to Issue Shares w/ Preemptive Rights	Management	For	For
			16	Authority to Issue Shares w/o Preemptive Rights	Management	For	For
			17	Authority to Repurchase Shares	Management	For	For
			18	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For
			19	Adoption of Amended Articles of Association	Management	For	For
BHP Group Plc	15-Oct-20	Annual	1	Accounts and Reports (BHP Billiton plc & BHP Billiton Limited)	Management	For	For
			2	Appointment of Auditor	Management	For	For
			3	Authority to Set Auditor's Fees	Management	For	For
			4	Authority to Issue Shares w/ Preemptive Rights	Management	For	For
			5	Authority to Issue Shares w/o Preemptive Rights	Management	For	For
			6	Authority to Repurchase Shares	Management	For	For
			7	Remuneration Report (Advisory -UK)	Management	For	For
			8	Remuneration Report (Advisory -AUS)	Management	For	For
			9	Equity Grant (CEO Mike Henry)	Management	For	For
			10	Approval of the termination benefits	Management	For	For
			11	Elect Xiaoqun Clever	Management	For	For
			12	Elect Gary J. Goldberg	Management	For	For
			13	Elect Mike Henry	Management	For	For
			14	Elect Christine O'Reilly	Management	For	For
			15	Elect Dion J. Weisler	Management	For	For
			16	Elect Terence (Terry) J. Bowen	Management	For	For
			17	Elect Malcolm W. Broomhead	Management	For	For
			18	Elect Ian D. Cockerill	Management	For	For
			19	Elect Anita M. Frew	Management	For	For
			20	Elect Susan Kilsby	Management	For	For
			21	Elect John Mogford	Management	For	For
			22	Elect Ken N. MacKenzie	Management	For	For
			24	Shareholder Proposal Regarding Facilitating Nonbinding Proposals	Shareholder	Against	For
			25	Shareholder Proposal Regarding Cultural Heritage Protection	Shareholder	Against	For

			26	Shareholder Proposal Regarding Industry Association COVID-19 Advocacy Activities	Shareholder	Against	Against
Laboratorios Farmaceuticos Rovi S.A.	20-Oct-20	Annual	1	Accounts and Reports	Management	For	For
			2	Report on Non-Financial Information	Management	For	For
			3	Allocation of Profits/Dividends	Management	For	For
			4	Ratification of Board Acts	Management	For	For
			5	Ratify Co-Option and Elect Fátima Bañez García	Management	For	For
			6	Directors' Fees	Management	For	For
			7	Appointment of Auditor	Management	For	For
			8	Authorisation of Legal Formalities	Management	For	For
			9	Remuneration Report (Advisory)	Management	For	For
Seagate Technology Plc	22-Oct-20	Annual	1	Elect Mark W. Adams	Management	For	For
			2	Elect Judy Bruner	Management	For	For
			3	Elect Michael R. Cannon	Management	For	For
			4	Elect William T. Coleman	Management	For	For
			5	Elect Jay L. Geldmacher	Management	For	For
			6	Elect Dylan G. Haggart	Management	For	For
			7	Elect Stephen J. Luczo	Management	For	For
			8	Elect William D. Mosley	Management	For	For
			9	Elect Stephanie Tilenius	Management	For	For
			10	Elect Edward J. Zander	Management	For	Against
			11	Advisory Vote on Executive Compensation	Management	For	For
			12	Appointment of Auditor and Authority to Set Fees	Management	For	For
			13	Authority to Set the Reissue Price Of Treasury Shares	Management	For	For
Signify NV	27-Oct-20	Special	2	Elect Francisco Javier Van Engelen Sousa to the Management Board	Management	For	For
Danieli & C - Officine Meccaniche Spa	28-Oct-20	Annual	2	Accounts and Reports; Allocation of Profits/Dividends	Management	For	For
			3	Ratify Cooption of Antonello Mordegli	Management	For	Against
			4	Remuneration Policy (Binding)	Management	For	For
			5	Remuneration Report (Advisory)	Management	For	Against
			6	Authority to Repurchase and Reissue Shares	Management	For	For
			7	Extraordinary Dividend	Management	For	For
			8	Amendments to Articles 6 and 28	Management	For	Against
			9	Elimination of Par Value	Management	For	For

