Howarth Timber Group Retirement and Death Benefits Plan

Implementation Statement

Introduction

This Implementation Statement covers the period 6 April 2021 to 5 April 2022 and has been prepared by the Trustees of the Howarth Timber Group Retirement and Death Benefits Plan (the "Plan") to set out:

- How the Trustees' policies on stewardship and engagement have been followed.
- The voting behaviour of the Trustees, or that undertaken on their behalf.

Statement of Investment Principles ("SIP")

The Trustees' policies on stewardship and engagement are included in the Plan's SIP, which is available on request. The SIP has been reviewed by the Trustees during the period.

How voting and engagement policies have been followed

The Plan invests entirely in pooled funds, and as such delegates responsibility for carrying out voting and engagement activities to the Plan's fund managers. The Trustees have taken into consideration the Financial Reporting Council's UK Stewardship Code. However, the Trustees cannot usually directly influence the managers' policies on the exercise of investment rights where the Trustees hold assets in pooled funds. This is due to the nature of these investments. The Trustees receive reporting on the voting and engagement policies of the fund managers and consider these as part of manager appointment and review processes.

The Trustees believe that Environmental, Social and Governance ("ESG") factors are financially material – that is, they have the potential to impact the value of the investments from time to time.

The Trustees consider it to be part of their investment managers' roles to assess and monitor how the companies in which they are investing are managing developments in ESG related issues, and in particular climate risk, across the relevant parts of the capital structure for each of the companies in which the managers invest on behalf of the Plan.

The Trustees have received information from the Investment managers on their voting behaviours, stewardship and engagement activities during the period of this Implementation Statement. Information provided can be accessed from the Company's website.

The Trustees were satisfied that the managers' policies were reasonable and no further remedial action was required during the period. Having reviewed the above in accordance with their policies, the Trustees are comfortable the actions of the investment managers are in alignment with the Plan's stewardship policies.

Data limitations

Where information is not included in this statement, it has been requested but has not been provided in a useable format or at all by the investment manager. The Trustees are in discussion with the managers around how this data will be provided for future statements.

Statement of compliance with Regulations

Over the period, the Trustees are pleased to report that they have in their opinion adhered to the policies set out in their SIP and have complied with the Regulations.

Board Statistics Report

Parameters Used: Location(s): All locations Account Group(s): All account groups Institution Account(s): Vontobel India Fund, Vontobel FCP - SIF - Global Equity Custodian Account(s): All custodian accounts Reporting Period: 07/01/2021 to 06/30/2022

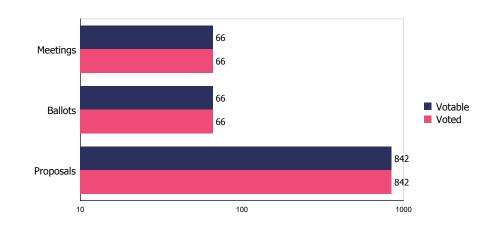
Meeting Overview

Category	Number	Percentage
Number of votable meetings	66	
Number of meetings voted	66	100.00%
Number of meetings with at least 1 vote Against, Withhold or Abstain	35	53.03%

Ballot Overview

Category	Number	Percentage
Number of votable ballots	66	
Number of ballots voted	66	100.00%

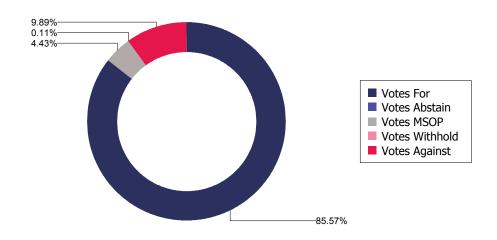
Voting Statistics



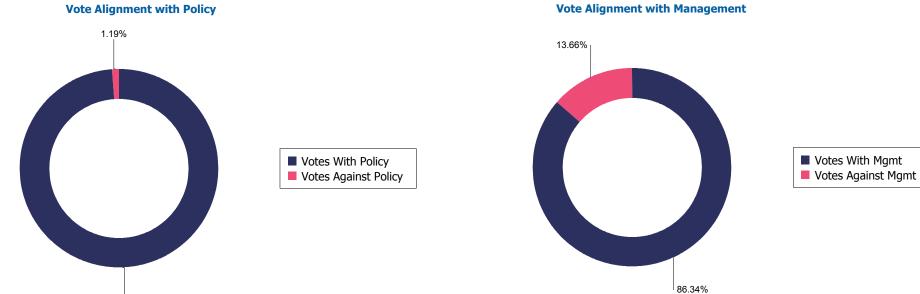
Proposal Overview

Category	Number	Percentage
Number of votable items	842	
Number of items voted	842	100.00%
Number of votes FOR	753	89.43%
Number of votes AGAINST	87	10.33%
Number of votes ABSTAIN	0	0.00%
Number of votes WITHHOLD	1	0.12%
Number of votes on MSOP	39	4.63%
Number of votes One Year	1	0.12%
Number of votes Two Years	0	0.00%
Number of votes Three Years	0	0.00%
Number of votes With Policy	832	98.81%
Number of votes Against Policy	10	1.19%
Number of votes With Mgmt	727	86.34%
Number of votes Against Mgmt	115	13.66%
Number of votes on Shareholder Proposals	44	5.23%

Vote Cast Statistics



Note: Instructions of Do Not Vote are not considered voted, and in cases of different votes submitted across ballots for a given meeting, votes cast are distinctly counted by type per proposal where total votes submitted by type may be higher than unique proposals voted.

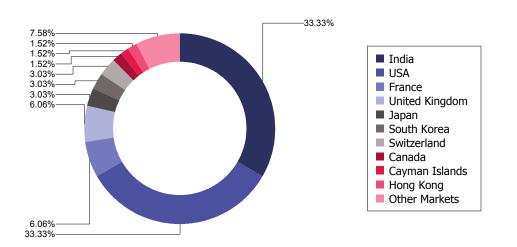


Market Breakdown

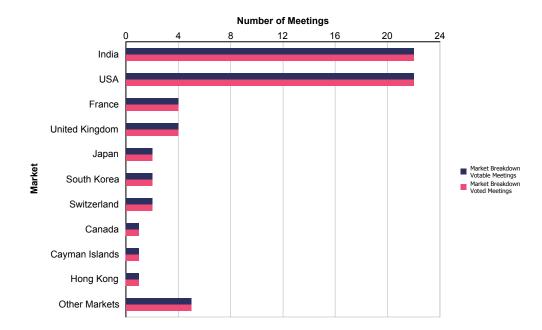
Market	Votable Meetings	Voted Meetings	Percentage
India	22	22	100.00%
USA	22	22	100.00%
France	4	4	100.00%
United Kingdom	4	4	100.00%
Japan	2	2	100.00%
South Korea	2	2	100.00%
Switzerland	2	2	100.00%
Canada	1	1	100.00%
Cayman Islands	1	1	100.00%
Hong Kong	1	1	100.00%
Ireland	1	1	100.00%
Luxembourg	1	1	100.00%
Mexico	1	1	100.00%
Netherlands	1	1	100.00%
Taiwan	1	1	100.00%

98.81%

Meetings Voted by Market



Market Voting Statistics



Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of Items Voted AGST/ABST/WITHH
Abbott Laboratories	29-Apr-22	USA	Elect Director	Directors Related	Elect Director Robert B. Ford	1
Amazon.com, Inc.	25-May-22	USA	Charitable Contributions	SH-Other/misc.	Report on Charitable Contributions	1
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy of Chairman and CEO	1
Keysight Technologies, Inc.	17-Mar-22	USA	Elect Director	Directors Related	Elect Director Jean M. Nye	1
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	Remuneration-Related	Compensation	Approve Compensation Report of Corporate Officers	1
Microsoft Corporation	30-Nov-21	USA	Elect Director	Directors Related	Elect Director John W. Thompson	1
Eurofins Scientific SE	26-Apr-22	Luxembourg	Elect Director	Directors Related	Reelect Evie Roos as Director	1
Ashtead Group Plc	16-Sep-21	United Kingdom	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Remuneration Report	1
Synopsys, Inc.	12-Apr-22	USA	Elect Director	Directors Related	Elect Director Aart J. de Geus	1
Synopsys, Inc.	12-Apr-22	USA	Elect Director	Directors Related	Elect Director Janice D. Chaffin	1
Alibaba Group Holding Limited	17-Sep-21	Cayman Islands	Elect Director	Directors Related	Elect Director J. Michael Evans	1
Hindustan Unilever Limited	23-Jun-22	India	Elect Director	Directors Related	Reelect Ritesh Tiwari as Director	1
NIKE, Inc.	06-Oct-21	USA	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Advisory Vote to Ratify Named Executive Officers' Compensation	1
Becton, Dickinson and Company	25-Jan-22	USA	Elect Director	Directors Related	Elect Director Christopher Jones	1
Samsung Electronics Co., Ltd.	16-Mar-22	South Korea	Elect Member of Audit Committee	Routine/Business	Elect Kim Jong-hun as a Member of Audit Committee	1
Mastercard Incorporated	21-Jun-22	USA	Charitable Contributions	SH-Other/misc.	Report on Charitable Contributions	1
HCL Technologies Limited	27-Aug-21	India	Approve/Amend Employment Agreements	Non-Salary Comp.	Approve Appointment and Remuneration of C. Vijayakumar as Managing Director with Designation of CEO & Managing Director	1
Hindustan Unilever Limited	23-Jun-22	India	Elect Director	Directors Related	Reelect Dev Bajpai as Director	1
Visa Inc.	25-Jan-22	USA	Elect Director	Directors Related	Elect Director Alfred F. Kelly, Jr.	1
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	Amend Articles/Bylaws/Charter Non-Routine	Routine/Business	Amend Article 16 and 24 of Bylaws Re: Age Limit of CEO and Shareholding Disclosure Thresholds	1
Mastercard Incorporated	21-Jun-22	USA	Political Contributions Disclosure	SH-Other/misc.	Report on Political Contributions	1
Eicher Motors Limited	17-Aug-21	India	Approve Remuneration of Directors and/or Committee Members	Directors Related	Approve Payment of Remuneration of S. Sandilya as Chairman (Non-Executive & Independent Director)	1
Samsung Electronics Co., Ltd.	16-Mar-22	South Korea	Elect Member of Audit Committee	Routine/Business	Elect Kim Han-jo as a Member of Audit Committee	1

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of Items Voted AGST/ABST/WITHH
Wal-Mart de Mexico SAB de CV	07-Apr-22	Mexico	Elect Director	Directors Related	Elect or Ratify Karthik Raghupathy as Director	1
Hindustan Unilever Limited	16-Apr-22	India	Elect Director	Directors Related	Elect Nitin Paranjpe as Director	1
UnitedHealth Group Incorporated	06-Jun-22	USA	Political Contributions Disclosure	SH-Other/misc.	Report on Congruency of Political Spending with Company Values and Priorities	1
Visa Inc.	25-Jan-22	USA	Elect Director	Directors Related	Elect Director Maynard G. Webb, Jr.	1
Eicher Motors Limited	17-Aug-21	India	Approve/Amend Employment Agreements	Non-Salary Comp.	Approve Reappointment and Remuneration of Siddhartha Lal as Managing Director	1
Ashtead Group Plc	16-Sep-21	United Kingdom	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy	1
The Coca-Cola Company	26-Apr-22	USA	Elect Director	Directors Related	Elect Director Maria Elena Lagomasino	1
Adobe Inc.	14-Apr-22	USA	Elect Director	Directors Related	Elect Director Shantanu Narayen	1
Eurofins Scientific SE	26-Apr-22	Luxembourg	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Remuneration Report	1
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	Elect Director	Directors Related	Reelect Bernard Arnault as Director	1
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	Elect Director	Directors Related	Reelect Hubert Vedrine as Director	1
ServiceNow, Inc.	09-Jun-22	USA	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Advisory Vote to Ratify Named Executive Officers' Compensation	1
Adobe Inc.	14-Apr-22	USA	Elect Director	Directors Related	Elect Director Frank Calderoni	1
Power Grid Corporation of India Limited	24-Sep-21	India	Elect Director	Directors Related	Elect Abhay Choudhary as Director	1
Samsung Electronics Co., Ltd.	16-Mar-22	South Korea	Elect Director	Directors Related	Elect Kim Han-jo as Outside Director	1
Nestle SA	07-Apr-22	Switzerland	Other Business	Routine/Business	Transact Other Business (Voting)	1
Heineken NV	21-Apr-22	Netherlands	Elect Supervisory Board Member	Directors Related	Reelect J.A. Fernandez Carbajal to Supervisory Board	1
Mastercard Incorporated	21-Jun-22	USA	Weapons - Related	SH-Health/Environ.	Report on Risks Associated with Sale and Purchase of Ghost Guns	1
Amazon.com, Inc.	25-May-22	USA	Elect Director	Directors Related	Elect Director Jeffrey P. Bezos	1
Amazon.com, Inc.	25-May-22	USA	Elect Director	Directors Related	Elect Director Daniel P. Huttenlocher	1
Wal-Mart de Mexico SAB de CV	07-Apr-22	Mexico	Elect Director	Directors Related	Elect or Ratify Kirsten Evans as Director	1
Nestle SA	07-Apr-22	Switzerland	Elect Director	Directors Related	Reelect Henri de Castries as Director	1
The Coca-Cola Company	26-Apr-22	USA	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Advisory Vote to Ratify Named Executive Officers' Compensation	1

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of Items Voted AGST/ABST/WITHH
Wal-Mart de Mexico SAB de CV	07-Apr-22	Mexico	Elect Director	Directors Related	Elect or Ratify Tom Ward as Director	1
Vulcan Materials Company	13-May-22	USA	Elect Director	Directors Related	Elect Director David P. Steiner	1
The Sherwin-Williams Company	20-Apr-22	USA	Elect Director	Directors Related	Elect Director Richard J. Kramer	1
Amazon.com, Inc.	25-May-22	USA	Elect Director	Directors Related	Elect Director Judith A. McGrath	1
Kobe Bussan Co., Ltd.	27-Jan-22	Japan	Elect Director	Directors Related	Elect Director and Audit Committee Member Tabata, Fusao	1
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Compensation of Bernard Arnault, Chairman and CEO	1
Abbott Laboratories	29-Apr-22	USA	Elect Director	Directors Related	Elect Director William A. Osborn	1
Constellation Software Inc.	05-May-22	Canada	Elect Director	Directors Related	Elect Director John Billowits	1
Alibaba Group Holding Limited	17-Sep-21	Cayman Islands	Elect Director	Directors Related	Elect Director Joseph C. Tsai	1
Wal-Mart de Mexico SAB de CV	07-Apr-22	Mexico	Elect Director	Directors Related	Elect or Ratify Leigh Hopkins as Director	1
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy of Vice-CEO	1
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	Approve Restricted Stock Plan	Non-Salary Comp.	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	1
Alcon Inc.	27-Apr-22	Switzerland	Other Business	Routine/Business	Transact Other Business (Voting)	1
Amazon.com, Inc.	25-May-22	USA	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Advisory Vote to Ratify Named Executive Officers' Compensation	1
Otis Worldwide Corporation	19-May-22	USA	Amend Articles/Bylaws/Charter - Call Special Meetings	SH-Dirs' Related	Amend Governing Documents Regarding Requirements to Call for a Special Meeting	1
Power Grid Corporation of India Limited	24-Sep-21	India	Elect Director	Directors Related	Reelect M. Taj Mukarrum as Director	1
Wal-Mart de Mexico SAB de CV	07-Apr-22	Mexico	Elect Director	Directors Related	Elect or Ratify Blanca Trevino as Director	1
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	Appoint Censor(s)	Routine/Business	Renew Appointment of Yann Arthus-Bertrand as Censor	1
Hindustan Unilever Limited	23-Jun-22	India	Elect Director	Directors Related	Reelect Wilhelmus Uijen as Director	1
Microsoft Corporation	30-Nov-21	USA	Elect Director	Directors Related	Elect Director Satya Nadella	1
Ashtead Group Plc	16-Sep-21	United Kingdom	Elect Director	Directors Related	Re-elect Paul Walker as Director	1
Nestle SA	07-Apr-22	Switzerland	Elect Director	Directors Related	Reelect Paul Bulcke as Director and Board Chairman	1
Tata Consultancy Services Limited	09-Jun-22	India	Elect Director	Directors Related	Reelect N Ganapathy Subramaniam as Director	1
Hindustan Unilever Limited	23-Jun-22	India	Elect Director	Directors Related	Reelect Nitin Paranjpe as Director	1

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of Items Voted AGST/ABST/WITHH
Ashtead Group Plc	16-Sep-21	United Kingdom	Approve Restricted Stock Plan	Non-Salary Comp.	Approve Long-Term Incentive Plan	1
Microsoft Corporation	30-Nov-21	USA	Miscellaneous Proposal Environmental & Social	SH-Social Proposal	Prohibit Sales of Facial Recognition Technology to All Government Entities	1
Power Grid Corporation of India Limited	24-Sep-21	India	Elect Director	Directors Related	Reelect Vinod Kumar Singh as Director	1
Hindustan Unilever Limited	16-Apr-22	India	Approve/Amend Employment Agreements	Non-Salary Comp.	Approve Reappointment and Remuneration of Dev Bajpai as Whole-time Director	1
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	Approve Special Auditors' Report Regarding Related-Party Transactions	Routine/Business	Approve Auditors' Special Report on Related-Party Transactions	1
Otis Worldwide Corporation	19-May-22	USA	Elect Director	Directors Related	Elect Director Margaret M. V. Preston	1
The Sherwin-Williams Company	20-Apr-22	USA	Elect Director	Directors Related	Elect Director John G. Morikis	1
The Coca-Cola Company	26-Apr-22	USA	Elect Director	Directors Related	Elect Director James Quincey	1
Intuitive Surgical, Inc.	28-Apr-22	USA	Amend Omnibus Stock Plan	Non-Salary Comp.	Amend Omnibus Stock Plan	1
Amazon.com, Inc.	25-May-22	USA	Require More Director Nominations Than Open Seats	SH-Dirs' Related	Require More Director Nominations Than Open Seats	1
Wal-Mart de Mexico SAB de CV	07-Apr-22	Mexico	Elect Director	Directors Related	Elect or Ratify Guilherme Loureiro as Director	1
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Compensation of Antonio Belloni, Vice-CEO	1
Heineken NV	21-Apr-22	Netherlands	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Remuneration Report	1
HCL Technologies Limited	27-Aug-21	India	Approve Remuneration of Directors and/or Committee Members	Directors Related	Approve Payment of Advisory Fee and Extension of Facilities and Benefits to Shiv Nadar as the Chairman Emeritus and Strategic Advisor to the Board	1
Booking Holdings Inc.	09-Jun-22	USA	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Advisory Vote to Ratify Named Executive Officers' Compensation	1
Becton, Dickinson and Company	25-Jan-22	USA	Elect Director	Directors Related	Elect Director Thomas E. Polen	1
Kobe Bussan Co., Ltd.	27-Jan-22	Japan	Elect Director	Directors Related	Elect Director and Audit Committee Member Ieki, Takeshi	1
Otis Worldwide Corporation	19-May-22	USA	Elect Director	Directors Related	Elect Director Judith F. Marks	1

