

WALTER SCOTT

➤ BNY MELLON | INVESTMENT MANAGEMENT

Q1 2021

PROXY VOTING DISCLOSURE

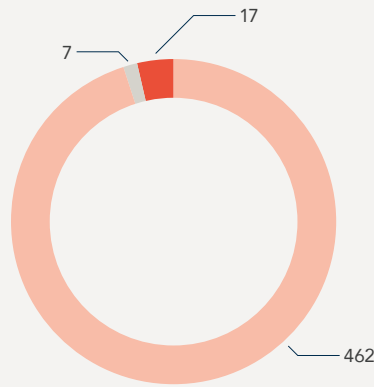
1ST JANUARY 2021–31ST MARCH 2021

This voting report reflects the votes cast by Walter Scott & Partners Limited during the quarter on behalf of our clients for whom we have full voting discretion. The information provided in this report relating to specific holdings should not be considered a recommendation to buy or sell any particular security. There is no assurance that any securities discussed herein will feature in any future strategy run by us.

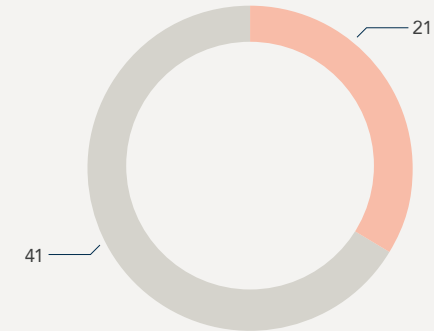
MEETINGS



BASED ON ALL VOTED MEETINGS



- Total proposals voted 'For'
- Total proposals voted 'Against'
- Total proposals voted 'Abstain'
- Total proposals voted 'Withhold' (0)



- Total votes against Management recommendation
- Total votes against ISS recommendation

VOTES AGAINST MANAGEMENT RECOMMENDATION RATIONALE

- 11** Due to potential dilution >10%
- 5** Ad Hoc Items
- 2** Political donations
- 2** Bundled resolutions
- 0** Vague/poorly defined proposal

- 0** Shareholder proposal
- 1** Compensation and stock option plans – Not reasonable or excessive dilution
- 0** Corporate governance issue
- 0** Non-disclosure of individual board member's remuneration

- 0** Persistent failure to attend Board meetings
- 0** Withdrawn resolution
- 0** Excessive non-audit fees
- 0** Preference for a one vote per share structure

Issuer Name	Meeting Date	Meeting Type	Proposal Number	Proposal Text	Proponent	Vote Instruction	Against Mgmt	Voter Rationale
CTS Eventim AG & Co. KGaA	13/01/2021	Special	1	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds with Partial Exclusion of Preemptive Rights up to Aggregate Nominal Amount of EUR 800 Million; Approve Creation of EUR 19.2 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	Against	Yes	Due to potential dilution greater than 10%
			2	Approve Creation of EUR 19.2 Million Pool of Capital with Partial Exclusion of Preemptive Rights	Mgmt	Against	Yes	Due to potential dilution greater than 10%
Clicks Group Ltd.	27/01/2021	Annual	1	Accept Financial Statements and Statutory Reports for the Year Ended 31 August 2020	Mgmt	For	No	
			2	Reappoint Ernst & Young Inc as Auditors with Anthony Cadman as the Individual Registered Auditor	Mgmt	For	No	
			3	Elect Mfundiso Njeke as Director	Mgmt	For	No	
			4	Re-elect John Bester as Director	Mgmt	For	No	
			5	Re-elect Bertina Engelbrecht as Director	Mgmt	For	No	
			6	Re-elect Michael Fleming as Director	Mgmt	For	No	
			7.1	Re-elect John Bester as Member of the Audit and Risk Committee	Mgmt	For	No	
			7.2	Re-elect Fatima Daniels as Member of the Audit and Risk Committee	Mgmt	For	No	
			7.3	Elect Mfundiso Njeke as Member of the Audit and Risk Committee	Mgmt	For	No	
			8	Approve Remuneration Policy	Mgmt	For	No	
			9	Approve Remuneration Implementation Report	Mgmt	For	No	
			10	Authorise Repurchase of Issued Share Capital	Mgmt	For	No	
			11	Approve Directors' Fees	Mgmt	For	No	
12	Approve Financial Assistance in Terms of Section 45 of the Companies Act	Mgmt	For	No				
13	Amend Memorandum of Incorporation	Mgmt	For	No				
MSC Industrial Direct Co., Inc.	27/01/2021	Annual	1.1	Elect Director Mitchell Jacobson	Mgmt	For	No	
			1.2	Elect Director Erik Gershwind	Mgmt	For	No	
			1.3	Elect Director Louise Goeser	Mgmt	For	No	
			1.4	Elect Director Michael Kaufmann	Mgmt	For	No	
			1.5	Elect Director Steven Paladino	Mgmt	For	No	
			1.6	Elect Director Philip Peller	Mgmt	For	No	
			1.7	Elect Director Rudina Sesei	Mgmt	For	No	
			2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	No	
			3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	No	
			4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	No	
Air Products and Chemicals, Inc.	28/01/2021	Annual	1a	Elect Director Susan K. Carter	Mgmt	For	No	
			1b	Elect Director Charles I. Cogut	Mgmt	For	No	
			1c	Elect Director Lisa A. Davis	Mgmt	For	No	
			1d	Elect Director Chadwick C. Deaton	Mgmt	For	No	
			1e	Elect Director Seifollah (Seifi) Ghasemi	Mgmt	For	No	
			1f	Elect Director David H. Y. Ho	Mgmt	For	No	
			1g	Elect Director Edward L. Monser	Mgmt	For	No	
			1h	Elect Director Matthew H. Paul	Mgmt	For	No	
			2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	No	
			3	Approve Omnibus Stock Plan	Mgmt	For	No	
			4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	No	
Accenture plc	03/02/2021	Annual	1a	Elect Director Jaime Ardila	Mgmt	For	No	
			1b	Elect Director Herbert Hainer	Mgmt	For	No	
			1c	Elect Director Nancy McKinstry	Mgmt	For	No	
			1d	Elect Director Beth E. Mooney	Mgmt	For	No	
			1e	Elect Director Gilles C. Pelisson	Mgmt	For	No	

