

AGENDA
GOVERNANCE COMMITTEE MEETING
MARIN COUNTY EMPLOYEES' RETIREMENT ASSOCIATION (MCERA)

One McInnis Parkway, 1st Floor
Retirement Board Conference Room
San Rafael, CA

April 21, 2021 – 9:00 a.m.

This meeting will be held via videoconference pursuant to Executive Order N-25-20, issued by Governor Newsom on March 12, 2020, Executive Order N-29-20, issued by Governor Newsom on March 17, 2020, and Executive Order N-35-20, issued by Governor Newsom on March 21, 2020.

Instructions for watching the meeting and/or providing public comment, as well as the links for access, are available on the [Watch & Attend Meetings](https://www.mcera.org/retirementboard/agendas-minutes/watchmeetings) page of MCERA's website. Please visit <https://www.mcera.org/retirementboard/agendas-minutes/watchmeetings> for more information.

The Board of Retirement encourages a respectful presentation of public views to the Board. The Board, staff and public are expected to be polite and courteous, and refrain from questioning the character or motives of others. Please help create an atmosphere of respect during Board meetings.

CALL TO ORDER

ROLL CALL

MINUTES

October 7, 2020 Governance Committee meeting

May 13, 2020 Governance Committee meeting

A. OPEN TIME FOR PUBLIC EXPRESSION

Note: The public may also address the Committee regarding any agenda item when the Committee considers the item.

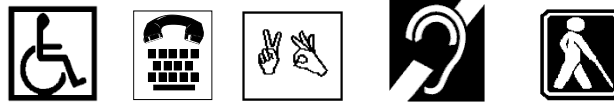
Open time for public expression, from three to five minutes per speaker, on items not on the Committee Agenda. While members of the public are welcome to address the Committee during this time on matters within the Committee's jurisdiction, except as otherwise permitted by the Ralph M. Brown Act (Government Code Sections 54950 et seq.), no deliberation or action may be taken by the Committee concerning a non-agenda item. Members of the Committee may (1) briefly respond to statements made or questions posed by persons addressing the Committee, (2) ask a question for clarification, or (3) provide a reference to staff for factual information.

B. NEW BUSINESS

1. Proxy Voting
 - a. Proxy Voting Reports
Proxy voting records of public equity managers for December 31, 2020
2. Governance Risk Report – Institutional Shareholder Services (ISS) – Nathan Worthington and Jack Ferdon
Review and discuss the ISS quarterly Risk Assessment Report
3. Retirement Board Priorities Setting Process
Discussion of current processes for setting priorities and consideration of potential updates to same
4. Existing Policies – Standard Review with Proposed Updates
 - a. Policy Regarding Adoption of Economic Actuarial Assumptions (Action)
Consider possible recommendation to Board on updates to policy
 - b. Conflict of Interest Code (Action)
Consider possible recommendation to Board on updates to policy
 - c. Election and Duties of Board Officers Policy (Action)
Consider possible recommendation to Board on updates to policy
 - d. Class Action Securities Litigation Policy (Action)
Consider possible recommendation to Board on updates to policy
 - e. Policy re Actuarial Equivalence Determinations for Modified Retirement and Survivor Allowances (Action)
Consider possible recommendation to Board on updates to policy
 - f. Placement Agent Payment Disclosure Policy (Action)
Consider possible recommendation to Board on updates to policy
5. Existing Policies – Standard Review without Proposed Updates
 - a. Accessibility of Records Policy (Action)
Conduct standard policy review
 - b. Budget Policy and Adoption Process (Action)
Conduct standard policy review
 - c. Disability Retirement and Survivor Benefits Applications Policy (Action)
Conduct standard policy review
 - d. Investment Code of Conduct and Insider Trading Policy (Action)
Conduct standard policy review
 - e. Reciprocal Members' Final Compensation Determinations Policy (Action)
Conduct standard policy review

- f. Retirement Administrator Annual Performance Evaluation Policy (Action)
Conduct standard policy review
 - g. Senior Management Contingency Plan Policy (Action)
Conduct standard policy review
6. Next Committee Meeting

Note on Process: Items designated for information are appropriate for Committee action if the Committee wishes to take action.



Agenda material is provided upon request. Requests may be submitted by email to MCERABoard@marincounty.org, or by phone at (415) 473-6147.

MCERA is committed to assuring that its public meetings are accessible to persons with disabilities. If you are a person with a disability and require an accommodation to participate in a County program, service, or activity, requests may be made by calling (415) 473-4381 (Voice), Dial 711 for CA Relay, or by email at least five business days in advance of the event. We will do our best to fulfill requests received with less than five business days' notice. Copies of documents are available in alternative formats upon request.

The agenda is available on the Internet at <http://www.mcera.org>

MINUTES

GOVERNANCE COMMITTEE MEETING MARIN COUNTY EMPLOYEES' RETIREMENT ASSOCIATION (MCERA)

**One McInnis Parkway, 1st Floor
Retirement Board Conference Room
San Rafael, CA**

October 7, 2020 – 9:00 a.m.

This meeting was held via teleconference pursuant to Executive Order N-25-20, issued by Governor Newsom on March 12, 2020, Executive Order N-29-20, issued by Governor Newsom on March 17, 2020, and Executive Order N-35-20, issued by Governor Newsom on March 21, 2020.

CALL TO ORDER

Chair Cooper called the meeting to order at 9:00 a.m.

ROLL CALL

PRESENT: Cooper, Gladstern, Jones, Silberstein, Thomas

ABSENT: None

MINUTES

The Minutes of the May 13, 2020 Governance Committee will be considered for approval at the next Committee meeting.

A. OPEN TIME FOR PUBLIC EXPRESSION

Note: The public may also address the Committee regarding any agenda item when the Committee considers the item.

Open time for public expression, from three to five minutes per speaker, on items not on the Committee Agenda. While members of the public are welcome to address the Committee during this time on matters within the Committee's jurisdiction, except as otherwise permitted by the Ralph M. Brown Act (Government Code Sections 54950 et seq.), no deliberation or action may be taken by the Committee concerning a non-agenda item. Members of the Committee may (1) briefly respond to statements made or questions posed by persons addressing the Committee, (2) ask a question for clarification, or (3) provide a reference to staff for factual information.

No members of the public provided comment.

B. NEW BUSINESS

1. Proxy Voting

a. Proxy Voting Reports

Proxy voting records of public equity managers for June 30, 2020

Retirement Administrator Jeff Wickman presented proxy voting reports of MCERA's equity managers as of June 30, 2020. Chair Cooper invited Committee members to comment on the proxy voting reports. Trustee Silberstein observed there is the same pattern as in the past with Dimensional Fund Advisors (DFA) and State Street Global Advisors (State Street) proxy voting. DFA continues to vote to review Chief Executive Officer (CEO) salaries every 3 years instead of every year as management, ISS and Glass Lewis recommend. State Street continues to have large numbers of abstentions on CEO pay, political expenditures, and having an independent Board chair. Trustee Silberstein noted MCERA has written to these managers about these votes. He also observed that State Street abstained on a resolution at Facebook regarding a report of online exploitation of children.

Mr. Wickman noted that due to their extensive size, proxy voting reports will not be included in Board meeting packets going forward. Instead, a few proxy voting examples reflecting the Committee's discussion will be included in the Committee report to the Board.

2. Governance Risk Report – Institutional Shareholder Services (ISS) – Nathan Worthington and Jack Ferdon

Review and discuss the ISS quarterly Risk Assessment Report and consider appropriate action, if any.

Jack Ferdon, Senior Associate, Client Service & Consultants, of Institutional Shareholder Services, discussed the quarterly Governance Risk Report for the quarter ending June 30, 2020. Mr. Ferdon noted that the vast majority of annual corporate meetings are held during the second quarter of every year. The report provides a comparison of voting patterns of MCERA's equity managers. Each manager is ranked based on an ISS relative metric on a variety of proxy voting matters. The 10 to 8 range reflects poor governance and there are few scores in this range. Some holdings in the report are in pooled funds and the values shown are not specific to the value of MCERA's holdings in the funds.

Trustee Gladstern asked what MCERA should do about companies who have poor rankings. In response Mr. Ferdon said MCERA could engage and communicate with companies or vote against specific items. Trustee Silberstein added that one thing would be to vote for shareholder resolutions to improve governance. Trustee Gladstern asked if MCERA holds different voting rights. Mr. Worthington, Executive Director and Head of Client Service and Consultants with ISS, replied that all companies in the report are there because MCERA does have voting rights in the meeting indicated.

Mr. Ferdon presented and assessed votes by each investment manager. TimesSquare and Artisan vote most often with management. Parametric follows the Public Fund Proxy Voting Guidelines which results in more votes against management proposals. Trustee

For consideration at April Governance Committee meeting

Silberstein noted the Public Fund Proxy Voting Guidelines (Guidelines) attempt to influence management to improve governance. Mr. Worthington noted the Guidelines are looking for more independent boards and in essence the best of the best governance practices. Mr. Silberstein noted the DFA and State Street voting patterns differ from the way MCERA would vote based on MCERA's Proxy Voting and Corporate Governance Policy.

Report attributes include how aligned manager votes were with management recommendations on different topics. Shareholder proposals show MCERA's managers most often supported governance-related proposals on health and environmental issues. Mr. Ferdon said it was a milestone when a notable proposal asking a board to report on how its lobbying activity supported the Paris climate agreements won majority support.

Mr. Ferdon said there were fewer proxy contests than the prior year due likely to COVID19 and related reduced travel. Trustee Thomas asked if there were contradictory statements in one proxy contest. Mr. Ferdon said the statement is reflective of the ISS analytical model that assesses the argument of the dissident and reviews the company relative to peers, which in this case showed alignment. Trustee Silberstein noted the company has a policy that it can pay the Chief Executive Officer (CEO) whatever it wants. The fact is that this time the pay is reasonable, he said.

Trustee Gladstern expressed appreciation for the ISS Governance Risk Report which she finds to be valuable. Trustee Silberstein supported this view and noted the report makes clear differences in how managers vote from what our policy would be. Mr. Worthington offered to send the ISS high-level assessment of proxy voting to MCERA.

It was M/S Silberstein/Gladstern to recommend that the Investment Committee consider engaging Institutional Shareholder Services (ISS) to vote MCERA's proxies in the State Street Global Advisors S&P 500 portfolio and Dimensional Fund Advisors core small cap portfolio according to the ISS Public Fund Policy.

Mr. Wickman recalled having a discussion about ISS voting MCERA's shares a few years ago. He said this can be brought to the Investment Committee to have ISS go through the Governance Risk Report and explain how this would work including associated costs.

The motion was approved by a vote of 5-0 as follows:

AYES:	Cooper, Gladstern, Jones, Silberstein, Thomas
NOES:	None
ABSTAIN:	None
ABSENT:	None

For consideration at April Governance Committee meeting

3. Existing Policies – Standard Review with Proposed Updates

a. Investment Policy Statement (Action)

Consider possible recommendation to Board on updates to policy

The Administrator stated updates to the Investment Policy Statement align with changes to the Proxy Voting and Governance Policy approved by the Board.

It was M/S Silberstein/Thomas to recommend that the Board approve updates to the Investment Policy Statement as submitted. The motion was approved by a vote of 5-0 as follows:

AYES: Cooper, Gladstern, Jones, Silberstein, Thomas

NOES: None

ABSTAIN: None

ABSENT: None

b. Credit Card Policy (Action)

Consider possible recommendation to Board on updates to policy

Mr. Wickman said the updates to the Credit Card Policy include an additional card for the Retirement Administrator, clarifying card issuance under MCERA's name, having exceptions authorized by the Board Chair, and clarifying spending limits when approval by the Board Chair would be needed.

It was M/S Gladstern/Silberstein to recommend that the Board approve updates to the Credit Card Policy as submitted. The motion was approved by a vote of 5-0 as follows:

AYES: Cooper, Gladstern, Jones, Silberstein, Thomas

NOES: None

ABSTAIN: None

ABSENT: None

c. Election and Duties of Board Officers Policy (Action)

Consider possible recommendation to Board on updates to policy

Mr. Wickman said updates to the Election and Duties of Board Officers Policy provide for the presentation of the policy for review and discussion at the September meeting followed by a solicitation of interest in serving in an officer position at the October meeting.

It was M/S Gladstern/Thomas to recommend that the Board approve updates to the Election and Duties of Board officers Policy as submitted. The motion was approved by a vote of 5-0 as follows:

AYES: Cooper, Gladstern, Jones, Silberstein, Thomas

NOES: None

ABSTAIN: None

ABSENT: None

For consideration at April Governance Committee meeting

d. Fiduciary Liability Insurance and Claims Reporting Policy (Action)

Consider possible recommendation to Board on updates to policy

Updates to the Fiduciary Liability Insurance and Claims Reporting Policy reflect the annual process of renewing fiduciary liability insurance and its review by counsel followed by a recommendation to the Board. Due to timing the renewal comes directly to the Board rather than through the Finance and Risk Management Committee, which has been the practice for the past few years.

It was M/S Silberstein/Gladstern to recommend that the Board approve updates to the Fiduciary Liability Insurance and Claims Reporting Policy as submitted. The motion was approved by a vote of 5-0 as follows:

AYES: Cooper, Gladstern, Jones, Silberstein, Thomas
NOES: None
ABSTAIN: None
ABSENT: None

e. Portable Electronic Device Policy (Action)

Consider possible recommendation to Board on updates to policy

One modification to the Portable Electronic Device Policy was made to clarify that Board members are to consult with the Retirement Administrator prior to downloading software onto their devices.

It was M/S Thomas/Jones to recommend that the Board approve updates to the Portable Electronic Device Policy as submitted. The motion was approved by a vote of 5-0 as follows:

AYES: Cooper, Gladstern, Jones, Silberstein, Thomas
NOES: None
ABSTAIN: None
ABSENT: None

4. Existing Policies – Standard Review without Proposed Updates

a. Governance Committee Charter (Action)

Conduct standard charter review

Charters for the Governance Committee and Investment Committee were presented for the standard 3-year review with no changes recommended by staff.

It was Cooper/Gladstern to recommend that the Board accept the review of the Governance Committee Charter and the Investment Committee Charter. The motion was approved by a vote of 5-0 as follows:

For consideration at April Governance Committee meeting

AYES: Cooper, Gladstern, Jones, Silberstein, Thomas
NOES: None
ABSTAIN: None
ABSENT: None

- b. Investment Committee Charter (Action)
Conduct standard charter review

5. Next Committee Meeting

The next Committee meeting will be in April 2021 on a date to be determined once the Board Meeting Calendar for 2021 is approved by the Board in November or December.

There being no further business, Chair Cooper adjourned the meeting at 10:06 a.m.

Jeff Wickman, Retirement Administrator

On behalf of:
Chris Cooper, Committee Chair

Michelle Hardesty, Assistant Retirement Administrator

On behalf of:
Jeff Wickman, Retirement Administrator

MINUTES

GOVERNANCE COMMITTEE MEETING MARIN COUNTY EMPLOYEES' RETIREMENT ASSOCIATION (MCERA)

**One McInnis Parkway, 1st Floor
Retirement Board Conference Room
San Rafael, CA**

May 13, 2020 – 9:00 a.m.

This meeting will be held via teleconference pursuant to Executive Order N-25-20, issued by Governor Newsom on March 12, 2020, Executive Order N-29-20, issued by Governor Newsom on March 17, 2020, and Executive Order N-35-20, issued by Governor Newsom on March 21, 2020. The meeting was accessible to the public via livestream on MCERA's YouTube channel.

CALL TO ORDER

Retirement Administrator Jeff Wickman called the meeting to order at 9:03 a.m.

ROLL CALL

PRESENT: Thomas, Gladstern, Cooper, Silberstein, Jones

ABSENT: None

MINUTES

It was M/S Silberstein/Gladstern to approve the December 17, 2019 Governance Committee Meeting Minutes as submitted. The motion was approved by unanimous vote as follows:

AYES: Cooper, Gladstern, Jones, Silberstein, Thomas

NOES: None

ABSTAIN: None

ABESENT: None

A. OPEN TIME FOR PUBLIC EXPRESSION

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For consideration at April 2021 Committee meeting

addressing the Committee, (2) ask a question for clarification, or (3) provide a reference to staff for factual information.

No members of the public provided comment.

B. NEW BUSINESS

1. Proxy Voting

a. Proxy Voting Reports

Proxy voting records of public equity managers for December 31, 2019

Mr. Wickman presented proxy reports of public equity managers for the six months ending December 31, 2019. Trustees Silberstein and Gladstern complimented staff for their work in putting together the information for the Committee. Trustee Silberstein noted that Dimensional Fund Advisors (DFA) voted against raising the pay of the Chief Executive Officer (CEO) of American Outdoor Brands. DFA also voted against a shareholder resolution to treat gun companies like tobacco companies by holding them financially responsible for deaths resulting from their guns. He expressed disappointment that State Street abstained on numerous CEO pay matters and various shareholders resolutions.

b. Manager Responses on Proxy Voting Policy Alignment

Follow up to discussion had in December

The discussion on proxy votes focused on the voting practices of State Street (SSGA) and DFA. Mr. Wickman communicated with both managers to identify the items that the Committee had discussed in the previous meeting. He requested that the managers review the items of concern and provide a written response to the Board.

In response, DFA offered to adjust proxy voting practices on annual “say on pay” with a corresponding fee as cost would be incurred for them to deviate from their current policy. Mr. Wickman clarified that the cost is a base for one change and would likely increase if additional customization was implemented. Therefore, it would be important to understand costs before making any changes. Trustee Silberstein noted that DFA’s current policy is always to vote against any shareholder resolutions on disclosure. If the Board asked them to vote for those resolutions following MCERA policies, it would probably initiate another charge of \$2,500. Mr. Wickman will follow up with DFA to ask about cost structure.

Mr. Worthington of ISS noted that by making a sub policy, there is cost to ISS to maintain it and make sure it is in line. Expense is driven by the complexity and level of effort as well as a charge per meeting voted, he said. Anything that requires a custom data set will cost more depending on whether the data is readily available. The alternative would be the Board take back the voting for DFA.

SSGA’s response to the request was that the Board would need to take over proxy voting if more customization was required.

Trustee Silberstein appreciated DFA's willingness to work with the Board and disappointment with the SSGA response. Chair Cooper suggested addressing the issue comprehensively by requesting an estimate for ISS to run the entire proxy voting program following Board policies. Mr. Worthington said ISS could offer off-the-shelf policy customization, such as the Public Fund Policy, SRI Policy, and Sustainability Policy covered under one cost. Any additional customizations desired could be quoted for consideration and reviewed annually for adjustment. Trustee Silberstein asked ISS to review off-the-shelf policies to see which might be in alignment Board policies on proxy voting. He added that the policies are also on their website.

Mr. Wickman suggested that, before formally requesting this quote from ISS, the Board be consulted. There was general agreement for the Committee to agendize the discussion and take action to make a recommendation to the Board at the next Committee meeting. Mr. Wickman will engage ISS to do a refresh of what has been done previously with the intention that it will be agendized at the next Governance Committee meeting.

2. Governance Risk Report – Institutional Shareholder Services (ISS) – Nathan Worthington and Jack Ferdon

Review and discuss the ISS quarterly Risk Assessment Report

Jack Ferdon and Nathan Worthington presented the Institutional Shareholder Services (ISS) Risk Assessment Report. Mr. Ferdon explained that the report indicates the largest portfolio positions with high governance risk. At least one of the managers is voting assets within a comingled fund, which means that the position value column does not represent MCERA's specific investment value in a company.

Mr. Ferdon stated Oracle jumps out as having long-running compensation and governance concerns. Another company with highly compensated executives that stands out is TransDigm Group, Inc. MCERA equity managers Artisan Partners and TimesSquare are most often backing management proposals. Parametric, which follows the Public Fund Policy, is the most aggressive in voting contrary to management recommendations. Trustee Silberstein noted Artisan and TimesSquare hold selective portfolios that invest in companies according to some criteria, whereas Dimensional and State Street invest in every company. Mr. Ferdon noted that more active portfolio managers take a more pro-management stance in voting proxies.

Mr. Ferdon reported that the overall vote casts with management were between 85-90%. Proposals related to executive compensation, including "say on pay" and equity compensation, had the lowest backing of managers. Managers were uniform in supporting shareholder proposals related to health, environment or social-related topics. He highlighted at Oracle and Microsoft meetings a proposal for the Boards of Directors to produce a report on the companies' gap between pay received by male and female employees. ISS and Public Fund supported the proposal which did not achieve the 50% vote threshold but received high support for a shareholder proposal. Trustee Silberstein

For consideration at April 2021 Committee meeting

noted State Street voted against those resolutions. Mr. Ferdon observed that these proposals were relatively new and may gain support over the years.

There were three proxy contests in the fourth quarter of 2019. Carl Icahn made a notable failed attempt to solicit 20% of additional shares of Occidental Petroleum to request that the Board of Directors hold an actual proxy contest. This is a company that makes it difficult for outside shareholders to take action at a shareholder meeting, Mr. Ferdon said. In another proxy contest Voce Capital quickly achieved the 10% threshold of outside shareholders to call a special meeting of Argo Group International Holding Ltd.

Mr. Ferdon reported on the quarter ending March 31, 2020. Disney has long-running compensation concerns but has been a good performer for shareholders. ISS and others have called attention to the CEO's pay package and have similar concerns with Qualcomm. State Street proxy votes were most often aligned with management. The number of unvoted meetings ticked up to 3%, which reflects that certain markets that require onerous documentation, such as Brazil, Sweden and Egypt, had more meetings during the quarter.

A notable shareholder proposal supported by ISS and Public Fund Policy came out of Apple around their stance on freedom of expression. The proposal requested that Apple disclose any steps they take in the Chinese market limiting access to the internet or phone-based applications. Another noteworthy shareholder proposal took place at the Disney meeting to request better reporting regarding their lobbying expenditures. Management opposed that one as expected, but it received relatively high support in the 40% range.

Two proxy contests requested outside shareholders sit on boards of directors. In both cases MCERA's managers voted in favor of the dissidents who prevailed. In conclusion, Mr. Worthington said the quarter ending June 30, 2020 is the high voting season which will give a better picture of how our managers vote on a variety of scenarios.

3. Existing Policies – Standard Review with Proposed Updates

a. Conflict of Interest Code (Action)

Consider possible recommendation to Board on update to Code

The Administrator stated the only change proposed to the Conflict of Interest Code is to update the gift limit from \$470 to \$500 to align with the Fair Political Practices Commission (FPPC). Minor administrative edits to the draft Code noted will be incorporated into the Code.

It was M/S Gladstern/Silverstein to recommend that the Board adopt the change in the gift limit to the Conflict of Interest Code. The motion was approved by unanimous vote as follows:

AYES: Cooper, Gladstern, Jones, Silberstein, Thomas
NOES: None
ABSTAIN: None
ABESENT: None

For consideration at April 2021 Committee meeting

4. Existing Policies – Standard Review without Proposed Updates

a. Proxy Voting and Corporate Governance Policy (Action)
Conduct standard policy review

Trustee Silberstein proposed the following changes to the Proxy Voting and Governance Policy:

1. Clarify the introductory section as it is confusing.
2. Delete Section 1.1, Nature and Purpose.
3. In Section 1.2, Disclosed Governance Policies and Ethics Code, change “meet or exceed these standards” to “adhere to these policies.”
4. In Section 1.3, Accountability to Shareholders, add the word “all” in front of shareholders. In the last section replace the words “an action” with “a corporate action.”
5. 2.1 add commingled accounts.
6. In the following paragraph, remove “Mutual Funds and” from the header. Mutual funds are a type of comingled funds vehicles.
7. In the following section revise to have a general discussion about comingled accounts.
8. Delete the “International Proxy Voting and Market Differences” section. Trustee Silberstein thinks it is unnecessary in that it does not describe policy but is rather a statement on reality.

Trustee Gladstern asked for Counsel Dunning’s opinion on the changes proposed above. Ms. Dunning said the language is appropriate and she is agnostic on removing the International Proxy Voting and Market Differences section.

It was M/S Gladstern/Cooper to accept proposed updates to the Proxy Voting and Corporate Governance Policy as discussed above. The motion was approved by unanimous vote as follows:

AYES: Cooper, Gladstern, Jones, Silberstein, Thomas
NOES: None
ABSTAIN: None
ABESENT: None

b. Trustee and Staff Travel Expense Policy (Action)
Conduct standard policy review

It was M/S Silberstein/Gladstern to reaffirm the Trustee and Staff Travel Expense Policy with no changes. The motion was approved by unanimous vote as follows:

For consideration at April 2021 Committee meeting

AYES: Cooper, Gladstern, Jones, Silberstein, Thomas
NOES: None
ABSTAIN: None
ABESENT: None

c. Policy Regarding Implementation of Felony Forfeiture Laws (Action)
Conduct standard policy review

It was M/S Gladstern/Cooper to reaffirm the Policy Regarding Implementation of Felony Forfeiture Laws with no changes. The motion was approved by unanimous vote as follows:

AYES: Cooper, Gladstern, Jones, Silberstein, Thomas
NOES: None
ABSTAIN: None
ABESENT: None

5. Next Committee Meeting

The Committee will meet next on October 7, 2020.

There being no further business, Chair Cooper adjourned the meeting at 10:15 a.m.

Jeff Wickman, Retirement Administrator

On behalf of:
Chris Cooper, Committee Chair

Michelle Hardesty, Assistant Retirement Administrator

On behalf of:
Jeff Wickman, Retirement Administrator

B.1.a

Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
AAR Corp.	1	Elect Director H. John Gilbertson, Jr.	No	For	For	-	Against
AAR Corp.	2	Elect Director Robert F. Leduc	No	For	For	-	For
AAR Corp.	3	Elect Director Duncan J. McNabb	No	For	For	-	Against
AAR Corp.	4	Elect Director Peter Pace	No	For	For	-	Against
AAR Corp.	5	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
AAR Corp.	6	Amend Omnibus Stock Plan	No	For	For	-	For
AAR Corp.	7	Ratify KPMG LLP as Auditors	No	For	For	-	For
Acorda Therapeutics, Inc.	1	Increase Authorized Common Stock	No	For	For	-	For
Acorda Therapeutics, Inc.	2	Approve Reverse Stock Split	No	For	For	-	For
Acorda Therapeutics, Inc.	3	Adjourn Meeting	No	For	For	-	For
Addus HomeCare Corporation	1	Elect Director Michael Earley	No	For	For	-	For
Addus HomeCare Corporation	2	Elect Director Steven I. Geringer	No	For	For	-	For
Addus HomeCare Corporation	3	Ratify PricewaterhouseCoopers LLP as Auditors	No	For	For	-	For
Addus HomeCare Corporation	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Adtalem Global Education Inc.	1	Elect Director William W. Burke	No	For	For	-	For
Adtalem Global Education Inc.	2	Elect Director Donna J. Hrinak	No	For	For	-	For
Adtalem Global Education Inc.	3	Elect Director Georgette Kiser	No	For	For	-	For
Adtalem Global Education Inc.	4	Elect Director Lyle Logan	No	For	For	-	For
Adtalem Global Education Inc.	5	Elect Director Michael W. Malafronte	No	For	For	-	For
Adtalem Global Education Inc.	6	Elect Director Sharon L. O'Keefe	No	For	For	-	For
Adtalem Global Education Inc.	7	Elect Director Kenneth J. Phelan	No	For	For	-	For
Adtalem Global Education Inc.	8	Elect Director Lisa W. Wardell	No	For	For	-	For
Adtalem Global Education Inc.	9	Elect Director James D. White	No	For	For	-	For
Adtalem Global Education Inc.	10	Ratify PricewaterhouseCoopers LLP as Auditors	No	For	For	-	For
Adtalem Global Education Inc.	11	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Aduro BioTech, Inc.	1	Issue Shares in Connection with Merger	No	For	For	-	For
Aduro BioTech, Inc.	2	Approve Reverse Stock Split	No	For	For	-	For
Aduro BioTech, Inc.	3	Adjourn Meeting	No	For	For	-	For
Advanced Disposal Services, Inc.	1	Approve Merger Agreement	No	For	For	-	For
Advanced Disposal Services, Inc.	2	Advisory Vote on Golden Parachutes	No	For	For	-	Against
Advanced Disposal Services, Inc.	3	Adjourn Meeting	No	For	For	-	For
Advanced Drainage Systems, Inc.	1	Elect Director D. Scott Barbour	No	For	For	-	For
Advanced Drainage Systems, Inc.	2	Elect Director Michael B. Coleman	No	For	For	-	For
Advanced Drainage Systems, Inc.	3	Elect Director Tanya D. Fratto	No	For	For	-	For
Advanced Drainage Systems, Inc.	4	Elect Director Carl A. Nelson, Jr.	No	For	For	-	For
Advanced Drainage Systems, Inc.	5	Elect Director Anesa T. Chaibi	No	For	For	-	For

B.1.a

Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Advanced Drainage Systems, Inc.	6	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Advanced Drainage Systems, Inc.	7	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
Advanced Drainage Systems, Inc.	8	Declassify the Board of Directors	No	For	For	-	For
Advanced Drainage Systems, Inc.	9	Eliminate Supermajority Vote Requirement to Amend Certain Provisions of the Certificate of Incorporation	No	For	For	-	For
AeroVironment, Inc.	1	Elect Director Catharine Merigold	No	For	For	-	For
AeroVironment, Inc.	2	Elect Director Wahid Nawabi	No	For	For	-	For
AeroVironment, Inc.	3	Elect Director Stephen F. Page	No	For	For	-	For
AeroVironment, Inc.	4	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
AeroVironment, Inc.	5	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Agilysys, Inc.	1	Elect Director Donald A. Colvin	No	For	For	-	For
Agilysys, Inc.	2	Elect Director Dana Jones	No	For	For	-	For
Agilysys, Inc.	3	Elect Director Jerry Jones	No	For	For	-	For
Agilysys, Inc.	4	Elect Director Michael A. Kaufman	No	For	For	-	For
Agilysys, Inc.	5	Elect Director Melvin L. Keating	No	For	For	-	For
Agilysys, Inc.	6	Elect Director John Mutch	No	For	For	-	For
Agilysys, Inc.	7	Elect Director Ramesh Srinivasan	No	For	For	-	For
Agilysys, Inc.	8	Approve Issuance of Shares for a Private Placement	No	For	For	-	For
Agilysys, Inc.	9	Approve Omnibus Stock Plan	No	For	For	-	For
Agilysys, Inc.	10	Approve Qualified Employee Stock Purchase Plan	No	For	For	-	For
Agilysys, Inc.	11	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Agilysys, Inc.	12	Ratify Grant Thornton LLP as Auditors	No	For	For	-	For
Allegiant Travel Company	1	Elect Director Maurice J. Gallagher, Jr.	No	For	For	-	For
Allegiant Travel Company	2	Elect Director Montie Brewer	No	For	For	-	For
Allegiant Travel Company	3	Elect Director Gary Ellmer	No	For	For	-	For
Allegiant Travel Company	4	Elect Director Ponder Harrison	No	For	For	-	For
Allegiant Travel Company	5	Elect Director Linda A. Marvin	No	For	For	-	For
Allegiant Travel Company	6	Elect Director Charles W. Pollard	No	For	For	-	For
Allegiant Travel Company	7	Elect Director John Redmond	No	For	For	-	For
Allegiant Travel Company	8	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Allegiant Travel Company	9	Ratify KPMG LLP as Auditors	No	For	For	-	For
Allegiant Travel Company	10	Reduce Ownership Threshold for Shareholders to Call Special Meeting	No	Against	For	-	Against
Alpha and Omega Semiconductor Limited	1	Elect Director Mike F. Chang	No	For	For	-	For

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Alpha and Omega Semiconductor Limited	2	Elect Director Yueh-Se Ho	No	For	For	-	For
Alpha and Omega Semiconductor Limited	3	Elect Director Lucas S. Chang	No	For	For	-	For
Alpha and Omega Semiconductor Limited	4	Elect Director Claudia Chen	No	For	For	-	For
Alpha and Omega Semiconductor Limited	5	Elect Director King Owyang	No	For	For	-	For
Alpha and Omega Semiconductor Limited	6	Elect Director Michael L. Pfeiffer	No	For	For	-	For
Alpha and Omega Semiconductor Limited	7	Elect Director Michael J. Salameh	No	For	For	-	For
Alpha and Omega Semiconductor Limited	8	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Alpha and Omega Semiconductor Limited	9	Remove the Imposition of Maximum Number of Directors on the Board and Authorize Board to Fill Vacancies	No	For	For	-	For
Alpha and Omega Semiconductor Limited	10	Approve BDO USA, LLP as Auditors and Authorize Board to Fix Their Remuneration	No	For	For	-	For
AMC Entertainment Holdings, Inc.	1	Declassify the Board of Directors	No	For	For	-	For
AMC Entertainment Holdings, Inc.	3	Elect Director Adam M. Aron	No	For	Withhold	-	Withhold
AMC Entertainment Holdings, Inc.	4	Elect Director Howard W. "Hawk" Koch	No	For	Withhold	-	Withhold
AMC Entertainment Holdings, Inc.	5	Elect Director Philip Lader	No	For	Withhold	-	Withhold
AMC Entertainment Holdings, Inc.	6	Elect Director Gary F. Locke	No	For	Withhold	-	Withhold
AMC Entertainment Holdings, Inc.	7	Elect Director Kathleen M. Pawlus	No	For	For	-	For
AMC Entertainment Holdings, Inc.	8	Elect Director Anthony J. Saich	No	For	Withhold	-	Withhold
AMC Entertainment Holdings, Inc.	9	Elect Director Adam J. Sussman	No	For	For	-	For
AMC Entertainment Holdings, Inc.	10	Elect Director Lee E. Wittlinger	No	For	Withhold	-	Withhold
AMC Entertainment Holdings, Inc.	11	Elect Director Maojun (John) Zeng	No	For	Withhold	-	Withhold
AMC Entertainment Holdings, Inc.	12	Elect Director Lin (Lincoln) Zhang	No	For	Withhold	-	Withhold
AMC Entertainment Holdings, Inc.	14	Elect Director Gary F. Locke	No	For	Withhold	-	Withhold
AMC Entertainment Holdings, Inc.	15	Elect Director Kathleen M. Pawlus	No	For	For	-	For
AMC Entertainment Holdings, Inc.	16	Elect Director Anthony J. Saich	No	For	Withhold	-	Withhold
AMC Entertainment Holdings, Inc.	17	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
AMC Entertainment Holdings, Inc.	18	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	Against	-	Against
AMC Entertainment Holdings, Inc.	19	Advisory Vote on Say on Pay Frequency	No	One Year	One Year	-	Three Years
AMC Entertainment Holdings, Inc.	20	Amend Omnibus Stock Plan	No	For	For	-	For
American Software, Inc.	1	Elect Director Lizanne Thomas	No	For	For	-	For
American Software, Inc.	2	Elect Director James B. Miller, Jr.	No	For	For	-	For
American Software, Inc.	3	Ratify KPMG LLP as Auditors	No	For	For	-	For

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
American Software, Inc.	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
American Woodmark Corporation	1	Elect Director Andrew B. Cogan	No	For	For	-	For
American Woodmark Corporation	2	Elect Director James G. Davis, Jr.	No	For	For	-	For
American Woodmark Corporation	4	Elect Director Martha M. Hayes	No	For	For	-	For
American Woodmark Corporation	5	Elect Director Daniel T. Hendrix	No	For	For	-	For
American Woodmark Corporation	6	Elect Director Carol B. Moerdyk	No	For	For	-	For
American Woodmark Corporation	7	Elect Director Vance W. Tang	No	For	For	-	For
American Woodmark Corporation	8	Ratify KPMG LLP as Auditors	No	For	For	-	For
American Woodmark Corporation	9	Amend Non-Employee Director Restricted Stock Plan	No	For	For	-	For
American Woodmark Corporation	10	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
America's Car-Mart, Inc.	1	Elect Director Ann G. Bordelon	No	For	For	-	For
America's Car-Mart, Inc.	2	Elect Director Ray C. Dillon	No	For	For	-	For
America's Car-Mart, Inc.	3	Elect Director Daniel J. Englander	No	For	For	-	For
America's Car-Mart, Inc.	4	Elect Director William H. Henderson	No	For	For	-	For
America's Car-Mart, Inc.	5	Elect Director Joshua G. Welch	No	For	For	-	For
America's Car-Mart, Inc.	6	Elect Director Jeffrey A. Williams	No	For	For	-	For
America's Car-Mart, Inc.	7	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	Against	-	Against
America's Car-Mart, Inc.	8	Ratify Grant Thornton LLP as Auditors	No	For	For	-	For
America's Car-Mart, Inc.	9	Amend Stock Option Plan	No	For	For	-	For
AngioDynamics, Inc.	1	Elect Director Eileen O. Auen	No	For	For	-	For
AngioDynamics, Inc.	2	Elect Director James C. Clemmer	No	For	For	-	For
AngioDynamics, Inc.	3	Elect Director Howard W. Donnelly	No	For	For	-	For
AngioDynamics, Inc.	4	Elect Director Jan Stern Reed	No	For	For	-	For
AngioDynamics, Inc.	5	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
AngioDynamics, Inc.	6	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
AngioDynamics, Inc.	7	Approve Omnibus Stock Plan	No	For	For	-	For
AngioDynamics, Inc.	8	Amend Qualified Employee Stock Purchase Plan	No	For	For	-	For
Anterix Inc.	1	Elect Director Morgan E. O'Brien	No	For	For	-	For
Anterix Inc.	2	Elect Director Robert H. Schwartz	No	For	For	-	For
Anterix Inc.	3	Elect Director Hamid Akhavan	No	For	For	-	For
Anterix Inc.	4	Elect Director Leslie B. Daniels	No	For	For	-	For
Anterix Inc.	5	Elect Director Gregory A. Haller	No	For	Against	-	Against
Anterix Inc.	6	Elect Director Singleton B. McAllister	No	For	Against	-	Against
Anterix Inc.	7	Elect Director Gregory A. Pratt	No	For	For	-	For
Anterix Inc.	8	Elect Director Paul Saleh	No	For	Against	-	Against
Anterix Inc.	9	Ratify Grant Thornton LLP as Auditors	No	For	For	-	For

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Anterix Inc.	10	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Anterix Inc.	11	Advisory Vote on Say on Pay Frequency	No	One Year	One Year	-	Three Years
Applied Genetic Technologies Corporation	1	Elect Director William Aliski	No	For	For	-	For
Applied Genetic Technologies Corporation	2	Elect Director Anne VanLent	No	For	For	-	For
Applied Genetic Technologies Corporation	3	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Applied Genetic Technologies Corporation	4	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
Applied Industrial Technologies, Inc.	1	Elect Director Robert J. Pagano, Jr.	No	For	For	-	For
Applied Industrial Technologies, Inc.	2	Elect Director Neil A. Schrimsher	No	For	For	-	For
Applied Industrial Technologies, Inc.	3	Elect Director Peter C. Wallace	No	For	For	-	For
Applied Industrial Technologies, Inc.	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Applied Industrial Technologies, Inc.	5	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
Apyx Medical Corporation	1	Elect Director Andrew Makrides	No	For	For	-	For
Apyx Medical Corporation	2	Elect Director Charles D. Goodwin	No	For	For	-	For
Apyx Medical Corporation	3	Elect Director Michael E. Geraghty	No	For	For	-	For
Apyx Medical Corporation	4	Elect Director Lawrence J. Waldman	No	For	For	-	For
Apyx Medical Corporation	5	Elect Director John Andres	No	For	For	-	For
Apyx Medical Corporation	6	Elect Director Craig A. Swandal	No	For	For	-	For
Apyx Medical Corporation	7	Elect Director Minnie Baylor-Henry	No	For	For	-	Against
Apyx Medical Corporation	8	Ratify BDO USA, LLC as Auditors	No	For	For	-	For
Arlo Technologies, Inc.	1	Elect Director Prashant (Sean) Aggarwal	No	For	Withhold	-	Withhold
Arlo Technologies, Inc.	2	Elect Director Amy Rothstein	No	For	Withhold	-	Withhold
Arlo Technologies, Inc.	3	Elect Director Grady K. Summers	No	For	Withhold	-	Withhold
Arlo Technologies, Inc.	4	Ratify PricewaterhouseCoopers LLP as Auditors	No	For	For	-	For
Aspen Group, Inc.	1	Elect Director Michael Mathews	No	For	For	-	For
Aspen Group, Inc.	2	Elect Director Frank J. Cotroneo	No	For	For	-	For
Aspen Group, Inc.	3	Elect Director Norman D. Dicks	No	For	For	-	For
Aspen Group, Inc.	4	Elect Director C. James Jensen	No	For	For	-	For
Aspen Group, Inc.	5	Elect Director Andrew Kaplan	No	For	For	-	For
Aspen Group, Inc.	6	Elect Director Douglas Kass	No	For	For	-	For
Aspen Group, Inc.	7	Elect Director Michael Koehneman	No	For	For	-	For

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Aspen Group, Inc.	8	Elect Director Sanford Rich	No	For	Withhold	-	Withhold
Aspen Group, Inc.	9	Amend Omnibus Stock Plan	No	For	For	-	For
Aspen Group, Inc.	10	Ratify Salberg & Company, P.A. as Auditors	No	For	For	-	For
Aspen Group, Inc.	11	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	Against	-	Against
Aspen Group, Inc.	12	Advisory Vote on Say on Pay Frequency	No	Three Years	One Year	-	Three Years
Aspen Group, Inc.	13	Adjourn Meeting	No	For	Against	-	Against
ATN International, Inc.	1	Elect Director Bernard J. Bulkin	No	For	For	-	For
ATN International, Inc.	2	Elect Director James S. Eisenstein	No	For	For	-	For
ATN International, Inc.	3	Elect Director Richard J. Ganong	No	For	For	-	For
ATN International, Inc.	4	Elect Director John C. Kennedy	No	For	For	-	For
ATN International, Inc.	5	Elect Director Pamela F. Lenehan	No	For	For	-	For
ATN International, Inc.	6	Elect Director Liane J. Pelletier	No	For	For	-	For
ATN International, Inc.	7	Elect Director Michael T. Prior	No	For	For	-	For
ATN International, Inc.	8	Elect Director Charles J. Roesslein	No	For	For	-	For
ATN International, Inc.	9	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
ATN International, Inc.	10	Ratify PricewaterhouseCoopers LLP as Auditors	No	For	For	-	For
Avnet, Inc.	1	Elect Director Rodney C. Adkins	No	For	For	-	For
Avnet, Inc.	2	Elect Director Carlo Bozotti	No	For	For	-	For
Avnet, Inc.	3	Elect Director Michael A. Bradley	No	For	For	-	For
Avnet, Inc.	4	Elect Director Brenda L. Freeman	No	For	For	-	For
Avnet, Inc.	5	Elect Director Jo Ann Jenkins	No	For	For	-	For
Avnet, Inc.	6	Elect Director Oleg Khaykin	No	For	For	-	For
Avnet, Inc.	7	Elect Director James A. Lawrence	No	For	For	-	For
Avnet, Inc.	8	Elect Director Avid Modjtabei	No	For	For	-	For
Avnet, Inc.	9	Elect Director Adalio T. Sanchez	No	For	For	-	For
Avnet, Inc.	10	Elect Director William H. Schumann, III	No	For	For	-	For
Avnet, Inc.	11	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Avnet, Inc.	12	Ratify KPMG LLP as Auditors	No	For	For	-	For
Axos Financial, Inc.	1	Elect Director J. Brandon Black	No	For	Withhold	-	Withhold
Axos Financial, Inc.	2	Elect Director Tamara N. Bohlig	No	For	For	-	For
Axos Financial, Inc.	3	Elect Director Nicholas A. Mosich	No	For	For	-	For
Axos Financial, Inc.	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	Against
Axos Financial, Inc.	5	Ratify BDO USA, LLP as Auditors	No	For	For	-	For
AZZ Inc.	1	Elect Director Daniel E. Berce	No	For	For	-	For
AZZ Inc.	2	Elect Director Paul Eisman	No	For	For	-	For
AZZ Inc.	3	Elect Director Daniel R. Feehan	No	For	For	-	For

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
AZZ Inc.	4	Elect Director Thomas E. Ferguson	No	For	For	-	For
AZZ Inc.	5	Elect Director Kevern R. Joyce	No	For	For	-	For
AZZ Inc.	6	Elect Director Venita McCellon-Allen	No	For	For	-	For
AZZ Inc.	7	Elect Director Ed McGough	No	For	For	-	For
AZZ Inc.	8	Elect Director Steven R. Purvis	No	For	For	-	For
AZZ Inc.	9	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
AZZ Inc.	10	Ratify Grant Thornton LLP as Auditor	No	For	For	-	For
Ballantyne Strong, Inc.	1	Elect Director D. Kyle Cerminara	No	For	For	-	For
Ballantyne Strong, Inc.	2	Elect Director Lewis M. Johnson	No	For	For	-	For
Ballantyne Strong, Inc.	3	Elect Director William J. Gerber	No	For	For	-	For
Ballantyne Strong, Inc.	4	Elect Director Charles T. Lanktree	No	For	For	-	For
Ballantyne Strong, Inc.	5	Elect Director Robert J. Roschman	No	For	For	-	For
Ballantyne Strong, Inc.	6	Elect Director Ndamukong Suh	No	For	For	-	For
Ballantyne Strong, Inc.	7	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Ballantyne Strong, Inc.	8	Ratify Haskell & White LLP as Auditors	No	For	For	-	For
BancFirst Corporation	1	Amend Stock Option Plan	No	For	Against	-	Against
Barnes & Noble Education, Inc.	1	Elect Director Emily C. Chiu	No	For	For	-	Against
Barnes & Noble Education, Inc.	2	Elect Director Daniel A. DeMatteo	No	For	For	-	Against
Barnes & Noble Education, Inc.	3	Elect Director David G. Golden	No	For	For	-	Against
Barnes & Noble Education, Inc.	4	Elect Director Michael P. Huseby	No	For	For	-	Against
Barnes & Noble Education, Inc.	5	Elect Director Zachary D. Levenick	No	For	For	-	For
Barnes & Noble Education, Inc.	6	Elect Director Lowell W. Robinson	No	For	For	-	For
Barnes & Noble Education, Inc.	7	Elect Director John R. Ryan	No	For	For	-	Against
Barnes & Noble Education, Inc.	8	Elect Director Jerry Sue Thornton	No	For	For	-	Against
Barnes & Noble Education, Inc.	9	Elect Director David A. Wilson	No	For	For	-	Against
Barnes & Noble Education, Inc.	10	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	Against
Barnes & Noble Education, Inc.	11	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
BBX Capital Corporation	1	Approve Spin-Off Agreement	No	For	For	-	For
BBX Capital Corporation	2	Change Company Name to Bluegreen Vacations Holding Corporation	No	For	For	-	For
BG Staffing, Inc.	1	Elect Director C. David Allen, Jr.	No	For	Withhold	-	Withhold
BG Staffing, Inc.	2	Elect Director Douglas E. Hailey	No	For	Withhold	-	Withhold
BG Staffing, Inc.	3	Ratify Whitley Penn LLP as Auditors	No	For	For	-	For
BG Staffing, Inc.	4	Amend Omnibus Stock Plan	No	For	Against	-	Against
BG Staffing, Inc.	5	Approve Qualified Employee Stock Purchase Plan	No	For	For	-	For
BG Staffing, Inc.	6	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
BioDelivery Sciences International, Inc.	1	Ratification of Declassification and Adoption of Majority Voting for Director Elections	No	For	For	-	For
BioDelivery Sciences International, Inc.	3	Elect Director Peter S. Greenleaf	No	For	For	-	For
BioDelivery Sciences International, Inc.	4	Elect Director Todd C. Davis	No	For	For	-	For
BioDelivery Sciences International, Inc.	5	Elect Director Mark A. Sirgo	No	For	For	-	For
BioDelivery Sciences International, Inc.	6	Elect Director Kevin Kotler	No	For	For	-	For
BioDelivery Sciences International, Inc.	7	Elect Director William Mark Watson	No	For	For	-	For
BioDelivery Sciences International, Inc.	8	Elect Director Vanila Singh	No	For	For	-	For
BioDelivery Sciences International, Inc.	9	Elect Director Jeffrey Bailey	No	For	For	-	For
BioDelivery Sciences International, Inc.	11	Elect Director Peter S. Greenleaf	No	For	For	-	For
BioDelivery Sciences International, Inc.	12	Elect Director Todd C. Davis	No	For	For	-	For
BioDelivery Sciences International, Inc.	13	Elect Director Mark A. Sirgo	No	For	For	-	For
BioDelivery Sciences International, Inc.	14	Elect Director Kevin Kotler	No	For	For	-	For
BioDelivery Sciences International, Inc.	15	Elect Director William Mark Watson	No	For	For	-	For
BioDelivery Sciences International, Inc.	16	Elect Director Vanila Singh	No	For	For	-	For
BioDelivery Sciences International, Inc.	17	Elect Director Jeffrey Bailey	No	For	For	-	For
BioDelivery Sciences International, Inc.	18	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
BioDelivery Sciences International, Inc.	19	Increase Authorized Common Stock	No	For	For	-	For
BioLife Solutions, Inc.	1	Elect Director Michael Rice	No	For	For	-	For
BioLife Solutions, Inc.	2	Elect Director Raymond W. Cohen	No	For	For	-	For
BioLife Solutions, Inc.	3	Elect Director Thomas Girschweiler	No	For	For	-	For
BioLife Solutions, Inc.	4	Elect Director Andrew Hinson	No	For	Withhold	-	For
BioLife Solutions, Inc.	5	Elect Director Joseph Schick	No	For	For	-	For

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
BioLife Solutions, Inc.	6	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
BioLife Solutions, Inc.	7	Advisory Vote on Say on Pay Frequency	No	Three Years	One Year	-	Three Years
BioLife Solutions, Inc.	8	Amend Omnibus Stock Plan	No	For	For	-	For
BJ's Restaurants, Inc.	1	Elect Director Peter 'Pete' A. Bassi	No	For	For	-	For
BJ's Restaurants, Inc.	2	Elect Director Larry D. Bouts	No	For	For	-	For
BJ's Restaurants, Inc.	3	Elect Director James 'Jim' A. Dal Pozzo	No	For	For	-	For
BJ's Restaurants, Inc.	4	Elect Director Gerald 'Jerry' W. Deitchle	No	For	For	-	For
BJ's Restaurants, Inc.	5	Elect Director Noah A. Elbogen	No	For	For	-	For
BJ's Restaurants, Inc.	6	Elect Director Lea Anne S. Ottinger	No	For	For	-	For
BJ's Restaurants, Inc.	7	Elect Director Keith E. Pascal	No	For	Withhold	-	Withhold
BJ's Restaurants, Inc.	8	Elect Director Janet M. Sherlock	No	For	For	-	For
BJ's Restaurants, Inc.	9	Elect Director Gregory A. Trojan	No	For	For	-	For
BJ's Restaurants, Inc.	10	Elect Director Patrick D. Walsh	No	For	For	-	For
BJ's Restaurants, Inc.	11	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
BJ's Restaurants, Inc.	12	Ratify Ernst & Young LLP as Auditor	No	For	For	-	For
Bluegreen Vacations Holding Corporation	1	Elect Director Alan B. Levan	No	For	Withhold	-	Withhold
Bluegreen Vacations Holding Corporation	2	Elect Director John E. Abdo	No	For	Withhold	-	Withhold
Bluegreen Vacations Holding Corporation	3	Elect Director Jarett S. Levan	No	For	Withhold	-	Withhold
Bluegreen Vacations Holding Corporation	4	Elect Director Lawrence A. Cirillo	No	For	For	-	For
Bluegreen Vacations Holding Corporation	5	Elect Director Darwin Dornbush	No	For	Withhold	-	Withhold
Bluegreen Vacations Holding Corporation	6	Elect Director Joel Levy	No	For	Withhold	-	Withhold
Bluegreen Vacations Holding Corporation	7	Elect Director William Nicholson	No	For	Withhold	-	Withhold
Bluegreen Vacations Holding Corporation	8	Require a Majority Vote for the Election of Directors	No	Against	For	-	For
BMC Stock Holdings, Inc.	1	Approve Merger Agreement	No	For	For	-	For
BMC Stock Holdings, Inc.	2	Advisory Vote on Golden Parachutes	No	For	For	-	For
BMC Stock Holdings, Inc.	3	Adjourn Meeting	No	For	For	-	For
Bottomline Technologies (de), Inc.	1	Elect Director Kenneth J. D'Amato	No	For	For	-	For
Bottomline Technologies (de), Inc.	2	Elect Director Robert A. Eberle	No	For	For	-	For
Bottomline Technologies (de), Inc.	3	Elect Director Jeffrey C. Leathe	No	For	For	-	For

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Bottomline Technologies (de), Inc.	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Bottomline Technologies (de), Inc.	5	Amend Omnibus Stock Plan	No	For	For	-	For
Bottomline Technologies (de), Inc.	6	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
Bowl America Incorporated	1	Elect Director Allan L. Sher	No	For	For	-	For
Bowl America Incorporated	2	Elect Director Nancy E. Hull	No	For	For	-	For
Bowl America Incorporated	3	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Bridge Bancorp, Inc.	1	Approve Merger and Issuance of Shares in Connection with Merger	No	For	For	-	For
Bridge Bancorp, Inc.	2	Amend Certificate of Incorporation	No	For	For	-	For
Bridge Bancorp, Inc.	3	Advisory Vote on Golden Parachutes	No	For	For	-	For
Bridge Bancorp, Inc.	4	Adjourn Meeting	No	For	For	-	For
Brinker International, Inc.	1	Elect Director Frances L. Allen	No	For	For	-	For
Brinker International, Inc.	2	Elect Director Cynthia (Cindy) L. Davis	No	For	For	-	For
Brinker International, Inc.	3	Elect Director Joseph M. DePinto	No	For	For	-	For
Brinker International, Inc.	4	Elect Director Harriet Edelman	No	For	For	-	For
Brinker International, Inc.	5	Elect Director William T. Giles	No	For	For	-	For
Brinker International, Inc.	6	Elect Director James C. Katzman	No	For	For	-	For
Brinker International, Inc.	7	Elect Director Alexandre G. Macedo	No	For	For	-	For
Brinker International, Inc.	8	Elect Director George R. Mrkonic	No	For	For	-	For
Brinker International, Inc.	9	Elect Director Prashant N. Ranade	No	For	For	-	For
Brinker International, Inc.	10	Elect Director Wyman T. Roberts	No	For	For	-	For
Brinker International, Inc.	11	Ratify KPMG LLP as Auditors	No	For	For	-	For
Brinker International, Inc.	12	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Builders FirstSource, Inc.	1	Issue Shares in Connection with Merger	No	For	For	-	For
Builders FirstSource, Inc.	2	Increase Authorized Common Stock	No	For	For	-	For
Builders FirstSource, Inc.	3	Adjourn Meeting	No	For	For	-	For
CACI International Inc	1	Elect Director Michael A. Daniels	No	For	For	-	For
CACI International Inc	2	Elect Director Susan M. Gordon	No	For	For	-	For
CACI International Inc	3	Elect Director William L. Jews	No	For	For	-	For
CACI International Inc	4	Elect Director Gregory G. Johnson	No	For	For	-	For
CACI International Inc	5	Elect Director J. Phillip London	No	For	For	-	For
CACI International Inc	6	Elect Director John S. Mengucci	No	For	For	-	For
CACI International Inc	7	Elect Director James L. Pavitt	No	For	For	-	For
CACI International Inc	8	Elect Director Warren R. Phillips	No	For	For	-	For
CACI International Inc	9	Elect Director Debora A. Plunkett	No	For	For	-	For
CACI International Inc	10	Elect Director Charles P. Revoile	No	For	For	-	For
CACI International Inc	11	Elect Director William S. Wallace	No	For	For	-	For

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
CACI International Inc	12	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
CACI International Inc	13	Amend Omnibus Stock Plan	No	For	For	-	For
CACI International Inc	14	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
CAI International, Inc.	1	Elect Director Timothy B. Page	No	For	For	-	For
CAI International, Inc.	2	Elect Director Gary M. Sawka	No	For	For	-	For
CAI International, Inc.	3	Ratify KPMG LLP as Auditors	No	For	For	-	For
CAI International, Inc.	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
CalAmp Corp.	1	Elect Director A. J. "Bert" Moyer	No	For	For	-	For
CalAmp Corp.	2	Elect Director Jeffery R. Gardner	No	For	For	-	For
CalAmp Corp.	3	Elect Director Scott Arnold	No	For	For	-	For
CalAmp Corp.	4	Elect Director Jason Cohenour	No	For	For	-	For
CalAmp Corp.	5	Elect Director Amal Johnson	No	For	For	-	For
CalAmp Corp.	6	Elect Director Roxanne Oulman	No	For	For	-	For
CalAmp Corp.	7	Elect Director Jorge Titingier	No	For	For	-	For
CalAmp Corp.	8	Elect Director Larry Wolfe	No	For	For	-	For
CalAmp Corp.	9	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
CalAmp Corp.	10	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
CalAmp Corp.	11	Amend Omnibus Stock Plan	No	For	For	-	For
Cal-Maine Foods, Inc.	1	Elect Director Adolphus B. Baker	No	For	Withhold	-	Withhold
Cal-Maine Foods, Inc.	2	Elect Director Max P. Bowman	No	For	Withhold	-	Withhold
Cal-Maine Foods, Inc.	3	Elect Director Letitia C. Hughes	No	For	For	-	For
Cal-Maine Foods, Inc.	4	Elect Director Sherman L. Miller	No	For	Withhold	-	Withhold
Cal-Maine Foods, Inc.	5	Elect Director James E. Poole	No	For	For	-	For
Cal-Maine Foods, Inc.	6	Elect Director Steve W. Sanders	No	For	For	-	For
Cal-Maine Foods, Inc.	7	Amend Omnibus Stock Plan	No	For	For	-	For
Cal-Maine Foods, Inc.	8	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Cal-Maine Foods, Inc.	9	Ratify Frost, PLLC as Auditors	No	For	For	-	For
Cantel Medical Corp.	1	Elect Director Charles M. Diker	No	For	For	-	For
Cantel Medical Corp.	2	Elect Director Alan R. Batkin	No	For	For	-	For
Cantel Medical Corp.	3	Elect Director Ann E. Berman	No	For	For	-	For
Cantel Medical Corp.	4	Elect Director Mark N. Diker	No	For	For	-	For
Cantel Medical Corp.	5	Elect Director Anthony B. Evnin	No	For	For	-	For
Cantel Medical Corp.	6	Elect Director Laura L. Forese	No	For	For	-	For
Cantel Medical Corp.	7	Elect Director George L. Fotiades	No	For	For	-	For
Cantel Medical Corp.	8	Elect Director Ronnie Myers	No	For	For	-	For
Cantel Medical Corp.	9	Elect Director Karen N. Prange	No	For	For	-	For

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Cantel Medical Corp.	10	Elect Director Peter J. Pronovost	No	For	For	-	For
Cantel Medical Corp.	11	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Cantel Medical Corp.	12	Approve Omnibus Stock Plan	No	For	For	-	For
Cantel Medical Corp.	13	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
Cardiovascular Systems, Inc.	1	Elect Director Martha Goldberg Aronson	No	For	For	-	For
Cardiovascular Systems, Inc.	2	Elect Director William Cohn	No	For	For	-	For
Cardiovascular Systems, Inc.	3	Elect Director Stephen Stenbeck	No	For	For	-	For
Cardiovascular Systems, Inc.	4	Ratify PricewaterhouseCoopers LLP as Auditors	No	For	For	-	For
Cardiovascular Systems, Inc.	5	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	Against
Carpenter Technology Corporation	1	Elect Director Steven E. Karol	No	For	For	-	For
Carpenter Technology Corporation	2	Elect Director Gregory A. Pratt	No	For	For	-	For
Carpenter Technology Corporation	3	Elect Director Tony R. Thene	No	For	For	-	For
Carpenter Technology Corporation	4	Ratify PricewaterhouseCoopers LLP as Auditors	No	For	For	-	For
Carpenter Technology Corporation	5	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Carpenter Technology Corporation	6	Amend Omnibus Stock Plan	No	For	For	-	For
Catalyst Pharmaceuticals, Inc.	1	Elect Director Patrick J. McEnany	No	For	For	-	For
Catalyst Pharmaceuticals, Inc.	2	Elect Director Philip H. Coelho	No	For	Against	-	For
Catalyst Pharmaceuticals, Inc.	3	Elect Director Charles B. O'Keeffe	No	For	For	-	For
Catalyst Pharmaceuticals, Inc.	4	Elect Director David S. Tierney	No	For	For	-	For
Catalyst Pharmaceuticals, Inc.	5	Elect Director Donald A. Denkhaus	No	For	For	-	For
Catalyst Pharmaceuticals, Inc.	6	Elect Director Richard J. Daly	No	For	For	-	For
Catalyst Pharmaceuticals, Inc.	7	Increase Authorized Common Stock	No	For	For	-	For
Catalyst Pharmaceuticals, Inc.	8	Amend Omnibus Stock Plan	No	For	For	-	For
Catalyst Pharmaceuticals, Inc.	9	Ratify Extension of the Shareholder Rights Plan	No	For	Against	-	Against
Catalyst Pharmaceuticals, Inc.	10	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Catalyst Pharmaceuticals, Inc.	11	Ratify Grant Thornton LLP as Auditors	No	For	For	-	For
Catalyst Pharmaceuticals, Inc.	12	Other Business	No	For	Against	-	Against
Cavco Industries, Inc.	1	Elect Director Susan L. Blount	No	For	For	-	For
Cavco Industries, Inc.	2	Elect Director William C. Boor	No	For	For	-	For
Cavco Industries, Inc.	3	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Cavco Industries, Inc.	4	Ratify RSM US LLP as Auditors	No	For	For	-	For
CDK Global, Inc.	1	Elect Director Leslie A. Brun	No	For	For	-	For
CDK Global, Inc.	2	Elect Director Willie A. Deese	No	For	For	-	For
CDK Global, Inc.	3	Elect Director Amy J. Hillman	No	For	For	-	For
CDK Global, Inc.	4	Elect Director Brian M. Krzanich	No	For	For	-	For