Analysis of Votes Against Policy

	Meeting		Proposal Code	Proposal Type		# of items voted AGST
Company Name	Date	Market	Description	Category	Proposal Text	Policy

Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of items voted AGST Policy
Mastercard Incorporated	21-Jun-22	USA	Political Contributions Disclosure	SH-Other/misc.	Report on Political Contributions	1
UnitedHealth Group Incorporated	06-Jun-22	USA	Political Contributions Disclosure	SH-Other/misc.	Report on Congruency of Political Spending with Company Values and Priorities	1
Boston Scientific Corporation	05-May-22	USA	Elect Director	Directors Related	Elect Director Michael F. Mahoney	1
Flutter Entertainment Plc	28-Apr-22	Ireland	Elect Director	Directors Related	Re-elect Gary McGann as Director	1
CME Group Inc.	04-May-22	USA	Elect Director	Directors Related	Elect Director Terrence A. Duffy	1
Mastercard Incorporated	21-Jun-22	USA	Weapons - Related	SH-Health/Environ.	Report on Risks Associated with Sale and Purchase of Ghost Guns	1
Boston Scientific Corporation	05-May-22	USA	Elect Director	Directors Related	Elect Director David J. Roux	1
Flutter Entertainment Plc	28-Apr-22	Ireland	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Remuneration Report	1
CME Group Inc.	04-May-22	USA	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Advisory Vote to Ratify Named Executive Officers' Compensation	1
CME Group Inc.	04-May-22	USA	Elect Director	Directors Related	Elect Director Daniel R. Glickman	1

Analysis of Votes Against Management

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of items voted AGST Mgmt
The Coca-Cola Company	26-Apr-22	USA	Require Independent Board Chairman	SH-Routine/Business	Require Independent Board Chair	1
NIKE, Inc.	06-Oct-21	USA	Political Contributions Disclosure	SH-Other/misc.	Report on Political Contributions Disclosure	1
Abbott Laboratories	29-Apr-22	USA	Elect Director	Directors Related	Elect Director Robert B. Ford	1
Amazon.com, Inc.	25-May-22	USA	Political Lobbying Disclosure	SH-Other/misc.	Report on Lobbying Payments and Policy	1
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy of Chairman and CEO	1
Keysight Technologies, Inc.	17-Mar-22	USA	Elect Director	Directors Related	Elect Director Jean M. Nye	1
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	Remuneration-Related	Compensation	Approve Compensation Report of Corporate Officers	1
Microsoft Corporation	30-Nov-21	USA	Elect Director	Directors Related	Elect Director John W. Thompson	1
Eurofins Scientific SE	26-Apr-22	Luxembourg	Elect Director	Directors Related	Reelect Evie Roos as Director	1
Amazon.com, Inc.	25-May-22	USA	Human Rights Risk Assessment	SH-Soc./Human Rights	Commission Third Party Report Assessing Company's Human Rights Due Diligence Process	1

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of items voted AGST Mgmt
Ashtead Group Plc	16-Sep-21	United Kingdom	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Remuneration Report	1
Synopsys, Inc.	12-Apr-22	USA	Elect Director	Directors Related	Elect Director Aart J. de Geus	1
Synopsys, Inc.	12-Apr-22	USA	Elect Director	Directors Related	Elect Director Janice D. Chaffin	1
Abbott Laboratories	29-Apr-22	USA	Amend Articles/Bylaws/Charter - Call Special Meetings	SH-Dirs' Related	Reduce Ownership Threshold for Shareholders to Call Special Meeting	1
Abbott Laboratories	29-Apr-22	USA	Require Independent Board Chairman	SH-Routine/Business	Require Independent Board Chair	1
UnitedHealth Group Incorporated	06-Jun-22	USA	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH-Corp Governance	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	1
Mastercard Incorporated	21-Jun-22	USA	Amend Articles/Bylaws/Charter - Call Special Meetings	SH-Dirs' Related	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	1
Alibaba Group Holding Limited	17-Sep-21	Cayman Islands	Elect Director	Directors Related	Elect Director J. Michael Evans	1
lindustan Unilever Limited	23-Jun-22	India	Elect Director	Directors Related	Reelect Ritesh Tiwari as Director	1
NIKE, Inc.	06-Oct-21	USA	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Advisory Vote to Ratify Named Executive Officers' Compensation	1
NIKE, Inc.	06-Oct-21	USA	Human Rights Risk Assessment	SH-Soc./Human Rights	Report on Human Rights Impact Assessment	1
Becton, Dickinson and Company	25-Jan-22	USA	Elect Director	Directors Related	Elect Director Christopher Jones	1
Samsung Electronics Co., Ltd.	16-Mar-22	South Korea	Elect Member of Audit Committee	Routine/Business	Elect Kim Jong-hun as a Member of Audit Committee	1
HCL Technologies Limited	27-Aug-21	India	Approve/Amend Employment Agreements	Non-Salary Comp.	Approve Appointment and Remuneration of C. Vijayakumar as Managing Director with Designation of CEO & Managing Director	1
lindustan Unilever Limited	23-Jun-22	India	Elect Director	Directors Related	Reelect Dev Bajpai as Director	1
PayPal Holdings, Inc.	02-Jun-22	USA	Amend Articles/Bylaws/Charter - Call Special Meetings	SH-Dirs' Related	Reduce Ownership Threshold for Shareholders to Call Special Meeting	1
/isa Inc.	25-Jan-22	USA	Elect Director	Directors Related	Elect Director Alfred F. Kelly, Jr.	1
.VMH Moet Hennessy Louis /uitton SE	21-Apr-22	France	Amend Articles/Bylaws/Charter Non-Routine	Routine/Business	Amend Article 16 and 24 of Bylaws Re: Age Limit of CEO and Shareholding Disclosure Thresholds	1
Eicher Motors Limited	17-Aug-21	India	Approve Remuneration of Directors and/or Committee Members	Directors Related	Approve Payment of Remuneration of S. Sandilya as Chairman (Non-Executive & Independent Director)	1
Samsung Electronics Co., Ltd.	16-Mar-22	South Korea	Elect Member of Audit Committee	Routine/Business	Elect Kim Han-jo as a Member of Audit Committee	1

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of items voted AGST Mgmt
Wal-Mart de Mexico SAB de CV	07-Apr-22	Mexico	Elect Director	Directors Related	Elect or Ratify Karthik Raghupathy as Director	1
Hindustan Unilever Limited	16-Apr-22	India	Elect Director	Directors Related	Elect Nitin Paranjpe as Director	1
IIKE, Inc.	06-Oct-21	USA	Gender Pay Gap	SH-Other/misc.	Report on Median Gender/Racial Pay Gap	1
isa Inc.	25-Jan-22	USA	Elect Director	Directors Related	Elect Director Maynard G. Webb, Jr.	1
bbott Laboratories	29-Apr-22	USA	Product Toxicity and Safety	SH-Health/Environ.	Report on Public Health Costs of Antimicrobial Resistance	1
mazon.com, Inc.	25-May-22	USA	Miscellaneous Proposal - Social	SH-Soc./Human Rights	Publish a Tax Transparency Report	1
icher Motors Limited	17-Aug-21	India	Approve/Amend Employment Agreements	Non-Salary Comp.	Approve Reappointment and Remuneration of Siddhartha Lal as Managing Director	1
shtead Group Plc	16-Sep-21	United Kingdom	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy	1
licrosoft Corporation	30-Nov-21	USA	Labor Issues - Discrimination and Miscellaneous	SH-Other/misc.	Report on Implementation of the Fair Chance Business Pledge	1
he Coca-Cola Company	26-Apr-22	USA	Elect Director	Directors Related	Elect Director Maria Elena Lagomasino	1
ynopsys, Inc.	12-Apr-22	USA	Provide Right to Act by Written Consent	SH-Dirs' Related	Provide Right to Act by Written Consent	1
dobe Inc.	14-Apr-22	USA	Elect Director	Directors Related	Elect Director Shantanu Narayen	1
urofins Scientific SE	26-Apr-22	Luxembourg	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Remuneration Report	1
VMH Moet Hennessy Louis /uitton SE	21-Apr-22	France	Elect Director	Directors Related	Reelect Bernard Arnault as Director	1
VMH Moet Hennessy Louis 'uitton SE	21-Apr-22	France	Elect Director	Directors Related	Reelect Hubert Vedrine as Director	1
erviceNow, Inc.	09-Jun-22	USA	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Advisory Vote to Ratify Named Executive Officers' Compensation	1
dobe Inc.	14-Apr-22	USA	Elect Director	Directors Related	Elect Director Frank Calderoni	1
boott Laboratories	29-Apr-22	USA	Political Lobbying Disclosure	SH-Other/misc.	Report on Lobbying Payments and Policy	1
ower Grid Corporation of ndia Limited	24-Sep-21	India	Elect Director	Directors Related	Elect Abhay Choudhary as Director	1
amsung Electronics Co., Ltd.	16-Mar-22	South Korea	Elect Director	Directors Related	Elect Kim Han-jo as Outside Director	1
bbott Laboratories	29-Apr-22	USA	Adopt Policy on 10b5-1 Trading Plans	SH-Compensation	Adopt Policy on 10b5-1 Plans	1
leineken NV	21-Apr-22	Netherlands	Elect Supervisory Board Member	Directors Related	Reelect J.A. Fernandez Carbajal to Supervisory Board	1
Becton, Dickinson and Company	25-Jan-22	USA	Amend Articles/Bylaws/Charter - Call Special Meetings	SH-Dirs' Related	Reduce Ownership Threshold for Shareholders to Call Special Meeting	1
mazon.com, Inc.	25-May-22	USA	Elect Director	Directors Related	Elect Director Jeffrey P. Bezos	1

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of items voted AGST Mgmt
Amazon.com, Inc.	25-May-22	USA	Elect Director	Directors Related	Elect Director Daniel P. Huttenlocher	1
Wal-Mart de Mexico SAB de CV	07-Apr-22	Mexico	Elect Director	Directors Related	Elect or Ratify Kirsten Evans as Director	1
Nestle SA	07-Apr-22	Switzerland	Elect Director	Directors Related	Reelect Henri de Castries as Director	1
The Coca-Cola Company	26-Apr-22	USA	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Advisory Vote to Ratify Named Executive Officers' Compensation	1
Wal-Mart de Mexico SAB de CV	07-Apr-22	Mexico	Elect Director	Directors Related	Elect or Ratify Tom Ward as Director	1
The Coca-Cola Company	26-Apr-22	USA	Political Contributions Disclosure	SH-Other/misc.	Report on Global Public Policy and Political Influence	1
Microsoft Corporation	30-Nov-21	USA	Gender Pay Gap	SH-Other/misc.	Report on Gender/Racial Pay Gap	1
The Coca-Cola Company	26-Apr-22	USA	Product Toxicity and Safety	SH-Health/Environ.	Report on External Public Health Costs	1
Vulcan Materials Company	13-May-22	USA	Elect Director	Directors Related	Elect Director David P. Steiner	1
Amazon.com, Inc.	25-May-22	USA	Facility Safety	SH-Health/Environ.	Commission a Third Party Audit on Working Conditions	1
The Sherwin-Williams Company	20-Apr-22	USA	Elect Director	Directors Related	Elect Director Richard J. Kramer	1
Amazon.com, Inc.	25-May-22	USA	Elect Director	Directors Related	Elect Director Judith A. McGrath	1
Kobe Bussan Co., Ltd.	27-Jan-22	Japan	Elect Director	Directors Related	Elect Director and Audit Committee Member Tabata, Fusao	1
Microsoft Corporation	30-Nov-21	USA	Workplace Sexual Harassment	SH-Other/misc.	Report on Effectiveness of Workplace Sexual Harassment Policies	1
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Compensation of Bernard Arnault, Chairman and CEO	1
Amazon.com, Inc.	25-May-22	USA	Report on Climate Change	SH-Health/Environ.	Report on Retirement Plan Options Aligned with Company Climate Goals	1
Abbott Laboratories	29-Apr-22	USA	Elect Director	Directors Related	Elect Director William A. Osborn	1
Constellation Software Inc.	05-May-22	Canada	Elect Director	Directors Related	Elect Director John Billowits	1
Amazon.com, Inc.	25-May-22	USA	Improve Human Rights Standards or Policies	SH-Soc./Human Rights	Report on Protecting the Rights of Freedom of Association and Collective Bargaining	1
Alibaba Group Holding Limited	17-Sep-21	Cayman Islands	Elect Director	Directors Related	Elect Director Joseph C. Tsai	1
NIKE, Inc.	06-Oct-21	USA	Report on EEO	SH-Other/misc.	Report on Diversity and Inclusion Efforts	1
Wal-Mart de Mexico SAB de CV	07-Apr-22	Mexico	Elect Director	Directors Related	Elect or Ratify Leigh Hopkins as Director	1
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	Approve Remuneration Policy	Non-Salary Comp.	Approve Remuneration Policy of Vice-CEO	1
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	Approve Restricted Stock Plan	Non-Salary Comp.	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	1

ISS

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of items voted AGST Mgmt
Alcon Inc.	27-Apr-22	Switzerland	Other Business	Routine/Business	Transact Other Business (Voting)	1
Amazon.com, Inc.	25-May-22	USA	Facility Safety	SH-Health/Environ.	Report on Worker Health and Safety Disparities	1
Microsoft Corporation	30-Nov-21	USA	Political Activities and Action	SH-Other/misc.	Report on Lobbying Activities Alignment with Company Policies	1
Amazon.com, Inc.	25-May-22	USA	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Advisory Vote to Ratify Named Executive Officers' Compensation	1
Booking Holdings Inc.	09-Jun-22	USA	Link Executive Pay to Social Criteria	SH-Compensation	Report on Climate Change Performance Metrics Into Executive Compensation Program	1
Amazon.com, Inc.	25-May-22	USA	Recycling	SH-Health/Environ.	Report on Efforts to Reduce Plastic Use	1
Amazon.com, Inc.	25-May-22	USA	Labor Issues - Discrimination and Miscellaneous	SH-Other/misc.	Report on Risks Associated with Use of Concealment Clauses	1
Power Grid Corporation of India Limited	24-Sep-21	India	Elect Director	Directors Related	Reelect M. Taj Mukarrum as Director	1
Wal-Mart de Mexico SAB de CV	07-Apr-22	Mexico	Elect Director	Directors Related	Elect or Ratify Blanca Trevino as Director	1
LVMH Moet Hennessy Louis Juitton SE	21-Apr-22	France	Appoint Censor(s)	Routine/Business	Renew Appointment of Yann Arthus-Bertrand as Censor	1
lindustan Unilever Limited	23-Jun-22	India	Elect Director	Directors Related	Reelect Wilhelmus Uijen as Director	1
licrosoft Corporation	30-Nov-21	USA	Elect Director	Directors Related	Elect Director Satya Nadella	1
Amazon.com, Inc.	25-May-22	USA	Company-Specific Board-Related	SH-Dirs' Related	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	1
Ashtead Group Plc	16-Sep-21	United Kingdom	Elect Director	Directors Related	Re-elect Paul Walker as Director	1
Nestle SA	07-Apr-22	Switzerland	Elect Director	Directors Related	Reelect Paul Bulcke as Director and Board Chairman	1
Tata Consultancy Services Limited	09-Jun-22	India	Elect Director	Directors Related	Reelect N Ganapathy Subramaniam as Director	1
lindustan Unilever Limited	23-Jun-22	India	Elect Director	Directors Related	Reelect Nitin Paranjpe as Director	1
Ashtead Group Plc	16-Sep-21	United Kingdom	Approve Restricted Stock Plan	Non-Salary Comp.	Approve Long-Term Incentive Plan	1
Constellation Software Inc.	05-May-22	Canada	Report on EEO	SH-Other/misc.	SP: Report on Racial Diversity in the Workplace	1
Power Grid Corporation of India Limited	24-Sep-21	India	Elect Director	Directors Related	Reelect Vinod Kumar Singh as Director	1
Hindustan Unilever Limited	16-Apr-22	India	Approve/Amend Employment Agreements	Non-Salary Comp.	Approve Reappointment and Remuneration of Dev Bajpai as Whole-time Director	1
.VMH Moet Hennessy Louis /uitton SE	21-Apr-22	France	Approve Special Auditors' Report Regarding Related-Party Transactions	Routine/Business	Approve Auditors' Special Report on Related-Party Transactions	1
Otis Worldwide Corporation	19-May-22	USA	Elect Director	Directors Related	Elect Director Margaret M. V. Preston	1
Amazon.com, Inc.	25-May-22	USA	Gender Pay Gap	SH-Other/misc.	Report on Median Gender/Racial Pay Gap	1

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of items voted AGST Mgmt
The Sherwin-Williams Company	20-Apr-22	USA	Elect Director	Directors Related	Elect Director John G. Morikis	1
The Coca-Cola Company	26-Apr-22	USA	Elect Director	Directors Related	Elect Director James Quincey	1
Intuitive Surgical, Inc.	28-Apr-22	USA	Amend Omnibus Stock Plan	Non-Salary Comp.	Amend Omnibus Stock Plan	1
Wal-Mart de Mexico SAB de CV	07-Apr-22	Mexico	Elect Director	Directors Related	Elect or Ratify Guilherme Loureiro as Director	1
LVMH Moet Hennessy Louis Vuitton SE	21-Apr-22	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Compensation of Antonio Belloni, Vice-CEO	1
Amazon.com, Inc.	25-May-22	USA	Human Rights Risk Assessment	SH-Soc./Human Rights	Commission Third Party Study and Report on Risks Associated with Use of Rekognition	1
Booking Holdings Inc.	09-Jun-22	USA	Amend Articles/Bylaws/Charter - Call Special Meetings	SH-Dirs' Related	Reduce Ownership Threshold for Shareholders to Call Special Meeting	1
Heineken NV	21-Apr-22	Netherlands	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Approve Remuneration Report	1
HCL Technologies Limited	27-Aug-21	India	Approve Remuneration of Directors and/or Committee Members	Directors Related	Approve Payment of Advisory Fee and Extension of Facilities and Benefits to Shiv Nadar as the Chairman Emeritus and Strategic Advisor to the Board	1
Booking Holdings Inc.	09-Jun-22	USA	Advisory Vote to Ratify Named Executive Officers' Compensation	Non-Salary Comp.	Advisory Vote to Ratify Named Executive Officers' Compensation	1
Becton, Dickinson and Company	25-Jan-22	USA	Elect Director	Directors Related	Elect Director Thomas E. Polen	1
Kobe Bussan Co., Ltd.	27-Jan-22	Japan	Elect Director	Directors Related	Elect Director and Audit Committee Member Ieki, Takeshi	1
Otis Worldwide Corporation	19-May-22	USA	Elect Director	Directors Related	Elect Director Judith F. Marks	1

Unvoted Meetings

There are no unvoted meetings.