Issuer Name	Meeting Date	Meeting Type	Proposal Number	Proposal Text	Proponent	Vote Instruction	Against Mgmt	Voter Rationale
			1f	Elect Director Paula A. Price	Mgmt	For	No	
			1g	Elect Director Venkata (Murthy) Renduchintala	Mgmt	For	No	
			1h	Elect Director David Rowland	Mgmt	For	No	
			1i	Elect Director Arun Sarin	Mgmt	For	No	
			1j	Elect Director Julie Sweet	Mgmt	For	No	
			1k	Elect Director Frank K. Tang	Mgmt	For	No	
			1l	Elect Director Tracey T. Travis	Mgmt	For	No	
			2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	No	
			3	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	No	
			4	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	Against	Yes	Due to potential dilution greater than 10%
			5	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	Mgmt	Against	Yes	Due to potential dilution greater than 10%
			6	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	No	
Compass Group Plc	04/02/2021	Annual	1	Accept Financial Statements and Statutory Reports	Mgmt	For	No	
			2	Approve Remuneration Policy	Mgmt	For	No	
			3	Approve Remuneration Report	Mgmt	For	No	
			4	Elect Ian Meakins as Director	Mgmt	For	No	
			5	Re-elect Dominic Blakemore as Director	Mgmt	For	No	
			6	Re-elect Gary Green as Director	Mgmt	For	No	
			7	Re-elect Karen Witts as Director	Mgmt	For	No	
			8	Re-elect Carol Arrowsmith as Director	Mgmt	For	No	
			9	Re-elect John Bason as Director	Mgmt	For	No	
			10	Re-elect Stefan Bomhard as Director	Mgmt	For	No	
			11	Re-elect John Bryant as Director	Mgmt	For	No	
			12	Re-elect Anne-Francoise Nesmes as Director	Mgmt	For	No	
			13	Re-elect Nelson Silva as Director	Mgmt	For	No	
			14	Re-elect Ireena Vittal as Director	Mgmt	For	No	
			15	Reappoint KPMG LLP as Auditors	Mgmt	For	No	
			16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	No	
			17	Authorise EU Political Donations and Expenditure	Mgmt	Against	Yes	Political donations
			18	Authorise Issue of Equity	Mgmt	Against	Yes	Due to potential dilution greater than 10%
			19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Against	Yes	Due to potential dilution greater than 10%
			20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Against	Yes	Due to potential dilution greater than 10%
			21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	No	
			22	Adopt New Articles of Association	Mgmt	For	No	
			23	Authorise the Company to Call General Meeting with 14 Working Days' Notice	Mgmt	For	No	
Victrex Plc	12/02/2021	Annual	1	Accept Financial Statements and Statutory Reports	Mgmt	For	No	
			2	Approve Remuneration Report	Mgmt	For	No	
			3	Approve Final Dividend	Mgmt	For	No	
			4	Re-elect Larry Pentz as Director	Mgmt	For	No	
			5	Re-elect Jane Toogood as Director	Mgmt	For	No	
			6	Re-elect Janet Ashdown as Director	Mgmt	For	No	
			7	Re-elect Brendan Connolly as Director	Mgmt	For	No	
			8	Re-elect David Thomas as Director	Mgmt	For	No	
			9	Re-elect Jakob Sigurdsson as Director	Mgmt	For	No	
			10	Re-elect Dr Martin Court as Director	Mgmt	For	No	
			11	Re-elect Richard Armitage as Director	Mgmt	For	No	
			12	Elect Ros Rivaz as Director	Mgmt	For	No	
			13	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	No	

Issuer Name	Meeting Date	Meeting Type	Proposal Number	Proposal Text	Proponent	Vote Instruction	Against Mgmt	Voter Rationale
			14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	No	
			15	Authorise EU Political Donations and Expenditure	Mgmt	Against	Yes	Political donations
			16	Authorise Issue of Equity	Mgmt	Against	Yes	Due to potential dilution greater than 10%
			17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Against	Yes	Due to potential dilution greater than 10%
			18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Against	Yes	Due to potential dilution greater than 10%
			19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	No	
			20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	No	
			21	Adopt New Articles of Association	Mgmt	For	No	
Technology One Limited	23/02/2021	Annual	1	Elect Peter Ball as Director	Mgmt	For	No	
			2	Elect John Mactaggart as Director	Mgmt	For	No	
			3	Approve Remuneration Report	Mgmt	For	No	
Infineon Technologies AG	25/02/2021	Annual	2	Approve Allocation of Income and Dividends of EUR 0.22 per Share	Mgmt	For	No	
			3.1	Approve Discharge of Management Board Member Reinhard Ploss for Fiscal 2020	Mgmt	For	No	
			3.2	Approve Discharge of Management Board Member Helmut Gassel for Fiscal 2020	Mgmt	For	No	
			3.3	Approve Discharge of Management Board Member Jochen Hanebeck for Fiscal 2020	Mgmt	For	No	
			3.4	Approve Discharge of Management Board Member Sven Schneider for Fiscal 2020	Mgmt	For	No	
			4.1	Approve Discharge of Supervisory Board Member Wolfgang Eder for Fiscal 2020	Mgmt	For	No	
			4.2	Approve Discharge of Supervisory Board Member Peter Bauer (until Feb. 20, 2020) for Fiscal 2020	Mgmt	For	No	
			4.3	Approve Discharge of Supervisory Board Member Xiaoqun Clever (from Feb. 20, 2020) for Fiscal 2020	Mgmt	For	No	
			4.4	Approve Discharge of Supervisory Board Member Johann Dechant for Fiscal 2020	Mgmt	For	No	
			4.5	Approve Discharge of Supervisory Board Member Herbert Diess (until Feb. 20, 2020) for Fiscal 2020	Mgmt	For	No	
			4.6	Approve Discharge of Supervisory Board Member Friedrich Eichiner (from Feb. 20, 2020) for Fiscal 2020	Mgmt	For	No	
			4.7	Approve Discharge of Supervisory Board Member Annette Engelfried for Fiscal 2020	Mgmt	For	No	
			4.8	Approve Discharge of Supervisory Board Member Peter Gruber for Fiscal 2020	Mgmt	For	No	
			4.9	Approve Discharge of Supervisory Board Member Gerhard Hobbach (until Feb. 20, 2020) for Fiscal 2020	Mgmt	For	No	
			4.10	Approve Discharge of Supervisory Board Member Hans-Ulrich Holdenried for Fiscal 2020	Mgmt	For	No	
			4.11	Approve Discharge of Supervisory Board Member Renate Koecher (until Feb. 20, 2020) for Fiscal 2020	Mgmt	For	No	
			4.12	Approve Discharge of Supervisory Board Member Susanne Lachenmann for Fiscal 2020	Mgmt	For	No	
			4.13	Approve Discharge of Supervisory Board Member Geraldine Picaud for Fiscal 2020	Mgmt	For	No	
			4.14	Approve Discharge of Supervisory Board Member Manfred Puffer for Fiscal 2020	Mgmt	For	No	
			4.15	Approve Discharge of Supervisory Board Member Melanie Riedl (from Feb. 20, 2020) for Fiscal 2020	Mgmt	For	No	
			4.16	Approve Discharge of Supervisory Board Member Kerstin Schulzendorf for Fiscal 2020	Mgmt	For	No	