			10	Conversion of Savings Shares into Ordinary Shares	Management	For	For
			11	Amendments to Article 7	Management	For	Against
Danieli & C - Officine Meccaniche Spa	28-Oct-20	Special	2	Conversion of Saving Shares into Ordinary Shares	Management	For	For
Parker-Hannifin Corp.	28-Oct-20	Annual	1	Elect Lee C. Banks	Management	For	For
			2	Elect Robert G. Bohn	Management	For	For
			3	Elect Linda A. Harty	Management	For	For
			4	Elect Kevin A. Lobo	Management	For	For
			5	Elect Candy M. Obourn	Management	For	For
			6	Elect Joseph Scaminace	Management	For	For
			7	Elect Åke Svensson	Management	For	For
			8	Elect Laura K. Thompson	Management	For	For
			9	Elect James R. Verrier	Management	For	For
			10	Elect James L. Wainscott	Management	For	For
			11	Elect Thomas L. Williams	Management	For	For
			12	Ratification of Auditor	Management	For	For
			13	Advisory Vote on Executive Compensation	Management	For	For
Sino Land Co. Ltd.	28-Oct-20	Annual	3	Accounts and Reports	Management	For	For
			4	Allocation of Profits/Dividends	Management	For	For
			5	Elect Robert NG Chee Siong	Management	For	Against
			6	Elect Adrian David Li Man Kiu	Management	For	Against
			7	Elect Thomas TANG Wing Yung	Management	For	Against
			8	Directors' Fees	Management	For	For
			9	Appointment of Auditor and Authority to Set Fees	Management	For	For
			10	Authority to Repurchase Shares	Management	For	For
			11	Authority to Issue Shares w/o Preemptive Rights	Management	For	Against
			12	Authority to Issue Repurchased Shares	Management	For	Against
JB HI-FI	29-Oct-20	Annual	1	Elect Melanie Wilson	Management	For	For
			2	Re-elect Beth Laughton	Management	For	For
			3	Remuneration Report	Management	For	For
			4	Equity Grant (CEO Richard Murray)	Management	For	For
Cloetta AB	03-Nov-20	Special	11	Allocation of Profits/Dividends	Management	For	For
Lam Research Corp.	03-Nov-20	Annual	1.1	Elect Sohail U. Ahmed	Management	For	For
			1.2	Elect Timothy M. Archer	Management	For	For
			1.3	Elect Eric K. Brandt	Management	For	For

			1.4	Elect Michael R. Cannon	Management	For		For
			1.5	Elect Catherine P. Lego	Management	For		For
			1.6	Elect Bethany J. Mayer	Management	For		For
			1.7	Elect Abhijit Y. Talwalkar	Management	For		For
			1.8	Elect Lih-Shyng (Rick L.) Tsai	Management	For		For
			1.9	Elect Leslie F. Varon	Management	For		For
			2	Advisory Vote on Executive Compensation	Management	For		For
			3	Ratification of Auditor	Management	For		For
Cardinal Health, Inc.	04-Nov-20	Annual	1	Elect Carrie S. Cox	Management	For		For
			2	Elect Calvin Darden	Management	For		For
			3	Elect Bruce L. Downey	Management	For		For
			4	Elect Sheri H. Edison	Management	For		For
			5	Elect David C. Evans	Management	For		For
			6	Elect Patricia Hemingway Hall	Management	For		For
			7	Elect Akhil Johri	Management	For		For
			8	Elect Michael Kaufmann	Management	For		For
			9	Elect Gregory B. Kenny	Management	For		For
			10	Elect Nancy Killefer	Management	For		For
			11	Elect J. Michael Losh	Management	For		For
			12	Elect Dean A. Scarborough	Management	For		For
			13	Elect John H. Weiland	Management	For		For
			14	Ratification of Auditor	Management	For		For
			15	Advisory Vote on Executive Compensation	Management	For		Against
			16	Reduce Ownership Threshold for Shareholders to Call Special Meetings	Management	For		For
			17	Shareholder Proposal Regarding Right to Call Special Meetings	Shareholder	Against		Against
			18	Shareholder Proposal Regarding Independent Chair	Shareholder	Against		Against
KLA Corp.	04-Nov-20	Annual	1	Elect Edward W. Barnholt	Management	For		For
			2	Elect Robert M. Calderoni	Management	For		For
			3	Elect Jeneanne Hanley	Management	For		For
			4	Elect Emiko Higashi	Management	For		For
			5	Elect Kevin J. Kennedy	Management	For		For
			6	Elect Gary B. Moore	Management	For		For
			7	Elect Marie E. Myers	Management	For		For
			8	Elect Kiran M. Patel	Management	For		For

