

Appendix 1: Detailed voting record January-March 2021

| Company | Date | Ballot # | Proposal | Vote | Rationale |
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| Smurfit Kappa Group Plc | 5 February | 1 | Approve Migration of the Migrating Shares to Euroclear Bank's Central Securities Depository | For | No concerns |
| | | 2 | Adopt New Articles of Association | For | No concerns |
| | | 3 | Authorise Company to Take All Actions to Implement the Migration | For | No concerns |
| Kingspan Group Plc | 12 February | 1 | Approve Migration of the Migrating Shares to Euroclear Bank's Central Securities Depository | For | No concerns |
| | | 2 | Adopt New Articles of Association | For | No concerns |
| | | 3 | Authorise Company to Take All Actions to Implement the Migration | For | No concerns |
| Infineon Technologies AG | 25 February | 1 | Receive Financial Statements and Statutory Reports for Fiscal 2020 (Non-Voting) | | |
| | | 2 | Approve Allocation of Income and Dividends of EUR 0.22 per Share | For | No concerns |
| | | 3.1 | Approve Discharge of Management Board Member Reinhard Ploss for Fiscal 2020 | For | No concerns |
| | | 3.2 | Approve Discharge of Management Board Member Helmut Gassel for Fiscal 2020 | For | No concerns |
| | | 3.3 | Approve Discharge of Management Board Member Jochen Hanebeck for Fiscal 2020 | For | No concerns |
| | | 3.4 | Approve Discharge of Management Board Member Sven Schneider for Fiscal 2020 | For | No concerns |
| | | 4.1 | Approve Discharge of Supervisory Board Member Wolfgang Eder for Fiscal 2020 | Against | Director terms are longer than two years. |
| | | 4.2 | Approve Discharge of Supervisory Board Member Peter Bauer (until Feb. 20, 2020) for Fiscal 2020 | For | No concerns |

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| | | 4.3 | Approve Discharge of Supervisory Board Member Xiaoqun Clever (from Feb. 20, 2020) for Fiscal 2020 | Against | We consider any Director with more than three board seats to be “overboarded” and will vote against their re-election. |
| | | 4.4 | Approve Discharge of Supervisory Board Member Johann Dechant for Fiscal 2020 | For | No concerns |
| | | 4.5 | Approve Discharge of Supervisory Board Member Herbert Diess (until Feb. 20, 2020) for Fiscal 2020 | For | No concerns |
| | | 4.6 | Approve Discharge of Supervisory Board Member Friedrich Eichiner (from Feb. 20, 2020) for Fiscal 2020 | For | No concerns |
| | | 4.7 | Approve Discharge of Supervisory Board Member Annette Engelfried for Fiscal 2020 | For | No concerns |
| | | 4.8 | Approve Discharge of Supervisory Board Member Peter Gruber for Fiscal 2020 | For | No concerns |
| | | 4.9 | Approve Discharge of Supervisory Board Member Gerhard Hobbach (until Feb. 20, 2020) for Fiscal 2020 | For | No concerns |
| | | 4.10 | Approve Discharge of Supervisory Board Member Hans-Ulrich Holdenried for Fiscal 2020 | For | No concerns |
| | | 4.11 | Approve Discharge of Supervisory Board Member Renate Koecher (until Feb. 20, 2020) for Fiscal 2020 | For | No concerns |
| | | 4.12 | Approve Discharge of Supervisory Board Member Susanne Lachenmann for Fiscal 2020 | For | No concerns |
| | | 4.13 | Approve Discharge of Supervisory Board Member Geraldine Picaud for Fiscal 2020 | For | No concerns |
| | | 4.14 | Approve Discharge of Supervisory Board Member Manfred Puffer for Fiscal 2020 | For | No concerns |
| | | 4.15 | Approve Discharge of Supervisory Board Member Melanie Riedl (from Feb. 20, 2020) for Fiscal 2020 | For | No concerns |