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
CDK Global, Inc.	5	Elect Director Stephen A. Miles	No	For	For	-	For
CDK Global, Inc.	6	Elect Director Robert E. Radway	No	For	For	-	For
CDK Global, Inc.	7	Elect Director Stephen F. Schuckenbrock	No	For	For	-	For
CDK Global, Inc.	8	Elect Director Frank S. Sowinski	No	For	For	-	For
CDK Global, Inc.	9	Elect Director Eileen J. Voynick	No	For	For	-	For
CDK Global, Inc.	10	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
CDK Global, Inc.	11	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
Champions Oncology, Inc.	1	Elect Director Ronnie Morris	No	For	Withhold	-	Withhold
Champions Oncology, Inc.	2	Elect Director Joel Ackerman	No	For	Withhold	-	Withhold
Champions Oncology, Inc.	3	Elect Director David Sidransky	No	For	Withhold	-	Withhold
Champions Oncology, Inc.	4	Elect Director Daniel N. Mendelson	No	For	Withhold	-	Withhold
Champions Oncology, Inc.	5	Elect Director Abba David Poliakoff	No	For	For	-	For
Champions Oncology, Inc.	6	Elect Director Scott R. Tobin	No	For	For	-	For
Champions Oncology, Inc.	7	Elect Director Philip Breitfeld	No	For	Withhold	-	Withhold
Champions Oncology, Inc.	8	Ratify EisnerAmper LLP as Auditors	No	For	For	-	For
Champions Oncology, Inc.	9	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Champions Oncology, Inc.	10	Advisory Vote on Say on Pay Frequency	No	Three Years	One Year	-	Three Years
Chuy's Holdings, Inc.	1	Elect Director Steve Hislop	No	For	For	-	For
Chuy's Holdings, Inc.	2	Elect Director Jon Howie	No	For	For	-	For
Chuy's Holdings, Inc.	3	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Chuy's Holdings, Inc.	4	Approve Omnibus Stock Plan	No	For	For	-	For
Chuy's Holdings, Inc.	5	Ratify RSM US LLP as Auditors	No	For	For	-	For
Cincinnati Bell Inc.	1	Elect Director Meredith J. Ching	No	For	For	-	For
Cincinnati Bell Inc.	2	Elect Director Walter A. Dods, Jr.	No	For	For	-	For
Cincinnati Bell Inc.	3	Elect Director John W. Eck	No	For	For	-	For
Cincinnati Bell Inc.	4	Elect Director Leigh R. Fox	No	For	For	-	For
Cincinnati Bell Inc.	5	Elect Director Jakki L. Haussler	No	For	For	-	For
Cincinnati Bell Inc.	6	Elect Director Craig F. Maier	No	For	For	-	For
Cincinnati Bell Inc.	7	Elect Director Russel P. Mayer	No	For	For	-	For
Cincinnati Bell Inc.	8	Elect Director Theodore H. Torbeck	No	For	For	-	For
Cincinnati Bell Inc.	9	Elect Director Lynn A. Wentworth	No	For	For	-	For
Cincinnati Bell Inc.	10	Elect Director Martin J. Yudkovitz	No	For	For	-	For
Cincinnati Bell Inc.	11	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Cincinnati Bell Inc.	12	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
Cirrus Logic, Inc.	1	Elect Director John C. Carter	No	For	For	-	For
Cirrus Logic, Inc.	2	Elect Director Alexander M. Davern	No	For	For	-	For

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Cirrus Logic, Inc.	3	Elect Director Timothy R. Dehne	No	For	For	-	For
Cirrus Logic, Inc.	4	Elect Director Deirdre R. Hanford	No	For	For	-	For
Cirrus Logic, Inc.	5	Elect Director Catherine P. Lego	No	For	For	-	For
Cirrus Logic, Inc.	6	Elect Director Jason P. Rhode	No	For	For	-	For
Cirrus Logic, Inc.	7	Elect Director Alan R. Schuele	No	For	For	-	For
Cirrus Logic, Inc.	8	Elect Director David J. Tupman	No	For	For	-	For
Cirrus Logic, Inc.	9	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
Cirrus Logic, Inc.	10	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Cirrus Logic, Inc.	11	Amend Omnibus Stock Plan	No	For	For	-	For
Coda Octopus Group, Inc.	1	Elect Director Annmarie Gayle	No	For	For	-	For
Coda Octopus Group, Inc.	2	Elect Director Michael Hamilton	No	For	For	-	For
Coda Octopus Group, Inc.	3	Elect Director G. Tyler Runnels	No	For	For	-	For
Coda Octopus Group, Inc.	4	Elect Director Mary Losty	No	For	For	-	For
Coda Octopus Group, Inc.	5	Elect Director Joseph Charles Plumb	No	For	For	-	For
Coda Octopus Group, Inc.	6	Ratify Frazier & Deeter, LLC as Auditors	No	For	For	-	For
Coda Octopus Group, Inc.	7	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Collectors Universe, Inc.	1	Elect Director A. J. "Bert" Moyer	No	For	For	-	For
Collectors Universe, Inc.	2	Elect Director Joseph J. Orlando	No	For	For	-	For
Collectors Universe, Inc.	3	Elect Director Bruce A. Stevens	No	For	For	-	For
Collectors Universe, Inc.	4	Elect Director Kate W. Duchene	No	For	For	-	For
Collectors Universe, Inc.	5	Elect Director Vina M. Leite	No	For	For	-	For
Collectors Universe, Inc.	6	Elect Director Jon M. Sullivan	No	For	For	-	For
Collectors Universe, Inc.	7	Elect Director Lorraine G. Bardeen	No	For	For	-	For
Collectors Universe, Inc.	8	Elect Director Jennifer H. Leuer	No	For	For	-	For
Collectors Universe, Inc.	9	Ratify Grant Thornton LLP as Auditors	No	For	For	-	For
Collectors Universe, Inc.	10	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Columbus McKinnon Corporation	1	Elect Director Richard H. Fleming	No	For	For	-	For
Columbus McKinnon Corporation	2	Elect Director David J. Wilson	No	For	For	-	For
Columbus McKinnon Corporation	3	Elect Director Nicholas T. Pinchuk	No	For	For	-	For
Columbus McKinnon Corporation	4	Elect Director Liam G. McCarthy	No	For	For	-	For
Columbus McKinnon Corporation	5	Elect Director R. Scott Trumbull	No	For	For	-	For
Columbus McKinnon Corporation	6	Elect Director Heath A. Mitts	No	For	For	-	For
Columbus McKinnon Corporation	7	Elect Director Kathryn V. Roedel	No	For	For	-	For
Columbus McKinnon Corporation	8	Elect Director Aziz S. Aghili	No	For	For	-	For
Columbus McKinnon Corporation	9	Elect Director Jeanne Beliveau-Dunn	No	For	For	-	For
Columbus McKinnon Corporation	10	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Columbus McKinnon Corporation	11	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Commvault Systems, Inc.	1	Elect Director R. Todd Bradley	No	For	For	-	For
Commvault Systems, Inc.	2	Elect Director Charles "Chuck" E. Moran	No	For	For	-	Against
Commvault Systems, Inc.	3	Elect Director Allison Pickens	No	For	For	-	For
Commvault Systems, Inc.	4	Elect Director Arlen Shenkman	No	For	For	-	For
Commvault Systems, Inc.	5	Declassify the Board of Directors	No	For	For	-	For
Commvault Systems, Inc.	6	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
Commvault Systems, Inc.	7	Amend Omnibus Stock Plan	No	For	For	-	For
Commvault Systems, Inc.	8	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	Against
comScore, Inc.	1	Elect Director Jacques Kerrest	No	For	For	-	For
comScore, Inc.	2	Elect Director Kathleen Love	No	For	For	-	For
comScore, Inc.	3	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
comScore, Inc.	4	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
comScore, Inc.	5	Amend Omnibus Stock Plan	No	For	For	-	For
Comtech Telecommunications Corp.	1	Elect Director Ira S. Kaplan	No	For	For	-	For
Comtech Telecommunications Corp.	2	Elect Director Lisa Lesavoy	No	For	For	-	For
Comtech Telecommunications Corp.	3	Elect Director Yacov A. Shamash	No	For	For	-	For
Comtech Telecommunications Corp.	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Comtech Telecommunications Corp.	5	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
CONSOL Energy Inc.	1	Issue Shares in Connection with Merger	No	For	For	-	For
CONSOL Energy Inc.	2	Adjourn Meeting	No	For	For	-	For
Consolidated Water Co. Ltd.	1	Elect Director Carson K. Ebanks	No	For	For	-	For
Consolidated Water Co. Ltd.	2	Elect Director Richard L. Finlay	No	For	For	-	For
Consolidated Water Co. Ltd.	3	Elect Director Clarence B. Flowers, Jr.	No	For	For	-	For
Consolidated Water Co. Ltd.	4	Elect Director Frederick W. McTaggart	No	For	For	-	For
Consolidated Water Co. Ltd.	5	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	Against
Consolidated Water Co. Ltd.	6	Approve Marcum LLP as Auditors and Authorize Board to Fix Their Remuneration	No	For	For	-	For
Consumer Portfolio Services, Inc.	1	Elect Director Charles E. Bradley, Jr.	No	For	Withhold	-	Withhold
Consumer Portfolio Services, Inc.	2	Elect Director Chris A. Adams	No	For	Withhold	-	Withhold
Consumer Portfolio Services, Inc.	3	Elect Director Louis M. Grasso	No	For	Withhold	-	Withhold

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Consumer Portfolio Services, Inc.	4	Elect Director Brian J. Rayhill	No	For	Withhold	-	Withhold
Consumer Portfolio Services, Inc.	5	Elect Director William B. Roberts	No	For	Withhold	-	Withhold
Consumer Portfolio Services, Inc.	6	Elect Director Gregory S. Washer	No	For	Withhold	-	Withhold
Consumer Portfolio Services, Inc.	7	Elect Director Daniel S. Wood	No	For	Withhold	-	Withhold
Consumer Portfolio Services, Inc.	8	Ratify Crowe LLP as Auditors	No	For	For	-	For
Consumer Portfolio Services, Inc.	9	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	Against	-	Against
CoreLogic, Inc.	2	Repeal Bylaws Adopted by the Board Without Shareholder Approval Subsequent to July 6, 2020	No	Against	Do Not Vote	-	Do Not Vote
CoreLogic, Inc.	3	Remove Director J. David Chatham	No	Against	Do Not Vote	-	Do Not Vote
CoreLogic, Inc.	4	Remove Director Douglas C. Curling	No	Against	Do Not Vote	-	Do Not Vote
CoreLogic, Inc.	5	Remove Director John C. Dorman	No	Against	Do Not Vote	-	Do Not Vote
CoreLogic, Inc.	6	Remove Director Paul F. Folino	No	Against	Do Not Vote	-	Do Not Vote
CoreLogic, Inc.	7	Remove Director Thomas C. O'Brien	No	Against	Do Not Vote	-	Do Not Vote
CoreLogic, Inc.	8	Remove Director Pamela H. Patenaude	No	Against	Do Not Vote	-	Do Not Vote
CoreLogic, Inc.	9	Remove Director Vikrant Raina	No	Against	Do Not Vote	-	Do Not Vote
CoreLogic, Inc.	10	Remove Director J. Michael Shepherd	No	Against	Do Not Vote	-	Do Not Vote
CoreLogic, Inc.	11	Remove Director David F. Walker	No	Against	Do Not Vote	-	Do Not Vote
CoreLogic, Inc.	12	Elect Director W. Steve Albrecht	No	Against	Do Not Vote	-	Do Not Vote
CoreLogic, Inc.	13	Elect Director Martina Lewis Bradford	No	Against	Do Not Vote	-	Do Not Vote
CoreLogic, Inc.	14	Elect Director Gail Landis	No	Against	Do Not Vote	-	Do Not Vote
CoreLogic, Inc.	15	Elect Director Wendy Lane	No	Against	Do Not Vote	-	Do Not Vote
CoreLogic, Inc.	16	Elect Director Ryan McKendrick	No	Against	Do Not Vote	-	Do Not Vote
CoreLogic, Inc.	17	Elect Director Katherine "KT" Rabin	No	Against	Do Not Vote	-	Do Not Vote
CoreLogic, Inc.	18	Elect Director Sreekanth Ravi	No	Against	Do Not Vote	-	Do Not Vote
CoreLogic, Inc.	19	Elect Director Lisa Wardell	No	Against	Do Not Vote	-	Do Not Vote
CoreLogic, Inc.	20	Elect Director Henry W. "Jay" Winship	No	Against	Do Not Vote	-	Do Not Vote
CoreLogic, Inc.	21	Amend Bylaws to Provide Mechanics for Calling a Special Meeting if No or Less Than a Majority of Directors are in Office Following the Passing of the Director Removal Proposal	No	Against	Do Not Vote	-	Do Not Vote
CoreLogic, Inc.	23	Remove Director J. David Chatham	No	For	For	-	For
CoreLogic, Inc.	24	Remove Director Douglas C. Curling	No	For	Withhold	-	For
CoreLogic, Inc.	25	Remove Director John C. Dorman	No	For	Withhold	-	For
CoreLogic, Inc.	26	Remove Director Paul F. Folino	No	For	Withhold	-	For
CoreLogic, Inc.	27	Remove Director Thomas C. O'Brien	No	For	For	-	For
CoreLogic, Inc.	28	Remove Director Pamela H. Patenaude	No	For	Withhold	-	For
CoreLogic, Inc.	29	Remove Director Vikrant Raina	No	For	Withhold	-	For
CoreLogic, Inc.	30	Remove Director J. Michael Shepherd	No	For	Withhold	-	For
CoreLogic, Inc.	31	Remove Director David F. Walker	No	For	For	-	For
CoreLogic, Inc.	32	Elect Director W. Steve Albrecht	No	For	For	-	For

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
CoreLogic, Inc.	33	Elect Director Martina Lewis Bradford	No	For	Withhold	-	Withhold
CoreLogic, Inc.	34	Elect Director Gail Landis	No	For	Withhold	-	Withhold
CoreLogic, Inc.	35	Elect Director Wendy Lane	No	For	For	-	For
CoreLogic, Inc.	36	Elect Director Ryan McKendrick	No	For	Withhold	-	Withhold
CoreLogic, Inc.	37	Elect Director Katherine "KT" Rabin	No	For	Withhold	-	Withhold
CoreLogic, Inc.	38	Elect Director Sreekanth Ravi	No	For	Withhold	-	Withhold
CoreLogic, Inc.	39	Elect Director Lisa Wardell	No	For	Withhold	-	Withhold
CoreLogic, Inc.	40	Elect Director Henry W. "Jay" Winship	No	For	For	-	For
CoreLogic, Inc.	41	Repeal Bylaws Adopted by the Board Without Shareholder Approval Subsequent to July 6, 2020	No	For	For	-	For
CoreLogic, Inc.	42	Amend Bylaws to Provide Mechanics for Calling a Special Meeting if No or Less Than a Majority of Directors are in Office	No	For	Against	-	Against
CorVel Corporation	1	Elect Director V. Gordon Clemons	No	For	Withhold	-	Withhold
CorVel Corporation	2	Elect Director Steven J. Hamerslag	No	For	Withhold	-	Withhold
CorVel Corporation	3	Elect Director Alan R. Hoops	No	For	Withhold	-	Withhold
CorVel Corporation	4	Elect Director R. Judd Jessup	No	For	Withhold	-	Withhold
CorVel Corporation	5	Elect Director Jean H. Macino	No	For	Withhold	-	Withhold
CorVel Corporation	6	Elect Director Jeffrey J. Michael	No	For	Withhold	-	Withhold
CorVel Corporation	7	Ratify Haskell & White LLP as Auditors	No	For	For	-	For
CorVel Corporation	8	Adopt the Jurisdiction of Incorporation as the Exclusive Forum for Certain Disputes	No	For	Against	-	For
CorVel Corporation	9	Amend Bylaws to Allow Participation in Stockholder Meetings by Means of Remote Communication, Including by Means of Virtual Meeting Technology	No	For	For	-	For
CorVel Corporation	10	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
CorVel Corporation	11	Amend Omnibus Stock Plan	No	For	For	-	For
Costamare, Inc.	1	Elect Director Konstantinos Zacharatos	No	For	Against	-	Against
Costamare, Inc.	2	Ratify Ernst & Young (Hellas) Certified Auditors Accountants S.A. as Auditors	No	For	For	-	For
Covenant Transportation Group, Inc.	1	Elect Director David R. Parker	No	For	For	-	For
Covenant Transportation Group, Inc.	2	Elect Director Robert E. Bosworth	No	For	For	-	For
Covenant Transportation Group, Inc.	3	Elect Director D. Michael Kramer	No	For	For	-	For
Covenant Transportation Group, Inc.	4	Elect Director Bradley A. Moline	No	For	For	-	For
Covenant Transportation Group, Inc.	5	Elect Director Rachel Parker-Hatchett	No	For	For	-	For

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Covenant Transportation Group, Inc.	6	Elect Director Herbert J. Schmidt	No	For	For	-	For
Covenant Transportation Group, Inc.	7	Elect Director W. Miller Welborn	No	For	For	-	For
Covenant Transportation Group, Inc.	8	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Covenant Transportation Group, Inc.	9	Ratify Grant Thornton LLP as Auditors	No	For	For	-	For
Covenant Transportation Group, Inc.	10	Change Company Name to Covenant Logistics Group, Inc.	No	For	For	-	For
Covenant Transportation Group, Inc.	11	Amend Omnibus Stock Plan	No	For	For	-	For
Covetrus, Inc.	1	Approve Conversion of Securities	No	For	For	-	For
Covetrus, Inc.	2	Adjourn Meeting	No	For	For	-	For
CRA International, Inc.	1	Elect Director Richard D. Booth	No	For	For	-	For
CRA International, Inc.	2	Elect Director William F. Concannon	No	For	Withhold	-	Withhold
CRA International, Inc.	3	Elect Director Christine R. Detrick	No	For	For	-	For
CRA International, Inc.	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
CRA International, Inc.	5	Ratify Grant Thornton LLP as Auditors	No	For	For	-	For
Cracker Barrel Old Country Store, Inc.	2	Elect Director Thomas H. Barr	No	For	For	-	For
Cracker Barrel Old Country Store, Inc.	3	Elect Director Carl T. Berquist	No	For	For	-	For
Cracker Barrel Old Country Store, Inc.	4	Elect Director Sandra B. Cochran	No	For	For	-	For
Cracker Barrel Old Country Store, Inc.	5	Elect Director Meg G. Crofton	No	For	For	-	For
Cracker Barrel Old Country Store, Inc.	6	Elect Director Gilbert R. Davila	No	For	For	-	For
Cracker Barrel Old Country Store, Inc.	7	Elect Director Norman E. Johnson	No	For	Withhold	-	For
Cracker Barrel Old Country Store, Inc.	8	Elect Director William W. McCarten	No	For	For	-	For
Cracker Barrel Old Country Store, Inc.	9	Elect Director Coleman H. Peterson	No	For	For	-	For
Cracker Barrel Old Country Store, Inc.	10	Elect Director Gisel Ruiz	No	For	For	-	For
Cracker Barrel Old Country Store, Inc.	11	Elect Director Andrea M. Weiss	No	For	For	-	For

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Cracker Barrel Old Country Store, Inc.	12	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	Against	-	Against
Cracker Barrel Old Country Store, Inc.	13	Approve Omnibus Stock Plan	No	For	For	-	For
Cracker Barrel Old Country Store, Inc.	14	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
Cracker Barrel Old Country Store, Inc.	16	Elect Director Raymond P. Barbrick	No	For	Do Not Vote	-	Do Not Vote
Cracker Barrel Old Country Store, Inc.	17	Elect Director Thomas H. Barr	No	For	Do Not Vote	-	Do Not Vote
Cracker Barrel Old Country Store, Inc.	18	Elect Director Carl T. Berquist	No	For	Do Not Vote	-	Do Not Vote
Cracker Barrel Old Country Store, Inc.	19	Elect Director Sandra B. Cochran	No	For	Do Not Vote	-	Do Not Vote
Cracker Barrel Old Country Store, Inc.	20	Elect Director Meg G. Crofton	No	For	Do Not Vote	-	Do Not Vote
Cracker Barrel Old Country Store, Inc.	21	Elect Director Gilbert R. Davila	No	For	Do Not Vote	-	Do Not Vote
Cracker Barrel Old Country Store, Inc.	22	Elect Director William W. McCarten	No	For	Do Not Vote	-	Do Not Vote
Cracker Barrel Old Country Store, Inc.	23	Elect Director Coleman H. Peterson	No	For	Do Not Vote	-	Do Not Vote
Cracker Barrel Old Country Store, Inc.	24	Elect Director Gisel Ruiz	No	For	Do Not Vote	-	Do Not Vote
Cracker Barrel Old Country Store, Inc.	25	Elect Director Andrea M. Weiss	No	For	Do Not Vote	-	Do Not Vote
Cracker Barrel Old Country Store, Inc.	26	Advisory Vote to Ratify Named Executive Officers' Compensation	No	None	Do Not Vote	-	Do Not Vote
Cracker Barrel Old Country Store, Inc.	27	Approve Omnibus Stock Plan	No	None	Do Not Vote	-	Do Not Vote
Cracker Barrel Old Country Store, Inc.	28	Ratify Deloitte & Touche LLP as Auditors	No	None	Do Not Vote	-	Do Not Vote
Cree, Inc.	1	Elect Director Glenda M. Dorchak	No	For	For	-	For
Cree, Inc.	2	Elect Director John C. Hodge	No	For	For	-	For
Cree, Inc.	3	Elect Director Clyde R. Hosein	No	For	For	-	For
Cree, Inc.	4	Elect Director Darren R. Jackson	No	For	For	-	For
Cree, Inc.	5	Elect Director Duy-Loan T. Le	No	For	For	-	For
Cree, Inc.	6	Elect Director Gregg A. Lowe	No	For	For	-	For
Cree, Inc.	7	Elect Director John B. Replogle	No	For	For	-	For
Cree, Inc.	8	Elect Director Thomas H. Werner	No	For	For	-	For

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Cree, Inc.	9	Elect Director Anne C. Whitaker	No	For	For	-	For
Cree, Inc.	10	Approve Qualified Employee Stock Purchase Plan	No	For	For	-	For
Cree, Inc.	11	Ratify PricewaterhouseCoopers LLP as Auditors	No	For	For	-	For
Cree, Inc.	12	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
CSW Industrials, Inc.	1	Elect Director Joseph B. Armes	No	For	For	-	For
CSW Industrials, Inc.	2	Elect Director Michael R. Gambrell	No	For	For	-	For
CSW Industrials, Inc.	3	Elect Director Terry L. Johnston	No	For	For	-	For
CSW Industrials, Inc.	4	Elect Director Linda A. Livingstone	No	For	For	-	For
CSW Industrials, Inc.	5	Elect Director William F. Quinn	No	For	For	-	For
CSW Industrials, Inc.	6	Elect Director Robert M. Swartz	No	For	For	-	For
CSW Industrials, Inc.	7	Elect Director J. Kent Sweezey	No	For	For	-	For
CSW Industrials, Inc.	8	Elect Director Debra L. von Storch	No	For	For	-	For
CSW Industrials, Inc.	9	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
CSW Industrials, Inc.	10	Ratify Grant Thornton LLP as Auditors	No	For	For	-	For
CTO Realty Growth, Inc.	1	Approve Reorganization to Facilitate Transition to REIT Status	No	For	For	-	For
CTO Realty Growth, Inc.	2	Adjourn Meeting	No	For	For	-	For
Culp, Inc.	1	Elect Director Robert G. Culp, IV	No	For	For	-	For
Culp, Inc.	2	Elect Director Perry E. Davis	No	For	For	-	For
Culp, Inc.	3	Elect Director Sharon A. Decker	No	For	For	-	For
Culp, Inc.	4	Elect Director Fred A. Jackson	No	For	For	-	For
Culp, Inc.	5	Elect Director Kenneth R. Larson	No	For	For	-	For
Culp, Inc.	6	Elect Director Kenneth W. McAllister	No	For	For	-	For
Culp, Inc.	7	Elect Director Franklin N. Saxon	No	For	For	-	For
Culp, Inc.	8	Ratify Grant Thornton LLP as Auditors	No	For	For	-	For
Culp, Inc.	9	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Daktronics, Inc.	1	Elect Director Robert G. Dutcher	No	For	Withhold	-	Withhold
Daktronics, Inc.	2	Elect Director Jose-Marie Griffiths	No	For	For	-	For
Daktronics, Inc.	3	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Daktronics, Inc.	4	Ratify Deloitte & Touche, LLP as Auditors	No	For	For	-	For
Daktronics, Inc.	5	Approve Omnibus Stock Plan	No	For	For	-	For
Deckers Outdoor Corporation	1	Elect Director Michael F. Devine, III	No	For	For	-	Withhold
Deckers Outdoor Corporation	2	Elect Director Nelson C. Chan	No	For	For	-	For
Deckers Outdoor Corporation	3	Elect Director Cynthia (Cindy) L. Davis	No	For	For	-	For
Deckers Outdoor Corporation	4	Elect Director Juan R. Figueroa	No	For	For	-	For
Deckers Outdoor Corporation	5	Elect Director Victor Luis	No	For	For	-	For
Deckers Outdoor Corporation	6	Elect Director Dave Powers	No	For	For	-	For

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Deckers Outdoor Corporation	7	Elect Director Lauri M. Shanahan	No	For	For	-	For
Deckers Outdoor Corporation	8	Elect Director Brian A. Spaly	No	For	For	-	For
Deckers Outdoor Corporation	9	Elect Director Bonita C. Stewart	No	For	For	-	For
Deckers Outdoor Corporation	10	Ratify KPMG LLP as Auditors	No	For	For	-	For
Deckers Outdoor Corporation	11	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Designer Brands Inc.	1	Elect Director Harvey L. Sonnenberg	No	For	For	-	For
Designer Brands Inc.	2	Elect Director Allan J. Tanenbaum	No	For	For	-	For
Designer Brands Inc.	3	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
Designer Brands Inc.	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Designer Brands Inc.	5	Amend Omnibus Stock Plan	No	For	Against	-	Against
Devon Energy Corporation	1	Issue Shares in Connection with Merger	No	For	For	-	For
Devon Energy Corporation	2	Adjourn Meeting	No	For	For	-	For
Digital Turbine, Inc.	1	Elect Director Robert Deutschman	No	For	For	-	For
Digital Turbine, Inc.	2	Elect Director Roy H. Chestnutt	No	For	For	-	For
Digital Turbine, Inc.	3	Elect Director Mohan S. Gyani	No	For	For	-	For
Digital Turbine, Inc.	4	Elect Director Jeffrey Karish	No	For	For	-	For
Digital Turbine, Inc.	5	Elect Director Christopher Rogers	No	For	For	-	For
Digital Turbine, Inc.	6	Elect Director Michelle M. Sterling	No	For	For	-	For
Digital Turbine, Inc.	7	Elect Director William G. Stone, III	No	For	For	-	For
Digital Turbine, Inc.	8	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Digital Turbine, Inc.	9	Advisory Vote on Say on Pay Frequency	No	One Year	One Year	-	Three Years
Digital Turbine, Inc.	10	Approve Omnibus Stock Plan	No	For	Against	-	Against
Digital Turbine, Inc.	11	Ratify SingerLewak LLP as Auditors	No	For	For	-	For
Dime Community Bancshares, Inc.	1	Approve Merger Agreement	No	For	For	-	For
Dime Community Bancshares, Inc.	2	Advisory Vote on Golden Parachutes	No	For	For	-	Against
Dime Community Bancshares, Inc.	3	Adjourn Meeting	No	For	For	-	For
Dorian LPG Ltd.	1	Elect Director Thomas J. Coleman	No	For	For	-	For
Dorian LPG Ltd.	2	Elect Director Christina Tan	No	For	For	-	For
Dorian LPG Ltd.	3	Ratify Deloitte Certified Public Accountants S.A. as Auditors	No	For	For	-	For
Dorian LPG Ltd.	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Dorian LPG Ltd.	5	Advisory Vote on Say on Pay Frequency	No	Two Years	One Year	-	Three Years
DXC Technology Company	1	Elect Director Mukesh Aghi	No	For	For	-	For
DXC Technology Company	2	Elect Director Amy E. Alving	No	For	For	-	For
DXC Technology Company	3	Elect Director David A. Barnes	No	For	For	-	For
DXC Technology Company	4	Elect Director Raul J. Fernandez	No	For	For	-	For
DXC Technology Company	5	Elect Director David L. Herzog	No	For	For	-	For

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
DXC Technology Company	6	Elect Director Mary L. Krakauer	No	For	For	-	For
DXC Technology Company	7	Elect Director Ian C. Read	No	For	For	-	For
DXC Technology Company	8	Elect Director Michael J. Salvino	No	For	For	-	For
DXC Technology Company	9	Elect Director Manoj P. Singh	No	For	For	-	For
DXC Technology Company	10	Elect Director Robert F. Woods	No	For	For	-	For
DXC Technology Company	11	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
DXC Technology Company	12	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	Against	-	Against
DXC Technology Company	13	Amend Omnibus Stock Plan	No	For	Against	-	Against
DXC Technology Company	14	Amend Non-Employee Director Restricted Stock Plan	No	For	For	-	For
e.l.f. Beauty, Inc.	1	Elect Director Kirk L. Perry	No	For	Withhold	-	Withhold
e.l.f. Beauty, Inc.	2	Elect Director Sabrina L. Simmons	No	For	Withhold	-	Withhold
e.l.f. Beauty, Inc.	3	Elect Director Maureen C. Watson	No	For	Withhold	-	Withhold
e.l.f. Beauty, Inc.	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	Against	-	Against
e.l.f. Beauty, Inc.	5	Advisory Vote on Say on Pay Frequency	No	One Year	One Year	-	Three Years
e.l.f. Beauty, Inc.	6	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
Eagle Materials Inc.	1	Elect Director Margot L. Carter	No	For	For	-	For
Eagle Materials Inc.	2	Elect Director Michael R. Nicolais	No	For	For	-	For
Eagle Materials Inc.	3	Elect Director Mary P. Ricciardello	No	For	For	-	For
Eagle Materials Inc.	4	Elect Director Richard R. Stewart	No	For	For	-	For
Eagle Materials Inc.	5	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	Against
Eagle Materials Inc.	6	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
eGain Corporation	1	Elect Director Ashutosh Roy	No	For	For	-	For
eGain Corporation	2	Elect Director Gunjan Sinha	No	For	Withhold	-	Withhold
eGain Corporation	3	Elect Director Phiroz P. Darukhanavala	No	For	For	-	For
eGain Corporation	4	Elect Director Brett Shockley	No	For	For	-	For
eGain Corporation	5	Elect Director Christine Russell	No	For	For	-	For
eGain Corporation	6	Amend Omnibus Stock Plan	No	For	Against	-	Against
eGain Corporation	7	Amend Stock Option Plan	No	For	Against	-	Against
eGain Corporation	8	Amend Qualified Employee Stock Purchase Plan	No	For	Against	-	Against
eGain Corporation	9	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
eGain Corporation	10	Advisory Vote on Say on Pay Frequency	No	One Year	One Year	-	Three Years
eGain Corporation	11	Ratify BPM LLP as Auditors	No	For	For	-	For
Electromed, Inc.	1	Elect Director Stephen H. Craney	No	For	For	-	For
Electromed, Inc.	2	Elect Director Stan K. Erickson	No	For	For	-	For
Electromed, Inc.	3	Elect Director Gregory J. Fluet	No	For	For	-	For
Electromed, Inc.	4	Elect Director Lee A. Jones	No	For	For	-	For

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Electromed, Inc.	5	Elect Director Kathleen S. Skarvan	No	For	For	-	For
Electromed, Inc.	6	Elect Director Andrea M. Walsh	No	For	For	-	For
Electromed, Inc.	7	Elect Director George H. Winn	No	For	For	-	For
Electromed, Inc.	8	Ratify RSM US LLP as Auditors	No	For	For	-	For
Electromed, Inc.	9	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	Against
Energy Recovery, Inc.	1	Elect Director Alexander J. Buehler	No	For	For	-	For
Energy Recovery, Inc.	2	Elect Director Robert Yu Lang Mao	No	For	Withhold	-	Withhold
Energy Recovery, Inc.	3	Approve Omnibus Stock Plan	No	For	Against	-	Against
Energy Recovery, Inc.	4	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
Energy Recovery, Inc.	5	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
EnerSys	1	Elect Director Caroline Chan	No	For	For	-	For
EnerSys	2	Elect Director Steven M. Fludder	No	For	For	-	For
EnerSys	3	Elect Director Paul J. Tufano	No	For	For	-	For
EnerSys	4	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
EnerSys	5	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
EnerSys	6	Advisory Vote on Say on Pay Frequency	No	One Year	One Year	-	Three Years
Ennis, Inc.	1	Elect Director Aaron Carter	No	For	For	-	For
Ennis, Inc.	2	Elect Director Gary S. Mozina	No	For	Against	-	Against
Ennis, Inc.	3	Elect Director Keith S. Walters	No	For	Against	-	Against
Ennis, Inc.	4	Ratify Grant Thornton LLP as Auditors	No	For	For	-	For
Ennis, Inc.	5	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	Against	-	Against
Ennis, Inc.	6	Other Business	No	For	Against	-	Against
ePlus inc.	1	Elect Director Bruce M. Bowen	No	For	For	-	For
ePlus inc.	2	Elect Director John E. Callies	No	For	For	-	For
ePlus inc.	3	Elect Director C. Thomas Faulders, III	No	For	For	-	For
ePlus inc.	4	Elect Director Eric D. Hovde	No	For	For	-	For
ePlus inc.	5	Elect Director Ira A. Hunt, III	No	For	For	-	For
ePlus inc.	6	Elect Director Mark P. Marron	No	For	For	-	For
ePlus inc.	7	Elect Director Maureen F. Morrison	No	For	For	-	For
ePlus inc.	8	Elect Director Ben Xiang	No	For	For	-	For
ePlus inc.	9	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
ePlus inc.	10	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
EQT Corporation	1	Increase Authorized Common Stock	No	For	For	-	For
EQT Corporation	2	Adjourn Meeting	No	For	For	-	For
Ethan Allen Interiors Inc.	1	Elect Director M. Farooq Kathwari	No	For	For	-	For

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Ethan Allen Interiors Inc.	2	Elect Director James B. Carlson	No	For	For	-	For
Ethan Allen Interiors Inc.	3	Elect Director John J. Dooner, Jr.	No	For	For	-	For
Ethan Allen Interiors Inc.	4	Elect Director Domenick J. Esposito	No	For	For	-	For
Ethan Allen Interiors Inc.	5	Elect Director Mary Garrett	No	For	For	-	For
Ethan Allen Interiors Inc.	6	Elect Director James W. Schmotter	No	For	For	-	For
Ethan Allen Interiors Inc.	7	Elect Director Tara I. Stacom	No	For	For	-	For
Ethan Allen Interiors Inc.	8	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Ethan Allen Interiors Inc.	9	Ratify KPMG LLP as Auditors	No	For	For	-	For
Evolution Petroleum Corporation	1	Elect Director Edward J. DiPaolo	No	For	For	-	For
Evolution Petroleum Corporation	2	Elect Director William E. Dozier	No	For	For	-	For
Evolution Petroleum Corporation	3	Elect Director Robert S. Herlin	No	For	For	-	For
Evolution Petroleum Corporation	4	Elect Director Kelly W. Loyd	No	For	For	-	For
Evolution Petroleum Corporation	5	Ratify Moss Adams LLP as Auditors	No	For	For	-	For
Evolution Petroleum Corporation	6	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Evolution Petroleum Corporation	7	Amend Omnibus Stock Plan	No	For	For	-	For
Fabrinet	1	Elect Director Seamus Grady	No	For	For	-	For
Fabrinet	2	Elect Director Thomas F. Kelly	No	For	For	-	For
Fabrinet	3	Ratify PricewaterhouseCoopers ABAS Ltd. as Auditors	No	For	For	-	For
Fabrinet	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	Against
Farmer Bros. Co.	1	Elect Director Allison M. Boersma	No	For	For	-	For
Farmer Bros. Co.	2	Elect Director Alfred Poe	No	For	For	-	For
Farmer Bros. Co.	3	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
Farmer Bros. Co.	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	Against
Farmer Bros. Co.	5	Amend Omnibus Stock Plan	No	For	For	-	For
Finjan Holdings, Inc.	1	Elect Director Alex Rogers	No	For	For	-	For
Finjan Holdings, Inc.	2	Elect Director Glenn Daniel	No	For	Withhold	-	Withhold
Finjan Holdings, Inc.	3	Ratify Marcum LLP as Auditors	No	For	For	-	For
Finjan Holdings, Inc.	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Flex Ltd.	1	Elect Director Revathi Advaiti	No	For	For	-	Do Not Vote
Flex Ltd.	2	Elect Director Michael D. Capellas	No	For	For	-	Do Not Vote
Flex Ltd.	3	Elect Director Jennifer Li	No	For	For	-	Do Not Vote
Flex Ltd.	4	Elect Director Marc A. Onetto	No	For	For	-	Do Not Vote
Flex Ltd.	5	Elect Director Erin L. McSweeney	No	For	For	-	Do Not Vote
Flex Ltd.	6	Elect Director Willy C. Shih	No	For	For	-	Do Not Vote
Flex Ltd.	7	Elect Director Charles K. Stevens, III	No	For	For	-	Do Not Vote

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Flex Ltd.	8	Elect Director Lay Koon Tan	No	For	For	-	Do Not Vote
Flex Ltd.	9	Elect Director William D. Watkins	No	For	For	-	Do Not Vote
Flex Ltd.	10	Elect Director Lawrence A. Zimmerman	No	For	For	-	Do Not Vote
Flex Ltd.	11	Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	No	For	For	-	Do Not Vote
Flex Ltd.	12	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	Do Not Vote
Flex Ltd.	13	Amend Omnibus Stock Plan	No	For	For	-	Do Not Vote
Flex Ltd.	14	Approve Issuance of Shares without Preemptive Rights	No	For	For	-	Do Not Vote
Flex Ltd.	15	Authorize Share Repurchase Program	No	For	For	-	Do Not Vote
Flexsteel Industries, Inc.	1	Elect Director Matthew A. Kaness	No	For	For	-	For
Flexsteel Industries, Inc.	2	Elect Director Thomas M. Levine	No	For	For	-	For
Flexsteel Industries, Inc.	3	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Flexsteel Industries, Inc.	4	Amend Omnibus Stock Plan	No	For	Against	-	Against
FreightCar America, Inc.	1	Approve Issuance of Warrant Shares	No	For	For	-	For
Frequency Electronics, Inc.	1	Elect Director Jonathan Brolin	No	For	For	-	For
Frequency Electronics, Inc.	2	Elect Director Richard Schwartz	No	For	For	-	For
Frequency Electronics, Inc.	3	Elect Director Stanton D. Sloane	No	For	For	-	For
Frequency Electronics, Inc.	4	Elect Director Russell Sarachek	No	For	For	-	For
Frequency Electronics, Inc.	5	Elect Director Lance Lord	No	For	For	-	For
Frequency Electronics, Inc.	6	Ratify BDO USA, LLP as Auditors	No	For	For	-	For
Frequency Electronics, Inc.	7	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Freshpet, Inc.	1	Elect Director Charles A. Norris	No	For	For	-	For
Freshpet, Inc.	2	Elect Director Leta D. Priest	No	For	For	-	For
Freshpet, Inc.	3	Elect Director Olu Beck	No	For	For	-	For
Freshpet, Inc.	4	Elect Director William B. Cyr	No	For	For	-	For
Freshpet, Inc.	5	Ratify KPMG LLP as Auditors	No	For	For	-	For
Freshpet, Inc.	6	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Freshpet, Inc.	7	Eliminate Supermajority Vote Requirement to Amend Certain Provisions of the Certificate of Incorporation	No	For	For	-	For
Freshpet, Inc.	8	Amend Omnibus Stock Plan	No	For	For	-	For
Friedman Industries, Incorporated	1	Elect Director Mike Taylor	No	For	For	-	For
Friedman Industries, Incorporated	2	Elect Director Durga D. Agrawal	No	For	For	-	For
Friedman Industries, Incorporated	3	Elect Director Max Reichenthal	No	For	For	-	For
Friedman Industries, Incorporated	4	Elect Director Joel Spira	No	For	For	-	For
Friedman Industries, Incorporated	5	Elect Director Tim Stevenson	No	For	For	-	For
Friedman Industries, Incorporated	6	Elect Director Joe L. Williams	No	For	For	-	For

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Friedman Industries, Incorporated	7	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Friedman Industries, Incorporated	8	Ratify Moss Adams LLP as Auditors	No	For	For	-	For
Fulgent Genetics, Inc.	1	Amend Omnibus Stock Plan	No	For	Against	-	Against
Fulgent Genetics, Inc.	2	Adjourn Meeting	No	For	Against	-	Against
FutureFuel Corp.	1	Elect Director Paul M. Manheim	No	For	For	-	For
FutureFuel Corp.	2	Elect Director Jeffrey L. Schwartz	No	For	For	-	For
FutureFuel Corp.	3	Elect Director Rose M. Sparks	No	For	For	-	For
FutureFuel Corp.	4	Ratify RSM US LLP as Auditors	No	For	For	-	For
FutureFuel Corp.	5	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
FutureFuel Corp.	6	Other Business	No	For	Against	-	Against
GAIN Capital Holdings, Inc.	1	Elect Director Peter Quick	No	For	Against	-	Against
GAIN Capital Holdings, Inc.	2	Elect Director Glenn H. Stevens	No	For	Against	-	Against
GAIN Capital Holdings, Inc.	3	Elect Director Thomas Bevilacqua	No	For	Against	-	Against
GAIN Capital Holdings, Inc.	4	Ratify BDO USA LLP as Auditors	No	For	For	-	For
GAIN Capital Holdings, Inc.	5	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Genco Shipping & Trading Limited	1	Elect Director Arthur L. Regan	No	For	For	-	For
Genco Shipping & Trading Limited	2	Elect Director James G. Dolphin	No	For	For	-	For
Genco Shipping & Trading Limited	3	Elect Director Kathleen C. Haines	No	For	Withhold	-	Withhold
Genco Shipping & Trading Limited	4	Elect Director Kevin Mahony	No	For	For	-	For
Genco Shipping & Trading Limited	5	Elect Director Christoph Majeske	No	For	Withhold	-	Withhold
Genco Shipping & Trading Limited	6	Elect Director Basil G. Mavroleon	No	For	Withhold	-	Withhold
Genco Shipping & Trading Limited	7	Elect Director Jason Scheir	No	For	For	-	For
Genco Shipping & Trading Limited	8	Elect Director Bao D. Truong	No	For	For	-	For
Genco Shipping & Trading Limited	9	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
Genco Shipping & Trading Limited	10	Establish Range For Board Size	No	For	For	-	For
Genworth Financial, Inc.	1	Elect Director G. Kent Conrad	No	For	For	-	For
Genworth Financial, Inc.	2	Elect Director Karen E. Dyson	No	For	For	-	For
Genworth Financial, Inc.	3	Elect Director Melina E. Higgins	No	For	For	-	Against
Genworth Financial, Inc.	4	Elect Director Thomas J. McInerney	No	For	For	-	For
Genworth Financial, Inc.	5	Elect Director David M. Moffett	No	For	For	-	For
Genworth Financial, Inc.	6	Elect Director Thomas E. Moloney	No	For	For	-	For
Genworth Financial, Inc.	7	Elect Director Debra J. Perry	No	For	For	-	For
Genworth Financial, Inc.	8	Elect Director Robert P. Restrepo, Jr.	No	For	For	-	For
Genworth Financial, Inc.	9	Elect Director James S. Riepe	No	For	For	-	For
Genworth Financial, Inc.	10	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Genworth Financial, Inc.	11	Ratify KPMG LLP as Auditors	No	For	For	-	For

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Global Indemnity Limited	1	Approve EGM Scheme of Arrangement Proposal	No	For	For	-	Against
Global Indemnity Limited	2	Approve GI Bermuda Transaction Proposal	No	For	For	-	Against
Global Indemnity Limited	3	Adjourn Meeting	No	For	For	-	For
GMS Inc.	1	Elect Director Peter C. Browning	No	For	For	-	For
GMS Inc.	2	Elect Director Theron I. Gilliam	No	For	For	-	For
GMS Inc.	3	Elect Director Mitchell B. Lewis	No	For	For	-	For
GMS Inc.	4	Elect Director John C. Turner, Jr.	No	For	For	-	For
GMS Inc.	5	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
GMS Inc.	6	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
GMS Inc.	7	Declassify the Board of Directors	No	For	For	-	For
GMS Inc.	8	Eliminate Supermajority Vote Requirement and Other Obsolete Provisions	No	For	For	-	For
GMS Inc.	9	Amend Bylaws to Allow Board to Amend the Bylaws	No	For	For	-	For
GMS Inc.	10	Approve Omnibus Stock Plan	No	For	For	-	For
GP Strategies Corporation	1	Elect Director Tamar Elkeles	No	For	For	-	For
GP Strategies Corporation	2	Elect Director Marshall S. Geller	No	For	For	-	For
GP Strategies Corporation	3	Elect Director Scott N. Greenberg	No	For	For	-	For
GP Strategies Corporation	4	Elect Director Steven E. Koonin	No	For	For	-	For
GP Strategies Corporation	5	Elect Director Jacques Manardo	No	For	For	-	For
GP Strategies Corporation	6	Elect Director Richard C. Pfenniger, Jr.	No	For	For	-	For
GP Strategies Corporation	7	Elect Director Samuel D. Robinson	No	For	For	-	For
GP Strategies Corporation	8	Elect Director Adam H. Stedham	No	For	For	-	For
GP Strategies Corporation	9	Ratify KPMG LLP as Auditors	No	For	For	-	For
GP Strategies Corporation	10	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
GP Strategies Corporation	11	Amend Omnibus Stock Plan	No	For	For	-	For
Graham Corporation	1	Elect Director James J. Barber	No	For	For	-	For
Graham Corporation	2	Elect Director Gerard T. Mazurkiewicz	No	For	For	-	For
Graham Corporation	3	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	Against	-	Against
Graham Corporation	4	Approve Omnibus Stock Plan	No	For	For	-	For
Graham Corporation	5	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
Greenlight Capital Re, Ltd.	1	Elect Alan Brooks as GLRE Director	No	For	For	-	For
Greenlight Capital Re, Ltd.	2	Elect Simon Burton as GLRE Director	No	For	For	-	For
Greenlight Capital Re, Ltd.	3	Elect David Einhorn as GLRE Director	No	For	For	-	For
Greenlight Capital Re, Ltd.	4	Elect Leonard Goldberg as GLRE Director	No	For	For	-	For
Greenlight Capital Re, Ltd.	5	Elect Ian Isaacs as GLRE Director	No	For	For	-	For
Greenlight Capital Re, Ltd.	6	Elect Bryan Murphy as GLRE Director	No	For	For	-	For
Greenlight Capital Re, Ltd.	7	Elect Joseph Platt as GLRE Director	No	For	Against	-	Against

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Greenlight Capital Re, Ltd.	8	Elect Alan Brooks as Greenlight Re Subsidiary Director	No	For	For	-	For
Greenlight Capital Re, Ltd.	9	Elect Simon Burton as Greenlight Re Subsidiary Director	No	For	For	-	For
Greenlight Capital Re, Ltd.	10	Elect David Einhorn as Greenlight Re Subsidiary Director	No	For	For	-	For
Greenlight Capital Re, Ltd.	11	Elect Leonard Goldberg as Greenlight Re Subsidiary Director	No	For	For	-	For
Greenlight Capital Re, Ltd.	12	Elect Ian Isaacs as Greenlight Re Subsidiary Director	No	For	For	-	For
Greenlight Capital Re, Ltd.	13	Elect Bryan Murphy as Greenlight Re Subsidiary Director	No	For	For	-	For
Greenlight Capital Re, Ltd.	14	Elect Joseph Platt as Greenlight Re Subsidiary Director	No	For	For	-	For
Greenlight Capital Re, Ltd.	15	Elect Michael Brady as GRIL Subsidiary Director	No	For	For	-	For
Greenlight Capital Re, Ltd.	16	Elect Lesley Caslin as GRIL Subsidiary Director	No	For	For	-	For
Greenlight Capital Re, Ltd.	17	Elect Bryan Murphy as GRIL Subsidiary Director	No	For	For	-	For
Greenlight Capital Re, Ltd.	18	Elect Patrick O'Brien as GRIL Subsidiary Director	No	For	For	-	For
Greenlight Capital Re, Ltd.	19	Elect Daniel Roitman as GRIL Subsidiary Director	No	For	For	-	For
Greenlight Capital Re, Ltd.	20	Amend Omnibus Stock Plan	No	For	Against	-	Against
Greenlight Capital Re, Ltd.	21	Ratify BDO USA, LLP as Auditors	No	For	For	-	For
Greenlight Capital Re, Ltd.	22	Ratify BDO Cayman Ltd. as Auditors of Greenlight Re	No	For	For	-	For
Greenlight Capital Re, Ltd.	23	Ratify Mazars as Auditors of GRIL	No	For	For	-	For
Greenlight Capital Re, Ltd.	24	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	Against	-	Against
Griffin Industrial Realty, Inc.	1	Change State of Incorporation from Delaware to Maryland	No	For	Against	-	Against
Gulfport Energy Corporation	1	Elect Director David M. Wood	No	For	For	-	For
Gulfport Energy Corporation	2	Elect Director Alvin Bledsoe	No	For	For	-	For
Gulfport Energy Corporation	3	Elect Director Deborah G. Adams	No	For	For	-	For
Gulfport Energy Corporation	4	Elect Director Samantha Holroyd	No	For	For	-	For
Gulfport Energy Corporation	5	Elect Director Valerie Jochen	No	For	For	-	For
Gulfport Energy Corporation	6	Elect Director C. Doug Johnson	No	For	For	-	For
Gulfport Energy Corporation	7	Elect Director Ben T. Morris	No	For	For	-	For
Gulfport Energy Corporation	8	Elect Director John W. Somerhalder, II	No	For	For	-	For
Gulfport Energy Corporation	9	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	Against
Gulfport Energy Corporation	10	Ratify Grant Thornton LLP as Auditors	No	For	For	-	For
Gulfport Energy Corporation	11	Approve Tax Benefits Preservation Plan	No	For	For	-	Against
H&R Block, Inc.	1	Elect Director Paul J. Brown	No	For	For	-	For
H&R Block, Inc.	2	Elect Director Robert A. Gerard	No	For	For	-	For
H&R Block, Inc.	3	Elect Director Anuradha (Anu) Gupta	No	For	For	-	For
H&R Block, Inc.	4	Elect Director Richard A. Johnson	No	For	For	-	For
H&R Block, Inc.	5	Elect Director Jeffrey J. Jones, II	No	For	For	-	For
H&R Block, Inc.	6	Elect Director David Baker Lewis	No	For	For	-	For
H&R Block, Inc.	7	Elect Director Yolande G. Piazza	No	For	For	-	For
H&R Block, Inc.	8	Elect Director Victoria J. Reich	No	For	For	-	For
H&R Block, Inc.	9	Elect Director Bruce C. Rohde	No	For	For	-	For

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
H&R Block, Inc.	10	Elect Director Matthew E. Winter	No	For	For	-	For
H&R Block, Inc.	11	Elect Director Christianna Wood	No	For	For	-	For
H&R Block, Inc.	12	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
H&R Block, Inc.	13	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Haemonetics Corporation	1	Elect Director Christopher A. Simon	No	For	For	-	For
Haemonetics Corporation	2	Elect Director Robert E. Abernathy	No	For	For	-	For
Haemonetics Corporation	3	Elect Director Michael J. Coyle	No	For	For	-	For
Haemonetics Corporation	4	Elect Director Charles J. Dockendorff	No	For	For	-	For
Haemonetics Corporation	5	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Haemonetics Corporation	6	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
Hallmark Financial Services, Inc.	1	Elect Director Mark E. Schwarz	No	For	For	-	For
Hallmark Financial Services, Inc.	2	Elect Director Scott T. Berlin	No	For	For	-	For
Hallmark Financial Services, Inc.	3	Elect Director James H. Graves	No	For	For	-	For
Hallmark Financial Services, Inc.	4	Elect Director Mark E. Pape	No	For	For	-	For
Hallmark Financial Services, Inc.	5	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Hamilton Lane Incorporated	1	Elect Director David J. Berkman	No	For	Withhold	-	Withhold
Hamilton Lane Incorporated	2	Elect Director O. Griffith Sexton	No	For	Withhold	-	Withhold
Hamilton Lane Incorporated	3	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Hamilton Lane Incorporated	4	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
HarborOne Bancorp, Inc.	1	Elect Director Joseph F. Casey	No	For	Withhold	-	Withhold
HarborOne Bancorp, Inc.	2	Elect Director David P. Frenette	No	For	Withhold	-	Withhold
HarborOne Bancorp, Inc.	3	Elect Director Barry R. Koretz	No	For	Withhold	-	Withhold
HarborOne Bancorp, Inc.	4	Elect Director Michael J. Sullivan	No	For	Withhold	-	Withhold
HarborOne Bancorp, Inc.	5	Ratify Crowe LLP as Auditors	No	For	For	-	For
HarborOne Bancorp, Inc.	6	Approve Omnibus Stock Plan	No	For	For	-	For
Hawkins, Inc.	1	Elect Director James A. Faulconbridge	No	For	For	-	For
Hawkins, Inc.	2	Elect Director Patrick H. Hawkins	No	For	For	-	For
Hawkins, Inc.	3	Elect Director John S. McKeon	No	For	For	-	For
Hawkins, Inc.	4	Elect Director Mary J. Schumacher	No	For	For	-	For
Hawkins, Inc.	5	Elect Director Daniel J. Stauber	No	For	For	-	For
Hawkins, Inc.	6	Elect Director James T. Thompson	No	For	For	-	For
Hawkins, Inc.	7	Elect Director Jeffrey L. Wright	No	For	For	-	For
Hawkins, Inc.	8	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Helen of Troy Limited	1	Elect Director Gary B. Abromovitz	No	For	For	-	For
Helen of Troy Limited	2	Elect Director Krista L. Berry	No	For	For	-	For

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Helen of Troy Limited	3	Elect Director Vincent D. Carson	No	For	For	-	For
Helen of Troy Limited	4	Elect Director Thurman K. Case	No	For	For	-	For
Helen of Troy Limited	5	Elect Director Timothy F. Meeker	No	For	For	-	For
Helen of Troy Limited	6	Elect Director Julien R. Mininberg	No	For	For	-	For
Helen of Troy Limited	7	Elect Director Beryl B. Raff	No	For	For	-	For
Helen of Troy Limited	8	Elect Director Darren G. Woody	No	For	For	-	For
Helen of Troy Limited	9	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Helen of Troy Limited	10	Approve Grant Thornton LLP as Auditors and Authorize Board to Fix Their Remuneration	No	For	For	-	For
Helios Technologies, Inc.	1	Elect Director Laura Dempsey Brown	No	For	For	-	For
Helios Technologies, Inc.	2	Elect Director Cariappa (Cary) M. Chenanda	No	For	For	-	For
Helios Technologies, Inc.	3	Elect Director Alexander Schuetz	No	For	For	-	For
Helios Technologies, Inc.	4	Elect Director Josef Matosevic	No	For	For	-	For
Helios Technologies, Inc.	5	Elect Director Gregory C. Yadley	No	For	Withhold	-	Withhold
Helios Technologies, Inc.	6	Ratify Grant Thornton LLP as Auditors	No	For	For	-	For
Helios Technologies, Inc.	7	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Herman Miller, Inc.	1	Elect Director Mary Vermeer Andringa	No	For	For	-	For
Herman Miller, Inc.	2	Elect Director Andi R. Owen	No	For	For	-	For
Herman Miller, Inc.	3	Elect Director Candace S. Matthews	No	For	For	-	For
Herman Miller, Inc.	4	Ratify KPMG LLP as Auditors	No	For	For	-	For
Herman Miller, Inc.	5	Approve Omnibus Stock Plan	No	For	For	-	For
Herman Miller, Inc.	6	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
HomeTrust Bancshares, Inc.	1	Elect Director Robert E. James, Jr.	No	For	For	-	For
HomeTrust Bancshares, Inc.	2	Elect Director Craig C. Koontz	No	For	For	-	For
HomeTrust Bancshares, Inc.	3	Elect Director F. K. McFarland, III	No	For	For	-	For
HomeTrust Bancshares, Inc.	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	Against
HomeTrust Bancshares, Inc.	5	Ratify Dixon Hughes Goodman LLP as Auditors	No	For	For	-	For
Houlihan Lokey, Inc.	1	Elect Director Irwin N. Gold	No	For	Withhold	-	Withhold
Houlihan Lokey, Inc.	2	Elect Director Gillian B. Zucker	No	For	For	-	For
Houlihan Lokey, Inc.	3	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	Against
Houlihan Lokey, Inc.	4	Ratify KPMG LLP as Auditors	No	For	For	-	For
IDT Corporation	1	Elect Director Michael Chenkin	No	For	For	-	For
IDT Corporation	2	Elect Director Eric F. Cosentino	No	For	For	-	For
IDT Corporation	3	Elect Director Bill Pereira	No	For	Against	-	Against
IDT Corporation	4	Elect Director Judah Schorr	No	For	For	-	For

