

## Appendix 1: Detailed voting record July-September 2020

Company	Date	Ballot #	Proposal	Vote	Rationale
Kion Group AG	15 July	1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	-	-
		2	Approve Allocation of Income and Dividends of EUR0.04 per Share	For	No concerns
		3	Approve Discharge of Management Board for Fiscal 2019	For	No concerns
		4	Approve Discharge of Supervisory Boards for Fiscal 2019	For	No concerns
		5	Ratify Deloitte GmbH as Auditors for Fiscal 2019	Against	Tenure is now 10 years which exceeds what we consider to be the maximum term.
		6.1	Elect Jiang Kui to the Supervisory Board	Against	The candidate sits on too many Boards and there are an insufficient number of independent directors.
		6.2	Elect Christina Reuter to the Supervisory Board	Against	The Board is classified and so we have voted against Directors who are standing for election
		6.3	Elect Hans Ring to the Supervisory Board	Against	The Board is classified and so we have voted against Directors who are standing for election
		6.4	Elect Xu Ping to the Supervisory Board	Against	The Board is classified and so we have voted against Directors who are standing for election
		7	Approve Creation of EUR 11.8 Million Pool of Capital with Preemptive Rights	For	No concerns
		8	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds with Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Billion; Approve Creation of EUR 11.8 Million Pool of Capital to Guarantee Conversion Rights	For	No concerns
ICON plc	18 July	1.1	Elect Director Mary Pendergast	For	No concerns
		1.2	Elect Director Hugh Brady	For	No concerns
		1.3	Elect Director Ronan Murphy	For	No concerns

		1.4	Elect Director Julie O'Neill	For	No concerns
		2	Accept Financial Statements and Statutory Reports	For	No concerns
		3	Authorise Board to Fix Remuneration of Auditors	Against	Excessive tenure means we do not view the auditor as independent
		4	Authorize Issue of Equity	For	No concerns
		5	Authorize Issue of Equity without Pre-emptive Rights	For	No concerns
		6	Authorize Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No concerns
		7	Authorize Share Repurchase Program	For	No concerns
		8	Approve the Price Range for the Reissuance of Shares	For	No concerns
Advanced Drainage Systems Inc.	23 July	1a	Elect Director D. Scott Barbour	For	No concerns
		1b	Elect Director Michael B. Coleman	For	No concerns
		1c	Elect Director Tanya D. Fratto	For	No concerns
		1d	Elect Director Carl A. Nelson Jr.	For	No concerns
		1e	Elect Director Anewsa T Chaibi	For	No concerns
		2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No concerns
		3	Ratify Deloitte & Touche LLP as Auditors	Against	Excessive tenure means we do not view the auditor as independent
		4	Declassify Board of Directors	For	No concerns
		5	Eliminate Supermajority Vote Requirement to Amend Certain Provisions of the Certificate of Incorporation	For	No concerns
Linde plc	25 July	1a	Elect Director Wolfgang H. Reitzle	Against	The company does not have a nominated board director with responsibility for sustainability which triggers a vote against the Chair of the Board
		1b	Elect Director Stephen F. Angel	For	No concerns
		1c	Elect Director Ann-Kristin Achleitner	For	No concerns
		1d	Elect Director Clemens A. H. Borsig		The auditor PWC has been in place since 1992 which triggers a vote against the Chair of the Audit Committee

		1e	Elect Director Nance K. Dicciani	For	No concerns
		1f	Elect Director Thomas Enders	For	No concerns
		1g	Elect Director Franz Fehrenbach	For	No concerns
		1h	Elect Director Edward G. Galante	For	No concerns
		1i	Elect Director Larry D. McVay	For	No concerns
		1j	Elect Director Victoria E. Ossadnik	For	No concerns
		1k	Elect Director Martin H. Richenhagen	For	No concerns
		1l	Elect Director Robert L. Wood	For	No concerns
		2a	Ratify PricewaterhouseCoopers as Auditors	Against	Excessive tenure means we do not view the auditor as independent
		2b	Authorize Board to Fix Remuneration of Auditors	For	No concerns
		3	Determine Price Range for Reissuance of Treasury Shares	For	No concerns
		4	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Remuneration is in excess of \$10m which we view as excessive.
Steris plc	28 July	1a	Elect Director Richard C. Breeden	Against	Director is not independent and there are an insufficient number of independent Board Directors.
		1b	Elect Director Cynthia L. Feldman	Against	Director is not independent and there are an insufficient number of independent Board Directors.
		1c	Elect Director Jacqueline B. Kosecoff	Against	Director is not independent and there are an insufficient number of independent Board Directors.
		1d	Elect Director David B. Lewis	For	No concerns
		1e	Elect Director Walter M. Rosebrough Jr.	For	No concerns
		1f	Elect Director Nirav R. Shah	For	No concerns
		1g	Elect Director Mohsen M. Sohi	Against	Director is not independent and there are an insufficient number of independent Board Directors.
		1h	Elect Director Richard M. Steeves	For	No concerns
		2	Ratify Ernst & Young LLP as Auditors	Against	Excessive tenure means we do not view the auditor as independent