			9	Elect Victor Peng	Management	For	For
			10	Elect Robert A. Rango	Management	For	For
			11	Elect Richard P. Wallace	Management	For	For
			12	Ratification of Auditor	Management	For	For
			13	Advisory Vote on Executive Compensation	Management	For	For
			14	Shareholder Proposal Regarding Proxy Access	Shareholder	Against	For
Oracle Corp.	04-Nov-20	Annual	1.1	Elect Jeffrey S. Berg	Management	For	For
			1.1	Elect Charles W. Moorman IV	Management	For	Withhold
			1.2	Elect Michael J. Boskin	Management	For	For
			1.3	Elect Safra A. Catz	Management	For	For
			1.4	Elect Bruce R. Chizen	Management	For	For
			1.5	Elect George H. Conrades	Management	For	Withhold
			1.6	Elect Lawrence J. Ellison	Management	For	For
			1.7	Elect Rona Fairhead	Management	For	For
			1.8	Elect Jeffrey O. Henley	Management	For	For
			1.9	Elect Renée J. James	Management	For	For
			1.11	Elect Leon E. Panetta	Management	For	Withhold
			1.12	Elect William G. Parrett	Management	For	For
			1.13	Elect Naomi O. Seligman	Management	For	Withhold
			1.14	Elect Vishal Sikka	Management	For	Withhold
			2	Advisory Vote on Executive Compensation	Management	For	Against
			3	Approval of the 2020 Equity Incentive Plan	Management	For	For
			4	Ratification of Auditor	Management	For	For
			5	Shareholder Proposal Regarding Gender and Ethnicity Pay Equity Report	Shareholder	Against	For
			6	Shareholder Proposal Regarding Independent Board Chair	Shareholder	Against	For
Eutelsat Communications	05-Nov-20	Annual	5	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For
			6	Consolidated Accounts and Reports	Management	For	For
			7	Allocation of Profits/Dividends	Management	For	For
			8	Transfer of Reserves	Management	For	For
			9	Special Auditors Report on Regulated Agreements	Management	For	For
			10	Elect Rodolphe Belmer	Management	For	For
			11	Elect Agnès Audier	Management	For	For
			12	Remuneration Report	Management	For	For
			13	Remuneration of Dominique D'Hinnin, Chair	Management	For	For

			14	Remuneration of Rodolphe Belmer, CEO	Management	For		For
			15	Remuneration of Michel Azibet, Deputy CEO	Management	For		For
			16	Remuneration of Yohann Leroy, Deputy CEO	Management	For		For
			17	Remuneration Policy (Chair)	Management	For		For
			18	Remuneration Policy (CEO)	Management	For		Against
			19	Remuneration Policy (Deputy CEOs)	Management	For		Against
			20	Remuneration Policy (Board of Directors)	Management	For		For
			21	Authority to Repurchase and Reissue Shares	Management	For		For
			22	Authority to Cancel Repurchased Shares and Reduce Capital	Management	For		For
			23	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For		For
			24	Employee Stock Purchase Plan	Management	For		For
			25	Amendments to Articles Regarding Written Consultation	Management	For		For
			26	Relocation of Corporate Headquarters	Management	For		For
			27	Authorisation of Legal Formalities	Management	For		For
Maxim Integrated Products, Inc.	05-Nov-20	Annual	1	Elect William P. Sullivan	Management	For		For
			2	Elect Tunç Doluca	Management	For		For
			3	Elect Tracy C. Accardi	Management	For		For
			4	Elect James R. Bergman	Management	For		For
			5	Elect Joseph R. Bronson	Management	For		For
			6	Elect Robert E. Grady	Management	For		For
			7	Elect Mercedes Johnson	Management	For		For
			8	Elect William D. Watkins	Management	For		For
			9	Elect MaryAnn Wright	Management	For		For
			10	Ratification of Auditor	Management	For		For
			11	Advisory Vote on Executive Compensation	Management	For		For
Spark New Zealand Limited	06-Nov-20	Annual	1	Appointment of Auditor and Authority to Set Fees	Management	For		For
			2	Re-elect Paul Berriman	Management	For		For
			3	Re-elect Charles T. Sitch	Management	For		For
Fortescue Metals Group Ltd	11-Nov-20	Annual	2	Remuneration Report	Management	For		For
			3	Re- Elect Andrew Forrest	Management	For		For
			4	Re- Elect Mark Barnaba	Management	For		For
			5	Re- Elect Penelope (Penny) Bingham-Hall	Management	For		For