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
IDT Corporation	5	Elect Director Liora Stein	No	For	Against	-	Against
Independence Holding Company	1	Elect Director Larry R. Graber	No	For	Withhold	-	Withhold
Independence Holding Company	2	Elect Director Teresa A. Herbert	No	For	Withhold	-	Withhold
Independence Holding Company	3	Elect Director David T. Kettig	No	For	Withhold	-	Withhold
Independence Holding Company	4	Elect Director Allan C. Kirkman	No	For	For	-	For
Independence Holding Company	5	Elect Director John L. Lahey	No	For	For	-	For
Independence Holding Company	6	Elect Director Steven B. Lapin	No	For	Withhold	-	Withhold
Independence Holding Company	7	Elect Director Ronald I. Simon	No	For	For	-	For
Independence Holding Company	8	Elect Director James G. Tatum	No	For	For	-	For
Independence Holding Company	9	Elect Director Roy T.K. Thung	No	For	Withhold	-	Withhold
Independence Holding Company	10	Ratify RSM US LLP as Auditors	No	For	For	-	For
Independence Holding Company	11	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	Against
Independence Holding Company	12	Amend Omnibus Stock Plan	No	For	Against	-	Against
Independent Bank Group, Inc.	1	Elect Director Daniel W. Brooks	No	For	For	-	For
Independent Bank Group, Inc.	2	Elect Director Craig E. Holmes	No	For	For	-	For
Independent Bank Group, Inc.	3	Elect Director G. Stacy Smith	No	For	For	-	For
Independent Bank Group, Inc.	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Independent Bank Group, Inc.	5	Ratify RSM US LLP as Auditor	No	For	For	-	For
Independent Bank Group, Inc.	6	Other Business	No	For	Against	-	Against
InnerWorkings, Inc.	1	Approve Merger Agreement	No	For	For	-	For
InnerWorkings, Inc.	2	Advisory Vote on Golden Parachutes	No	For	For	-	Against
InnerWorkings, Inc.	3	Adjourn Meeting	No	For	For	-	For
Inter Parfums, Inc.	1	Elect Director Jean Madar	No	For	For	-	For
Inter Parfums, Inc.	2	Elect Director Philippe Benacin	No	For	For	-	For
Inter Parfums, Inc.	3	Elect Director Russell Greenberg	No	For	For	-	For
Inter Parfums, Inc.	4	Elect Director Philippe Santi	No	For	For	-	For
Inter Parfums, Inc.	5	Elect Director Francois Heilbronn	No	For	For	-	For
Inter Parfums, Inc.	6	Elect Director Robert Bensoussan	No	For	For	-	For
Inter Parfums, Inc.	7	Elect Director Patrick Choel	No	For	For	-	For
Inter Parfums, Inc.	8	Elect Director Michel Dyens	No	For	For	-	For
Inter Parfums, Inc.	9	Elect Director Veronique Gabai-Pinsky	No	For	For	-	For
Inter Parfums, Inc.	10	Elect Director Gilbert Harrison	No	For	For	-	For
Inter Parfums, Inc.	11	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Intrepid Potash, Inc.	1	Approve Reverse Stock Split	No	For	For	-	For
Intrepid Potash, Inc.	2	Reduce Authorized Common Stock to 80,000,000 if and only if Proposal 1 is both Approved and Implemented	No	For	For	-	For

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Intrepid Potash, Inc.	3	Reduce Authorized Common Stock to 40,000,000 if and only if Proposal 1 is both Approved and Implemented	No	For	For	-	For
Intrepid Potash, Inc.	4	Reduce Authorized Common Stock to 26,666,667 if and only if Proposal 1 is both Approved and Implemented	No	For	For	-	For
John B. Sanfilippo & Son, Inc.	1	Elect Director Jim Edgar	No	For	Withhold	-	For
John B. Sanfilippo & Son, Inc.	2	Elect Director Pamela Forbes Lieberman	No	For	For	-	For
John B. Sanfilippo & Son, Inc.	3	Elect Director Ellen C. Taaffe	No	For	Withhold	-	For
John B. Sanfilippo & Son, Inc.	4	Ratify PricewaterhouseCoopers LLP as Auditors	No	For	For	-	For
John B. Sanfilippo & Son, Inc.	5	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
John Wiley & Sons, Inc.	1	Elect Director Beth A. Birnbaum	No	For	For	-	For
John Wiley & Sons, Inc.	2	Elect Director David C. Dobson	No	For	For	-	For
John Wiley & Sons, Inc.	3	Elect Director Mariana Garavaglia	No	For	For	-	For
John Wiley & Sons, Inc.	4	Elect Director William Pence	No	For	For	-	For
John Wiley & Sons, Inc.	5	Ratify KPMG LLP as Auditors	No	For	For	-	For
John Wiley & Sons, Inc.	6	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
K12 Inc.	1	Elect Director Aida M. Alvarez	No	For	For	-	Withhold
K12 Inc.	2	Elect Director Craig R. Barrett	No	For	For	-	For
K12 Inc.	3	Elect Director Guillermo Bron	No	For	For	-	For
K12 Inc.	4	Elect Director Robert L. Cohen	No	For	For	-	For
K12 Inc.	5	Elect Director Nathaniel A. Davis	No	For	For	-	For
K12 Inc.	6	Elect Director John M. Engler	No	For	For	-	For
K12 Inc.	7	Elect Director Steven B. Fink	No	For	For	-	For
K12 Inc.	8	Elect Director Victoria D. Harker	No	For	For	-	For
K12 Inc.	9	Elect Director Robert E. Knowling, Jr.	No	For	For	-	For
K12 Inc.	10	Elect Director Liza McFadden	No	For	For	-	For
K12 Inc.	11	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	Against	-	Against
K12 Inc.	12	Ratify BDO USA, LLP as Auditors	No	For	For	-	For
KalVista Pharmaceuticals, Inc.	1	Elect Director Daniel B. Soland	No	For	Withhold	-	Withhold
KalVista Pharmaceuticals, Inc.	2	Elect Director Edward W. Unkart	No	For	Withhold	-	Withhold
KalVista Pharmaceuticals, Inc.	3	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
KalVista Pharmaceuticals, Inc.	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	Against
KalVista Pharmaceuticals, Inc.	5	Advisory Vote on Say on Pay Frequency	No	One Year	One Year	-	Three Years
Kearny Financial Corp.	1	Elect Director Theodore J. Aanensen	No	For	For	-	For
Kearny Financial Corp.	2	Elect Director Joseph P. Mazza	No	For	For	-	For
Kearny Financial Corp.	3	Elect Director Christopher Petermann	No	For	For	-	For
Kearny Financial Corp.	4	Elect Director Charles J. Pivrotto	No	For	For	-	For

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Kearny Financial Corp.	5	Elect Director John F. Regan	No	For	For	-	For
Kearny Financial Corp.	6	Ratify Crowe LLP as Auditors	No	For	For	-	For
Kearny Financial Corp.	7	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Kennametal, Inc.	1	Elect Director Joseph Alvarado	No	For	For	-	For
Kennametal, Inc.	2	Elect Director Cindy L. Davis	No	For	For	-	For
Kennametal, Inc.	3	Elect Director William J. Harvey	No	For	For	-	For
Kennametal, Inc.	4	Elect Director William M. Lambert	No	For	For	-	For
Kennametal, Inc.	5	Elect Director Lorraine M. Martin	No	For	For	-	For
Kennametal, Inc.	6	Elect Director Sagar A. Patel	No	For	For	-	For
Kennametal, Inc.	7	Elect Director Christopher Rossi	No	For	For	-	For
Kennametal, Inc.	8	Elect Director Lawrence W. Stranghoener	No	For	For	-	For
Kennametal, Inc.	9	Elect Director Steven H. Wunning	No	For	For	-	For
Kennametal, Inc.	10	Ratify PricewaterhouseCoopers LLP as Auditors	No	For	For	-	For
Kennametal, Inc.	11	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Kennametal, Inc.	12	Amend Omnibus Stock Plan	No	For	For	-	For
Kewaunee Scientific Corporation	1	Elect Director Thomas D. Hull, III	No	For	For	-	For
Kewaunee Scientific Corporation	2	Elect Director David S. Rhind	No	For	For	-	For
Kewaunee Scientific Corporation	3	Elect Director John D. Russell	No	For	For	-	For
Kewaunee Scientific Corporation	4	Ratify Dixon Hughes Goodman LLP as Auditors	No	For	For	-	For
Kewaunee Scientific Corporation	5	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Key Tronic Corporation	1	Elect Director James R. Bean	No	For	For	-	For
Key Tronic Corporation	2	Elect Director Craig D. Gates	No	For	For	-	For
Key Tronic Corporation	3	Elect Director Ronald F. Klawitter	No	For	For	-	For
Key Tronic Corporation	4	Elect Director Subodh K. Kulkarni	No	For	For	-	For
Key Tronic Corporation	5	Elect Director Yacov A. Shamash	No	For	For	-	For
Key Tronic Corporation	6	Elect Director Patrick Sweeney	No	For	For	-	For
Key Tronic Corporation	7	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Key Tronic Corporation	8	Ratify BDO USA, LLP as Auditors	No	For	For	-	For
Kimball Electronics, Inc.	1	Elect Director Robert J. Phillippy	No	For	Withhold	-	Withhold
Kimball Electronics, Inc.	2	Elect Director Gregory A. Thaxton	No	For	Withhold	-	Withhold
Kimball Electronics, Inc.	3	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
Kimball Electronics, Inc.	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Kimball International, Inc.	1	Elect Director Susan B. Frampton	No	For	Withhold	-	Withhold
Kimball International, Inc.	2	Elect Director Scott M. Settersten	No	For	For	-	For

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Kimball International, Inc.	3	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Kimball International, Inc.	4	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
Kingstone Companies, Inc.	1	Elect Director Barry B. Goldstein	No	For	For	-	For
Kingstone Companies, Inc.	2	Elect Director Meryl S. Golden	No	For	For	-	For
Kingstone Companies, Inc.	3	Elect Director Floyd R. Tupper	No	For	For	-	For
Kingstone Companies, Inc.	4	Elect Director William L. Yankus	No	For	For	-	For
Kingstone Companies, Inc.	5	Elect Director Carla A. D'Andre	No	For	For	-	For
Kingstone Companies, Inc.	6	Elect Director Timothy P. McFadden	No	For	For	-	For
Kingstone Companies, Inc.	7	Ratify Marcum LLP as Auditors	No	For	For	-	For
Kingstone Companies, Inc.	8	Amend Omnibus Stock Plan	No	For	For	-	For
Kingstone Companies, Inc.	9	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	Against	-	Against
KLX Energy Services Holdings, Inc.	1	Issue Shares in Connection with Merger	No	For	For	-	For
KLX Energy Services Holdings, Inc.	2	Approve Reverse Stock Split	No	For	Against	-	Against
KLX Energy Services Holdings, Inc.	3	Amend Omnibus Stock Plan	No	For	Against	-	Against
KLX Energy Services Holdings, Inc.	4	Elect Director Benjamin A. Hardesty	No	For	Withhold	-	Withhold
KLX Energy Services Holdings, Inc.	5	Elect Director Stephen M. Ward, Jr.	No	For	Withhold	-	Withhold
KLX Energy Services Holdings, Inc.	6	Amend Qualified Employee Stock Purchase Plan	No	For	For	-	For
KLX Energy Services Holdings, Inc.	7	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
KLX Energy Services Holdings, Inc.	8	Adjourn Meeting	No	For	For	-	For
Korn Ferry	1	Elect Director Doyle N. Beneby	No	For	For	-	For
Korn Ferry	2	Elect Director Gary D. Burnison	No	For	For	-	For
Korn Ferry	3	Elect Director Christina A. Gold	No	For	For	-	For
Korn Ferry	4	Elect Director Jerry P. Leamon	No	For	For	-	For
Korn Ferry	5	Elect Director Angel R. Martinez	No	For	For	-	For
Korn Ferry	6	Elect Director Debra J. Perry	No	For	For	-	For
Korn Ferry	7	Elect Director Lori J. Robinson	No	For	For	-	For
Korn Ferry	8	Elect Director George T. Shaheen	No	For	For	-	For
Korn Ferry	9	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Korn Ferry	10	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
Lancaster Colony Corporation	1	Elect Director Robert L. Fox	No	For	For	-	For
Lancaster Colony Corporation	2	Elect Director John B. Gerlach, Jr.	No	For	For	-	For
Lancaster Colony Corporation	3	Elect Director Robert P. Ostryniec	No	For	For	-	For
Lancaster Colony Corporation	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Lancaster Colony Corporation	5	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
Landec Corporation	1	Elect Director Katrina L. Houde	No	For	For	-	For
Landec Corporation	2	Elect Director Nelson Obus	No	For	For	-	For

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Landec Corporation	3	Elect Director Andrew Powell	No	For	For	-	For
Landec Corporation	4	Elect Director Catherine A. Sohn	No	For	For	-	For
Landec Corporation	5	Elect Director Jeffrey L. Edwards	No	For	For	-	For
Landec Corporation	6	Elect Director Patrick D. Walsh	No	For	For	-	For
Landec Corporation	7	Elect Director Joshua E. Schechter	No	For	For	-	Withhold
Landec Corporation	8	Approve Increase in Size of Board	No	For	For	-	For
Landec Corporation	9	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
Landec Corporation	10	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
La-Z-Boy Incorporated	1	Elect Director Kurt L. Darrow	No	For	For	-	For
La-Z-Boy Incorporated	2	Elect Director Sarah M. Gallagher	No	For	For	-	For
La-Z-Boy Incorporated	3	Elect Director Janet E. Kerr	No	For	For	-	For
La-Z-Boy Incorporated	4	Elect Director Michael T. Lawton	No	For	For	-	For
La-Z-Boy Incorporated	5	Elect Director H. George Levy	No	For	For	-	For
La-Z-Boy Incorporated	6	Elect Director W. Alan McCollough	No	For	For	-	For
La-Z-Boy Incorporated	7	Elect Director Rebecca L. O'Grady	No	For	For	-	For
La-Z-Boy Incorporated	8	Elect Director Lauren B. Peters	No	For	For	-	For
La-Z-Boy Incorporated	9	Elect Director Nido R. Qubein	No	For	For	-	For
La-Z-Boy Incorporated	10	Ratify PricewaterhouseCoopers LLP as Auditors	No	For	For	-	For
La-Z-Boy Incorporated	11	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Liberty Latin America Ltd.	1	Elect Director Michael T. Fries	No	For	Against	-	Against
Liberty Latin America Ltd.	2	Elect Director Paul A. Gould	No	For	Against	-	Against
Liberty Latin America Ltd.	3	Elect Director Alfonso de Angoitia Noriega	No	For	Against	-	Against
Liberty Latin America Ltd.	4	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	No	For	For	-	For
Liberty Oilfield Services Inc.	1	Issue Shares in Connection with Acquisition	No	For	For	-	For
Liberty Oilfield Services Inc.	2	Adjourn Meeting	No	For	For	-	For
LifeVantage Corporation	1	Elect Director Michael A. Beindorff	No	For	For	-	For
LifeVantage Corporation	2	Elect Director Erin Brockovich	No	For	For	-	For
LifeVantage Corporation	3	Elect Director Raymond B. Greer	No	For	For	-	For
LifeVantage Corporation	4	Elect Director Vinayak R. Hegde	No	For	For	-	For
LifeVantage Corporation	5	Elect Director Darwin K. Lewis	No	For	For	-	For
LifeVantage Corporation	6	Elect Director Garry Mauro	No	For	For	-	For
LifeVantage Corporation	7	Amend Omnibus Stock Plan	No	For	For	-	For
LifeVantage Corporation	8	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	Against
LifeVantage Corporation	9	Ratify WSRP, LLC as Auditors	No	For	For	-	For
Limbach Holdings, Inc.	1	Elect Director Charles A. Bacon, III	No	For	Withhold	-	Withhold
Limbach Holdings, Inc.	2	Elect Director Larry G. Swets, Jr.	No	For	Withhold	-	Withhold

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Limbach Holdings, Inc.	3	Elect Director Joshua S. Horowitz	No	For	For	-	For
Limbach Holdings, Inc.	4	Amend Omnibus Stock Plan	No	For	For	-	For
Limbach Holdings, Inc.	5	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Limbach Holdings, Inc.	6	Advisory Vote on Say on Pay Frequency	No	One Year	One Year	-	Three Years
Limbach Holdings, Inc.	7	Ratify Crowe LLP as Auditors	No	For	For	-	For
LiveRamp Holdings, Inc.	1	Elect Director Timothy R. Cadogan	No	For	For	-	For
LiveRamp Holdings, Inc.	2	Elect Director Vivian Chow	No	For	For	-	For
LiveRamp Holdings, Inc.	3	Elect Director Scott E. Howe	No	For	For	-	For
LiveRamp Holdings, Inc.	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	Against
LiveRamp Holdings, Inc.	5	Ratify KPMG LLP as Auditors	No	For	For	-	For
LSI Industries Inc.	1	Elect Director Robert P. Beech	No	For	For	-	For
LSI Industries Inc.	2	Elect Director Ronald D. Brown	No	For	For	-	For
LSI Industries Inc.	3	Elect Director James A. Clark	No	For	For	-	For
LSI Industries Inc.	4	Elect Director Amy L. Hanson	No	For	For	-	For
LSI Industries Inc.	5	Elect Director Chantel E. Lenard	No	For	For	-	For
LSI Industries Inc.	6	Elect Director Wilfred T. O'Gara	No	For	For	-	For
LSI Industries Inc.	7	Ratify Grant Thornton LLP as Auditors	No	For	For	-	For
LSI Industries Inc.	8	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Lumentum Holdings Inc.	1	Elect Director Penelope A. Herscher	No	For	For	-	For
Lumentum Holdings Inc.	2	Elect Director Harold L. Covert	No	For	For	-	For
Lumentum Holdings Inc.	3	Elect Director Julia S. Johnson	No	For	For	-	For
Lumentum Holdings Inc.	4	Elect Director Brian J. Lillie	No	For	For	-	For
Lumentum Holdings Inc.	5	Elect Director Alan S. Lowe	No	For	For	-	For
Lumentum Holdings Inc.	6	Elect Director Ian S. Small	No	For	For	-	For
Lumentum Holdings Inc.	7	Elect Director Janet S. Wong	No	For	For	-	For
Lumentum Holdings Inc.	8	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Lumentum Holdings Inc.	9	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
Maiden Holdings, Ltd.	1	Elect Director Barry D. Zyskind	No	For	For	-	For
Maiden Holdings, Ltd.	2	Elect Director Holly L. Blanchard	No	For	For	-	For
Maiden Holdings, Ltd.	3	Elect Director Patrick J. Haveron	No	For	For	-	For
Maiden Holdings, Ltd.	4	Elect Director Simcha G. Lyons	No	For	For	-	For
Maiden Holdings, Ltd.	5	Elect Director Lawrence F. Metz	No	For	For	-	For
Maiden Holdings, Ltd.	6	Elect Director Raymond M. Neff	No	For	For	-	For
Maiden Holdings, Ltd.	7	Elect Director Yehuda L. Neuberger	No	For	For	-	For
Maiden Holdings, Ltd.	8	Elect Director Steven H. Nigro	No	For	For	-	For
Maiden Holdings, Ltd.	9	Elect Director Keith A. Thomas	No	For	For	-	For

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Maiden Holdings, Ltd.	10	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Maiden Holdings, Ltd.	11	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
Malibu Boats, Inc.	1	Elect Director Ivar S. Chhina	No	For	For	-	For
Malibu Boats, Inc.	2	Elect Director Michael J. Connolly	No	For	For	-	For
Malibu Boats, Inc.	3	Elect Director Mark W. Lanigan	No	For	For	-	For
Malibu Boats, Inc.	4	Ratify KPMG LLP as Auditors	No	For	For	-	For
Malibu Boats, Inc.	5	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Marchex, Inc.	1	Approve Sale of Company Assets	No	For	For	-	For
Marchex, Inc.	1	Elect Director Dennis Cline	No	For	For	-	For
Marchex, Inc.	2	Elect Director Donald Cogsville	No	For	For	-	For
Marchex, Inc.	2	Adjourn Meeting	No	For	For	-	For
Marchex, Inc.	3	Elect Director Russell C. Horowitz	No	For	For	-	For
Marchex, Inc.	4	Elect Director M. Wayne Wisehart	No	For	For	-	For
Marchex, Inc.	5	Ratify Moss Adams LLP as Auditors	No	For	For	-	For
Marchex, Inc.	6	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	Against
Marchex, Inc.	7	Advisory Vote on Say on Pay Frequency	No	Three Years	One Year	-	Three Years
Mastercraft Boat Holdings, Inc.	1	Elect Director Donald C. Campion	No	For	For	-	For
Mastercraft Boat Holdings, Inc.	2	Elect Director Tzau-Jin (TJ) Chung	No	For	For	-	For
Mastercraft Boat Holdings, Inc.	3	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
Matrix Service Company	1	Elect Director Martha Z. Carnes	No	For	For	-	For
Matrix Service Company	2	Elect Director John D. Chandler	No	For	For	-	For
Matrix Service Company	3	Elect Director Carlin G. Conner	No	For	For	-	For
Matrix Service Company	4	Elect Director John R. Hewitt	No	For	For	-	For
Matrix Service Company	5	Elect Director Liane K. Hinrichs	No	For	For	-	For
Matrix Service Company	6	Elect Director James H. Miller	No	For	For	-	For
Matrix Service Company	7	Elect Director Jim W. Mogg	No	For	For	-	For
Matrix Service Company	8	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
Matrix Service Company	9	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Matrix Service Company	10	Approve Omnibus Stock Plan	No	For	For	-	For
MEDNAX, Inc.	1	Elect Director Karey D. Barker	No	For	For	-	For
MEDNAX, Inc.	2	Elect Director Waldemar A. Carlo	No	For	Withhold	-	Withhold
MEDNAX, Inc.	3	Elect Director Paul G. Gabos	No	For	For	-	For
MEDNAX, Inc.	4	Elect Director Manuel Kadre	No	For	Withhold	-	Withhold
MEDNAX, Inc.	5	Elect Director Thomas A. McEachin	No	For	For	-	For
MEDNAX, Inc.	6	Elect Director Roger J. Medel	No	For	For	-	For
MEDNAX, Inc.	7	Elect Director Mark S. Ordan	No	For	For	-	For

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
MEDNAX, Inc.	8	Elect Director Michael A. Rucker	No	For	For	-	For
MEDNAX, Inc.	9	Elect Director Guy P. Sansone	No	For	For	-	For
MEDNAX, Inc.	10	Elect Director John M. Starcher, Jr.	No	For	For	-	For
MEDNAX, Inc.	11	Elect Director Shirley A. Weis	No	For	For	-	For
MEDNAX, Inc.	12	Change Company Name to Pediatrix Medical Group, Inc.	No	For	For	-	For
MEDNAX, Inc.	13	Amend Articles of Incorporation to Change Company Name of MEDNAX Services, Inc., a Subsidiary of the Company, to PMG Services, Inc.	No	For	For	-	For
MEDNAX, Inc.	14	Ratify PricewaterhouseCoopers LLP as Auditors	No	For	For	-	For
MEDNAX, Inc.	15	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	Against	-	Against
MEI Pharma, Inc.	1	Elect Director Kevan E. Clemens	No	For	For	-	For
MEI Pharma, Inc.	2	Elect Director Daniel P. Gold	No	For	For	-	For
MEI Pharma, Inc.	3	Elect Director Tamar D. Howson	No	For	For	-	For
MEI Pharma, Inc.	4	Amend Omnibus Stock Plan	No	For	For	-	For
MEI Pharma, Inc.	5	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
MEI Pharma, Inc.	6	Ratify BDO USA, LLP as Auditors	No	For	For	-	For
Mercury Systems, Inc.	1	Elect Director Mark Aslett	No	For	For	-	For
Mercury Systems, Inc.	2	Elect Director Mary Louise Krakauer	No	For	For	-	For
Mercury Systems, Inc.	3	Elect Director William K. O'Brien	No	For	For	-	For
Mercury Systems, Inc.	4	Elect Director Orlando P. Carvalho	No	For	For	-	For
Mercury Systems, Inc.	5	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Mercury Systems, Inc.	6	Amend Omnibus Stock Plan	No	For	For	-	For
Mercury Systems, Inc.	7	Amend Qualified Employee Stock Purchase Plan	No	For	For	-	For
Mercury Systems, Inc.	8	Ratify KPMG LLP as Auditors	No	For	For	-	For
Mesa Laboratories, Inc.	1	Elect Director Jennifer S. Alltoft	No	For	For	-	For
Mesa Laboratories, Inc.	2	Elect Director Evan C. Guillemin	No	For	For	-	For
Mesa Laboratories, Inc.	3	Elect Director Shannon M. Hall	No	For	For	-	For
Mesa Laboratories, Inc.	4	Elect Director David M. Kelly	No	For	For	-	For
Mesa Laboratories, Inc.	5	Elect Director Gary M. Owens	No	For	For	-	For
Mesa Laboratories, Inc.	6	Elect Director David B. Perez	No	For	For	-	For
Mesa Laboratories, Inc.	7	Elect Director John B. Schmieder	No	For	For	-	For
Mesa Laboratories, Inc.	8	Elect Director John J. Sullivan	No	For	For	-	For
Mesa Laboratories, Inc.	9	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Mesa Laboratories, Inc.	10	Ratify Plante & Moran, PLLC as Auditors	No	For	For	-	For
Methode Electronics, Inc.	1	Elect Director Walter J. Aspatore	No	For	For	-	For
Methode Electronics, Inc.	2	Elect Director David P. Blom	No	For	For	-	For

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Methode Electronics, Inc.	3	Elect Director Therese M. Bobek	No	For	For	-	For
Methode Electronics, Inc.	4	Elect Director Brian J. Cadwallader	No	For	For	-	For
Methode Electronics, Inc.	5	Elect Director Bruce K. Crowther	No	For	For	-	For
Methode Electronics, Inc.	6	Elect Director Darren M. Dawson	No	For	For	-	For
Methode Electronics, Inc.	7	Elect Director Donald W. Duda	No	For	For	-	For
Methode Electronics, Inc.	8	Elect Director Mary A. Lindsey	No	For	For	-	For
Methode Electronics, Inc.	9	Elect Director Angelo V. Pantaleo	No	For	For	-	For
Methode Electronics, Inc.	10	Elect Director Mark D. Schwabero	No	For	For	-	For
Methode Electronics, Inc.	11	Elect Director Lawrence B. Skatoff	No	For	For	-	For
Methode Electronics, Inc.	12	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
Methode Electronics, Inc.	13	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Mimecast Limited	1	Elect Director Christopher FitzGerald	No	For	For	-	For
Mimecast Limited	2	Elect Director Neil Murray	No	For	For	-	For
Mimecast Limited	3	Elect Director Robert P. Schechter	No	For	For	-	For
Mimecast Limited	4	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
Mimecast Limited	5	Authorize Board to Fix Remuneration of Auditors	No	For	For	-	For
Mimecast Limited	6	Accept Financial Statements and Statutory Reports	No	For	For	-	For
Mimecast Limited	7	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Mimecast Limited	8	Approve Share Repurchase Program	No	For	For	-	For
Mitcham Industries, Inc.	1	Elect Director Peter H. Blum	No	For	For	-	For
Mitcham Industries, Inc.	2	Elect Director Robert P. Capps	No	For	For	-	For
Mitcham Industries, Inc.	3	Elect Director William H. Hilarides	No	For	For	-	For
Mitcham Industries, Inc.	4	Elect Director Robert J. Albers	No	For	For	-	For
Mitcham Industries, Inc.	5	Elect Director Thomas S. Glanville	No	For	For	-	For
Mitcham Industries, Inc.	6	Elect Director Marcus Rowland	No	For	For	-	For
Mitcham Industries, Inc.	7	Change State of Incorporation From Texas to Delaware	No	For	For	-	For
Mitcham Industries, Inc.	8	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Mitcham Industries, Inc.	9	Ratify Moss Adams LLP as Auditors	No	For	For	-	For
Mitcham Industries, Inc.	10	Adjourn Meeting	No	For	For	-	For
Modine Manufacturing Company	1	Elect Director Eric D. Ashleman	No	For	For	-	For
Modine Manufacturing Company	2	Elect Director Larry O. Moore	No	For	For	-	For
Modine Manufacturing Company	3	Elect Director Marsha C. Williams	No	For	For	-	For
Modine Manufacturing Company	4	Approve Omnibus Stock Plan	No	For	For	-	For
Modine Manufacturing Company	5	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Modine Manufacturing Company	6	Ratify PricewaterhouseCoopers LLP as Auditors	No	For	For	-	For
Monro, Inc.	1	Elect Director John L. Auerbach	No	For	For	-	For

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Monro, Inc.	2	Elect Director Donald Glickman	No	For	For	-	For
Monro, Inc.	3	Elect Director Lindsay N. Hyde	No	For	For	-	For
Monro, Inc.	4	Elect Director Leah C. Johnson	No	For	For	-	For
Monro, Inc.	5	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	Against
Monro, Inc.	6	Ratify PricewaterhouseCoopers LLP as Auditors	No	For	For	-	For
Montage Resources Corporation	1	Approve Merger Agreement	No	For	For	-	For
Montage Resources Corporation	2	Advisory Vote on Golden Parachutes	No	For	For	-	Against
Montage Resources Corporation	3	Adjourn Meeting	No	For	For	-	For
Myriad Genetics, Inc.	1	Elect Director Rashmi Kumar	No	For	For	-	For
Myriad Genetics, Inc.	2	Elect Director Dennis H. Langer	No	For	For	-	For
Myriad Genetics, Inc.	3	Elect Director Lee N. Newcomer	No	For	For	-	For
Myriad Genetics, Inc.	4	Amend Restricted Stock Plan	No	For	For	-	For
Myriad Genetics, Inc.	5	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
Myriad Genetics, Inc.	6	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	Against
NAPCO Security Technologies, Inc.	1	Elect Director Andrew J. Wilder	No	For	For	-	For
NAPCO Security Technologies, Inc.	2	Elect Director Robert A. Ungar	No	For	For	-	For
NAPCO Security Technologies, Inc.	3	Ratify Baker Tilly Virchow Krause, LLP as Auditors	No	For	For	-	For
Nathan's Famous, Inc.	1	Elect Director Robert J. Eide	No	For	For	-	For
Nathan's Famous, Inc.	2	Elect Director Eric Gatoff	No	For	For	-	For
Nathan's Famous, Inc.	3	Elect Director Brian S. Genson	No	For	For	-	For
Nathan's Famous, Inc.	4	Elect Director Barry Leistner	No	For	For	-	For
Nathan's Famous, Inc.	5	Elect Director Andrew M. Levine	No	For	For	-	For
Nathan's Famous, Inc.	6	Elect Director Howard M. Lorber	No	For	For	-	For
Nathan's Famous, Inc.	7	Elect Director Wayne Norbitz	No	For	For	-	For
Nathan's Famous, Inc.	8	Elect Director A. F. Petrocelli	No	For	Withhold	-	Withhold
Nathan's Famous, Inc.	9	Elect Director Charles Raich	No	For	For	-	For
Nathan's Famous, Inc.	10	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Nathan's Famous, Inc.	11	Ratify Marcum LLP as Auditors	No	For	For	-	For
Nathan's Famous, Inc.	12	Require a Majority Vote for the Election of Directors	No	Abstain	For	-	For
National General Holdings Corp.	1	Approve Merger Agreement	No	For	For	-	For
National General Holdings Corp.	2	Advisory Vote on Golden Parachutes	No	For	Against	-	Against
National General Holdings Corp.	3	Adjourn Meeting	No	For	For	-	For
Natura &Co Holding SA	2	Amend Article 5 to Reflect Changes in Capital	No	For	For	-	For
Natura &Co Holding SA	3	Approve Increase in Authorized Capital and Amend Article 6 Accordingly	No	For	For	-	For
Natura &Co Holding SA	4	Amend Article 11	No	For	For	-	For
Natura &Co Holding SA	5	Consolidate Bylaws	No	For	For	-	For

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Natural Alternatives International, Inc.	1	Elect Director Alan J. Lane	No	For	For	-	For
Natural Alternatives International, Inc.	2	Elect Director Laura Kay Matherly	No	For	For	-	For
Natural Alternatives International, Inc.	3	Approve Omnibus Stock Plan	No	For	For	-	For
Natural Alternatives International, Inc.	4	Ratify Haskell & White LLP as Auditors	No	For	For	-	For
Natural Gas Services Group, Inc.	1	Elect Director Leslie Shockley Beyer	No	For	For	-	For
Natural Gas Services Group, Inc.	2	Elect Director Stephen C. Taylor	No	For	For	-	For
Natural Gas Services Group, Inc.	3	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	Against	-	Against
Natural Gas Services Group, Inc.	4	Ratify Moss Adams LLP as Auditors	No	For	For	-	For
Neogen Corporation	1	Elect Director G. Bruce Papesh	No	For	For	-	For
Neogen Corporation	2	Elect Director Ralph A. Rodriguez	No	For	For	-	For
Neogen Corporation	3	Elect Director Catherine E. Woteki	No	For	For	-	For
Neogen Corporation	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Neogen Corporation	5	Ratify BDO USA, LLP as Auditors	No	For	For	-	For
NetScout Systems, Inc.	1	Elect Director Joseph G. Hadzima, Jr.	No	For	For	-	For
NetScout Systems, Inc.	2	Elect Director Christopher Perretta	No	For	For	-	For
NetScout Systems, Inc.	3	Elect Director Susan L. Spradley	No	For	For	-	For
NetScout Systems, Inc.	4	Amend Omnibus Stock Plan	No	For	For	-	For
NetScout Systems, Inc.	5	Ratify PricewaterhouseCoopers LLP as Auditors	No	For	For	-	For
NetScout Systems, Inc.	6	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
New Relic, Inc.	1	Elect Director Lewis Cirne	No	For	Withhold	-	Withhold
New Relic, Inc.	2	Elect Director Michael Christenson	No	For	Withhold	-	Withhold
New Relic, Inc.	3	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
New Relic, Inc.	4	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
Newmark Group, Inc.	1	Elect Director Howard W. Lutnick	No	For	Withhold	-	Withhold
Newmark Group, Inc.	2	Elect Director Michael Snow	No	For	Withhold	-	For
Newmark Group, Inc.	3	Elect Director Virginia S. Bauer	No	For	Withhold	-	For
Newmark Group, Inc.	4	Elect Director Peter F. Cervinka	No	For	Withhold	-	For
Newmark Group, Inc.	5	Elect Director Kenneth A. McIntyre	No	For	For	-	For
Newmark Group, Inc.	6	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
Newmark Group, Inc.	7	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	Against
Newmark Group, Inc.	8	Advisory Vote on Say on Pay Frequency	No	One Year	One Year	-	Three Years

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
NextGen Healthcare, Inc.	1	Elect Director John R. "Rusty" Frantz	No	For	For	-	For
NextGen Healthcare, Inc.	2	Elect Director Craig A. Barbarosh	No	For	For	-	For
NextGen Healthcare, Inc.	3	Elect Director George H. Bristol	No	For	For	-	For
NextGen Healthcare, Inc.	4	Elect Director Julie D. Klapstein	No	For	For	-	For
NextGen Healthcare, Inc.	5	Elect Director James C. Malone	No	For	For	-	For
NextGen Healthcare, Inc.	6	Elect Director Jeffrey H. Margolis	No	For	For	-	For
NextGen Healthcare, Inc.	7	Elect Director Morris Panner	No	For	For	-	For
NextGen Healthcare, Inc.	8	Elect Director Sheldon Razin	No	For	For	-	For
NextGen Healthcare, Inc.	9	Elect Director Lance E. Rosenzweig	No	For	For	-	For
NextGen Healthcare, Inc.	10	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
NextGen Healthcare, Inc.	11	Ratify PricewaterhouseCoopers LLP as Auditors	No	For	For	-	For
Nicholas Financial, Inc.	1	Elect Director Douglas W. Marohn	No	For	For	-	For
Nicholas Financial, Inc.	2	Elect Director Jeremy Q. Zhu	No	For	Withhold	-	Withhold
Nicholas Financial, Inc.	3	Ratify RSM US LLP as Auditors	No	For	For	-	For
Nicholas Financial, Inc.	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Northeast Bank	1	Elect Director Robert R. Glauber	No	For	For	-	For
Northeast Bank	2	Elect Director Richard Wayne	No	For	For	-	For
Northeast Bank	3	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	Against	-	Against
Northeast Bank	4	Advisory Vote on Say on Pay Frequency	No	One Year	One Year	-	Three Years
Northeast Bank	5	Ratify RSM US LLP as Auditors	No	For	For	-	For
Northern Oil and Gas, Inc.	1	Approve Reverse Stock Split	No	For	For	-	For
Northern Oil and Gas, Inc.	2	Reduce Authorized Common Stock	No	For	For	-	For
NuVasive, Inc.	1	Increase Authorized Common Stock	No	For	For	-	For
NuVasive, Inc.	2	Adjourn Meeting	No	For	For	-	For
NV5 Global, Inc.	1	Elect Director Dickerson Wright	No	For	For	-	For
NV5 Global, Inc.	2	Elect Director Alexander A. Hockman	No	For	For	-	For
NV5 Global, Inc.	3	Elect Director MaryJo E. O'Brien	No	For	For	-	For
NV5 Global, Inc.	4	Elect Director William D. Pruitt	No	For	For	-	For
NV5 Global, Inc.	5	Elect Director Gerald J. Salontai	No	For	For	-	For
NV5 Global, Inc.	6	Elect Director Francois Tardan	No	For	For	-	For
NV5 Global, Inc.	7	Elect Director Laurie Conner	No	For	For	-	For
NV5 Global, Inc.	8	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
NV5 Global, Inc.	9	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
NVE Corporation	1	Elect Director Terrence W. Glarner	No	For	For	-	For
NVE Corporation	2	Elect Director Daniel A. Baker	No	For	For	-	For
NVE Corporation	3	Elect Director Patricia M. Hollister	No	For	For	-	For

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
NVE Corporation	4	Elect Director Richard W. Kramp	No	For	For	-	For
NVE Corporation	5	Elect Director Gary R. Maharaj	No	For	For	-	For
NVE Corporation	6	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
NVE Corporation	7	Ratify Boulay PLLP as Auditors	No	For	For	-	For
Oil-Dri Corporation of America	1	Elect Director Ellen-Blair Chube	No	For	For	-	For
Oil-Dri Corporation of America	2	Elect Director Paul M. Hindsley	No	For	For	-	For
Oil-Dri Corporation of America	3	Elect Director Daniel S. Jaffee	No	For	Withhold	-	Withhold
Oil-Dri Corporation of America	4	Elect Director Michael A. Nemeroff	No	For	Withhold	-	Withhold
Oil-Dri Corporation of America	5	Elect Director George C. Roeth	No	For	For	-	For
Oil-Dri Corporation of America	6	Elect Director Allan H. Selig	No	For	For	-	For
Oil-Dri Corporation of America	7	Elect Director Paul E. Suckow	No	For	For	-	For
Oil-Dri Corporation of America	8	Elect Director Lawrence E. Washow	No	For	For	-	For
Oil-Dri Corporation of America	9	Ratify Grant Thornton LLP as Auditors	No	For	For	-	For
Oil-Dri Corporation of America	10	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	Against	-	Against
Old Second Bancorp, Inc.	1	Elect Director William Kane	No	For	For	-	For
Old Second Bancorp, Inc.	2	Elect Director John Ladowicz	No	For	For	-	For
Old Second Bancorp, Inc.	3	Elect Director Patti Temple Rocks	No	For	For	-	For
Old Second Bancorp, Inc.	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Old Second Bancorp, Inc.	5	Ratify Plante & Moran, PLLC as Auditors	No	For	For	-	For
OSI Systems, Inc.	1	Elect Director Deepak Chopra	No	For	For	-	For
OSI Systems, Inc.	2	Elect Director Steven C. Good	No	For	For	-	For
OSI Systems, Inc.	3	Elect Director Meyer Luskin	No	For	For	-	For
OSI Systems, Inc.	4	Elect Director William F. Ballhaus, Jr.	No	For	For	-	For
OSI Systems, Inc.	5	Elect Director James B. Hawkins	No	For	For	-	For
OSI Systems, Inc.	6	Elect Director Gerald Chizever	No	For	For	-	For
OSI Systems, Inc.	7	Elect Director Kelli Bernard	No	For	For	-	For
OSI Systems, Inc.	8	Ratify Moss Adams LLP as Auditors	No	For	For	-	For
OSI Systems, Inc.	9	Amend Omnibus Stock Plan	No	For	For	-	For
OSI Systems, Inc.	10	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Park Aerospace Corp.	1	Elect Director Dale E. Blanchfield	No	For	For	-	For
Park Aerospace Corp.	2	Elect Director Emily J. Groehl	No	For	For	-	For
Park Aerospace Corp.	3	Elect Director Brian E. Shore	No	For	For	-	For
Park Aerospace Corp.	4	Elect Director Carl W. Smith	No	For	For	-	For
Park Aerospace Corp.	5	Elect Director Steven T. Warshaw	No	For	For	-	Against
Park Aerospace Corp.	6	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Park Aerospace Corp.	7	Ratify CohnReznick LLP as Auditors	No	For	For	-	For
Patterson Companies, Inc.	1	Elect Director John D. Buck	No	For	For	-	For
Patterson Companies, Inc.	2	Elect Director Alex N. Blanco	No	For	For	-	For
Patterson Companies, Inc.	3	Elect Director Jody H. Feragen	No	For	For	-	For
Patterson Companies, Inc.	4	Elect Director Robert C. Frenzel	No	For	For	-	For
Patterson Companies, Inc.	5	Elect Director Francis J. Malecha	No	For	For	-	For
Patterson Companies, Inc.	6	Elect Director Ellen A. Rudnick	No	For	For	-	For
Patterson Companies, Inc.	7	Elect Director Neil A. Schrimsher	No	For	For	-	For
Patterson Companies, Inc.	8	Elect Director Mark S. Walchirk	No	For	For	-	For
Patterson Companies, Inc.	9	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	Against
Patterson Companies, Inc.	10	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
PCSB Financial Corporation	1	Elect Director Richard F. Weiss	No	For	Withhold	-	Withhold
PCSB Financial Corporation	2	Elect Director Karl A. Thimm	No	For	Withhold	-	Withhold
PCSB Financial Corporation	3	Elect Director Michael T. Weber	No	For	Withhold	-	Withhold
PCSB Financial Corporation	4	Elect Director Marsha Gordon	No	For	Withhold	-	Withhold
PCSB Financial Corporation	5	Ratify Crowe LLP as Auditors	No	For	For	-	For
PDL BioPharma, Inc.	1	Elect Director David W. Gryska	No	For	For	-	For
PDL BioPharma, Inc.	2	Elect Director Elizabeth G. O'Farrell	No	For	For	-	For
PDL BioPharma, Inc.	3	Ratify PricewaterhouseCoopers LLP as Auditors	No	For	For	-	For
PDL BioPharma, Inc.	4	Approve Plan of Liquidation	No	For	For	-	For
PDL BioPharma, Inc.	5	Declassify the Board of Directors	No	For	For	-	For
PDL BioPharma, Inc.	6	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
PDL BioPharma, Inc.	7	Declassify the Board of Directors	No	Against	For	-	For
Perceptron, Inc.	1	Approve Merger Agreement	No	For	For	-	For
Perceptron, Inc.	2	Adjourn Meeting	No	For	For	-	For
Perceptron, Inc.	3	Advisory Vote on Golden Parachutes	No	For	For	-	For
Perceptron, Inc.	4	Elect Director John (Jack) F. Bryant	No	For	For	-	For
Perceptron, Inc.	5	Elect Director Jay W. Freeland	No	For	For	-	For
Perceptron, Inc.	6	Elect Director Sujatha Kumar	No	For	For	-	For
Perceptron, Inc.	7	Elect Director C. Richard Neely, Jr.	No	For	For	-	For
Perceptron, Inc.	8	Elect Director James A. Ratigan	No	For	For	-	For
Perceptron, Inc.	9	Elect Director William C. Taylor	No	For	For	-	For
Perceptron, Inc.	10	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Perceptron, Inc.	11	Ratify BDO USA, LLP as Auditors	No	For	For	-	For
Performance Food Group Company	1	Elect Director George L. Holm	No	For	For	-	For

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Performance Food Group Company	2	Elect Director Barbara J. Beck	No	For	For	-	For
Performance Food Group Company	3	Elect Director Matthew C. Flanigan	No	For	For	-	For
Performance Food Group Company	4	Elect Director David V. Singer	No	For	For	-	For
Performance Food Group Company	5	Elect Director Meredith Adler	No	For	For	-	For
Performance Food Group Company	6	Elect Director Jeffrey M. Overly	No	For	For	-	For
Performance Food Group Company	7	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
Performance Food Group Company	8	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Perspecta Inc.	1	Elect Director Sanju K. Bansal	No	For	For	-	For
Perspecta Inc.	2	Elect Director Sondra L. Barbour	No	For	For	-	For
Perspecta Inc.	3	Elect Director John M. Curtis	No	For	For	-	For
Perspecta Inc.	4	Elect Director Lisa S. Disbrow	No	For	For	-	For
Perspecta Inc.	5	Elect Director Glenn A. Eisenberg	No	For	For	-	For
Perspecta Inc.	6	Elect Director Pamela O. Kimmert	No	For	For	-	For
Perspecta Inc.	7	Elect Director Ramzi M. Musallam	No	For	For	-	For
Perspecta Inc.	8	Elect Director Philip O. Nolan	No	For	For	-	For
Perspecta Inc.	9	Elect Director Betty J. Sapp	No	For	For	-	For
Perspecta Inc.	10	Elect Director Michael E. Ventling	No	For	For	-	For
Perspecta Inc.	11	Ratify Deloitte & Touche as Auditors	No	For	For	-	For
Perspecta Inc.	12	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Perspecta Inc.	13	Approve Qualified Employee Stock Purchase Plan	No	For	For	-	For
Phibro Animal Health Corporation	1	Elect Director Daniel M. Bendheim	No	For	Withhold	-	Withhold
Phibro Animal Health Corporation	2	Elect Director Jonathan Bendheim	No	For	Withhold	-	Withhold
Phibro Animal Health Corporation	3	Elect Director Sam Gejdenson	No	For	Withhold	-	Withhold
Phibro Animal Health Corporation	4	Ratify PricewaterhouseCoopers LLP as Auditors	No	For	For	-	For
PlayAGS, Inc.	1	Elect Director Anna Massion	No	For	Withhold	-	Withhold
PlayAGS, Inc.	2	Elect Director David Sambur	No	For	Withhold	-	Withhold
PlayAGS, Inc.	3	Elect Director David Lopez	No	For	Withhold	-	Withhold
PlayAGS, Inc.	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
PlayAGS, Inc.	5	Amend Omnibus Stock Plan	No	For	For	-	For
PlayAGS, Inc.	6	Ratify PricewaterhouseCoopers LLP as Auditors	No	For	For	-	For
Premier, Inc.	1	Elect Director John T. Bigalke	No	For	For	-	For

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Premier, Inc.	2	Elect Director Helen M. Boudreau	No	For	For	-	For
Premier, Inc.	3	Elect Director Stephen R. D'Arcy	No	For	For	-	For
Premier, Inc.	4	Elect Director Marc D. Miller	No	For	For	-	For
Premier, Inc.	5	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
Premier, Inc.	6	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Prestige Consumer Healthcare Inc.	1	Elect Director Ronald M. Lombardi	No	For	For	-	For
Prestige Consumer Healthcare Inc.	2	Elect Director John E. Byom	No	For	For	-	For
Prestige Consumer Healthcare Inc.	3	Elect Director Gary E. Costley	No	For	For	-	For
Prestige Consumer Healthcare Inc.	4	Elect Director Christopher J. Coughlin	No	For	For	-	For
Prestige Consumer Healthcare Inc.	5	Elect Director Sheila A. Hopkins	No	For	For	-	For
Prestige Consumer Healthcare Inc.	6	Elect Director James M. Jenness	No	For	For	-	For
Prestige Consumer Healthcare Inc.	7	Elect Director Natale S. Ricciardi	No	For	For	-	For
Prestige Consumer Healthcare Inc.	8	Elect Director Dawn M. Zier	No	For	For	-	For
Prestige Consumer Healthcare Inc.	9	Ratify PricewaterhouseCoopers LLP as Auditors	No	For	For	-	For
Prestige Consumer Healthcare Inc.	10	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Prestige Consumer Healthcare Inc.	11	Approve Omnibus Stock Plan	No	For	For	-	For
ProPetro Holding Corp.	1	Elect Director Phillip A. Gobe	No	For	For	-	Withhold
ProPetro Holding Corp.	2	Elect Director Spencer D. Armour, III	No	For	For	-	Withhold
ProPetro Holding Corp.	3	Elect Director Mark S. Berg	No	For	For	-	Withhold
ProPetro Holding Corp.	4	Elect Director Anthony J. Best	No	For	For	-	Withhold
ProPetro Holding Corp.	5	Elect Director Michele V. Choka	No	For	For	-	Withhold
ProPetro Holding Corp.	6	Elect Director Alan E. Douglas	No	For	For	-	Withhold
ProPetro Holding Corp.	7	Elect Director Jack B. Moore	No	For	For	-	Withhold
ProPetro Holding Corp.	8	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
ProPetro Holding Corp.	9	Approve Omnibus Stock Plan	No	For	For	-	For
ProPetro Holding Corp.	10	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
Provident Financial Holdings, Inc.	1	Elect Director Craig G. Blunden	No	For	For	-	For
Provident Financial Holdings, Inc.	2	Elect Director Roy H. Taylor	No	For	Withhold	-	Withhold
Provident Financial Holdings, Inc.	3	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	Against	-	Against
Provident Financial Holdings, Inc.	4	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
QuinStreet, Inc.	1	Elect Director Matthew Glickman	No	For	For	-	For
QuinStreet, Inc.	2	Elect Director Robin Josephs	No	For	For	-	For
QuinStreet, Inc.	3	Ratify PricewaterhouseCoopers LLP as Auditors	No	For	For	-	For
QuinStreet, Inc.	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Radiant Logistics, Inc.	1	Elect Director Bohn H. Crain	No	For	For	-	For

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Radiant Logistics, Inc.	2	Elect Director Jack Edwards	No	For	Against	-	Against
Radiant Logistics, Inc.	3	Elect Director Richard P. Palmieri	No	For	Against	-	Against
Radiant Logistics, Inc.	4	Elect Director Michael Gould	No	For	Against	-	Against
Radiant Logistics, Inc.	5	Ratify BDO USA, LLP as Auditors	No	For	For	-	For
Radiant Logistics, Inc.	6	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	Against	-	Against
RBC Bearings Incorporated	1	Elect Director Michael J. Hartnett	No	For	For	-	For
RBC Bearings Incorporated	2	Elect Director Dolores J. Ennico	No	For	For	-	For
RBC Bearings Incorporated	3	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
RBC Bearings Incorporated	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	Against	-	Against
RCM Technologies, Inc.	1	Elect Director Bradley S. Vizi	No	For	For	-	Against
RCM Technologies, Inc.	2	Elect Director Roger H. Ballou	No	For	For	-	Against
RCM Technologies, Inc.	3	Elect Director Richard A. Genovese	No	For	For	-	Against
RCM Technologies, Inc.	4	Elect Director Swarna Srinivas Kakodkar	No	For	For	-	Against
RCM Technologies, Inc.	5	Elect Director Jayanth S. Komarneni	No	For	For	-	For
RCM Technologies, Inc.	6	Amend Omnibus Stock Plan	No	For	For	-	For
RCM Technologies, Inc.	7	Ratify Macias, Gini & O'Connell LLP as Auditors	No	For	For	-	For
RCM Technologies, Inc.	8	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Resources Connection, Inc.	1	Elect Director Robert F. Kistingner	No	For	For	-	For
Resources Connection, Inc.	2	Elect Director Marco von Maltzan	No	For	For	-	For
Resources Connection, Inc.	3	Elect Director Jolene Sarkis	No	For	For	-	For
Resources Connection, Inc.	4	Approve Omnibus Stock Plan	No	For	For	-	For
Resources Connection, Inc.	5	Ratify RSM US LLP as Auditors	No	For	For	-	For
Resources Connection, Inc.	6	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Rexnord Corporation	1	Elect Director Thomas D. Christopoul	No	For	For	-	For
Rexnord Corporation	2	Elect Director John S. Stroup	No	For	For	-	For
Rexnord Corporation	3	Elect Director Peggy N. Troy	No	For	For	-	For
Rexnord Corporation	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Rexnord Corporation	5	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
RH	1	Elect Director Hilary Krane	No	For	For	-	For
RH	2	Elect Director Katie Mitic	No	For	For	-	For
RH	3	Elect Director Ali Rowghani	No	For	For	-	For
RH	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
RH	5	Advisory Vote on Say on Pay Frequency	No	One Year	One Year	-	Three Years
RH	6	Ratify PricewaterhouseCoopers LLP as Auditors	No	For	For	-	For

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Richardson Electronics, Ltd.	1	Elect Director Edward J. Richardson	No	For	For	-	For
Richardson Electronics, Ltd.	2	Elect Director Paul J. Plante	No	For	For	-	For
Richardson Electronics, Ltd.	3	Elect Director Jacques Belin	No	For	For	-	For
Richardson Electronics, Ltd.	4	Elect Director James Benham	No	For	For	-	For
Richardson Electronics, Ltd.	5	Elect Director Kenneth Halverson	No	For	For	-	For
Richardson Electronics, Ltd.	6	Elect Director Robert Kluge	No	For	For	-	For
Richardson Electronics, Ltd.	7	Ratify BDO USA, LLP as Auditors	No	For	For	-	For
Richardson Electronics, Ltd.	8	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	Against
Richardson Electronics, Ltd.	9	Amend Omnibus Stock Plan	No	For	For	-	For
Riverview Bancorp, Inc.	1	Elect Director Bradley J. Carlson	No	For	For	-	For
Riverview Bancorp, Inc.	2	Elect Director Patrick Sheaffer	No	For	For	-	For
Riverview Bancorp, Inc.	3	Elect Director Bess R. Wills	No	For	For	-	For
Riverview Bancorp, Inc.	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
RTI Surgical Holdings, Inc.	1	Approve Sale of Company Assets	No	For	For	-	For
RTI Surgical Holdings, Inc.	2	Advisory Vote on Golden Parachutes	No	For	For	-	For
RTI Surgical Holdings, Inc.	3	Elect Director Camille I. Farhat	No	For	For	-	For
RTI Surgical Holdings, Inc.	4	Elect Director Jeffrey C. Lightcap	No	For	For	-	For
RTI Surgical Holdings, Inc.	5	Elect Director Thomas A. McEachin	No	For	For	-	For
RTI Surgical Holdings, Inc.	6	Elect Director Mark D. Stolper	No	For	For	-	For
RTI Surgical Holdings, Inc.	7	Elect Director Paul G. Thomas	No	For	For	-	For
RTI Surgical Holdings, Inc.	8	Elect Director Nicholas J. Valeriani	No	For	For	-	For
RTI Surgical Holdings, Inc.	9	Elect Director Shirley A. Weis	No	For	For	-	For
RTI Surgical Holdings, Inc.	10	Elect Director Stuart F. Simpson	No	For	For	-	For
RTI Surgical Holdings, Inc.	11	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
RTI Surgical Holdings, Inc.	12	Adjourn Meeting	No	For	For	-	For
Sandy Spring Bancorp, Inc.	1	Amend Qualified Employee Stock Purchase Plan	No	For	For	-	For
Scholastic Corporation	1	Elect Director James W. Barge	No	For	For	-	For
Scholastic Corporation	2	Elect Director John L. Davies	No	For	For	-	For
Seneca Foods Corporation	1	Elect Director Peter R. Call	No	For	For	-	For
Seneca Foods Corporation	2	Elect Director Michael F. Nozzolio	No	For	For	-	For
Seneca Foods Corporation	3	Elect Director Arthur S. Wolcott	No	For	For	-	For
Seneca Foods Corporation	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Seneca Foods Corporation	5	Ratify Plante Moran, PC as Auditors	No	For	For	-	For
SFL Corporation Ltd.	1	Fix Number of Directors	No	For	For	-	For
SFL Corporation Ltd.	2	Authorize Board to Fill Vacancies	No	For	For	-	For
SFL Corporation Ltd.	3	Elect Director Kathrine Fredriksen	No	For	Against	-	Against

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
SFL Corporation Ltd.	4	Elect Director Gary Vogel	No	For	For	-	For
SFL Corporation Ltd.	5	Elect Director Keesjan Cordia	No	For	For	-	For
SFL Corporation Ltd.	6	Elect Director James O'Shaughnessy	No	For	For	-	For
SFL Corporation Ltd.	7	Elect Director Ole Hjertaker	No	For	Against	-	Against
SFL Corporation Ltd.	8	Increase Authorized Common Stock	No	For	For	-	For
SFL Corporation Ltd.	9	Approve Moore Stephens, P.C. as Auditors and Authorize Board to Fix Their Remuneration	No	For	For	-	For
SFL Corporation Ltd.	10	Approve Remuneration of Directors	No	For	For	-	For
Skyline Champion Corporation	1	Elect Director Keith Anderson	No	For	For	-	For
Skyline Champion Corporation	2	Elect Director Michael Berman	No	For	For	-	For
Skyline Champion Corporation	3	Elect Director Timothy Bernlohr	No	For	For	-	For
Skyline Champion Corporation	4	Elect Director Eddie Capel	No	For	For	-	For
Skyline Champion Corporation	5	Elect Director John C. Firth	No	For	For	-	For
Skyline Champion Corporation	6	Elect Director Michael Kaufman	No	For	For	-	For
Skyline Champion Corporation	7	Elect Director Erin Mulligan Nelson	No	For	For	-	For
Skyline Champion Corporation	8	Elect Director Gary E. Robinette	No	For	For	-	For
Skyline Champion Corporation	9	Elect Director Mark J. Yost	No	For	For	-	For
Skyline Champion Corporation	10	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
Skyline Champion Corporation	11	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Smith & Wesson Brands, Inc.	1	Elect Director Robert L. Scott	No	For	For	-	For
Smith & Wesson Brands, Inc.	2	Elect Director Michael F. Golden	No	For	For	-	For
Smith & Wesson Brands, Inc.	3	Elect Director Anita D. Britt	No	For	For	-	For
Smith & Wesson Brands, Inc.	4	Elect Director John B. Furman	No	For	For	-	For
Smith & Wesson Brands, Inc.	5	Elect Director Barry M. Monheit	No	For	For	-	For
Smith & Wesson Brands, Inc.	6	Elect Director Mitchell A. Saltz	No	For	For	-	For
Smith & Wesson Brands, Inc.	7	Elect Director Mark P. Smith	No	For	For	-	For
Smith & Wesson Brands, Inc.	8	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Smith & Wesson Brands, Inc.	9	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
South Jersey Industries, Inc.	1	Increase Authorized Common Stock	No	For	For	-	For
South Jersey Industries, Inc.	2	Adjourn Meeting	No	For	For	-	For
South State Corporation	1	Elect Director Robert R. Hill, Jr.	No	For	For	-	For
South State Corporation	2	Elect Director Jean E. Davis	No	For	For	-	For
South State Corporation	3	Elect Director Martin B. Davis	No	For	For	-	For
South State Corporation	4	Elect Director John H. Holcomb, III	No	For	For	-	For
South State Corporation	5	Elect Director Charles W. McPherson	No	For	For	-	For
South State Corporation	6	Elect Director Ernest S. Pinner	No	For	For	-	For
South State Corporation	7	Elect Director G. Ruffner Page, Jr.	No	For	For	-	For
South State Corporation	8	Elect Director Joshua A. Snively	No	For	For	-	For

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
South State Corporation	9	Elect Director John C. Corbett	No	For	For	-	For
South State Corporation	10	Elect Director William K. Pou, Jr.	No	For	For	-	For
South State Corporation	11	Elect Director David G. Salyers	No	For	For	-	For
South State Corporation	12	Declassify the Board of Directors	No	For	For	-	For
South State Corporation	13	Amend Qualified Employee Stock Purchase Plan	No	For	For	-	For
South State Corporation	14	Approve Omnibus Stock Plan	No	For	For	-	For
South State Corporation	15	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	Against
South State Corporation	16	Ratify Dixon Hughes Goodman LLP as Auditors	No	For	For	-	For
Southern Missouri Bancorp, Inc.	1	Elect Director Rebecca M. Brooks	No	For	For	-	For
Southern Missouri Bancorp, Inc.	2	Elect Director Dennis C. Robison	No	For	For	-	For
Southern Missouri Bancorp, Inc.	3	Elect Director David J. Tooley	No	For	Withhold	-	Withhold
Southern Missouri Bancorp, Inc.	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	Against	-	Against
Southern Missouri Bancorp, Inc.	5	Ratify BKD, LLP as Auditors	No	For	For	-	For
Spectrum Brands Holdings, Inc.	1	Elect Director Kenneth C. Ambrecht	No	For	For	-	For
Spectrum Brands Holdings, Inc.	2	Elect Director Hugh R. Rovit	No	For	For	-	For
Spectrum Brands Holdings, Inc.	3	Ratify KPMG LLP as Auditors	No	For	For	-	For
Spectrum Brands Holdings, Inc.	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	Against
Spectrum Brands Holdings, Inc.	5	Approve Omnibus Stock Plan	No	For	For	-	For
Spok Holdings, Inc.	1	Elect Director N. Blair Butterfield	No	For	For	-	For
Spok Holdings, Inc.	2	Elect Director Bobbie Byrne	No	For	For	-	For
Spok Holdings, Inc.	3	Elect Director Christine M. Cournoyer	No	For	For	-	For
Spok Holdings, Inc.	4	Elect Director Stacia A. Hylton	No	For	For	-	For
Spok Holdings, Inc.	5	Elect Director Vincent D. Kelly	No	For	For	-	For
Spok Holdings, Inc.	6	Elect Director Brian O'Reilly	No	For	For	-	For
Spok Holdings, Inc.	7	Elect Director Matthew Oristano	No	For	For	-	For
Spok Holdings, Inc.	8	Elect Director Brett Shockley	No	For	For	-	For
Spok Holdings, Inc.	9	Elect Director Todd Stein	No	For	For	-	For
Spok Holdings, Inc.	10	Elect Director Royce Yudkoff	No	For	For	-	For
Spok Holdings, Inc.	11	Ratify Grant Thornton LLP as Auditors	No	For	For	-	For
Spok Holdings, Inc.	12	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Spok Holdings, Inc.	13	Approve Omnibus Stock Plan	No	For	For	-	For
Spok Holdings, Inc.	14	Establish Term Limits for Directors	No	Against	Against	-	Against
STAAR Surgical Company	1	Elect Director Stephen C. Farrell	No	For	For	-	For
STAAR Surgical Company	2	Elect Director Thomas C. Frinzi	No	For	For	-	For
STAAR Surgical Company	3	Elect Director Gilbert H. Kliman	No	For	For	-	For
STAAR Surgical Company	4	Elect Director Caren Mason	No	For	For	-	For