	Voting Questionnaire		
Investment Manager Name Fund Name Fund Code Quasar Code Fund of Fund Structure Scheme Year End Date Start of Reporting Period End of Reporting Period	Legal and General Investment Management Pre-Retirement Fund EK 2843 Yes 31/03/2022 01/04/2021 31/03/2022		
	Fund Information		
Question	Response	Additional Comments	
What was the total size of the fund as at 31/03/2022? What was the number of equity holdings in the fund as at 31/03/2022?	£ 2,015,263,478	Weekly close price series	
	Voting Statistics		
Please answer the following questi	ons in relation to the <u>Fund</u> named above	9.	
Question	Response	Additional Comments	
How many meetings were you eligible to vote at over the year to 31/03/2022? How many resolutions were you eligible to	5		

Tow many resolutions were you engible to		
vote on over the year to 31/03/2022?	9	
What % of resolutions did you vote on for		
which you were eligible?	100.00%	
Of the resolutions on which you voted, what		
% did you vote with management?	100.00%	
Of the resolutions on which you voted, what		
% did you vote against management?	0.00%	
Of the resolutions on which you voted, what		
% did you abstain from?	0.00%	
Sum check	The total of resolutions voted with management, a	against management and abstained sums to 100%
In what % of meetings, for which you did		
vote, did you vote at least once against		
management?	0.00%	
	LGIM's Investment Stewardship team uses ISS's	
	'ProxyExchange' electronic voting platform to	
	electronically vote clients' shares. All voting	
	decisions are made by LGIM and we do not	
	outsource any part of the strategic decisions. To	
Which proxy advisory services does your	ensure our proxy provider votes in accordance	
firm use, and do you use their standard	with our position on ESG, we have put in place a	
voting policy or created your own bespoke	custom voting policy with specific voting	
policy which they then implemented on your	instructions. For more details, please refer to the	
behalf?	Voting Policies section of this document.	
What % of resolutions, on which you did		
vote, did you vote contrary to the		
recommendation of your proxy adviser? (if		
applicable)	0.00%	

Significant Votes

In relation to the Fund named above and selected period, which votes over the last 12 months, does LGIM consider to be most significant for the Plan?

	Vote 1	Vote 2	Vote 3
Company name	There were no significant votes made in relation to	o the securities held by this fund during the reportin	ng period.
Date of vote			
Approximate size of fund's holding as at the date of the vote (as % of portfolio)			
Summary of the resolution			
How you voted			
Where you voted against management, did you communicate your intent to the company ahead of the vote?			

Rationale for the voting decision		
Outcome of the vote		
Implications of the outcome eg were there any lessons learned and what likely future steps will you take in response to the outcome?		
On which criteria (as explained in the cover email) have you assessed this vote to be "most significant"?		

Voting policies

Please answer the following questions in relation to the Fund named above.

Question

Response

What is your policy on consulting with clients before voting?	LGIM's voting and engagement activities are driven by ESG professionals and their assessment of the requirements in these areas seeks to achieve the best outcome for all our clients. Our voting policies are reviewed annually and take into account feedback from our clients. Every year, LGIM holds a stakeholder roundtable event where clients and other stakeholders (civil society, academia, the private sector and fellow investors) are invited to express their views directly to the members of the Investment Stewardship team. The views expressed by attendees during this event form a key consideration as we continue to develop our voting and engagement policies and define strategic priorities in the years ahead. We also take into account client feedback received at
Please provide an overview of your process for deciding how to vote.	regular meetings and/ or ad-hoc comments or enquiries. All decisions are made by LGIM's Investment Stewardship team and in accordance with our relevant Corporate Governance & Responsible Investment and Conflicts of Interest policy documents which are reviewed annually. Each member of the team is allocated a specific sector globally so that the voting is undertaken by the same individuals who engage with the relevant company. This ensures our stewardship approach flows smoothly throughout the engagement is fully integrated into the vote decision process, therefore sending consistent
	engagement is runy integrated into the vote decision process, therefore sending consistent messaging to companies.

LGIM's Investment Stewardship team uses ISS's 'ProxyExchange' electronic voting platform to electronically vote clients' shares. All voting decisions are made by LGIM and we do not outsource any part of the strategic decisions. Our use of ISS recommendations is purely to augment our own research and proprietary ESG assessment tools. The Investment Stewardship team also uses the research reports of Institutional Voting Information Services (IVIS) to supplement the research reports that we receive from ISS for UK companies when making specific voting decisions. To ensure our proxy provider votes in accordance with our position on ESG, we have put in place a custom voting policy with specific voting instructions. These instructions apply to all markets globally and seek to uphold what we consider are minimum best practice standards which we believe all companies globally should observe, irrespective of local regulation or practice. We retain the ability in all markets to override any vote decisions, which are based on our custom voting policy. This may happen where engagement, or explanation in the annual report) that allows us to apply a qualitative overlay to our voting judgement. We have strict monitoring controls to ensure our votes are fully and effectively executed in accordance with our voting policies by our service provider. This includes a regular manual check of the votes input into the platform, and an electronic alert service to inform us of rejected votes which require further action. For more information on how we use the services of proxy providers, please refer to the following. document available on our website: https://www.lgim.com/landg-assets/lgim/_document_ library/capabilities/how-lgim-uses-proxy-voting-services.pdf.
As regulation on vote reporting has recently evolved with the introduction of the concept of 'significant vote' by the EU Shareholder Rights Directive II, LGIM wants to ensure we continue to help our clients in fuffilling their reporting obligations. We also believe public transparency of our vote activity is critical for our clients and interested parties to hold us to account. For many years, LGIM has regularly produced case studies and/ or summaries of LGIM's vote positions to clients for what we deemed were 'material votes'. We are evolving our approach in line with the new regulation and are committed to provide our clients access to 'significant vote' information. In determining significant votes, LGIM's Investment Stewardship team takes into account the criteria provided by the Pensions & Lifetime Savings Association (PLSA) guidance. This includes but is not limited to: + High profile vote which has such a degree of controversy that there is high client and/ or public scrutiny; • Significant client interest for a vote: directly communicated by clients to the Investment Stewardship team at LGIM's annual Stakeholder roundtable event, or where we note a significant increase in requests from clients on a particular vote; • Sanction vote as a result of a direct or collaborative engagement; • Vote linked to an LGIM engagement campaign, in line with LGIM Investment Stewardship's 5-year ESG priority engagement themes. We provide information on significant votes in the format of detailed case studies in our quarterly ESG impact report and annual active ownership publications. The vote information is updated on a daily basis and with a lag of one day after a shareholder meeting is held. We also provide the rationale for all votes cast against management, including votes of support to shareholder resolutions. If you have any additional questions on specific votes, please note that LGIM publicly discloses its tots information engines on pareclific votes, please note that LGIM publicly disclo
Please refer to the LGIM investment stewardship conflict of interest document_at the following link: https://www.lgim.com/api/epi/documentlibrary/view?id=1116980ea5bf43fa9801c212be73f487&old=lit erature.html?cid=
It is vital that the proxy voting service are regularly monitored and LGIM do this through quarterly due diligence meetings, including the client relationship manager, research manager and custom voting manager. The meetings have a standing agenda, which includes setting out our expectations, an analysis of any issues we have experienced when voting during the previous quarter, the quality of the ISS research delivered, general service level, personnel changes, the management of any potential conflicts of interest and a review of the effectiveness of the monitoring process and voting statistics. The meetings will also review any action points arising from the previous quarter, the quality of key processes. This includes LGIM's voting activities and related client reporting. If an item is not confirmed as completed on RMS, the issue is escalated to line managers and senior directors within the organisation. On a weekly basis, senior members of the Investment Stewardship team confirms on LGIM's internal Ris than vebeen cast correctly on the voting platform and record any issues experienced. This is then reviewed by the Director of Investment Stewardship who confirms the votes have been cast correctly on a monthly basis. Annually, as part of our formal RMS processes the Director of Investment Stewardship who confirms the votes have been cast correctly on a monthly basis. Annually, as part of us formal RMS processes the Director of Investment Stewardship proxy proxy issues and make impartial recommendations.

	All voting data provided in this report is produced by L&G using data extracted from our third-party proxy-voting provider Institutional Shareholder Services' (ISS) Proxy Exchange platform, an electronic voting platform used by L&G's Investment Stewardship team to vote its Clients' shares. Data relates to all votes cast in the 12-month period to 31/03/2022 by L&G in each fund in line with our Corporate Governance & Responsible Investment Policy. L&G shall have no liability in respect of any loss or damage suffered by you, your client or any other party arising in connection with either the provision of voting data or any inaccuracies, errors or omissions, regardless of cause in any voting data provided to you.
Disclaimer	All voting data provided in this report is produced by LGIM using data extracted from our third-party proxy-voting provider Institutional Shareholder Services' (ISS) ProxyExchange platform, an electronic voting platform used by LGIM's Investment Stewardship team to vote its clients' shares. Data relates to all votes cast in the 12-month period to 31/03/2022 by LGIM in each fund in line with our Corporate Governance & Responsible Investment Policy. https://www.lgim.com/uk/en/capabilities/corporate-governance/policies-and-voting-disclosures-uk-en/ It does not include any voting directed by policyholders. Please note that this data is provided at fund-level only and can include, in the case of feeder fund structures, multiple underlying fund information. Please note that for the purposes of voting reporting, a proxy fund - UK Index Trust (9028) is used to report voting data relating to UK Equity Index Fund (2240) and not the fund/scheme specific points mentioned in the PLSA template. The UK Index Trust has the same constituents as UK Equity Index apart from constituents equal to < 1% in other equity holdings. This report is based on the exporting the Fund Hierarchies and Valuations rather than the entire Look through to the underlying data sets weighting during the reporting period. It does not consider whether the fund directly or indirectly through an underlying fund held such securities at a point in time which made it eligible to vote i.e. the Record Date. Any statements made by a party other than LGIM based on the data provided are not endorsed by LGIM. Therefore, we cannot guarantee the accuracy, completeness or reliability of this report and accept no responsibility or liability whatsoever in respect of the contents of this report. We do not endorse your use of any information from this report and disclaim. to the fullest extent nermissible under your signal.

Voting Questionnaire

Income from a set Billion and an Allowed	
Investment Manager Name	Legal and General Investment Management
Fund Name	World Emerging Markets Equity Index Fund
Fund Code	HN
Quasar Code	2379
Fund of Fund Structure	Yes
Scheme Year End Date	31/03/2022
Start of Reporting Period	01/04/2021
End of Reporting Period	31/03/2022

Fund Information

Question	Response	Additional Comments			
What was the total size of the fund as at 31/03/2022?	£ 6,534,604,569	Weekly close price series			
What was the number of equity holdings in the fund as at 31/03/2022?	1624				

Voting Statistics

Please answer the following questions in relation to the **Fund** named above.

Question	Response	Additional Comments				
How many meetings were you eligible to vote						
at over the year to 31/03/2022?	4087					
How many resolutions were you eligible to						
vote on over the year to 31/03/2022?	34237					
What % of resolutions did you vote on for						
which you were eligible?	99.80%					
Of the resolutions on which you voted, what						
% did you vote with management?	81.11%					
Of the resolutions on which you voted, what						
% did you vote against management?	16.71%					
Of the resolutions on which you voted, what						
% did you abstain from?	2.18%					
Sum check	The total of resolutions voted with management, against management and abstained sums 100%					
In what % of meetings, for which you did						
vote, did you vote at least once against						
management?	49.35%					
	LGIM's Investment Stewardship team uses ISS's					
	'ProxyExchange' electronic voting platform to					
	electronically vote clients' shares. All voting					
	decisions are made by LGIM and we do not					
	outsource any part of the strategic decisions. To					
Which proxy advisory services does your	ensure our proxy provider votes in accordance					
firm use, and do you use their standard	with our position on ESG, we have put in place a					
voting policy or created your own bespoke	custom voting policy with specific voting					
policy which they then implemented on your	instructions. For more details, please refer to the					
behalf?	Voting Policies section of this document.					
What % of resolutions, on which you did						
vote, did you vote contrary to the						
recommendation of your proxy adviser? (if						
applicable)	6.29%					

Significant Votes

In relation to the Fund named above and selected period, which votes over the last 12 months, does LGIM consider to be most significant for the Plan?

	Vote 1	Vote 2
Company name	Alibaba Group Holding Limited	China Construction Bank Corporation
Date of vote Approximate size of fund's holding as at the	2021-09-17	2021-06-25
date of the vote (as % of portfolio)	3.759447	1.015347
	Resolution 1.1 - Elect Director Joseph C. Tsai	Resolution 1 Approve Report of the Board of
		Directors
Summary of the resolution		
	Against	Against
How you voted		
	LGIM publicly communicates its vote instructions	LGIM publicly communicates its vote instructions
	on its website with the rationale for all votes	on its website with the rationale for all votes
Where you voted against management, did	against management. It is our policy not to engage with our investee companies in the three	against management. It is our policy not to engage with our investee companies in the three
you communicate your intent to the company	weeks prior to an AGM as our engagement is not	weeks prior to an AGM as our engagement is not
ahead of the vote?	limited to shareholder meeting topics.	limited to shareholder meeting topics.
	LGIM has a longstanding policy advocating for the separation of the roles of CEO and board chair.	The company is deemed to not meet minimum standards with regards to climate risk
	These two roles are substantially different,	management and disclosure.
	requiring distinct skills and experiences. Since	-
	2015 we have supported shareholder proposals seeking the appointment of independent board	
	chairs, and since 2020 we have voted against all	
	combined board chair/CEO roles. Furthermore,	
	we have published a guide for boards on the separation of the roles of chair and CEO	
	(available on our website), and we have	
	reinforced our position on leadership structures	
	across our stewardship activities – e.g. via	
	individual corporate engagements and director conferences.	
Rationale for the voting decision		
	73.6%	N/A
Outcome of the vote		
		LGIM will continue to engage with the company
	companies, publicly advocate our position on this issue and monitor company and market-level	and monitor progress.
	progress.	
Implications of the outcome eg were there		
any lessons learned and what likely future steps will you take in response to the		
outcome?		
	LGIM considers this vote to be significant as it is in application of an escalation of our vote policy	LGIM considers this vote to be significant as it is applied under the Climate Impact Pledge, our
	on the topic of the combination of the board chair	flagship engagement programme targeting some
	and CEO (escalation of engagement by vote).	of the world's largest companies on their strategic
On which criteria (as explained in the cover		management of climate change.
email) have you assessed this vote to be		
"most significant"?		

Vote 3	Vote 4	Vote 5
Housing Development Finance Corporation Limited 2021-07-20	MediaTek, Inc. 2021-06-10	Industrial & Commercial Bank of China Limited 2021-06-21
0.763093	0.708431	0.678600
Resolution 1.a & 1.b - Accept Financial Statements and Statutory Reports	Resolution 5.1 Elect Ming-Kai Tsai with Shareholder No. 1 as Non-independent Director	Resolution 1 Approve Work Report of the Board of Directors
Against	LGIM voted against the resolution (management recommendation: for).	Against
LGIM publicly communicates its vote instructions on its website with the rationale for all votes against management. It is our policy not to engage with our investee companies in the three weeks prior to an AGM as our engagement is not limited to shareholder meeting topics.	LGIM publicly communicates its vote instructions on its website with the rationale for all votes against management. It is our policy not to engage with our investee companies in the three weeks prior to an AGM as our engagement is not limited to shareholder meeting topics.	LGIM publicly communicates its vote instructions on its website with the rationale for all votes against management. It is our policy not to engage with our investee companies in the three weeks prior to an AGM as our engagement is not limited to shareholder meeting topics.
The company is deemed to not meet minimum standards with regards to climate risk management and disclosure.	LGIM views gender diversity as a financially material issue for our clients, with implications for the assets we manage on their behalf. For 10 years, we have been using our position to engage with companies on this issue. As part of our efforts to influence our investee companies on having greater gender balance, we expect all companies in which we invest globally to have at least one female on their board. Please note we have stronger requirements in the UK, North American, European and Japanese markets, in line with our engagement in these markets. For further details, please refer to our vote policies on our website.	The company is deemed to not meet minimum standards with regards to climate risk management and disclosure. Note that this company was also divested by LGIM across its Future World range of funds.
98.9%	N/A	99.8% of shareholder supported the resolution.
LGIM will continue to engage with the company and monitor progress.	LGIM will continue to engage with our investee companies, publicly advocate our position on this issue and monitor company and market-level progress.	LGIM will continue to engage with the company and monitor progress.
LGIM considers this vote to be significant as it is applied under the Climate Impact Pledge, our flagship engagement programme targeting some of the world's largest companies on their strategic management of climate change.	LGIM views gender diversity as a financially material issue for our clients, with implications for the assets we manage on their behalf.	LGIM considers this vote to be significant as it is applied under the Climate Impact Pledge, our flagship engagement programme targeting some of the world's largest companies on their strategic management of climate change.

