

Appendix 1: Detailed voting record July-September 2021

Company	Date	Ballot #	Proposal	Vote	Rationale
ICON plc	20/07/2021	1.1	Elect Director Ciaran Murray	For	No concerns
		1.2	Elect Director Joan Garahy	For	No concerns
		1.3	Elect Director Eugene McCague	Against	Director terms are longer than two years.
		2.1	Elect Director Colin Shannon	For	No concerns
		2.2	Elect Director Linda Grais	For	No concerns
		3	Accept Financial Statements and Statutory Reports	For	No concerns
		4	Authorize Board to Fix Remuneration of Auditors	Against	Excessive tenure means we do not view the auditor as independent.
		5	Authorize Issue of Equity	For	No concerns
		6	Authorize Issue of Equity without Pre-emptive Rights	For	No concerns
		7	Authorize Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	No concerns
		8	Authorize Share Repurchase Program	For	No concerns
		9	Approve the Price Range for the Reissuance of Shares	For	No concerns
		Advanced Drainage Systems, Inc.	22/07/2021	1a	Elect Director Anesa T. Chaibi
1b	Elect Director Robert M. Eversole			For	No concerns
1c	Elect Director Alexander R. Fischer			Against	Vote against Chair of Nominations Committee due to lack of Board-level gender diversity.
1d	Elect Director M.A. (Mark) Haney			For	No concerns
1e	Elect Director Anil Seetharam			For	No concerns
2	Advisory Vote to Ratify Named Executive Officers' Compensation			Against	We view the executive's remuneration as being excessive.
3	Ratify Deloitte & Touche LLP as Auditors			Against	Excessive tenure means we do not view the auditor as independent.
4	Amend Omnibus Stock Plan			For	No concerns
Linde Plc	26/07/2021	1a	Elect Director Wolfgang H. Reitzle	For	No concerns
		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	Against	Auditor in place since 1992 - Vote against Chair of 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	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Total comp exceeding our absolute limit of \$10m by more than the double
		4	Approve Remuneration Policy	Against	Excessive pay for the CEO and for NEDs
		5	Approve Remuneration Report	Against	Excessive pay for CEO
6	Approve Omnibus Stock Plan	For	No concerns		
7	Determine Price Range for Reissuance of Treasury Shares	For	No concerns		
STERIS plc	29/07/2021	1a	Elect Director Richard C. Breeden	Against	Director is not independent and there are an insufficient number of independent Board Directors.
		1b	Elect Director Daniel A. Carestio	For	No concerns
		1c	Elect Director Cynthia L. Feldmann	Against	Director is not independent and there are an insufficient number of independent Board Directors.
		1d	Elect Director Christopher S. Holland	For	No concerns

			1- Director is not independent and there are an insufficient number of independent Board Directors. 2- Vote against as Director has too many board-level commitments. 3- Vote against Chair of Nominations Committee due to lack of Board-level gender diversity.
1e	Elect Director Jacqueline B. Kosecoff	Against	
1f	Elect Director Paul E. Martin	For	No concerns
1g	Elect Director Nirav R. Shah	For	No concerns
			1- Director is not independent and there are an insufficient number of independent Board Directors. 2- Inadequate carbon reduction targets. 3- Vote against Board Chair when any board committee does not consist of a majority of independent directors 4- Vote against Chair of board where there is no board member with specific responsibility for sustainability
1h	Elect Director Mohsen M. Sohi	Against	
1i	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	Against	Excessive tenure means we do not view the auditor as independent.
4	Authorize Board to Fix Remuneration of Auditors	For	No concerns
			1- Vote against Remuneration Report due to lack of ESG criteria 2- We view the executive's remuneration as being excessive.
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	