			6	Re- Elect Jennifer (Jenn) Morris	Management	For	For
			7	Equity Grant (MD/CEO Elizabeth Gaines)	Management	For	For
			9	Renew Proportional Takeover Provisions	Management	For	For
Fox Corporation	12-Nov-20	Annual	1	Elect K. Rupert Murdoch	Management	For	For
			2	Elect Lachlan K. Murdoch	Management	For	For
			3	Elect Chase Carey	Management	For	Against
			4	Elect Anne Dias	Management	For	For
			5	Elect Roland A. Hernandez	Management	For	For
			6	Elect Jacques Nasser	Management	For	For
			7	Elect Paul D. Ryan	Management	For	Against
			8	Ratification of Auditor	Management	For	For
			9	Advisory Vote on Executive Compensation	Management	For	Against
Wesfarmers Limited	12-Nov-20	Annual	3	Re-elect Michael A. Chaney	Management	For	For
			4	Remuneration Report	Management	For	For
			5	Equity Grant - KEEPP (Group MD Rob Scott)	Management	For	For
			6	Equity Grant - Performance Shares (Group MD Rob Scott)	Management	For	For
Smiths Group plc	16-Nov-20	Annual	1	Accounts and Reports	Management	For	For
			2	Remuneration Report (Advisory)	Management	For	For
			3	Final Dividend	Management	For	For
			4	Elect Pam Cheng	Management	For	For
			5	Elect Karin Hoeing	Management	For	For
			6	Elect George W. Buckley	Management	For	For
			7	Elect Dame Ann Dowling	Management	For	For
			8	Elect Tanya Fratto	Management	For	For
			9	Elect William Seeger, Jr.	Management	For	For
			10	Elect Mark Seligman	Management	For	For
			11	Elect John Shipsey	Management	For	For
			12	Elect Andrew Reynolds Smith	Management	For	For
			13	Elect Noel N. Tata	Management	For	For
			14	Appointment of Auditor	Management	For	For
			15	Authority to Set Auditor's Fees	Management	For	For
			16	Authority to Issue Shares w/ Preemptive Rights	Management	For	For
			17	Authority to Issue Shares w/o Preemptive Rights	Management	For	For

			18	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For
			19	Authority to Repurchase Shares	Management	For	For
			20	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For
			21	Authorisation of Political Donations	Management	For	For
Avnet Inc.	17-Nov-20	Annual	1	Elect Rodney C. Adkins	Management	For	For
			2	Elect Carlo Bozotti	Management	For	For
			3	Elect Michael A. Bradley	Management	For	For
			4	Elect Brenda C. Freeman	Management	For	For
			5	Elect Jo Ann Jenkins	Management	For	For
			6	Elect Oleg Khaykin	Management	For	For
			7	Elect James A. Lawrence	Management	For	For
			8	Elect Avid Modjtabai	Management	For	For
			9	Elect Adalio T. Sanchez	Management	For	For
			10	Elect William H. Schumann, III	Management	For	For
			11	Advisory Vote on Executive Compensation	Management	For	For
			12	Ratification of Auditor	Management	For	For
Jack Henry & Associates, Inc.	17-Nov-20	Annual	1.1	Elect Matthew C. Flanigan	Management	For	For
			1.2	Elect John F. Prim	Management	For	For
			1.3	Elect Thomas H. Wilson, Jr.	Management	For	For
			1.4	Elect Jacque R. Fiegel	Management	For	For
			1.5	Elect Thomas A. Wimsett	Management	For	For
			1.6	Elect Laura G. Kelly	Management	For	For
			1.7	Elect Shruti S. Miyashiro	Management	For	For
			1.8	Elect Wesley A. Brown	Management	For	For
			1.9	Elect David B. Foss	Management	For	For
			2	Advisory Vote on Executive Compensation	Management	For	For
			3	Elimination of Supermajority Requirement	Management	For	For
			4	Ratification of Auditor	Management	For	For
Campbell Soup Co.	18-Nov-20	Annual	1	Elect Fabiola R. Arredondo	Management	For	For
			2	Elect Howard M. Averill	Management	For	For
			3	Elect John P. Bilbrey	Management	For	For
			4	Elect Mark A. Clouse	Management	For	For
			5	Elect Bennett Dorrance	Management	For	For