Vote 6	Vote 7	Vote 8	Vote 9	Vote 10
Pinduoduo Inc. 2021-07-25	Bank of China Limited 2021-05-20	Kweichow Moutai Co., Ltd. 2021-09-24	Li Ning Company Limited 2021-06-11	China Mengniu Dairy Company Lir 2021-06-02
0.617661 Resolution 6 - Elect Director George Yong-Boon Yeo	0.409250 Resolution 8 Elect Liu Liange as Director	0.282995 Resolution 1 - Elect Ding Xiongjun as Non-independent Director	0.267214 Resolution 3.1a Elect Li Ning as Director	0.247229 Resolution 3a Elect Niu Gensheng as Director and Authorize Board to Fix His Remuneration
Against	LGIM voted against the resolution (against management)	Against	LGIM voted against the resolution (against management)	Against
LGIM publicly communicates its vote instructions on its website with the rationale for all votes against management. It is our policy not to engage with our investee companies in the three weeks prior to an AGM as our engagement is not limited to shareholder meeting topics.	LGIM publicly communicates its vote instructions on its website with the rationale for all votes against management. It is our policy not to engage with our investee companies in the three weeks prior to an AGM as our engagement is not limited to shareholder meeting topics	LGIM publicly communicates its vote instructions on its website with the rationale for all votes against management. It is our policy not to engage with our investee companies in the three weeks prior to an AGM as our engagement is not limited to shareholder meeting topics.	LGIM publicly communicates its vote instructions on its website with the rationale for all votes against management. It is our policy not to engage with our investee companies in the three weeks prior to an AGM as our engagement is not limited to shareholder meeting topics	LGIM publicly communicates its vote instructions on its website with the rationale for all votes against management. It is our policy not to engage with our investee companies in the three weeks prior to an AGM as our engagement is not limited to shareholder meeting topics.
LGIM has a longstanding policy advocating for the separation of the roles of CEO and board chair. These two roles are substantially different, requiring distinct skills and experiences. Since 2015 we have supported shareholder proposals seeking the appointment of independent board chairs, and since 2020 we have voted against all combined board chair/CEO roles. Furthermore, we have published a guide for boards on the separation of the roles of chair and CEO (available on our website), and we have reinforced our position on leadership structures across our stewardship activities – e.g. via individual corporate engagements and director conferences.	LGIM has a longstanding policy advocating for the separation of the roles of CEO and board chair. These two roles are substantially different, requiring distinct skills and experiences. Since 2015 we have supported shareholder proposals seeking the appointment of independent board chair, and since 2020 we are voting against all combined board chair/CEO roles. Furthermore, we have published a guide for boards on the separation of the roles of chair and CEO (available on our website), and we have reinforced our position on leadership structures across our stewardship activities – e.g. via individual corporate engagements and director conferences.	LGIM has a longstanding policy advocating for the separation of the roles of CEO and board chair. These two roles are substantially different, requiring distinct skills and experiences. Since 2015 we have supported shareholder proposals seeking the appointment of independent board chairs, and since 2020 we have voted against all combined board chair/CEO roles. Furthermore, we have published a guide for boards on the separation of the roles of chair and CEO (available on our	LGIM has a longstanding policy advocating for the separation of the roles of CEO and board chair. These two roles are substantially different, requiring distinct skills and experiences. Since 2015 we have supported shareholder proposals seeking the appointment of independent board chair, and since 2020 we are voting against all combined board chair/CEO roles. Furthermore, we have published a guide for boards on the separation of the roles of chair and CEO (available on our website), and we have reinforced our position on leadership structures across our stewardship activities – e.g. via individual corporate engagements and director conferences.	The company is deemed to not meet minimum standards with regards to climate risk management and disclosure. Note that this company was also divested by LGIM across its Future World range of funds.
94.4%	96.3% of shareholders supported the resolution.	99.5%	87.1% of shareholders supported the resolution.	66.6% of shareholder supported the resolution.
LGIM will continue to engage with our investee companies, publicly advocate our position on this issue and monitor company and market-level progress.	LGIM will continue to engage with our investee companies, publicly advocate our position on this issue and monitor company and market-level progress.	LGIM will continue to engage with our investee companies, publicly advocate our position on this issue and monitor company and market-level progress.	LGIM will continue to engage with our investee companies, publicly advocate our position on this issue and monitor company and market-level progress.	LGIM will continue to engage with the company and monitor progress.
LGIM considers this vote to be significant as it is in application of an escalation of our vote policy on the topic of the combination of the board chair and CEO (escalation of engagement by vote).	LGIM considers this vote to be significant as it is in application of an escalation of our vote policy on the topic of the combination of the board chair and CEO (escalation of engagement by vote).	LGIM considers this vote to be significant as it is in application of an escalation of our vote policy on the topic of the combination of the board chair and CEO (escalation of engagement by vote).	an escalation of our vote policy	LGIM considers this vote to be significant as it is applied under the Climate Impact Pledge, our flagship engagement programme targeting some of the world's largest companies on their strategic management of climate change.

Vote 11	Vote 12	Vote 13	Vote 14	Vote 15
Formosa Plastics Corp. 2021-06-23	ASE Technology Holding Co., Ltd 2021-06-22	PT Telkom Indonesia (Persero) TI 2021-05-28	CSPC Pharmaceutical Group Lim 2021-05-18	Emirates NBD Bank (P.J.S.C) 2022-02-23
0.241937 Resolution 5.1 Elect Jason Lin, with Shareholder No. D100660XXX, as Non- independent Director	0.184255 Resolution 6.1 Elect JASON C.S. CHANG, a Representative of ASE ENTERPRISES LTD., with SHAREHOLDER NO.00000001, as Non-independent Director	0.139923 Resolution 1 Accept Annual Report and Statutory Reports	0.139528 Resolution 3a1 Elect Cai Dongchen as Director	0.129858 Resolution 8 - Approve Discharge of Directors for FY 2021
LGIM voted against the resolution (against management)	LGIM voted against the resolution (against management)	Against	LGIM voted against the resolution (against management)	Against
LGIM publicly communicates its vote instructions on its website with the rationale for all votes against management. It is our policy not to engage with our investee companies in the three weeks prior to an AGM as our engagement is not limited to shareholder meeting tonics	LGIM publicly communicates its vote instructions on its website with the rationale for all votes against management. It is our policy not to engage with our investee companies in the three weeks prior to an AGM as our engagement is not limited to shareholder meeting tonics.	LGIM publicly communicates its vote instructions on its website with the rationale for all votes against management. It is our policy not to engage with our investee companies in the three weeks prior to an AGM as our engagement is not limited to shareholder meeting topics	against management. It is our policy not to engage with our	LGIM publicly communicates its vote instructions on its website with the rationale for all votes against management. It is our policy not to engage with our investee companies in the three weeks prior to an AGM as our engagement is not limited to shareholder meeting tonics.
LGIM has a longstanding policy advocating for the separation of the roles of CEO and board chair. These two roles are substantially different, requiring distinct skills and experiences. Since 2015 we have supported shareholder proposals seeking the appointment of independent board chairs, and since 2020 we are voting against all combined board chair, and since 2020 we are voting against all combined a guide for boards on the separation of the roles of chair and CEO (available on our website), and we have reinforced our position on leadership structures across our stewardship activities – e.g. via individual corporate engagements and director conferences.	LGIM has a longstanding policy advocating for the separation of the roles of CEO and board chair. These two roles are substantially different, requiring distinct skills and experiences. Since 2015 we have supported shareholder proposals seeking the appointment of independent board chair/CEO roles. Furthermore, we have published a guide for boards on the separation of the roles of chair and CEO (available on our website), and we have reinforced our position on leadership structures across our stewardship activities – e.g. via individual corporate engagements and director conferences.	The company is deemed to not meet minimum standards with regards to climate risk management and disclosure.	LGIM has a longstanding policy advocating for the separation of the roles of CEO and board chair. These two roles are substantially different, requiring distinct skills and experiences. Since 2015 we have supported shareholder proposals seeking the appointment of independent board chair/CEO roles. Furthermore, we have published a guide for boards on the separation of the roles of chair and CEO (available on our website), and we have reinforced our position on leadership structures across our stewardship activities – e.g. via individual corporate engagements and director conferences.	Climate Impact Pledge: A vote against is applied as the company is deemed to not meet minimum standards with regard to climate risk management.
N/A	N/A	97.8% of shareholder supported the resolution.	79.6% of shareholders supported the resolution.	N/A
LGIM will continue to engage with our investee companies, publicly advocate our position on this issue and monitor company and market-level progress.	LGIM will continue to engage with our investee companies, publicly advocate our position on this issue and monitor company and market-level progress.	LGIM will continue to engage with the company and monitor progress.	LGIM will continue to engage with our investee companies, publicly advocate our position on this issue and monitor company and market-level progress.	LGIM will continue to engage with the company and monitor progress.
LGIM considers this vote to be significant as it is in application of an escalation of our vote policy on the topic of the combination of the board chair and CEO (escalation of engagement by vote).	an escalation of our vote policy	the Climate Impact Pledge, our	the board chair and CEO	LGIM considers this vote to be significant as it is applied under the Climate Impact Pledge, our flagship engagement programme targeting some of the world's largest companies on their strategic management of climate change.

Vote 16	Vote 17	Vote 18	Vote 19	Vote 20	
Taiwan Cement Corp. 2021-06-11	Kuaishou Technology 2021-05-28	Yageo Corp. 2021-07-07	Kingdee International Software Gr 2021-05-21	China Feihe Ltd. 2021-05-18	
0.128047	0.123719	0.119815	0.115140	0.102307	
Resolution 3.1 Elect Chang, An- Ping, a Representative of Chia Hsin R.M.C Corp., with Shareholder No. 20048715, as Non-Independent Director	Resolution 2 Elect Su Hua as Director	Resolution 4.1 - Elect Tie-Min Chen with Shareholder No. 2 as Non-independent Director	Resolution 2a Elect Xu Shao Chun as Director	Resolution 1 Accept Financial Statements and Statutory Reports	
LGIM voted against the resolution (against management)	LGIM voted against the resolution (against management)	Against	LGIM voted against the resolution (against management)	Against	
LGIM publicly communicates its vote instructions on its website with the rationale for all votes against management. It is our policy not to engage with our investee companies in the three weeks prior to an AGM as our engagement is not limited to	LGIM publicly communicates its vote instructions on its website with the rationale for all votes against management. It is our policy not to engage with our investee companies in the three weeks prior to an AGM as our engagement is not limited to	LGIM publicly communicates its vote instructions on its website with the rationale for all votes against management. It is our policy not to engage with our investee companies in the three weeks prior to an AGM as our engagement is not limited to	LGIM publicly communicates its vote instructions on its website with the rationale for all votes against management. It is our policy not to engage with our investee companies in the three weeks prior to an AGM as our engagement is not limited to	LGIM publicly communicates its vote instructions on its website with the rationale for all votes against management. It is our policy not to engage with our investee companies in the three weeks prior to an AGM as our engagement is not limited to	
shareholder meeting tonics LGIM has a longstanding policy advocating for the separation of the roles of CEO and board chair. These two roles are substantially different, requiring distinct skills and experiences. Since 2015 we have supported shareholder proposals seeking the appointment of independent board chairs, and since 2020 we are voting against all combined board chair/CEO roles. Furthermore, we have published a guide for boards on the separation of the roles of chair and CEO (available on our website), and we have reinforced our position on leadership structures across our stewardship activities – e.g. via individual corporate engagements and director conferences.	a guide for boards on the separation of the roles of chair and CEO (available on our	shareholder meeting tonics LGIM has a longstanding policy advocating for the separation of the roles of CEO and board chair. These two roles are substantially different, requiring distinct skills and experiences. Since 2015 we have supported shareholder proposals seeking the appointment of independent board chairs, and since 2020 we have voted against all combined board chair/CEO roles. Furthermore, we have published a guide for boards on the separation of the roles of chair and CEO (available on our website), and we have reinforced our position on leadership structures across our stewardship activities – e.g. via individual corporate engagements and director conferences.	shareholder meeting topics LGIM has a longstanding policy advocating for the separation of the roles of CEO and board chair. These two roles are substantially different, requiring distinct skills and experiences. Since 2015 we have supported shareholder proposals seeking the appointment of independent board chairs, and since 2020 we are voting against all combined board chair/CEO roles. Furthermore, we have published a guide for boards on the separation of the roles of chair and CEO (available on our website), and we have reinforced our position on leadership structures across our stewardship activities – e.g. via individual corporate engagements and director conferences.	shareholder meetinn tonics. The company is deemed to not meet minimum standards with regards to climate risk management and disclosure.	
The resolution was approved by shareholders.	99.9% of shareholders supported the resolution.	N/A	87.6% of shareholders supported the resolution.	99.8% of shareholder supported the resolution.	
LGIM will continue to engage with our investee companies, publicly advocate our position on this issue and monitor company and market-level progress.	LGIM will continue to engage with our investee companies, publicly advocate our position on this issue and monitor company and market-level progress.	LGIM will continue to engage with our investee companies, publicly advocate our position on this issue and monitor company and market-level progress.	LGIM will continue to engage with our investee companies, publicly advocate our position on this issue and monitor company and market-level progress.	LGIM will continue to engage with the company and monitor progress.	
LGIM considers this vote to be significant as it is in application of an escalation of our vote policy on the topic of the combination of the board chair and CEO (escalation of engagement by vote).	LGIM considers this vote to be significant as it is in application of an escalation of our vote policy on the topic of the combination of the board chair and CEO (escalation of engagement by vote).	LGIM considers this vote to be significant as it is in application of an escalation of our vote policy on the topic of the combination of the board chair and CEO (escalation of engagement by vote).	an escalation of our vote policy	LGIM considers this vote to be significant as it is applied under the Climate Impact Pledge, our flagship engagement programme targeting some of the world's largest companies on their strategic management of climate change.	

Vote 21	Vote 22	Vote 23	Vote 24	Vote 25	
Anhui Conch Cement Company Li 2021-05-28	SBI Life Insurance Company Limit 2021-09-24	Smoore International Holdings Ltd 2021-05-27	GlobalWafers Co., Ltd. 2021-06-22	Bharat Petroleum Corporation Lim 2021-09-27	
0.094668 Resolution7 Elect Wang Cheng as Director	0.092351 Resolution 1 - Accept Financial Statements and Statutory Reports	0.088344 Resolution 3a Elect Chen Zhiping as Director	0.087173 Resolution 6.1 Elect Hsiu-Lan Hsu, with SHAREHOLDER NO.000009 as Non- independent Director	0.085903 Resolution 3- Reelect Arun Kumar Singh as Director	
Against	Against	LGIM voted against the resolution (against management)	LGIM voted against the resolution (against management)	Against	
LGIM publicly communicates its vote instructions on its website with the rationale for all votes against management. It is our policy not to engage with our investee companies in the three weeks prior to an AGM as our engagement is not limited to shareholder meetina tonics. The company is deemed to not meet minimum standards with regards to climate risk management and disclosure.	LGIM publicly communicates its vote instructions on its website with the rationale for all votes against management. It is our policy not to engage with our investee companies in the three weeks prior to an AGM as our engagement is not limited to shareholder meeting to to a meet minimum standards with regards to climate risk management and disclosure.	weeks prior to an AGM as our engagement is not limited to shareholder meeting notics LGIM has a longstanding policy advocating for the separation of the roles of CEO and board chair. These two roles are substantially different, requiring distinct skills and experiences. Since 2015 we have supported shareholder proposals seeking the appointment of independent board chairs, and since 2020 we are voting against all combined board chair/CEO roles.	LGIM publicly communicates its vote instructions on its website with the rationale for all votes against management. It is our policy not to engage with our investee companies in the three weeks prior to an AGM as our engagement is not limited to shareholder meetino tonics LGIM has a longstanding policy advocating for the separation of the roles of CEO and board chair. These two roles are substantially different, requiring distinct skills and experiences. Since 2015 we have supported shareholder proposals seeking the appointment of independent board chair/CEO roles. Furthermore, we have published a guide for boards on the separation of the roles of chair and CEO (available on our website), and we have reinforced our position on leadership structures across our stewardship activities – e.g. via individual corporate engagements and director conferences.	LGIM publicly communicates its vote instructions on its website with the rationale for all votes against management. It is our policy not to engage with our investee companies in the three weeks prior to an AGM as our engagement is not limited to shareholder meetinn tonics. LGIM has a longstanding policy advocating for the separation of the roles of CEO and board chair. These two roles are substantially different, requiring distinct skills and experiences. Since 2015 we have supported shareholder proposals seeking the appointment of independent board chairs, and since 2020 we have voted against all combined board chair/CEO roles. Furthermore, we have published a guide for boards on the separation of the roles of chair and CEO (available on our website), and we have reinforced our position on leadership structures across our stewardship activities – e.g. via individual corporate engagements and director conferences.	
98.8% of shareholder supported the resolution.	N/A	99.0% of shareholders supported the resolution.	N/A	N/A	
LGIM will continue to engage with the company and monitor progress.	LGIM will continue to engage with the company and monitor progress.	LGIM will continue to engage with our investee companies, publicly advocate our position on this issue and monitor company and market-level progress.	LGIM will continue to engage with our investee companies, publicly advocate our position on this issue and monitor company and market-level progress.	LGIM will continue to engage with our investee companies, publicly advocate our position on this issue and monitor company and market-level progress.	
LGIM considers this vote to be significant as it is applied under the Climate Impact Pledge, our flagship engagement programme targeting some of the world's largest companies on their strategic management of climate change.	LGIM considers this vote to be significant as it is applied under the Climate Impact Pledge, our flagship engagement programme targeting some of the world's largest companies on their strategic management of climate change.	an escalation of our vote policy	LGIM considers this vote to be significant as it is in application of an escalation of our vote policy on the topic of the combination of the board chair and CEO (escalation of engagement by vote).	LGIM considers this vote to be significant as it is in application of an escalation of our vote policy on the topic of the combination of the board chair and CEO (escalation of engagement by vote).	