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
STAAR Surgical Company	5	Elect Director John C. Moore	No	For	For	-	For
STAAR Surgical Company	6	Elect Director Louis E. Silverman	No	For	For	-	For
STAAR Surgical Company	7	Amend Omnibus Stock Plan	No	For	For	-	For
STAAR Surgical Company	8	Ratify BDO USA, LLP as Auditors	No	For	For	-	For
STAAR Surgical Company	9	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Standex International Corporation	1	Elect Director David Dunbar	No	For	For	-	For
Standex International Corporation	2	Elect Director Michael A. Hickey	No	For	For	-	For
Standex International Corporation	3	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Standex International Corporation	4	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
Steelcase Inc.	1	Elect Director Lawrence J. Blanford	No	For	For	-	For
Steelcase Inc.	2	Elect Director Timothy C. E. Brown	No	For	For	-	For
Steelcase Inc.	3	Elect Director Connie K. Duckworth	No	For	For	-	For
Steelcase Inc.	4	Elect Director James P. Keane	No	For	For	-	For
Steelcase Inc.	5	Elect Director Todd P. Kelsey	No	For	For	-	For
Steelcase Inc.	6	Elect Director Jennifer C. Niemann	No	For	For	-	For
Steelcase Inc.	7	Elect Director Robert C. Pew, III	No	For	For	-	For
Steelcase Inc.	8	Elect Director Cathy D. Ross	No	For	For	-	For
Steelcase Inc.	9	Elect Director Catherine C. B. Schmelter	No	For	For	-	For
Steelcase Inc.	10	Elect Director Peter M. Wege, II	No	For	For	-	For
Steelcase Inc.	11	Elect Director Kate Pew Wolters	No	For	For	-	For
Steelcase Inc.	12	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Steelcase Inc.	13	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
Sterling Bancorp, Inc.	1	Elect Director Steven Gallotta	No	For	For	-	For
Sterling Bancorp, Inc.	2	Elect Director Denny Kim	No	For	For	-	For
Sterling Bancorp, Inc.	3	Elect Director Sandra Seligman	No	For	Withhold	-	Withhold
Sterling Bancorp, Inc.	4	Elect Director Thomas M. O'Brien	No	For	For	-	For
Sterling Bancorp, Inc.	5	Ratify Crowe LLP as Auditors	No	For	For	-	For
Sterling Bancorp, Inc.	6	Approve Omnibus Stock Plan	No	For	For	-	For
Stratasys Ltd.	1	Reelect Dov Ofer as Director	No	For	For	-	Do Not Vote
Stratasys Ltd.	2	Reelect Zeev Holtzman as Director	No	For	For	-	Do Not Vote
Stratasys Ltd.	3	Reelect John J. McEleney as Director	No	For	For	-	Do Not Vote
Stratasys Ltd.	4	Reelect Ziva Patir as Director	No	For	For	-	Do Not Vote
Stratasys Ltd.	5	Reelect David Reis as Director	No	For	For	-	Do Not Vote
Stratasys Ltd.	6	Reelect Michael Schoellhorn as Director	No	For	For	-	Do Not Vote
Stratasys Ltd.	7	Reelect Yair Seroussi as Director	No	For	For	-	Do Not Vote
Stratasys Ltd.	8	Reelect Adina Shorr as Director	No	For	For	-	Do Not Vote

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Stratasys Ltd.	9	Approve Amended Compensation Terms of Company's Non-Employee Directors	No	For	For	-	Do Not Vote
Stratasys Ltd.	10	Approve Compensation of Dov Ofer, Chairman	No	For	For	-	Do Not Vote
Stratasys Ltd.	11	Amend Omnibus Stock Plan	No	For	For	-	Do Not Vote
Stratasys Ltd.	12	Approve Amended Compensation Policy Re: Liability Insurance Policy	No	For	For	-	Do Not Vote
Stratasys Ltd.	13	Reappoint Kesselman and Kesselman as Auditors	No	For	For	-	Do Not Vote
Stratasys Ltd.	15	Vote FOR if you are NOT a controlling shareholder and do NOT have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST	No	None	Refer	-	Do Not Vote
STRATTEC SECURITY CORPORATION	1	Elect Director Michael J. Koss	No	For	For	-	For
STRATTEC SECURITY CORPORATION	2	Elect Director David R. Zimmer	No	For	For	-	For
STRATTEC SECURITY CORPORATION	3	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
STRATTEC SECURITY CORPORATION	4	Amend Omnibus Stock Plan	No	For	For	-	For
Sunrun Inc.	1	Issue Shares in Connection with Merger	No	For	For	-	For
Sunrun Inc.	2	Adjourn Meeting	No	For	For	-	For
Synaptics Incorporated	1	Elect Director Nelson C. Chan	No	For	For	-	For
Synaptics Incorporated	2	Elect Director Susan J. Hardman	No	For	For	-	For
Synaptics Incorporated	3	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	Against	-	Against
Synaptics Incorporated	4	Ratify KPMG LLP as Auditors	No	For	For	-	For
Synaptics Incorporated	5	Amend Omnibus Stock Plan	No	For	For	-	For
Tapestry, Inc.	1	Elect Director John P. Bilbrey	No	For	For	-	For
Tapestry, Inc.	2	Elect Director Darrell Cavens	No	For	For	-	For
Tapestry, Inc.	3	Elect Director David Denton	No	For	For	-	For
Tapestry, Inc.	4	Elect Director Anne Gates	No	For	For	-	For
Tapestry, Inc.	5	Elect Director Susan Kropf	No	For	For	-	For
Tapestry, Inc.	6	Elect Director Annabelle Yu Long	No	For	For	-	For
Tapestry, Inc.	7	Elect Director Ivan Menezes	No	For	For	-	For
Tapestry, Inc.	8	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
Tapestry, Inc.	9	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	Against
Tapestry, Inc.	10	Amend Omnibus Stock Plan	No	For	Against	-	Against
Taro Pharmaceutical Industries Ltd.	1	Reelect Dilip Shanghvi as Director	No	For	For	-	Do Not Vote

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Taro Pharmaceutical Industries Ltd.	2	Reelect Abhay Gandhi as Director	No	For	For	-	Do Not Vote
Taro Pharmaceutical Industries Ltd.	3	Reelect Sudhir Valia as Director	No	For	For	-	Do Not Vote
Taro Pharmaceutical Industries Ltd.	4	Reelect Uday Baldota as Director	No	For	For	-	Do Not Vote
Taro Pharmaceutical Industries Ltd.	5	Reelect James Kedrowski as Director	No	For	For	-	Do Not Vote
Taro Pharmaceutical Industries Ltd.	6	Reelect Dov Pekelman as Director	No	For	For	-	Do Not Vote
Taro Pharmaceutical Industries Ltd.	7	Approve Amended Compensation Policy for the Directors and Officers of the Company	No	For	For	-	Do Not Vote
Taro Pharmaceutical Industries Ltd.	8	Reappoint Ziv Haft as Auditors and Authorize Board to Fix Their Remuneration	No	For	For	-	Do Not Vote
Taro Pharmaceutical Industries Ltd.	10	Vote FOR if you are NOT a controlling shareholder and do NOT have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. If you vote AGAINST, please provide an explanation to your account manager	No	None	Refer	-	Do Not Vote
TCR2 Therapeutics Inc.	1	Elect Director Andrew Allen	No	For	Withhold	-	Withhold
TCR2 Therapeutics Inc.	2	Elect Director Patrick Baeuerle	No	For	Withhold	-	Withhold
TCR2 Therapeutics Inc.	3	Elect Director Axel Hoos	No	For	For	-	For
TCR2 Therapeutics Inc.	4	Ratify KPMG LLP as Auditors	No	For	For	-	For
TerraForm Power, Inc.	1	Approve Merger Agreement	No	For	For	-	For
TerraForm Power, Inc.	2	Elect Director Brian Lawson	No	For	Against	-	Against
TerraForm Power, Inc.	3	Elect Director Carolyn Burke	No	For	For	-	For
TerraForm Power, Inc.	4	Elect Director Christian S. Fong	No	For	For	-	For
TerraForm Power, Inc.	5	Elect Director Harry Goldgut	No	For	Against	-	Against
TerraForm Power, Inc.	6	Elect Director Richard Legault	No	For	Against	-	Against
TerraForm Power, Inc.	7	Elect Director Mark McFarland	No	For	For	-	For
TerraForm Power, Inc.	8	Elect Director Sachin Shah	No	For	Against	-	Against
TerraForm Power, Inc.	9	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
TerraForm Power, Inc.	10	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	Against	-	Against
TerraForm Power, Inc.	11	Adjourn Meeting	No	For	For	-	For
TESSCO Technologies Incorporated	1	Elect Director Robert B. Barnhill, Jr.	No	For	For	-	For
TESSCO Technologies Incorporated	2	Revoke Consent to Remove John D. Beletic as Director	No	For	Do Not Vote	-	Do Not Vote
TESSCO Technologies Incorporated	2	Elect Director John D. Beletic	No	For	For	-	For
TESSCO Technologies Incorporated	3	Elect Director Jay G. Baitler	No	For	For	-	For
TESSCO Technologies Incorporated	3	Revoke Consent to Remove Jay G. Baitler as Director	No	For	Do Not Vote	-	Do Not Vote

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
TESSCO Technologies Incorporated	4	Elect Director Stephanie Dismore	No	For	For	-	For
TESSCO Technologies Incorporated	4	Revoke Consent to Remove Paul J. Gaffney as Director	No	For	Do Not Vote	-	Do Not Vote
TESSCO Technologies Incorporated	5	Elect Director Paul J. Gaffney	No	For	For	-	For
TESSCO Technologies Incorporated	5	Revoke Consent to Remove Dennis J. Shaughnessy as Director	No	For	Do Not Vote	-	Do Not Vote
TESSCO Technologies Incorporated	6	Elect Director Sandip Mukerjee	No	For	For	-	For
TESSCO Technologies Incorporated	6	Revoke Consent to Remove Morton F. Zifferer as Director	No	For	Do Not Vote	-	Do Not Vote
TESSCO Technologies Incorporated	7	Revoke Consent to Elect Emily Kellum (Kelly) Boss as Director	No	For	Do Not Vote	-	Do Not Vote
TESSCO Technologies Incorporated	7	Elect Director Dennis J. Shaughnessy	No	For	For	-	For
TESSCO Technologies Incorporated	8	Revoke Consent to Elect J. Timothy Bryan as Director	No	For	Do Not Vote	-	Do Not Vote
TESSCO Technologies Incorporated	8	Elect Director Morton F. Zifferer, Jr.	No	For	For	-	For
TESSCO Technologies Incorporated	9	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
TESSCO Technologies Incorporated	9	Revoke Consent to Elect John W. Diercksen as Director	No	For	Do Not Vote	-	Do Not Vote
TESSCO Technologies Incorporated	10	Revoke Consent to Elect Kathleen McLean as Director	No	For	Do Not Vote	-	Do Not Vote
TESSCO Technologies Incorporated	10	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	Against
TESSCO Technologies Incorporated	11	Revoke Consent to Repeal Any Bylaw Provisions Adopted Since August 7, 2020	No	For	Do Not Vote	-	Do Not Vote
TESSCO Technologies Incorporated	12	Revoke Consent to Reduce Ownership Threshold for Shareholders to Call Special Meeting	No	For	Do Not Vote	-	Do Not Vote
TESSCO Technologies Incorporated	14	Consent to Remove John D. Beletic as Director	No	For	For	-	For
TESSCO Technologies Incorporated	15	Consent to Remove Jay G. Baitler as Director	No	For	Against	-	Against
TESSCO Technologies Incorporated	16	Consent to Remove Paul J. Gaffney as Director	No	For	Against	-	Against
TESSCO Technologies Incorporated	17	Consent to Remove Dennis J. Shaughnessy as Director	No	For	Against	-	Against
TESSCO Technologies Incorporated	18	Consent to Remove Morton F. Zifferer as Director	No	For	Against	-	Against
TESSCO Technologies Incorporated	19	Consent to Elect Emily Kellum (Kelly) Boss as Director	No	For	Against	-	Against
TESSCO Technologies Incorporated	20	Consent to Elect J. Timothy Bryan as Director	No	For	For	-	For
TESSCO Technologies Incorporated	21	Consent to Elect John W. Diercksen as Director	No	For	Against	-	Against
TESSCO Technologies Incorporated	22	Consent to Elect Kathleen McLean as Director	No	For	For	-	For
TESSCO Technologies Incorporated	23	Consent to Repeal Any Bylaw Provisions Adopted Since August 7, 2020	No	For	For	-	For
TESSCO Technologies Incorporated	24	Consent to Reduce Ownership Threshold for Shareholders to Call Special Meeting	No	For	For	-	For
Texas Capital Bancshares, Inc.	1	Elect Director Larry L. Helm	No	For	For	-	For
Texas Capital Bancshares, Inc.	2	Elect Director James H. Browning	No	For	For	-	For
Texas Capital Bancshares, Inc.	3	Elect Director Jonathan E. Baliff	No	For	For	-	For
Texas Capital Bancshares, Inc.	4	Elect Director David S. Huntley	No	For	For	-	For
Texas Capital Bancshares, Inc.	5	Elect Director Charles S. Hyle	No	For	For	-	For
Texas Capital Bancshares, Inc.	6	Elect Director Elysia Holt Ragusa	No	For	For	-	For
Texas Capital Bancshares, Inc.	7	Elect Director Steven P. Rosenberg	No	For	For	-	For
Texas Capital Bancshares, Inc.	8	Elect Director Robert W. Stallings	No	For	For	-	For

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Texas Capital Bancshares, Inc.	9	Elect Director Dale W. Tremblay	No	For	For	-	For
Texas Capital Bancshares, Inc.	10	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Texas Capital Bancshares, Inc.	11	Ratify Ernst & Young LLP as Auditor	No	For	For	-	For
The Bank of N.T. Butterfield & Son Limited	1	Approve PricewaterhouseCoopers Ltd. as Auditors and Authorize Board to Fix Their Remuneration	No	For	For	-	For
The Bank of N.T. Butterfield & Son Limited	2	Elect Director Michael Collins	No	For	For	-	For
The Bank of N.T. Butterfield & Son Limited	3	Elect Director Alastair Barbour	No	For	For	-	For
The Bank of N.T. Butterfield & Son Limited	4	Elect Director James Burr	No	For	For	-	For
The Bank of N.T. Butterfield & Son Limited	5	Elect Director Michael Covell	No	For	For	-	For
The Bank of N.T. Butterfield & Son Limited	6	Elect Director Leslie Godridge	No	For	For	-	For
The Bank of N.T. Butterfield & Son Limited	7	Elect Director Mark Lynch	No	For	For	-	For
The Bank of N.T. Butterfield & Son Limited	8	Elect Director Conor O'Dea	No	For	For	-	For
The Bank of N.T. Butterfield & Son Limited	9	Elect Director Jana Schreuder	No	For	For	-	For
The Bank of N.T. Butterfield & Son Limited	10	Elect Director Michael Schrum	No	For	For	-	For
The Bank of N.T. Butterfield & Son Limited	11	Elect Director Pamela Thomas-Graham	No	For	For	-	For
The Bank of N.T. Butterfield & Son Limited	12	Elect Director John Wright	No	For	For	-	For
The Bank of N.T. Butterfield & Son Limited	13	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For	-	For
The Container Store Group, Inc.	1	Elect Director Robert E. Jordan	No	For	For	-	For
The Container Store Group, Inc.	2	Elect Director Jonathan D. Sokoloff	No	For	Withhold	-	Withhold
The Container Store Group, Inc.	3	Elect Director Caryl Stern	No	For	For	-	For
The Container Store Group, Inc.	4	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
The Container Store Group, Inc.	5	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
The Hain Celestial Group, Inc.	1	Elect Director Richard A. Beck	No	For	For	-	For
The Hain Celestial Group, Inc.	2	Elect Director Celeste A. Clark	No	For	For	-	For
The Hain Celestial Group, Inc.	3	Elect Director Dean Hollis	No	For	For	-	For
The Hain Celestial Group, Inc.	4	Elect Director Shervin J. Korangy	No	For	For	-	For

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
The Hain Celestial Group, Inc.	5	Elect Director Mark L. Schiller	No	For	For	-	For
The Hain Celestial Group, Inc.	6	Elect Director Michael B. Sims	No	For	For	-	For
The Hain Celestial Group, Inc.	7	Elect Director Glenn W. Welling	No	For	For	-	For
The Hain Celestial Group, Inc.	8	Elect Director Dawn M. Zier	No	For	For	-	Against
The Hain Celestial Group, Inc.	9	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
The Hain Celestial Group, Inc.	10	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
The L.S. Starrett Company	1	Elect Director Thomas J. Riordan	No	For	For	-	Withhold
The L.S. Starrett Company	2	Elect Director Russell D. Carreker	No	For	Withhold	-	Withhold
The L.S. Starrett Company	3	Elect Director Christopher C. Gahagan	No	For	For	-	Withhold
The L.S. Starrett Company	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	Against	-	Against
The L.S. Starrett Company	5	Ratify Grant Thornton LLP as Auditors	No	For	For	-	For
The Rubicon Project, Inc.	1	Elect Director Lisa L. Troe	No	For	For	-	For
The Rubicon Project, Inc.	2	Elect Director Paul Caine	No	For	For	-	For
The Rubicon Project, Inc.	3	Elect Director Doug Knopper	No	For	For	-	For
The Rubicon Project, Inc.	4	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
The Rubicon Project, Inc.	5	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
The Rubicon Project, Inc.	6	Advisory Vote on Say on Pay Frequency	No	One Year	One Year	-	Three Years
Thermon Group Holdings, Inc.	1	Elect Director John U. Clarke	No	For	For	-	For
Thermon Group Holdings, Inc.	2	Elect Directors Linda A. Dalgetty	No	For	For	-	For
Thermon Group Holdings, Inc.	3	Elect Director Roger L. Fix	No	For	For	-	For
Thermon Group Holdings, Inc.	4	Elect Director Marcus J. George	No	For	For	-	For
Thermon Group Holdings, Inc.	5	Elect Director Kevin J. McGinty	No	For	For	-	For
Thermon Group Holdings, Inc.	6	Elect Director John T. Nesser, III	No	For	For	-	For
Thermon Group Holdings, Inc.	7	Elect Director Michael W. Press	No	For	For	-	For
Thermon Group Holdings, Inc.	8	Elect Director Bruce A. Thames	No	For	For	-	For
Thermon Group Holdings, Inc.	9	Ratify KPMG LLP as Auditor	No	For	For	-	For
Thermon Group Holdings, Inc.	10	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Thermon Group Holdings, Inc.	11	Approve Omnibus Stock Plan	No	For	For	-	For
Third Point Reinsurance Ltd.	1	Issue Shares in Connection with Acquisition	No	For	For	-	For
Third Point Reinsurance Ltd.	2	Approve Issuance of Shares to Daniel S. Loeb	No	For	For	-	For
Third Point Reinsurance Ltd.	3	Approve Bye-Laws 24.2 Through 24.8 and Bye-law 27	No	For	For	-	For
Third Point Reinsurance Ltd.	4	Amend Bye-Law 40.3	No	For	For	-	For
Third Point Reinsurance Ltd.	5	Approve Bye-Laws 56.2, 56.3 and 56.4	No	For	For	-	For
Third Point Reinsurance Ltd.	6	Approve Bye-Law 81.1	No	For	Against	-	Against
Third Point Reinsurance Ltd.	7	Approve Bye-Laws 7 And 43.5 and the Amendment to Bye-law 82	No	For	Against	-	Against

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Third Point Reinsurance Ltd.	8	Approve Bye-Laws	No	For	For	-	For
Third Point Reinsurance Ltd.	9	Change Company Name to SiriusPoint Ltd.	No	For	For	-	For
Third Point Reinsurance Ltd.	10	Adjourn Meeting	No	For	For	-	For
Thor Industries, Inc.	1	Elect Director Andrew Graves	No	For	For	-	For
Thor Industries, Inc.	2	Elect Director Amelia A. Huntington	No	For	For	-	For
Thor Industries, Inc.	3	Elect Director Wilson Jones	No	For	For	-	For
Thor Industries, Inc.	4	Elect Director Christopher Klein	No	For	For	-	For
Thor Industries, Inc.	5	Elect Director J. Allen Kosowsky	No	For	For	-	For
Thor Industries, Inc.	6	Elect Director Robert W. Martin	No	For	For	-	For
Thor Industries, Inc.	7	Elect Director Peter B. Orthwein	No	For	For	-	For
Thor Industries, Inc.	8	Elect Director Jan H. Suwinski	No	For	For	-	For
Thor Industries, Inc.	9	Elect Director James L. Ziemer	No	For	For	-	For
Thor Industries, Inc.	10	Elect Director William J. Kelley, Jr.	No	For	For	-	For
Thor Industries, Inc.	11	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
Thor Industries, Inc.	12	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Tidewater, Inc.	1	Elect Director Dick Fagerstal	No	For	For	-	For
Tidewater, Inc.	2	Elect Director Quintin V. Kneen	No	For	For	-	For
Tidewater, Inc.	3	Elect Director Louis A. Raspino	No	For	For	-	For
Tidewater, Inc.	4	Elect Director Larry T. Rigdon	No	For	For	-	For
Tidewater, Inc.	5	Elect Director Kenneth H. Traub	No	For	For	-	For
Tidewater, Inc.	6	Elect Director Lois K. Zabrocky	No	For	For	-	For
Tidewater, Inc.	7	Adopt NOL Rights Plan (NOL Pill)	No	For	For	-	Against
Tidewater, Inc.	8	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Tidewater, Inc.	9	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
TowneBank	1	Elect Director Jeffrey F. Benson	No	For	For	-	For
TowneBank	2	Elect Director Douglas D. Ellis	No	For	For	-	For
TowneBank	3	Elect Director John W. Failes	No	For	For	-	For
TowneBank	4	Elect Director William I. Foster, III	No	For	For	-	For
TowneBank	5	Elect Director Robert C. Hatley	No	For	For	-	For
TowneBank	6	Elect Director Howard J. Jung	No	For	For	-	For
TowneBank	7	Elect Director Stephanie Marioneaux	No	For	For	-	For
TowneBank	8	Elect Director Juan M. Montero, II	No	For	For	-	For
TowneBank	9	Elect Director Thomas K. Norment, Jr.	No	For	For	-	For
TowneBank	10	Elect Director Brad E. Schwartz	No	For	For	-	For
TowneBank	11	Elect Director Alan S. Witt	No	For	For	-	For
TowneBank	12	Ratify Dixon Hughes Goodman LLP as Auditors	No	For	For	-	For
TowneBank	13	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Transcat, Inc.	1	Elect Director Richard J. Harrison	No	For	For	-	For
Transcat, Inc.	2	Elect Director Gary J. Haseley	No	For	For	-	For
Transcat, Inc.	3	Elect Director John T. Smith	No	For	For	-	For
Transcat, Inc.	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Transcat, Inc.	5	Ratify Freed Maxick CPAs, P.C. as Auditors	No	For	For	-	For
TriState Capital Holdings, Inc.	1	Approve Potential Issuance of Greater than 19.99 % Outstanding Common Stock Upon Conversion of Series C Preferred Stock	No	For	For	-	For
TriState Capital Holdings, Inc.	2	Adjourn Meeting	No	For	For	-	For
Twin Disc, Incorporated	1	Elect Director Michael Doar	No	For	For	-	For
Twin Disc, Incorporated	2	Elect Director Michael C. Smiley	No	For	For	-	For
Twin Disc, Incorporated	3	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	Against
Twin Disc, Incorporated	4	Ratify RSM US LLP as Auditors	No	For	For	-	For
Twin Disc, Incorporated	5	Approve Non-Employee Director Omnibus Stock Plan	No	For	For	-	For
Twin Disc, Incorporated	6	Authorize Board to Determine the Number of Directors of the Board from Time to Time with No Minimum Size	No	For	Against	-	Against
U.S. Physical Therapy, Inc.	1	Elect Director Edward L. Kuntz	No	For	For	-	For
U.S. Physical Therapy, Inc.	2	Elect Director Christopher J. Reading	No	For	For	-	For
U.S. Physical Therapy, Inc.	3	Elect Director Lawrance W. McAfee	No	For	For	-	For
U.S. Physical Therapy, Inc.	4	Elect Director Mark J. Brookner	No	For	For	-	For
U.S. Physical Therapy, Inc.	5	Elect Director Harry S. Chapman	No	For	For	-	For
U.S. Physical Therapy, Inc.	6	Elect Director Bernard A. Harris, Jr.	No	For	For	-	For
U.S. Physical Therapy, Inc.	7	Elect Director Kathleen A. Gilmartin	No	For	For	-	For
U.S. Physical Therapy, Inc.	8	Elect Director Regg E. Swanson	No	For	For	-	For
U.S. Physical Therapy, Inc.	9	Elect Director Clayton K. Trier	No	For	For	-	For
U.S. Physical Therapy, Inc.	10	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
U.S. Physical Therapy, Inc.	11	Ratify Grant Thornton LLP as Auditors	No	For	For	-	For
U.S. Physical Therapy, Inc.	12	Other Business	No	None	Against	-	Against
Ultralife Corporation	1	Elect Director Michael D. Popielec	No	For	For	-	For
Ultralife Corporation	2	Elect Director Thomas L. Saeli	No	For	For	-	For
Ultralife Corporation	3	Elect Director Robert W. Shaw, II	No	For	For	-	For
Ultralife Corporation	4	Elect Director Ranjit C. Singh	No	For	For	-	For
Ultralife Corporation	5	Elect Director Bradford T. Whitmore	No	For	For	-	For
Ultralife Corporation	6	Ratify Freed Maxick CPAs, P.C. as Auditors	No	For	For	-	For
Ultralife Corporation	7	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Ultralife Corporation	8	Advisory Vote on Say on Pay Frequency	No	Three Years	One Year	-	Three Years

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Ultralife Corporation	9	Require a Majority Vote for the Election of Directors	No	Against	For	-	For
Unifi, Inc.	1	Elect Director Robert J. Bishop	No	For	For	-	For
Unifi, Inc.	2	Elect Director Albert P. Carey	No	For	For	-	For
Unifi, Inc.	3	Elect Director Thomas H. Caudle, Jr.	No	For	For	-	For
Unifi, Inc.	4	Elect Director Archibald Cox, Jr.	No	For	For	-	For
Unifi, Inc.	5	Elect Director Edmund M. Ingle	No	For	For	-	For
Unifi, Inc.	6	Elect Director James M. Kilts	No	For	For	-	For
Unifi, Inc.	7	Elect Director Kenneth G. Langone	No	For	For	-	For
Unifi, Inc.	8	Elect Director Suzanne M. Present	No	For	For	-	For
Unifi, Inc.	9	Elect Director Eva T. Zlotnicka	No	For	For	-	For
Unifi, Inc.	10	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Unifi, Inc.	11	Amend Omnibus Stock Plan	No	For	For	-	For
Unifi, Inc.	12	Ratify KPMG LLP as Auditors	No	For	For	-	For
Universal Corporation	1	Elect Director George C. Freeman, III	No	For	For	-	For
Universal Corporation	2	Elect Director Lennart R. Freeman	No	For	For	-	For
Universal Corporation	3	Elect Director Jacqueline T. Williams	No	For	For	-	For
Universal Corporation	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Universal Corporation	5	Ratify Ernst & Young LLP as Auditors	No	For	For	-	For
Utah Medical Products, Inc.	1	Elect Director Ernst G. Hoyer	No	For	Withhold	-	Withhold
Utah Medical Products, Inc.	2	Elect Director James H. Beeson	No	For	Withhold	-	Withhold
Utah Medical Products, Inc.	3	Ratify Haynie & Company as Auditors	No	For	For	-	For
Utah Medical Products, Inc.	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Verso Corporation	1	Elect Director Robert K. Beckler	No	For	For	-	For
Verso Corporation	2	Elect Director Marvin Cooper	No	For	For	-	For
Verso Corporation	3	Elect Director Sean T. Erwin	No	For	For	-	For
Verso Corporation	4	Elect Director Jeffrey E. Kirt	No	For	For	-	For
Verso Corporation	5	Elect Director Randy J. Nebel	No	For	For	-	For
Verso Corporation	6	Elect Director Adam St. John	No	For	For	-	For
Verso Corporation	7	Elect Director Nancy M. Taylor	No	For	For	-	For
Verso Corporation	8	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Verso Corporation	9	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
Viad Corp	1	Approve Issuance of Shares for a Private Placement	No	For	For	-	For
Viad Corp	2	Approve the Preferred Stock Rights Proposal	No	For	For	-	For
Viad Corp	3	Adjourn Meeting	No	For	For	-	For
ViaSat, Inc.	1	Elect Director Mark Dankberg	No	For	For	-	For
ViaSat, Inc.	2	Elect Director Varsha Rao	No	For	For	-	For

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
ViaSat, Inc.	3	Ratify PricewaterhouseCoopers LLP as Auditors	No	For	For	-	For
ViaSat, Inc.	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	Against
ViaSat, Inc.	5	Amend Omnibus Stock Plan	No	For	For	-	For
Viavi Solutions Inc.	1	Elect Director Richard E. Belluzzo	No	For	For	-	For
Viavi Solutions Inc.	2	Elect Director Keith Barnes	No	For	For	-	For
Viavi Solutions Inc.	3	Elect Director Laura Black	No	For	For	-	For
Viavi Solutions Inc.	4	Elect Director Tor Braham	No	For	For	-	For
Viavi Solutions Inc.	5	Elect Director Timothy Campos	No	For	For	-	For
Viavi Solutions Inc.	6	Elect Director Donald Colvin	No	For	For	-	For
Viavi Solutions Inc.	7	Elect Director Glenda Dorchak	No	For	For	-	For
Viavi Solutions Inc.	8	Elect Director Masood A. Jabbar	No	For	For	-	For
Viavi Solutions Inc.	9	Elect Director Oleg Khaykin	No	For	For	-	For
Viavi Solutions Inc.	10	Ratify PricewaterhouseCoopers LLP as Auditors	No	For	For	-	For
Viavi Solutions Inc.	11	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Village Super Market, Inc.	1	Elect Director Robert Sumas	No	For	Withhold	-	Withhold
Village Super Market, Inc.	2	Elect Director William Sumas	No	For	Withhold	-	Withhold
Village Super Market, Inc.	3	Elect Director John P. Sumas	No	For	Withhold	-	Withhold
Village Super Market, Inc.	4	Elect Director Nicholas Sumas	No	For	Withhold	-	Withhold
Village Super Market, Inc.	5	Elect Director John J. Sumas	No	For	Withhold	-	Withhold
Village Super Market, Inc.	6	Elect Director Kevin Begley	No	For	For	-	For
Village Super Market, Inc.	7	Elect Director Steven Crystal	No	For	For	-	For
Village Super Market, Inc.	8	Elect Director Peter R. Lavoy	No	For	For	-	For
Village Super Market, Inc.	9	Elect Director Stephen F. Rooney	No	For	For	-	For
Village Super Market, Inc.	10	Ratify KPMG LLP as Auditors	No	For	For	-	For
Village Super Market, Inc.	11	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Virtusa Corporation	1	Approve Merger Agreement	No	For	For	-	For
Virtusa Corporation	2	Advisory Vote on Golden Parachutes	No	For	For	-	Against
Virtusa Corporation	2	Elect Director Al-Noor Ramji	No	For	Do Not Vote	-	Do Not Vote
Virtusa Corporation	3	Adjourn Meeting	No	For	For	-	For
Virtusa Corporation	3	Elect Director Joseph G. Doody	No	For	Do Not Vote	-	Do Not Vote
Virtusa Corporation	4	Ratify KPMG LLP as Auditors	No	For	Do Not Vote	-	Do Not Vote
Virtusa Corporation	5	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	Do Not Vote	-	Do Not Vote
Virtusa Corporation	7	Elect Directors Ramakrishna Prasad Chintamaneni	No	For	For	-	For
Virtusa Corporation	8	Elect Directors Patricia B. Morrison	No	For	For	-	For
Virtusa Corporation	9	Ratify KPMG LLP as Auditors	No	For	For	-	For

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Virtusa Corporation	10	Advisory Vote to Ratify Named Executive Officers' Compensation	No	Against	For	-	Against
Vista Outdoor Inc.	1	Elect Director Tig H. Krekel	No	For	For	-	For
Vista Outdoor Inc.	2	Elect Director Gary L. McArthur	No	For	For	-	For
Vista Outdoor Inc.	3	Elect Director Mark A. Gottfredson	No	For	For	-	For
Vista Outdoor Inc.	4	Elect Director Christopher T. Metz	No	For	For	-	For
Vista Outdoor Inc.	5	Elect Director Michael D. Robinson	No	For	For	-	For
Vista Outdoor Inc.	6	Elect Director Frances P. Philip	No	For	For	-	For
Vista Outdoor Inc.	7	Elect Director Lynn M. Utter	No	For	For	-	For
Vista Outdoor Inc.	8	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Vista Outdoor Inc.	9	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
Vista Outdoor Inc.	10	Approve Omnibus Stock Plan	No	For	For	-	For
VOXX International Corporation	1	Elect Director Peter A. Lesser	No	For	Withhold	-	Withhold
VOXX International Corporation	2	Elect Director Denise Waund Gibson	No	For	Withhold	-	Withhold
VOXX International Corporation	3	Elect Director John Adamovich, Jr.	No	For	Withhold	-	Withhold
VOXX International Corporation	4	Elect Director John J. Shalam	No	For	Withhold	-	Withhold
VOXX International Corporation	5	Elect Director Patrick M. Lavelle	No	For	Withhold	-	Withhold
VOXX International Corporation	6	Elect Director Charles M. Stoehr	No	For	Withhold	-	Withhold
VOXX International Corporation	7	Elect Director Ari M. Shalam	No	For	Withhold	-	Withhold
VOXX International Corporation	8	Amend Restricted Stock Plan	No	For	For	-	For
VOXX International Corporation	9	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	Against
VOXX International Corporation	10	Ratify Grant Thornton LLP as Auditors	No	For	For	-	For
WD-40 Company	1	Elect Director Daniel T. Carter	No	For	For	-	For
WD-40 Company	2	Elect Director Melissa Claassen	No	For	For	-	For
WD-40 Company	3	Elect Director Eric P. Etchart	No	For	For	-	For
WD-40 Company	4	Elect Director Lara L. Lee	No	For	For	-	For
WD-40 Company	5	Elect Director Trevor I. Mihalik	No	For	For	-	For
WD-40 Company	6	Elect Director Graciela I. Monteagudo	No	For	For	-	For
WD-40 Company	7	Elect Director David B. Pendarvis	No	For	For	-	For
WD-40 Company	8	Elect Director Garry O. Ridge	No	For	For	-	For
WD-40 Company	9	Elect Director Gregory A. Sandfort	No	For	For	-	For
WD-40 Company	10	Elect Director Anne G. Saunders	No	For	For	-	For
WD-40 Company	11	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
WD-40 Company	12	Ratify PricewaterhouseCoopers LLP as Auditors	No	For	For	-	For
WD-40 Company	13	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	No	Against	Against	-	Against
Willis Lease Finance Corporation	1	Elect Director Rae Ann McKeating	No	For	For	-	For

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Dimensional Fund Advisors Small Cap Core Proxy Votes July 1 - December 31, 2020 Compared to ISS and Glass Lewis Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Willis Lease Finance Corporation	2	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	Against	-	Against
Willis Lease Finance Corporation	3	Ratify KPMG LLP as Auditors	No	For	For	-	For
Winnebago Industries, Inc.	1	Elect Director Sara E. Armbruster	No	For	For	-	For
Winnebago Industries, Inc.	2	Elect Director William C. Fisher	No	For	For	-	For
Winnebago Industries, Inc.	3	Elect Director Michael J. Happe	No	For	For	-	For
Winnebago Industries, Inc.	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Winnebago Industries, Inc.	5	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
Winnebago Industries, Inc.	6	Increase Authorized Common Stock	No	For	For	-	For
Worthington Industries, Inc.	1	Elect Director Michael J. Endres	No	For	For	-	For
Worthington Industries, Inc.	2	Elect Director Ozey K. Horton, Jr.	No	For	For	-	For
Worthington Industries, Inc.	3	Elect Director Peter Karmanos, Jr.	No	For	For	-	For
Worthington Industries, Inc.	4	Elect Director Carl A. Nelson, Jr.	No	For	Withhold	-	For
Worthington Industries, Inc.	5	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
Worthington Industries, Inc.	6	Amend Stock Option Plan	No	For	Against	-	Against
Worthington Industries, Inc.	7	Ratify KPMG LLP as Auditors	No	For	For	-	For
WPX Energy, Inc.	1	Approve Merger Agreement	No	For	For	-	For
WPX Energy, Inc.	2	Advisory Vote on Golden Parachutes	No	For	For	-	For
WPX Energy, Inc.	3	Adjourn Meeting	No	For	For	-	For
YELP INC.	1	Elect Director Diane M. Irvine	No	For	For	-	For
YELP INC.	2	Elect Director Christine Barone	No	For	For	-	For
YELP INC.	3	Ratify Deloitte & Touche LLP as Auditors	No	For	For	-	For
YELP INC.	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	-	For
YELP INC.	5	Declassify the Board of Directors	No	For	For	-	For

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KBIGI Global Natural Resources Proxy Votes July to December 2020 Compared to ISS Benchmark Policy Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Sustainability Policy Recommendation	Investment Manager Vote	ISS Benchmark Policy Recommendation
Alfen NV	2.a	Elect Willem Ackermans to Supervisory Board	No	For	For	For	For
Alfen NV	2.b	Elect Eline Oudenbroek to Supervisory Board	No	For	For	For	For
Andritz AG	2	Approve Allocation of Income and Dividends of EUR 0.50 per Share	No	For	For	For	For
Andritz AG	3	Approve Discharge of Management Board for Fiscal 2019	No	For	For	For	For
Andritz AG	4	Approve Discharge of Supervisory Board for Fiscal 2019	No	For	For	For	For
Andritz AG	5	Approve Remuneration of Supervisory Board Members	No	For	For	For	For
Andritz AG	6	Ratify KPMG Austria GmbH as Auditors for Fiscal 2020	No	For	For	For	For
Andritz AG	7	Elect Wolfgang Bernhard as Supervisory Board Member	No	For	For	For	For
Andritz AG	8	Approve Remuneration Policy	No	For	Against	Against	Against
Andritz AG	9	Approve Stock Option Plan for Key Employees	No	For	For	For	For
Arcadis NV	2	Elect V.J.H. Duperat-Vergne to Executive Board	No	For	For	For	For
BayWa AG	2	Approve Allocation of Income and Dividends of EUR 0.95 per Share	No	For	For	For	For
BayWa AG	3	Approve Discharge of Management Board for Fiscal 2019	No	For	For	For	For
BayWa AG	4	Approve Discharge of Supervisory Board for Fiscal 2019	No	For	For	For	For
BayWa AG	5	Approve Creation of EUR 5 Million Pool of Capital for Employee Stock Purchase Plan	No	For	For	For	For
BayWa AG	6	Amend Articles Re: Online Participation, Absentee Vote, Transmission of AGM	No	For	For	For	For
BayWa AG	7	Ratify Deloitte GmbH as Auditors for Fiscal 2020	No	For	For	For	For
China Datang Corp. Renewable Power Co., Limited	1	Approve Deposits Services Contemplated Under the Financial Services Agreement and Its Proposed Annual Caps	No	For	Against	Against	Against
China Datang Corp. Renewable Power Co., Limited	2	Approve Finance Lease Business Framework Agreement, Its Proposed Annual Caps and Related Transactions	No	For	For	For	For
China Datang Corp. Renewable Power Co., Limited	3	Approve Adjustment of Operation and Investment Plan for 2020	No	For	Against	Against	Against
China Everbright International Limited	1	Approve Change of English Name and Chinese Name of the Company	No	For	For	For	For
China Longyuan Power Group Corporation Limited	1	Approve General Mandate to Apply for Registration and Issuance of Debt Financing Instruments Overseas	No	For	For	For	For
China Longyuan Power Group Corporation Limited	1	Approve Framework Agreement for Purchase and Sale of Comprehensive Products and Services and Proposed Annual Caps	No	For	For	For	For
China Water Affairs Group Limited	1	Accept Financial Statements and Statutory Reports	No	For	For	For	For
China Water Affairs Group Limited	2	Approve Final Dividend	No	For	For	For	For
China Water Affairs Group Limited	3.1	Elect Duan Jerry Linnan as Director	No	For	For	For	For
China Water Affairs Group Limited	3.2	Elect Makoto Inoue as Director	No	For	Against	Against	Against
China Water Affairs Group Limited	3.3	Elect Chau Kam Wing as Director	No	For	For	For	For
China Water Affairs Group Limited	3.4	Elect Ho Ping as Director	No	For	For	For	For

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KBIGI Global Natural Resources Proxy Votes July to December 2020 Compared to ISS Benchmark Policy Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Sustainability Policy Recommendation	Investment Manager Vote	ISS Benchmark Policy Recommendation
China Water Affairs Group Limited	3.5	Elect Zhou Nan as Director	No	For	For	For	For
China Water Affairs Group Limited	3.6	Elect Chan Wai Cheung as Director	No	For	For	For	For
China Water Affairs Group Limited	3.7	Authorize Board to Fix Remuneration of Directors	No	For	For	For	For
China Water Affairs Group Limited	4	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	No	For	For	For	For
China Water Affairs Group Limited	5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	Against	Against	Against
China Water Affairs Group Limited	6	Authorize Repurchase of Issued Share Capital	No	For	For	For	For
China Water Affairs Group Limited	7	Authorize Reissuance of Repurchased Shares	No	For	Against	Against	Against
Companhia de Saneamento de Minas Gerais	1	Approve Special Dividends	No	For	For	For	For
Companhia de Saneamento de Minas Gerais	2	Authorize Issuance of Non-Convertible Debentures Re: Long-term Loan Operation	No	For	For	For	For
Companhia de Saneamento de Minas Gerais	3	Approve 3-for-1 Stock Split	No	For	For	For	For
Companhia de Saneamento de Minas Gerais	4	Amend Article 6 to Reflect Changes in Capital	No	For	For	For	For
Companhia de Saneamento de Minas Gerais	1	Dismiss Germano Luiz Gomes Vieira and Igor Mascarenhas Eto as Fiscal Council Members and Roberto Bastianetto as Alternate	No	For	For	For	For
Companhia de Saneamento de Minas Gerais	2.1	Elect Fernando Scharlack Marcato as Fiscal Council Member	No	For	For	For	For
Companhia de Saneamento de Minas Gerais	2.2	Elect Marilia Carvalho de Melo as Fiscal Council Member	No	For	For	For	For
Companhia de Saneamento de Minas Gerais	2.3	Elect Felipe Oliveira de Carvalho as Alternate Fiscal Council Member	No	For	For	For	For
Companhia de Saneamento de Minas Gerais	1	Amend Article 6 to Reflect Changes in Capital	No	For	For	For	For
Consolidated Water Co. Ltd.	1.1	Elect Director Carson K. Ebanks	No	For	For	For	For
Consolidated Water Co. Ltd.	1.2	Elect Director Richard L. Finlay	No	For	For	For	For
Consolidated Water Co. Ltd.	1.3	Elect Director Clarence B. Flowers, Jr.	No	For	For	For	For
Consolidated Water Co. Ltd.	1.4	Elect Director Frederick W. McTaggart	No	For	For	For	For
Consolidated Water Co. Ltd.	2	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	For	For
Consolidated Water Co. Ltd.	3	Approve Marcum LLP as Auditors and Authorize Board to Fix Their Remuneration	No	For	For	For	For
Cree, Inc.	1.1	Elect Director Glenda M. Dorchak	No	For	For	For	For
Cree, Inc.	1.2	Elect Director John C. Hodge	No	For	For	For	For
Cree, Inc.	1.3	Elect Director Clyde R. Hosein	No	For	For	For	For
Cree, Inc.	1.4	Elect Director Darren R. Jackson	No	For	For	For	For
Cree, Inc.	1.5	Elect Director Duy-Loan T. Le	No	For	For	For	For
Cree, Inc.	1.6	Elect Director Gregg A. Lowe	No	For	For	For	For
Cree, Inc.	1.7	Elect Director John B. Replogle	No	For	For	For	For

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KBIGI Global Natural Resources Proxy Votes July to December 2020 Compared to ISS Benchmark Policy Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Sustainability Policy Recommendation	Investment Manager Vote	ISS Benchmark Policy Recommendation
Cree, Inc.	1.8	Elect Director Thomas H. Werner	No	For	For	For	For
Cree, Inc.	1.9	Elect Director Anne C. Whitaker	No	For	For	For	For
Cree, Inc.	2	Approve Qualified Employee Stock Purchase Plan	No	For	For	For	For
Cree, Inc.	3	Ratify PricewaterhouseCoopers LLP as Auditors	No	For	For	For	For
Cree, Inc.	4	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	For	For
Ferguson Plc	1	Adopt New Articles of Association	No	For	For	For	For
Ferguson Plc	1	Accept Financial Statements and Statutory Reports	No	For	For	For	For
Ferguson Plc	2	Approve Remuneration Report	No	For	Against	Against	Against
Ferguson Plc	3	Approve Final Dividend	No	For	For	For	For
Ferguson Plc	4	Elect Bill Brundage as Director	No	For	For	For	For
Ferguson Plc	5	Re-elect Tessa Bamford as Director	No	For	For	For	For
Ferguson Plc	6	Re-elect Geoff Drabble as Director	No	For	For	For	For
Ferguson Plc	7	Re-elect Catherine Halligan as Director	No	For	For	For	For
Ferguson Plc	8	Re-elect Kevin Murphy as Director	No	For	For	For	For
Ferguson Plc	9	Re-elect Alan Murray as Director	No	For	For	For	For
Ferguson Plc	10	Re-elect Tom Schmitt as Director	No	For	For	For	For
Ferguson Plc	11	Re-elect Dr Nadia Shouraboura as Director	No	For	For	For	For
Ferguson Plc	12	Re-elect Jacqueline Simmonds as Director	No	For	For	For	For
Ferguson Plc	13	Reappoint Deloitte LLP as Auditors	No	For	For	For	For
Ferguson Plc	14	Authorise the Audit Committee to Fix Remuneration of Auditors	No	For	For	For	For
Ferguson Plc	15	Authorise EU Political Donations and Expenditure	No	For	For	For	For
Ferguson Plc	16	Authorise Issue of Equity	No	For	For	For	For
Ferguson Plc	17	Authorise Issue of Equity without Pre-emptive Rights	No	For	For	For	For
Ferguson Plc	18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	No	For	For	For	For
Ferguson Plc	19	Authorise Market Purchase of Ordinary Shares	No	For	For	For	For
GEA Group AG	2	Approve Allocation of Income and Dividends of EUR 0.43 per Share	No	For	For	For	For
GEA Group AG	3	Approve Discharge of Management Board for Fiscal 2019	No	For	For	For	For
GEA Group AG	4	Approve Discharge of Supervisory Board for Fiscal 2019	No	For	For	For	For
GEA Group AG	5	Ratify KPMG AG as Auditors for Fiscal 2020	No	For	For	For	For
GEA Group AG	6	Elect Annette Koehler to the Supervisory Board	No	For	For	For	For
GEA Group AG	7	Approve Affiliation Agreement with GEA Internal Services GmbH	No	For	For	For	For
GEA Group AG	8.1	Amend Articles Re: Proof of Entitlement	No	For	For	For	For
GEA Group AG	8.2	Amend Articles Re: Electronic Participation in the General Meeting and Absentee Vote	No	For	For	For	For
GEA Group AG	8.3	Amend Articles Re: Supervisory Board Meetings and Resolutions	No	For	For	For	For
GEA Group AG	8.4	Amend Articles Re: Advanced Payment	No	For	For	For	For
GEA Group AG	9	Approve Creation of EUR 130 Million Pool of Capital with Partial Exclusion of Preemptive Rights	No	For	For	For	For

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KBIGI Global Natural Resources Proxy Votes July to December 2020 Compared to ISS Benchmark Policy Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Sustainability Policy Recommendation	Investment Manager Vote	ISS Benchmark Policy Recommendation
GEA Group AG	10	Approve Creation of EUR 52 Million Pool of Capital without Preemptive Rights	No	For	For	For	For
GEA Group AG	11	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 750 Million; Approve Creation of EUR 52 Million Pool of Capital to Guarantee Conversion Rights	No	For	For	For	For
Genus Plc	1	Accept Financial Statements and Statutory Reports	No	For	For	For	For
Genus Plc	2	Approve Remuneration Report	No	For	For	For	For
Genus Plc	3	Approve Final Dividend	No	For	For	For	For
Genus Plc	4	Elect Iain Ferguson as Director	No	For	For	For	For
Genus Plc	5	Elect Alison Henriksen as Director	No	For	For	For	For
Genus Plc	6	Re-elect Stephen Wilson as Director	No	For	For	For	For
Genus Plc	7	Re-elect Lysanne Gray as Director	No	For	For	For	For
Genus Plc	8	Re-elect Lykele van der Broek as Director	No	For	For	For	For
Genus Plc	9	Re-elect Lesley Knox as Director	No	For	For	For	For
Genus Plc	10	Re-elect Ian Charles as Director	No	For	For	For	For
Genus Plc	11	Reappoint Deloitte LLP as Auditors	No	For	For	For	For
Genus Plc	12	Authorise Audit and Risk Committee to Fix Remuneration of Auditors	No	For	For	For	For
Genus Plc	13	Authorise Issue of Equity	No	For	For	For	For
Genus Plc	14	Authorise Issue of Equity without Pre-emptive Rights	No	For	For	For	For
Genus Plc	15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	No	For	For	For	For
Genus Plc	16	Authorise Market Purchase of Ordinary Shares	No	For	For	For	For
Genus Plc	17	Authorise the Company to Call General Meeting with Two Weeks' Notice	No	For	For	For	For
H2O Innovation Inc.	1.1	Elect Director Robert Comeau	No	For	For	For	For
H2O Innovation Inc.	1.2	Elect Director Pierre Cote	No	For	For	For	For
H2O Innovation Inc.	1.3	Elect Director Frederic Dugre	No	For	For	For	For
H2O Innovation Inc.	1.4	Elect Director Lisa Henthorne	No	For	For	For	For
H2O Innovation Inc.	1.5	Elect Director Richard A. Hoel	No	For	For	For	For
H2O Innovation Inc.	1.6	Elect Director Rene Vachon	No	For	For	For	For
H2O Innovation Inc.	1.7	Elect Director Stephane Guerin	No	For	For	For	For
H2O Innovation Inc.	1.8	Elect Director Elisa M. Speranza	No	For	For	For	For
H2O Innovation Inc.	2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	No	For	For	For	For
ICL Group Ltd.	1	Approval Bridge Supply Agreement with Tamar Reservoir for the Purchase of Natural Gas by the Company Enable Editing	No	For	For	For	For

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KBIGI Global Natural Resources Proxy Votes July to December 2020 Compared to ISS Benchmark Policy Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Sustainability Policy Recommendation	Investment Manager Vote	ISS Benchmark Policy Recommendation
ICL Group Ltd.	A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	No	None	Against	Against	Against
ICL Group Ltd.	B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	No	None	Against	Against	Against
ICL Group Ltd.	B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	No	None	Against	Against	Against
ICL Group Ltd.	B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	No	None	Against	Against	Against
Johnson Matthey Plc	1	Accept Financial Statements and Statutory Reports	No	For	For	For	For
Johnson Matthey Plc	2	Approve Remuneration Report	No	For	For	For	For
Johnson Matthey Plc	3	Approve Remuneration Policy	No	For	For	For	For
Johnson Matthey Plc	4	Amend Performance Share Plan	No	For	For	For	For
Johnson Matthey Plc	5	Approve Final Dividend	No	For	For	For	For
Johnson Matthey Plc	6	Elect Doug Webb as Director	No	For	For	For	For
Johnson Matthey Plc	7	Re-elect Jane Griffiths as Director	No	For	For	For	For
Johnson Matthey Plc	8	Re-elect Xiaozhi Liu as Director	No	For	For	For	For
Johnson Matthey Plc	9	Re-elect Robert MacLeod as Director	No	For	For	For	For
Johnson Matthey Plc	10	Re-elect Anna Manz as Director	No	For	For	For	For
Johnson Matthey Plc	11	Re-elect Chris Mottershead as Director	No	For	For	For	For
Johnson Matthey Plc	12	Re-elect John O'Higgins as Director	No	For	For	For	For
Johnson Matthey Plc	13	Re-elect Patrick Thomas as Director	No	For	For	For	For
Johnson Matthey Plc	14	Reappoint PricewaterhouseCoopers LLP as Auditors	No	For	For	For	For
Johnson Matthey Plc	15	Authorise the Audit Committee to Fix Remuneration of Auditors	No	For	For	For	For
Johnson Matthey Plc	16	Authorise EU Political Donations and Expenditure	No	For	For	For	For
Johnson Matthey Plc	17	Authorise Issue of Equity	No	For	For	For	For
Johnson Matthey Plc	18	Authorise Issue of Equity without Pre-emptive Rights	No	For	For	For	For
Johnson Matthey Plc	19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	No	For	For	For	For
Johnson Matthey Plc	20	Authorise Market Purchase of Ordinary Shares	No	For	For	For	For
Johnson Matthey Plc	21	Authorise the Company to Call General Meeting with Two Weeks' Notice	No	For	For	For	For
Landis+Gyr Group AG	1	Approve Dividends of CHF 2.00 per Share from Capital Contribution Reserves	No	For	For	For	For
Landis+Gyr Group AG	2	Transact Other Business (Voting)	No	For	Against	Against	Against
National Grid Plc	1	Accept Financial Statements and Statutory Reports	No	For	For	For	For
National Grid Plc	2	Approve Final Dividend	No	For	For	For	For
National Grid Plc	3	Re-elect Sir Peter Gershon as Director	No	For	For	For	For

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KBIGI Global Natural Resources Proxy Votes July to December 2020 Compared to ISS Benchmark Policy Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Sustainability Policy Recommendation	Investment Manager Vote	ISS Benchmark Policy Recommendation
National Grid Plc	4	Re-elect John Pettigrew as Director	No	For	For	For	For
National Grid Plc	5	Re-elect Andy Agg as Director	No	For	For	For	For
National Grid Plc	6	Re-elect Nicola Shaw as Director	No	For	For	For	For
National Grid Plc	7	Re-elect Mark Williamson as Director	No	For	For	For	For
National Grid Plc	8	Re-elect Jonathan Dawson as Director	No	For	For	For	For
National Grid Plc	9	Re-elect Therese Esperdy as Director	No	For	For	For	For
National Grid Plc	10	Re-elect Paul Golby as Director	No	For	For	For	For
National Grid Plc	11	Elect Liz Hewitt as Director	No	For	For	For	For
National Grid Plc	12	Re-elect Amanda Mesler as Director	No	For	For	For	For
National Grid Plc	13	Re-elect Earl Shipp as Director	No	For	For	For	For
National Grid Plc	14	Re-elect Jonathan Silver as Director	No	For	For	For	For
National Grid Plc	15	Reappoint Deloitte LLP as Auditors	No	For	For	For	For
National Grid Plc	16	Authorise the Audit Committee to Fix Remuneration of Auditors	No	For	For	For	For
National Grid Plc	17	Approve Remuneration Report	No	For	For	For	For
National Grid Plc	18	Authorise EU Political Donations and Expenditure	No	For	For	For	For
National Grid Plc	19	Authorise Issue of Equity	No	For	For	For	For
National Grid Plc	20	Reapprove Share Incentive Plan	No	For	For	For	For
National Grid Plc	21	Reapprove Sharesave Plan	No	For	For	For	For
National Grid Plc	22	Approve Increase in Borrowing Limit	No	For	For	For	For
National Grid Plc	23	Authorise Issue of Equity without Pre-emptive Rights	No	For	For	For	For
National Grid Plc	24	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	No	For	For	For	For
National Grid Plc	25	Authorise Market Purchase of Ordinary Shares	No	For	For	For	For
National Grid Plc	26	Authorise the Company to Call General Meeting with Two Weeks' Notice	No	For	For	For	For
Nordex SE	1	Approve Creation of EUR 26.2 Million Pool of Capital with Partial Exclusion of Preemptive Rights	No	For	For	For	For
Nordex SE	2	Approve Creation of EUR 16 Million Pool of Capital with Preemptive Rights	No	For	For	For	For
Nordex SE	3	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds with Partial Exclusion of Preemptive Rights up to Aggregate Nominal Amount of EUR 350 Million; Approve Creation of EUR 18.4 Million Pool of Capital to Guarantee Conversion Rights	No	For	For	For	For
Origin Enterprises Plc	1	Accept Financial Statements and Statutory Reports	No	For	For	For	For
Origin Enterprises Plc	2a	Re-elect Kate Allum as Director	No	For	For	For	For
Origin Enterprises Plc	2b	Re-elect Gary Britton as Director	No	For	For	For	For
Origin Enterprises Plc	2c	Re-elect Sean Coyle as Director	No	For	For	For	For
Origin Enterprises Plc	2d	Re-elect Declan Giblin as Director	No	For	For	For	For
Origin Enterprises Plc	2e	Re-elect Rose Hynes as Director	No	For	For	For	For
Origin Enterprises Plc	2f	Re-elect Hugh McCutcheon as Director	No	For	For	For	For

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KBIGI Global Natural Resources Proxy Votes July to December 2020 Compared to ISS Benchmark Policy Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Sustainability Policy Recommendation	Investment Manager Vote	ISS Benchmark Policy Recommendation
Origin Enterprises Plc	2g	Re-elect Christopher Richards as Director	No	For	Against	Against	Against
Origin Enterprises Plc	2h	Elect Helen Kirkpatrick as Director	No	For	For	For	For
Origin Enterprises Plc	3	Authorise Board to Fix Remuneration of Auditors	No	For	For	For	For
Origin Enterprises Plc	4	Approve Remuneration Report	No	For	Against	Against	Against
Origin Enterprises Plc	5	Authorise Issue of Equity	No	For	For	For	For
Origin Enterprises Plc	6a	Authorise Issue of Equity without Pre-emptive Rights	No	For	For	For	For
Origin Enterprises Plc	6b	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	No	For	For	For	For
Origin Enterprises Plc	7a	Authorise Market Purchase of Ordinary Shares	No	For	For	For	For
Origin Enterprises Plc	7b	Authorise Reissuance Price Range at which Treasury Shares May be Re-issued Off-Market	No	For	For	For	For
Pennon Group Plc	1	Accept Financial Statements and Statutory Reports	No	For	For	For	For
Pennon Group Plc	2	Approve Final Dividend	No	For	For	For	For
Pennon Group Plc	3	Approve Remuneration Report	No	For	For	For	For
Pennon Group Plc	4	Approve Remuneration Policy	No	For	For	For	For
Pennon Group Plc	5	Re-elect Gill Rider as Director	No	For	For	For	For
Pennon Group Plc	6	Re-elect Neil Cooper as Director	No	For	For	For	For
Pennon Group Plc	7	Elect Paul Boote as Director	No	For	For	For	For
Pennon Group Plc	8	Elect Jon Butterworth as Director	No	For	For	For	For
Pennon Group Plc	9	Re-elect Susan Davy as Director	No	For	For	For	For
Pennon Group Plc	10	Re-elect Iain Evans as Director	No	For	For	For	For
Pennon Group Plc	11	Elect Claire Ighodaro as Director	No	For	For	For	For
Pennon Group Plc	12	Reappoint Ernst & Young LLP as Auditors	No	For	For	For	For
Pennon Group Plc	13	Authorise the Audit Committee to Fix Remuneration of Auditors	No	For	For	For	For
Pennon Group Plc	14	Authorise EU Political Donations and Expenditure	No	For	For	For	For
Pennon Group Plc	15	Authorise Issue of Equity	No	For	For	For	For
Pennon Group Plc	16	Authorise Issue of Equity without Pre-emptive Rights	No	For	For	For	For
Pennon Group Plc	17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	No	For	For	For	For
Pennon Group Plc	18	Authorise Market Purchase of Ordinary Shares	No	For	For	For	For
Pennon Group Plc	19	Authorise the Company to Call General Meeting with Two Weeks' Notice	No	For	For	For	For
Pennon Group Plc	20	Approve WaterShare+ Dividend	No	For	For	For	For
PhosAgro PJSC	1	Approve Interim Dividends for First Six Months of Fiscal 2020	No	For	For	For	For
PhosAgro PJSC	1	Approve Dividends of RUB 123 per Share	No	For	For	For	For
Rexnord Corporation	1.1	Elect Director Thomas D. Christopoul	No	For	For	For	For
Rexnord Corporation	1.2	Elect Director John S. Stroup	No	For	For	For	For
Rexnord Corporation	1.3	Elect Director Peggy N. Troy	No	For	For	For	For
Rexnord Corporation	2	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For	For	For
Rexnord Corporation	3	Ratify Ernst & Young LLP as Auditors	No	For	For	For	For
SSE Plc	1	Accept Financial Statements and Statutory Reports	No	For	For	For	For