			6	Elect Maria Teresa Hilado	Management	For		For
			7	Elect Sarah Hofstetter	Management	For		For
			8	Elect Marc B. Lautenbach	Management	For		For
			9	Elect Mary Alice D. Malone	Management	For		For
			10	Elect Keith R. McLoughlin	Management	For		For
			11	Elect Kurt Schmidt	Management	For		For
			12	Elect Archbold D. van Beuren	Management	For		For
			13	Ratification of Auditor	Management	For		For
			14	Advisory Vote on Executive Compensation	Management	For		For
Clorox Co.	18-Nov-20	Annual	1	Elect Amy L. Banse	Management	For		For
			2	Elect Richard H. Carmona	Management	For		For
			3	Elect Benno Dorer	Management	For		For
			4	Elect Spencer C. Fleischer	Management	For		For
			5	Elect Esther S. Lee	Management	For		For
			6	Elect A.D. David Mackay	Management	For		For
			7	Elect Paul G. Parker	Management	For		For
			8	Elect Linda Rendle	Management	For		For
			9	Elect Matthew J. Shattock	Management	For		For
			10	Elect Kathryn A. Tesija	Management	For		For
			11	Elect Pamela Thomas-Graham	Management	For		For
			12	Elect Russell J. Weiner	Management	For		For
			13	Elect Christopher J. Williams	Management	For		For
			14	Advisory Vote on Executive Compensation	Management	For		For
			15	Ratification of Auditor	Management	For		For
			16	Elimination of Supermajority Requirement	Management	For		For
Resmed Inc.	19-Nov-20	Annual	1	Elect Karen Drexler	Management	For		For
			2	Elect Michael Farrell	Management	For		For
			3	Ratification of Auditor	Management	For		For
			4	Advisory Vote on Executive Compensation	Management	For		For
Hexpol AB	20-Nov-20	Special	11	Allocation of Profits/Dividends	Management	For		For
			12	Elect Alf Göransson as Chair	Management	For		Against
Assa Abloy AB	24-Nov-20	Special	11	Allocation of Profits/Dividends	Management	For		For
Jeronimo Martins - S.G.P.S., S.A.	26-Nov-20	Special	3	Special Dividend	Management	For		For
Epiroc AB	27-Nov-20	Special	11	Allocation of Profits/Dividends	Management	For		For

			12	Amendments to Articles	Management	For		For
Pernod Ricard	27-Nov-20	Annual	5	Amendments to Articles Regarding Vote Counting	Management	For		For
			6	Accounts and Reports; Non Tax-Deductible Expenses	Management	For		For
			7	Consolidated Accounts and Reports	Management	For		For
			8	Allocation of Profits/Dividends	Management	For		For
			9	Elect Alexandre Ricard	Management	For		For
			10	Elect César Giron	Management	For		Against
			11	Elect Wolfgang Colberg	Management	For		For
			12	Elect Virginie Fauvel	Management	For		For
			13	Directors' Fees	Management	For		For
			14	Remuneration of Alexandre Ricard, Chair and CEO	Management	For		For
			15	Remuneration Report	Management	For		For
			16	Remuneration Policy (Chair and CEO)	Management	For		For
			17	Remuneration Policy (Board of Directors)	Management	For		For
			18	Special Auditors Report on Regulated Agreements	Management	For		For
			19	Authority to Repurchase and Reissue Shares	Management	For		For
			20	Relocation of Corporate Headquarters	Management	For		For
			21	Employee Stock Purchase Plan	Management	For		For
			22	Stock Purchase Plan for Overseas Employees	Management	For		For
			23	Amendments to Articles Regarding Written Consultation	Management	For		For
			24	Amendments to Articles Regarding Remuneration	Management	For		For
			25	Authorisation of Legal Formalities	Management	For		For
Singapore Press Holdings Limited	27-Nov-20	Annual	1	Accounts and Reports	Management	For		For
			2	Allocation of Profits/Dividends	Management	For		For
			3	Elect Bahren Shaari	Management	For		For
			4	Elect QUEK See Tiat	Management	For		For
			5	Elect Andrew LIM Ming-Hui	Management	For		Against
			6	Elect Tracy Woon	Management	For		For
			7	Directors' Fees	Management	For		For
			8	Appointment of Auditor and Authority to Set Fees	Management	For		For
			9	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For		For
			10	Authority to Issue Shares under the SPH Performance Share Plan 2016	Management	For		For