Issuer Name	Meeting Date	Meeting Type	Proposal Number	Proposal Text	Proponent	Vote Instruction	Against Mgmt	Voter Rationale
			4.17	Approve Discharge of Supervisory Board Member Juergen Scholz for Fiscal 2020	Mgmt	For	No	
			4.18	Approve Discharge of Supervisory Board Member Ulrich Spiesshofer (from Feb. 20, 2020) for Fiscal 2020	Mgmt	For	No	
			4.19	Approve Discharge of Supervisory Board Member Margret Suckale (from Feb. 20, 2020) for Fiscal 2020	Mgmt	For	No	
			4.20	Approve Discharge of Supervisory Board Member Eckart Suenner (until Feb. 20, 2020) for Fiscal 2020	Mgmt	For	No	
			4.21	Approve Discharge of Supervisory Board Member Diana Vitale for Fiscal 2020	Mgmt	For	No	
			5	Ratify KPMG AG as Auditors for Fiscal 2021	Mgmt	For	No	
			6	Approve Remuneration Policy	Mgmt	For	No	
			7	Approve Remuneration of Supervisory Board	Mgmt	For	No	
			8	Approve Creation of EUR 30 Million Pool of Capital for Employee Stock Purchase Plan	Mgmt	For	No	
			9	Amend Articles Re: Information for Registration in the Share Register	Mgmt	For	No	
			10	Amend Articles Re: Supervisory Board's Rules of Procedure	Mgmt	For	No	
Kone Oyj	02/03/2021	Annual	3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt	For	No	
			4	Acknowledge Proper Convening of Meeting	Mgmt	For	No	
			5	Prepare and Approve List of Shareholders	Mgmt	For	No	
			7	Accept Financial Statements and Statutory Reports	Mgmt	For	No	
			8	Approve Allocation of Income and Dividends of EUR 1.7475 per Class A Share and EUR 1.75 per Class B Share; Approve Extra Dividends of EUR 0.4975 per Class A Share and EUR 0.50 per Class B Share	Mgmt	For	No	
			9	Approve Discharge of Board and President	Mgmt	For	No	
			10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	No	
			11	Approve Remuneration of Directors in the Amount of EUR 220,000 for Chairman, EUR 125,000 for Vice Chairman, and EUR 110,000 for Other Directors	Mgmt	For	No	
			12	Fix Number of Directors at Eight	Mgmt	For	No	
			13	Reelect Matti Alahuhta, Susan Duinhoven, Antti Herlin, Iris Herlin, Jussi Herlin, Ravi Kant and Juhani Kaskeala as Directors; Elect Jennifer Xin-Zhe Li as New Director	Mgmt	For	No	
			14	Approve Remuneration of Auditors	Mgmt	For	No	
			15	Elect One Auditor for the Term Ending on the Conclusion of AGM 2020	Mgmt	For	No	
			16	Ratify Ernst & Young as Auditors	Mgmt	For	No	
			17	Authorize Share Repurchase Program	Mgmt	For	No	
			18	Approve Issuance of Shares and Options without Preemptive Rights	Mgmt	For	No	
Novartis AG	02/03/2021	Annual	1	Accept Financial Statements and Statutory Reports	Mgmt	For	No	
			2	Approve Discharge of Board and Senior Management	Mgmt	For	No	
			3	Approve Allocation of Income and Dividends of CHF 3.00 per Share	Mgmt	For	No	
			4	Approve CHF 16.3 Million Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	No	
			5	Authorize Repurchase of up to CHF 10 Billion in Issued Share Capital	Mgmt	For	No	
			6.1	Approve Remuneration of Directors in the Amount of CHF 8.6 Million	Mgmt	For	No	
			6.2	Approve Maximum Remuneration of Executive Committee in the Amount of CHF 91 Million	Mgmt	For	No	
			6.3	Approve Remuneration Report	Mgmt	For	No	
			7.1	Reelect Joerg Reinhardt as Director and Board Chairman	Mgmt	For	No	
			7.2	Reelect Nancy Andrews as Director	Mgmt	For	No	
			7.3	Reelect Ton Buechner as Director	Mgmt	For	No	
			7.4	Reelect Patrice Bula as Director	Mgmt	For	No	
			7.5	Reelect Elizabeth Doherty as Director	Mgmt	For	No	