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| | | 4.16 | Approve Discharge of Supervisory Board Member Kerstin Schulzendorf for Fiscal 2020 | For | No concerns |
| | | 4.17 | Approve Discharge of Supervisory Board Member Juergen Scholz for Fiscal 2020 | For | No concerns |
| | | 4.18 | Approve Discharge of Supervisory Board Member Ulrich Spiesshofer (from Feb. 20, 2020) for Fiscal 2020 | For | No concerns |
| | | 4.19 | Approve Discharge of Supervisory Board Member Margret Suckale (from Feb. 20, 2020) for Fiscal 2020 | For | No concerns |
| | | 4.20 | Approve Discharge of Supervisory Board Member Eckart Suenner (until Feb. 20, 2020) for Fiscal 2020 | For | No concerns |
| | | 4.21 | Approve Discharge of Supervisory Board Member Diana Vitale for Fiscal 2020 | For | No concerns |
| | | 5 | Ratify KPMG AG as Auditors for Fiscal 2021 | Against | Excessive tenure means we do not view the auditor as independent. |
| | | 6 | Approve Remuneration Policy | For | No concerns |
| | | 7 | Approve Remuneration of Supervisory Board | For | No concerns |
| | | 8 | Approve Creation of EUR 30 Million Pool of Capital for Employee Stock Purchase Plan | For | No concerns |
| | | 9 | Amend Articles Re: Information for Registration in the Share Register | For | No concerns |
| | | 10 | Amend Articles Re: Supervisory Board's Rules of Procedure | For | No concerns |
| TE Connectivity Ltd. | 10 March | 1a | Elect Director Pierre R. Brondeau | Against | Vote against Chair of Nominations Committee due to lack of Board-level gender diversity. |
| | | 1b | Elect Director Terrence R. Curtin | For | No concerns |
| | | 1c | Elect Director Carol A. (John) Davidson | For | No concerns |
| | | 1d | Elect Director Lynn A. Dugle | For | No concerns |
| | | 1e | Elect Director William A. Jeffrey | For | No concerns |
| | | 1f | Elect Director David M. Kerko *Withdrawn Resolution* | | No concerns |

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| | 1g | Elect Director Thomas J. Lynch | Against | Vote against Chair of board where there is no board member with specific responsibility for sustainability |
| | 1h | Elect Director Heath A. Mitts | For | No concerns |
| | 1i | Elect Director Yong Nam | For | No concerns |
| | 1j | Elect Director Daniel J. Phelan | For | No concerns |
| | 1k | Elect Director Abhijit Y. Talwalkar | Against | We consider any Director with more than three board seats to be “overboarded” and will vote against their re-election. |
| | 1l | Elect Director Mark C. Trudeau | For | No concerns |
| | 1m | Elect Director Dawn C. Willoughby | For | No concerns |
| | 1n | Elect Director Laura H. Wright | For | No concerns |
| | 2 | Elect Board Chairman Thomas J. Lynch | For | See vote 1g |
| | 3a | Elect Daniel J. Phelan as Member of Management Development and Compensation Committee | For | No concerns |
| | 3b | Elect Abhijit Y. Talwalkar as Member of Management Development and Compensation Committee | For | No concerns |
| | 3c | Elect Mark C. Trudeau as Member of Management Development and Compensation Committee | For | No concerns |
| | 3d | Elect Dawn C. Willoughby as Member of Management Development and Compensation Committee | For | No concerns |
| | 4 | Designate Rene Schwarzenbach as Independent Proxy | For | No concerns |
| | 5.1 | Accept Annual Report for Fiscal Year Ended September 25, 2020 | For | No concerns |
| | 5.2 | Accept Statutory Financial Statements for Fiscal Year Ended September 25, 2020 | For | No concerns |
| | 5.3 | Approve Consolidated Financial Statements for Fiscal Year Ended September 25, 2020 | For | No concerns |
| | 6 | Approve Discharge of Board and Senior Management | For | No concerns |
| | 7.1 | Ratify Deloitte & Touche LLP as Independent Registered Public Accounting Firm for Fiscal Year 2021 | Against | Excessive tenure means we do not view the auditor as independent. |