			11	Authority to Repurchase and Reissue Shares	Management	For	For
Bankia, S.A	01-Dec-20	Special	2	Merger	Management	For	For
			3	Ratification of Board Acts	Management	For	For
			4	Authorisation of Legal Formalities	Management	For	For
Microsoft Corporation	02-Dec-20	Annual	1	Elect Reid G. Hoffman	Management	For	For
			2	Elect Hugh F. Johnston	Management	For	For
			3	Elect Teri L. List-Stoll	Management	For	For
			4	Elect Satya Nadella	Management	For	For
			5	Elect Sandra E. Peterson	Management	For	For
			6	Elect Penny S. Pritzker	Management	For	For
			7	Elect Charles W. Scharf	Management	For	For
			8	Elect Arne M. Sorenson	Management	For	For
			9	Elect John W. Stanton	Management	For	For
			10	Elect John W. Thompson	Management	For	For
			11	Elect Emma N. Walmsley	Management	For	For
			12	Elect Padmasree Warrior	Management	For	For
			13	Advisory Vote on Executive Compensation	Management	For	Against
			14	Ratification of Auditor	Management	For	For
			15	Shareholder Proposal Regarding Report on Non-Management Employee Representation on the Board	Shareholder	Against	For
Telia Company AB	02-Dec-20	Special	10	Authority to Distribute Extraordinary Dividend	Management	For	For
MSG Networks Inc	04-Dec-20	Annual	1.1	Elect Joseph M. Cohen	Management	For	For
			1.2	Elect Joseph J. Lhota	Management	For	For
			1.3	Elect Joel M. Litvin	Management	For	For
			1.4	Elect John L. Sykes	Management	For	For
			2	Ratification of Auditor	Management	For	For
			3	Advisory Vote on Executive Compensation	Management	For	Against
1-800 Flowers.com Inc.	09-Dec-20	Annual	1.1	Elect Katherine Oliver	Management	For	For
			1.1	Elect GERALYN R. BREIG	Management	For	For
			1.2	Elect Celia R. Brown	Management	For	For
			1.3	Elect James A. Cannavino	Management	For	For
			1.4	Elect Eugene F. DeMark	Management	For	For
			1.5	Elect Leonard J. Elmore	Management	For	For
			1.6	Elect Adam Hanft	Management	For	For
			1.7	Elect Stephanie Redish Hofmann	Management	For	For

			1.8	Elect Christopher G. McCann	Management	For		For
			1.9	Elect James F. McCann	Management	For		For
			1.11	Elect Larry Zarin	Management	For		For
			2	Ratification of Auditor	Management	For		For
			3	Advisory Vote on Executive Compensation	Management	For		Against
			4	Amendment to the 2003 Long-Term Incentive and Share Award Plan	Management	For		For
Cisco Systems, Inc.	10-Dec-20	Annual	1	Elect M. Michele Burns	Management	For		For
			2	Elect Wesley G. Bush	Management	For		For
			3	Elect Michael D. Capellas	Management	For		For
			4	Elect Mark Garrett	Management	For		For
			5	Elect Kristina M. Johnson	Management	For		For
			6	Elect Roderick C. McGeary	Management	For		For
			7	Elect Charles H. Robbins	Management	For		For
			8	Elect Arun Sarin	Management	For		Abstain
			9	Elect Brenton L. Saunders	Management	For		For
			10	Elect Lisa T. Su	Management	For		For
			11	Reincorporation from California to Delaware	Management	For		For
			12	Amendment to the 2005 Stock Incentive Plan	Management	For		For
			13	Advisory Vote on Executive Compensation	Management	For		Against
			14	Ratification of Auditor	Management	For		For
			15	Shareholder Proposal Regarding Independent Board Chair	Shareholder	Against		For
Softcat Plc	10-Dec-20	Annual	1	Accounts and Reports	Management	For		For
			2	Remuneration Report (Advisory)	Management	For		For
			3	Final Dividend	Management	For		For
			4	Special Dividend	Management	For		For
			5	Elect Graeme A. Watt	Management	For		For
			6	Elect Martin Hellawell	Management	For		For
			7	Elect Graham Charlton	Management	For		For
			8	Elect Vin Murria	Management	For		For
			9	Elect Robyn Perriss	Management	For		For
			10	Elect Karen Slatford	Management	For		For
			11	Appointment of Auditor	Management	For		For
			12	Authority to Set Auditor's Fees	Management	For		For
			13	Authorisation of Political Donations	Management	For		For