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KBIGI Global Natural Resources Proxy Votes July to December 2020 Compared to ISS Benchmark Policy Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Sustainability Policy Recommendation	Investment Manager Vote	ISS Benchmark Policy Recommendation
SSE Plc	2	Approve Remuneration Report	No	For	For	For	For
SSE Plc	3	Approve Final Dividend	No	For	For	For	For
SSE Plc	4	Re-elect Gregor Alexander as Director	No	For	For	For	For
SSE Plc	5	Re-elect Sue Bruce as Director	No	For	For	For	For
SSE Plc	6	Re-elect Tony Cocker as Director	No	For	For	For	For
SSE Plc	7	Re-elect Crawford Gillies as Director	No	For	For	For	For
SSE Plc	8	Re-elect Richard Gillingwater as Director	No	For	For	For	For
SSE Plc	9	Re-elect Peter Lynas as Director	No	For	For	For	For
SSE Plc	10	Re-elect Helen Mahy as Director	No	For	For	For	For
SSE Plc	11	Re-elect Alistair Phillips-Davies as Director	No	For	For	For	For
SSE Plc	12	Re-elect Martin Pibworth as Director	No	For	For	For	For
SSE Plc	13	Re-elect Melanie Smith as Director	No	For	For	For	For
SSE Plc	14	Elect Angela Strank as Director	No	For	For	For	For
SSE Plc	15	Reappoint Ernst & Young LLP as Auditors	No	For	For	For	For
SSE Plc	16	Authorise the Audit Committee to Fix Remuneration of Auditors	No	For	For	For	For
SSE Plc	17	Authorise Issue of Equity	No	For	For	For	For
SSE Plc	18	Authorise Issue of Equity without Pre-emptive Rights	No	For	For	For	For
SSE Plc	19	Authorise Market Purchase of Ordinary Shares	No	For	For	For	For
SSE Plc	20	Authorise the Company to Call General Meeting with Two Weeks' Notice	No	For	For	For	For
Siemens Gamesa Renewable Energy SA	1	Approve Consolidated and Standalone Financial Statements	No	For	For	For	For
Siemens Gamesa Renewable Energy SA	2	Approve Consolidated and Standalone Management Reports	No	For	For	For	For
Siemens Gamesa Renewable Energy SA	3	Approve Non-Financial Information Statement	No	For	For	For	For
Siemens Gamesa Renewable Energy SA	4	Approve Discharge of Board	No	For	For	For	For
Siemens Gamesa Renewable Energy SA	5	Approve Allocation of Income and Dividends	No	For	For	For	For
Siemens Gamesa Renewable Energy SA	6	Ratify Appointment of and Elect Andreas C. Hoffmann as Director	No	For	For	For	For
Siemens Gamesa Renewable Energy SA	7	Ratify Appointment of and Elect Tim Oliver Holt as Director	No	For	For	For	For
Siemens Gamesa Renewable Energy SA	8	Ratify Appointment of and Elect Harald von Heynitz as Director	No	For	For	For	For
Siemens Gamesa Renewable Energy SA	9	Ratify Appointment of and Elect Maria Ferraro as Director	No	For	For	For	For
Siemens Gamesa Renewable Energy SA	10	Ratify Appointment of and Elect Andreas Nauen as Director	No	For	For	For	For
Siemens Gamesa Renewable Energy SA	11	Fix Number of Directors at 10	No	For	For	For	For
Siemens Gamesa Renewable Energy SA	12	Renew Appointment of Ernst & Young as Auditor	No	For	For	For	For
Siemens Gamesa Renewable Energy SA	13	Authorize Share Repurchase Program	No	For	For	For	For
Siemens Gamesa Renewable Energy SA	14	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 20 Percent	No	For	Against	Against	Against
Siemens Gamesa Renewable Energy SA	15	Authorize Issuance of Non-Convertible Bonds/Debentures and/or Other Debt Securities up to EUR 2 Billion and Issuance of Notes up to EUR 800 Million	No	For	For	For	For

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KBIGI Global Natural Resources Proxy Votes July to December 2020 Compared to ISS Benchmark Policy Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Sustainability Policy Recommendation	Investment Manager Vote	ISS Benchmark Policy Recommendation
Siemens Gamesa Renewable Energy SA	16	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 1.5 Billion with Exclusion of Preemptive Rights up to 20 Percent of Capital	No	For	Against	Against	Against
Siemens Gamesa Renewable Energy SA	17	Amend Remuneration Policy	No	For	For	For	For
Siemens Gamesa Renewable Energy SA	18.1	Amend Articles of General Meeting Regulations Re: Right of Information and Intervention at General Meetings	No	For	For	For	For
Siemens Gamesa Renewable Energy SA	18.2	Amend Article 15 of General Meeting Regulations Re: Public Request for Representation	No	For	For	For	For
Siemens Gamesa Renewable Energy SA	18.3	Amend Articles of General Meeting Regulations Re: Technical Improvements	No	For	For	For	For
Siemens Gamesa Renewable Energy SA	18.4	Amend Article 20 and Add New Provision to General Meeting Regulations Re: Remote Attendance at General Meetings	No	For	For	For	For
Siemens Gamesa Renewable Energy SA	19	Authorize Board to Ratify and Execute Approved Resolutions	No	For	For	For	For
Siemens Gamesa Renewable Energy SA	20	Advisory Vote on Remuneration Report	No	For	For	For	For
Sociedad Quimica y Minera de Chile SA	1	Approve Interim Dividends of USD 0.38 per Share	No	For	For	For	For
Sunrun Inc.	1	Issue Shares in Connection with Merger	No	For	For	For	For
Sunrun Inc.	2	Adjourn Meeting	No	For	For	For	For
Tate & Lyle Plc	1	Accept Financial Statements and Statutory Reports	No	For	For	For	For
Tate & Lyle Plc	2	Approve Remuneration Policy	No	For	For	For	For
Tate & Lyle Plc	3	Approve Remuneration Report	No	For	For	For	For
Tate & Lyle Plc	4	Approve Final Dividend	No	For	For	For	For
Tate & Lyle Plc	5	Re-elect Dr Gerry Murphy as Director	No	For	For	For	For
Tate & Lyle Plc	6	Re-elect Nick Hampton as Director	No	For	For	For	For
Tate & Lyle Plc	7	Re-elect Imran Nawaz as Director	No	For	For	For	For
Tate & Lyle Plc	8	Re-elect Paul Forman as Director	No	For	For	For	For
Tate & Lyle Plc	9	Re-elect Lars Frederiksen as Director	No	For	For	For	For
Tate & Lyle Plc	10	Re-elect Anne Minto as Director	No	For	For	For	For
Tate & Lyle Plc	11	Re-elect Kimberly Nelson as Director	No	For	For	For	For
Tate & Lyle Plc	12	Re-elect Dr Ajai Puri as Director	No	For	For	For	For
Tate & Lyle Plc	13	Re-elect Sybella Stanley as Director	No	For	For	For	For
Tate & Lyle Plc	14	Re-elect Warren Tucker as Director	No	For	For	For	For
Tate & Lyle Plc	15	Reappoint Ernst & Young LLP as Auditors	No	For	For	For	For
Tate & Lyle Plc	16	Authorise the Audit Committee to Fix Remuneration of Auditors	No	For	For	For	For
Tate & Lyle Plc	17	Authorise EU Political Donations and Expenditure	No	For	For	For	For
Tate & Lyle Plc	18	Approve Sharesave Plan	No	For	For	For	For
Tate & Lyle Plc	19	Approve Performance Share Plan	No	For	For	For	For
Tate & Lyle Plc	20	Authorise Issue of Equity	No	For	For	For	For
Tate & Lyle Plc	21	Authorise Issue of Equity without Pre-emptive Rights	No	For	For	For	For
Tate & Lyle Plc	22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	No	For	For	For	For
Tate & Lyle Plc	23	Authorise Market Purchase of Ordinary Shares	No	For	For	For	For

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KBIGI Global Natural Resources Proxy Votes July to December 2020 Compared to ISS Benchmark Policy Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Sustainability Policy Recommendation	Investment Manager Vote	ISS Benchmark Policy Recommendation
Tate & Lyle Plc	24	Authorise the Company to Call General Meeting with Two Weeks' Notice	No	For	For	For	For
United Utilities Group Plc	1	Accept Financial Statements and Statutory Reports	No	For	For	For	For
United Utilities Group Plc	2	Approve Final Dividend	No	For	For	For	For
United Utilities Group Plc	3	Approve Remuneration Report	No	For	For	For	For
United Utilities Group Plc	4	Re-elect Sir David Higgins as Director	No	For	For	For	For
United Utilities Group Plc	5	Re-elect Steve Mogford as Director	No	For	For	For	For
United Utilities Group Plc	6	Re-elect Mark Clare as Director	No	For	For	For	For
United Utilities Group Plc	7	Re-elect Brian May as Director	No	For	For	For	For
United Utilities Group Plc	8	Re-elect Stephen Carter as Director	No	For	For	For	For
United Utilities Group Plc	9	Re-elect Alison Goligher as Director	No	For	For	For	For
United Utilities Group Plc	10	Re-elect Paulette Rowe as Director	No	For	For	For	For
United Utilities Group Plc	11	Reappoint KPMG LLP as Auditors	No	For	For	For	For
United Utilities Group Plc	12	Authorise the Audit Committee to Fix Remuneration of Auditors	No	For	For	For	For
United Utilities Group Plc	13	Authorise Issue of Equity	No	For	For	For	For
United Utilities Group Plc	14	Authorise Issue of Equity without Pre-emptive Rights	No	For	For	For	For
United Utilities Group Plc	15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	No	For	For	For	For
United Utilities Group Plc	16	Authorise Market Purchase of Ordinary Shares	No	For	For	For	For
United Utilities Group Plc	17	Authorise the Company to Call General Meeting with Two Weeks' Notice	No	For	For	For	For
United Utilities Group Plc	18	Authorise EU Political Donations and Expenditure	No	For	For	For	For
VA Tech Wabag Limited	1	Accept Financial Statements and Statutory Reports	No	For	Against	Against	Against
VA Tech Wabag Limited	2	Reelect S Varadarajan as Director	No	For	For	For	For
VA Tech Wabag Limited	3	Approve Reappointment and Remuneration of Rajiv Mittal as Managing Director & Group CEO	No	For	For	For	For
VA Tech Wabag Limited	4	Elect Vijaya Sampath as Director	No	For	For	For	For
VA Tech Wabag Limited	5	Approve Issuance of Equity Shares to the Proposed Investors on Preferential Basis	No	For	For	For	For
VA Tech Wabag Limited	6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For	For	For
VA Tech Wabag Limited	7	Approve Remuneration of Cost Auditors	No	For	For	For	For
Yara International ASA	1	Open Meeting; Approve Notice of Meeting and Agenda	No	For	For	Do Not Vote	For
Yara International ASA	2	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	No	For	For	Do Not Vote	For
Yara International ASA	3	Approve Special Dividends of NOK 18 Per Share	No	For	For	Do Not Vote	For

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MORGAN STANLEY International Value Proxy Votes July - December 2020 Compared to ISS and Glass Lewis Recommendations									
Company Name	SR No	Agenda Description	Non-voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	MSIM Vote	Different from ISS	Different from Glass Lewis
adidas AG	1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Yes	NON-VOTING	NON-VOTING	NON-VOTING	NON-VOTING	No	No
adidas AG	2	Approve Allocation of Income and Omission of Dividends	No	FOR	FOR	FOR	FOR	No	No
adidas AG	3	Approve Discharge of Management Board for Fiscal 2019	No	FOR	FOR	AGAINST	FOR	No	Yes
adidas AG	4	Approve Discharge of Supervisory Board for Fiscal 2019	No	FOR	FOR	FOR	FOR	No	No
adidas AG	5	Amend Articles Re: Electronic Participation	No	FOR	FOR	FOR	FOR	No	No
adidas AG	6	Elect Christian Klein to the Supervisory Board	No	FOR	FOR	FOR	FOR	No	No
adidas AG	7	Ratify KPMG AG as Auditors for Fiscal 2020	No	FOR	FOR	FOR	FOR	No	No
Associated British Foods Plc	1	Accept Financial Statements and Statutory Reports	No	FOR	FOR	FOR	FOR	No	No
Associated British Foods Plc	2	Approve Remuneration Report	No	FOR	FOR	FOR	FOR	No	No
Associated British Foods Plc	3	Re-elect Emma Adamo as Director	No	FOR	FOR	FOR	FOR	No	No
Associated British Foods Plc	4	Re-elect Graham Allan as Director	No	FOR	FOR	FOR	FOR	No	No
Associated British Foods Plc	5	Re-elect John Bason as Director	No	FOR	FOR	FOR	FOR	No	No
Associated British Foods Plc	6	Re-elect Ruth Cairnie as Director	No	FOR	FOR	FOR	FOR	No	No
Associated British Foods Plc	7	Re-elect Wolfhart Hauser as Director	No	FOR	FOR	FOR	FOR	No	No
Associated British Foods Plc	8	Re-elect Michael McIntock as Director	No	FOR	FOR	FOR	FOR	No	No
Associated British Foods Plc	9	Re-elect Richard Reid as Director	No	FOR	FOR	FOR	FOR	No	No
Associated British Foods Plc	10	Re-elect George Weston as Director	No	FOR	FOR	FOR	FOR	No	No
Associated British Foods Plc	11	Reappoint Ernst & Young LLP as Auditors	No	FOR	FOR	FOR	FOR	No	No
Associated British Foods Plc	12	Authorise the Audit Committee to Fix Remuneration of Auditors	No	FOR	FOR	FOR	FOR	No	No
Associated British Foods Plc	13	Authorise Political Donations and Expenditure	No	FOR	FOR	FOR	FOR	No	No
Associated British Foods Plc	14	Authorise Issue of Equity	No	FOR	FOR	FOR	FOR	No	No
Associated British Foods Plc	15	Authorise Issue of Equity without Pre-emptive Rights	No	FOR	FOR	FOR	FOR	No	No
Associated British Foods Plc	16	Authorise the Company to Call General Meeting with Two Weeks' Notice	No	FOR	FOR	FOR	AGAINST	Yes	Yes
Associated British Foods Plc	17	Adopt New Articles of Association	No	FOR	FOR	FOR	FOR	No	No
BHP Group Plc	1	Accept Financial Statements and Statutory Reports	No	FOR	FOR	FOR	FOR	No	No
BHP Group Plc	2	Reappoint Ernst & Young LLP as Auditors	No	FOR	FOR	FOR	FOR	No	No
BHP Group Plc	3	Authorise the Risk and Audit Committee to Fix Remuneration of Auditors	No	FOR	FOR	FOR	FOR	No	No
BHP Group Plc	4	Authorise Issue of Equity	No	FOR	FOR	FOR	FOR	No	No
BHP Group Plc	5	Authorise Issue of Equity without Pre-emptive Rights	No	FOR	FOR	FOR	FOR	No	No
BHP Group Plc	6	Authorise Market Purchase of Ordinary Shares	No	FOR	FOR	FOR	FOR	No	No
BHP Group Plc	7	Approve Remuneration Report for UK Law Purposes	No	FOR	FOR	FOR	AGAINST	Yes	Yes
BHP Group Plc	8	Approve Remuneration Report for Australian Law Purposes	No	FOR	FOR	FOR	FOR	No	No
BHP Group Plc	9	Approve Grant of Awards under the Group's Incentive Plans to Mike Henry	No	FOR	FOR	FOR	FOR	No	No
BHP Group Plc	10	Approve Leaving Entitlements	No	FOR	FOR	FOR	FOR	No	No
BHP Group Plc	11	Elect Xiaoqun Clever as Director	No	FOR	FOR	FOR	FOR	No	No
BHP Group Plc	12	Elect Gary Goldberg as Director	No	FOR	FOR	FOR	FOR	No	No
BHP Group Plc	13	Elect Mike Henry as Director	No	FOR	FOR	FOR	FOR	No	No
BHP Group Plc	14	Elect Christine O'Reilly as Director	No	FOR	FOR	FOR	FOR	No	No

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MORGAN STANLEY International Value Proxy Votes July - December 2020 Compared to ISS and Glass Lewis Recommendations									
Company Name	SR No	Agenda Description	Non-voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	MSIM Vote	Different from ISS	Different from Glass Lewis
BHP Group Plc	15	Elect Dion Weisler as Director	No	FOR	FOR	FOR	FOR	No	No
BHP Group Plc	16	Re-elect Terry Bowen as Director	No	FOR	FOR	FOR	FOR	No	No
BHP Group Plc	17	Re-elect Malcolm Broomhead as Director	No	FOR	FOR	FOR	FOR	No	No
BHP Group Plc	18	Re-elect Ian Cockerill as Director	No	FOR	FOR	FOR	FOR	No	No
BHP Group Plc	19	Re-elect Anita Frew as Director	No	FOR	FOR	FOR	FOR	No	No
BHP Group Plc	20	Re-elect Susan Kilsby as Director	No	FOR	FOR	FOR	FOR	No	No
BHP Group Plc	21	Re-elect John Mogford as Director	No	FOR	FOR	FOR	FOR	No	No
BHP Group Plc	22	Re-elect Ken MacKenzie as Director	No	FOR	FOR	FOR	FOR	No	No
BHP Group Plc	23	Amend Constitution of BHP Group Limited	No	AGAINST	AGAINST	AGAINST	AGAINST	No	No
BHP Group Plc	24	Adopt Interim Cultural Heritage Protection Measures	No	AGAINST	AGAINST	AGAINST	AGAINST	No	No
BHP Group Plc	25	Approve Suspension of Memberships of Industry Associations where COVID-19 Related Advocacy is Inconsistent with Paris Agreement Goals	No	AGAINST	AGAINST	AGAINST	AGAINST	No	No
Constellation Software Inc.	1.1	Elect Director John Billowits	No	FOR	WITHHOLD	WITHHOLD	WITHHOLD	No	No
Constellation Software Inc.	1.2	Elect Director Donna Parr	No	FOR	FOR	FOR	FOR	No	No
Constellation Software Inc.	1.3	Elect Director Andrew Pastor	No	FOR	WITHHOLD	FOR	WITHHOLD	No	Yes
Constellation Software Inc.	1.4	Elect Director Barry Symons	No	FOR	WITHHOLD	WITHHOLD	WITHHOLD	No	No
Deutsche Post AG	1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Yes	NON-VOTING	NON-VOTING	NON-VOTING	NON-VOTING	No	No
Deutsche Post AG	2	Approve Allocation of Income and Dividends of EUR 1.15 per Share	No	FOR	FOR	FOR	FOR	No	No
Deutsche Post AG	3	Approve Discharge of Management Board for Fiscal 2019	No	FOR	FOR	FOR	FOR	No	No
Deutsche Post AG	4	Approve Discharge of Supervisory Board for Fiscal 2019	No	FOR	FOR	FOR	FOR	No	No
Deutsche Post AG	5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal 2020	No	FOR	FOR	FOR	FOR	No	No
Deutsche Post AG	6.1	Elect Joerg Kukies to the Supervisory Board	No	FOR	FOR	FOR	FOR	No	No
Deutsche Post AG	6.2	Elect Lawrence Rosen to the Supervisory Board	No	FOR	FOR	FOR	FOR	No	No
Deutsche Post AG	7	Approve Stock Option Plan for Key Employees; Approve Creation of EUR 12 Million Pool of Conditional Capital to Guarantee Conversion Rights	No	FOR	FOR	FOR	FOR	No	No
Deutsche Post AG	8	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 1.5 Billion; Approve Creation of EUR 40 Million Pool of Capital to Guarantee Conversion Rights	No	FOR	FOR	FOR	FOR	No	No
Deutsche Post AG	9.1	Amend Articles Re: Online Participation	No	FOR	FOR	FOR	FOR	No	No
Deutsche Post AG	9.2	Amend Articles Re: Interim Dividend	No	FOR	FOR	FOR	FOR	No	No
Epiroc AB	1	Elect Chairman of Meeting	No	FOR	FOR	FOR	FOR	No	No
Epiroc AB	3	Prepare and Approve List of Shareholders	No	FOR	FOR	FOR	FOR	No	No
Epiroc AB	4	Approve Agenda of Meeting	No	FOR	FOR	FOR	FOR	No	No

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MORGAN STANLEY International Value Proxy Votes July - December 2020 Compared to ISS and Glass Lewis Recommendations									
Company Name	SR No	Agenda Description	Non-voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	MSIM Vote	Different from ISS	Different from Glass Lewis
Epiroc AB	5	Acknowledge Proper Convening of Meeting	No	FOR	FOR	FOR	FOR	No	No
Epiroc AB	6	Approve Special Dividends of SEK 1.20 Per Share	No	FOR	FOR	FOR	FOR	No	No
Epiroc AB	7	Amend Articles of Association Re: Company Name; Participation at General Meetings	No	FOR	FOR	FOR	FOR	No	No
Epiroc AB	2.a	Designate Petra Hedengran as Inspector of Minutes of Meeting	No	FOR	FOR	FOR	FOR	No	No
Epiroc AB	2.b	Designate Mikael Wiberg as Inspector of Minutes of Meeting	No	FOR	FOR	FOR	FOR	No	No
Experian Plc	1	Accept Financial Statements and Statutory Reports	No	FOR	FOR	FOR	FOR	No	No
Experian Plc	2	Approve Remuneration Report	No	FOR	FOR	FOR	FOR	No	No
Experian Plc	3	Approve Remuneration Policy	No	FOR	FOR	FOR	FOR	No	No
Experian Plc	4	Re-elect Dr Ruba Borno as Director	No	FOR	FOR	FOR	FOR	No	No
Experian Plc	5	Re-elect Brian Cassin as Director	No	FOR	FOR	FOR	FOR	No	No
Experian Plc	6	Re-elect Caroline Donahue as Director	No	FOR	FOR	FOR	FOR	No	No
Experian Plc	7	Re-elect Luiz Fleury as Director	No	FOR	FOR	FOR	FOR	No	No
Experian Plc	8	Re-elect Deirdre Mahlan as Director	No	FOR	FOR	FOR	FOR	No	No
Experian Plc	9	Re-elect Lloyd Pitchford as Director	No	FOR	FOR	FOR	FOR	No	No
Experian Plc	10	Re-elect Mike Rogers as Director	No	FOR	FOR	FOR	FOR	No	No
Experian Plc	11	Re-elect George Rose as Director	No	FOR	FOR	FOR	FOR	No	No
Experian Plc	12	Re-elect Kerry Williams as Director	No	FOR	FOR	FOR	FOR	No	No
Experian Plc	13	Reappoint KPMG LLP as Auditors	No	FOR	FOR	FOR	FOR	No	No
Experian Plc	14	Authorise Board to Fix Remuneration of Auditors	No	FOR	FOR	FOR	FOR	No	No
Experian Plc	15	Authorise Issue of Equity	No	FOR	FOR	FOR	FOR	No	No
Experian Plc	16	Authorise Issue of Equity without Pre-emptive Rights	No	FOR	FOR	FOR	FOR	No	No
Experian Plc	17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	No	FOR	FOR	FOR	FOR	No	No
Experian Plc	18	Authorise Market Purchase of Ordinary Shares	No	FOR	FOR	FOR	FOR	No	No
Fresenius SE & Co. KGaA	1	Accept Financial Statements and Statutory Reports for Fiscal 2019	No	FOR	FOR	FOR	FOR	No	No
Fresenius SE & Co. KGaA	2	Approve Allocation of Income and Dividends of EUR 0.84 per Share	No	FOR	FOR	FOR	FOR	No	No
Fresenius SE & Co. KGaA	3	Approve Discharge of Personally Liable Partner for Fiscal 2019	No	FOR	FOR	FOR	FOR	No	No
Fresenius SE & Co. KGaA	4	Approve Discharge of Supervisory Board for Fiscal 2019	No	FOR	FOR	FOR	FOR	No	No
Fresenius SE & Co. KGaA	5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal 2020	No	FOR	FOR	FOR	FOR	No	No
Fresenius SE & Co. KGaA	6	Amend Articles Re: Proof of Entitlement	No	FOR	FOR	FOR	FOR	No	No
Hexagon AB	1	Open Meeting	Yes	NON-VOTING	NON-VOTING	NON-VOTING	NON-VOTING	No	No
Hexagon AB	2	Elect Chairman of Meeting	No	FOR	FOR	FOR	FOR	No	No
Hexagon AB	3	Prepare and Approve List of Shareholders	No	FOR	FOR	FOR	FOR	No	No
Hexagon AB	4	Approve Agenda of Meeting	No	FOR	FOR	FOR	FOR	No	No
Hexagon AB	5.1	Designate Johannes Wingborg as Inspector of Minutes of Meeting	No	FOR	FOR	FOR	FOR	No	No
Hexagon AB	5.2	Designate Fredrik Skoglund as Inspector of Minutes of Meeting	No	FOR	FOR	FOR	FOR	No	No
Hexagon AB	6	Acknowledge Proper Convening of Meeting	No	FOR	FOR	FOR	FOR	No	No
Hexagon AB	7	Approve Dividends of EUR 0.62 Per Share	No	FOR	FOR	FOR	FOR	No	No
Hexagon AB	8	Approve Performance Share Plan for Key Employees	No	FOR	AGAINST	FOR	FOR	Yes	No

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MORGAN STANLEY International Value Proxy Votes July - December 2020 Compared to ISS and Glass Lewis Recommendations									
Company Name	SR No	Agenda Description	Non-voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	MSIM Vote	Different from ISS	Different from Glass Lewis
Hexagon AB	9	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	No	FOR	FOR	FOR	FOR	No	No
Hexagon AB	10	Close Meeting	Yes	NON-VOTING	NON-VOTING	NON-VOTING	NON-VOTING	No	No
Pernod Ricard SA	1	Amend Articles 35 and 36 of Bylaws Re: AGM and EGM Majority Votes	No	FOR	FOR	FOR	FOR	No	No
Pernod Ricard SA	2	Approve Financial Statements and Statutory Reports	No	FOR	FOR	FOR	FOR	No	No
Pernod Ricard SA	3	Approve Consolidated Financial Statements and Statutory Reports	No	FOR	FOR	FOR	FOR	No	No
Pernod Ricard SA	4	Approve Allocation of Income and Dividends of EUR 2.66 per Share	No	FOR	FOR	FOR	FOR	No	No
Pernod Ricard SA	5	Reelect Alexandre Ricard as Director	No	FOR	AGAINST	FOR	FOR	Yes	No
Pernod Ricard SA	6	Reelect Cesar Giron as Director	No	FOR	FOR	AGAINST	FOR	No	Yes
Pernod Ricard SA	7	Reelect Wolfgang Colberg as Director	No	FOR	FOR	FOR	FOR	No	No
Pernod Ricard SA	8	Elect Virginie Fauvel as Director	No	FOR	FOR	FOR	FOR	No	No
Pernod Ricard SA	9	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.25 Million	No	FOR	FOR	FOR	FOR	No	No
Pernod Ricard SA	10	Approve Compensation of Alexandre Ricard, Chairman and CEO	No	FOR	FOR	FOR	FOR	No	No
Pernod Ricard SA	11	Approve Compensation of Corporate Officers	No	FOR	FOR	FOR	FOR	No	No
Pernod Ricard SA	12	Approve Remuneration Policy for Alexandre Ricard, Chairman and CEO	No	FOR	FOR	FOR	FOR	No	No
Pernod Ricard SA	13	Approve Remuneration Policy of Corporate Officers	No	FOR	FOR	FOR	FOR	No	No
Pernod Ricard SA	14	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	No	FOR	FOR	FOR	FOR	No	No
Pernod Ricard SA	15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	No	FOR	FOR	FOR	FOR	No	No
Pernod Ricard SA	16	Change Location of Registered Office to 5, Cours Paul Ricard, 75008 Paris and Amend Article 4 of Bylaws Accordingly	No	FOR	FOR	FOR	FOR	No	No
Pernod Ricard SA	17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	No	FOR	FOR	FOR	FOR	No	No
Pernod Ricard SA	18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	No	FOR	FOR	FOR	FOR	No	No
Pernod Ricard SA	19	Amend Article 21 of Bylaws Re: Board Members Deliberation via Written Consultation	No	FOR	FOR	FOR	FOR	No	No
Pernod Ricard SA	20	Amend Bylaws to Comply with Legal Changes	No	FOR	FOR	FOR	FOR	No	No
Pernod Ricard SA	21	Authorize Filing of Required Documents/Other Formalities	No	FOR	FOR	FOR	FOR	No	No
Unilever NV	1	Amend Articles Re: Unification	No	FOR	FOR	FOR	FOR	No	No
Unilever NV	2	Approve Unification	No	FOR	FOR	FOR	FOR	No	No
Unilever NV	3	Approve Discharge of Executive Directors	No	FOR	FOR	FOR	FOR	No	No
Unilever NV	4	Approve Discharge of Non-Executive Directors	No	FOR	FOR	FOR	FOR	No	No

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
3SBio, Inc.	11/06/2020	1A	Approve Grant of Awarded Shares to Zhu Zhenping Pursuant to the Share Award Scheme	No	For	Against		Against
3SBio, Inc.	11/06/2020	1B	Approve Grant of Specific Mandate to Issue Awarded Shares to Zhu Zhenping and Related Transactions	No	For	Against		Against
3SBio, Inc.	11/06/2020	1C	Authorize Board to Deal with All Matters in Relation to the Grant of Awarded Shares to Zhu Zhenping Pursuant to the Share Award Scheme and Grant of Specific Mandate	No	For	Against		Against
51job, Inc.	12/23/2020		Meeting for ADR Holders	Yes				
51job, Inc.	12/23/2020	1	Elect Junichi Arai as Director	No	For	For		For
51job, Inc.	12/23/2020	2	Elect David K. Chao as Director	No	For	For		For
51job, Inc.	12/23/2020	3	Elect Li-Lan Cheng as Director	No	For	For		For
51job, Inc.	12/23/2020	4	Elect Eric He as Director	No	For	For		For
51job, Inc.	12/23/2020	5	Elect Rick Yan as Director	No	For	For		For
51job, Inc.	12/23/2020	6	Ratify the Appointment of PricewaterhouseCoopers Zhong Tian LLP as Independent Auditor	No	For	For		For
ABB India Limited	07/24/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
ABB India Limited	07/24/2020	2	Approve Dividend	No	For	For		For
ABB India Limited	07/24/2020	3	Reelect Jean-Christophe Deslarzes as Director	No	For	For		Against
ABB India Limited	07/24/2020	4	Elect V K Viswanathan as Director	No	For	For		Against
ABB India Limited	07/24/2020	5	Reelect Renu Sud Karnad as Director	No	For	Against		Against
ABB India Limited	07/24/2020	6	Reelect Darius E. Udawadia as Director	No	For	For		For
ABB India Limited	07/24/2020	7	Elect Morten Wierod as Director	No	For	For		Against
ABB India Limited	07/24/2020	8	Approve Remuneration of Cost Auditors	No	For	For		For
ACC Limited	07/06/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
ACC Limited	07/06/2020	2	Confirm Interim Dividend	No	For	For		For
ACC Limited	07/06/2020	3	Reelect Martin Kriegner as Director	No	For	For		Against
ACC Limited	07/06/2020	4	Reelect Vijay Kumar Sharma as Director	No	For	For		For
ACC Limited	07/06/2020	5	Elect Neeraj Akhoury as Director	No	For	For		For
ACC Limited	07/06/2020	6	Elect Sridhar Balakrishnan as Director	No	For	For		For
ACC Limited	07/06/2020	7	Approve Appointment and Remuneration of Sridhar Balakrishnan as Managing Director & Chief Executive Officer	No	For	For		For
ACC Limited	07/06/2020	8	Approve Remuneration of Cost Auditors	No	For	For		For
ACC Limited	07/06/2020	9	Approve Payment of Commission to Non-Executive Directors	No	For	For		For
Access Engineering Plc	09/16/2020	1	Reelect D. S. Weerakkody as Director	No	For	For		For
Access Engineering Plc	09/16/2020	2	Approve Charitable Donations	No	For	Against		Against
Access Engineering Plc	09/16/2020	3	Approve KPMG as Auditors and Authorize Board to Fix their Remuneration	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
AD Plastik dd	08/24/2020	1	Approve Standalone and Consolidated Financial Statements; Approve Management Board Report on Company's Operations; Approve Supervisory Board Report	No	For	For		For
AD Plastik dd	08/24/2020	2	Approve Discharge of Management Board Members	No	For	For		For
AD Plastik dd	08/24/2020	3	Approve Discharge of Supervisory Board Members	No	For	For		For
AD Plastik dd	08/24/2020	4	Ratify KPMG Croatia d.o.o. as Auditor and Approve Auditor's Remuneration	No	For	For		For
AD Plastik dd	08/24/2020	5	Approve Allocation of Income and Dividends	No	For	For		For
AD Plastik dd	08/24/2020	6	Elect Ivica Tolic as Supervisory Board Member	No	For	Against		Against
Adani Power Limited	07/23/2020		Postal Ballot	Yes				
Adani Power Limited	07/23/2020	1	Approve Voluntary Delisting of Equity Shares of the Company from BSE Limited and National Stock Exchange of India Limited	No	For	For		For
Admie Holdings (IPTO) SA	07/16/2020		Annual Meeting Agenda	Yes				
Admie Holdings (IPTO) SA	07/16/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Admie Holdings (IPTO) SA	07/16/2020	2	Approve Allocation of Income and Dividends	No	For	For		For
Admie Holdings (IPTO) SA	07/16/2020	3	Approve Management of Company and Grant Discharge to Auditors	No	For	For		For
Admie Holdings (IPTO) SA	07/16/2020	4	Approve Director Remuneration	No	For	For		For
Admie Holdings (IPTO) SA	07/16/2020	5	Advisory Vote on Remuneration Report	No	For	For		For
Admie Holdings (IPTO) SA	07/16/2020	6	Approve Auditors and Fix Their Remuneration	No	For	For		For
Admie Holdings (IPTO) SA	07/16/2020	7	Authorize Share Repurchase Program	No	For	For		For
Admie Holdings (IPTO) SA	07/16/2020		Elect Directors: Items 8.1-8.7: Please Vote FOR Five to Seven Directors; Otherwise Please ABSTAIN	Yes				
Admie Holdings (IPTO) SA	07/16/2020	8.1	Elect a Shareholder-Nominee to the Board	No	None	Abstain		Abstain
Admie Holdings (IPTO) SA	07/16/2020	8.2	Elect a Shareholder-Nominee to the Board	No	None	Abstain		Abstain
Admie Holdings (IPTO) SA	07/16/2020	8.3	Elect a Shareholder-Nominee to the Board	No	None	Abstain		Abstain
Admie Holdings (IPTO) SA	07/16/2020	8.4	Elect a Shareholder-Nominee to the Board	No	None	Abstain		Abstain
Admie Holdings (IPTO) SA	07/16/2020	8.5	Elect a Shareholder-Nominee to the Board	No	None	Abstain		Abstain
Admie Holdings (IPTO) SA	07/16/2020	8.6	Elect a Shareholder-Nominee to the Board	No	None	Abstain		Abstain
Admie Holdings (IPTO) SA	07/16/2020	8.7	Elect a Shareholder-Nominee to the Board	No	None	Abstain		Abstain
Admie Holdings (IPTO) SA	07/16/2020	9	Authorize Board to Participate in Companies with Similar Business Interests	No	For	For		For
Admie Holdings (IPTO) SA	07/16/2020	10	Various Announcements	Yes				
Advanced Chemical Industries Limited	12/24/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Advanced Chemical Industries Limited	12/24/2020	2	Approve Dividend	No	For	For		For
Advanced Chemical Industries Limited	12/24/2020	3.1	Reelect Najma Dowla as Director	No	For	For		For
Advanced Chemical Industries Limited	12/24/2020	3.2	Reelect Golam Mainuddin as Director	No	For	For		For
Advanced Chemical Industries Limited	12/24/2020	3.3	Approve Appointment of Anisuddin Ahmed Khan as Director	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Advanced Chemical Industries Limited	12/24/2020	4	Approve A. Wahab & Co as Auditors and Authorize Board to Fix their Remuneration; Approve Corporate Governance Compliance Auditors for Fiscal Year 2021-2021 and Authorize Board to Fix their Remuneration	No	For	For		For
Advanced Chemical Industries Limited	12/24/2020	5	Ratify Appointment of Arif Dowla as Managing Director	No	For	For		For
Advanced Info Service Public Co., Ltd.	07/23/2020	1	Acknowledge Operating Results	Yes				
Advanced Info Service Public Co., Ltd.	07/23/2020	2	Approve Financial Statements	No	For	For		For
Advanced Info Service Public Co., Ltd.	07/23/2020	3	Acknowledge Interim Dividend Payment and Omission of Dividend Payment	Yes				
Advanced Info Service Public Co., Ltd.	07/23/2020	4	Approve Deloitte Touche Tohmatsu Jaiyos Audit Co. Ltd. as Auditor and Authorize Board to Fix Their Remuneration	No	For	For		For
Advanced Info Service Public Co., Ltd.	07/23/2020	5.1	Elect Somprasong Boonyachai as Director	No	For	For		Against
Advanced Info Service Public Co., Ltd.	07/23/2020	5.2	Elect Krairit Euchukanonchai as Director	No	For	For		For
Advanced Info Service Public Co., Ltd.	07/23/2020	5.3	Elect Prasan Chuaphanich as Director	No	For	For		For
Advanced Info Service Public Co., Ltd.	07/23/2020	5.4	Elect Hui Weng Cheong as Director	No	For	For		Against
Advanced Info Service Public Co., Ltd.	07/23/2020	6	Approve Remuneration of Directors	No	For	For		For
Advanced Info Service Public Co., Ltd.	07/23/2020	7	Approve Issuance of Debentures	No	For	For		For
Advanced Info Service Public Co., Ltd.	07/23/2020	8	Other Business	No	For	Against		Against
Aeroflot-Russian Airlines PJSC	09/11/2020	1	Determine Quantity, Nominal Value, Category, and Rights of Company's Shares	No	For	For		For
Aeroflot-Russian Airlines PJSC	09/11/2020	2	Amend Charter Re: Authorized Capital	No	For	For		For
Aeroflot-Russian Airlines PJSC	09/11/2020	3	Approve Increase in Share Capital via Issuance of Shares	No	For	For		For
AES Gener SA	10/01/2020	1	Extend Authority up to Maximum of 180 Days to Set Subscription Price of 5 Billion Shares in Connection with Capital Increase Approved by EGM on April 16, 2020	No	For	For		For
AES Gener SA	10/01/2020	2	Receive Report Regarding Related-Party Transactions	No	For	For		For
AES Gener SA	10/01/2020	3	Authorize Board to Ratify and Execute Approved Resolutions	No	For	For		For
AES Gener SA	11/19/2020		Extraordinary Business	Yes				
AES Gener SA	11/19/2020	1	Verify Quorum and Open Meeting	No	For	For		For
AES Gener SA	11/19/2020	2	Designate Shareholders, Chairman and Secretary to Sign Minutes of Meeting	No	For	For		For
AES Gener SA	11/19/2020	3	Approve Interim Dividends in Cash of USD 0.02 Per Share	No	For	For		For
AES Gener SA	11/19/2020	4	Receive Report Regarding Related-Party Transactions	No	For	For		For
AES Gener SA	11/19/2020	5	Authorize Board to Ratify and Execute Approved Resolutions	No	For	For		For
African Rainbow Minerals Ltd.	12/04/2020	1	Re-elect Tom Boardman as Director	No	For	For		For
African Rainbow Minerals Ltd.	12/04/2020	2	Re-elect Anton Botha as Director	No	For	For		For
African Rainbow Minerals Ltd.	12/04/2020	3	Re-elect Joaquim Chissano as Director	No	For	For		Against
African Rainbow Minerals Ltd.	12/04/2020	4	Re-elect Dr Rejoice Simelane as Director	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
African Rainbow Minerals Ltd.	12/04/2020	5	Elect Pitsi Mnisi as Director	No	For	For		For
African Rainbow Minerals Ltd.	12/04/2020	6	Elect Tsu Mhlanga as Director	No	For	For		For
African Rainbow Minerals Ltd.	12/04/2020	7	Elect Jongisa Magagula as Director	No	For	For		For
African Rainbow Minerals Ltd.	12/04/2020	8	Reappoint Ernst & Young Inc as Auditors with PD Grobbelaar as the Designated Auditor	No	For	For		For
African Rainbow Minerals Ltd.	12/04/2020	9.1	Re-elect Tom Boardman as Chairman of the Audit and Risk Committee	No	For	For		For
African Rainbow Minerals Ltd.	12/04/2020	9.2	Re-elect Anton Botha as Member of the Audit and Risk Committee	No	For	For		For
African Rainbow Minerals Ltd.	12/04/2020	9.3	Re-elect Alex Maditsi as Member of the Audit and Risk Committee	No	For	For		For
African Rainbow Minerals Ltd.	12/04/2020	9.4	Re-elect Dr Rejoice Simelane as Member of the Audit and Risk Committee	No	For	For		For
African Rainbow Minerals Ltd.	12/04/2020	9.5	Elect Pitsi Mnisi as Member of the Audit and Risk Committee	No	For	For		For
African Rainbow Minerals Ltd.	12/04/2020	10	Approve Remuneration Policy	No	For	For		For
African Rainbow Minerals Ltd.	12/04/2020	11	Approve Remuneration Implementation Report	No	For	For		For
African Rainbow Minerals Ltd.	12/04/2020	12	Place Authorised but Unissued Shares under Control of Directors	No	For	For		For
African Rainbow Minerals Ltd.	12/04/2020	13	Authorise Board to Issue Shares for Cash	No	For	For		For
African Rainbow Minerals Ltd.	12/04/2020	14.1	Approve the Annual Retainer Fees for Non-executive Directors	No	For	For		For
African Rainbow Minerals Ltd.	12/04/2020	14.2	Approve the Fees for Attending Board Meetings	No	For	For		For
African Rainbow Minerals Ltd.	12/04/2020	15	Approve the Committee Attendance Fees for Non-executive Directors	No	For	For		For
African Rainbow Minerals Ltd.	12/04/2020	16	Approve Financial Assistance in Terms of Section 44 of the Companies Act	No	For	For		For
African Rainbow Minerals Ltd.	12/04/2020	17	Approve Financial Assistance in Terms of Section 45 of the Companies Act	No	For	For		For
African Rainbow Minerals Ltd.	12/04/2020	18	Authorise Issue of Shares in Connection with the Share or Employee Incentive Schemes	No	For	For		For
African Rainbow Minerals Ltd.	12/04/2020	19	Authorise Repurchase of Issued Share Capital	No	For	For		For
Aftab Automobiles Ltd.	12/29/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Aftab Automobiles Ltd.	12/29/2020	2	Approve Dividend	No	For	For		For
Aftab Automobiles Ltd.	12/29/2020	3.1	Reelect Shafiul Islam as Director	No	For	For		For
Aftab Automobiles Ltd.	12/29/2020	3.2	Reelect Khaleeda Islam as Director	No	For	Against		Against
Aftab Automobiles Ltd.	12/29/2020	4	Approve A. Hoque & Co. as Auditors and Authorize Board to Fix their Remuneration	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Aftab Automobiles Ltd.	12/29/2020	5	Appoint Ahmed Zaker & Co. as Corporate Governance Compliance Auditors for Fiscal Year 2020 and Authorize Board to Fix Their remuneration	No	For	For		For
Aftab Automobiles Ltd.	12/29/2020	6	Other Business	No	For	Against		Against
Agricultural Bank of China	11/27/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
Agricultural Bank of China	11/27/2020	1	Approve 2019 Remuneration of the Directors	No	For	For		For
Agricultural Bank of China	11/27/2020	2	Approve 2019 Remuneration of the Supervisors	No	For	For		For
Agricultural Bank of China	11/27/2020	3	Elect Zhou Ji as Director	No	For	For		Against
Agricultural Bank of China	11/27/2020	4	Elect Fan Jianqiang as Supervisor	No	For	For		For
Agricultural Bank of China	11/27/2020	5	Approve Additional Donation Budget for Anti-Pandemic Materials for the Year 2020	No	For	For		For
Agthia Group PJSC	11/29/2020		Extraordinary Business	Yes				
Agthia Group PJSC	11/29/2020	1	Approve Acquisition Transaction of Al Foah Company LLC	No	For	For		For
Agthia Group PJSC	11/29/2020	2	Approve Issuance of Convertible Bonds of AED 450,000,000 to General Holding Company PJSC in Relation to the Acquisition	No	For	For		For
Agthia Group PJSC	11/29/2020	3.a	Approve Increase of Issued Share Capital from AED 600,000,000 to AED 720,000,000	No	For	For		For
Agthia Group PJSC	11/29/2020	3.b	Amend Article 6.1 of Bylaws to Reflect Changes in Capital	No	For	For		For
Agthia Group PJSC	11/29/2020	4	Authorize Board or Any Assigned Delegate to Ratify and Execute Approved Resolutions	No	For	For		For
Air China Limited	12/18/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
Air China Limited	12/18/2020	1	Elect Lyu Yanfang as Supervisor	No	For	For		For
Air China Limited	12/18/2020	2	Approve Trademark License Framework Agreement and Related Transactions	No	For	Against		Against
Air China Limited	12/18/2020	3	Approve Renewal of the Financial Services Framework Agreement Between the Company and China National Aviation Finance Co., Ltd. and Provision of Deposit Services	No	For	Against		Against
Air China Limited	12/18/2020	4	Approve Renewal of the Financial Services Framework Agreement Between China National Aviation Finance Co., Ltd. and China National Aviation Holding Corporation Limited	No	For	Against		Against
AirAsia Group Bhd.	09/28/2020		Ordinary Resolutions	Yes				
AirAsia Group Bhd.	09/28/2020	1	Approve Directors' Remuneration	No	For	For		For
AirAsia Group Bhd.	09/28/2020	2	Elect Fam Lee Ee as Director	No	For	For		For
AirAsia Group Bhd.	09/28/2020	3	Elect Mohamed Khadar bin Merican as Director	No	For	For		For
AirAsia Group Bhd.	09/28/2020	4	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
AirAsia Group Bhd.	09/28/2020	5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
AirAsia Group Bhd.	09/28/2020	6	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions	No	For	For		For
AirAsia Group Bhd.	09/28/2020	7	Authorize Share Repurchase Program	No	For	For		For
AirAsia Group Bhd.	09/28/2020		Special Resolution	Yes				
AirAsia Group Bhd.	09/28/2020	1	Amend Constitution	No	For	For		For
Al Rajhi Bank	11/09/2020		Ordinary Business	Yes				
Al Rajhi Bank	11/09/2020	1.1	Elect Abdullah Al Rajhi as Director	No	None	Abstain		Abstain
Al Rajhi Bank	11/09/2020	1.2	Elect Alaa Al Jabiri as Director	No	None	Abstain		Abstain
Al Rajhi Bank	11/09/2020	1.3	Elect Raed Al Tameemi as Director	No	None	Abstain		Abstain
Al Rajhi Bank	11/09/2020	1.4	Elect Khalid Al Queiz as Director	No	None	Abstain		Abstain
Al Rajhi Bank	11/09/2020	1.5	Elect Ibrahim Al Ghufeili as Director	No	None	Abstain		Abstain
Al Rajhi Bank	11/09/2020	1.6	Elect Abdulateef Al Seef as Director	No	None	Abstain		Abstain
Al Rajhi Bank	11/09/2020	1.7	Elect Hamzah Khusheim as Director	No	None	Abstain		Abstain
Al Rajhi Bank	11/09/2020	1.8	Elect Abdulazeez Al Ghufeili as Director	No	None	Abstain		Abstain
Al Rajhi Bank	11/09/2020	1.9	Elect Badr Al Rajhi as Director	No	None	Abstain		Abstain
Al Rajhi Bank	11/09/2020	1.10	Elect Stefano Bertamini as Director	No	None	Abstain		Abstain
Al Rajhi Bank	11/09/2020	1.11	Elect Ibrahim Al Rumeih as Director	No	None	Abstain		Abstain
Al Rajhi Bank	11/09/2020	1.12	Elect Tariq Linjawi as Director	No	None	Abstain		Abstain
Al Rajhi Bank	11/09/2020	1.13	Elect Abdullah Al Sheikh as Director	No	None	Abstain		Abstain
Al Rajhi Bank	11/09/2020	1.14	Elect Bassim Abou Al Faraj as Director	No	None	Abstain		Abstain
Al Rajhi Bank	11/09/2020	1.15	Elect Saad Al Hageel as Director	No	None	Abstain		Abstain
Al Rajhi Bank	11/09/2020	1.16	Elect Abdulrahman Al Khayal as Director	No	None	Abstain		Abstain
Al Rajhi Bank	11/09/2020	2	Elect Members of Audit Committee, Approve its Charter and the Remuneration of Its Members	No	For	Against		Against
Al Rajhi Bank	11/09/2020	3	Amend Shariah Board Charter	No	For	For		For
Aldrees Petroleum & Transport Services Co.	11/16/2020		Ordinary Business	Yes				
Aldrees Petroleum & Transport Services Co.	11/16/2020	1.1	Elect Hamad Al Dreess as Director	No	None	Abstain		Abstain
Aldrees Petroleum & Transport Services Co.	11/16/2020	1.2	Elect Abdulmuhsin Al Dreess as Director	No	None	Abstain		Abstain
Aldrees Petroleum & Transport Services Co.	11/16/2020	1.3	Elect Abdulilah Al Dreess as Director	No	None	Abstain		Abstain
Aldrees Petroleum & Transport Services Co.	11/16/2020	1.4	Elect Eid Al Shamri as Director	No	None	Abstain		Abstain
Aldrees Petroleum & Transport Services Co.	11/16/2020	1.5	Elect Adil Al Oteibi as Director	No	None	Abstain		Abstain
Aldrees Petroleum & Transport Services Co.	11/16/2020	1.6	Elect Sameer Haddad as Director	No	None	Abstain		Abstain

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Aldrees Petroleum & Transport Services Co.	11/16/2020	1.7	Elect Hamad Al Fouzan as Director	No	None	Abstain		Abstain
Aldrees Petroleum & Transport Services Co.	11/16/2020	1.8	Elect Omar Al Fantookh as Director	No	None	Abstain		Abstain
Aldrees Petroleum & Transport Services Co.	11/16/2020	1.9	Elect Tawfeeq Al Muqet as Director	No	None	Abstain		Abstain
Aldrees Petroleum & Transport Services Co.	11/16/2020	1.10	Elect Thamir Al Wadee as Director	No	None	Abstain		Abstain
Aldrees Petroleum & Transport Services Co.	11/16/2020	1.11	Elect Abdullah Maqboul as Director	No	None	Abstain		Abstain
Aldrees Petroleum & Transport Services Co.	11/16/2020	1.12	Elect Saad Al Haqeel as Director	No	None	Abstain		Abstain
Aldrees Petroleum & Transport Services Co.	11/16/2020	1.13	Elect Abdullah Al Rasheedi as Director	No	None	Abstain		Abstain
Aldrees Petroleum & Transport Services Co.	11/16/2020	1.14	Elect Mohammed Al Ghamdi as Director	No	None	Abstain		Abstain
Aldrees Petroleum & Transport Services Co.	11/16/2020	1.15	Elect Abou Bakr Ba Abbad as Director	No	None	Abstain		Abstain
Aldrees Petroleum & Transport Services Co.	11/16/2020	1.16	Elect Abdulilah Al Sheikh as Director	No	None	Abstain		Abstain
Aldrees Petroleum & Transport Services Co.	11/16/2020	1.17	Elect Fayiz Al Zaydi as Director	No	None	Abstain		Abstain
Aldrees Petroleum & Transport Services Co.	11/16/2020	1.18	Elect Nabeel Mngash as Director	No	None	Abstain		Abstain
Aldrees Petroleum & Transport Services Co.	11/16/2020	1.19	Elect Turki Al Badeen as Director	No	None	Abstain		Abstain
Aldrees Petroleum & Transport Services Co.	11/16/2020	1.20	Elect Abdullah Al Hussein as Director	No	None	Abstain		Abstain
Aldrees Petroleum & Transport Services Co.	11/16/2020	1.21	Elect Turki Al Oteibi as Director	No	None	Abstain		Abstain
Aldrees Petroleum & Transport Services Co.	11/16/2020	1.22	Elect Majid Al Suweigh as Director	No	None	Abstain		Abstain
Aldrees Petroleum & Transport Services Co.	11/16/2020	1.23	Elect Ahmed Murad as Director	No	None	Abstain		Abstain
Aldrees Petroleum & Transport Services Co.	11/16/2020	1.24	Elect Abdulrahman Al Khayal as Director	No	None	Abstain		Abstain
Aldrees Petroleum & Transport Services Co.	11/16/2020	1.25	Elect Abdullah Al Fifi as Director	No	None	Abstain		Abstain
Aldrees Petroleum & Transport Services Co.	11/16/2020	1.26	Elect Atif Al Shahri as Director	No	None	Abstain		Abstain
Aldrees Petroleum & Transport Services Co.	11/16/2020	1.27	Elect Khalid Al Khudeiri as Director	No	None	Abstain		Abstain
Aldrees Petroleum & Transport Services Co.	11/16/2020	1.28	Elect Ghassan Kashmiri as Director	No	None	Abstain		Abstain
Aldrees Petroleum & Transport Services Co.	11/16/2020	1.29	Elect Mona Al Shaqhaa as Director	No	None	Abstain		Abstain
Aldrees Petroleum & Transport Services Co.	11/16/2020	1.30	Elect Salih Al Yami as Director	No	None	Abstain		Abstain
Aldrees Petroleum & Transport Services Co.	11/16/2020	1.31	Elect Tariq Lenjawi as Director	No	None	Abstain		Abstain
Aldrees Petroleum & Transport Services Co.	11/16/2020	1.32	Elect Hussam Al Deen Sadaqah as Director	No	None	Abstain		Abstain
Aldrees Petroleum & Transport Services Co.	11/16/2020	1.33	Elect Abdulmajeed Al Areeni as Director	No	None	Abstain		Abstain
Aldrees Petroleum & Transport Services Co.	11/16/2020	1.34	Elect Omran Al Omrani as Director	No	None	Abstain		Abstain
Aldrees Petroleum & Transport Services Co.	11/16/2020	1.35	Elect Muqrin Al Dalbahi as Director	No	None	Abstain		Abstain
Aldrees Petroleum & Transport Services Co.	11/16/2020	1.36	Elect Salman Al Suhaibani as Director	No	None	Abstain		Abstain
Aldrees Petroleum & Transport Services Co.	11/16/2020	1.37	Elect Shuheil Al Shuheil as Director	No	None	Abstain		Abstain
Aldrees Petroleum & Transport Services Co.	11/16/2020	1.38	Elect Hatim Al Wabel as Director	No	None	Abstain		Abstain
Aldrees Petroleum & Transport Services Co.	11/16/2020	1.39	Elect Fahad Al Shamri as Director	No	None	Abstain		Abstain
Aldrees Petroleum & Transport Services Co.	11/16/2020	1.40	Elect Talal Al Moammar as Director	No	None	Abstain		Abstain
Aldrees Petroleum & Transport Services Co.	11/16/2020	1.41	Elect Hatim Al Suhaibani as Director	No	None	Abstain		Abstain
Aldrees Petroleum & Transport Services Co.	11/16/2020	1.42	Elect Mohammed Al Naeem as Director	No	None	Abstain		Abstain

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Aldrees Petroleum & Transport Services Co.	11/16/2020	2	Elect Members of Audit Committee, Approve its Charter and the Remuneration of Its Members	No	For	For		For
Alfa SAB de CV	08/17/2020		Meeting for Only Mexican Series A Shareholders	Yes				
Alfa SAB de CV	08/17/2020	1	Approve Spin-Off of Company and Subsequent Creation of a New Entity	No	For	For		For
Alfa SAB de CV	08/17/2020	2	Amend Articles	No	For	Against		Against
Alfa SAB de CV	08/17/2020	3	Authorize Board to Ratify and Execute Approved Resolutions	No	For	For		For
Alfa SAB de CV	08/17/2020	4	Approve Minutes of Previous Meeting	No	For	For		For
Alibaba Group Holding Limited	09/30/2020		Meeting for ADR Holders	Yes				
Alibaba Group Holding Limited	09/30/2020	1	Amend Articles of Association	No	For	For		For
Alibaba Group Holding Limited	09/30/2020	2.1	Elect Maggie Wei Wu as Director	No	For	Against		Against
Alibaba Group Holding Limited	09/30/2020	2.2	Elect Kabir Misra as Director	No	For	Against		Against
Alibaba Group Holding Limited	09/30/2020	2.3	Elect Walter Teh Ming Kwauk as Director	No	For	For		For
Alibaba Group Holding Limited	09/30/2020	3	Ratify PricewaterhouseCoopers as Auditors	No	For	For		Against
Alicorp SAA	07/23/2020	1	Approve Individual and Consolidated Financial Statements and Statutory Reports	No	For	For		For
Alicorp SAA	07/23/2020	2	Appoint Auditors	No	For	For		For
Alicorp SAA	07/23/2020	3	Approve Remuneration of Directors and Committee Members	No	For	For		For
Alicorp SAA	07/23/2020	4	Approve Allocation of Income	No	For	For		For
Alicorp SAA	07/23/2020	5	Approve Merger by Absorption of Cernical Group SA by Company	No	For	For		For
Alicorp SAA	07/23/2020	6	Amend Articles	No	For	Against		Against
Alicorp SAA	07/23/2020	7	Ratify Approved Resolutions of AGM Held on March 2019	No	For	For		For
Alkem Laboratories Limited	12/27/2020		Postal Ballot	Yes				
Alkem Laboratories Limited	12/27/2020	1	Approve Increase in the Remuneration of Sandeep Singh as Managing Director	No	For	For		For
Alliance Global Group, Inc.	08/06/2020	3	Approve Minutes of the Annual Meeting of Stockholders held on June 20, 2019	No	For	For		For
Alliance Global Group, Inc.	08/06/2020	5	Approve Amendment of Section 4, Article II, and Sections 3 and 4 of Article VII of the Amended By-Laws	No	For	For		For
Alliance Global Group, Inc.	08/06/2020	6	Appoint Independent Auditors	No	For	For		For
Alliance Global Group, Inc.	08/06/2020	7	Ratify Acts of the Board of Directors, Board Committees and Officers	No	For	For		For
Alliance Global Group, Inc.	08/06/2020		Elect 7 Directors by Cumulative Voting	Yes				
Alliance Global Group, Inc.	08/06/2020	8.1	Elect Andrew L. Tan as Director	No	For	For		For
Alliance Global Group, Inc.	08/06/2020	8.2	Elect Kevin Andrew L. Tan as Director	No	For	For		For
Alliance Global Group, Inc.	08/06/2020	8.3	Elect Kingson U. Sian as Director	No	For	Against		Against
Alliance Global Group, Inc.	08/06/2020	8.4	Elect Katherine L. Tan as Director	No	For	Against		Against