Issuer Name	Meeting Date	Meeting Type	Proposal Number	Proposal Text	Proponent	Vote Instruction	Against Mgmt	Voter Rationale
			7.6	Reelect Ann Fudge as Director	Mgmt	For	No	
			7.7	Reelect Bridgette Heller as Director	Mgmt	For	No	
			7.8	Reelect Frans van Houten as Director	Mgmt	For	No	
			7.9	Reelect Simon Moroney as Director	Mgmt	For	No	
			7.10	Reelect Andreas von Planta as Director	Mgmt	For	No	
			7.11	Reelect Charles Sawyers as Director	Mgmt	For	No	
			7.12	Elect Enrico Vanni as Director	Mgmt	For	No	
			7.13	Reelect William Winters as Director	Mgmt	For	No	
			8.1	Reappoint Patrice Bula as Member of the Compensation Committee	Mgmt	For	No	
			8.2	Reappoint Bridgette Heller as Member of the Compensation Committee	Mgmt	For	No	
			8.3	Reappoint Enrico Vanni as Member of the Compensation Committee	Mgmt	For	No	
			8.4	Reappoint William Winters as Member of the Compensation Committee	Mgmt	For	No	
			8.5	Appoint Simon Moroney as Member of the Compensation Committee	Mgmt	For	No	
			9	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	No	
			10	Designate Peter Zahn as Independent Proxy	Mgmt	For	No	
			11	Amend Articles Re: Board of Directors Tenure	Mgmt	For	No	
			12	Transact Other Business (Voting)	Mgmt	Abstain	Yes	"Ad hoc" items - Potential proposals not known prior to meeting
The Walt Disney Company	09/03/2021	Annual	1a	Elect Director Susan E. Arnold	Mgmt	For	No	
			1b	Elect Director Mary T. Barra	Mgmt	For	No	
			1c	Elect Director Safra A. Catz	Mgmt	For	No	
			1d	Elect Director Robert A. Chapek	Mgmt	For	No	
			1e	Elect Director Francis A. deSouza	Mgmt	For	No	
			1f	Elect Director Michael B.G. Froman	Mgmt	For	No	
			1g	Elect Director Robert A. Iger	Mgmt	For	No	
			1h	Elect Director Maria Elena Lagomasino	Mgmt	For	No	
			1i	Elect Director Mark G. Parker	Mgmt	For	No	
			1j	Elect Director Derica W. Rice	Mgmt	For	No	
			2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	No	
			3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	No	
			4	Report on Lobbying Payments and Policy	SH	Against	No	
			5	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	SH	Against	No	
TE Connectivity Ltd.	10/03/2021	Annual	1a	Elect Director Pierre R. Brondeau	Mgmt	For	No	
			1b	Elect Director Terrence R. Curtin	Mgmt	For	No	
			1c	Elect Director Carol A. (John) Davidson	Mgmt	For	No	
			1d	Elect Director Lynn A. Dugle	Mgmt	For	No	
			1e	Elect Director William A. Jeffrey	Mgmt	For	No	
			1g	Elect Director Thomas J. Lynch	Mgmt	For	No	
			1h	Elect Director Heath A. Mitts	Mgmt	For	No	
			1i	Elect Director Yong Nam	Mgmt	For	No	
			1j	Elect Director Daniel J. Phelan	Mgmt	For	No	
			1k	Elect Director Abhijit Y. Talwalkar	Mgmt	For	No	
			1l	Elect Director Mark C. Trudeau	Mgmt	For	No	
			1m	Elect Director Dawn C. Willoughby	Mgmt	For	No	
			1n	Elect Director Laura H. Wright	Mgmt	For	No	
			2	Elect Board Chairman Thomas J. Lynch	Mgmt	For	No	
			3a	Elect Daniel J. Phelan as Member of Management Development and Compensation Committee	Mgmt	For	No	
			3b	Elect Abhijit Y. Talwalkar as Member of Management Development and Compensation Committee	Mgmt	For	No	
			3c	Elect Mark C. Trudeau as Member of Management Development and Compensation Committee	Mgmt	For	No	

Issuer Name	Meeting Date	Meeting Type	Proposal Number	Proposal Text	Proponent	Vote Instruction	Against Mgmt	Voter Rationale
			3d	Elect Dawn C. Willoughby as Member of Management Development and Compensation Committee	Mgmt	For	No	
			4	Designate Rene Schwarzenbach as Independent Proxy	Mgmt	For	No	
			5.1	Accept Annual Report for Fiscal Year Ended September 25, 2020	Mgmt	For	No	
			5.2	Accept Statutory Financial Statements for Fiscal Year Ended September 25, 2020	Mgmt	For	No	
			5.3	Approve Consolidated Financial Statements for Fiscal Year Ended September 25, 2020	Mgmt	For	No	
			6	Approve Discharge of Board and Senior Management	Mgmt	For	No	
			7.1	Ratify Deloitte & Touche LLP as Independent Registered Public Accounting Firm for Fiscal Year 2021	Mgmt	For	No	
			7.2	Ratify Deloitte AG as Swiss Registered Auditors	Mgmt	For	No	
			7.3	Ratify PricewaterhouseCoopers AG as Special Auditors	Mgmt	For	No	
			8	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	No	
			9	Approve the Increase in Maximum Aggregate Remuneration of Executive Management	Mgmt	For	No	
			10	Approve Maximum Aggregate Remuneration of Board of Directors	Mgmt	For	No	
			11	Approve Allocation of Available Earnings at September 25, 2020	Mgmt	For	No	
			12	Approve Declaration of Dividend	Mgmt	For	No	
			13	Approve Reduction in Share Capital via Cancellation of Shares	Mgmt	For	No	
			14	Amend Non-Qualified Employee Stock Purchase Plan	Mgmt	For	No	
			15	Amend Omnibus Stock Plan	Mgmt	For	No	
			16	Adjourn Meeting	Mgmt	For	No	
Novozymes A/S	11/03/2021	Annual	2	Accept Financial Statements and Statutory Reports	Mgmt	For	No	
			3	Approve Allocation of Income and Dividends of DKK 5.25 Per Share	Mgmt	For	No	
			4	Approve Remuneration Report	Mgmt	For	No	
			5	Approve Remuneration of Directors in the Amount of DKK 1.53 Million for Chairman, DKK1.02 Million for Vice Chairman and DKK 510,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	No	
			6	Reelect Jorgen Buhl Rasmussen (Chair) as Director	Mgmt	For	No	
			7	Reelect Cornelis de Jong (Vice Chair) as Director	Mgmt	For	No	
			8a	Reelect Heine Dalsgaard as Director	Mgmt	For	No	
			8b	Elect Sharon James as Director	Mgmt	For	No	
			8c	Reelect Kasim Kutay as Director	Mgmt	For	No	
			8d	Reelect Kim Stratton as Director	Mgmt	For	No	
			8e	Reelect Mathias Uhlen as Director	Mgmt	For	No	
			9	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	No	
			10a	Approve Creation of DKK 56.4 Million Pool of Capital in B Shares without Preemptive Rights; DKK 56.4 Million Pool of Capital with Preemptive Rights; and Pool of Capital in Warrants without Preemptive Rights	Mgmt	Against	Yes	Due to potential dilution greater than 10%
			10b	Approve DKK 6 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	No	
			10c	Authorize Share Repurchase Program	Mgmt	For	No	
			10d	Allow Shareholder Meetings to be Held by Electronic Means Only	Mgmt	For	No	
			10e	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	No	
			10f	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	No	
Roche Holding AG	16/03/2021	Annual	1	Accept Financial Statements and Statutory Reports	Mgmt	For	No	
			2.1	Approve CHF 10 Million in Bonuses to the Corporate Executive Committee for Fiscal Year 2020	Mgmt	For	No	
			2.2	Approve CHF 837,585 Share Bonus for the Chairman of the Board of Directors for Fiscal Year 2020	Mgmt	For	No	
			3	Approve Discharge of Board of Directors	Mgmt	For	No	
			4	Approve Allocation of Income and Dividends of CHF 9.10 per Share	Mgmt	For	No	