Vote 26	Vote 27	Vote 28	Vote 29	Vote 30		
Companhia Siderurgica Nacional 2021-04-30	HDFC Life Insurance Company lin 2021-07-19	Industrial Bank Co., Ltd. 2021-06-11	Info Edge (India) Limited 2021-08-27	Tsingtao Brewery Company Limite 2021-06-28		
0.080294	0.080086	0.073226	0.072814	0.071627		
Resolution 5 Elect Directors	Resolution 1 - Accept Financial Statements and Statutory	Resolution 11.8 Elect Chen Xinjian as Non-Independent Director	Resolution 1 - Accept Financial Statements and Statutory Reports	Resolution 7.1 Elect Huang Ke Xing as Director		
LGIM voted against the resolution (against management)	Against	LGIM voted against the resolution (management recommendation: for).	Against	LGIM voted against the resolution (against management)		
LGIM publicly communicates its vote instructions on its website with the rationale for all votes against management. It is our policy not to engage with our investee companies in the three weeks prior to an AGM as our engagement is not limited to shareholder meeting tonics.	against management. It is our policy not to engage with our investee companies in the three weeks prior to an AGM as our	LGIM publicly communicates its vote instructions on its website with the rationale for all votes against management. It is our policy not to engage with our investee companies in the three weeks prior to an AGM as our engagement is not limited to shareholder meeting topics.	LGIM publicly communicates its vote instructions on its website with the rationale for all votes against management. It is our policy not to engage with our investee companies in the three weeks prior to an AGM as our engagement is not limited to shareholder meeting topics.	LGIM publicly communicates its vote instructions on its website with the rationale for all votes against management. It is our policy not to engage with our investee companies in the three weeks prior to an AGM as our engagement is not limited to shareholder meeting topics.		
LGIM has a longstanding policy advocating for the separation of the roles of CEO and board chair. These two roles are substantially different, requiring distinct skills and experiences. Since 2015 we have supported shareholder proposals seeking the appointment of independent board chair, and since 2020 we are voting against all combined board chair/CEO roles. Furthermore, we have published a guide for boards on the separation of the roles of chair and CEO (available on our website), and we have reinforced our position on leadership structures across our stewardship activities – e.g. via individual corporate engagements and director conferences.	The company is deemed to not meet minimum standards with regards to climate risk management and disclosure.	LGIM views gender diversity as a financially material issue for our clients, with implications for the assets we manage on their behalf. For 10 years, we have been using our position to engage with companies on this issue. As part of our efforts to influence our investee companies on having greater gender balance, we expect all companies in which we invest globally to have at least one female on their board. Please note we have stronger requirements in the UK, North American, European and Japanese markets, in line with our engagement in these markets. For further details, please refer to our vote policies on our website.	The company is deemed to not meet minimum standards with regards to climate risk management and disclosure.	LGIM has a longstanding policy advocating for the separation of the roles of CEO and board chair. These two roles are substantially different, requiring distinct skills and experiences. Since 2015 we have supported shareholder proposals seeking the appointment of independent board chairs, and since 2020 we are voting against all combined board chair/CEO roles. Furthermore, we have published a guide for boards on the separation of the roles of chair and CEO (available on our website), and we have reinforced our position on leadership structures across our stewardship activities – e.g. via individual corporate engagements and director conferences.		
89.0% of shareholders supported the resolution.	99.7%	99.3% of shareholders supported the resolution.	99.5%	94% of shareholders supported the resolution.		
LGIM will continue to engage with our investee companies, publicly advocate our position on this issue and monitor company and market-level progress.	progress.	LGIM will continue to engage with our investee companies, publicly advocate our position on this issue and monitor company and market-level progress.	LGIM will continue to engage with the company and monitor progress.	LGIM will continue to engage with our investee companies, publicly advocate our position on this issue and monitor company and market-level progress.		
LGIM considers this vote to be significant as it is in application of an escalation of our vote policy on the topic of the combination of the board chair and CEO (escalation of engagement by vote).	the Climate Impact Pledge, our flagship engagement programme	LGIM views gender diversity as a financially material issue for our clients, with implications for the assets we manage on their behalf.	LGIM considers this vote to be significant as it is applied under the Climate Impact Pledge, our flagship engagement programme targeting some of the world's largest companies on their strategic management of climate change.	LGIM considers this vote to be significant as it is in application of an escalation of our vote policy on the topic of the combination of the board chair and CEO (escalation of engagement by vote).		

Vote 31	Vote 32	Vote 33	Vote 34	Vote 35	Vote 36
Haidilao International Holding Ltd. 2021-06-11	Hero Motocorp Limited 2021-08-04	Dubai Islamic Bank PJSC 2022-03-01	China Hongqiao Group Limited 2021-05-06	Eclat Textile Co., Ltd. 2021-06-18	Luzhou La 2021-06-29
0.071204 Resolution 2 Elect Zhang Yong as Director	0.065160 Resolution 6 - Approve Reappointment of Pawan Munjal as Whole-time Director Designated as Chairman & CEO	0.062738 Reslution 7 - Approve Discharge of Directors for FY 2021	0.062431 Resolution 2.1 Elect Zhang Bo as Director	0.061190 Resolution 5.1 Elect Cheng-Hai Hung, with Shareholder NO.1, as Non-Independent Director	0.061130 Resolutio n 7.1 Elect Liu Miao as Director
LGIM voted against the resolution (against management)	Against	Against	LGIM voted against the resolution (against management)	LGIM voted against the resolution (management recommendation; for).	LGIM voted against
LGIM publicly communicates its vote instructions on its website with the rationale for all votes against management. It is our policy not to engage with our investee companies in the three weeks prior to an AGM as our engagement is not limited to shareholder meeting tonics.	LGIM publicly communicates its vote instructions on its website with the rationale for all votes against management. It is our policy not to engage with our investee companies in the three weeks prior to an AGM as our engagement is not limited to shareholder meeting topics.	LGIM publicly communicates its vote instructions on its website with the rationale for all votes against management. It is our policy not to engage with our investee companies in the three weeks prior to an AGM as our engagement is not limited to shareholder meeting tonics.	LGIM publicly communicates its vote instructions on its website with the rationale for all votes against management. It is our policy not to engage with our investee companies in the three weeks prior to an AGM as our engagement is not limited to shareholder meeting tonics.	LGIM publicity communicates its LGIM publicity communicates its vote instructions on its website with the rationale for all votes against management. It is our policy not to engage with our investee companies in the three weeks prior to an AGM as our engagement is not limited to shareholder meeting topics	LGIM publicly communic ates its vote instruction s on its website with the
Light has a longstanding policy advocating for the separation of the roles of CEO and board chair. These two roles are substantially different, requiring distinct skills and experiences. Since 2015 we have supported shareholder proposals seeking the appointment of independent board chairs, and since 2020 we are voting against all combined board chair/CEO roles. Furthermore, we have published a guide for boards on the separation of the roles of chair and CEO (available on our website), and we have reinforced our position on leadership structures across our stewardship activities – e.g. via individual corporate engagements and director conferences.	LGIM has a longstanding policy advocating for the separation of the roles of CEO and board chair. These two roles are substantially different, requiring distinct skills and experiences. Since 2015 we have supported shareholder proposals seeking the appointment of independent board chairs, and since 2020 we have voted against all combined board chair/CEO roles. Furthermore, we have published a guide for boards on the separation of the roles of chair and CEO (available on our website), and we have reinforced our position on leadership structures across our stewardship activities – e.g. via individual corporate engagements and director conferences.	Climate Impact Pledge: A vote against is applied as the company is deemed to not meet minimum standards with regard to climate risk management.	LGIM has a longstanding policy advocating for the separation of the roles of CEO and board chair. These two roles are substantially different, requiring distinct skills and experiences. Since 2015 we have supported shareholder proposals seeking the appointment of independent board chairs, and since 2020 we are voting against all combined board chair/CEO roles. Furthermore, we have published a guide for boards on the separation of the roles of chair and CEO (available on our website), and we have reinforced our position on leadership structures across our stewardship activities – e.g. via individual corporate engagements and director conferences.	LGIM views gender diversity as a financially material issue for our clients, with implications for the assets we manage on their behalf. For 10 years, we have been using our position to engage with companies on this issue. As part of our efforts to influence our investee companies on having greater gender balance, we expect all companies in which we invest globally to have at least one female on their board. Please note we have stronger requirements in the UK, North American, European and Japanese markets, in line with our engagement in these markets. For further details, please refer to our vote policies on our website.	LGIM views gender diversity as a financially material issue for our clients, with implication s for the assets we manage on their behalf. For 10 years, we have been using our position to engage with companie s on this issue. As part of our efforts to influence
99.3% of shareholders supported the resolution.	92.7%	N/A	96.9% of shareholders supported the resolution.	N/A	99.3% of sharehold ers supported
LGIM will continue to engage with our investee companies, publicly advocate our position on this issue and monitor company and market-level progress.	LGIM will continue to engage with our investee companies, publicly advocate our position on this issue and monitor company and market-level progress.	LGIM will continue to monitor and engage with the company.	LGIM will continue to engage with our investee companies, publicly advocate our position on this issue and monitor company and market-level progress.	LGIM will continue to engage with our investee companies, publicly advocate our position on this issue and monitor company and market-level progress.	LGIM will continue to engage with our investee companie s, publicly advocate our position on this issue and monitor company and market- level progress.
LGIM considers this vote to be significant as it is in application of an escalation of our vote policy on the topic of the combination of the board chair and CEO (escalation of engagement by vote).	LGIM considers this vote to be significant as it is in application of an escalation of our vote policy on the topic of the combination of the board chair and CEO (escalation of engagement by vote).	A vote against the discharge of responsibility of both the management and supervisory boards is a rare step in LGIM's escalation policy.	LGIM considers this vote to be significant as it is in application of an escalation of our vote policy on the topic of the combination of the board chair and CEO (escalation of engagement by vote).	LGIM views gender diversity as a financially material issue for our clients, with implications for the assets we manage on their behalf.	LGIM views gender diversity as a financially material issue for our clients, with implication

Vote 37	Vote 38	Vote 39	Vote 40	Vote 41	Vote 42	Vote 43	Vote 44	Vote 45	Vote 46	Vote 47	Vote 48	Vote 49	Vote 50	Vote 51	Vote 52
Weichai Po 2021-06-28	ICICI Lomb 2021-08-10		Vanguard I 2021-06-18	Abu Dhabi 2022-03-17	Fibra Uno / 2021-04-30			Wistron Co 2021-06-1	Reinet Inve 2021-08-30	BB Segurio 2021-04-29				Luxshare F 2021-05-18	ICICI Prude 2021-06-25
0.058577	0.057743	0.055155	0.053898	0.052668	0.047630	0.046106	0.042127	0.041099	0.040715	0.040301	0.040295	0.039693	0.039325	0.038440	0.036355
Resolutio	Resolutio	Resolutio	Resolutio	Resolutio	Resolutio	Resolutio	Resolutio	Resolutio	Resolutio	Resolutio	Elect	Resolutio	Resolutio	Resolutio	Resolutio
n 13.1 Elect Tan	n 1 - Accept	n 1.1 Approve	n 4.1 Elect	n 11 - Elect	n 6 Ratify Herminio	n 4.1 Elect	n 1 Accept	n 7.1 Elect	n 6.1 - Reelect	n 1 Accept	Zeng Qinghong	n 11.1 Elect	n 2.4 & 3.3 - Re-	n 11.1 Elect	n 1a Accept
Xuguang	Financial	Annual	Leuh	Directors	Blanco	Sheng-	Financial	Simon Lin	John Li as	Financial	as	Zheng	elect	Wang	Standalon
as Director	Statement s and	Report and	Fang, a Represent	(Cumulati ve Voting)	Mendoza as	Hsiung Hsu, with	Statement s and	(Hsien- Ming Lin),	Board of Overseers	Statement s and	Director	Gaoqing as	Andreas Klingen as	Laichun as	e Financial
	Statutory	Financial	ative of	ve voung)	as Member	Sharehold	Statutory	with	Overseers	Statutory		Director	Director	Director	Statement
LGIM voted	Against	Against	LGIM voted	Against	LGIM voted	LGIM voted	Against	LGIM voted	Against	Against	Against	LGIM voted	Against	LGIM voted	Against
adainst			adainst		adainst	adainst		adainst				adainst		against	
LGIM	LGIM	LGIM publicly	LGIM	LGIM	LGIM	LGIM	LGIM publicly	LGIM	LGIM	LGIM publicly	LGIM	LGIM publicly	LGIM	LGIM publicly	LGIM
publicly communic	publicly communic	communic	publicly communic	publicly communic	publicly communic	publicly communic	communic	publicly communic	publicly communic	communic	publicly communic	communic	publicly communic	communic	publicly communic
ates its	ates its	ates its	ates its	ates its	ates its	ates its	ates its	ates its	ates its	ates its	ates its	ates its	ates its	ates its	ates its
vote instruction	vote instruction	vote instruction	vote instruction	vote instruction	vote instruction	vote instruction	vote instruction	vote instruction	vote instruction	vote instruction	vote instruction	vote instruction	vote instruction	vote instruction	vote instruction
s on its	s on its	s on its	s on its	s on its	s on its	s on its	s on its	s on its	s on its	s on its	s on its	s on its	s on its	s on its	s on its
website with the	website with the	website with the	website with the	website with the	website with the	website with the	website with the	website with the	website with the	website with the	website with the	website with the	website with the	website with the	website with the
	The	The	LGIM has	Cumulativ	LGIM	LGIM	The	LGIM	LGIM has	The	A vote	LGIM has	LGIM has	LGIM has	The
a Ionastandi	company is deemed	company is deemed	a longstandi	e voting:	views gender	views gender	company is deemed	views gender	a longstandi	company is deemed	against is applied as	a longstandi	a longstandi	a longstandi	company is deemed
ng policy	to not	to not	ng policy		diversity	diversity	to not	diversity	ng policy	to not	LGIM	ng policy	ng policy	ng policy	to not
	meet minimum	meet minimum		is warranted	as a financially	as a financiallv	meet minimum	as a financially	advocatin g for the	meet minimum	expects a	advocatin g for the	advocatin	advocatin	meet minimum
g for the separation	minimum standards	minimum standards	g for the separation		financially material	nancially material	minimum standards	financially material	g for the separation		company to have at	g for the separation	g for the separation	g for the separation	minimum standards
of the	with	with	of the	lack of	issue for	issue for	with	issue for	of the	with	least one	of the	of the	of the	with
roles of CEO and	regards to climate	regards to climate	roles of CEO and	disclosure regarding	our clients,	our clients,	regards to climate	our clients,	roles of CEO and	5	female on the board.	roles of CEO and	roles of CEO and	roles of CEO and	regards to climate
board	risk	risk	board	this	with	with	risk	with	board	risk		board	board	board	risk
chair. These two	managem ent and	managem ent and	chair. These two	item.Clima te Impact	implication s for the	implication s for the	managem ent and	implication s for the	chair. These two	managem ent and		chair. These two	chair. These two	chair. These two	managem ent and
roles are	disclosure	disclosure	roles are	Pledge: A	assets we	assets we	disclosure	assets we	roles are	disclosure		roles are	roles are	roles are	disclosure
substantia			substantia	vote	manage	manage		manage	substantia			substantia	substantia	substantia	
lly different,			lly different,	against is applied as	on their behalf.	on their behalf.		on their behalf.	lly different,			lly different,	lly different,	lly different,	
requiring			requiring	the	For 10	For 10		For 10	requiring			requiring	requiring	requiring	
distinct skills and			distinct skills and	company is deemed	years, we have been	years, we have been		years, we have been	distinct skills and			distinct skills and	distinct skills and	distinct skills and	
experienc				to not	using our	using our		using our	experienc			experienc	experienc	experienc	
es. Since 2015 we			es. Since 2015 we	meet minimum	position to	position to		position to	es. Since 2015 we			es. Since 2015 we	es. Since 2015 we	es. Since 2015 we	
have			2015 we have	standards	engage with	engage with		engage with	have			have	have	have	
supported				with	companie	companie		companie	supported			supported	supported	supported	
sharehold er			sharehold er	regard to climate	s on this issue. As	s on this issue. As		s on this issue. As	sharehold er			sharehold er	sharehold er	sharehold er	
proposals			proposals	risk	part of our	part of our		part of our	proposals			proposals	proposals	proposals	
seeking the			seeking the	managem ent.	efforts to influence	efforts to influence		efforts to influence	seeking the			seeking the	seeking the	seeking the	
	99.6%	N/A	N/A	N/A	This	N/A	N/A	N/A	90.6%	95.4% of	99.6%	89.5% of	98.5%	The	N/A
sharehold		-	-	-	resolution					sharehold		sharehold		resolution	
ers supported					was approved					er supported		ers supported		was approved	
Alle a	LGIM will	LGIM will	LGIM will	While	h.c.	LGIM will	LGIM will	LGIM will	LGIM will	44-0	LGIM will	LGIM will	LGIM will	las r	LGIM will
	continue	continue	continue	engagem	continue	continue	continue	continue	continue	-	continue	continue	continue	continue	continue
	to engage	to engage		ent with	to engage	to engage	to engage	to engage	to engage		to engage	to engage	to engage	to engage	to engage
with our investee	with the company	with the company	with our investee	the company	with our investee	with our investee	with the company	with our investee	with our investee	with the company	with our investee	with our investee	with our investee	with our investee	with the company
companie	and	and	companie	suggests	companie	companie	and	companie	companie	and	companie	companie	companie	companie	and
s, publicly advocate	monitor progress.	monitor progress.	s, publicly advocate	it will be compliant	s, publicly advocate	s, publicly advocate	monitor progress.	s, publicly advocate	s, publicly advocate	monitor progress.	s, publicly advocate	s, publicly advocate	s, publicly advocate	s, publicly advocate	monitor progress.
our			our	with the	our	our		our	our		our	our	our	our	
position on this			position on this	requireme nts of	position on this	position on this		position on this	position on this		position on this	position on this	position on this	position on this	
issue and			issue and	section 54	issue and	issue and		issue and	issue and		issue and	issue and	issue and	issue and	
monitor company				by the end of this		monitor company		monitor	monitor company		monitor	monitor company	monitor company	monitor company	
company and			company and	or this year, we	company and	company and		company and	company and		company and	company and	company and	company and	
market-			market-	considere	market-	market-		market-	market-		market-	market-	market-	market-	
level progress.			level progress.	d this to be	level progress.	level progress.		level progress.	level progress.		level progress.	level progress.	level progress.	level progress.	
				insufficien											
LGIM	LGIM	LGIM	LGIM	t cause to This vote	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM
considers	considers	considers	considers	was	views	views	considers	views	considers	considers	views	considers	considers	considers	considers
this vote to be	this vote to be	this vote to be	this vote to be		gender diversity	gender diversity	this vote to be	gender diversity	this vote to be	this vote to be	gender diversity	this vote to be	this vote to be	this vote to be	this vote to be
significant	significant	significant	significant	relates to	as a	as a	significant	as a	significant	significant	as a	significant	significant	significant	significant
as it is in applicatio	as it is applied	as it is applied	as it is in applicatio	one of LGIM's	financially material	financially material	as it is applied	financially material	as it is in applicatio	as it is applied	financially material	as it is in applicatio	as it is in applicatio	as it is in applicatio	as it is applied
n of an	under the	under the	n of an	engagem	issue for	issue for	under the	issue for	n of an	under the	issue for	n of an	n of an	n of an	under the
escalation	Climate	Climate	escalation	ent	our	our	Climate	our	escalation	Climate	our	escalation	escalation	escalation	Climate
of our vote	Impact Pledge,	Impact Pledge,	of our vote	themes: Human	clients, with	clients, with	Impact Pledge,	clients, with	of our vote	Impact Pledge,	clients, with	of our vote	of our vote	of our vote	Impact Pledge,
policy on	our	our	policy on	Rights/Ine		implication		implication		our	implication	policy on	policy on	policy on	our
the tenie	flagabin	flonabin	the tenie	مبيعانه	e fer the	e fer the	fleeship	a fan tha	the tenie	flogohin	a fan tha	the terrie	the tenie	the tenie	flanakin