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Alliance Global Group, Inc.	08/06/2020	8.5	Elect Winston S. Co as Director	No	For	Against		Against
Alliance Global Group, Inc.	08/06/2020	8.6	Elect Sergio R. Ortiz-Luis, Jr. as Director	No	For	For		For
Alliance Global Group, Inc.	08/06/2020	8.7	Elect Alejo L. Villanueva, Jr. as Director	No	For	For		For
Alpha Bank SA	07/31/2020		Annual Meeting Agenda	Yes				
Alpha Bank SA	07/31/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Alpha Bank SA	07/31/2020	2	Approve Management of Company and Grant Discharge to Auditors	No	For	For		For
Alpha Bank SA	07/31/2020	3	Approve Auditors and Fix Their Remuneration	No	For	For		For
Alpha Bank SA	07/31/2020	4	Approve Director Remuneration for 2019	No	For	For		For
Alpha Bank SA	07/31/2020	5	Pre-approve Director Remuneration for 2020	No	For	For		For
Alpha Bank SA	07/31/2020	6	Advisory Vote on Remuneration Report	No	For	For		For
Alpha Bank SA	07/31/2020	7	Approve Stock Option Plan	No	For	For		For
Alpha Bank SA	07/31/2020	8.A	Receive Information on Director Appointments	Yes				
Alpha Bank SA	07/31/2020	8.B.1	Elect Dimitris C. Tsitsiragos as Independent Director	No	For	For		For
Alpha Bank SA	07/31/2020	8.B.2	Elect Elanor R. Hardwick as Independent Director	No	For	For		For
Alpha Bank SA	07/31/2020	8.C.1	Elect Members of Risk Management Committee (Bundled)	No	For	For		For
Alpha Bank SA	07/31/2020	8.C.2	Elect Members of Remuneration Committee (Bundled)	No	For	For		For
Alpha Bank SA	07/31/2020	8.C.3	Elect Members of Corporate Governance and Nominations Committee (Bundled)	No	For	For		For
Alpha Bank SA	07/31/2020	9.1	Elect Efthimios O. Vidalis as Member of Audit Committee	No	For	For		For
Alpha Bank SA	07/31/2020	9.2	Elect Carolyn G. Dittmeier as Member of Audit Committee	No	For	For		For
Alpha Bank SA	07/31/2020	9.3	Elect Elanor R. Hardwick as Member of Audit Committee	No	For	For		For
Alpha Bank SA	07/31/2020	9.4	Elect Johannes Herman Frederik G. Umbgrove as Member of Audit Committee	No	For	For		For
Alpha Bank SA	07/31/2020	9.5	Elect Jan A. Vanhevel as Member of Audit Committee	No	For	For		For
Alpha Bank SA	07/31/2020	10	Authorize Board to Participate in Companies with Similar Business Interests	No	For	For		For
Alteo Limited	12/11/2020	1	Accept the Annual Report	No	For	For		For
Alteo Limited	12/11/2020	2	Receive the Report of Ernst & Young, the Auditors of the Company	No	For	For		For
Alteo Limited	12/11/2020	3	Accept Financial Statements and Statutory Reports	No	For	For		For
Alteo Limited	12/11/2020	4.1	Reelect Arnaud Largess as Director	No	For	Against		Against
Alteo Limited	12/11/2020	4.2	Reelect Andre Bonieux as Director	No	For	For		For
Alteo Limited	12/11/2020	4.3	Reelect Patrick Chatenay as Director	No	For	For		For
Alteo Limited	12/11/2020	4.4	Reelect Dipak Chummun as Director	No	For	Against		Against
Alteo Limited	12/11/2020	4.5	Reelect P. Arnaud Dalais as Director	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Alteo Limited	12/11/2020	4.6	Reelect Jean-Pierre Dalais as Director	No	For	Against		Against
Alteo Limited	12/11/2020	4.7	Reelect Jerome de Chasteauneuf as Director	No	For	Against		Against
Alteo Limited	12/11/2020	4.8	Reelect Fabien de Marasse Enouf as Director	No	For	For		For
Alteo Limited	12/11/2020	4.9	Reelect Thierry Lagesse as Director	No	For	For		For
Alteo Limited	12/11/2020	4.10	Reelect Sheila Ujoodha as Director	No	For	For		For
Alteo Limited	12/11/2020	5	Elect Priscilla Balgobin-Bhoirul as Independent Non-Executive Director	No	For	For		For
Alteo Limited	12/11/2020	6	Approve Non-Executive Directors' Remuneration	No	For	For		For
Alteo Limited	12/11/2020	7	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Alteo Limited	12/11/2020	8	Ratify the Remuneration Paid to Ernst & Young for FY 2020	No	For	For		For
Alteo Limited	12/11/2020	9	Authorize Board to Issue Notes Under the Multi-currency Note Programme	No	For	For		For
Alteo Limited	12/11/2020	10	Authorize Board to Ratify and Execute Approved Resolutions	No	For	For		For
Alteo Limited	12/11/2020	11	Elect Hubert Leclezio as Director	No	For	For		For
Altus Property Ventures, Inc.	08/28/2020	1	Approve Minutes of the Annual Meeting of the Stockholders held on June 24, 2019	No	For	For		For
Altus Property Ventures, Inc.	08/28/2020	2	Approve Financial Statements for the Preceding Year	No	For	For		For
Altus Property Ventures, Inc.	08/28/2020		Elect 7 Directors by Cumulative Voting	Yes				
Altus Property Ventures, Inc.	08/28/2020	3.1	Elect Frederick D. Go as Director	No	For	For		For
Altus Property Ventures, Inc.	08/28/2020	3.2	Elect Lance Y. Gokongwei as Director	No	For	For		For
Altus Property Ventures, Inc.	08/28/2020	3.3	Elect Faraday D. Go as Director	No	For	For		For
Altus Property Ventures, Inc.	08/28/2020	3.4	Elect Corazon L. Ang Ley as Director	No	For	For		For
Altus Property Ventures, Inc.	08/28/2020	3.5	Elect Martin Q. Dy Buncio as Director	No	For	For		For
Altus Property Ventures, Inc.	08/28/2020	3.6	Elect Maynard S. Ngu as Director	No	For	For		For
Altus Property Ventures, Inc.	08/28/2020	3.7	Elect Jean Henri D. Lhuillier as Director	No	For	For		For
Altus Property Ventures, Inc.	08/28/2020	4	Appoint Punongbayan & Araullo as External Auditor	No	For	For		For
Altus Property Ventures, Inc.	08/28/2020	5	Ratify Acts of the Board of Directors and Its Committees, Officers and Management	No	For	For		For
Altus Property Ventures, Inc.	08/28/2020	6	Approve Other Matters	No	For	Against		Against
Aluminum Corporation of China Limited	10/23/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
Aluminum Corporation of China Limited	10/23/2020	1	Approve New Financial Services Agreement and the Relevant Caps	No	For	Against		Against
Amata Corp. Public Co., Ltd.	09/11/2020	1	Approve Minutes of Previous Meeting	No	For	For		For
Amata Corp. Public Co., Ltd.	09/11/2020	2	Approve Increase in Registered Capital	No	For	For		For
Amata Corp. Public Co., Ltd.	09/11/2020	3	Amend Memorandum of Association to Reflect Increase in Registered Capital	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Amata Corp. Public Co., Ltd.	09/11/2020	4	Approve Allocation of New Ordinary Shares to Existing Shareholders	No	For	For		For
Amata Corp. Public Co., Ltd.	09/11/2020	5	Approve Waiver from Mandatory Tender Offer (Whitewash)	No	For	For		For
Amata Corp. Public Co., Ltd.	09/11/2020	6	Amend Articles of Association Concerning Financial Management (Treasury Stock)	No	For	Against		Against
Amata Corp. Public Co., Ltd.	09/11/2020	7	Other Business	No	For	Against		Against
Ambuja Cements Limited	07/10/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Ambuja Cements Limited	07/10/2020	2	Confirm Interim Dividend	No	For	For		For
Ambuja Cements Limited	07/10/2020	3	Reelect Jan Jenisch as Director	No	For	For		Against
Ambuja Cements Limited	07/10/2020	4	Reelect Martin Kriegner as Director	No	For	For		Against
Ambuja Cements Limited	07/10/2020	5	Reelect Christof Hassig as Director	No	For	For		Against
Ambuja Cements Limited	07/10/2020	6	Approve Payment of Commission to Non-Executive Directors	No	For	For		For
Ambuja Cements Limited	07/10/2020	7	Elect Neeraj Akhoury as Director	No	For	For		Against
Ambuja Cements Limited	07/10/2020	8	Approve Appointment and Remuneration of Neeraj Akhoury as Managing Director & CEO	No	For	For		For
Ambuja Cements Limited	07/10/2020	9	Approve Remuneration of Cost Auditors	No	For	For		For
AMMB Holdings Berhad	08/27/2020	1	Approve Directors' Fees	No	For	For		For
AMMB Holdings Berhad	08/27/2020	2	Approve Directors' Benefits (Excluding Directors' Fees)	No	For	For		For
AMMB Holdings Berhad	08/27/2020	3	Elect Voon Seng Chuan as Director	No	For	For		For
AMMB Holdings Berhad	08/27/2020	4	Elect Farina Binti Farikhullah Khan as Director	No	For	For		For
AMMB Holdings Berhad	08/27/2020	5	Elect Hong Kean Yong as Director	No	For	For		For
AMMB Holdings Berhad	08/27/2020	6	Elect Kong Sooi Lin as Director	No	For	For		For
AMMB Holdings Berhad	08/27/2020	7	Approve Ernst & Young PLT as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
AMMB Holdings Berhad	08/27/2020	8	Approve Issuance of New Ordinary Shares Under the Dividend Reinvestment Plan	No	For	For		For
AMMB Holdings Berhad	08/27/2020	9	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For		For
AMMB Holdings Berhad	08/27/2020	10	Authorize Share Repurchase Program	No	For	For		For
AMMB Holdings Berhad	08/27/2020	11	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions	No	For	For		For
Anadolu Efes Biracilik ve Malt Sanayii A.S.	07/09/2020		Special Meeting Agenda	Yes				
Anadolu Efes Biracilik ve Malt Sanayii A.S.	07/09/2020	1	Open Meeting and Elect Presiding Council of Meeting	No	For	For		For
Anadolu Efes Biracilik ve Malt Sanayii A.S.	07/09/2020	2	Approve Dividends	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Anadolu Efes Biracilik ve Malt Sanayii A.S.	07/09/2020	3	Close Meeting	Yes				
Angang Steel Company Limited	11/30/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
Angang Steel Company Limited	11/30/2020	1	Approve Supplemental Agreement, the Proposed Revised Annual Cap and Related Transactions	No	For	For		For
Angang Steel Company Limited	11/30/2020	2	Elect Zhu Keshi as Director	No	For	For		For
Angang Steel Company Limited	11/30/2020	3	Elect Mu Tiejian as Supervisor	No	For	For		For
Angang Steel Company Limited	12/31/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
Angang Steel Company Limited	12/31/2020	1	Approve 2020 Restricted Share Incentive Scheme of A Shares of the Company (Draft) and Its Summary	No	For	Against		Against
Angang Steel Company Limited	12/31/2020	2	Approve Performance Appraisal Measures for the 2020 Restricted Share Incentive Scheme of A Shares	No	For	Against		Against
Angang Steel Company Limited	12/31/2020	3	Approve Management Measures of the 2020 Share Incentive Scheme of A Shares	No	For	Against		Against
Angang Steel Company Limited	12/31/2020	4	Authorize Board to Deal with All Matters in Relation to the 2020 Restricted Share Incentive Scheme of A Shares of the Company	No	For	Against		Against
Apollo Hospitals Enterprise Limited	09/25/2020	1.i	Accept Standalone Financial Statements and Statutory Reports	No	For	For		For
Apollo Hospitals Enterprise Limited	09/25/2020	1.ii	Accept Consolidated Financial Statements and Statutory Reports	No	For	For		For
Apollo Hospitals Enterprise Limited	09/25/2020	2	Confirm Interim Dividend and Declare Final Dividend	No	For	For		For
Apollo Hospitals Enterprise Limited	09/25/2020	3	Reelect Sangita Reddy as Director	No	For	For		For
Apollo Hospitals Enterprise Limited	09/25/2020	4	Approve Reappointment and Remuneration of Preetha Reddy as Whole Time Director Designated as Executive Vice-Chairperson	No	For	For		For
Apollo Hospitals Enterprise Limited	09/25/2020	5	Approve Reappointment and Remuneration of Suneeta Reddy as Managing Director	No	For	For		For
Apollo Hospitals Enterprise Limited	09/25/2020	6	Approve Reappointment and Remuneration of Sangita Reddy as Joint Managing Director	No	For	For		For
Apollo Hospitals Enterprise Limited	09/25/2020	7	Approve Payment of Remuneration to Executive Directors	No	For	For		For
Apollo Hospitals Enterprise Limited	09/25/2020	8	Approve Issuance of Non-Convertible Debentures on Private Placement Basis	No	For	For		For
Apollo Hospitals Enterprise Limited	09/25/2020	9	Approve Remuneration of Cost Auditors	No	For	For		For
Arabian Centres Co.	09/30/2020		Ordinary Business	Yes				
Arabian Centres Co.	09/30/2020	1	Approve Board Report on Company Operations for FY 2020	No	For	For		For
Arabian Centres Co.	09/30/2020	2	Approve Auditors' Report on Company Financial Statements for FY 2020	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Arabian Centres Co.	09/30/2020	3	Accept Consolidated Financial Statements and Statutory Reports for FY 2020	No	For	For		For
Arabian Centres Co.	09/30/2020	4	Approve Discharge of Directors for FY 2020	No	For	For		For
Arabian Centres Co.	09/30/2020	5	Approve Dividends of SAR 1.4 Per Share for the First and Second Half of FY 2020	No	For	For		For
Arabian Centres Co.	09/30/2020	6	Approve Interim Dividends Semi Annually or Quarterly for FY 2020	No	For	For		For
Arabian Centres Co.	09/30/2020	7	Ratify Auditors and Fix Their Remuneration for Q2, Q3 and Q4 of FY 2021 and Q1 of FY 2022	No	For	For		For
Arabian Centres Co.	09/30/2020	8	Approve Remuneration of Directors of SAR 1,800,000 for FY 2020	No	For	For		For
Arabian Centres Co.	09/30/2020	9	Elect Ahmed Badrawi as Director	No	For	For		For
Arabian Centres Co.	09/30/2020	10	Approve Remuneration and Nomination Committee Charter	No	For	For		For
Arabian Centres Co.	09/30/2020	11	Approve Remuneration Policy Re: Directors, Committees and Management	No	For	For		For
Arabian Centres Co.	09/30/2020	12	Elect Members of Audit Committee and Approve its Charter and the Remuneration of Its Members	No	For	For		For
Arabian Centres Co.	09/30/2020	13	Approve Agreements Between the Company and Related Parties	No	For	For		For
Arabian Centres Co.	09/30/2020	14	Approve Related Party Transactions	No	For	For		For
Arabian Centres Co.	09/30/2020	15	Approve Related Party Transactions Re: Fawaz Abdulaziz Al Hokair and Partners Company	No	For	For		For
Arabian Centres Co.	09/30/2020	16	Approve Related Party Transactions Re: Food & Entertainment Company	No	For	For		For
Arabian Centres Co.	09/30/2020	17	Approve Related Party Transactions Re: Billy Games Company	No	For	For		For
Arabian Centres Co.	09/30/2020	18	Approve Related Party Transactions Re: Fawaz Abdulaziz Alhokair Real Estate Company	No	For	For		For
Arabian Centres Co.	09/30/2020	19	Approve Related Party Transactions Re: Tadarees Najd Security Establishment	No	For	For		For
Arabian Centres Co.	09/30/2020	20	Approve Related Party Transactions Re: NESK Trading Project Company	No	For	For		For
Arabian Centres Co.	09/30/2020	21	Approve Related Party Transactions Re: Food Gate Company	No	For	For		For
Arabian Centres Co.	09/30/2020	22	Approve Related Party Transactions Re: Etqan Facility Management Company	No	For	For		For
Arabian Centres Co.	09/30/2020	23	Approve Related Party Transactions Re: Abdulmohsen Alhokair for Tourism & Development Group	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Arabian Centres Co.	09/30/2020	24	Approve Related Party Transactions Re: Next Generation Limited Company	No	For	For		For
Arabian Centres Co.	09/30/2020	25	Approve Related Party Transactions Re: Coffee Centres Trading Company	No	For	For		For
Arabian Centres Co.	09/30/2020	26	Approve Related Party Transactions Re: Azal Company	No	For	For		For
Arabian Centres Co.	09/30/2020	27	Approve Related Party Transactions Re: Skill Innovative Games Company	No	For	For		For
Arabian Centres Co.	09/30/2020	28	Approve Related Party Transactions Re: Innovative Union Company	No	For	For		For
Arabian Centres Co.	09/30/2020	29	Approve Related Party Transactions Re: FAS Tech Trading Company	No	For	For		For
Arabian Centres Co.	09/30/2020	30	Approve Related Party Transactions Re: Kids Space Company	No	For	For		For
Arabian Centres Co.	09/30/2020	31	Approve Related Party Transactions Re: Fashion District	No	For	For		For
Arabian Centres Co.	09/30/2020	32	Approve Related Party Re: Via Media Company	No	For	For		For
Arabian Centres Co.	09/30/2020	33	Approve Related Party Transactions Re: Nail Place Trading Company	No	For	For		For
Arabian Centres Co.	09/30/2020	34	Approve Related Party Transactions Re: Majd Almustaqbal Ltd	No	For	For		For
Arabian Centres Co.	09/30/2020	35	Approve Related Party Transactions Re: Ezdihar Sports Company	No	For	For		For
Arabian Centres Co.	09/30/2020	36	Approve Related Party Transactions Re: Saaf Trading Company	No	For	For		For
Arabian Centres Co.	09/30/2020	37	Approve Related Party Transactions Re: FAS Saudi Holding Company	No	For	For		For
Arabian Centres Co.	09/30/2020	38	Approve Related Party Transactions Re: FAS Saudi Holding Company	No	For	For		For
Arabian Centres Co.	09/30/2020	39	Approve Related Party Transactions Re: FAS Saudi Holding Company	No	For	For		For
Arabian Centres Co.	09/30/2020	40	Approve Related Party Transactions Re: FAS Saudi Holding Company	No	For	Against		Against
Arabtec Holding Co. PJSC	09/30/2020		Ordinary Business	Yes				
Arabtec Holding Co. PJSC	09/30/2020	1	Ratify Appointment of Waleed Al Muheiri as Director	No	For	For		For
Arabtec Holding Co. PJSC	09/30/2020		Extraordinary Business	Yes				
Arabtec Holding Co. PJSC	09/30/2020	2.1	Discuss Board Report on Company's Financial Position and Liabilities	No	For	For		For
Arabtec Holding Co. PJSC	09/30/2020	2.2	Discuss All Choices Regarding Continuation or Dissolving of the Company in Light to the Current Financial Situation	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Arabtec Holding Co. PJSC	09/30/2020	2.3	Approve By Special Decision One of the Options Above and Authorize Board to Ratify and Execute the Approved Resolution	No	For	For		For
Arabtec Holding Co. PJSC	11/30/2020		Ordinary Business	Yes				
Arabtec Holding Co. PJSC	11/30/2020	1	Discussing All the Procedures Taken by the Board Until the Present Date to Execute the Special Resolution at the Shareholders Meeting Held on 30 September 2020	No	For	For		For
Arabtec Holding Co. PJSC	11/30/2020		Extraordinary Business	Yes				
Arabtec Holding Co. PJSC	11/30/2020	1	Authorize Board to Amend the Approved Time Table Regarding the Approved Resolutions if Needed	No	For	For		For
Ashok Leyland Limited	09/02/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Ashok Leyland Limited	09/02/2020	2	Reelect Dheeraj G Hinduja as Director	No	For	For		Against
Ashok Leyland Limited	09/02/2020	3	Reelect Manisha Girotra as Director	No	For	For		For
Ashok Leyland Limited	09/02/2020	4	Reelect Andrew C Palmer as Director	No	For	Against		Against
Ashok Leyland Limited	09/02/2020	5	Approve Remuneration of Cost Auditors	No	For	For		For
Asian Paints Limited	08/05/2020	1	Accept Financial Statements and Statutory Reports and Audited Consolidated Financial Statements	No	For	For		For
Asian Paints Limited	08/05/2020	2	Approve Final Dividend	No	For	For		For
Asian Paints Limited	08/05/2020	3	Reelect Ashwin Dani as Director	No	For	For		Against
Asian Paints Limited	08/05/2020	4	Reelect Amrita Vakil as Director	No	For	For		For
Asian Paints Limited	08/05/2020	5	Elect Manish Choksi as Director	No	For	For		Against
Asian Paints Limited	08/05/2020	6	Approve Continuation of Directorship by Ashwin Dani as Non-Executive Director	No	For	For		Against
Asian Paints Limited	08/05/2020	7	Elect Amit Syngle as Director	No	For	For		For
Asian Paints Limited	08/05/2020	8	Approve Appointment and Remuneration of Amit Syngle as Managing Director & CEO	No	For	For		For
Asian Paints Limited	08/05/2020	9	Approve Remuneration of Cost Auditors	No	For	For		For
Aspen Pharmacare Holdings Ltd.	12/09/2020		Ordinary Resolutions	Yes				
Aspen Pharmacare Holdings Ltd.	12/09/2020	1	Accept Financial Statements and Statutory Reports for Year Ended 30 June 2020	No	For	For		For
Aspen Pharmacare Holdings Ltd.	12/09/2020	2	Receive and Note the Social & Ethics Committee Report	No	For	For		For
Aspen Pharmacare Holdings Ltd.	12/09/2020	3.1	Re-elect Linda de Beer as Director	No	For	For		For
Aspen Pharmacare Holdings Ltd.	12/09/2020	3.2	Re-elect Chris Mortimer as Director	No	For	For		For
Aspen Pharmacare Holdings Ltd.	12/09/2020	3.3	Re-elect David Redfern as Director	No	For	For		For
Aspen Pharmacare Holdings Ltd.	12/09/2020	3.4	Re-elect Sindi Zilwa as Director	No	For	For		For
Aspen Pharmacare Holdings Ltd.	12/09/2020	4	Appoint Ernst & Young Inc as Auditors with Derek Engelbrecht as the Individual Registered Auditor	No	For	For		For
Aspen Pharmacare Holdings Ltd.	12/09/2020	5.1	Re-elect Linda de Beer as Member of the Audit & Risk Committee	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Aspen Pharmacare Holdings Ltd.	12/09/2020	5.2	Re-elect Ben Kruger as Member of the Audit & Risk Committee	No	For	For		For
Aspen Pharmacare Holdings Ltd.	12/09/2020	5.3	Re-elect Babalwa Ngonyama as Member of the Audit & Risk Committee	No	For	For		For
Aspen Pharmacare Holdings Ltd.	12/09/2020	6	Place Authorised but Unissued Shares under Control of Directors	No	For	For		For
Aspen Pharmacare Holdings Ltd.	12/09/2020	7	Authorise Board to Issue Shares for Cash	No	For	For		For
Aspen Pharmacare Holdings Ltd.	12/09/2020	8	Authorise Ratification of Approved Resolutions	No	For	For		For
Aspen Pharmacare Holdings Ltd.	12/09/2020		Non-binding Advisory Votes	Yes				
Aspen Pharmacare Holdings Ltd.	12/09/2020	1	Approve Remuneration Policy	No	For	For		For
Aspen Pharmacare Holdings Ltd.	12/09/2020	2	Approve Remuneration Implementation Report	No	For	Against		Against
Aspen Pharmacare Holdings Ltd.	12/09/2020		Special Resolutions	Yes				
Aspen Pharmacare Holdings Ltd.	12/09/2020	1.1a	Approve Fees of the Board Chairman	No	For	For		For
Aspen Pharmacare Holdings Ltd.	12/09/2020	1.1b	Approve Fees of the Board Members	No	For	For		For
Aspen Pharmacare Holdings Ltd.	12/09/2020	1.2a	Approve Fees of the Audit & Risk Committee Chairman	No	For	For		For
Aspen Pharmacare Holdings Ltd.	12/09/2020	1.2b	Approve Fees of the Audit & Risk Committee Members	No	For	For		For
Aspen Pharmacare Holdings Ltd.	12/09/2020	1.3a	Approve Fees of the Remuneration & Nomination Committee Chairman	No	For	For		For
Aspen Pharmacare Holdings Ltd.	12/09/2020	1.3b	Approve Fees of the Remuneration & Nomination Committee Members	No	For	For		For
Aspen Pharmacare Holdings Ltd.	12/09/2020	1.4a	Approve Fees of the Social & Ethics Committee Chairman	No	For	For		For
Aspen Pharmacare Holdings Ltd.	12/09/2020	1.4b	Approve Fees of the Social & Ethics Committee Members	No	For	For		For
Aspen Pharmacare Holdings Ltd.	12/09/2020	2	Approve Financial Assistance in Terms of Section 45 of the Companies Act	No	For	For		For
Aspen Pharmacare Holdings Ltd.	12/09/2020	3	Authorise Repurchase of Issued Share Capital	No	For	For		For
Attijariwafa Bank	12/21/2020		Extraordinary Business	Yes				
Attijariwafa Bank	12/21/2020		Ordinary General Meeting	Yes				
Attijariwafa Bank	12/21/2020	1	Approve Dividends of MAD 6.75 Per Share by Cash Payment	No	For	For		Do Not Vote
Attijariwafa Bank	12/21/2020	2	Approve Dividends of MAD 6.75 Per Share by Cash Payment or Conversion in Whole or in Part into Shares	No	For	For		Do Not Vote
Attijariwafa Bank	12/21/2020	3	Authorize Board to Ratify and Execute Approved Resolutions	No	For	For		Do Not Vote
Attijariwafa Bank	12/21/2020	4	Authorize Filing of Required Documents and Other Formalities	No	For	For		Do Not Vote
Attijariwafa Bank	12/21/2020		Extraordinary General Meeting	Yes				
Attijariwafa Bank	12/21/2020	1	Increase Issued Capital	No	For	For		Do Not Vote
Attijariwafa Bank	12/21/2020	2	Authorize Board to Ratify and Execute Approved Resolutions	No	For	For		Do Not Vote

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Attijariwafa Bank	12/21/2020	3	Authorize Filing of Required Documents and Other Formalities	No	For	For		Do Not Vote
Aurobindo Pharma Limited	08/27/2020	1	Accept Standalone Financial Statements and Statutory Reports	No	For	For		For
Aurobindo Pharma Limited	08/27/2020	2	Accept Consolidated Financial Statements and Statutory Reports	No	For	For		For
Aurobindo Pharma Limited	08/27/2020	3	Confirm First Interim Dividend and Second Interim Dividend	No	For	For		For
Aurobindo Pharma Limited	08/27/2020	4	Reelect K. Nithyananda Reddy as Director	No	For	For		Against
Aurobindo Pharma Limited	08/27/2020	5	Reelect M. Madan Mohan Reddy as Director	No	For	For		Against
Aurobindo Pharma Limited	08/27/2020	6	Approve Revision in the Remuneration of K. Nithyananda Reddy as Whole-time Director & Vice Chairman	No	For	For		For
Aurobindo Pharma Limited	08/27/2020	7	Approve Revision in the Remuneration of N. Govindarajan as Managing Director	No	For	For		For
Aurobindo Pharma Limited	08/27/2020	8	Approve Revision in the Remuneration of M. Sivakumaran as Whole-time Director	No	For	For		For
Aurobindo Pharma Limited	08/27/2020	9	Approve Revision in the Remuneration of M. Madan Mohan Reddy as Whole-time Director	No	For	For		For
Aurobindo Pharma Limited	08/27/2020	10	Approve Revision in the Remuneration of P. Sarath Chandra Reddy as Whole-time Director	No	For	For		For
AVI Ltd.	11/05/2020	1	Accept Financial Statements and Statutory Reports for the Year Ended 30 June 2020	No	For	For		For
AVI Ltd.	11/05/2020	2	Reappoint Ernst & Young Inc as Auditors	No	For	For		For
AVI Ltd.	11/05/2020	3	Re-elect Gavin Tipper as Director	No	For	For		For
AVI Ltd.	11/05/2020	4	Re-elect Mike Bosman as Director	No	For	For		For
AVI Ltd.	11/05/2020	5	Re-elect Owen Cressey as Director	No	For	For		For
AVI Ltd.	11/05/2020	6	Re-elect Mike Bosman as Chairman of the Audit and Risk Committee	No	For	For		For
AVI Ltd.	11/05/2020	7	Re-elect Alexandra Muller as Member of the Audit and Risk Committee	No	For	For		For
AVI Ltd.	11/05/2020	8	Approve Fees Payable to the Current Non-executive Directors, Excluding the Chairman of the Board and the Foreign Non-executive Director, Adriaan Nuhn	No	For	For		For
AVI Ltd.	11/05/2020	9	Approve Fees Payable to the Chairman of the Board	No	For	For		For
AVI Ltd.	11/05/2020	10	Approve Fees Payable to the Foreign Non-executive Director, Adriaan Nuhn	No	For	For		For
AVI Ltd.	11/05/2020	11	Approve Fees Payable to the Members of the Remuneration, Nomination and Appointments Committee	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
AVI Ltd.	11/05/2020	12	Approve Fees Payable to the Members of the Audit and Risk Committee	No	For	For		For
AVI Ltd.	11/05/2020	13	Approve Fees Payable to the Members of the Social and Ethics Committee	No	For	For		For
AVI Ltd.	11/05/2020	14	Approve Fees Payable to the Chairman of the Remuneration, Nomination and Appointments Committee	No	For	For		For
AVI Ltd.	11/05/2020	15	Approve Fees Payable to the Chairman of the Audit and Risk Committee	No	For	For		For
AVI Ltd.	11/05/2020	16	Approve Fees Payable to the Chairman of the Social and Ethics Committee	No	For	For		For
AVI Ltd.	11/05/2020	17	Authorise Repurchase of Issued Share Capital	No	For	For		For
AVI Ltd.	11/05/2020	18	Approve Financial Assistance in Terms of Section 45 of the Companies Act	No	For	For		For
AVI Ltd.	11/05/2020	19	Approve Remuneration Policy	No	For	For		For
AVI Ltd.	11/05/2020	20	Approve Implementation Report	No	For	For		For
Axiata Group Berhad	07/29/2020	1	Elect Ramlah Nik Mahmood as Director	No	For	For		For
Axiata Group Berhad	07/29/2020	2	Elect David Robert Dean as Director	No	For	For		For
Axiata Group Berhad	07/29/2020	3	Elect Thayaparan S Sangarapillai as Director	No	For	For		For
Axiata Group Berhad	07/29/2020	4	Approve Directors' Fees and Benefits by the Company Payable to Non-Executive Chairman and Non-Executive Directors	No	For	For		For
Axiata Group Berhad	07/29/2020	5	Approve Directors' Fees and Benefits by the Subsidiaries Payable to Non-Executive Directors	No	For	For		For
Axiata Group Berhad	07/29/2020	6	Approve PricewaterhouseCoopers PLT as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		Against
Axiata Group Berhad	07/29/2020	7	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions	No	For	For		For
Axiata Group Berhad	07/29/2020	8	Approve Issuance of Shares Under the Dividend Reinvestment Scheme	No	For	For		For
Axiata Group Berhad	07/29/2020	9	Approve Listing of Robi Axiata Limited, a Subsidiary Company, on the Dhaka Stock Exchange Limited and the Chittagong Stock Exchange Limited in Bangladesh	No	For	For		For
Axis Bank Limited	07/31/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Axis Bank Limited	07/31/2020	2	Reelect B. Baburao as Director	No	For	For		Against
Axis Bank Limited	07/31/2020	3	Reelect Rakesh Makhija as Director	No	For	For		For
Axis Bank Limited	07/31/2020	4	Elect T.C. Suseel Kumar as Director	No	For	For		Against
Axis Bank Limited	07/31/2020	5	Authorize Issuance of Debt Securities on Private Placement Basis	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Axis Bank Limited	07/31/2020	6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For		Against
Axis Bank Limited	12/09/2020		Postal Ballot	Yes				
Axis Bank Limited	12/09/2020	1	Reelect Ketaki Bhagwati as Director	No	For	For		For
Axis Bank Limited	12/09/2020	2	Elect Meena Ganesh as Director	No	For	For		For
Axis Bank Limited	12/09/2020	3	Elect Gopalaraman Padmanabhan as Director	No	For	For		For
Bajaj Auto Limited	07/22/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Bajaj Auto Limited	07/22/2020	2	Confirm Interim Dividend as Final Dividend	No	For	For		For
Bajaj Auto Limited	07/22/2020	3	Reelect Madhurkumar Ramkrishnaji Bajaj as Director	No	For	Against		Against
Bajaj Auto Limited	07/22/2020	4	Reelect Shekhar Bajaj as Director	No	For	For		For
Bajaj Auto Limited	07/22/2020	5	Approve Reappointment and Remuneration of Rajivnayan Rahulkumar Bajaj as Managing Director & Chief Executive Officer	No	For	Against		Against
Bajaj Auto Limited	07/22/2020	6	Reelect Gita Piramal as Director	No	For	For		For
Bajaj Auto Limited	07/22/2020	7	Elect Abhinav Bindra as Director	No	For	For		For
Banco Santander Chile SA	11/26/2020		Meeting for ADR Holders	Yes				
Banco Santander Chile SA	11/26/2020	1	Approve Interim Dividends of CLP 0.88 Per Share	No	For	For		For
Banco Santander Chile SA	11/26/2020	2	Designate ICR as Risk Assessment Company	No	For	For		For
Banco Santander Chile SA	11/26/2020	3	Receive Report Regarding Related-Party Transactions	Yes				
Banco Santander Chile SA	11/26/2020	4	Authorize Board to Ratify and Execute Approved Resolutions	Yes				
Bancolombia SA	07/31/2020	1	Verify Quorum	Yes				
Bancolombia SA	07/31/2020	2	Approve Meeting Agenda	No	For	For		For
Bancolombia SA	07/31/2020	3	Elect Meeting Approval Committee	No	For	For		For
Bancolombia SA	07/31/2020	4	Approve Reallocation of Occasional Reserves	No	For	For		For
Bangkok Bank Public Company Limited	07/10/2020	1	Acknowledge Operating Results	Yes				
Bangkok Bank Public Company Limited	07/10/2020	2	Acknowledge Audit Committee Report	Yes				
Bangkok Bank Public Company Limited	07/10/2020	3	Approve Financial Statements	No	For	For		For
Bangkok Bank Public Company Limited	07/10/2020	4	Approve Allocation of Income and Acknowledgement of Interim Dividend Payment	No	For	For		For
Bangkok Bank Public Company Limited	07/10/2020	5.1	Elect Arun Chirachavala as Director	No	For	For		For
Bangkok Bank Public Company Limited	07/10/2020	5.2	Elect Singh Tangtatswas as Director	No	For	For		Against
Bangkok Bank Public Company Limited	07/10/2020	5.3	Elect Amorn Chandarasomboon as Director	No	For	For		Against
Bangkok Bank Public Company Limited	07/10/2020	5.4	Elect Chartsiri Sophonpanich as Director	No	For	For		Against
Bangkok Bank Public Company Limited	07/10/2020	5.5	Elect Thaweelap Rittapirom as Director	No	For	For		Against
Bangkok Bank Public Company Limited	07/10/2020	6.1	Elect Siri Jirapongphan as Director	No	For	For		For
Bangkok Bank Public Company Limited	07/10/2020	6.2	Elect Pichet Durongkaverroj as Director	No	For	For		For
Bangkok Bank Public Company Limited	07/10/2020	7	Acknowledge Remuneration of Directors	Yes				

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Bangkok Bank Public Company Limited	07/10/2020	8	Approve Deloitte Touche Tohmatsu Jaiyos Audit Co., Ltd. as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		Against
Bangkok Bank Public Company Limited	07/10/2020	9	Other Business	No	For	Against		Against
Bangkok Dusit Medical Services Public Co. Ltd.	07/02/2020	1	Acknowledge Company's Performance	Yes				
Bangkok Dusit Medical Services Public Co. Ltd.	07/02/2020	2	Approve Financial Statements	No	For	For		For
Bangkok Dusit Medical Services Public Co. Ltd.	07/02/2020	3	Acknowledge Interim Dividend Payment	Yes				
Bangkok Dusit Medical Services Public Co. Ltd.	07/02/2020	4.1	Elect Sripop Sararas as Director	No	For	Against		Against
Bangkok Dusit Medical Services Public Co. Ltd.	07/02/2020	4.2	Elect Pradit Theekakul as Director	No	For	For		Against
Bangkok Dusit Medical Services Public Co. Ltd.	07/02/2020	4.3	Elect Weerawong Chittmittrapap as Director	No	For	For		For
Bangkok Dusit Medical Services Public Co. Ltd.	07/02/2020	4.4	Elect Narumol Noi-am as Director	No	For	For		Against
Bangkok Dusit Medical Services Public Co. Ltd.	07/02/2020	4.5	Elect Chuladej Yossundharakul as Director	No	For	Against		Against
Bangkok Dusit Medical Services Public Co. Ltd.	07/02/2020	4.6	Elect Subhak Siwaraksa as Director	No	For	For		For
Bangkok Dusit Medical Services Public Co. Ltd.	07/02/2020	4.7	Elect Poramaporn Prasarttong-Osoth as Director	No	For	Against		Against
Bangkok Dusit Medical Services Public Co. Ltd.	07/02/2020	5	Approve Remuneration of Directors	No	For	For		For
Bangkok Dusit Medical Services Public Co. Ltd.	07/02/2020	6	Approve EY Office Limited as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Bangkok Dusit Medical Services Public Co. Ltd.	07/02/2020	7	Other Business	No	For	Against		Against
Bangkok Land Public Company Limited	07/23/2020	1	Approve Minutes of Previous Meeting	No	For	For		For
Bangkok Land Public Company Limited	07/23/2020	2	Acknowledge Operating Results	Yes				
Bangkok Land Public Company Limited	07/23/2020	3	Approve Financial Statements and Acknowledge Statutory Reports	No	For	For		For
Bangkok Land Public Company Limited	07/23/2020	4	Approve Allocation of Income and Dividend Payment	No	For	For		For
Bangkok Land Public Company Limited	07/23/2020	5.1	Elect Burin Wongsanguan as Director	No	For	For		For
Bangkok Land Public Company Limited	07/23/2020	5.2	Elect Siriwat Likitnuruk as Director	No	For	For		For
Bangkok Land Public Company Limited	07/23/2020	5.3	Elect Panya Boonyapiwat as Director	No	For	For		For
Bangkok Land Public Company Limited	07/23/2020	6	Approve Remuneration of Directors	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Bangkok Land Public Company Limited	07/23/2020	7	Approve Karin Audit Co., Ltd. as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Bangkok Land Public Company Limited	07/23/2020	8	Other Business	No	For	Against		Against
Bangladesh Export Import Co. Ltd.	12/19/2020	1	Accept Financial Statements and Statutory Reports	No	For	Against		Against
Bangladesh Export Import Co. Ltd.	12/19/2020	2	Approve Dividend	No	For	For		For
Bangladesh Export Import Co. Ltd.	12/19/2020	3	Elect Directors	No	For	Against		Against
Bangladesh Export Import Co. Ltd.	12/19/2020	4	Ratify Appointment of Independent Director	No	For	Against		Against
Bangladesh Export Import Co. Ltd.	12/19/2020	5	Approve Auditors and Authorize Board to Fix their Remuneration	No	For	For		For
Bangladesh Export Import Co. Ltd.	12/19/2020	6	Appoint Corporate Governance Compliance Auditors for Fiscal Year 2020-2021 and Authorize Board to Fix Their remuneration	No	For	For		For
Bank Audi SAL	09/04/2020		Meeting for GDR Holders	Yes				
Bank Audi SAL	09/04/2020	1	Approve Financial Statements and Discharge of Directors for FY 2019	No	For	Against		Against
Bank Audi SAL	09/04/2020	2	Approve Allocation of Income for FY 2019	No	For	For		For
Bank Audi SAL	09/04/2020	3	Ratify Loans Granted to Related Parties for FY 2019	No	For	For		For
Bank Audi SAL	09/04/2020	4	Authorize Loans to be Granted to Related Parties for FY 2020	No	For	For		For
Bank Audi SAL	09/04/2020	5	Ratify Related Party Transactions with Directors or Affiliated Companies for FY 2019 and Approve Similar Transactions for FY 2020	No	For	For		For
Bank Audi SAL	09/04/2020	6	Approve Acquisition of all Assets and Liabilities of Audi Investment Bank sal	No	For	For		For
Bank Audi SAL	09/04/2020	7	Approve Acquisition of all Assets and Liabilities of Audi Private Bank sal	No	For	For		For
Bank Audi SAL	09/04/2020	8	Elect Chahdan E. Jebeyli as Director	No	For	For		For
Bank Audi SAL	09/04/2020	9	Determine Remuneration of Executive Board Members with Managerial Responsibilities; Determine Remuneration and Attendance Fees of Other Board Members	No	For	For		For
Bank Audi SAL	09/04/2020	10	Allow Directors to Serve on Boards of Other Companies	No	For	For		For
Bank Audi SAL	09/04/2020	11	Authorize Board to Fix Remuneration of Auditors	No	For	For		For
Bank Millennium SA	07/03/2020	1	Open Meeting	Yes				
Bank Millennium SA	07/03/2020	2	Receive Information on Voting Procedures	Yes				
Bank Millennium SA	07/03/2020	3	Elect Meeting Chairman	No	For	For		For
Bank Millennium SA	07/03/2020	4	Acknowledge Proper Convening of Meeting	Yes				
Bank Millennium SA	07/03/2020	5	Receive Agenda of Meeting	Yes				
Bank Millennium SA	07/03/2020	6	Elect Members of Vote Counting Commission	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Bank Millennium SA	07/03/2020	7	Amend August 27, 2019, EGM, Resolution Re: Approve Performance Share Plan; Authorize Share Repurchase Program for Purpose of Performance Share Plan	No	For	Against		Against
Bank Millennium SA	07/03/2020	8	Amend Statute	No	For	For		For
Bank Millennium SA	07/03/2020	9	Close Meeting	Yes				
Bank of Communications Co., Ltd.	11/18/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
Bank of Communications Co., Ltd.	11/18/2020	1	Elect Wang Linping as Director	No	For	For		Against
Bank of Communications Co., Ltd.	11/18/2020	2	Elect Chang Baosheng as Director	No	For	For		Against
Bank of Communications Co., Ltd.	11/18/2020	3	Approve Donation of Materials in Fighting the COVID-19 Pandemic in 2020	No	For	For		For
Bank of Communications Co., Ltd.	11/18/2020	4	Approve Remuneration Plan of the Directors	No	For	For		For
Bank of Communications Co., Ltd.	11/18/2020	5	Approve Remuneration Plan of the Supervisors	No	For	For		For
Bank of Communications Co., Ltd.	11/18/2020	6	Elect Cai Yunge as Supervisor	No	For	For		For
Bank of India	08/11/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Banque Centrale Populaire SA	10/02/2020		Extraordinary Business	Yes				
Banque Centrale Populaire SA	10/02/2020	1	Approve Dividends of MAD 8 Per Share	No	For	For		Do Not Vote
Banque Centrale Populaire SA	10/02/2020	2	Authorize Filing of Required Documents and Other Formalities	No	For	For		Do Not Vote
BBMG Corporation	08/21/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
BBMG Corporation	08/21/2020	1	Elect Zeng Jing as Director and Authorize Board to Enter Into Service Contract and/or Appointment Letter with Him	No	For	For		For
BEC World Public Co., Ltd.	08/10/2020	1	Acknowledge Board of Director's Report	Yes				
BEC World Public Co., Ltd.	08/10/2020	2	Accept Financial Statements and Acknowledge Statutory Reports	No	For	For		For
BEC World Public Co., Ltd.	08/10/2020	3	Approve Allocation of Income and Omission of Dividend Payment	No	For	For		For
BEC World Public Co., Ltd.	08/10/2020	4.1	Elect Ratana Maleenont as Director	No	For	Against		Against
BEC World Public Co., Ltd.	08/10/2020	4.2	Elect Nipa Maleenont as Director	No	For	For		Against
BEC World Public Co., Ltd.	08/10/2020	4.3	Elect Somprasong Boonyachai as Director	No	For	For		Against
BEC World Public Co., Ltd.	08/10/2020	4.4	Elect Surin Kittayaphongphun as Director	No	For	For		Against
BEC World Public Co., Ltd.	08/10/2020	4.5	Elect Tracy Ann Maleenont as Director	No	For	For		Against
BEC World Public Co., Ltd.	08/10/2020	5	Approve Remuneration of Directors	No	For	For		For
BEC World Public Co., Ltd.	08/10/2020	6	Approve Dr. Virach & Associates Office as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
BEC World Public Co., Ltd.	08/10/2020	7	Amend Articles of Association	No	For	For		For
Becle SAB de CV	11/03/2020		Ordinary Business	Yes				
Becle SAB de CV	11/03/2020	1	Elect or Ratify Board Secretary	No	For	Against		Against
Becle SAB de CV	11/03/2020	2	Authorize Board to Ratify and Execute Approved Resolutions	No	For	Against		Against

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Becle SAB de CV	11/03/2020		Extraordinary Business	Yes				
Becle SAB de CV	11/03/2020	1	Amend Article 12	No	For	Against		Against
Becle SAB de CV	11/03/2020	2	Authorize Board to Ratify and Execute Approved Resolutions	No	For	Against		Against
BeiGene, Ltd.	11/20/2020		Meeting for ADR Holders	Yes				
BeiGene, Ltd.	11/20/2020	1	Approve Grant of Option to Acquire Shares Pursuant to the Share Purchase Agreement	No	For	For		For
Beximco Pharmaceuticals Ltd.	12/19/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Beximco Pharmaceuticals Ltd.	12/19/2020	2	Approve Dividend	No	For	For		For
Beximco Pharmaceuticals Ltd.	12/19/2020	3.1	Reelect A. S. F. Rahman as Director	No	For	For		For
Beximco Pharmaceuticals Ltd.	12/19/2020	3.2	Reelect Salman F. Rahman as Director	No	For	For		For
Beximco Pharmaceuticals Ltd.	12/19/2020	4	Ratify Appointment of Independent Director	No	For	Against		Against
Beximco Pharmaceuticals Ltd.	12/19/2020	5	Approve M. J. Abedin & Co as Auditors and Authorize Board to Fix their Remuneration	No	For	For		For
Beximco Pharmaceuticals Ltd.	12/19/2020	6	Appoint Corporate Governance Compliance Auditors for FY 2020-2021 and Authorize Board to Fix Their remuneration	No	For	For		For
Bharat Heavy Electricals Limited	09/28/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Bharat Heavy Electricals Limited	09/28/2020	2	Reelect Manoj Kumar Varma as Director	No	For	Against		Against
Bharat Heavy Electricals Limited	09/28/2020	3	Reelect Kamalesh Das as Director	No	For	Against		Against
Bharat Heavy Electricals Limited	09/28/2020	4	Authorize Board to Fix Remuneration of Auditors	No	For	For		Against
Bharat Heavy Electricals Limited	09/28/2020	5	Approve Remuneration of Cost Auditors	No	For	For		For
Bharat Heavy Electricals Limited	09/28/2020	6	Elect Shashank Priya as Director	No	For	Against		Against
Bharat Heavy Electricals Limited	09/28/2020	7	Elect Anil Kapoor as Director	No	For	Against		Against
Bharat Heavy Electricals Limited	09/28/2020	8	Elect Raj Kamal Bindal as Director	No	For	For		For
Bharat Heavy Electricals Limited	09/28/2020	9	Elect Manish Kapoor as Director	No	For	For		For
Bharat Heavy Electricals Limited	09/28/2020	10	Elect Amit Mehta as Director	No	For	Against		Against
Bharat Petroleum Corporation Limited	09/28/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Bharat Petroleum Corporation Limited	09/28/2020	2	Confirm Interim Dividend	No	For	For		For
Bharat Petroleum Corporation Limited	09/28/2020	3	Reelect K. Ellangovan as Director	No	For	Against		Against
Bharat Petroleum Corporation Limited	09/28/2020	4	Authorize Board to Fix Remuneration of Auditors	No	For	For		For
Bharat Petroleum Corporation Limited	09/28/2020	5	Elect Rajesh Aggarwal as Director	No	For	Against		Against
Bharat Petroleum Corporation Limited	09/28/2020	6	Approve Remuneration of Cost Auditors	No	For	For		For
Bharat Petroleum Corporation Limited	09/28/2020	7	Approve Material Related Party Transactions with Bharat Oman Refineries Limited	No	For	Against		Against
Bharat Petroleum Corporation Limited	09/28/2020	8	Approve BPCL Employee Stock Purchase Scheme 2020	No	For	Against		Against
Bharat Petroleum Corporation Limited	09/28/2020	9	Approve Offer of Shares Under the BPCL Employee Stock Purchase Scheme 2020 to the Executive/ Whole-time Director(s) of Subsidiary Company(ies) who are on Lien with the Company	No	For	Against		Against

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Bharat Petroleum Corporation Limited	09/28/2020	10	Approve Secondary Acquisition of Shares Through Trust Route for the Implementation of the BPCL Employee Stock Purchase Scheme 2020	No	For	Against		Against
Bharat Petroleum Corporation Limited	09/28/2020	11	Approve Provision of Money for Share Repurchase by the Trust for the Benefit of Employees Under the BPCL Employee Stock Purchase Scheme 2020	No	For	Against		Against
Bharti Airtel Limited	07/31/2020		Court-Ordered Meeting for Shareholders	Yes				
Bharti Airtel Limited	07/31/2020	1	Approve Composite Scheme of Arrangement	No	For	For		For
Bharti Airtel Limited	08/18/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Bharti Airtel Limited	08/18/2020	2	Approve Final Dividend	No	For	For		For
Bharti Airtel Limited	08/18/2020	3	Reelect Gopal Vittal as Director	No	For	For		For
Bharti Airtel Limited	08/18/2020	4	Reelect Shishir Priyadarshi as Director	No	For	For		For
Bharti Airtel Limited	08/18/2020	5	Approve Remuneration of Cost Auditors	No	For	For		For
Bharti Infratel Limited	08/03/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Bharti Infratel Limited	08/03/2020	2	Confirm Interim Dividend	No	For	For		For
Bharti Infratel Limited	08/03/2020	3	Reelect Rajan Bharti Mittal as Director	No	For	For		Against
Bharti Infratel Limited	08/03/2020	4	Approve Reappointment and Remuneration of D S Rawat as Managing Director & CEO	No	For	For		For
Bharti Infratel Limited	08/03/2020	5	Reelect Rajinder Pal Singh as Director	No	For	For		For
Bharti Infratel Limited	11/29/2020		Postal Ballot	Yes				
Bharti Infratel Limited	11/29/2020	1	Elect Bimal Dayal as Director	No	For	For		For
Bharti Infratel Limited	11/29/2020	2	Approve Appointment of Bimal Dayal as Managing Director	No	For	For		For
Bharti Infratel Limited	11/29/2020	3	Approve Special Bonus to Akhil Gupta as Chairman	No	For	For		For
Bid Corp. Ltd.	11/26/2020	1	Reappoint PricewaterhouseCoopers Inc as Auditors of the Company with Eben Gerrys as the Individual Registered Auditor	No	For	For		For
Bid Corp. Ltd.	11/26/2020	2.1	Re-elect Stephen Koseff as Director	No	For	For		For
Bid Corp. Ltd.	11/26/2020	2.2	Re-elect Paul Baloyi as Director	No	For	For		For
Bid Corp. Ltd.	11/26/2020	2.3	Re-elect Helen Wiseman as Director	No	For	For		For
Bid Corp. Ltd.	11/26/2020	3.1	Re-elect Tasneem Abdool-Samad as Member of the Audit and Risk Committee	No	For	For		For
Bid Corp. Ltd.	11/26/2020	3.2	Re-elect Paul Baloyi as Member of the Audit and Risk Committee	No	For	For		For
Bid Corp. Ltd.	11/26/2020	3.3	Re-elect Nigel Payne as Member of the Audit and Risk Committee	No	For	For		For
Bid Corp. Ltd.	11/26/2020	3.4	Re-elect Helen Wiseman as Chairman of the Audit and Risk Committee	No	For	For		For
Bid Corp. Ltd.	11/26/2020	4.1	Approve Remuneration Policy	No	For	Against		Against
Bid Corp. Ltd.	11/26/2020	4.2	Approve Implementation of Remuneration Policy	No	For	Against		Against

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Bid Corp. Ltd.	11/26/2020	5	Place Authorised but Unissued Shares under Control of Directors	No	For	For		For
Bid Corp. Ltd.	11/26/2020	6	Authorise Board to Issue Shares for Cash	No	For	For		For
Bid Corp. Ltd.	11/26/2020	7	Approve Pro Rata Reduction of Stated Capital in lieu of Dividend	No	For	For		For
Bid Corp. Ltd.	11/26/2020	8	Authorise Creation and Issuance of Convertible Debentures or Other Convertible Instruments	No	For	For		For
Bid Corp. Ltd.	11/26/2020	9	Authorise Ratification of Approved Resolutions	No	For	For		For
Bid Corp. Ltd.	11/26/2020	10	Authorise Repurchase of Issued Share Capital	No	For	For		For
Bid Corp. Ltd.	11/26/2020	11.1	Approve Fees of the Chairman	No	For	For		For
Bid Corp. Ltd.	11/26/2020	11.2	Approve Fees of the Lead Independent Non-executive Director (SA)	No	For	For		For
Bid Corp. Ltd.	11/26/2020	11.3	Approve Fees of the Lead Independent Director (International) (AUD)	No	For	For		For
Bid Corp. Ltd.	11/26/2020	11.4	Approve Fees of the Non-executive Directors (SA)	No	For	For		For
Bid Corp. Ltd.	11/26/2020	11.5	Approve Fees of the Non-executive Directors (International) (AUD)	No	For	For		For
Bid Corp. Ltd.	11/26/2020	11.6	Approve Fees of the Audit and Risk Committee Chairman (International) (AUD)	No	For	For		For
Bid Corp. Ltd.	11/26/2020	11.7	Approve Fees of the Audit and Risk Committee Chairman (SA)	No	For	For		For
Bid Corp. Ltd.	11/26/2020	11.8	Approve Fees of the Audit and Risk Committee Member (SA)	No	For	For		For
Bid Corp. Ltd.	11/26/2020	11.9	Approve Fees of the Audit and Risk Committee Member (International) (AUD)	No	For	For		For
Bid Corp. Ltd.	11/26/2020	11.10	Approve Fees of the Remuneration Committee Chairman (SA)	No	For	For		For
Bid Corp. Ltd.	11/26/2020	11.11	Approve Fees of the Remuneration Committee Chairman (International) (AUD)	No	For	For		For
Bid Corp. Ltd.	11/26/2020	11.12	Approve Fees of the Remuneration Committee Member (SA)	No	For	For		For
Bid Corp. Ltd.	11/26/2020	11.13	Approve Fees of the Remuneration Committee Member (International) (AUD)	No	For	For		For
Bid Corp. Ltd.	11/26/2020	11.14	Approve Fees of the Nominations Committee Chairman (SA)	No	For	For		For
Bid Corp. Ltd.	11/26/2020	11.15	Approve Fees of the Nominations Committee Chairman (International) (AUD)	No	For	For		For
Bid Corp. Ltd.	11/26/2020	11.16	Approve Fees of the Nominations Committee Member (SA)	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Bid Corp. Ltd.	11/26/2020	11.17	Approve Fees of the Nominations Committee Member (International) (AUD)	No	For	For		For
Bid Corp. Ltd.	11/26/2020	11.18	Approve Fees of the Acquisitions Committee Chairman (SA)	No	For	For		For
Bid Corp. Ltd.	11/26/2020	11.19	Approve Fees of the Acquisitions Committee Chairman (International) (AUD)	No	For	For		For
Bid Corp. Ltd.	11/26/2020	11.20	Approve Fees of the Acquisitions Committee Member (SA)	No	For	For		For
Bid Corp. Ltd.	11/26/2020	11.21	Approve Fees of the Acquisitions Committee Member (International) (AUD)	No	For	For		For
Bid Corp. Ltd.	11/26/2020	11.22	Approve Fees of the Social and Ethics Committee Chairman (SA)	No	For	For		For
Bid Corp. Ltd.	11/26/2020	11.23	Approve Fees of the Social and Ethics Committee Chairman (International) (AUD)	No	For	For		For
Bid Corp. Ltd.	11/26/2020	11.24	Approve Fees of the Social and Ethics Committee Member (SA)	No	For	For		For
Bid Corp. Ltd.	11/26/2020	11.25	Approve Fees of the Social and Ethics Committee Member (International) (AUD)	No	For	For		For
Bid Corp. Ltd.	11/26/2020	11.26	Approve Fees of the Ad hoc Meetings (SA)	No	For	For		For
Bid Corp. Ltd.	11/26/2020	11.27	Approve Fees of the Ad hoc Meetings (International) (AUD)	No	For	For		For
Bid Corp. Ltd.	11/26/2020	11.28	Approve Fees of the Travel per Meeting Cycle (SA)	No	For	For		For
Bid Corp. Ltd.	11/26/2020	11.29	Approve Fees of the Travel per Meeting Cycle (International) (AUD)	No	For	For		For
Bid Corp. Ltd.	11/26/2020	12	Approve Financial Assistance to Related or Inter-related Companies and Corporations	No	For	For		For
Biocon Limited	07/24/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Biocon Limited	07/24/2020	2	Reelect John Shaw as Director	No	For	For		For
Biocon Limited	07/24/2020	3	Approve Reappointment and Remuneration of Kiran Mazumdar Shaw as Executive Director and Designated as Executive Chairperson	No	For	For		For
Biocon Limited	07/24/2020	4	Approve Appointment of Siddharth Mittal as Managing Director	No	For	For		For
Biocon Limited	07/24/2020	5	Increase Authorized Share Capital and Amend Memorandum of Association	No	For	For		For
Biocon Limited	07/24/2020	6	Approve Biocon Restricted Stock Unit Long Term Incentive Plan FY 2020-24 and Grant Restricted Stock Unit to Eligible Employees	No	For	Against		Against