Issuer Name	Meeting Date	Meeting Type	Proposal Number	Proposal Text	Proponent	Vote Instruction	Against Mgmt	Voter Rationale
			5.1	Reelect Christoph Franz as Director and Board Chairman	Mgmt	For	No	
			5.2	Reappoint Christoph Franz as Member of the Compensation Committee	Mgmt	For	No	
			5.3	Reelect Andre Hoffmann as Director	Mgmt	For	No	
			5.4	Reelect Julie Brown as Director	Mgmt	For	No	
			5.5	Reelect Paul Bulcke as Director	Mgmt	For	No	
			5.6	Reelect Hans Clevers as Director	Mgmt	For	No	
			5.7	Reelect Joerg Duschmale as Director	Mgmt	For	No	
			5.8	Reelect Patrick Frost as Director	Mgmt	For	No	
			5.9	Reelect Anita Hauser as Director	Mgmt	For	No	
			5.10	Reelect Richard Lifton as Director	Mgmt	For	No	
			5.11	Reelect Bernard Poussot as Director	Mgmt	For	No	
			5.12	Reelect Severin Schwan as Director	Mgmt	For	No	
			5.13	Reelect Claudia Dyckerhoff as Director	Mgmt	For	No	
			5.14	Reappoint Andre Hoffmann as Member of the Compensation Committee	Mgmt	For	No	
			5.15	Reappoint Richard Lifton as Member of the Compensation Committee	Mgmt	For	No	
			5.16	Reappoint Bernard Poussot as Member of the Compensation Committee	Mgmt	For	No	
			6	Approve Remuneration of Directors in the Amount of CHF 10 Million	Mgmt	For	No	
			7	Approve Remuneration of Executive Committee in the Amount of CHF 36 Million	Mgmt	Against	Yes	Compensation and stock option plans - Concerns around LTI structure
			8	Designate Testaris AG as Independent Proxy	Mgmt	For	No	
			9	Ratify KPMG AG as Auditors	Mgmt	For	No	
			10	Transact Other Business (Voting)	Mgmt	Abstain	Yes	"Ad hoc" items - Potential proposals not known prior to meeting
The Toro Company	16/03/2021	Annual	1.1	Elect Director Janet K. Cooper	Mgmt	For	No	
			1.2	Elect Director Gary L. Ellis	Mgmt	For	No	
			1.3	Elect Director Michael G. Vale	Mgmt	For	No	
			2	Ratify KPMG LLP as Auditors	Mgmt	For	No	
			3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	No	
Coca-Cola FEMSA SAB de CV	19/03/2021	Annual	1	Approve Financial Statements and Statutory Reports	Mgmt	For	No	
			2	Approve Allocation of Income and Cash Dividends	Mgmt	For	No	
			3	Set Maximum Amount of Share Repurchase Reserve	Mgmt	For	No	
			4	Elect Directors and Secretaries; Verify Director's Independence Classification; Approve Their Remuneration	Mgmt	Abstain	Yes	Bundled resolutions with underlying issues around overboarding and gender diversity
			5	Elect Members of Planning and Financing Committee, Audit Committee and Corporate Practices Committee; Elect Chairman of Committees and Fix their Remuneration	Mgmt	Abstain	Yes	Bundled resolutions with underlying issues around overboarding and gender diversity
			6	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	No	
			7	Approve Minutes of Meeting	Mgmt	For	No	
LG Household & Health Care Ltd.	19/03/2021	Annual	1	Approve Financial Statements and Allocation of Income	Mgmt	For	No	
			2	Amend Articles of Incorporation	Mgmt	For	No	
			3.1	Elect Kim Hong-gi as Inside Director	Mgmt	For	No	
			3.2	Elect Ha Beom-jong as Non-Independent Non-Executive Director	Mgmt	For	No	
			4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	No	
Chugai Pharmaceutical Co., Ltd.	23/03/2021	Annual	1	Approve Allocation of Income, with a Final Dividend of JPY 30	Mgmt	For	No	
			2.1	Elect Director Oku, Masayuki	Mgmt	For	No	
			2.2	Elect Director Ichimaru, Yoichiro	Mgmt	For	No	
			2.3	Elect Director Christoph Franz	Mgmt	For	No	
			2.4	Elect Director William N. Anderson	Mgmt	For	No	
			2.5	Elect Director James H. Sabry	Mgmt	For	No	
			3	Appoint Statutory Auditor Ohashi, Yoshiaki	Mgmt	For	No	