Vote 53	Vote 54	Vote 55	Vote 56	Vote 57	Vote 58	Vote 59	Vote 60	Vote 61	Vote 62	Vote 63	Vote 64	Vote 65	Vote 66	Vote 67	Vote 68
	Container (2021-09-29				Agile Grou 2021-05-12			Muyuan Fo 2021-09-29	Yangzijiang 2021-04-30			SAIC Moto 2021-06-30		ZhongAn (2021-04-30	Saudi Indu 2021-04-21
0.035450	0.033846	0.032770	0.032765	0.032678	0.032264	0.032120	0.032052	0.031802	0.031515	0.031214	0.030934	0.030677	0.029260	0.028042	0.026963
Resolutio	Resolutio	Elect	Resolutio	Resolutio	Resolutio	Resolutio	Resolutio	Resolutio	Resolutio	Resolutio	Resolutio	Resolutio	Resolutio	Resolutio	Resolutio
		Director Daniel	n 1.1 - Elect	n 3.1 Elect Li	n 3 Elect	n 3 - Ratify	n 14.1 Elect	n 1.1 - Elect Oin	n 4 Elect Ren	n 2.1 - Percentag	n 4 - Re-	n 20.1 Elect	n 1 -	n 1 Approve	n 2 Accort
Lim Kok Thay as	Manoj Singh as	Yong	Jiang	Fuli as	Chen Zhuo Lin	Claudio	Zhou	Elect Qin Yinglin as	Letian as		elect Premchan	Chen	Accept Financial	Approve 2020	Accept Financial
	Director	Zhang		Director	as	Giovanni	Naixiang	Director	Director	to Be	d Godha	Hong as	Statement	Report of	Statement
			as Director		Director	Ezio Ongaro	as Director			Assigned - Elect	as Director	Director	s and Statutory	the Board	s and Statutory
Against	Against	Against	Against	Against	LGIM	Against	LGIM	Against	LGIM	Abstain	Against	LGIM	Against	Against	Against
					voted		voted against		voted against			voted against			
LGIM	LGIM	LGIM	LGIM	LGIM	against LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM
publicly	publicly	publicly	publicly	publicly	publicly	publicly	publicly	publicly	publicly	publicly	publicly	publicly	publicly	publicly	publicly
communic ates its	communic ates its	communic ates its	communic ates its	communic ates its	communic ates its	communic ates its	communic ates its	communic ates its	communic ates its	communic ates its	communic ates its	communic ates its	communic ates its	communic ates its	communic ates its
vote	vote	vote	vote	vote	vote	vote	vote	vote	vote	vote	vote	vote	vote	vote	vote
instruction s on its	instruction s on its	instruction s on its	instruction s on its	instruction s on its	instruction s on its	instruction s on its	instruction s on its	instruction s on its	instruction s on its	instruction s on its	instruction s on its	instruction s on its	instruction s on its	instruction s on its	instruction s on its
website	website	website	website	website	website	website	website	website	website	website	website	website	website	website	website
with the LGIM has	with the LGIM has	with the A vote	with the LGIM has	with the The	with the LGIM has	with the Climate	with the LGIM	with the LGIM has	with the LGIM has	with the LGIM has	with the LGIM has	with the LGIM	with the The	with the The	with the The
a	a	against is	a	company	a	Impact	views	a	a	a	a	views	company	company	company
		applied as	longstandi	is deemed	longstandi	Pledge: A	gender	longstandi	longstandi		longstandi	gender	is deemed	is deemed	is deemed
ng policy advocatin	ng policy advocatin	the company	ng policy advocatin	to not meet	ng policy advocatin	vote against is	diversity as a	ng policy advocatin	ng policy advocatin	ng policy advocatin	ng policy advocatin	diversity as a	to not meet	to not meet	to not meet
g for the	g for the	is deemed		minimum	g for the	applied as	financially	g for the	g for the	g for the	g for the	financially	minimum	minimum	minimum
	•	to not	separation	standards	separation	the	material	separation	separation	separation	separation	material	standards	standards	standards
of the roles of	of the roles of	meet minimum	of the roles of	with regards to	of the roles of	company is deemed	issue for our	of the roles of	of the roles of	of the roles of	of the roles of	issue for our	with regards to	with regards to	with regards to
CEO and	CEO and	standards	CEO and	climate	CEO and	to not	clients,	CEO and	CEO and	CEO and	CEO and	clients,	climate	climate	climate
board chair.	board chair.	with regard to	board chair.	risk managem	board chair.	meet minimum	with implication	board chair.	board chair.	board chair.	board chair.	with implication	risk managem	risk managem	risk
	These two		These two	ent and	These two	standards	s for the	These two		These two		s for the	ent and	ent and	managem ent and
roles are	roles are	risk	roles are	disclosure	roles are	with	assets we	roles are	roles are	roles are	roles are	assets we	disclosure	disclosure	disclosure
substantia Ily	substantia Ily	managem ent.	substantia Ily		substantia Ilv	regard to climate	manage on their	substantia Ily	substantia Ily	substantia Ily	substantia Ily	manage on their			
different,	different,	ont.	different,		different,	risk	behalf.	different,	different,	different,	different,	behalf.			
requiring	requiring		requiring		requiring	managem	For 10	requiring	requiring	requiring	requiring	For 10			
distinct skills and	distinct skills and		distinct skills and		distinct skills and	ent.	years, we have been	distinct skills and	distinct skills and	distinct skills and	distinct skills and	years, we have been			
experienc	experienc		experienc		experienc		using our	experienc	experienc	experienc	experienc	using our			
es. Since 2015 we	es. Since 2015 we		es. Since 2015 we		es. Since			es. Since 2015 we	es. Since 2015 we	es. Since 2015 we	es. Since 2015 we	position to			
2015 we have	2015 we have		2015 we have		2015 we have		engage with	2015 we have	2015 we have	2015 we have	2015 we have	engage with			
	supported		supported		supported		companie	supported	supported	supported	supported	companie			
sharehold er	sharehold er		sharehold er		sharehold er		s on this issue. As	sharehold	sharehold er	sharehold er	sharehold er	s on this issue. As			
proposals	proposals		proposals		proposals		part of our	proposals	proposals	proposals	proposals	part of our			
seeking	seeking		seeking		seeking		efforts to	seeking	seeking	seeking	seeking	efforts to			
the 92.8%	the N/A	N/A	the 99.1%	96.3% of	the 97.3% of	98.6%	influence 99.9% of	the 99.2%	the 97.2% of	the N/A	the 97.0%	influence 99.6% of	99.9%	99.8% of	N/A
52.070	19/75	19/75	33.170	sharehold	sharehold	30.070	sharehold	33.270	sharehold	19/75	51.070	sharehold	33.370	sharehold	11/74
				er	ers		ers		ers			ers		er	
				supported	supported		supported		supported			supported		supported	
		-	LGIM will		LGIM will	LGIM will	LGIM will	LGIM will	LGIM will			LGIM will	LGIM will	LGIM will	LGIM will
continue to engage	continue to engage		continue to engage	continue to engage	continue to engage	continue to engage	continue to engage	continue to engage	continue to engage	continue to engage	continue to engage	continue to engage	continue to engage	continue to engage	continue to engage
with our	with our	with the	with our	with the	with our	with the	with our	with our	with our	with our	with our	with our	with the	with the	with the
investee companie	investee companie	company and	investee companie	company and	investee companie	company and	investee companie	investee companie	investee companie	investee companie	investee companie	investee companie	company and	company and	company and
s, publicly		monitor	s, publicly	monitor	s, publicly	monitor	s, publicly	s, publicly	s, publicly	s, publicly	s, publicly	s, publicly	monitor	monitor	monitor
advocate	advocate	progress.	advocate	progress.	advocate	progress.	advocate	advocate	advocate	advocate	advocate	advocate	progress.	progress.	progress.
our position	our position		our position		our position		our position	our position	our position	our position	our position	our position			
on this	on this		on this		on this		on this	on this	on this	on this	on this	on this			
issue and	issue and		issue and		issue and		issue and	issue and	issue and	issue and	issue and	issue and			
monitor company	monitor company		monitor company		monitor company		monitor company	monitor company	monitor company	monitor company	monitor company	monitor company			
and	and		and		and		and	and	and	and	and	and			
market-	market- level		market-		market-		market- level	market- level	market- level	market- level	market-	market- level			
level progress.	progress.		level progress.		level progress.		ievei progress.	progress.	ievei progress.	ievei progress.	level progress.	progress.			
LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM
considers	considers	considers	considers	considers	considers	considers	views	considers	considers	considers	considers	views	considers	considers	considers
this vote to be	this vote to be	this vote to be	this vote to be	this vote to be	this vote to be	this vote to be	gender diversity	this vote to be	this vote to be	this vote to be	this vote to be	gender diversity	this vote to be	this vote to be	this vote to be
significant		significant	significant	significant	significant	significant	as a	significant	significant		significant	as a	significant	significant	significant
as it is in	as it is in	as it is	as it is in	as it is	as it is in	as it is	financially	as it is in	as it is in	as it is in	as it is in	financially	as it is	as it is	as it is
applicatio n of an	applicatio n of an	applied under the	applicatio n of an	applied under the	applicatio n of an	applied as part of the	material issue for	applicatio n of an	applicatio n of an	applicatio n of an	applicatio n of an	material issue for	applied under the	applied under the	applied under the
		Climate	escalation	Climate	escalation	Climate	our	escalation	escalation		escalation	our	Climate	Climate	Climate
of our	of our	Impact	of our	Impact	of our	Impact	clients,	of our	of our	of our	of our	clients,	Impact	Impact	Impact
vote policy on	vote policy on	Pledge, our	vote policy on	Pledge, our	vote policy on	Pledge, our	with implication	vote policy on	vote policy on	vote policy on	vote policy on	with implication	Pledge, our	Pledge, our	Pledge, our
the tenie	the tenie	fleership	the terrin	florebin	the terrin	fleashin	a far tha	the terrin	the terrin	the terrin	the terio	a far tha	fleashin	fleashin	florebin

Vote 69	Vote 70	Vote 71	Vote 72	Vote 73	Vote 74	Vote 75	Vote 76	Vote 77	Vote 78	Vote 79	Vote 80	Vote 81	Vote 82	Vote 83	Vote 84
Bupa Arab 2021-06-24		Baoshan Ir 2021-05-18		Metropolita		3SBio, Inc 2021-06-2		Alibaba Pie 2021-08-3		The Comp 2021-04-29		Telesites S 2021-04-2		Focus Med 2021-11-23	Seazen Hc 2021-05-20
0.024702 Resolutio	0.024432 Resolutio	0.024360 Resolutio	0.023597 Re-elect	0.022303 Resolutio	0.020958 Resolutio	0.020031 Resolutio	0.019768 Elect	0.019607 Resolutio	0.019485 Resolutio	0.019480 Resolutio	0.019230 Resolutio	0.018809 Resolutio	0.018660 Resolutio	0.017794 Elect	0.017476 Resolutio
n3 Accept	n 3 - Re-	n 12.1	Abe	n 3.1	n 1.1 -	n 2a Elect	Liang	n 2.1a -	n 15.1	n 2	n 7 -	n 1.4	n 3a Elect	Jiang	n 10.1
Financial Statement	elect Samir	Elect Zou Jixin as	Thebyane as	Elect Arthur Ty	Elect Zhou	Lou Jing as	Feng as Director	Elect Fan Luyuan as	Elect Ruan	Accept Financial	Approve Pledging	Approve Consolida	Xu Shihui as	Nanchun as	Elect Wang
s and	Mehta as	Director	Director	as	Qunfei as	Director		Director	Hongliang	Statement	of Shares	ted	Director	Director	Xiaosong
Statutory Reports	Director			Director	Director				as Director	s and Statutory	Held by the	Financial Statement			as Director
Against	Against	LGIM voted	Against	Against	Against	LGIM voted	Against	Against	LGIM voted	Against	Against	Against	LGIM voted	Against	LGIM voted
		adainst				adainst			against				adainst		against
LGIM publicly	LGIM publicly	LGIM publicly	LGIM publicly	LGIM publicly	LGIM publicly	LGIM publicly	LGIM publicly	LGIM publicly	LGIM publicly	LGIM publicly	LGIM publicly	LGIM publicly	LGIM publicly	LGIM publicly	LGIM publicly
communic	communic	communic	communic	communic	communic	communic	communic	communic	communic	communic	communic	communic	communic	communic	communic
ates its vote	ates its vote	ates its vote	ates its vote	ates its vote	ates its vote	ates its vote	ates its vote	ates its vote	ates its vote	ates its vote	ates its vote	ates its vote	ates its vote	ates its vote	ates its vote
instruction	instruction		instruction	instruction	instruction		instruction	instruction	instruction	instruction	instruction	instruction		instruction	instruction
s on its website	s on its website	s on its website	s on its website	s on its website	s on its website	s on its website	s on its website	s on its website	s on its website	s on its website	s on its website	s on its website	s on its website	s on its website	s on its website
with the The	with the LGIM has	with the LGIM	with the A vote	with the The	with the LGIM has	with the LGIM has	with the A vote	with the LGIM has	with the LGIM has	with the The	with the The	with the The	with the LGIM has	with the A vote	with the LGIM
company	a	views	against is	company	a	a	against is	a	a	company	company	company	a	against is	views
is deemed to not	longstandi ng policy	gender diversity	applied as LGIM	is deemed to not	longstandi ng policy	longstandi ng policy	applied as LGIM	longstandi ng policy	longstandi ng policy	is deemed to not	is deemed to not	is deemed to not	longstandi ng policy	applied as LGIM	gender diversity
meet	advocatin	as a	expects a	meet	advocatin	advocatin	expects a	advocatin	advocatin	meet	meet	meet	advocatin	expects	as a
minimum standards	g for the separation	financially material	company to have a	minimum standards	g for the separation	g for the separation	company	g for the separation	g for the separation	minimum standards	minimum standards	minimum standards	g for the separation	the roles	financially material
with	of the	issue for	diverse	with	of the	of the	diverse	of the	of the	with	with	with	of the	Chair and	issue for
regards to climate	roles of CEO and	our clients,	board, with at	regards to climate	roles of CEO and	roles of CEO and	board, including	roles of CEO and	roles of CEO and	regards to climate	regards to climate	regards to climate	roles of CEO and	CEO to be	our clients.
risk	board	with	least 25%	risk	board	board	at least	board	board	risk	risk	risk	board	separate.	with
managem ent and	chair. These two		of board members	managem ent and	chair. These two	chair. These two	one woman	chair. These two	chair. These two	managem ent and	managem ent and	managem ent and	chair. These two	These two roles are	implication s for the
disclosure	roles are	assets we	being	disclosure	roles are	roles are	We	roles are	roles are	disclosure	disclosure	disclosure	roles are	substantia	assets we
	substantia Ily	manage on their	women. We		substantia Ily	substantia Ily	expect companie	substantia Ily	substantia Ily				substantia Ily	lly different	manage on their
	different,	behalf.	expect		different,	different,	s to	different,	different,				different,	and a	behalf.
	requiring distinct	For 10 years, we	companie s to		requiring distinct	requiring distinct	increase female	requiring distinct	requiring distinct				requiring distinct	division of responsibi	For 10 years, we
	skills and	have been	increase		skills and	skills and	participati	skills and	skills and				skills and	lities	have been
	experienc es. Since	using our position to	female participati		experienc es. Since	experienc es. Since	on both on the	experienc es. Since	experienc es. Since				experienc es. Since	ensures there is a	using our position to
	2015 we	engage	on both		2015 we	2015 we	board and	2015 we	2015 we				2015 we	proper	engage
	have supported	with companie	on the board and		have supported	have supported	in leadership	have supported	have supported				have supported	balance of authority	with companie
	sharehold	s on this	in Is a damabin		sharehold	sharehold	positions	sharehold	sharehold				sharehold	and	s on this
	er proposals	issue. As part of our	leadership positions		er proposals	er proposals	over time.	er proposals	er proposals				er proposals	responsibi lity on the	issue. As part of our
	seeking the	efforts to influence	over time.		seeking the	seeking the		seeking the	seeking the				seeking the	board.	efforts to influence
N/A	98.4%	99.0% of	90.9%	N/A	98.6%	90.6% of	99.6%	97.6%	96.6% of	N/A	97.7%	98.8% of	98.3% of	N/A	99.6% of
		sharehold				sharehold			sharehold			sharehold	sharehold		sharehold
		ers supported				ers supported			ers supported			er supported	ers supported		ers supported
LGIM will	LGIM will	LGIM will	LGIM will	LGIM will	LGIM will	LGIM will	LGIM will	LGIM will	LGIM will	LGIM will	LGIM will	LGIM will	LGIM will	LGIM will	LGIM will
continue	continue	continue	continue	continue to engage	continue to engage	continue	continue	continue	continue	continue	continue	continue	continue	continue	continue
to engage with the	to engage with our	to engage with our	to engage with our	with the	with our	to engage with our	to engage with our	to engage with our	to engage with our	to engage with the	to engage with the	to engage with the	to engage with our	to engage with our	to engage with our
company and	investee companie	investee companie	investee companie	company and	investee companie	investee companie	investee companie	investee companie	investee companie	company and	company and	company and	investee companie	investee companie	investee companie
monitor	s, publicly	s, publicly	s, publicly	monitor	s, publicly	s, publicly	s, publicly	s, publicly	s, publicly	monitor	monitor	monitor	s, publicly	s, publicly	s, publicly
progress.	advocate our	advocate our	advocate our	progress.	advocate our	advocate our	advocate our	advocate our	advocate our	progress.	progress.	progress.	advocate our	advocate our	advocate our
	position	position	position		position	position	position	position	position				position	position	position
	on this issue and	on this issue and	on this issue and		on this issue and	on this issue and	on this issue and	on this issue and	on this issue and				on this issue and	on this issue and	on this issue and
	monitor	monitor	monitor		monitor	monitor	monitor	monitor	monitor				monitor	monitor	monitor
	company and	company and	company and		company and	company and	company and	company and	company and				company and	company and	company and
	market-	market-	market-		market-	market-	market-	market-	market-				market-	market-	market-
	level progress.	level progress.	level progress.		level progress.	level progress.	level progress.	level progress.	level progress.				level progress.	level progress.	level progress.
	p. cg. 035.	p. og 000.	p. 091000.		p. 09, 000.	p. ogi 000.	p. og. 000.	p. og. 000.	p. 09, 000.				p. cg. coo.	p. ogi 000.	p. eg. 635.
LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM
considers this vote	considers this vote	views gender	views gender	considers this vote	considers this vote	considers this vote	views gender	considers this vote	considers this vote	considers this vote	considers this vote	considers this vote	considers this vote	considers this vote	views gender
to be	to be	diversity	diversity	to be	to be	to be	diversity	to be	to be	to be	to be	to be	to be	to be	diversity
significant as it is	significant as it is in	as a financially	as a financially	significant as it is	significant as it is in	significant as it is in	as a financially	significant as it is in	significant as it is in	significant as it is	significant as it is	significant as it is	significant as it is in	significant as it is in	as a financially
applied	applicatio	material	material	applied	applicatio	applicatio	material	applicatio	applicatio	applied	applied	applied	applicatio	applicatio	material
under the Climate	n of an escalation	issue for our	issue for our	under the Climate	n of an escalation	n of an escalation	issue for our	n of an escalation	n of an escalation	under the Climate	under the Climate	under the Climate	n of an escalation	n of an escalation	issue for our
Impact	of our	clients,	clients,	Impact	of our	of our	clients,	of our	of our	Impact	Impact	Impact	of our	of our	clients,
Pledge, our	vote policy on	with implication	with implication	Pledge, our	vote policy on	vote policy on	with implication	vote policy on	vote policy on	Pledge, our	Pledge, our	Pledge, our	vote policy on	vote policy on	with implication
flowelsin	the tenie	a fan tha	a fan tha	fle me him	the tenie	the terrie	a fan tha	the terrin	the tenie	flowelsin	fleashin	flowelsin	the tenie	the tenie	a fan tha