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Biocon Limited	07/24/2020	7	Approve Grant of Restricted Stock Units to Employees of Present and Future Subsidiary Company(ies) under Biocon Restricted Stock Unit Long Term Incentive Plan FY 2020-24	No	For	Against		Against
Biocon Limited	07/24/2020	8	Approve Remuneration of Cost Auditors	No	For	For		For
Boubyan Petrochemical Co. KSC	07/15/2020		Ordinary Business	Yes				
Boubyan Petrochemical Co. KSC	07/15/2020	1	Approve Board Report on Company Operations for FY 2020	No	For	For		For
Boubyan Petrochemical Co. KSC	07/15/2020	2	Approve Corporate Governance, Remuneration and Audit Committee Reports for FY 2020	No	For	For		For
Boubyan Petrochemical Co. KSC	07/15/2020	3	Approve Auditors' Report on Company Financial Statements for FY 2020	No	For	For		For
Boubyan Petrochemical Co. KSC	07/15/2020	4	Accept Consolidated Financial Statements and Statutory Reports for FY 2020	No	For	For		For
Boubyan Petrochemical Co. KSC	07/15/2020	5	Approve Special Report on Violations for FY 2020	No	For	For		For
Boubyan Petrochemical Co. KSC	07/15/2020	6	Approve Dividends of KWD 0.035 per Share for FY 2020	No	For	For		For
Boubyan Petrochemical Co. KSC	07/15/2020	7	Approve the Transfer of Entire Optional Reserve to Retained Earnings Account	No	For	For		For
Boubyan Petrochemical Co. KSC	07/15/2020	8	Approve Discontinuing the Optional Reserve Transfer for FY 2020	No	For	For		For
Boubyan Petrochemical Co. KSC	07/15/2020	9	Approve Discontinuing the Statutory Reserve Transfer for FY 2020	No	For	For		For
Boubyan Petrochemical Co. KSC	07/15/2020	10	Approve Remuneration of Directors of KWD 90,000 for FY 2020	No	For	For		For
Boubyan Petrochemical Co. KSC	07/15/2020	11	Authorize Share Repurchase Program of Up to 10 Percent of Issued Share Capital	No	For	For		For
Boubyan Petrochemical Co. KSC	07/15/2020	12	Approve Related Party Transactions for FY 2020 and FY 2021	No	For	Against		Against
Boubyan Petrochemical Co. KSC	07/15/2020	13	Approve Discharge of Directors for FY 2020	No	For	For		For
Boubyan Petrochemical Co. KSC	07/15/2020	14	Ratify Auditors and Fix Their Remuneration for FY 2021	No	For	For		For
Boubyan Petrochemical Co. KSC	07/15/2020	15	Elect Directors (Bundled)	No	For	Against		Against
BSRM Steels Ltd.	12/24/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
BSRM Steels Ltd.	12/24/2020	2.1	Reelect Alihussain Akberali as Director	No	For	For		For
BSRM Steels Ltd.	12/24/2020	2.2	Reelect Tehseen Zohair Taherali as Director	No	For	For		For
BSRM Steels Ltd.	12/24/2020	3	Approve Dividend	No	For	For		For
BSRM Steels Ltd.	12/24/2020	4	Approve Hussain Farhad & Co. as Auditors and Authorize Board to Fix their Remuneration	No	For	For		For
BSRM Steels Ltd.	12/24/2020	5	Ratify Appointment of Mono Ranjan Dey as Independent Director	No	For	For		For
BSRM Steels Ltd.	12/24/2020	6	Appoint Corporate Governance Compliance Professional	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
BSRM Steels Ltd.	12/24/2020	7	Approve Inter Company Loans/Corporate Guarantees	No	For	Against		Against
BTS Group Holdings Public Company Limited	07/20/2020	1	Message from the Chairman to the Meeting	Yes				
BTS Group Holdings Public Company Limited	07/20/2020	2	Acknowledge Operating Results	No	For	For		For
BTS Group Holdings Public Company Limited	07/20/2020	3	Approve Financial Statements	No	For	For		For
BTS Group Holdings Public Company Limited	07/20/2020	4	Approve Dividend Payment	No	For	For		For
BTS Group Holdings Public Company Limited	07/20/2020	5	Approve Remuneration of Directors	No	For	For		For
BTS Group Holdings Public Company Limited	07/20/2020	6.1	Elect Anat Arbhahirama as Director	No	For	For		For
BTS Group Holdings Public Company Limited	07/20/2020	6.2	Elect Kavin Kanjanapas as Director	No	For	For		For
BTS Group Holdings Public Company Limited	07/20/2020	6.3	Elect Rangsin Kritalug as Director	No	For	Against		Against
BTS Group Holdings Public Company Limited	07/20/2020	6.4	Elect Charoen Wattanasin as Director	No	For	For		For
BTS Group Holdings Public Company Limited	07/20/2020	6.5	Elect Karoon Chandrangsu as Director	No	For	For		For
BTS Group Holdings Public Company Limited	07/20/2020	7	Approve EY Office Limited as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
BTS Group Holdings Public Company Limited	07/20/2020	8	Approve Allocation of Newly Issued Shares under the General Mandate	No	For	For		For
BTS Group Holdings Public Company Limited	07/20/2020	9	Approve Reduction in Registered Capital	No	For	For		For
BTS Group Holdings Public Company Limited	07/20/2020	10	Amend Memorandum of Association to Reflect Decrease in Registered Capital	No	For	For		For
BTS Group Holdings Public Company Limited	07/20/2020	11	Approve Increase in Registered Capital	No	For	For		For
BTS Group Holdings Public Company Limited	07/20/2020	12	Amend Memorandum of Association to Reflect Increase in Registered Capital	No	For	For		For
BTS Group Holdings Public Company Limited	07/20/2020	13	Approve Allocation of Newly Issued Shares to Accommodate the Right Adjustment of Warrants to Purchase Newly Issued Ordinary Shares and Offering to Potential Specific Investors	No	For	For		For
BTS Group Holdings Public Company Limited	07/20/2020	14	Approve Issuance and Offering of Debentures	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
BTS Group Holdings Public Company Limited	07/20/2020	15	Other Business	No	For	Against		Against
BYD Company Limited	09/08/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
BYD Company Limited	09/08/2020		ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Yes				
BYD Company Limited	09/08/2020	1a	Elect Wang Chuan-Fu as Director	No	For	For		Against
BYD Company Limited	09/08/2020	1b	Elect Lv Xiang-Yang as Director	No	For	For		Against
BYD Company Limited	09/08/2020	1c	Elect Xia Zuo-Quan as Director	No	For	For		Against
BYD Company Limited	09/08/2020		ELECT INDEPENDENT NON-EXECUTIVE DIRECTORS VIA CUMULATIVE VOTING	Yes				
BYD Company Limited	09/08/2020	1d	Elect Cai Hong-Ping as Director	No	For	For		For
BYD Company Limited	09/08/2020	1e	Elect Jiang Yan-Bo as Director	No	For	For		For
BYD Company Limited	09/08/2020	1f	Elect Zhang Min as Director	No	For	For		For
BYD Company Limited	09/08/2020		ELECT SUPERVISORS VIA CUMULATIVE VOTING	Yes				
BYD Company Limited	09/08/2020	2a	Elect Dong Jun-Ging as Supervisor	No	For	For		For
BYD Company Limited	09/08/2020	2b	Elect Li Yong-Zhao as Supervisor	No	For	For		For
BYD Company Limited	09/08/2020	2c	Elect Huang Jiang-Feng as Supervisor	No	For	For		For
BYD Company Limited	09/08/2020	2d	Authorize Board to Enter into a Service Contract with Wang Zhen and Yang Dong-Sheng	No	For	For		For
BYD Company Limited	09/08/2020	3	Approve Remuneration of Directors	No	For	For		For
BYD Company Limited	09/08/2020	4	Approve Remuneration of Supervisors	No	For	For		For
BYD Company Limited	12/10/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
BYD Company Limited	12/10/2020	1	Approve Increase of Shareholders' Deposits Limit	No	For	For		For
C.N.T.E.E. Transelectrica SA	07/31/2020		Ordinary Business	Yes				
C.N.T.E.E. Transelectrica SA	07/31/2020		Management Proposal	Yes				
C.N.T.E.E. Transelectrica SA	07/31/2020	1	Receive Information Re: Litigations Exceeding EUR 0.5 Million	Yes				
C.N.T.E.E. Transelectrica SA	07/31/2020		Shareholder Proposals Submitted by Romanian Government General Secretariat	Yes				
C.N.T.E.E. Transelectrica SA	07/31/2020	2	Start Procedure for Selection of Supervisory Board Members	No	None	For		For
C.N.T.E.E. Transelectrica SA	07/31/2020	3	Approve Supervisory Board Profile	No	None	Against		Against
C.N.T.E.E. Transelectrica SA	07/31/2020	4	Approve Supervisory Board Members' Candidate Profile	No	None	For		For
C.N.T.E.E. Transelectrica SA	07/31/2020		Management Proposals	Yes				
C.N.T.E.E. Transelectrica SA	07/31/2020	5	Approve Meeting's Record Date	No	For	For		For
C.N.T.E.E. Transelectrica SA	07/31/2020	6	Authorize Filing of Required Documents/Other Formalities	No	For	For		For
C.N.T.E.E. Transelectrica SA	09/28/2020		Ordinary Business	Yes				
C.N.T.E.E. Transelectrica SA	09/28/2020		Shareholder Proposals Submitted by the Romanian Government General Secretariat	Yes				

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
C.N.T.E.E. Transelectrica SA	09/28/2020	1.1	Elect Adrian Goiceia as Supervisory Board Member	No	None	For		For
C.N.T.E.E. Transelectrica SA	09/28/2020	1.2	Elect Luiza Popescu as Supervisory Board Member	No	None	For		For
C.N.T.E.E. Transelectrica SA	09/28/2020	1.3	Elect Oleg Burlacu as Supervisory Board Member	No	None	For		For
C.N.T.E.E. Transelectrica SA	09/28/2020	1.4	Elect Jean Valentin Comanescu as Supervisory Board Member	No	None	For		For
C.N.T.E.E. Transelectrica SA	09/28/2020	1.5	Elect Mihaela Popescu as Supervisory Board Member	No	None	For		For
C.N.T.E.E. Transelectrica SA	09/28/2020	1.6	Elect Ciprian Constantin Dumitru as Supervisory Board Member	No	None	For		For
C.N.T.E.E. Transelectrica SA	09/28/2020	1.7	Elect Mircea Cristian Staicu as Supervisory Board Member	No	None	For		For
C.N.T.E.E. Transelectrica SA	09/28/2020	1^1	Fix Duration of Mandate of Supervisory Board Members	No	None	For		For
C.N.T.E.E. Transelectrica SA	09/28/2020	2	Approve Remuneration of Supervisory Board Members	No	None	For		For
C.N.T.E.E. Transelectrica SA	09/28/2020	3	Approve Contract of Mandate for Supervisory Board Members	No	None	For		For
C.N.T.E.E. Transelectrica SA	09/28/2020		Management Proposals	Yes				
C.N.T.E.E. Transelectrica SA	09/28/2020	4	Receive Information Re: Procurement of Products, Services, and Works over EUR 5 Million as of July 9, 2020	Yes				
C.N.T.E.E. Transelectrica SA	09/28/2020	5	Receive Supervisory Board's Activity Report for S1 2020	Yes				
C.N.T.E.E. Transelectrica SA	09/28/2020	6	Approve Meeting's Record Date	No	For	For		For
C.N.T.E.E. Transelectrica SA	09/28/2020	7	Authorize Filing of Required Documents/Other Formalities	No	For	For		For
C.N.T.E.E. Transelectrica SA	12/21/2020		Ordinary Business	Yes				
C.N.T.E.E. Transelectrica SA	12/21/2020	1	Receive Information Re: Shareholders' Right to Dividends for Fiscal Year 2016	Yes				
C.N.T.E.E. Transelectrica SA	12/21/2020		Shareholder Proposals Submitted by the Romanian Government General Secretariat	Yes				
C.N.T.E.E. Transelectrica SA	12/21/2020	2	Approve Financial and Non-financial Performance Indicators	No	None	Against		Against
C.N.T.E.E. Transelectrica SA	12/21/2020	3	Modify Fixed Monthly Remuneration for Supervisory Board Members	No	None	Against		Against
C.N.T.E.E. Transelectrica SA	12/21/2020	4	Approve Variable Remuneration for Supervisory Board Members	No	None	Against		Against
C.N.T.E.E. Transelectrica SA	12/21/2020	5	Approve Maximum Limit of Remuneration of Management Board Members	No	None	Against		Against
C.N.T.E.E. Transelectrica SA	12/21/2020	6	Approve Addendum to the Mandate Contract Signed with Supervisory Board Members	No	None	Against		Against
C.N.T.E.E. Transelectrica SA	12/21/2020		Management Proposals	Yes				
C.N.T.E.E. Transelectrica SA	12/21/2020	7	Approve Meeting's Record Date	No	For	For		For
C.N.T.E.E. Transelectrica SA	12/21/2020	8	Authorize Filing of Required Documents/Other Formalities	No	For	For		For
C.N.T.E.E. Transelectrica SA	12/21/2020		Extraordinary Business	Yes				

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
C.N.T.E.E. Transelectrica SA	12/21/2020	1	Power Transmission Grid Development Plan 2020-2029	No	For	For		For
C.N.T.E.E. Transelectrica SA	12/21/2020	2.1	Amend Article 20 of Bylaws Re: Supervisory Board	No	For	For		For
C.N.T.E.E. Transelectrica SA	12/21/2020	2.2	Amend Article 21 of Bylaws Re: Supervisory Board	No	For	For		For
C.N.T.E.E. Transelectrica SA	12/21/2020	3	Approve Meeting's Record Date	No	For	For		For
C.N.T.E.E. Transelectrica SA	12/21/2020	4	Authorize Filing of Required Documents/Other Formalities	No	For	For		For
Cadila Healthcare Limited	08/27/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Cadila Healthcare Limited	08/27/2020	2	Confirm Interim Dividend as Final Dividend	No	For	For		For
Cadila Healthcare Limited	08/27/2020	3	Reelect Sharvil P. Patel as Director	No	For	For		For
Cadila Healthcare Limited	08/27/2020	4	Reelect Pankaj R. Patel as Director	No	For	For		Against
Cadila Healthcare Limited	08/27/2020	5	Approve Remuneration of Cost Auditors	No	For	For		For
Cadila Healthcare Limited	08/27/2020	6	Approve Reappointment and Remuneration of Ganesh N. Nayak as Whole-time Director Designated as Chief Operating Officer and Executive Director	No	For	Against		Against
Catcher Technology Co., Ltd.	10/05/2020	1	Approve Equity Disposal Agreement	No	For	For		For
Catcher Technology Co., Ltd.	10/05/2020	2	Transact Other Business (Non-Voting)	Yes				
CCC SA	12/14/2020	1	Open Meeting	Yes				
CCC SA	12/14/2020	2	Elect Meeting Chairman	No	For	For		For
CCC SA	12/14/2020	3	Acknowledge Proper Convening of Meeting	Yes				
CCC SA	12/14/2020	4	Approve Agenda of Meeting	No	For	For		For
CCC SA	12/14/2020	5	Approve Pledging of Assets for Debt	No	For	Against		Against
CCC SA	12/14/2020	6	Amend Management Agreements with Subsidiaries	No	For	Against		Against
CCC SA	12/14/2020	7	Close Meeting	Yes				
CD Projekt SA	07/28/2020	1	Open Meeting	Yes				
CD Projekt SA	07/28/2020	2	Elect Meeting Chairman	No	For	For		For
CD Projekt SA	07/28/2020	3	Acknowledge Proper Convening of Meeting	Yes				
CD Projekt SA	07/28/2020	4	Approve Agenda of Meeting	No	For	For		For
CD Projekt SA	07/28/2020	5	Receive Management Board Report, Standalone and Consolidated Financial Statements	Yes				
CD Projekt SA	07/28/2020	6	Approve Financial Statements	No	For	For		For
CD Projekt SA	07/28/2020	7	Approve Consolidated Financial Statements	No	For	For		For
CD Projekt SA	07/28/2020	8	Approve Management Board Report on Company's and Group's Operations	No	For	For		For
CD Projekt SA	07/28/2020	9	Approve Allocation of Income and Omission of Dividends	No	For	For		For
CD Projekt SA	07/28/2020	10	Approve Discharge of Adam Kicinski (CEO)	No	For	For		For
CD Projekt SA	07/28/2020	11	Approve Discharge of Marcin Iwinski (Deputy CEO)	No	For	For		For
CD Projekt SA	07/28/2020	12	Approve Discharge of Piotr Nielubowicz (Deputy CEO)	No	For	For		For
CD Projekt SA	07/28/2020	13	Approve Discharge of Adam Badowski (Management Board Member)	No	For	For		For
CD Projekt SA	07/28/2020	14	Approve Discharge of Michal Nowakowski (Management Board Member)	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
CD Projekt SA	07/28/2020	15	Approve Discharge of Piotr Karwowski (Management Board Member)	No	For	For		For
CD Projekt SA	07/28/2020	16	Approve Discharge of Oleg Klapovskiy (Management Board Member)	No	For	For		For
CD Projekt SA	07/28/2020	17	Approve Discharge of Katarzyna Szwarc (Supervisory Board Chairwoman)	No	For	For		For
CD Projekt SA	07/28/2020	18	Approve Discharge of Piotr Pagowski (Supervisory Board Deputy Chairman)	No	For	For		For
CD Projekt SA	07/28/2020	19	Approve Discharge of Michal Bien (Supervisory Board Member)	No	For	For		For
CD Projekt SA	07/28/2020	20	Approve Discharge of Krzysztof Kilian (Supervisory Board Member)	No	For	For		For
CD Projekt SA	07/28/2020	21	Approve Discharge of Maciej Nielubowicz (Supervisory Board Member)	No	For	For		For
CD Projekt SA	07/28/2020	22	Approve Remuneration Policy	No	For	Against		Against
CD Projekt SA	07/28/2020	23	Amend May 24, 2016, AGM Resolution Re: Approve Incentive Plan	No	For	For		For
CD Projekt SA	07/28/2020	24	Authorize Share Repurchase Program For Purpose of Incentive Plan; Approve Creation of Reserve Capital for Purpose of Share Repurchase Program	No	For	For		For
CD Projekt SA	07/28/2020	25	Approve Incentive Plan	No	For	Against		Against
CD Projekt SA	07/28/2020	26	Approve Issuance of Warrants without Preemptive Rights to Subscribe to Series N Shares for Purpose of Incentive Plan; Approve Conditional Increase in Share Capital via Issuance of N Series Shares	No	For	Against		Against
CD Projekt SA	07/28/2020	27	Cancel Reserve Capital Created for Purpose of Share Repurchase Program	No	For	For		For
CD Projekt SA	07/28/2020	28	Close Meeting	Yes				
CD Projekt SA	09/22/2020	1	Open Meeting	Yes				
CD Projekt SA	09/22/2020	2	Elect Meeting Chairman	No	For	For		For
CD Projekt SA	09/22/2020	3	Acknowledge Proper Convening of Meeting	Yes				
CD Projekt SA	09/22/2020	4	Approve Agenda of Meeting	No	For	For		For
CD Projekt SA	09/22/2020	5	Amend July 28, 2020, AGM, Resolution Re: Incentive Plan	No	For	Against		Against
CD Projekt SA	09/22/2020	6	Approve Issuance of Warrants without Preemptive Rights to Subscribe to Series N Shares for Purpose of Incentive Plan; Approve Conditional Increase in Share Capital via Issuance of N Series Shares	No	For	Against		Against
CD Projekt SA	09/22/2020	7	Close Meeting	Yes				
Cementos Pacasmayo SAA	07/09/2020	1a	Approve Financial Statements and Statutory Reports	No	For	For		For
Cementos Pacasmayo SAA	07/09/2020	1b	Approve Annual Report and Discharge Directors	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Cementos Pacasmayo SAA	07/09/2020	2	Ratify Distribution of Dividends for FY 2019	No	For	For		For
Cementos Pacasmayo SAA	07/09/2020	3	Approve Allocation of Income and Dividends	No	For	For		For
Cementos Pacasmayo SAA	07/09/2020	4a	Fix Number of Directors at 7	No	For	For		For
Cementos Pacasmayo SAA	07/09/2020	4b1	Elect Ana Maria Botella Serrano as Director	No	For	For		For
Cementos Pacasmayo SAA	07/09/2020	4b2	Elect Juan Francisco Correa Sabogal as Director	No	For	For		For
Cementos Pacasmayo SAA	07/09/2020	4b3	Elect Eduardo Hochschild Beeck as Director	No	For	For		For
Cementos Pacasmayo SAA	07/09/2020	4b4	Elect Venkat Krishnamurthy as Director	No	For	For		For
Cementos Pacasmayo SAA	07/09/2020	4b5	Elect Jose Raimundo Morales Dasso as Director	No	For	For		For
Cementos Pacasmayo SAA	07/09/2020	4b6	Elect Humberto Reynaldo Nadal del Carpio as Director	No	For	For		For
Cementos Pacasmayo SAA	07/09/2020	4b7	Elect Marco Antonio Zaldivar Garcia as Director	No	For	For		For
Cementos Pacasmayo SAA	07/09/2020	5	Amend Articles	No	For	For		For
Cementos Pacasmayo SAA	07/09/2020	6	Appoint Legal Representatives	No	For	For		For
CEMEX Latam Holdings SA	07/29/2020	1	Approve Financial Statements	No	For	For		For
CEMEX Latam Holdings SA	07/29/2020	2	Approve Treatment of Net Loss	No	For	For		For
CEMEX Latam Holdings SA	07/29/2020	3	Approve Discharge of Board	No	For	For		For
CEMEX Latam Holdings SA	07/29/2020	4	Renew Appointment of KPMG Auditores as Auditor	No	For	For		For
CEMEX Latam Holdings SA	07/29/2020	5.1	Ratify Appointment of and Elect Jesus Vicente Gonzalez Herrera as Director	No	For	For		Against
CEMEX Latam Holdings SA	07/29/2020	5.2	Elect Jose Antonio Gonzalez Flores as Director	No	For	For		Against
CEMEX Latam Holdings SA	07/29/2020	5.3	Elect Marcelo Catala Espinosa as Director	No	For	For		Against
CEMEX Latam Holdings SA	07/29/2020	5.4	Elect Antonio Ivan Sanchez as Director	No	For	For		Against
CEMEX Latam Holdings SA	07/29/2020	6	Advisory Vote on Remuneration Report	No	For	Against		Against
CEMEX Latam Holdings SA	07/29/2020	7	Approve Remuneration Policy	No	For	Against		Against
CEMEX Latam Holdings SA	07/29/2020	8	Authorize Board to Ratify and Execute Approved Resolutions	No	For	For		For
Central Pattana Public Company Limited	07/10/2020	1	Acknowledge Minutes of Previous Meeting	Yes				
Central Pattana Public Company Limited	07/10/2020	2	Acknowledge Performance Results	Yes				
Central Pattana Public Company Limited	07/10/2020	3	Acknowledge Interim Dividend Payment	Yes				
Central Pattana Public Company Limited	07/10/2020	4	Approve Financial Statements	No	For	For		For
Central Pattana Public Company Limited	07/10/2020	5.1	Elect Suthichai Chirathivat as Director	No	For	For		Against
Central Pattana Public Company Limited	07/10/2020	5.2	Elect Paitoon Taveebhol as Director	No	For	For		For
Central Pattana Public Company Limited	07/10/2020	5.3	Elect Sudhitham Chirathivat as Director	No	For	For		Against

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Central Pattana Public Company Limited	07/10/2020	5.4	Elect Preecha Ekkunagul as Director	No	For	For		Against
Central Pattana Public Company Limited	07/10/2020	6	Approve Increase in Size of Board from 11 to 12 and Elect Nidsinee Chirathivat as Director	No	For	For		Against
Central Pattana Public Company Limited	07/10/2020	7	Approve Remuneration of Directors	No	For	For		For
Central Pattana Public Company Limited	07/10/2020	8	Approve KPMG Poomchai Audit Limited as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Central Pattana Public Company Limited	07/10/2020	9	Approve Issuance of Debentures	No	For	For		For
Central Pattana Public Company Limited	07/10/2020	10	Authorize Issuance of Bill of Exchange and/or Short-term Debenture	No	For	For		For
Central Pattana Public Company Limited	07/10/2020	11	Other Business	No	For	Against		Against
Central Retail Corp. Public Co. Ltd.	08/26/2020	1	Acknowledge Company's Performance	Yes				
Central Retail Corp. Public Co. Ltd.	08/26/2020	2	Approve Financial Statements	No	For	For		For
Central Retail Corp. Public Co. Ltd.	08/26/2020	3	Approve Omission of Dividend Payment	No	For	For		For
Central Retail Corp. Public Co. Ltd.	08/26/2020	4.1	Elect Prasarn Trairatvorakul as Director	No	For	For		Against
Central Retail Corp. Public Co. Ltd.	08/26/2020	4.2	Elect Suthichai Chirathivat as Director	No	For	For		Against
Central Retail Corp. Public Co. Ltd.	08/26/2020	4.3	Elect Pratana Mongkolkul as Director	No	For	For		For
Central Retail Corp. Public Co. Ltd.	08/26/2020	4.4	Elect Sompong Tantapart as Director	No	For	For		For
Central Retail Corp. Public Co. Ltd.	08/26/2020	4.5	Elect Suthilaksh Chirathivat as Director	No	For	Against		Against
Central Retail Corp. Public Co. Ltd.	08/26/2020	5	Approve Remuneration of Directors	No	For	For		For
Central Retail Corp. Public Co. Ltd.	08/26/2020	6	Approve KPMG Phoomchai Audit Limited as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		Against
Central Retail Corp. Public Co. Ltd.	08/26/2020	7	Amend Articles of Association	No	For	For		For
Central Retail Corp. Public Co. Ltd.	08/26/2020	8	Other Business	No	For	Against		Against
CGN Power Co., Ltd.	08/05/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
CGN Power Co., Ltd.	08/05/2020		ELECT DIRECTORS VIA CUMULATIVE VOTING	Yes				
CGN Power Co., Ltd.	08/05/2020	1.1	Elect Yang Changli as Director	No	For	For		Against
CGN Power Co., Ltd.	08/05/2020	1.2	Elect Gao Ligang as Director	No	For	For		Against
CGN Power Co., Ltd.	08/05/2020	1.3	Elect Jiang Dajin as Director	No	For	For		Against
CGN Power Co., Ltd.	08/05/2020	1.4	Elect Shi Bing as Director	No	For	For		Against
CGN Power Co., Ltd.	08/05/2020	1.5	Elect Wang Wei as Director	No	For	For		Against
CGN Power Co., Ltd.	08/05/2020	1.6	Elect Gu Jian as Director	No	For	For		Against
CGN Power Co., Ltd.	08/05/2020		ELECT INDEPENDENT NON-EXECUTIVE DIRECTORS VIA CUMULATIVE VOTING	Yes				
CGN Power Co., Ltd.	08/05/2020	2.1	Elect Li Fuyou as Director	No	For	For		For
CGN Power Co., Ltd.	08/05/2020	2.2	Elect Yang Jiayi as Director	No	For	For		For
CGN Power Co., Ltd.	08/05/2020	2.3	Elect Xia Ceming as Director	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
CGN Power Co., Ltd.	08/05/2020		ELECT SUPERVISORS VIA CUMULATIVE VOTING	Yes				
CGN Power Co., Ltd.	08/05/2020	3.1	Elect Chen Sui as Supervisor	No	For	For		For
CGN Power Co., Ltd.	08/05/2020	3.2	Elect Hu Yaoqi as Supervisor	No	For	For		For
CGN Power Co., Ltd.	08/05/2020	3.3	Elect Zhang Baishan as Supervisor	No	For	For		For
CGN Power Co., Ltd.	08/05/2020		RESOLUTIONS IN RELATION TO THE REMUNERATION OF DIRECTORS AND SUPERVISORS	Yes				
CGN Power Co., Ltd.	08/05/2020	4.1	Approve Remuneration of Yang Changli	No	For	For		For
CGN Power Co., Ltd.	08/05/2020	4.2	Approve Remuneration of Gao Ligang	No	For	For		For
CGN Power Co., Ltd.	08/05/2020	4.3	Approve Remuneration of Jiang Dajin	No	For	For		For
CGN Power Co., Ltd.	08/05/2020	4.4	Approve Remuneration of Shi Bing	No	For	For		For
CGN Power Co., Ltd.	08/05/2020	4.5	Approve Remuneration of Wang Wei	No	For	For		For
CGN Power Co., Ltd.	08/05/2020	4.6	Approve Remuneration of Gu Jian	No	For	For		For
CGN Power Co., Ltd.	08/05/2020	4.7	Approve Remuneration of Li Fuyou	No	For	For		For
CGN Power Co., Ltd.	08/05/2020	4.8	Approve Remuneration of Yang Jiayi	No	For	For		For
CGN Power Co., Ltd.	08/05/2020	4.9	Approve Remuneration of Xia Ceming	No	For	For		For
CGN Power Co., Ltd.	08/05/2020	4.10	Approve Remuneration of Chen Sui	No	For	For		For
CGN Power Co., Ltd.	08/05/2020	4.11	Approve Remuneration of Hu Yaoqi	No	For	For		For
CGN Power Co., Ltd.	08/05/2020	4.12	Approve Remuneration of Zhang Baishan	No	For	For		For
CGN Power Co., Ltd.	08/05/2020	4.13	Approve Remuneration of Zhu Hui	No	For	For		For
CGN Power Co., Ltd.	08/05/2020	4.14	Approve Remuneration of Wang Hongxin	No	For	For		For
CGN Power Co., Ltd.	08/05/2020	5	Amend Rules and Procedures Regarding General Meetings of Shareholders	No	For	For		For
CGN Power Co., Ltd.	08/05/2020	6	Amend Rules and Procedures Regarding Meetings of Board of Directors	No	For	For		For
CH. Karnchang Public Company Limited	08/06/2020	1	Approve Minutes of Previous Meeting	No	For	For		For
CH. Karnchang Public Company Limited	08/06/2020	2	Acknowledge Operational Results	Yes				
CH. Karnchang Public Company Limited	08/06/2020	3	Approve Financial Statements	No	For	For		For
CH. Karnchang Public Company Limited	08/06/2020	4	Approve Omission of Dividend Payment and Acknowledge Interim Dividend Payments	No	For	For		For
CH. Karnchang Public Company Limited	08/06/2020	5.1	Elect Aswin Kongsiri as Director	No	For	For		For
CH. Karnchang Public Company Limited	08/06/2020	5.2	Elect Thawansak Sukhawun as Director	No	For	For		For
CH. Karnchang Public Company Limited	08/06/2020	5.3	Elect Ratn Santaannop as Director	No	For	For		Against
CH. Karnchang Public Company Limited	08/06/2020	5.4	Elect Prasert Marittanaporn as Director	No	For	For		Against

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
CH. Karnchang Public Company Limited	08/06/2020	6	Approve Remuneration of Directors	No	For	For		For
CH. Karnchang Public Company Limited	08/06/2020	7	Approve EY Office Limited as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
CH. Karnchang Public Company Limited	08/06/2020	8	Other Business	No	For	Against		Against
Charoen Pokphand Foods Public Co. Ltd.	10/27/2020	1	Approve Minutes of Previous Meeting	No	For	For		For
Charoen Pokphand Foods Public Co. Ltd.	10/27/2020	2	Approve Acquisition of Swine Business in China by a Subsidiary	No	For	For		For
Charoen Pokphand Foods Public Co. Ltd.	10/27/2020	3	Other Business	Yes				
Chimimport AD	09/30/2020		Management Proposals	Yes				
Chimimport AD	09/30/2020	1	Approve Management Board Report on Company's Operations	No	For	For		For
Chimimport AD	09/30/2020	2	Approve Auditor's Report	No	For	For		For
Chimimport AD	09/30/2020	3	Approve Financial Statements	No	For	For		For
Chimimport AD	09/30/2020	4	Approve Consolidated Management Board Report on Company's Operations	No	For	For		For
Chimimport AD	09/30/2020	5	Approve Auditor's Report on Consolidated Financial Statements	No	For	For		For
Chimimport AD	09/30/2020	6	Approve Consolidated and Audited Financial Statements	No	For	For		For
Chimimport AD	09/30/2020	7	Approve Audit Committee Report	No	For	For		For
Chimimport AD	09/30/2020	8	Approve Report on Remuneration of Management and Supervisory Board Members	No	For	Against		Against
Chimimport AD	09/30/2020	9	Approve Allocation of Income and Dividends	No	For	For		For
Chimimport AD	09/30/2020	10	Approve Discharge of Management and Supervisory Board Members	No	For	For		For
Chimimport AD	09/30/2020	11	Ratify Grant Thornton as Auditor	No	For	For		For
Chimimport AD	09/30/2020	12	Approve Remuneration Policy	No	For	Against		Against
Chimimport AD	09/30/2020		Shareholder Proposal Submitted by Invest Capital AD	Yes				
Chimimport AD	09/30/2020	13	Recall Members of Audit Committee; Elect New Members of Audit Committee for Three-Year Term and Approve Their Remuneration	No	None	Against		Against
China CITIC Bank Corporation Limited	07/14/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
China CITIC Bank Corporation Limited	07/14/2020	1	Approve Change of Office and Residence and Amendments to the Related Terms of the Articles of Association	No	For	For		For
China Communications Construction Company Limited	10/22/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
China Communications Construction Company Limited	10/22/2020	1	Elect Wang Tongzhou as Director	No	For	For		For
China Communications Services Corporation Limited	10/21/2020	1	Elect Huang Xiaoqing as Director, Authorize Board to Sign on Behalf of the Company the Director's Service Contract with Him and Authorize Board to Fix His Remuneration	No	For	For		Against
China Construction Bank Corporation	11/12/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
China Construction Bank Corporation	11/12/2020	1	Elect Lyu Jiajin as Director	No	For	For		Against
China Construction Bank Corporation	11/12/2020	2	Elect Shao Min as Director	No	For	For		Against
China Construction Bank Corporation	11/12/2020	3	Elect Liu Fang as Director	No	For	For		Against
China Construction Bank Corporation	11/12/2020	4	Elect William (Bill) Coen as Director	No	For	For		For
China Construction Bank Corporation	11/12/2020	5	Approve Remuneration Distribution and Settlement Plan for Directors	No	For	For		For
China Construction Bank Corporation	11/12/2020	6	Approve Remuneration Distribution and Settlement Plan for Supervisors	No	For	For		For
China Construction Bank Corporation	11/12/2020	7	Approve Issuance of Qualified Write-Down Tier 2 Capital Instruments	No	For	For		For
China Dongxiang (Group) Co., Ltd.	08/19/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
China Dongxiang (Group) Co., Ltd.	08/19/2020	2a	Approve Final Dividend	No	For	For		For
China Dongxiang (Group) Co., Ltd.	08/19/2020	2b	Approve Special Dividend	No	For	For		For
China Dongxiang (Group) Co., Ltd.	08/19/2020	3a1	Elect Chen Yihong as Director	No	For	For		Against
China Dongxiang (Group) Co., Ltd.	08/19/2020	3a2	Elect Lyu Guanghong as Director	No	For	Against		Against
China Dongxiang (Group) Co., Ltd.	08/19/2020	3a3	Elect Gao Yu as Director	No	For	Against		Against
China Dongxiang (Group) Co., Ltd.	08/19/2020	3b	Authorize Board to Fix Remuneration of Directors	No	For	For		For
China Dongxiang (Group) Co., Ltd.	08/19/2020	4	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
China Dongxiang (Group) Co., Ltd.	08/19/2020	5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	Against		Against
China Dongxiang (Group) Co., Ltd.	08/19/2020	6	Authorize Repurchase of Issued Share Capital	No	For	For		For
China Dongxiang (Group) Co., Ltd.	08/19/2020	7	Authorize Reissuance of Repurchased Shares	No	For	Against		Against
China Dongxiang (Group) Co., Ltd.	08/19/2020	1	Approve Agreement, Proposed Annual Caps and Related Transactions	No	For	For		For
China Eastern Airlines Corporation Limited	11/18/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
China Eastern Airlines Corporation Limited	11/18/2020	1	Approve Catering and Aircraft On-board Supplies Support Continuing Connected Transactions and Proposed Annual Caps	No	For	For		For
China Eastern Airlines Corporation Limited	11/18/2020	2	Approve Exclusive Operation Agreement and the Exclusive Operation of Passenger Aircraft Cargo Business Continuing Connected Transactions	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
China Eastern Airlines Corporation Limited	11/18/2020	3	Approve Proposed Annual Caps of the Exclusive Operation of Passenger Aircraft Cargo Business Continuing Connected Transactions	No	For	For		For
China Everbright International Limited	08/14/2020	1	Approve Change of English Name and Chinese Name of the Company	No	For	For		For
China Evergrande Group	07/06/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
China Evergrande Group	07/06/2020	2	Approve Final Dividend	No	For	For		For
China Evergrande Group	07/06/2020	3	Elect Shi Junping as Director	No	For	For		Against
China Evergrande Group	07/06/2020	4	Elect Pan Darong as Director	No	For	For		Against
China Evergrande Group	07/06/2020	5	Elect Huang Xiangui as Director	No	For	For		Against
China Evergrande Group	07/06/2020	6	Authorize Board to Fix Remuneration of Directors	No	For	For		For
China Evergrande Group	07/06/2020	7	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
China Evergrande Group	07/06/2020	8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	Against		Against
China Evergrande Group	07/06/2020	9	Authorize Repurchase of Issued Share Capital	No	For	For		For
China Evergrande Group	07/06/2020	10	Authorize Reissuance of Repurchased Shares	No	For	Against		Against
China Evergrande Group	07/06/2020	11	Approve Refreshment of Scheme Mandate Limit Under the Share Option Scheme	No	For	Against		Against
China Gas Holdings Limited	08/20/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
China Gas Holdings Limited	08/20/2020	2	Approve Final Dividend	No	For	For		For
China Gas Holdings Limited	08/20/2020	3a1	Elect Liu Ming Hui as Director	No	For	For		Against
China Gas Holdings Limited	08/20/2020	3a2	Elect Zhu Weiwei as Director	No	For	For		Against
China Gas Holdings Limited	08/20/2020	3a3	Elect Liu Chang as Director	No	For	For		Against
China Gas Holdings Limited	08/20/2020	3a4	Elect Chen Yanyan as Director	No	For	For		For
China Gas Holdings Limited	08/20/2020	3a5	Elect Zhang Ling as Director	No	For	For		For
China Gas Holdings Limited	08/20/2020	3b	Authorize Board to Fix Remuneration of Directors	No	For	For		For
China Gas Holdings Limited	08/20/2020	4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
China Gas Holdings Limited	08/20/2020	5	Authorize Repurchase of Issued Share Capital	No	For	For		For
China Gas Holdings Limited	08/20/2020	6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	Against		Against
China Gas Holdings Limited	08/20/2020	7	Authorize Reissuance of Repurchased Shares	No	For	Against		Against
China International Marine Containers (Group) Co., Ltd.	10/09/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
China International Marine Containers (Group) Co., Ltd.	10/09/2020	1	Approve Additional Capital Injection into Shenzhen CIMC Industry & City Development Group Co., Ltd. by Country Garden Real Estate Group Co., Ltd	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
China International Marine Containers (Group) Co., Ltd.	10/09/2020	2	Approve Introduction of Strategic Investor Xi'an Qujiang Cultural Industry Investment (Group) Co., Ltd. by Shenzhen CIMC Industry & City Development Group Co., Ltd.	No	For	For		For
China International Marine Containers (Group) Co., Ltd.	10/09/2020	3	Approve Capital Flow between Shenzhen CIMC Industry & City Development Group Co., Ltd. and the Company and Provision of Related Guarantees after the Introduction of the Strategic Investor	No	For	Against		Against
China International Marine Containers (Group) Co., Ltd.	10/09/2020	4	Approve Update on Financial Institutions Facility and Project Guarantee Provided to Subsidiaries	No	For	For		For
China International Marine Containers (Group) Co., Ltd.	10/09/2020	5	Approve Update of the Provision of Financing Guarantee by CIMC Enric Holdings Limited and its Subsidiaries for Clients and Minority Shareholders	No	For	Against		Against
China International Marine Containers (Group) Co., Ltd.	10/09/2020	6	Approve Update of the Application by CIMC Finance Company Limited to Provide External Guarantees Business for the Group's Subsidiaries	No	For	For		For
China International Marine Containers (Group) Co., Ltd.	10/09/2020	7	Approve Update of the Provision of Credit Guarantee by Shaanxi CIMC Vehicle Industrial Park Investment and Development Co., Ltd. for its Clients	No	For	For		For
China International Marine Containers (Group) Co., Ltd.	10/09/2020	8	Approve Update of the Provision of Credit Guarantee by Shenyang CIMC Industrial Park Investment and Development Co., Ltd. for its Clients	No	For	For		For
China International Marine Containers (Group) Co., Ltd.	10/09/2020	9	Amend Articles of Association	No	For	For		For
China International Marine Containers (Group) Co., Ltd.	10/09/2020	10	Amend Rules and Procedures Regarding General Meetings of Shareholders	No	For	For		For
China International Marine Containers (Group) Co., Ltd.	10/09/2020	11	Amend Rules and Procedures Regarding Meetings of Board of Directors	No	For	For		For
China International Marine Containers (Group) Co., Ltd.	10/09/2020	12	Amend Rules and Procedures Regarding Meetings of Supervisory Committee	No	For	For		For
China International Marine Containers (Group) Co., Ltd.	10/09/2020		ELECT DIRECTORS VIA CUMULATIVE VOTING	Yes				
China International Marine Containers (Group) Co., Ltd.	10/09/2020	13.01	Elect Deng Weidong as Director	No	For	For		Against
China International Marine Containers (Group) Co., Ltd.	10/09/2020	13.02	Elect Gao Xiang as Director	No	For	For		Against
China Jinmao Holdings Group Limited	08/24/2020	1	Approve Subscription Agreement, Grant of Specific Mandate to Issue Subscription Shares and Related Transactions	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
China Jinmao Holdings Group Limited	08/24/2020	2	Approve Deposit Services Under the Renewed Framework Financial Service Agreement and Related Transactions	No	For	Against		Against
China Longyuan Power Group Corporation Limited	09/18/2020	1	Approve General Mandate to Apply for Registration and Issuance of Debt Financing Instruments Overseas	No	For	For		For
China Longyuan Power Group Corporation Limited	12/30/2020	1	Approve Framework Agreement for Purchase and Sale of Comprehensive Products and Services and Proposed Annual Caps	No	For	For		For
China Merchants Bank Co., Ltd.	09/09/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
China Merchants Bank Co., Ltd.	09/09/2020	1	Elect Miao Jianmin as Director	No	For	For		Against
China Minsheng Banking Corp., Ltd.	10/16/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
China Minsheng Banking Corp., Ltd.	10/16/2020		ELECT DIRECTORS	Yes				
China Minsheng Banking Corp., Ltd.	10/16/2020	1.01	Elect Zhang Hongwei as Director	No	For	For		Against
China Minsheng Banking Corp., Ltd.	10/16/2020	1.02	Elect Lu Zhiqiang as Director	No	For	For		Against
China Minsheng Banking Corp., Ltd.	10/16/2020	1.03	Elect Liu Yonghao as Director	No	For	For		Against
China Minsheng Banking Corp., Ltd.	10/16/2020	1.04	Elect Shi Yuzhu as Director	No	For	For		Against
China Minsheng Banking Corp., Ltd.	10/16/2020	1.05	Elect Wu Di as Director	No	For	For		Against
China Minsheng Banking Corp., Ltd.	10/16/2020	1.06	Elect Song Chunfeng as Director	No	For	For		Against
China Minsheng Banking Corp., Ltd.	10/16/2020	1.07	Elect Weng Zhenjie as Director	No	For	For		Against
China Minsheng Banking Corp., Ltd.	10/16/2020	1.08	Elect Zhao Peng as Director	No	For	For		Against
China Minsheng Banking Corp., Ltd.	10/16/2020	1.09	Elect Yang Xiaoling as Director	No	For	For		Against
China Minsheng Banking Corp., Ltd.	10/16/2020	1.10	Elect Liu Jipeng as Director	No	For	For		Against
China Minsheng Banking Corp., Ltd.	10/16/2020	1.11	Elect Li Hancheng as Director	No	For	For		For
China Minsheng Banking Corp., Ltd.	10/16/2020	1.12	Elect Xie Zhichun as Director	No	For	For		For
China Minsheng Banking Corp., Ltd.	10/16/2020	1.13	Elect Peng Xuefeng as Director	No	For	For		For
China Minsheng Banking Corp., Ltd.	10/16/2020	1.14	Elect Liu Ningyu as Director	No	For	For		For
China Minsheng Banking Corp., Ltd.	10/16/2020	1.15	Elect Qu Xinjiu as Director	No	For	For		For
China Minsheng Banking Corp., Ltd.	10/16/2020	1.16	Elect Gao Yingxin as Director	No	For	For		Against
China Minsheng Banking Corp., Ltd.	10/16/2020	1.17	Elect Zheng Wanchun as Director	No	For	For		Against
China Minsheng Banking Corp., Ltd.	10/16/2020		ELECT SUPERVISORS	Yes				
China Minsheng Banking Corp., Ltd.	10/16/2020	2.01	Elect Lu Zhongnan as Supervisor	No	For	For		For
China Minsheng Banking Corp., Ltd.	10/16/2020	2.02	Elect Zhao Huan John as Supervisor	No	For	For		For
China Minsheng Banking Corp., Ltd.	10/16/2020	2.03	Elect Li Yu as Supervisor	No	For	For		For
China Minsheng Banking Corp., Ltd.	10/16/2020	2.04	Elect Wang Yugui as Supervisor	No	For	For		For
China Minsheng Banking Corp., Ltd.	10/16/2020	2.05	Elect Zhao Fugao as Supervisor	No	For	For		For
China Minsheng Banking Corp., Ltd.	10/16/2020	2.06	Elect Zhang Liqing as Supervisor	No	For	For		For
China National Building Material Company Limited	09/24/2020	1	Elect Fu Jinguang as Director and Authorize Board to Fix His Remuneration	No	For	For		Against
China Oilfield Services Limited	10/21/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
China Oilfield Services Limited	10/21/2020	1	Elect Zhao Shunqiang as Director	No	For	For		Against
China Oilfield Services Limited	10/21/2020	2	Elect Peng Wen as Supervisor	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
China Oilfield Services Limited	12/11/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
China Oilfield Services Limited	12/11/2020		ELECT DIRECTORS VIA CUMULATIVE VOTING	Yes				
China Oilfield Services Limited	12/11/2020	1.01	Elect Xu Yugao as Director	No	For	For		Against
China Oilfield Services Limited	12/11/2020	1.02	Elect Zhao Baoshun as Director	No	For	For		Against
China Pacific Insurance (Group) Co., Ltd.	08/21/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
China Pacific Insurance (Group) Co., Ltd.	08/21/2020	1	Amend Articles of Association	No	For	For		For
China Pacific Insurance (Group) Co., Ltd.	08/21/2020	2	Approve Establishment of CPIC Fintech Co., Ltd.	No	For	For		For
China Pacific Insurance (Group) Co., Ltd.	08/21/2020		ELECT DIRECTORS	Yes				
China Pacific Insurance (Group) Co., Ltd.	08/21/2020	3.1	Elect Chen Ran as Director	No	For	For		Against
China Pacific Insurance (Group) Co., Ltd.	08/21/2020	3.2	Elect John Robert Dacey as Director	No	For	For		Against
China Pacific Insurance (Group) Co., Ltd.	08/21/2020	3.3	Elect Liang Hong as Director	No	For	For		Against
China Petroleum & Chemical Corporation	09/28/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
China Petroleum & Chemical Corporation	09/28/2020	1	Approve Disposal of Assets and External Investment	No	For	For		For
China Petroleum & Chemical Corporation	09/28/2020	2	Approve Special Interim Dividend Distribution Plan for 2020	No	For	For		For
China Petroleum & Chemical Corporation	09/28/2020	3	Elect Zhang Shaofeng as Director	No	For	For		Against
China Railway Construction Corporation Limited	10/19/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
China Railway Construction Corporation Limited	10/19/2020	1	Elect Wang Jianping as Director	No	For	For		For
China Railway Group Limited	10/30/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
China Railway Group Limited	10/30/2020	1	Approve Initial Public Offering and Listing of China Railway High-Speed Electrification Equipment Corporation Limited on the Science and Technology Innovation Board of the Shanghai Stock Exchange	No	For	For		For
China Railway Group Limited	10/30/2020	2	Approve Preliminary Plan for the Spin-off and Listing on the STAR Market of China Railway High-Speed Electrification Equipment Corporation Limited	No	For	For		For
China Railway Group Limited	10/30/2020	3	Approve Certain Provisions on Pilot Domestic Listing of Spin-off Subsidiaries of Listed Companies	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
China Railway Group Limited	10/30/2020	4	Approve Spin-off and Listing of China Railway High-Speed Electrification Equipment Corporation Limited on the STAR Market which Benefits the Safeguarding of Legal Rights and Interests of Shareholders and Creditors	No	For	For		For
China Railway Group Limited	10/30/2020	5	Approve Ability to Maintain Independence and Sustainable Operation Ability	No	For	For		For
China Railway Group Limited	10/30/2020	6	Approve Standardized Operation Ability of China Railway High-Speed Electrification Equipment Corporation Limited	No	For	For		For
China Railway Group Limited	10/30/2020	7	Authorize Board to Handle Matters in Relation to the Listing of China Railway High-Speed Electrification Equipment Corporation Limited on the STAR Market at their Sole Discretion	No	For	For		For
China Railway Group Limited	10/30/2020	8	Approve Analysis of the Background, Objective, Commercial Rationale, Necessity and Feasibility of the Spin-off and Listing of China Railway High-Speed Electrification Equipment Corporation Limited on the STAR Market	No	For	For		For
China Railway Group Limited	10/30/2020	9	Approve Statutory Procedures Undertaken and the Validity of the Documents Submitted for the Spin-off and Listing of a Subsidiary of the Company	No	For	For		For
China Railway Group Limited	10/30/2020	10	Approve Amendments to Articles of Association	No	For	For		For
China Shenhua Energy Company Limited	09/25/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
China Shenhua Energy Company Limited	09/25/2020	1	Approve General Mandate to Repurchase H Shares and Related Transactions	No	For	For		For
China Shenhua Energy Company Limited	09/25/2020		CLASS MEETING FOR HOLDERS OF H SHARES	Yes				
China Shenhua Energy Company Limited	09/25/2020	1	Approve General Mandate to Repurchase H Shares and Related Transactions	No	For	For		For
Choppies Enterprises Ltd.	10/19/2020		Ordinary Business	Yes				
Choppies Enterprises Ltd.	10/19/2020	1	Accept Financial Statements and Statutory Reports for FY 2018	No	For	Against		Against
Choppies Enterprises Ltd.	10/19/2020	2	Approve Remuneration of Non-Executive Directors	No	For	For		For
Choppies Enterprises Ltd.	10/19/2020	3	Authorize Board to Fix Remuneration of Auditors	No	For	For		For
Choppies Enterprises Ltd.	10/19/2020	4	Approve Charitable Donations	No	For	For		For
Choppies Enterprises Ltd.	10/19/2020		Ordinary Business	Yes				
Choppies Enterprises Ltd.	10/19/2020	1	Accept Financial Statements and Statutory Reports for FY 2019	No	For	Against		Against
Choppies Enterprises Ltd.	10/19/2020	2	Approve Remuneration of Non-Executive Directors	No	For	Against		Against
Choppies Enterprises Ltd.	10/19/2020	3	Authorize Board to Fix Remuneration of Auditors	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Choppies Enterprises Ltd.	10/19/2020	4	Approve Charitable Donations	No	For	For		For
Choppies Enterprises Ltd.	12/18/2020		Ordinary Business	Yes				
Choppies Enterprises Ltd.	12/18/2020	1	Accept Financial Statements and Statutory Reports	No	For	Against		Against
Choppies Enterprises Ltd.	12/18/2020	2	Ratify Appointment of Uttum Corea as Director	No	For	For		For
Choppies Enterprises Ltd.	12/18/2020	3.1	Reelect Tom Pritchard as Director	No	For	For		For
Choppies Enterprises Ltd.	12/18/2020	3.2	Reelect Carol-Jean Harward as Director	No	For	For		For
Choppies Enterprises Ltd.	12/18/2020	4	Approve Remuneration of Non-Executive Directors	No	For	For		For
Choppies Enterprises Ltd.	12/18/2020	5	Ratify Mazars Auditors	No	For	For		For
Choppies Enterprises Ltd.	12/18/2020	6	Authorize Board to Fix Remuneration of Auditors	No	For	For		For
Choppies Enterprises Ltd.	12/18/2020		Special Business	Yes				
Choppies Enterprises Ltd.	12/18/2020	7	Approve Charitable Donations for FY Ended June 30, 2020	No	For	For		For
Choppies Enterprises Ltd.	12/18/2020	8	Approve Charitable Donations for FY Ended June 30, 2021	No	For	For		For
Chularat Hospital PCL	07/17/2020	1	Approve Minutes of Previous Meeting	No	For	For		For
Chularat Hospital PCL	07/17/2020	2	Acknowledge Operating Results	Yes				
Chularat Hospital PCL	07/17/2020	3	Approve Financial Statements	No	For	For		For
Chularat Hospital PCL	07/17/2020	4	Acknowledge Interim Dividend Payment	Yes				
Chularat Hospital PCL	07/17/2020	5.1	Elect Kriengsak Plussind as Director	No	For	For		Against
Chularat Hospital PCL	07/17/2020	5.2	Elect Apirum Panyapol as Director	No	For	For		Against
Chularat Hospital PCL	07/17/2020	5.3	Elect Suchai Laoveerawat as Director	No	For	For		Against
Chularat Hospital PCL	07/17/2020	5.4	Elect Kobkul Panyapol as Director	No	For	For		Against
Chularat Hospital PCL	07/17/2020	6	Approve Remuneration of Directors	No	For	For		For
Chularat Hospital PCL	07/17/2020	7	Approve EY Office Limited as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Chularat Hospital PCL	07/17/2020	8	Other Business	No	For	Against		Against
Ciel Limited	12/18/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Ciel Limited	12/18/2020	2	Elect Marc Ladreit de Lacharriere as Director	No	For	For		For
Ciel Limited	12/18/2020	3	Elect Xavier Thieblin as Director	No	For	Against		Against
Ciel Limited	12/18/2020	4	Elect M. A. Louis Guimbeau as Director	No	For	Against		Against
Ciel Limited	12/18/2020	5	Re-elect P. Arnaud Dalais as Director	No	For	Against		Against
Ciel Limited	12/18/2020	6	Re-elect Sebastien Coquard as Director	No	For	For		For
Ciel Limited	12/18/2020	7	Re-elect Guillaume Dalais as Director	No	For	For		For
Ciel Limited	12/18/2020	8	Re-elect Jean-Pierre Dalais as Director	No	For	For		For
Ciel Limited	12/18/2020	9	Re-elect Marc Dalais as Director	No	For	For		For
Ciel Limited	12/18/2020	10	Re-elect R. Thierry Dalais as Director	No	For	Against		Against
Ciel Limited	12/18/2020	11	Re-elect Pierre Danon as Director	No	For	For		For
Ciel Limited	12/18/2020	12	Re-elect L. J. Jerome De Chasteauneuf as Director	No	For	For		For
Ciel Limited	12/18/2020	13	Re-elect Roger Espitalier Noel as Director	No	For	For		For
Ciel Limited	12/18/2020	14	Re-elect J. Harold Mayer as Director	No	For	For		For
Ciel Limited	12/18/2020	15	Re-elect Catherine McIlraith as Director	No	For	For		For
Ciel Limited	12/18/2020	16	Re-elect Jean-Louis Savoye as Director	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Ciel Limited	12/18/2020	17	Approve PricewaterhouseCoopers Ltd as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Ciel Limited	12/18/2020	18	Ratify the Remuneration Paid to Auditors for FY 2020	No	For	For		For
Ciel Limited	12/18/2020	19	Ratify Multicurrency Note Programme	No	For	For		For
Cipla Limited	08/27/2020	1	Accept Standalone Financial Statements and Statutory Reports	No	For	For		For
Cipla Limited	08/27/2020	2	Accept Consolidated Financial Statements and Statutory Reports	No	For	For		For
Cipla Limited	08/27/2020	3	Reelect S Radhakrishnan as Director	No	For	For		Against
Cipla Limited	08/27/2020	4	Confirm Interim and Special Dividend as Final Dividend	No	For	For		For
Cipla Limited	08/27/2020	5	Reelect Naina Lal Kidwai as Director	No	For	For		For
Cipla Limited	08/27/2020	6	Approve Reappointment and Remuneration of Samina Hamied as Wholtime Director Designated as Executive Vice-Chairperson	No	For	For		For
Cipla Limited	08/27/2020	7	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For		For
Cipla Limited	08/27/2020	8	Approve Remuneration of Cost Auditors	No	For	For		For
CITIC Securities Co., Ltd.	08/18/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
CITIC Securities Co., Ltd.	08/18/2020	1	Approve Amendments and Improvements to the Articles of Association	No	For	Against		Against
CNOOC Limited	11/20/2020	1	Approve Supplemental Agreement and Amendments to the Existing Non-Compete Undertaking and Related Transactions	No	For	For		For
Coal India Ltd.	09/23/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Coal India Ltd.	09/23/2020	2	Confirm Interim Dividend as Final Dividend	No	For	For		For
Coal India Ltd.	09/23/2020	3	Reelect Binay Dayal as Director	No	For	Against		Against
Coal India Ltd.	09/23/2020	4	Approve Creation of Board Level Post of Director (Business Development)	No	For	For		For
Coal India Ltd.	09/23/2020	5	Elect Pramod Agrawal as Director and Approve Appointment of Pramod Agrawal as Whole time Director designated as Chairman-cum-Managing Director	No	For	For		Against
Coal India Ltd.	09/23/2020	6	Elect V.K. Tiwari as Director and Approve Appointment of V.K. Tiwari as Official Part Time Director	No	For	Against		Against
Coal India Ltd.	09/23/2020	7	Elect S.N. Tiwary as Director and Approve Appointment of S.N. Tiwary as Whole time Director designated as Director (Marketing)	No	For	Against		Against
Coal India Ltd.	09/23/2020	8	Elect Yatinder Prasad as Director and Approve Appointment of Yatinder Prasad as Official Part Time Director	No	For	Against		Against
Coal India Ltd.	09/23/2020	9	Approve Remuneration of Cost Auditors	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Colgate-Palmolive (India) Limited	07/29/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Colgate-Palmolive (India) Limited	07/29/2020	2	Reelect M.S. Jacob as Director	No	For	For		For
Colgate-Palmolive (India) Limited	07/29/2020	3	Elect Sekhar Natarajan as Director	No	For	For		For
Colgate-Palmolive (India) Limited	07/29/2020	4	Elect Gopika Pant as Director	No	For	For		For
Colgate-Palmolive (India) Limited	07/29/2020	5	Approve Appointment and Remuneration of Surender Sharma as Whole-time Director	No	For	For		For
Colgate-Palmolive (India) Limited	07/29/2020	6	Reelect Shyamala Gopinath as Director	No	For	For		For
Commercial Bank of Ceylon Ltd.	08/12/2020	1	Approve Issuance of Shares for a Private Placement	No	For	For		For
Commercial Bank of Ceylon Ltd.	08/12/2020	2	Approve Waiver of Preemptive Rights	No	For	For		For
Compagnie Sucriere Marocaine de Raffinage SA	08/05/2020		Extraordinary Business	Yes				
Compagnie Sucriere Marocaine de Raffinage SA	08/05/2020	1	Approve Allocation of Income	No	For	For		Do Not Vote
Compagnie Sucriere Marocaine de Raffinage SA	08/05/2020	2	Approve Dividends of MAD 7 Per Share	No	For	For		Do Not Vote
Compagnie Sucriere Marocaine de Raffinage SA	08/05/2020	3	Authorize Filing of Required Documents and Other Formalities	No	For	For		Do Not Vote
Compania de Minas Buenaventura SAA	07/15/2020		Meeting for ADR Holders	Yes				
Compania de Minas Buenaventura SAA	07/15/2020	1	Approve Annual Report	No	For	For		For
Compania de Minas Buenaventura SAA	07/15/2020	2	Approve Financial Statements	No	For	For		For
Compania de Minas Buenaventura SAA	07/15/2020	3	Approve Remuneration of Directors	No	For	For		For
Compania de Minas Buenaventura SAA	07/15/2020	4	Amend Articles	No	For	For		For
Compania de Minas Buenaventura SAA	07/15/2020	5	Amend Remuneration Policy	No	For	Against		Against
Compania de Minas Buenaventura SAA	07/15/2020	6	Appoint Auditors	No	For	For		For
Compania de Minas Buenaventura SAA	07/15/2020	7.1	Elect Roque Benavides as Director	No	For	For		For
Compania de Minas Buenaventura SAA	07/15/2020	7.2	Elect Felipe Ortiz de Zevallos as Director	No	For	For		For
Compania de Minas Buenaventura SAA	07/15/2020	7.3	Elect Nicole Bernex as Director	No	For	For		For
Compania de Minas Buenaventura SAA	07/15/2020	7.4	Elect William Champion as Director	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Compania de Minas Buenaventura SAA	07/15/2020	7.5	Elect Diego de La Torre as Director	No	For	For		For
Compania de Minas Buenaventura SAA	07/15/2020	7.6	Elect Jose Miguel Morales as Director	No	For	For		For
Compania de Minas Buenaventura SAA	07/15/2020	7.7	Elect Marco Antonio Zaldivar as Director	No	For	For		For
Container Corporation of India Ltd.	09/29/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Container Corporation of India Ltd.	09/29/2020	2	Confirm Interim Dividend and Declare Final Dividend	No	For	For		For
Container Corporation of India Ltd.	09/29/2020	3	Reelect Pradip K. Agrawal as Director	No	For	Against		Against
Container Corporation of India Ltd.	09/29/2020	4	Reelect Sanjay Swarup as Director	No	For	Against		Against
Container Corporation of India Ltd.	09/29/2020	5	Approve S. N. Nanda & Co., Chartered Accountants, New Delhi as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		Against
Container Corporation of India Ltd.	09/29/2020	6	Elect Ashutosh Gangal as Director	No	For	Against		Against
Controladora Vuela Compania de Aviacion SAB de CV	09/18/2020		Meeting for Holders of Series A and B Shares Where Holders of Series A Must be Mexican National to Have Voting Rights	Yes				
Controladora Vuela Compania de Aviacion SAB de CV	09/18/2020	1	Approve Cancellation of Treasury Shares	No	For	For		For
Controladora Vuela Compania de Aviacion SAB de CV	09/18/2020	2	Approve Issuance of Debt Securities and or Convertible Debentures; Approve Issuance of Shares to be Kept in Treasury; Approve Increase in Share Capital; Approve Public and or Private Offering of Shares	No	For	Against		Against
Controladora Vuela Compania de Aviacion SAB de CV	09/18/2020	3	Approve Granting of Powers to Implement Resolutions Adopted by General Meeting	No	For	Against		Against
Controladora Vuela Compania de Aviacion SAB de CV	09/18/2020	4	Authorize Board to Ratify and Execute Approved Resolutions	No	For	For		For
Cosco Capital, Inc.	08/18/2020	1	Approve Minutes of the Previous Meeting and Ratification of Acts and Resolutions of the Board of Directors and Management since the Last Stockholders' Meeting	No	For	For		For
Cosco Capital, Inc.	08/18/2020	2	Approve Annual Report and the 2019 Audited Financial Statements	No	For	For		For
Cosco Capital, Inc.	08/18/2020	3	Approve RG Manabat & Company as External Auditor and Fix Its Remuneration	No	For	For		For
Cosco Capital, Inc.	08/18/2020		Elect 9 Directors by Cumulative Voting	Yes				
Cosco Capital, Inc.	08/18/2020	4a	Elect Lucio L. Co as Director	No	For	For		For
Cosco Capital, Inc.	08/18/2020	4b	Elect Susan P. Co as Director	No	For	Against		Against
Cosco Capital, Inc.	08/18/2020	4c	Elect Leonardo B. Dayao as Director	No	For	For		For
Cosco Capital, Inc.	08/18/2020	4d	Elect Roberto Juanchito T. Dispo as Director	No	For	Against		Against