Issuer Name	Meeting Date	Meeting Type	Proposal Number	Proposal Text	Proponent	Vote Instruction	Against Mgmt	Voter Rationale			
SGS SA	23/03/2021	Annual	1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	No				
			1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	No				
			2	Approve Discharge of Board and Senior Management	Mgmt	For	No				
			3	Approve Allocation of Income and Dividends of CHF 80.00 per Share	Mgmt	For	No				
			4.1a	Reelect Calvin Grieder as Director	Mgmt	For	No				
			4.1b	Reelect Sami Atiya as Director	Mgmt	For	No				
			4.1c	Reelect Paul Desmarais as Director	Mgmt	For	No				
			4.1d	Reelect Ian Gallienne as Director	Mgmt	For	No				
			4.1e	Reelect Shelby du Pasquier as Director	Mgmt	For	No				
			4.1f	Reelect Kory Sorenson as Director	Mgmt	For	No				
			4.1g	Reelect Tobias Hartmann as Director	Mgmt	For	No				
			4.1h	Elect Janet Vergis as Director	Mgmt	For	No				
			4.2	Reelect Calvin Grieder as Board Chairman	Mgmt	For	No				
			4.3.1	Reappoint Ian Gallienne as Member of the Compensation Committee	Mgmt	For	No				
			4.3.2	Reappoint Shelby du Pasquier as Member of the Compensation Committee	Mgmt	For	No				
			4.3.3	Reappoint Kory Sorenson as Member of the Compensation Committee	Mgmt	For	No				
			4.4	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	No				
			4.5	Designate Jeandin & Defacqz as Independent Proxy	Mgmt	For	No				
			5.1	Approve Remuneration of Directors in the Amount of CHF 2.3 Million	Mgmt	For	No				
			5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 14 Million	Mgmt	For	No				
			5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 3.1 Million	Mgmt	For	No				
			5.4	Approve Long Term Incentive Plan for Executive Committee in the Amount of CHF 26 Million	Mgmt	For	No				
			6	Approve CHF 70,700 Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	No				
			7	Approve Creation of CHF 500,000 Pool of Capital without Preemptive Rights	Mgmt	For	No				
			8	Transact Other Business (Voting)	Mgmt	Abstain	Yes	"Ad hoc" items - Potential proposals not known prior to meeting			
			Wal-Mart de Mexico SAB de CV	23/03/2021	Annual	1a	Approve Report of Audit and Corporate Practices Committees	Mgmt	For	No	
						1b	Approve CEO's Report and Board Opinion on CEO's Report	Mgmt	For	No	
						1c	Approve Board of Directors' Report	Mgmt	For	No	
2	Approve Consolidated Financial Statements	Mgmt				For	No				
3	Approve Allocation of Income and Dividends of MXN 1.63 Per Share	Mgmt				For	No				
4	Approve Report and Resolutions Re: Employee Stock Purchase Plan	Mgmt				For	No				
5	Approve Report on Share Repurchase Reserves	Mgmt				For	No				
6a1	Elect or Ratify Enrique Ostale as Director	Mgmt				For	No				
6a2	Elect or Ratify Richard Mayfield as Director	Mgmt				For	No				
6a3	Elect or Ratify Amanda Whalen as Director	Mgmt				For	No				
6a4	Elect or Ratify Tom Ward as Director	Mgmt				For	No				
6a5	Elect or Ratify Kirsten Evans as Director	Mgmt				For	No				
6a6	Elect or Ratify Guilherme Loureiro as Director	Mgmt				For	No				
6a7	Elect or Ratify Adolfo Cerezo as Director	Mgmt				For	No				
6a8	Elect or Ratify Blanca Trevino as Director	Mgmt				For	No				
6a9	Elect or Ratify Roberto Newell as Director	Mgmt				For	No				
6a10	Elect or Ratify Ernesto Cervera as Director	Mgmt				For	No				
6a11	Elect or Ratify Eric Perez Grovas as Director	Mgmt				For	No				
6b1	Elect or Ratify Adolfo Cerezo as Chairman of Audit and Corporate Practices Committees	Mgmt				For	No				
6b2	Approve Discharge of Board of Directors and Officers	Mgmt				For	No				
6b3	Approve Directors and Officers Liability	Mgmt				For	No				