			14	Authority to Issue Shares w/ Preemptive Rights	Management	For	For
			15	Authority to Issue Shares w/o Preemptive Rights	Management	For	For
			16	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For
			17	Authority to Repurchase Shares	Management	For	For
			18	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For
Winnebago Industries, Inc.	15-Dec-20	Annual	1.1	Elect Sara Armbruster	Management	For	For
			1.2	Elect William C. Fisher	Management	For	Withhold
			1.3	Elect Michael J. Happe	Management	For	For
			2	Advisory Vote on Executive Compensation	Management	For	Against
			3	Ratification of Auditor	Management	For	For
			4	Increase in Authorized Common Stock	Management	For	For
Autozone Inc.	16-Dec-20	Annual	1	Elect Douglas H. Brooks	Management	For	For
			2	Elect Linda A. Goodspeed	Management	For	For
			3	Elect Earl G. Graves, Jr.	Management	For	For
			4	Elect Enderson Guimaraes	Management	For	For
			5	Elect Michael M. Calbert	Management	For	For
			6	Elect D. Bryan Jordan	Management	For	For
			7	Elect Gale V. King	Management	For	For
			8	Elect George R. Mrkonic, Jr.	Management	For	For
			9	Elect William C. Rhodes, III	Management	For	For
			10	Elect Jill Ann Soltau	Management	For	For
			11	Ratification of Auditor	Management	For	For
			12	Advisory Vote on Executive Compensation	Management	For	For
			13	Approval of the 2020 Omnibus Incentive Award Plan	Management	For	For
Nibe Industrier AB	16-Dec-20	Special	11	Allocation of Profits/Dividends	Management	For	For
Factset Research Systems Inc.	17-Dec-20	Annual	1	Elect Robin A. Abrams	Management	For	For
			2	Elect Laurie A. Siegel	Management	For	For
			3	Elect Malcolm Frank	Management	For	For
			4	Elect Siew Kai Choy	Management	For	For
			5	Elect Lee M. Shavel	Management	For	For
			6	Ratification of Auditor	Management	For	For
			7	Advisory Vote on Executive Compensation	Management	For	For
Thor Industries, Inc.	18-Dec-20	Annual	1.1	Elect Andrew E. Graves	Management	For	For

			1.1	Elect William J. Kelley	Management	For	For
			1.2	Elect Amelia A. Huntington	Management	For	For
			1.3	Elect Wilson R. Jones	Management	For	For
			1.4	Elect Christopher J. Klein	Management	For	For
			1.5	Elect J. Allen Kosowsky	Management	For	Withhold
			1.6	Elect Robert W. Martin	Management	For	For
			1.7	Elect Peter B. Orthwein	Management	For	For
			1.8	Elect Jan H. Suwinski	Management	For	For
			1.9	Elect James L. Ziemer	Management	For	For
			2	Ratification of Auditor	Management	For	For
			3	Advisory Vote on Executive Compensation	Management	For	For
Builders Firstsource Inc	22-Dec-20	Special	1	Merger/Acquisition	Management	For	For
			2	Increase in Authorized Common Stock	Management	For	For
			3	Right to Adjourn Meeting	Management	For	For
Flutter Entertainment Plc	29-Dec-20	Special	2	FanDuel Transaction	Management	For	For
Devon Energy Corp.	30-Dec-20	Special	1	Stock Issuance for Merger with WPX	Management	For	For
			2	Right to Adjourn Meeting	Management	For	For