		3	Appoint Ernst & Young Chartered Accountants as Irish Statutory Auditor	For	No concerns
		4	Authorize Board to Fix Remuneration of Auditors	For	No concerns
		5	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Remuneration is in excess of \$10m which we view as excessive.
China Everbright International Ltd.	14 August	1	Approve Change of English Name and Chinese Name of the Company	For	No concerns
China Water Affairs Group Ltd.	4 Sept.	1	Accept Financial Statements and Statutory Reports	Against	The company has not set a greenhouse gas reduction target that is aligned with the Paris Accords.
		2	Approve Final Dividend	For	No concerns
		3.1	Elect Duan Jerry Linnan as Director	For	No concerns
		3.2	Elect Makoto Inoue as Director	Against	Makoto Inoue attended less than 75% of meetings without a good explanation.
		3.3	Elect Chau Kam Wing as Director	Against	Chau Wing is a Director with more than three board seats which we consider to be "overboarded".
		3.4	Elect Ho Ping as Director	For	No concerns
		3.5	Elect Zhou Nan as Director	For	No concerns
		3.6	Elect Chan Wai Cheung as Director	Against	Chan Wai Cheung is a Director with more than three board seats which we consider to be "overboarded".
		3.7	Authorize Board to Fix Remuneration of Directors	For	No concerns
		4	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	For	No concerns
		5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against	The request is for aggregate share issuance of more than 10 percent which we view as excessive and the company has not specified the discount limit.
		6	Authorize Repurchase of Issued Share Capital	For	No concerns

		7	Authorize Reissuance of Repurchased Shares	Against	While share reissuance is limited to ten percent of the share class, the company has not specified the discount limit.
Arcadis	14 Sept.	1	Open Meeting		No vote
		2	Elect V.J.H. Duperat-Vergne to Executive Board	For	No concerns
		3	Allow Questions		No vote
		4	Close Meeting		No vote
HELLA GmbH & Co. KGaA	25 Sept.	1	Accept Financial Statements and Statutory Reports for Fiscal 2019/2020	For	No concerns
		2	Approve Allocation of Income and Omission of Dividends	For	No concerns
		3	Approve Discharge of Personally Liable Partner for Fiscal 2019/2020	For	No concerns
		4	Approve Discharge of Supervisory Board for Fiscal 2019/2020	For	No concerns
		5	Approve Discharge of Shareholders' Committee for Fiscal 2019/2020	For	No concerns
		6	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal 2020/2021	For	No concerns
Renishaw Plc	30 Sept.	1	Accept Financial Statements and Statutory Reports	For	No concerns
		2	Approve Remuneration Policy	Against	No mentioning of any link in CEO remuneration package to CSR / sustainability criteria.
		3	Approve Remuneration Report	For	No concerns
		4	Approve Increase in the Maximum Aggregate Fees Payable to Directors	For	No concerns
		5	Re-elect Sir David McMurtry as Director	Against	Vote against the Chair of the Nomination Committee due to only 50% independent board.
		6	Re-elect John Deer as Director	For	We believe that John Deer has demonstrated a clear commitment to the long-term success of Renishaw and are supportive of his re-election.
		7	Re-elect Will Lee as Director	For	No concerns

		8	Re-elect Allen Roberts as Director	For	No concerns
		9	Re-elect Carol Chesney as Director	Against	Carole Chesney sits on four boards and so we believe she is overboarded.
		10	Re-elect Catherine Glickman as Director	For	No concerns
		11	Re-elect Sir David Grant as Director	For	No concerns
		12	Re-elect John Jeans as Director	For	No concerns
		13	Reappoint Ernst & Young LLP as Auditors	For	No concerns
		14	Authorise the Audit Committee of the Board to Fix Remuneration of Auditors	For	No concerns
		15	Authorise Market Purchase of Ordinary Shares	For	No concerns