Issuer Name	Meeting Date	Meeting Type	Proposal Number	Proposal Text	Proponent	Vote Instruction	Against Mgmt	Voter Rationale
			6c1	Approve Remuneration of Board Chairman	Mgmt	For	No	
			6c2	Approve Remuneration of Director	Mgmt	For	No	
			6c3	Approve Remuneration of Chairman of Audit and Corporate Practices Committees	Mgmt	For	No	
			6c4	Approve Remuneration of Member of Audit and Corporate Practices Committees	Mgmt	For	No	
			7	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	No	
Hyundai Mobis Co., Ltd.	24/03/2021	Annual	1	Approve Financial Statements	Mgmt	For	No	
			2	Approve Appropriation of Income	Mgmt	For	No	
			3.1	Elect Kim Dae Soo as Outside Director	Mgmt	For	No	
			3.2	Elect Cho Sung Hwan as Inside Director	Mgmt	For	No	
			3.3	Elect Bae Hyungkeun as Inside Director	Mgmt	For	No	
			3.4	Elect Ko Young-seok as Inside Director	Mgmt	For	No	
			4	Elect Kim Dae Soo as a Member of Audit Committee	Mgmt	For	No	
			5	Elect Kang Jin-ah as Outside Director to Serve as an Audit Committee Member	Mgmt	For	No	
			6.1	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	No	
			6.2	Approve Terms of Retirement Pay	Mgmt	For	No	
			7	Amend Articles of Incorporation	Mgmt	For	No	
NAVER Corp.	24/03/2021	Annual	1	Approve Financial Statements and Allocation of Income	Mgmt	For	No	
			2.1	Amend Articles of Incorporation (Company Address)	Mgmt	For	No	
			2.2	Amend Articles of Incorporation (Transfer Agent)	Mgmt	For	No	
			2.3	Amend Articles of Incorporation (Register of Shareholders)	Mgmt	For	No	
			2.4	Amend Articles of Incorporation (Register of Shareholders)	Mgmt	For	No	
			2.5	Amend Articles of Incorporation (Directors' Term of Office)	Mgmt	For	No	
			3	Elect Choi In-hyuk as Inside Director	Mgmt	For	No	
			4	Elect Lee In-moo as Outside Director to Serve as an Audit Committee Member	Mgmt	For	No	
			5	Elect Lee Geon-hyeok as Outside Director	Mgmt	For	No	
			6	Elect Lee Geon-hyeok as a Member of Audit Committee	Mgmt	For	No	
			7	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	No	
			8	Approve Stock Option Grants	Mgmt	For	No	
			9	Approve Stock Option Grants	Mgmt	For	No	
Givaudan SA	25/03/2021	Annual	1	Accept Financial Statements and Statutory Reports	Mgmt	For	No	
			2	Approve Remuneration Report	Mgmt	For	No	
			3	Approve Allocation of Income and Dividends of CHF 64 per Share	Mgmt	For	No	
			4	Approve Discharge of Board of Directors	Mgmt	For	No	
			5.1.1	Reelect Victor Balli as Director	Mgmt	For	No	
			5.1.2	Reelect Werner Bauer as Director	Mgmt	For	No	
			5.1.3	Reelect Lilian Biner as Director	Mgmt	For	No	
			5.1.4	Reelect Michael Carlos as Director	Mgmt	For	No	
			5.1.5	Reelect Ingrid Deltenre as Director	Mgmt	For	No	
			5.1.6	Reelect Olivier Filliol as Director	Mgmt	For	No	
			5.1.7	Reelect Sophie Gasperment as Director	Mgmt	For	No	
			5.1.8	Reelect Calvin Grieder as Director and Board Chairman	Mgmt	For	No	
			5.2.1	Reappoint Werner Bauer as Member of the Compensation Committee	Mgmt	For	No	
			5.2.2	Reappoint Ingrid Deltenre as Member of the Compensation Committee	Mgmt	For	No	
			5.2.3	Reappoint Victor Balli as Member of the Compensation Committee	Mgmt	For	No	
			5.3	Designate Manuel Isler as Independent Proxy	Mgmt	For	No	
			5.4	Ratify Deloitte AG as Auditors	Mgmt	For	No	
			6.1	Approve Remuneration of Directors in the Amount of CHF 3.3 Million	Mgmt	For	No	

Issuer Name	Meeting Date	Meeting Type	Proposal Number	Proposal Text	Proponent	Vote Instruction	Against Mgmt	Voter Rationale
			6.2.1	Approve Short Term Variable Remuneration of Executive Committee in the Amount of CHF 4.8 Million	Mgmt	For	No	
			6.2.2	Approve Fixed and Long Term Variable Remuneration of Executive Committee in the Amount of CHF 15.4 Million	Mgmt	For	No	
			7	Transact Other Business (Voting)	Mgmt	Abstain	Yes	"Ad hoc" items - Potential proposals not known prior to meeting
Koh Young Technology, Inc.	25/03/2021	Annual	1	Approve Financial Statements and Allocation of Income	Mgmt	For	No	
			2.1	Amend Articles of Incorporation (Stock Split)	Mgmt	For	No	
			2.2	Amend Articles of Incorporation (Others)	Mgmt	For	No	
			3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	No	
			4	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	No	
Novo Nordisk A/S	25/03/2021	Annual	2	Accept Financial Statements and Statutory Reports	Mgmt	For	No	
			3	Approve Allocation of Income and Dividends of DKK 5.85 Per Share	Mgmt	For	No	
			4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	No	
			5.1	Approve Remuneration of Directors for 2020 in the Aggregate Amount of DKK 17 Million	Mgmt	For	No	
			5.2	Approve Remuneration of Directors for 2021 in the Amount of DKK 2.2 Million for the Chairman, DKK 1.47 Million for the Vice Chairman, and DKK 736,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	No	
			6.1	Reelect Helge Lund as Director and Board Chairman	Mgmt	For	No	
			6.2	Reelect Jeppe Christiansen as Director and Vice Chairman	Mgmt	For	No	
			6.3a	Reelect Laurence Debroux as Director	Mgmt	For	No	
			6.3b	Reelect Andreas Fibig as Director	Mgmt	For	No	
			6.3c	Reelect Sylvie Gregoire as Director	Mgmt	For	No	
			6.3d	Reelect Kasim Kutay as Director	Mgmt	For	No	
			6.3e	Reelect Martin Mackay as Director	Mgmt	For	No	
			6.3f	Elect Henrik Poulsen as New Director	Mgmt	For	No	
			7	Ratify Deloitte as Auditors	Mgmt	For	No	
			8.1	Approve DKK 8 Million Reduction in Share Capital via B Share Cancellation	Mgmt	For	No	
			8.2	Authorize Share Repurchase Program	Mgmt	For	No	
			8.3a	Amend Articles Re: Delete Authorization to Increase Share Capital	Mgmt	For	No	
			8.3b	Approve Creation of DKK 46.2 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 46.2 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 46.2 Million	Mgmt	For	No	
			8.4a	Approve Indemnification of Members of the Board of Directors	Mgmt	For	No	
			8.4b	Approve Indemnification of Members of Executive Management	Mgmt	For	No	
			8.5	Amend Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	No	
			8.6a	Allow Shareholder Meetings to be Held Partially or Fully by Electronic Means	Mgmt	For	No	
			8.6b	Allow Electronic Distribution of Company Communication	Mgmt	For	No	
			8.6c	Amend Articles Re: Differentiation of Votes	Mgmt	For	No	
			8.7	Initiate Plan for Changed Ownership	SH	Against	No	
Ping An Insurance (Group) Company of China,	25/03/2021	Annual	1	Approve 2020 Report of the Board of Directors	Mgmt	For	No	
			2	Approve 2020 Report of the Supervisory Committee	Mgmt	For	No	
			3	Approve 2020 Annual Report and Its Summary	Mgmt	For	No	
			4	Approve 2020 Financial Statements and Statutory Reports	Mgmt	For	No	
			5	Approve 2020 Profit Distribution Plan and Distribution of Final Dividends	Mgmt	For	No	