Vote 85	Vote 86	Vote 87	Vote 88	Vote 89	Vote 90	Vote 91	Vote 92	Vote 93	Vote 94	Vote 95	Vote 96	Vote 97	Vote 98	Vote 99	Vote 100
	Shanghai I 2021-04-2		Air China L 2021-05-2	Magnit PJ 2021-09-09		Zhejiang S 2022-01-20		Shenzhen 2021-12-2	China Ever 2021-05-27			PSG Grou 2021-07-09			Henan Shu 2021-08-31
0.016818	0.015280	0.015271	0.015201	0.014592	0.014511	0.013777	0.013725	0.013613	0.012279	0.012263	0.012188	0.011873	0.011867	0.011612	0.011597
Elect Zhu	Resolutio	Resolutio	Resolutio	Resolutio	Elect Xu	Resolutio	Resolutio	Elect Du	Resolutio	Resolutio	Resolutio	Resolutio	Resolutio	Resolutio	Resolutio
Yiming as Director	n 16.1 Elect Li	n 3 Elect He Xi as	n 1 Approve	n 2.4 & 2.12 -	Yongjun as	n 1.1 - Elect	n 6.1 Elect	Weimin as Director	n 3a Elect Zhao Wei	n 1 Approve	n 1 Approve	n 1.3 - Re- elect	n 4 Elect Zhong	n 4.7 Elect	n 1.1 - Elect Wan
	Jinzhao	Director	2020	Elect	Director	Zhang	Lucio C.		as	Report of	Work	Chris Otto	Sheng	Carlos C.	Long as
	as Director		Work Report of	Timothy Demchen		Yabo as Director	Tan as Director		Director	the Board of	Report of the Board	as Director	Jian as Director	Ejercito as Director	Director
Anningt			the Board	ko as	Anninat	Anninat		Anninat		Directors	of	Anningt			Anningt
Against	LGIM voted	LGIM voted	Against	Against	Against	Against	LGIM voted	Against	LGIM voted	Against	Against	Against	LGIM voted	LGIM voted	Against
LGIM	adainst LGIM	adainst LGIM	LGIM	LGIM	LGIM	LGIM	against LGIM	LGIM	against LGIM	LGIM	LGIM	LGIM	against LGIM	against LGIM	LGIM
publicly	publicly	publicly	publicly	publicly	publicly	publicly	publicly	publicly	publicly	publicly	publicly	publicly	publicly	publicly	publicly
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instruction	instruction	instruction	instruction	instruction	instruction	instruction	instruction	instruction	instruction	instruction	instruction	instruction	instruction	instruction	instruction
s on its website	s on its website	s on its website	s on its website	s on its website	s on its website	s on its website	s on its website	s on its website	s on its website	s on its website	s on its website	s on its website	s on its website	s on its website	s on its website
with the	with the	with the	with the	with the	with the	with the	with the	with the	with the	with the	with the	with the	with the	with the	with the
A vote against is	LGIM has	LGIM has	The company	The company	A vote against is	Joint Chair/CE	LGIM has	A vote against is	LGIM has	The company	The company	LGIM has a	LGIM has	LGIM views	LGIM has
	longstandi	longstandi	is deemed		applied as		longstandi		longstandi		is deemed	longstandi	longstandi	gender	longstandi
LGIM	ng policy	ng policy	to not	to not	LGIM	against is	ng policy	LGIM	ng policy	to not	to not	ng policy	ng policy	diversity	ng policy
expects a company	advocatin g for the	advocatin g for the	meet minimum	meet minimum	expects a company	applied as LGIM	advocatin q for the	expects a company	advocatin g for the	meet minimum	meet minimum	advocatin g for the	advocatin g for the	as a financially	advocatin g for the
to have a	separation	separation	standards	standards	to have a	expects	separation	to have a	separation	standards	standards	separation	separation	material	separation
diverse board,	of the roles of	of the roles of	with regards to	with regards to	diverse board,	the roles of Board	of the roles of	diverse board,	of the roles of	with regards to	with regards to	of the roles of	of the roles of	issue for our	of the roles of
including	CEO and	CEO and	climate	climate	including		CEO and	including	CEO and	climate	climate	CEO and	CEO and	clients,	CEO and
at least	board	board	risk	risk	at least	CEO to	board	at least	board	risk	risk	board	board	with	board
one woman.	chair. These two	chair. These two	managem ent and	managem ent and	one woman.	be separate.	chair. These two	one woman.	chair. These two	managem ent and	managem ent and	chair. These two	chair. These two	implication s for the	chair. These two
We	roles are	roles are	disclosure	disclosure	We	These two	roles are	We	roles are	disclosure	disclosure	roles are	roles are	assets we	roles are
expect	substantia	substantia			expect	roles are	substantia	expect	substantia			substantia	substantia	manage	substantia
companie s to	lly different,	lly different,			companie s to	substantia Ily	lly different,	companie s to	lly different,			lly different,	different,	on their behalf.	lly different,
increase	requiring	requiring			increase	different	requiring	increase	requiring			requiring	requiring	For 10	requiring
female participati	distinct skills and	distinct skills and			female participati	and a division of	distinct skills and	female participati	distinct skills and			distinct skills and	distinct skills and	years, we have been	distinct skills and
on both	experienc	experienc			on both		experienc	on both	experienc			experienc	experienc	using our	experienc
on the board and	es. Since 2015 we	es. Since			on the board and	lities ensures	es. Since 2015 we	on the board and	es. Since			es. Since 2015 we	es. Since 2015 we	position to	es. Since
in	2015 we have	2015 we have			in		2015 we	in	2015 we have			have	have	engage with	2015 we have
leadership	supported	supported			leadership	proper	supported	leadership	supported			supported	supported	companie	supported
positions over time.	sharehold er	sharehold er			positions over time.	balance of authority	sharehold er	positions over time.	sharehold er			sharehold er	sharehold er	s on this issue. As	sharehold er
	proposals	proposals			over arrie.	and	proposals	over ante.	proposals			proposals	proposals	part of our	proposals
	seeking the	seeking the				responsibi lity on the	seeking the		seeking the			seeking the	seeking the	efforts to influence	seeking the
96.3%	98.9% of	99.3% of	99.9% of	N/A	99.9%	94.3%	The	98.7%	91.5% of	99.8% of	99.3% of	77.0%	96.0% of	This	100.0%
	sharehold	sharehold	sharehold				resolution		sharehold	sharehold	sharehold	-	sharehold	resolution	
	ers supported	ers supported	er				was approved		ers supported	er supported	er supported		ers supported	was approved	
L GIM will	LGIM will	41-0	LGIM will	L GIM will		LGIM will			41	41-0	41-0	LGIM will	LGIM will	LGIM will	
LGIM will continue	continue	continue	continue	LGIM will continue	LGIM will continue	continue	LGIM will continue	LGIM will continue	LGIM will continue	LGIM will continue	continue	continue	continue	continue	LGIM will continue
to engage	to engage	to engage	to engage	to engage	to engage	to engage	to engage	to engage	to engage	to engage	to engage	to engage	to engage	to engage	to engage
with our investee	with our investee	with our investee	with the company	with the company	with our investee	with our investee	with our investee	with our investee	with our investee	with the company	with the company	with our investee	with our investee	with our investee	with our investee
companie	companie	companie	and	and	companie		companie	companie	companie	and	and	companie	companie	companie	companie
s, publicly advocate	s, publicly advocate	s, publicly	monitor	monitor	s, publicly advocate	s, publicly advocate	s, publicly advocate	s, publicly advocate	s, publicly advocate	monitor	monitor	s, publicly advocate	s, publicly advocate	s, publicly	s, publicly advocate
our	our	advocate our	progress.	progress.	our	our	our	our	our	progress.	progress.	our	our	advocate our	our
position	position	position			position	position	position	position	position			position	position	position	position
on this issue and	on this issue and	on this issue and			on this issue and	on this issue and	on this issue and	on this issue and	on this issue and			on this issue and	on this issue and	on this issue and	on this issue and
monitor	monitor	monitor			monitor	monitor	monitor	monitor	monitor			monitor	monitor	monitor	monitor
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level	level	level			level	level	level	level	level			level	level	level	level
progress.	progress.	progress.			progress.	progress.	progress.	progress.	progress.			progress.	progress.	progress.	progress.
LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM
views	considers	considers	considers	considers	views	considers	considers	views	considers	considers	considers	considers	considers	views	considers
gender diversity	this vote to be	this vote to be	this vote to be	this vote to be	gender diversity	this vote to be	this vote to be	gender diversity	this vote to be	this vote to be	this vote to be	this vote to be	this vote to be	gender diversity	this vote to be
as a	significant	significant	significant	significant	as a	significant	significant	as a	significant	significant	significant	significant	significant	as a	significant
financially material	as it is in applicatio		as it is applied	as it is applied	financially material	as it is in applicatio	as it is in applicatio	financially material	as it is in applicatio	as it is applied	as it is applied	as it is in applicatio	as it is in applicatio	financially material	as it is in applicatio
issue for	applicatio	applicatio n of an	applied under the	applied under the	issue for	n of an	applicatio	issue for	applicatio	applied under the	applied under the	applicatio	applicatio	issue for	n of an
our	escalation	escalation	Climate	Climate	our	escalation	escalation	our	escalation	Climate	Climate	escalation	escalation	our	escalation
clients, with	of our vote	of our vote	Impact Pledge,	Impact Pledge,	clients, with	of our vote	of our vote	clients, with	of our vote	Impact Pledge,	Impact Pledge,	of our vote	of our vote	clients, with	of our vote
implication		policy on	our	our	implication	policy on	policy on	implication		our	our	policy on	policy on	implication	
e fer the	the tenie	the tenie	florebin	flowelsin	a fan ika	the tenie	the tenie	e ferthe	the tenie	fleeship	fleeship	Also Assis	the tenie	a fan ilea	the tenie

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		0.011153	0.010054	0.009845		0.009625	0.008972	0.008753	0.008445	0.008342		0.007986	0.007949	0.007904	0.007566
Resolutio	Resolutio	Resolutio	Resolutio	Resolutio		Resolutio	Resolutio	Elect Guo	Resolutio	Resolutio	Elect Liu	Resolutio	Resolutio	Resolutio	Resolutio
n 2.4 - Approve	n 3.01 Elect Ma	n 1.1 - Elect	n 1 Approve	n 8.1 Elect	n 12.1 Elect	n 7a Elect Andrew L.	n 3a Elect Li Ming	Manjin as Director	n 3.1 - Elect	n 7.1 Elect	Xiaodong as	n 1 Approve	n 4.1 Elect	n 1 Approve	n 2.1 - Elect
Pledging		Zhang	Report of	Chen	Zeng	Tan as	and	Director	Zhao	Isidro A.	Director	Annual	Enrique K.		Liang
of Assets	Director		the Board	Zhisong	Fangqin	Director	Authorize		Hongfei	Consunji		Report	Razon Jr.	the Board	Yaoming
for Debt		Director	of	as	as		Board to		as	as		and	as	of	as
Against	LGIM	Against	Directors Against	Director LGIM	Director LGIM	LGIM	Fix His LGIM	Against	Director Against	Director LGIM	Against	Summary Against	Director LGIM	Directors Against	Director Against
/ iguinor	voted	/ iguilior	/ iguilior	voted	voted	voted	voted	/ iguiliot	riganist	voted	/ iguinor	/ iguiliot	voted	/ iguiliot	/ iguinor
	adainst			against	adainst	against	against			against			adainst		
LGIM	LGIM	LGIM	LGIM publicly	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM
publicly communic	publicly communic	publicly communic	communic	publicly communic		publicly communic	publicly communic	publicly communic	publicly communic	publicly communic	publicly communic	publicly communic	publicly communic	publicly communic	publicly communic
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vote	vote	vote	vote	vote	vote	vote	vote	vote	vote	vote	vote	vote	vote	vote	vote
instruction	instruction	instruction	instruction	instruction		instruction	instruction	instruction	instruction	instruction	instruction	instruction	instruction	instruction	instruction
s on its website	s on its website	s on its website	s on its website	s on its website		s on its website	s on its website	s on its website	s on its website	s on its website					
with the	with the	website with the	with the	with the	with the	website with the	with the	with the	with the	website with the	with the	with the	with the	with the	with the
The	LGIM has		The	LGIM		LGIM has	LGIM has	A vote	LGIM has	LGIM has	A vote	The	LGIM has	The	LGIM has
company	a	a	company	views	a	a	a	against is	a	a	against is	company	a	company	a
is deemed to not	longstandi ng policy	longstandi ng policy	is deemed to not	gender diversity		longstandi ng policy	ng policy	applied as LGIM	longstandi ng policy	longstandi ng policy	applied as LGIM	is deemed to not	longstandi ng policy	to not	longstandi ng policy
meet	advocatin	advocatin	meet	as a		advocatin	advocatin	expects	advocatin	advocatin	expects	meet	advocatin	meet	advocatin
minimum		g for the	minimum	financially	g for the	g for the	g for the	the roles	g for the	g for the	the roles	minimum	g for the	minimum	g for the
standards	separation	separation	standards	material	separation	separation	separation	of Board	separation	separation	of Board	standards	separation		separation
with	of the	of the	with	issue for	of the	of the	of the	Chair and	of the	of the	-	with	of the	with	of the
regards to climate	roles of CEO and	roles of CEO and	regards to climate	our clients,	roles of CEO and	roles of CEO and	roles of CEO and	CEO to be	roles of CEO and	roles of CEO and	CEO to be	regards to climate	roles of CEO and	regards to climate	roles of CEO and
risk	board	board	risk	with	board	board	board	separate.	board	board	separate.	risk	board	risk	board
managem	chair.	chair.	managem	implication	chair.	chair.	chair.	These two	chair.	chair.	These two	managem	chair.	managem	chair.
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	lly	llv		manage on their	lly	lly	lly	lly different	lly	lly	lly different		lly		lly
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	requiring	requiring		For 10	requiring	requiring	requiring	division of	requiring	requiring	division of		requiring		requiring
	distinct	distinct		years, we	distinct	distinct	distinct	responsibi	distinct	distinct	responsibi		distinct		distinct
	skills and experienc	skills and experienc		have been using our	skills and experienc	skills and experienc	skills and experienc	lities ensures	skills and experienc	skills and experienc	lities ensures		skills and experienc		skills and experienc
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	2015 we	2015 we		engage		2015 we	2015 we	proper	2015 we	2015 we	proper		2015 we		2015 we
	have	have		with	have	have	have	balance of	have	have	balance of		have		have
	supported	supported		companie		supported	supported	authority	supported	supported	authority		supported		supported
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		proposals		part of our		proposals	proposals	lity on the	proposals	proposals	lity on the		proposals		proposals
	seeking	seeking		efforts to	seeking	seeking	seeking	board.	seeking	seeking	board.		seeking		seeking
	the	the		influence	the	the	the		the	the			the		the
N/A	98.8% of	N/A	85.6% of	78.2% of	The	The	96.1% of	92.1%	91.3%	99.3% of	99.4%	This	The	99.9% of	99.6%
	sharehold		sharehold	sharehold ers		resolution	sharehold			sharehold		resolution	resolution	sharehold	
	ers supported		er supported	supported	was approved	was approved	ers supported			ers supported		was approved	was approved	supported	
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LGIM will continue	LGIM will continue	LGIM will continue	LGIM will continue	LGIM will continue	LGIM will continue	LGIM will continue	LGIM will continue	LGIM will continue	LGIM will continue	LGIM will continue	LGIM will continue	LGIM will continue	LGIM will continue	LGIM will continue	LGIM will continue
	to engage														
		with our	with the	with our		with our		with the		with the	with our				
company	investee	investee	company	investee	investee	investee	investee	investee	investee	investee	investee	company	investee	company	investee
and	companie	companie	and	companie		companie	companie	companie	companie	companie s, publicly		and	companie	and	companie s, publicly
monitor progress.	s, publicly advocate	s, publicly advocate	monitor progress.	s, publicly advocate		s, publicly advocate	s, publicly advocate	s, publicly advocate	s, publicly advocate	s, publicly advocate		monitor progress.	s, publicly advocate	monitor progress.	s, publicly advocate
p.09.000.	our	our	F. 09.000.	our	our	our	our	our	our	our	our	p.09.000.	our	p. 09.000.	our
	position	position		position	position	position	position	position	position	position	position		position		position
	on this	on this		on this	on this	on this	on this	on this	on this	on this	on this		on this		on this
	issue and monitor	issue and monitor		issue and monitor	issue and monitor	issue and monitor	issue and monitor	issue and monitor	issue and monitor	issue and monitor	issue and monitor		issue and monitor		issue and monitor
	company	company		company	company	company	company	company	company	company	company		company		company
	and	and		and	and	and	and	and	and	and	and		and		and
	market-	market-		market-	market-	market-	market-	market-	market-	market-	market-		market-		market-
	level	level		level		level	level	level	level	level	level		level		level
	progress.	progress.		progress.	progress.	progress.	progress.	progress.	progress.	progress.	progress.		progress.		progress.
LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM
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GIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM	LGIM
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Voting policies

Please answer the following questions in relation to the Fund named above.