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| | | 7.2 | Ratify Deloitte AG as Swiss Registered Auditors | For | No concerns |
| | | 7.3 | Ratify PricewaterhouseCoopers AG as Special Auditors | For | No concerns |
| | | 8 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against | Inadequate remuneration incentive linked to ESG criteria and we view the executive's remuneration as being excessive. |
| | | 9 | Approve the Increase in Maximum Aggregate Remuneration of Executive Management | For | No concerns |
| | | 10 | Approve Maximum Aggregate Remuneration of Board of Directors | For | No concerns |
| | | 11 | Approve Allocation of Available Earnings at September 25, 2020 | For | No concerns |
| | | 12 | Approve Declaration of Dividend | For | No concerns |
| | | 13 | Approve Reduction in Share Capital via Cancellation of Shares | For | No concerns |
| | | 14 | Amend Non-Qualified Employee Stock Purchase Plan | For | No concerns |
| | | 15 | Amend Omnibus Stock Plan | For | No concerns |
| | | 16 | Adjourn Meeting | For | No concerns |
| The Cooper Companies Inc. | 17 March | 1.1 | Elect Director Colleen E. Jay | For | No concerns |
| | | 1.2 | Elect Director William A. Kozy | For | No concerns |
| | | 1.3 | Elect Director Jody S. Lindell | For | No concerns |
| | | 1.4 | Elect Director Teresa S. Madden | For | No concerns |
| | | 1.5 | Elect Director Gary S. Petersmeyer | For | No concerns |
| | | 1.6 | Elect Director Robert S. Weiss | For | No concerns |
| | | 1.7 | Elect Director Albert G. White, III | For | No concerns |
| | | 2 | Ratify KPMG LLP as Auditors | Against | KPMG is auditor since 1982. Excessive tenure means we do not view the auditor as independent. |
| | | 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against | At >\$10m and >200x the employee median, we view the executive's remuneration as being excessive. |
| Agilent Technologies Inc. | 17 March | 1.1 | Elect Director Mala Anand | For | No concerns |
| | | 1.2 | Elect Director Koh Boon Hwee | Against | We consider any Director with more than three board seats to be "overboarded" and will vote against their re-election. Agilent also has a 'staggered' Board and |

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| | | | | | so we have voted against Boon Hwee Koh as the Chairperson of the Nominations Committee. There is also no designated Board member with responsibility for sustainability (or equivalent). We've voted against the Chairperson of the Board on this basis. |
| | | 1.3 | Elect Director Michael R. McMullen | For | No concerns |
| | | 1.4 | Elect Director Daniel K. Podolsky | For | No concerns |
| | | 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Against | We consider the CEO's compensation to be excessive at over US\$10m and with a long-term incentive plan that is over 800% of base salary. |
| | | 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Against | PwC has been the auditor since 1999 and consequently we voted against their reappointment. |
| Horiba Ltd. | 27 March | 1.1 | Elect Director Horiba, Atsushi | Against | Vote against the Chairman as the company has not set adequate carbon reduction targets. Furthermore, there is no board member with specific responsibility for sustainability and the Board continues to exhibit very poor gender diversity. |
| | | 1.2 | Elect Director Saito, Juichi | For | No concerns |
| | | 1.3 | Elect Director Adachi, Masayuki | Against | Vote against the Company President as the company has not set adequate carbon reduction targets. Furthermore, there is no board member with specific responsibility for sustainability and the Board continues to exhibit very poor gender diversity. |
| | | 1.4 | Elect Director Okawa, Masao | For | No concerns |
| | | 1.5 | Elect Director Nagano, Takashi | For | No concerns |
| | | 1.6 | Elect Director Takeuchi, Sawako | For | No concerns |
| | | 1.7 | Elect Director Toyama, Haruyuki | For | No concerns |
| | | 1.8 | Elect Director Matsuda, Fumihiko | For | No concerns |