Issuer Name	Meeting Date	Meeting Type	Proposal Number	Proposal Text	Proponent	Vote Instruction	Against Mgmt	Voter Rationale
			6	Approve Ernst & Young Hua Ming LLP as PRC Auditor and Ernst & Young as International Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	No	
			7	Approve 2020 Performance Evaluation Report of Independent Non-Executive Directors	Mgmt	For	No	
			8.01	Elect Ma Mingzhe as Director	Mgmt	For	No	
			8.02	Elect Xie Yonglin as Director	Mgmt	For	No	
			8.03	Elect Tan Sin Yin as Director	Mgmt	For	No	
			8.04	Elect Yao Jason Bo as Director	Mgmt	For	No	
			8.05	Elect Cai Fangfang as Director	Mgmt	For	No	
			8.06	Elect Soopakij Chearavanont as Director	Mgmt	For	No	
			8.07	Elect Yang Xiaoping as Director	Mgmt	For	No	
			8.08	Elect Wang Yongjian as Director	Mgmt	For	No	
			8.09	Elect Huang Wei as Director	Mgmt	For	No	
			8.10	Elect Ouyang Hui as Director	Mgmt	For	No	
			8.11	Elect Ng Sing Yip as Director	Mgmt	For	No	
			8.12	Elect Chu Yiyun as Director	Mgmt	For	No	
			8.13	Elect Liu Hong as Director	Mgmt	For	No	
			8.14	Elect Jin Li as Director	Mgmt	For	No	
			8.15	Elect Ng Kong Ping Albert as Director	Mgmt	For	No	
			9.01	Elect Gu Liji as Supervisor	Mgmt	For	No	
			9.02	Elect Huang Baokui as Supervisor	Mgmt	For	No	
			9.03	Elect Zhang Wangjin as Supervisor	Mgmt	For	No	
			10	Approve Issuance of Debt Financing Instruments	Mgmt	For	No	
			11	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for H Shares	Mgmt	For	No	
			12	Amend Articles of Association	Mgmt	For	No	
Kao Corp.	26/03/2021	Annual	1	Approve Allocation of Income, with a Final Dividend of JPY 70	Mgmt	For	No	
			2.1	Elect Director Sawada, Michitaka	Mgmt	For	No	
			2.2	Elect Director Hasebe, Yoshihiro	Mgmt	For	No	
			2.3	Elect Director Takeuchi, Toshiaki	Mgmt	For	No	
			2.4	Elect Director Matsuda, Tomoharu	Mgmt	For	No	
			2.5	Elect Director Kadonaga, Sonosuke	Mgmt	For	No	
			2.6	Elect Director Shinobe, Osamu	Mgmt	For	No	
			2.7	Elect Director Mukai, Chiaki	Mgmt	For	No	
			2.8	Elect Director Hayashi, Nobuhide	Mgmt	For	No	
			3.1	Appoint Statutory Auditor Kawashima, Sadanao	Mgmt	For	No	
			3.2	Appoint Statutory Auditor Amano, Hideki	Mgmt	For	No	
			4	Approve Trust-Type Equity Compensation Plan	Mgmt	For	No	
BELIMO Holding AG	29/03/2021	Annual	1	Accept Financial Statements and Statutory Reports	Mgmt	For	No	
			2	Approve Allocation of Income and Dividends of CHF 150 per Share	Mgmt	For	No	
			3	Approve Remuneration Report (Non-Binding)	Mgmt	For	No	
			4	Approve Discharge of Board of Directors	Mgmt	For	No	
			5.1	Approve Fixed Remuneration of Directors in the Amount of CHF 970,000	Mgmt	For	No	
			5.2	Approve Fixed and Variable Remuneration of Executive Committee in the Amount of CHF 5.9 Million	Mgmt	For	No	
			6.1.1	Reelect Adrian Altenburger as Director	Mgmt	For	No	
			6.1.2	Reelect Patrick Burkhalter as Director	Mgmt	For	No	
			6.1.3	Reelect Sandra Emme as Director	Mgmt	For	No	
			6.1.4	Reelect Urban Linsi as Director	Mgmt	For	No	
			6.1.5	Reelect Stefan Ranstrand as Director	Mgmt	For	No	
			6.1.6	Reelect Martin Zwysig as Director	Mgmt	For	No	
			6.2.1	Reelect Patrick Burkhalter as Board Chairman	Mgmt	For	No	
			6.2.2	Reelect Martin Zwysig as Deputy Chairman	Mgmt	For	No	
			6.3.1	Reappoint Sandra Emme as Member of the Compensation Committee	Mgmt	For	No	

Issuer Name	Meeting Date	Meeting Type	Proposal Number	Proposal Text	Proponent	Vote Instruction	Against Mgmt	Voter Rationale
			6.3.2	Reappoint Adrian Altenburger as Member of the Compensation Committee	Mgmt	For	No	
			6.3.3	Appoint Urban Linsi as Member of the Compensation Committee	Mgmt	For	No	
			6.4	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	No	
			6.5	Ratify KPMG AG as Auditors	Mgmt	For	No	
			7	Approve 1:20 Stock Split	Mgmt	For	No	
			8	Transact Other Business (Voting)	Mgmt	Abstain	Yes	"Ad hoc" items - Potential proposals not known prior to meeting
Pigeon Corp.	30/03/2021	Annual	1	Approve Allocation of Income, with a Final Dividend of JPY 36	Mgmt	For	No	
			2	Appoint Statutory Auditor Nishimoto, Hiroshi	Mgmt	For	No	
			3	Appoint Alternate Statutory Auditor Noda, Hiroko	Mgmt	For	No	

WALTER SCOTT & PARTNERS LIMITED, ONE CHARLOTTE SQUARE, EDINBURGH EH2 4DR
TEL: +44 (0)131 225 1357 · FAX: +44 (0)131 225 7997
WWW.WALTERSCOTT.COM

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FCA Head Office: 12 Endeavour Square, London E20 1JN · www.fca.org.uk