Question	Response
	LGIM's voting and engagement activities are driven by ESG professionals and their assessment of the requirements in these areas seeks to achieve the best outcome for all our clients. Our voting policies are reviewed annually and take into account feedback from our clients.
What is your policy on consulting with clients before voting?	Every year, LGIM holds a stakeholder roundtable event where clients and other stakeholders (civil society, academia, the private sector and fellow investors) are invited to express their views directly to the members of the Investment Stewardship team. The views expressed by attendees during this event form a key consideration as we continue to develop our voting and engagement policies and define strategic priorities in the years ahead. We also take into account client feedback received at regular meetings and/ or ad-hoc comments or enquiries.
Please provide an overview of your process for deciding how to vote.	All decisions are made by LGIM's Investment Stewardship team and in accordance with our relevant Corporate Governance & Responsible Investment and Conflicts of Interest policy documents which are reviewed annually. Each member of the team is allocated a specific sector globally so that the voting is undertaken by the same individuals who engage with the relevant company. This ensures our stewardship approach flows smoothly throughout the engagement and voting process and that engagement is fully integrated into the vote decision process, therefore sending consistent messaging to companies.
	LGIM's Investment Stewardship team uses ISS's 'ProxyExchange' electronic voting platform to electronically vote clients' shares. All voting decisions are made by LGIM and we do not outsource any part of the strategic decisions. Our use of ISS recommendations is purely to augment our own research and proprietary ESG assessment tools. The Investment Stewardship team also uses the research reports of Institutional Voting Information Services (IVIS) to supplement the research reports that we receive from ISS for UK companies when making specific voting decisions. To ensure our proxy provider votes in accordance with our position on ESG, we have put in place a custom voting policy with specific voting instructions. These instructions apply to all markets globally and seek to uphold what we consider are minimum best practice standards which we
How, if at all, have you made use of proxy voting services over the year to 31/03/2022?	We retain the ability in all markets to override any vote decisions, which are based on our custom voting policy. This may happen where engagement with a specific company has provided additional information (for example from direct engagement, or explanation in the annual report) that allows us to apply a qualitative overlay to our voting judgement. We have strict monitoring controls to ensure our votes are fully and effectively executed in accordance with our voting policies by our service provider. This includes a regular manual check of the votes input into the platform, and an electronic alert service to inform us of rejected votes which require further action.
	document available on our website: https://www.lgim.com/landg-assets/lgim/_document- library/capabilities/how-lgim-uses-proxy-voting-services.pdf
What process did you follow for determining the "most significant" votes?	As regulation on vote reporting has recently evolved with the introduction of the concept of 'significant vote' by the EU Shareholder Rights Directive II, LGIM wants to ensure we continue to help our clients in fulfilling their reporting obligations. We also believe public transparency of our vote activity is critical for our clients and interested parties to hold us to account. For many years, LGIM has regularly produced case studies and/ or summaries of LGIM's vote positions to clients for what we deemed were 'material votes'. We are evolving our approach in line with the new regulation and are committed to provide our clients access to 'significant vote' information. In determining significant votes, LGIM's Investment Stewardship team takes into account the criteria provided by the Pensions & Lifetime Savings Association (PLSA) guidance. This includes but is not limited to: • High profile vote which has such a degree of controversy that there is high client and/ or public scrutiny; • Significant client interest for a vote: directly communicated by clients to the Investment Stewardship team at LGIM's annual Stakeholder roundtable event, or where we note a significant increase in requests from clients on a particular vote; • Sanction vote as a result of a direct or collaborative engagement; • Vote linked to an LGIM engagement campaign, in line with LGIM Investment Stewardship's 5-year ESG priority engagement themes. We provide information on significant votes in the format of detailed case studies in our quarterly ESG impact report and annual active ownership publications. The vote information is updated on a daily basis and with a lag of one day after a shareholder meeting is held. We also provide the rationale for all votes cast against management, including votes of support to shareholder resolutions. If you have any additional questions on specific votes, please note that LGIM publicly discloses its vote instructions on our website at:

\\atkin-dc-01\Common\Schemes\Howarth Timber\Investment\Implementation statement\2022>HN - ManagerVoting_export_1651571501319>Fund Name 15/09/2022-16:43

	https://vds.issgovernance.com/vds/#/MjU2NQ==/
	Please refer to the LGIM investment stewardship conflict of interest document at the following link:
Are you currently affected by any conflicts, across any of your holdings?	https://www.lgim.com/api/epi/documentlibrary/view?id=1116980ea5bf43fa9801c212be73f487&old=l iterature.html?cid=
Please include here any additional	It is vital that the proxy voting service are regularly monitored and LGIM do this through quarterly due diligence meetings with ISS. Representatives from a range of departments attend these meetings, including the client relationship manager, research manager and custom voting manager. The meetings have a standing agenda, which includes setting out our expectations, an analysis of any issues we have experienced when voting during the previous quarter, the quality of the ISS research delivered, general service level, personnel changes, the management of any potential conflicts of interest and a review of the effectiveness of the monitoring process and voting statistics. The meetings will also review any action points arising from the previous quarterly meeting.
comments which you believe are relevant to your voting activities or processes	LGIM has its own internal Risk Management System (RMS) to provide effective oversight of key processes. This includes LGIM's voting activities and related client reporting. If an item is not confirmed as completed on RMS, the issue is escalated to line managers and senior directors within the organisation. On a weekly basis, senior members of the Investment Stewardship team confirm on LGIM's internal RMS that votes have been cast correctly on the voting platform and record any issues experienced. This is then reviewed by the Director of Investment Stewardship who confirms the votes have been cast correctly on a monthly basis. Annually, as part of our formal RMS processes the Director of Investment Stewardship confirms that a formal review of LGIM's proxy provider has been conducted and that they have the capacity and competency to analyse proxy issues and make impartial recommendations.
	All voting data provided in this report is produced by L&G using data extracted from our third-party proxy-voting provider Institutional Shareholder Services' (ISS) Proxy Exchange platform, an electronic voting platform used by L&G's Investment Stewardship team to vote its clients' shares. Data relates to all votes cast in the 12-month period to 31/03/2022 by L&G in each fund in line with our Corporate Governance & Responsible Investment Policy. L&G shall have no liability in respect of any loss or damage suffered by you, your client or any other party arising in connection with either the provision of voting data or any inaccuracies, errors or omissions, regardless of cause in any voting data provided to you.
Disclaimer	All voting data provided in this report is produced by LGIM using data extracted from our third-party proxy-voting provider Institutional Shareholder Services' (ISS) ProxyExchange platform, an electronic voting platform used by LGIM's Investment Stewardship team to vote its clients' shares. Data relates to all votes cast in the 12-month period to 31/03/2022 by LGIM in each fund in line with our Corporate Governance & Responsible Investment Policy. https://www.lgim.com/uk/en/capabilities/corporate-governance/policies-and-voting-disclosures-uk-en/ It does not include any voting directed by policyholders. Please note that this data is provided at fund-level only and can include, in the case of feeder fund structures, multiple underlying fund information. Please note that for the purposes of voting reporting, a proxy fund - UK Index Trust (9028) is used to report voting data relating to UK Equity Index Fund (2240) and not the fund/scheme specific points mentioned in the PLSA template. The UK Index Trust has the same constituents as UK Equity Index apart from constituents equal to < 1% in other equity holdings. This report is based on the exporting the Fund Hierarchies and Valuations rather than the entire Look through to the underlying data sets weighting during the reporting period. It does not consider whether the fund directly or indirectly through an underlying fund held such securities at a point in time which made it eligible to vote i.e. the Record Date. Any statements made by a party other than LGIM based on the data provided are not endorsed by LGIM. Therefore, we cannot guarantee the accuracy, completeness or reliability of this report. We do not endorse your use of any information from this report and disclaim, to the fullest extent permissible under law, any liability which we incur

PENSIONS AND LIFETIME SAVINGS ASSOCIATION

VOTI NG QUESTI ONNAI RE	RESPONSE	POINTS TO CONSIDER WHEN RESPONDING
Scheme Name		To be completed by the trustees
Employer name		To be completed by the trustees
Investment Manager name	Ardevora Asset Management LLP	To be completed by the trustees
Fund name	Ardevora Global Long-only Equity Fund	To be completed trustees and should not be changed by the manager
Amended Fund Name (if different to the above)		To be completed by managers if they have a different name to the above fund name
Scheme year end date		To be completed by the trustees
Start of Reporting Period	01/04/2021	To be completed by the trustees. This is normally the start of the scheme year, or
		the inception date in the Fund / mandate if later.
End of Reporting Period	31/03/2022	To be completed by the trustees. This is normally the end of the scheme year, or
	· · · · ·	entire redemption date from the Fund / mandate if earlier.

The following sections should be completed at the **<u>fund/mandate (if segregated)</u>** level

FUND/ MANDATE I NFORWATI ON	RESPONSE	ADDITIONAL CONVENTS
What is the Fund's Legal Entity Identifier (LEI) (if applicable)	5493000JZD9KVH11NK75	Ardevora Global Long-only Equity Fund
What is the Fund's International Securities		
Identification Number (ISIN) (if applicable)	IE00BBGT3P34	Ardevora Global Long-only Equity Fund C GBP
What was the total size of the fund/mandate as		
at the end of the Reporting Period?	7,442,135,347	Strategy AUM GBP (as at 31/03/2022)
Total size of Scheme assets invested in the		
fund/mandate as at the end of the Reporting		
Period (if known)?		
What was the number of equity holdings in the		
fund/mandate as at the end of the Reporting	192	number of stocks held in the portfolio
period?		
VOTI NG POLI CI ES	RESPONSE	
What is your policy on consulting with clients	Please see attached our Proxy Voting policy.	
before voting?		
Please provide an overview of your process for	We use Glass Lewis & Co ("GL") as a proxy administrator to vote proxies on	
deciding how to vote.	behalf of the various funds and accounts we manage. We vote in line with	
	GL's proxy voting guidelines which can be viewed at:	
	www.glasslewis.com/guidelines.	
	Our policy is to vote proxies on a given issue in the same way for all of our clients.	
How, if at all, have you made use of proxy voting		
services?		
	We partnered GL as our proxy administrator in 2017. GL is responsible for	
	submitting votes across all our Funds and segregated portfolios. GL have	
	partnered with Sustainalytics who provide detailed ESG profiles for each of	
	the companies they vote on. Their proxy voting guidelines can be viewed at: www.glasslewis.com/guidelines.	
	www.glassiewis.com/guidelines.	
	The Responsible Investment team oversees Glass Lewis's voting	
	recommendations using an internal proxy voting dashboard. Additional	
	scrutiny is applied to ballots concerning election of directors, 'say on	
	climate' and shareholder resolutions. We vote in line with our values and	
	priorities, particularly taking into account fairness and environmental	
	considerations. Our proxy voting dashboard filters Glass Lewis research, allowing for efficient analysis of recommendations. The RI team then	
	approves the recommendation or changes the vote if the recommendation	
	does not align with our views on fairness or the environment.	
	, , , , , , , , , , , , , , , , , , ,	
	Board representation is of particular importance to Ardevora, as diverse	
	boards bring a valuable range of perspectives and opinions to decision	
	making. If a board has less than 30% female representation, we will first	
	engage to offer the company a chance to explain this shortcoming. If we receive an unsatisfactory reason, we will vote against the chair of the	
	nomination committee.	
What process did you follow for determining the	Ardevora considers a vote to be "significant" for a number of reasons. The	
"most significant" votes?	primary situation where a vote would be categorised as "significant" is	
	when a resolution in which we opposed, receives >20% total opposition.	
	Please note that we are currently undertaking a review of our voting policy	
	and procedure, therefore Ardevora's current definition of "significant vote"	
Did any of your "most significant" votes breach	may be subject to change.	
the client's voting policy (where relevant)?		
interest of the point, (more relevant).	N	
	•	•

If 'Y' to the above. Please explain where this	
happened and the rationale for the action taken	
	N/A
Are you currently affected by any of the	
following five conflicts, or any other conflicts,	
across any of your holdings?	
1) The asset management firm overall has an	
apparent client-relationship conflict e.g. the	
manager provides significant products or	
services to a company in which they also have an	
equity or bond holding;	
2) Senior staff at the asset management firm	
hold roles (e.g. as a member of the Board) at a	
company in which the asset management firm	
has equity or bond holdings	
3) The asset management firm's stewardship	
staff have a personal relationship with relevant	
individuals (e.g. on the Board or the company	
secretariat) at a company in which the firm has	
an equity or bond holding	
4) There is a situation where the interests of	
different clients diverge. An example of this	
could be a takeover, where one set of clients is	
exposed to the target and another set is exposed	
to the acquirer	
5) There are differences between the	
stewardship policies of managers and their	
clients	
	N/
	IN
Please include here any additional comments	
which you believe are relevant to your voting	

activities or processes

VOTI NG STATI STI CS (APPLI CABLE TO THE			
	RESPONSE	ADDI TI ONAL COMMENTS	POINTS TO CONSIDER WHEN RESP
How many meetings were you eligible to vote at?			
	229		
How many resolutions were you eligible to vote			
on?	2,950		
What % of resolutions did you vote on for which	100%		
Of the resolutions on which you voted, what %			
did you vote with management?	91.7%		
Of the resolutions on which you voted, what %			The totals of rows 42, 43 and 44
did you vote against management?	8.2%		should add up to 100%.
Of the resolutions on which you voted, what %			
did you vote to abstain?	0.2%		
Please use this field if you wish to comment on			This box can be used to note any
any unusual circumstances or trends for Rows			apparent descepencives in the
42-44			above, for example where
			companies recomment
			shareholders abstain, or
	N/A		exceptional cases.
In what % of meetings, for which you did vote,			
did you vote at least once against management?			
	8.2%		
Which proxy advisory services does your firm			
use, and do you use their standard voting policy			
or created your own bespoke policy which they			
then implemented on your behalf?	Glass Lewis		
	Glass Lewis		
What % of resolutions, on which you did vote,			
did you vote contrary to the recommendation of			
your proxy adviser? (if applicable)	N/A		
	N/A		

Most significant votes

IN RELATION TO THE FUND NAMED ABOVE, WHICH 10 VOTES (AT A MINIMUM DURING THE REPORTING PERIOD DO YOU CONSIDER TO BE MOST SIGNIFICANT FOR THE			
SCHEME?	VOTE 1	VOTE 2	VOTE 3
Company name	Intercontinental Exchange Inc	Electronic Arts, Inc.	Zoetis Inc
Date of vote	14/05/2021	12/08/2021	20/05/2021
Approximate size of fund's/mandate's holding			
as at the date of the vote (as % of portfolio)			
-	0.00%	6 0.55 ⁶	6 0.00%
Summary of the resolution	Shareholder Proposal Regarding Simple Majority Vote	Shareholder Proposal Regarding Right to Act by Written Consent	Shareholder Proposal Regarding Simple Majority Vote
How you voted	For	For	For

Where you voted against management, did you communicate your intent to the company ahead of the vote? Rationale for the voting decision	N/A	N/A	N/A		
Outcome of the vote Implications of the outcome eg were there any lessons learned and what likely future steps will you take in response to the outcome?	Approved	Management-proposed 25% ownership threshold is too high	Supermajority vote requirements can impede shareholders" ability to approve ballot items that are in their interests Approved		
you take in response to the outcome?	N/A	N/A	N/A		
o 111 h 11	INVA	IN/A	N/A		
On which criteria have you assessed this vote to					
be "most significant"?	N/A		N/A		
			VOTE 6		
SPACE FOR COMMENTS OR NOTES	Agilent Technologies Inc.	Texas Instruments Inc.	Microsoft Corporation		
	16/03/2022	22/04/2021	30/11/2021		
	0.51%	0.00%			
			on Effectiveness of Workplace Sexual		
	For	For	For		
			N/A		
	A 10% threshold for calling a special meeting is appropriate	that arise between annual meetings	and mitigation of harassment is		
	Approved	Approved	Approved		
	N/A		N/A		
	N/A	N/A	N/A		
			VOTE 10		
		Costco Wholesale Corp	Delta Air Lines. Inc.		
	0.005756 0.005				
			Shareholder Proposal Regarding		
Shareholder Proposal Regarding Report on GHG Targets and			Lobbying Activity Alignment with the		
		Shareholder Proposal Regarding Adoption of Targets to Achieve Net-zero Emissions by 2050	Paris Agreement		
		For	For		
	N/A	N/A	N/A		
			Additional reporting would provide		
			shareholders with assurance that		
			Company funds were being spent in a		
Adoption of this proposal will better ensure the Company's resilience			manner that furthered its stated		
			objective		
	Approved		Approved		
	N/A	N/A	N/A		
	N/A	N/A	N/A		