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Cosco Capital, Inc.	08/18/2020	4e	Elect Levi B. Labra as Director	No	For	Against		Against
Cosco Capital, Inc.	08/18/2020	4f	Elect Jaime J. Bautista as Director	No	For	For		For
Cosco Capital, Inc.	08/18/2020	4g	Elect Robert Y. Cokeng as Director	No	For	Against		Against
Cosco Capital, Inc.	08/18/2020	4h	Elect Oscar S. Reyes as Director	No	For	Against		Against
Cosco Capital, Inc.	08/18/2020	4i	Elect Bienvenido E. Laguesma as Director	No	For	Against		Against
COSCO SHIPPING Development Co., Ltd.	10/29/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
COSCO SHIPPING Development Co., Ltd.	10/29/2020		APPROVE THE RESOLUTION IN RELATION TO THE RESTRUCTURING	Yes				
COSCO SHIPPING Development Co., Ltd.	10/29/2020	1a	Approve Transaction Overview	No	For	For		For
COSCO SHIPPING Development Co., Ltd.	10/29/2020	1b	Approve Transaction Method	No	For	For		For
COSCO SHIPPING Development Co., Ltd.	10/29/2020	1c	Approve Target Assets	No	For	For		For
COSCO SHIPPING Development Co., Ltd.	10/29/2020	1d	Approve Transaction Counterparties	No	For	For		For
COSCO SHIPPING Development Co., Ltd.	10/29/2020	1e	Approve Transaction Price and Pricing Basis	No	For	For		For
COSCO SHIPPING Development Co., Ltd.	10/29/2020	1f	Approve Method of Payment of the Consideration	No	For	For		For
COSCO SHIPPING Development Co., Ltd.	10/29/2020	1g	Approve Share Transfer Registration of the Target Assets	No	For	For		For
COSCO SHIPPING Development Co., Ltd.	10/29/2020	1h	Approve the Restructuring Not Constituting a Connected Transaction	No	For	For		For
COSCO SHIPPING Development Co., Ltd.	10/29/2020	1i	Approve the Restructuring Constituting a Material Asset Restructuring; and	No	For	For		For
COSCO SHIPPING Development Co., Ltd.	10/29/2020	1j	Approve Validity Period of the Resolutions	No	For	For		For
COSCO SHIPPING Development Co., Ltd.	10/29/2020	2	Approve the Share Transfer Agreement	No	For	For		For
COSCO SHIPPING Development Co., Ltd.	10/29/2020	3	Approve the Report on the Material Asset Disposal of COSCO SHIPPING Development Co., Ltd. (Draft)	No	For	For		For
COSCO SHIPPING Development Co., Ltd.	10/29/2020	4	Approve the Restructuring being in Compliance with the Relevant Laws and Regulations	No	For	For		For
COSCO SHIPPING Development Co., Ltd.	10/29/2020	5	Approve the Completeness and Compliance of the Legal Procedures and the Validity of the Legal Documentation in Respect of the Restructuring	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
COSCO SHIPPING Development Co., Ltd.	10/29/2020	6	Approve the Restructuring complying with Article 4 of the Provisions on Issues Concerning Regulating the Material Asset Restructuring of Listed Companies	No	For	For		For
COSCO SHIPPING Development Co., Ltd.	10/29/2020	7	Approve the Restructuring Complying with Article 11 of the Administrative Measures for the Material Asset Restructuring of Listed Companies	No	For	For		For
COSCO SHIPPING Development Co., Ltd.	10/29/2020	8	Approve the Review Report and the Valuation Report in Respect of the Restructuring	No	For	For		For
COSCO SHIPPING Development Co., Ltd.	10/29/2020	9	Approve the Independence of Valuation Agency, Reasonableness of the Assumptions of the Valuation, Correlation between the Approach and Purpose of the Valuation and Fairness of the Basis of the Consideration	No	For	For		For
COSCO SHIPPING Development Co., Ltd.	10/29/2020	10	Authorize Board to Handle With All Matters in Relation to Restructuring	No	For	For		For
COSCO SHIPPING Development Co., Ltd.	10/29/2020	11	Approve Shareholder Return Plan in the Next Three Years (2020-2022)	No	For	For		For
COSCO SHIPPING Development Co., Ltd.	10/29/2020	12	Approve the Dilution on Current Returns and the Remedial Measures of the Company	No	For	For		For
COSCO SHIPPING Development Co., Ltd.	10/29/2020	13	Elect Ip Sing Chi as Director	No	For	For		Against
COSCO SHIPPING Development Co., Ltd.	10/29/2020	14	Elect Zhu Mei as Supervisor	No	For	For		For
COSCO SHIPPING Development Co., Ltd.	11/16/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
COSCO SHIPPING Development Co., Ltd.	11/16/2020	1	Approve Assignment and Novation Agreements	No	For	For		For
COSCO SHIPPING Development Co., Ltd.	11/16/2020	2	Approve Shipbuilding Contracts	No	For	For		For
COSCO SHIPPING Development Co., Ltd.	12/09/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
COSCO SHIPPING Development Co., Ltd.	12/09/2020	1	Approve Vessel Leasing Service Master Agreement	No	For	For		For
COSCO SHIPPING Development Co., Ltd.	12/18/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
COSCO SHIPPING Development Co., Ltd.	12/18/2020	1	Approve Assignment and Novation Agreements	No	For	For		For
COSCO SHIPPING Development Co., Ltd.	12/18/2020	2	Approve Adjustment of Caps for Provisions of Guarantees	No	For	For		For
COSCO SHIPPING Development Co., Ltd.	12/28/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
COSCO SHIPPING Development Co., Ltd.	12/28/2020	1	Approve Equity Transfer Agreement	No	For	For		For
COSCO SHIPPING Development Co., Ltd.	12/28/2020	2	Approve Proposed Mandate and Potential Capital Increase	No	For	For		For
Costamare, Inc.	10/02/2020	1a	Elect Director Konstantinos Zacharatos	No	For	Against		Against
Costamare, Inc.	10/02/2020	2	Ratify Ernst & Young (Hellas) Certified Auditors Accountants S.A. as Auditors	No	For	For		Against
Country Garden Services Holdings Company Limited	09/28/2020	1	Adopt Share Option Scheme	No	For	Against		Against
Country Garden Services Holdings Company Limited	12/23/2020	1	Approve Property Management Services Framework Agreement, Annual Caps and Related Transactions	No	For	For		For
Country Garden Services Holdings Company Limited	12/23/2020	2	Approve Sales and Leasing Agency Services Framework Agreement, Annual Caps and Related Transactions	No	For	For		For
Country Garden Services Holdings Company Limited	12/23/2020	3	Approve Consultancy and Other Services Framework Agreement, Annual Caps and Related Transactions	No	For	For		For
CP All Public Company Limited	07/16/2020	1	Acknowledge Operating Results	No	For	For		For
CP All Public Company Limited	07/16/2020	2	Approve Financial Statements	No	For	For		For
CP All Public Company Limited	07/16/2020	3	Approve Allocation of Income and Dividend Payment	No	For	For		For
CP All Public Company Limited	07/16/2020	4.1	Elect Prasert Jarupanich as Director	No	For	For		Against
CP All Public Company Limited	07/16/2020	4.2	Elect Narong Chearavanont as Director	No	For	For		Against
CP All Public Company Limited	07/16/2020	4.3	Elect Pittaya Jearavisitkul as Director	No	For	Against		Against
CP All Public Company Limited	07/16/2020	4.4	Elect Piyawat Titasattavorakul as Director	No	For	Against		Against
CP All Public Company Limited	07/16/2020	4.5	Elect Umroong Sanphasitvong as Director	No	For	For		Against
CP All Public Company Limited	07/16/2020	5	Approve Remuneration of Directors	No	For	For		For
CP All Public Company Limited	07/16/2020	6	Approve KPMG Phoomchai Audit Ltd. as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
CP All Public Company Limited	07/16/2020	7	Amend Clause 3 (Objectives) of the Company's Memorandum of Association	No	For	For		For
Credicorp Ltd.	10/16/2020	1	Elect Leslie Pierce Diez Canseco as Director	No	For	For		For
Crompton Greaves Consumer Electricals Limited	07/24/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Crompton Greaves Consumer Electricals Limited	07/24/2020	2	Reelect Promeet Ghosh as Director	No	For	For		Against
Crompton Greaves Consumer Electricals Limited	07/24/2020	3	Approve Reappointment and Remuneration of Shantanu Khosla as Managing Director	No	For	Against		Against
Crompton Greaves Consumer Electricals Limited	07/24/2020	4	Reelect P. M. Murty as Director	No	For	For		For
Crompton Greaves Consumer Electricals Limited	07/24/2020	5	Reelect D. Sundaram as Director	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Crompton Greaves Consumer Electricals Limited	07/24/2020	6	Reelect H. M. Nerurkar as Director	No	For	For		For
Crompton Greaves Consumer Electricals Limited	07/24/2020	7	Approve Remuneration of Cost Auditors	No	For	For		For
CSPC Pharmaceutical Group Limited	10/12/2020	1	Approve Issuance of Bonus Shares and Related Transactions	No	For	For		For
Cummins India Limited	08/25/2020	1	Accept Standalone Financial Statements and Statutory Reports	No	For	For		For
Cummins India Limited	08/25/2020	2	Accept Consolidated Financial Statements and Statutory Reports	No	For	For		For
Cummins India Limited	08/25/2020	3	Declare Final Dividend and Confirm Interim Dividend	No	For	For		For
Cummins India Limited	08/25/2020	4	Reelect Antonio Leitao as Director	No	For	For		For
Cummins India Limited	08/25/2020	5	Elect Ashwath Ram as Director and Approve Appointment and Remuneration of Ashwath Ram as Managing Director	No	For	For		For
Cummins India Limited	08/25/2020	6	Elect Lorraine Alyn Meyer as Director	No	For	For		Against
Cummins India Limited	08/25/2020	7	Elect Rama Bijapurkar as Director	No	For	For		Against
Cummins India Limited	08/25/2020	8	Approve Remuneration of Cost Auditors	No	For	For		For
Cummins India Limited	08/25/2020	9	Approve Material Related Party Transaction(s) with Cummins Limited, UK	No	For	For		For
Cummins India Limited	08/25/2020	10	Approve Material Related Party Transaction(s) with Tata Cummins Private Limited	No	For	For		For
Cyfrowy Polsat SA	07/23/2020	1	Open Meeting	Yes				
Cyfrowy Polsat SA	07/23/2020	2	Elect Meeting Chairman	No	For	For		For
Cyfrowy Polsat SA	07/23/2020	3	Acknowledge Proper Convening of Meeting	Yes				
Cyfrowy Polsat SA	07/23/2020	4.1	Elect Member of Vote Counting Commission	No	For	For		For
Cyfrowy Polsat SA	07/23/2020	4.2	Elect Member of Vote Counting Commission	No	For	For		For
Cyfrowy Polsat SA	07/23/2020	4.3	Elect Member of Vote Counting Commission	No	For	For		For
Cyfrowy Polsat SA	07/23/2020	5	Approve Agenda of Meeting	No	For	For		For
Cyfrowy Polsat SA	07/23/2020	6.1	Receive Management Board Report on Company's Operations and Financial Statements	Yes				
Cyfrowy Polsat SA	07/23/2020	6.2	Receive Management Board Report on Group's Operations and Consolidated Financial Statements	Yes				
Cyfrowy Polsat SA	07/23/2020	7	Receive Supervisory Board Reports on Its Review of Management Board Report on Company's Operations, Financial Statements, and Management Board Proposal on Allocation of Income	Yes				
Cyfrowy Polsat SA	07/23/2020	8	Receive Supervisory Board Report on Company's Standing and Management Board Activities	Yes				
Cyfrowy Polsat SA	07/23/2020	9	Approve Management Board Report on Company's Operations	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Cyfrowy Polsat SA	07/23/2020	10	Approve Financial Statements	No	For	For		For
Cyfrowy Polsat SA	07/23/2020	11	Approve Management Board Report on Group's Operations	No	For	For		For
Cyfrowy Polsat SA	07/23/2020	12	Approve Consolidated Financial Statements	No	For	For		For
Cyfrowy Polsat SA	07/23/2020	13	Approve Supervisory Board Report	No	For	For		For
Cyfrowy Polsat SA	07/23/2020	14.1	Approve Discharge of Tobiasz Solorz (CEO)	No	For	For		For
Cyfrowy Polsat SA	07/23/2020	14.2	Approve Discharge of Mirosław Błaszczyk (CEO)	No	For	For		For
Cyfrowy Polsat SA	07/23/2020	14.3	Approve Discharge of Maciej Stec (Management Board Member and Deputy CEO)	No	For	For		For
Cyfrowy Polsat SA	07/23/2020	14.4	Approve Discharge of Dariusz Działkowski (Management Board Member)	No	For	For		For
Cyfrowy Polsat SA	07/23/2020	14.5	Approve Discharge of Tomasz Gillner-Gorywoda (Management Board Member)	No	For	For		For
Cyfrowy Polsat SA	07/23/2020	14.6	Approve Discharge of Jacek Felczykowski (Management Board Member)	No	For	For		For
Cyfrowy Polsat SA	07/23/2020	14.7	Approve Discharge of Aneta Jaskolska (Management Board Member)	No	For	For		For
Cyfrowy Polsat SA	07/23/2020	14.8	Approve Discharge of Agnieszka Odorowicz (Management Board Member)	No	For	For		For
Cyfrowy Polsat SA	07/23/2020	14.9	Approve Discharge of Katarzyna Ostap-Tomann (Management Board Member)	No	For	For		For
Cyfrowy Polsat SA	07/23/2020	15.1	Approve Discharge of Marek Kapuscinski (Supervisory Board Chairman)	No	For	For		For
Cyfrowy Polsat SA	07/23/2020	15.2	Approve Discharge of Tomasz Szeląg (Supervisory Board Member)	No	For	For		For
Cyfrowy Polsat SA	07/23/2020	15.3	Approve Discharge of Jozef Birka (Supervisory Board Member)	No	For	For		For
Cyfrowy Polsat SA	07/23/2020	15.4	Approve Discharge of Robert Gwiazdowski (Supervisory Board Member)	No	For	For		For
Cyfrowy Polsat SA	07/23/2020	15.5	Approve Discharge of Aleksander Mysza (Supervisory Board Member)	No	For	For		For
Cyfrowy Polsat SA	07/23/2020	15.6	Approve Discharge of Leszek Reksa (Supervisory Board Member)	No	For	For		For
Cyfrowy Polsat SA	07/23/2020	15.7	Approve Discharge of Piotr Zak (Supervisory Board Member)	No	For	For		For
Cyfrowy Polsat SA	07/23/2020	16	Approve Allocation of Income and Dividends of PLN 1.00 per Share	No	For	For		For
Cyfrowy Polsat SA	07/23/2020	17.1	Fix Number of Supervisory Board Members	No	For	For		For
Cyfrowy Polsat SA	07/23/2020	17.2	Elect Supervisory Board Member	No	For	Against		Against
Cyfrowy Polsat SA	07/23/2020	17.3	Elect Supervisory Board Member	No	For	Against		Against

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Cyfrowy Polsat SA	07/23/2020	18	Amend Mortgage	No	For	For		For
Cyfrowy Polsat SA	07/23/2020	19	Approve Registration of Company Shares on Central Securities Depository of Poland	No	For	For		For
Cyfrowy Polsat SA	07/23/2020	20	Approve Remuneration Policy	No	For	Against		Against
Cyfrowy Polsat SA	07/23/2020	21	Close Meeting	Yes				
D&L Industries, Inc.	09/18/2020	3	Approve Minutes of Previous Meeting	No	For	For		For
D&L Industries, Inc.	09/18/2020	4	Approve Annual Report	No	For	For		For
D&L Industries, Inc.	09/18/2020	5	Approve Amendment to By-Laws	No	For	For		For
D&L Industries, Inc.	09/18/2020	6	Ratify All Acts of the Board of Directors and Officers Beginning June 11, 2019 to Date	No	For	For		For
D&L Industries, Inc.	09/18/2020	7	Appoint Isla Lipana & Co. as External Auditor	No	For	For		For
D&L Industries, Inc.	09/18/2020		Elect 7 Directors by Cumulative Voting	Yes				
D&L Industries, Inc.	09/18/2020	8.1	Elect Mercedita S. Nollado as Director	No	For	For		For
D&L Industries, Inc.	09/18/2020	8.2	Elect Filemon T. Berba, Jr. as Director	No	For	For		For
D&L Industries, Inc.	09/18/2020	8.3	Elect Corazon S. de la Paz-Bernardo as Director	No	For	For		For
D&L Industries, Inc.	09/18/2020	8.4	Elect Lydia R. Balatbat-Echauz as Director	No	For	For		For
D&L Industries, Inc.	09/18/2020	8.5	Elect Yin Yong L. Lao as Director	No	For	For		For
D&L Industries, Inc.	09/18/2020	8.6	Elect John L. Lao as Director	No	For	For		For
D&L Industries, Inc.	09/18/2020	8.7	Elect Alvin D. Lao as Director	No	For	For		For
Dabur India Limited	09/03/2020	1	Accept Standalone Financial Statements and Statutory Reports	No	For	For		For
Dabur India Limited	09/03/2020	2	Accept Consolidated Financial Statements and Statutory Reports	No	For	For		For
Dabur India Limited	09/03/2020	3	Confirm Interim Dividend and Declare Final Dividend	No	For	For		For
Dabur India Limited	09/03/2020	4	Reelect Amit Burman as Director	No	For	For		Against
Dabur India Limited	09/03/2020	5	Reelect Saket Burman as Director	No	For	For		For
Dabur India Limited	09/03/2020	6	Approve Remuneration of Cost Auditors	No	For	For		For
Daelim Industrial Co., Ltd.	12/04/2020	1	Approve Spin-Off Agreement	No	For	For		For
Daelim Industrial Co., Ltd.	12/04/2020	2.1	Elect Bae Won-bok as Inside Director	No	For	For		Against
Daelim Industrial Co., Ltd.	12/04/2020	2.2	Elect Shin Hyeon-sik as Non-Independent Non-Executive Director	No	For	For		For
Daelim Industrial Co., Ltd.	12/04/2020	2.3	Elect Lee Han-sang as Outside Director	No	For	For		For
Daelim Industrial Co., Ltd.	12/04/2020	2.4	Elect Lee Young-myeong as Outside Director	No	For	For		For
Daelim Industrial Co., Ltd.	12/04/2020	2.5	Elect Lee Yoon-jeong as Outside Director	No	For	For		For
Daelim Industrial Co., Ltd.	12/04/2020	3.1	Elect Lee Han-sang as a Member of Audit Committee	No	For	For		For
Daelim Industrial Co., Ltd.	12/04/2020	3.2	Elect Lee Young-myeong as a Member of Audit Committee	No	For	For		For
Daelim Industrial Co., Ltd.	12/04/2020	3.3	Elect Lee Yoon-jeong as a Member of Audit Committee	No	For	For		For
Daelim Industrial Co., Ltd.	12/04/2020	4	Approve Terms of Retirement Pay	No	For	For		For
Dallah Healthcare Co.	09/13/2020		Extraordinary Business	Yes				

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Dallah Healthcare Co.	09/13/2020	1	Authorize Capitalization of Reserves for Bonus Issue from SAR 750,000,000 to SAR 900,000,000 and Amend Article 7 of Bylaws Re: Capital Increase	No	For	For		For
Dallah Healthcare Co.	09/13/2020	2	Amend Purpose of Repurchased Shares to be Used to Fund Share Swap Agreement with Kingdom Investment and Development Company	No	For	Against		Against
Dallah Healthcare Co.	09/13/2020	3	Amend Article 19 of Bylaws Re: Board Powers	No	For	For		For
Dallah Healthcare Co.	09/13/2020	4	Amend Article 21 of Bylaws Re: Chairman of the Board	No	For	For		For
Dallah Healthcare Co.	09/13/2020	5	Delete Article 25 of Bylaws Re: Executive Committee	No	For	For		For
Dallah Healthcare Co.	09/13/2020	6	Delete Article 27 of Bylaws Re: Nominations and Remuneration Committee	No	For	For		For
Dallah Healthcare Co.	09/13/2020	7	Adding Article 25 to Bylaws Re: Formation of Committees	No	For	For		For
Dangote Sugar Refinery Plc	07/09/2020		Ordinary Business	Yes				
Dangote Sugar Refinery Plc	07/09/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Dangote Sugar Refinery Plc	07/09/2020	2	Approve Final Dividend of NGN 1.10 Per Share	No	For	For		For
Dangote Sugar Refinery Plc	07/09/2020	3.1.1	Reelect Konyinsola Ajayi as Director	No	For	Against		Against
Dangote Sugar Refinery Plc	07/09/2020	3.1.2	Reelect Olakunle Alake as Director	No	For	Against		Against
Dangote Sugar Refinery Plc	07/09/2020	3.1.3	Reelect Maryam Bashir as Director	No	For	For		For
Dangote Sugar Refinery Plc	07/09/2020	3.2	Elect Ravindra Singhvi as Director	No	For	For		For
Dangote Sugar Refinery Plc	07/09/2020	4	Authorize Board to Fix Remuneration of Auditors	No	For	For		For
Dangote Sugar Refinery Plc	07/09/2020	5	Elect Members of Audit Committee	No	For	Against		Against
Dangote Sugar Refinery Plc	07/09/2020		Ordinary Business	Yes				
Dangote Sugar Refinery Plc	07/09/2020	1	Increase Authorized Capital	No	For	For		For
Dangote Sugar Refinery Plc	07/09/2020		Special Business	Yes				
Dangote Sugar Refinery Plc	07/09/2020	2.a	Amend Clause 6 of Memorandum of Association to Reflect Changes in Authorized Capital	No	For	For		For
Dangote Sugar Refinery Plc	07/09/2020	2.b	Insert Clauses 69 & 70 of Bylaws Re: Board and Committee Meetings	No	For	For		For
Dangote Sugar Refinery Plc	07/09/2020	2c	Amend Article 89(b) of Bylaws Re: Distribution of Notices and Documents in Electronic Format	No	For	For		For
Dangote Sugar Refinery Plc	07/09/2020	3	Authorize Board to Ratify and Execute Approved Resolutions	No	For	For		For
Dangote Sugar Refinery Plc	07/09/2020	1	Approve Scheme of Arrangement	No	For	For		For
Datasonic Group Berhad	09/17/2020	1	Approve Directors' Fees	No	For	For		For
Datasonic Group Berhad	09/17/2020	2	Approve Directors' Benefits	No	For	For		For
Datasonic Group Berhad	09/17/2020	3	Elect Mohamed Hashim bin Mohd Ali as Director	No	For	For		Against
Datasonic Group Berhad	09/17/2020	4	Elect Ibrahim bin Wan Ahmad as Director	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Datasonic Group Berhad	09/17/2020	5	Elect Razali bin Mohd Yusof as Director	No	For	For		For
Datasonic Group Berhad	09/17/2020	6	Elect Sharifuddin bin Ab Ghani as Director	No	For	For		For
Datasonic Group Berhad	09/17/2020	7	Elect Ibrahim bin Abdullah as Director	No	For	For		For
Datasonic Group Berhad	09/17/2020	8	Elect Handrianov Putra bin Abu Hanifah as Director	No	For	For		For
Datasonic Group Berhad	09/17/2020	9	Elect Noor Suhaila binti Saad as Director	No	For	For		For
Datasonic Group Berhad	09/17/2020	10	Approve Crowe Malaysia PLT as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		Against
Datasonic Group Berhad	09/17/2020	11	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For		For
Datasonic Group Berhad	09/17/2020	12	Authorize Share Repurchase Program	No	For	For		For
Datasonic Group Berhad	09/17/2020	13	Approve Mohamed Hashim bin Mohd Ali to Continue Office as Independent Non-Executive Director	No	For	Against		Against
Datasonic Group Berhad	09/17/2020	14	Approve Mohd Safiain bin Wan Hasan to Continue Office as Independent Non-Executive Director	No	For	For		For
Datasonic Group Berhad	09/17/2020	15	Approve Ibrahim bin Wan Ahmad to Continue Office as Independent Non-Executive Director	No	For	For		For
Datasonic Group Berhad	09/17/2020	16	Approve Yee Kim Shing @ Yew Kim Sing to Continue Office as Independent Non-Executive Director	No	For	For		For
Datasonic Group Berhad	09/17/2020	17	Approve Grant of ESOS Options to Sharifuddin bin Ab Ghani	No	For	Against		Against
Datasonic Group Berhad	09/17/2020	18	Approve Grant of ESOS Options to Ibrahim bin Abdullah	No	For	Against		Against
Datasonic Group Berhad	09/17/2020	19	Approve Grant of ESOS Options to Handrianov Putra bin Abu Hanifah	No	For	Against		Against
Datasonic Group Berhad	09/17/2020	20	Approve Grant of ESOS Options to Noor Suhaila binti Saad	No	For	Against		Against
Datasonic Group Berhad	09/17/2020	1	Approve Bonus Issue of New Ordinary Shares	No	For	For		For
Datatec Ltd.	07/29/2020		Ordinary Resolutions	Yes				
Datatec Ltd.	07/29/2020	1	Re-elect Stephen Davidson as Director	No	For	For		For
Datatec Ltd.	07/29/2020	2	Re-elect John McCartney as Director	No	For	For		For
Datatec Ltd.	07/29/2020	3	Re-elect Ekta Singh-Bushell as Director	No	For	For		For
Datatec Ltd.	07/29/2020	4	Elect Rick Medlock as Director	No	For	For		For
Datatec Ltd.	07/29/2020	5	Appoint PricewaterhouseCoopers Incorporated as Auditors with Berno Niebuhr as the Designated Auditor	No	For	For		For
Datatec Ltd.	07/29/2020	6.1	Re-elect Johnson Njeke as Member of the Audit, Risk and Compliance Committee	No	For	For		For
Datatec Ltd.	07/29/2020	6.2	Re-elect Ekta Singh-Bushell as Member of the Audit, Risk and Compliance Committee	No	For	For		For
Datatec Ltd.	07/29/2020	6.3	Elect Rick Medlock as Member of the Audit, Risk and Compliance Committee	No	For	For		For
Datatec Ltd.	07/29/2020	7	Approve Remuneration Policy	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Datatec Ltd.	07/29/2020	8	Approve Remuneration Implementation Report	No	For	For		For
Datatec Ltd.	07/29/2020		Special Resolutions	Yes				
Datatec Ltd.	07/29/2020	1	Approve Non-executive Directors' Fees	No	For	For		For
Datatec Ltd.	07/29/2020	2	Approve Financial Assistance in Terms of Sections 44 and/or 45 of the Companies Act	No	For	For		For
Datatec Ltd.	07/29/2020	3	Authorise Repurchase of Issued Share Capital	No	For	For		For
Datatec Ltd.	07/29/2020		Continuation of Ordinary Resolutions	Yes				
Datatec Ltd.	07/29/2020	9	Authorise Ratification of Approved Resolutions	No	For	For		For
Detsky Mir PJSC	09/18/2020	1	Approve Interim Dividends of RUB 2.50 per Share for First Six Months of Fiscal 2020	No	For	For		For
Detsky Mir PJSC	12/17/2020	1	Approve Interim Dividends of RUB 5.08 per Share for First Nine Months of Fiscal 2020	No	For	For		For
Detsky Mir PJSC	12/17/2020	2	Fix Number of Directors	No	For	Against		Against
Detsky Mir PJSC	12/17/2020	3	Approve New Edition of Charter	No	For	Against		Against
Dialog Group Berhad	11/18/2020	1	Approve Final Dividend	No	For	For		For
Dialog Group Berhad	11/18/2020	2	Elect Chan Yew Kai as Director	No	For	For		For
Dialog Group Berhad	11/18/2020	3	Elect Mohamad Hafiz Bin Kassim as Director	No	For	For		For
Dialog Group Berhad	11/18/2020	4	Elect Juniwati Rahmat Hussin as Director	No	For	For		For
Dialog Group Berhad	11/18/2020	5	Approve Directors' Fees and Board Committees' Fees	No	For	For		For
Dialog Group Berhad	11/18/2020	6	Approve Directors' Benefits (Other than Directors' Fees and Board Committees' Fees)	No	For	For		For
Dialog Group Berhad	11/18/2020	7	Approve BDO PLT as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Dialog Group Berhad	11/18/2020	8	Approve Kamariyah Binti Hamdan to Continue Office as Independent Non-Executive Director	No	For	For		For
Dialog Group Berhad	11/18/2020	9	Authorize Share Repurchase Program	No	For	For		For
Dino Polska SA	07/02/2020		Management Proposals	Yes				
Dino Polska SA	07/02/2020	1	Open Meeting	Yes				
Dino Polska SA	07/02/2020	2	Elect Meeting Chairman	No	For	For		For
Dino Polska SA	07/02/2020	3	Acknowledge Proper Convening of Meeting	Yes				
Dino Polska SA	07/02/2020	4	Approve Agenda of Meeting	No	For	For		For
Dino Polska SA	07/02/2020	5	Receive Management Board Report on Company's and Group's Operations, Financial Statements, and Management Board Proposal on Allocation of Income and Dividends	Yes				
Dino Polska SA	07/02/2020	6	Receive Supervisory Board Reports on Board's Work, Management Board Report on Company's and Group's Operations, Financial Statements, and Management Board Proposal on Allocation of Income and Dividends	Yes				

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Dino Polska SA	07/02/2020	7	Receive Supervisory Board Requests on Approval of Management Board Report on Company's and Group's Operations, Financial Statements, Management Board Proposal on Allocation of Income and Dividends, and Discharge of Management Board Members	Yes				
Dino Polska SA	07/02/2020	8.1	Approve Management Board Report on Company's Operations	No	For	For		For
Dino Polska SA	07/02/2020	8.2	Approve Financial Statements	No	For	For		For
Dino Polska SA	07/02/2020	9	Approve Allocation of Income and Omission of Dividends	No	For	For		For
Dino Polska SA	07/02/2020	10.1	Approve Management Board Report on Group's Operations	No	For	For		For
Dino Polska SA	07/02/2020	10.2	Approve Consolidated Financial Statements	No	For	For		For
Dino Polska SA	07/02/2020	11.1	Approve Discharge of Szymon Piduch (CEO)	No	For	For		For
Dino Polska SA	07/02/2020	11.2	Approve Discharge of Michal Krauze (Management Board Member)	No	For	For		For
Dino Polska SA	07/02/2020	11.3	Approve Discharge of Michal Muskala (Management Board Member)	No	For	For		For
Dino Polska SA	07/02/2020	11.4	Approve Discharge of Jakub Macuga (Management Board Member)	No	For	For		For
Dino Polska SA	07/02/2020	12.1	Approve Discharge of Tomasz Biernacki (Supervisory Board Chairman)	No	For	For		For
Dino Polska SA	07/02/2020	12.2	Approve Discharge of Eryk Bajer (Supervisory Board Member)	No	For	For		For
Dino Polska SA	07/02/2020	12.3	Approve Discharge of Slawomir Jakszuk (Supervisory Board Member)	No	For	For		For
Dino Polska SA	07/02/2020	12.4	Approve Discharge of Piotr Nowjalis (Supervisory Board Member)	No	For	For		For
Dino Polska SA	07/02/2020	12.5	Approve Discharge of Maciej Polanowski (Supervisory Board Member)	No	For	For		For
Dino Polska SA	07/02/2020		Shareholder Proposal	Yes				
Dino Polska SA	07/02/2020	13	Elect Szymon Piduch as Supervisory Board Member	No	None	For		For
Dino Polska SA	07/02/2020		Management Proposals	Yes				
Dino Polska SA	07/02/2020	14	Approve Remuneration Policy	No	For	Against		Against
Dino Polska SA	07/02/2020	15	Approve Terms of Remuneration of Supervisory Board Members	No	For	For		For
Dino Polska SA	07/02/2020	16.1	Amend Statute Re: Corporate Purpose	No	For	For		For
Dino Polska SA	07/02/2020	16.2	Approve Consolidated Text of Statute	No	For	For		For
Dino Polska SA	07/02/2020	17	Close Meeting	Yes				
Discovery Ltd.	11/26/2020		Ordinary Resolutions	Yes				

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Discovery Ltd.	11/26/2020	1	Accept Financial Statements and Statutory Reports for the Year Ended 30 June 2020	No	For	For		For
Discovery Ltd.	11/26/2020	2	Reappoint PricewaterhouseCoopers Inc as Auditors of the Company with Andrew Taylor as the Individual Registered Auditor	No	For	For		For
Discovery Ltd.	11/26/2020	3.1	Re-elect Sindi Zilwa as Director	No	For	For		For
Discovery Ltd.	11/26/2020	3.2	Re-elect Mark Tucker as Director	No	For	For		For
Discovery Ltd.	11/26/2020	3.3	Elect David Macready as Director	No	For	For		For
Discovery Ltd.	11/26/2020	4.1	Elect David Macready as Chairperson of the Audit Committee	No	For	For		For
Discovery Ltd.	11/26/2020	4.2	Re-elect Sindi Zilwa as Member of the Audit Committee	No	For	For		For
Discovery Ltd.	11/26/2020	4.3	Re-elect Sonja De Bruyn as Member of the Audit Committee	No	For	For		For
Discovery Ltd.	11/26/2020	5.1	Approve Remuneration Policy	No	For	For		For
Discovery Ltd.	11/26/2020	5.2	Approve Implementation of the Remuneration Policy	No	For	For		For
Discovery Ltd.	11/26/2020	6	Authorise Ratification of Approved Resolutions	No	For	For		For
Discovery Ltd.	11/26/2020	7.1	Authorise Directors to Allot and Issue A Preference Shares	No	For	For		For
Discovery Ltd.	11/26/2020	7.2	Authorise Directors to Allot and Issue B Preference Shares	No	For	For		For
Discovery Ltd.	11/26/2020	7.3	Authorise Directors to Allot and Issue C Preference Shares	No	For	For		For
Discovery Ltd.	11/26/2020		Special Resolutions	Yes				
Discovery Ltd.	11/26/2020	1	Approve Remuneration of Non-Executive Directors	No	For	For		For
Discovery Ltd.	11/26/2020	2	Authorise Repurchase of Issued Share Capital	No	For	For		For
Discovery Ltd.	11/26/2020	3	Approve Financial Assistance in Terms of Sections 44 and 45 of the Companies Act	No	For	For		For
Divi's Laboratories Limited	09/14/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Divi's Laboratories Limited	09/14/2020	2	Confirm Interim Dividend as Dividend	No	For	For		For
Divi's Laboratories Limited	09/14/2020	3	Reelect N.V. Ramana as Director	No	For	Against		Against
Divi's Laboratories Limited	09/14/2020	4	Reelect Madhusudana Rao Divi as Director	No	For	Against		Against
DLF Limited	09/23/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
DLF Limited	09/23/2020	2	Confirm Interim Dividend and Declare Final Dividend	No	For	For		For
DLF Limited	09/23/2020	3	Reelect Ashok Kumar Tyagi as Director	No	For	For		For
DLF Limited	09/23/2020	4	Reelect Devinder Singh as Director	No	For	For		For
DLF Limited	09/23/2020	5	Approve Remuneration of Cost Auditors	No	For	For		For
DLF Limited	09/23/2020	6	Approve Appointment and Remuneration of Savitri Devi Singh as Executive Director-London Office	No	For	For		For
DMCI Holdings, Inc.	07/14/2020	1	Approve the Minutes of the Annual Stockholders' Meeting Held on May 21, 2019	No	For	For		For
DMCI Holdings, Inc.	07/14/2020	2	Approve the Management Report	No	For	For		For
DMCI Holdings, Inc.	07/14/2020	3	Ratify Acts of the Board of Directors and Officers	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
DMCI Holdings, Inc.	07/14/2020	4	Appoint SGV & Co. as Independent External Auditors	No	For	For		For
DMCI Holdings, Inc.	07/14/2020		Elect 9 Directors by Cumulative Voting	Yes				
DMCI Holdings, Inc.	07/14/2020	5.1	Elect Isidro A. Consunji as Director	No	For	For		For
DMCI Holdings, Inc.	07/14/2020	5.2	Elect Cesar A. Buenaventura as Director	No	For	Withhold		Withhold
DMCI Holdings, Inc.	07/14/2020	5.3	Elect Jorge A. Consunji as Director	No	For	Withhold		Withhold
DMCI Holdings, Inc.	07/14/2020	5.4	Elect Herbert M. Consunji as Director	No	For	Withhold		Withhold
DMCI Holdings, Inc.	07/14/2020	5.5	Elect Ma. Edwina C. Laperal as Director	No	For	Withhold		Withhold
DMCI Holdings, Inc.	07/14/2020	5.6	Elect Luz Consuelo A. Consunji as Director	No	For	Withhold		Withhold
DMCI Holdings, Inc.	07/14/2020	5.7	Elect Maria Cristina C. Gotianun as Director	No	For	Withhold		Withhold
DMCI Holdings, Inc.	07/14/2020	5.8	Elect Antonio Jose U. Periquet as Director	No	For	For		For
DMCI Holdings, Inc.	07/14/2020	5.9	Elect Honorio O. Reyes-Lao as Director	No	For	For		For
Dongfeng Motor Group Company Limited	08/25/2020	1	Elect Leung Wai Lap, Philip as Director	No	For	For		For
Dongfeng Motor Group Company Limited	08/25/2020	2	Approve Remuneration of Candidates for Director	No	For	For		For
Dongfeng Motor Group Company Limited	08/25/2020	3	Amend Rules and Procedures Regarding General Meetings of Shareholders	No	For	For		For
Dongfeng Motor Group Company Limited	08/25/2020	4	Amend Articles of Association	No	For	For		For
Doosan Solus Co. Ltd.	11/20/2020	1.1	Elect Jin Dae-je as Inside Director	No	For	For		Against
Doosan Solus Co. Ltd.	11/20/2020	1.2.1	Elect Min Hyeon-gi as Non-Independent Non-Executive Director	No	For	For		Against
Doosan Solus Co. Ltd.	11/20/2020	1.2.2	Elect Lee Sang-il as Non-Independent Non-Executive Director	No	For	For		Against
Doosan Solus Co. Ltd.	11/20/2020	1.3	Elect Park Sang-hun as Outside Director	No	For	For		For
Doosan Solus Co. Ltd.	11/20/2020	2	Elect Park Sang-hun as a Member of Audit Committee	No	For	For		For
Doosan Solus Co. Ltd.	11/20/2020	3	Amend Articles of Incorporation	No	For	For		For
Douja Promotion Groupe Addoha	09/03/2020		Extraordinary Business	Yes				
Douja Promotion Groupe Addoha	09/03/2020	1	Authorize Share Repurchase Program	No	For	For		Do Not Vote
Douja Promotion Groupe Addoha	09/03/2020	2	Authorize Board to Ratify and Execute Resolution in Relation to Share Repurchase	No	For	For		Do Not Vote
Douja Promotion Groupe Addoha	09/03/2020	3	Authorize Filing of Required Documents and Other Formalities	No	For	For		Do Not Vote
Douja Promotion Groupe Addoha	11/09/2020		Extraordinary Business	Yes				
Douja Promotion Groupe Addoha	11/09/2020	1	Authorize Issuance of Bonds	No	For	For		Do Not Vote
Douja Promotion Groupe Addoha	11/09/2020	2	Authorize Board to Ratify and Execute Approved Resolution	No	For	For		Do Not Vote
Douja Promotion Groupe Addoha	11/09/2020	3	Authorize Filing of Required Documents and Other Formalities	No	For	For		Do Not Vote
Dr. Reddy's Laboratories Limited	07/30/2020		Meeting for ADR Holders	Yes				

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Dr. Reddy's Laboratories Limited	07/30/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Dr. Reddy's Laboratories Limited	07/30/2020	2	Approve Dividend	No	For	For		For
Dr. Reddy's Laboratories Limited	07/30/2020	3	Reelect K Satish Reddy as Director	No	For	For		Against
Dr. Reddy's Laboratories Limited	07/30/2020	4	Approve Reappointment and Remuneration of G V Prasad as Whole-time Director Designated as Co-Chairman and Managing Director	No	For	For		For
Dr. Reddy's Laboratories Limited	07/30/2020	5	Approve Prasad R Menon to Continue Office as Non-Executive Independent Director	No	For	For		For
Dr. Reddy's Laboratories Limited	07/30/2020	6	Approve Remuneration of Cost Auditors	No	For	For		For
DXB Entertainments PJSC	10/25/2020		Ordinary Business	Yes				
DXB Entertainments PJSC	10/25/2020	1	Elect Directors (Cumulative Voting)	No	For	Against		Against
East African Breweries Ltd.	09/16/2020		Ordinary Business	Yes				
East African Breweries Ltd.	09/16/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
East African Breweries Ltd.	09/16/2020	2	Ratify Interim Dividend of KES 3 Per Share as First and Final Dividend	No	For	For		For
East African Breweries Ltd.	09/16/2020	3.a	Reelect Carol Musyoka as Director	No	For	For		For
East African Breweries Ltd.	09/16/2020	3.b	Reelect Jimmy Mugerwa as Director	No	For	For		For
East African Breweries Ltd.	09/16/2020	3.c	Reelect John O'Keeffe as Director	No	For	For		For
East African Breweries Ltd.	09/16/2020	3.d	Ratify Appointment of Leo Breen as Director	No	For	For		For
East African Breweries Ltd.	09/16/2020	3.e	Ratify Appointment of Risper Ohaga as Director	No	For	For		For
East African Breweries Ltd.	09/16/2020	4	Elect John Ulanga, Japheth Katto, Jimmy Mugerwa and Leo Breen as Members of Audit & Risk Management Committee (Bundled)	No	For	For		For
East African Breweries Ltd.	09/16/2020	5	Approve Director's Remuneration Report and Remuneration of Directors	No	For	For		For
East African Breweries Ltd.	09/16/2020	6	Authorize Board to Fix Remuneration of Auditors	No	For	For		For
East African Breweries Ltd.	09/16/2020		Special Business	Yes				
East African Breweries Ltd.	09/16/2020	a	Insert Article 72 A of Bylaws Re: Attendance of a General Meeting by Electronic Means	No	For	For		For
Eastern Co. (Egypt)	10/25/2020		Ordinary Business	Yes				
Eastern Co. (Egypt)	10/25/2020	1	Approve Board Report on Company Operations for FY 2020	No	For	For		Do Not Vote
Eastern Co. (Egypt)	10/25/2020	2	Approve Auditors' Report on Company Financial Statements for FY 2020	No	For	For		Do Not Vote
Eastern Co. (Egypt)	10/25/2020	3	Accept Financial Statements and Statutory Reports for FY 2020	No	For	Against		Do Not Vote
Eastern Co. (Egypt)	10/25/2020	4	Approve Allocation of Income and Dividends	No	For	For		Do Not Vote
Eastern Co. (Egypt)	10/25/2020	5	Approve Employee Raise Starting 1/7/2020	No	For	For		Do Not Vote
Eastern Co. (Egypt)	10/25/2020	6	Approve Board Decisions and Discharge of Chairman and Directors for FY 2020	No	For	Against		Do Not Vote

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Eastern Co. (Egypt)	10/25/2020	7	Approve Remuneration of Directors for FY 2021	No	For	For		Do Not Vote
Eastern Co. (Egypt)	10/25/2020	8	Ratify Auditors and Fix Their Remuneration for FY 2021	No	For	For		Do Not Vote
Eastern Co. (Egypt)	10/25/2020	9	Approve Related Party Transactions Re: SAP Company, Zaki Hisham & Partners, Atlas Copco Company and All other Related Party Transactions for FY 2020/2021	No	For	For		Do Not Vote
Eastern Co. (Egypt)	10/25/2020	10	Approve Writing Off Lands That are no Longer Owned by the Company Due to Judicial Ruling and Waiving Off Company's Land in Arish City to a Sovereign Authority Due to Expiration of License	No	For	For		Do Not Vote
Eastern Co. (Egypt)	10/25/2020	11	Approve Charitable Donations for FY 2020 and FY 2021	No	For	For		Do Not Vote
Egypt Kuwait Holding Co. SAE	12/27/2020		Ordinary Business	Yes				
Egypt Kuwait Holding Co. SAE	12/27/2020	1	Approve Auditors' Report on Company Standalone Financial Statements for the Period Ended on 30 September 2020	No	For	For		Do Not Vote
Egypt Kuwait Holding Co. SAE	12/27/2020	2	Accept Standalone Financial Statements and Statutory Reports for the Period Ended on 30 September 2020	No	For	For		Do Not Vote
Egypt Kuwait Holding Co. SAE	12/27/2020	3	Authorize Capitalization of Reserves for Bonus Issue as a Stock Dividend Program Re: 1:10 for the Period Ended on 30 September 2020	No	For	For		Do Not Vote
Egypt Kuwait Holding Co. SAE	12/27/2020		Extraordinary Business	Yes				
Egypt Kuwait Holding Co. SAE	12/27/2020	1	Authorize Capitalization of Reserves for Bonus Issue Up to USD 281,721,321.75	No	For	For		Do Not Vote
Egypt Kuwait Holding Co. SAE	12/27/2020	2	Amend Articles 6 and 7 of Bylaws	No	For	For		Do Not Vote
Egypt Kuwait Holding Co. SAE	12/27/2020	3	Authorize Chairman and Managing Director to Ratify and Execute Approved Resolutions	No	For	For		Do Not Vote
Eicher Motors Limited	08/10/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Eicher Motors Limited	08/10/2020	2	Reelect Vinod Kumar Aggarwal as Director	No	For	For		For
Eicher Motors Limited	08/10/2020	3	Approve Remuneration of Cost Auditors	No	For	For		For
Eicher Motors Limited	08/10/2020	4	Reelect Manvi Sinha as Director	No	For	For		For
Eicher Motors Limited	08/10/2020	5	Reelect S. Sandilya as Director	No	For	For		For
Eicher Motors Limited	08/10/2020	6	Approve Payment of Remuneration to S. Sandilya as Chairman (Non-Executive & Independent Director)	No	For	For		For
Eicher Motors Limited	08/10/2020	7	Adopt New Articles of Association	No	For	For		For
Eicher Motors Limited	08/10/2020	8	Approve Sub-Division of Equity Shares	No	For	For		For
Eicher Motors Limited	08/10/2020	9	Amend Capital Clause of the Memorandum of Association Re: Sub-Division of Equity Shares	No	For	For		For
Electricity Generating Public Company Limited	07/20/2020	1	Approve Minutes of Previous Meeting	No	For	For		For
Electricity Generating Public Company Limited	07/20/2020	2	Acknowledge Company's Performance	Yes				

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Electricity Generating Public Company Limited	07/20/2020	3	Approve Financial Statements	No	For	For		For
Electricity Generating Public Company Limited	07/20/2020	4	Approve Omission of Dividend Payment and Acknowledge Interim Dividend Payment	No	For	For		For
Electricity Generating Public Company Limited	07/20/2020	5	Approve PricewaterhouseCoopers ABAS Limited as Auditors and Authorize Board to Fix Their Remuneration	No	For	Against		Against
Electricity Generating Public Company Limited	07/20/2020	6	Approve Remuneration of Directors	No	For	For		For
Electricity Generating Public Company Limited	07/20/2020	7.1	Elect Anya Khanthavit as Director	No	For	Against		Against
Electricity Generating Public Company Limited	07/20/2020	7.2	Elect Paisan Mahapunnaporn as Director	No	For	Against		Against
Electricity Generating Public Company Limited	07/20/2020	7.3	Elect Toshiro Kudama as Director	No	For	For		Against
Electricity Generating Public Company Limited	07/20/2020	7.4	Elect Tomoyuki Ochiai as Director	No	For	For		Against
Electricity Generating Public Company Limited	07/20/2020	7.5	Elect Naoki Tsutsumi as Director	No	For	For		Against
Electricity Generating Public Company Limited	07/20/2020	8.1	Approve Amendment of the Company's Objective No. 6	No	For	For		For
Electricity Generating Public Company Limited	07/20/2020	8.2	Approve Addition of the Company's New Objective	No	For	For		For
Electricity Generating Public Company Limited	07/20/2020	9	Other Business	No	For	Against		Against
Ellaktor SA	09/10/2020		Annual Meeting Agenda	Yes				
Ellaktor SA	09/10/2020	1	Approve Financial Statements, Statutory Reports and Income Allocation	No	For	For		For
Ellaktor SA	09/10/2020	2	Approve Management of Company and Grant Discharge to Auditors	No	For	For		For
Ellaktor SA	09/10/2020	3	Approve Auditors and Fix Their Remuneration	No	For	For		Against
Ellaktor SA	09/10/2020	4	Advisory Vote on Remuneration Report	No	For	For		For
Ellaktor SA	09/10/2020	5	Authorize Board to Participate in Companies with Similar Business Interests	No	For	For		For
Ellaktor SA	09/10/2020	6	Authorize Share Repurchase Program	No	For	For		For
Ellaktor SA	09/10/2020	7	Approve Stock Option Plan	No	For	Against		Against
Ellaktor SA	09/10/2020	8	Ratify Director Appointment	No	For	For		For
Ellaktor SA	09/10/2020	9	Receive Audit Committee's Activity Report	Yes				
Ellaktor SA	09/10/2020	10	Various Announcements	Yes				
Emaar, The Economic City	09/22/2020		Ordinary Business	Yes				
Emaar, The Economic City	09/22/2020	1.1	Elect Jamal Bin Thinyah as Director	No	None	Abstain		Abstain

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Emaar, The Economic City	09/22/2020	1.2	Elect Ahmed Al Matroushi as Director	No	None	Abstain		Abstain
Emaar, The Economic City	09/22/2020	1.3	Elect Arif Al Harmi as Director	No	None	Abstain		Abstain
Emaar, The Economic City	09/22/2020	1.4	Elect Mohamed Hafni as Director	No	None	Abstain		Abstain
Emaar, The Economic City	09/22/2020	1.5	Elect Mohamed Al Hindi as Director	No	None	Abstain		Abstain
Emaar, The Economic City	09/22/2020	1.6	Elect Ahmed Bushnak as Director	No	None	Abstain		Abstain
Emaar, The Economic City	09/22/2020	1.7	Elect FaliH Hajaj as Director	No	None	Abstain		Abstain
Emaar, The Economic City	09/22/2020	1.8	Elect Abdullah Al Fifi as Director	No	None	Abstain		Abstain
Emaar, The Economic City	09/22/2020	1.9	Elect Oussama Barayan as Director	No	None	Abstain		Abstain
Emaar, The Economic City	09/22/2020	1.10	Elect Tariq Al Saoudi as Director	No	None	Abstain		Abstain
Emaar, The Economic City	09/22/2020	1.11	Elect Mohamed Al Badr as Director	No	None	Abstain		Abstain
Emaar, The Economic City	09/22/2020	1.12	Elect Waleed Al Musfir as Director	No	None	Abstain		Abstain
Emaar, The Economic City	09/22/2020	1.13	Elect Salih Al Yami as Director	No	None	Abstain		Abstain
Emaar, The Economic City	09/22/2020	1.14	Elect Yasir Al Qadi as Director	No	None	Abstain		Abstain
Emaar, The Economic City	09/22/2020	1.15	Elect as Khalid Al Ajlan Director	No	None	Abstain		Abstain
Emaar, The Economic City	09/22/2020	1.16	Elect Mohamed Al Suweid as Director	No	None	Abstain		Abstain
Emaar, The Economic City	09/22/2020	1.17	Elect Mohamed Al Ghamdi as Director	No	None	Abstain		Abstain
Emaar, The Economic City	09/22/2020	1.18	Elect as Ahmed Al Sanoussi Director	No	None	Abstain		Abstain
Emaar, The Economic City	09/22/2020	1.19	Elect Jassim Al rumeihi as Director	No	None	Abstain		Abstain
Emaar, The Economic City	09/22/2020	1.20	Elect Amr Saqr as Director	No	None	Abstain		Abstain
Emaar, The Economic City	09/22/2020	1.21	Elect Ramzi Ali as Director	No	None	Abstain		Abstain
Emaar, The Economic City	09/22/2020	1.22	Elect Bayat Al Ouweid as Director	No	None	Abstain		Abstain
Emaar, The Economic City	09/22/2020	1.23	Elect Ahmed Al Ouweid as Director	No	None	Abstain		Abstain
Emaar, The Economic City	09/22/2020	1.24	Elect Abdullah Al Sheikh as Director	No	None	Abstain		Abstain
Emaar, The Economic City	09/22/2020	1.25	Elect Sultan Al Saadoun as Director	No	None	Abstain		Abstain
Emaar, The Economic City	09/22/2020	1.26	Elect Mohamed Al Moammar as Director	No	None	Abstain		Abstain
Emaar, The Economic City	09/22/2020	1.27	Elect Abdullah Al Huweish as Director	No	None	Abstain		Abstain
Emaar, The Economic City	09/22/2020	1.28	Elect Riyadh Al Kharashi as Director	No	None	Abstain		Abstain
Emaar, The Economic City	09/22/2020	1.29	Elect Hamad Al Fouzan as Director	No	None	Abstain		Abstain
Emaar, The Economic City	09/22/2020	1.30	Elect Saad Al Haqeel as Director	No	None	Abstain		Abstain
Emaar, The Economic City	09/22/2020	1.31	Elect Talal Al Moammar as Director	No	None	Abstain		Abstain
Emaar, The Economic City	09/22/2020	1.32	Elect Ahmed Murad as Director	No	None	Abstain		Abstain
Emaar, The Economic City	09/22/2020	1.33	Elect Omar Makharish as Director	No	None	Abstain		Abstain
Emaar, The Economic City	09/22/2020	1.34	Elect Shakir Al Khanani as Director	No	None	Abstain		Abstain
Emaar, The Economic City	09/22/2020	1.35	Elect Ghaith Fayiz as Director	No	None	Abstain		Abstain
Emaar, The Economic City	09/22/2020	1.36	Elect Tariq Lenjawi as Director	No	None	Abstain		Abstain
Emaar, The Economic City	09/22/2020	1.37	Elect Nouf Al Haqbani as Director	No	None	Abstain		Abstain
Emaar, The Economic City	09/22/2020	1.38	Elect Abdulrahman Al Khayal as Director	No	None	Abstain		Abstain
Emaar, The Economic City	09/22/2020	1.39	Elect Thamir Al Wadee as Director	No	None	Abstain		Abstain
Emaar, The Economic City	09/22/2020	1.40	Elect Waleed Bamaarouf as Director	No	None	Abstain		Abstain
Emaar, The Economic City	09/22/2020	1.41	Elect Turki Al Oteibi as Director	No	None	Abstain		Abstain

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Emaar, The Economic City	09/22/2020	1.42	Elect Mohamed Badhrees as Director	No	None	Abstain		Abstain
Emaar, The Economic City	09/22/2020	1.43	Elect Fayiz Al Zaydi as Director	No	None	Abstain		Abstain
Emaar, The Economic City	09/22/2020	1.44	Elect Abdullah Maqboul as Director	No	None	Abstain		Abstain
Emaar, The Economic City	09/22/2020	1.45	Elect Bandar Al Dalji as Director	No	None	Abstain		Abstain
Emaar, The Economic City	09/22/2020	1.46	Elect Ahmed Saleem as Director	No	None	Abstain		Abstain
Emaar, The Economic City	09/22/2020	1.47	Elect Badr Ridha as Director	No	None	Abstain		Abstain
Emaar, The Economic City	09/22/2020	2	Amend Audit Committee Charter	No	For	For		For
Emlak Konut Gayrimenkul Yatirim Ortakligi AS	07/22/2020		Annual Meeting Agenda	Yes				
Emlak Konut Gayrimenkul Yatirim Ortakligi AS	07/22/2020	1	Open Meeting and Elect Presiding Council of Meeting; Authorize Presiding Council to Sign Minutes of Meeting	No	For	For		For
Emlak Konut Gayrimenkul Yatirim Ortakligi AS	07/22/2020	2	Accept Board Report	No	For	For		For
Emlak Konut Gayrimenkul Yatirim Ortakligi AS	07/22/2020	3	Accept Audit Report	No	For	For		For
Emlak Konut Gayrimenkul Yatirim Ortakligi AS	07/22/2020	4	Accept Financial Statements	No	For	For		For
Emlak Konut Gayrimenkul Yatirim Ortakligi AS	07/22/2020	5	Approve Discharge of Board	No	For	For		For
Emlak Konut Gayrimenkul Yatirim Ortakligi AS	07/22/2020	6	Approve Allocation of Income	No	For	For		For
Emlak Konut Gayrimenkul Yatirim Ortakligi AS	07/22/2020	7	Ratify External Auditors	No	For	For		For
Emlak Konut Gayrimenkul Yatirim Ortakligi AS	07/22/2020	8	Elect Directors	No	For	Against		Against
Emlak Konut Gayrimenkul Yatirim Ortakligi AS	07/22/2020	9	Approve Director Remuneration	No	For	Against		Against
Emlak Konut Gayrimenkul Yatirim Ortakligi AS	07/22/2020	10	Approve Upper Limit of Donations for 2020 and Receive Information on Donations Made in 2019	No	For	Against		Against
Emlak Konut Gayrimenkul Yatirim Ortakligi AS	07/22/2020	11	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose	No	For	For		For
Emlak Konut Gayrimenkul Yatirim Ortakligi AS	07/22/2020	12	Receive Information on Guarantees, Pledges and Mortgages Provided to Third Parties	Yes				
Emlak Konut Gayrimenkul Yatirim Ortakligi AS	07/22/2020	13	Receive Information in Accordance to Article 1.3.6 of Capital Markets Board Corporate Governance Principles	Yes				
Emlak Konut Gayrimenkul Yatirim Ortakligi AS	07/22/2020	14	Receive Information on Director Remuneration Made in 2019	Yes				
Emlak Konut Gayrimenkul Yatirim Ortakligi AS	07/22/2020	15	Receive Information on Share Repurchase Program	Yes				

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Emlak Konut Gayrimenkul Yatirim Ortakligi AS	07/22/2020	16	Wishes	Yes				
ENEA SA	07/30/2020	1	Open Meeting	Yes				
ENEA SA	07/30/2020	2	Elect Meeting Chairman	No	For	For		For
ENEA SA	07/30/2020	3	Acknowledge Proper Convening of Meeting	Yes				
ENEA SA	07/30/2020	4	Approve Agenda of Meeting	No	For	For		For
ENEA SA	07/30/2020	5	Receive Supervisory Board Report	Yes				
ENEA SA	07/30/2020	6	Receive Auditor's Report on Financial Statements, Consolidated Financial Statements, and on Management Board Reports on Company's and Groups Operations	Yes				
ENEA SA	07/30/2020	7	Approve Management Board Report on Company's and Group's Operations	No	For	For		For
ENEA SA	07/30/2020	8	Approve Financial Statements	No	For	For		For
ENEA SA	07/30/2020	9	Approve Consolidated Financial Statements	No	For	For		For
ENEA SA	07/30/2020	10	Receive Management Board Report on Expenses Related to Representation, Legal Services, Marketing Services, Public Relations Services, Social Communication Services, and Management Advisory Services	Yes				
ENEA SA	07/30/2020	11	Approve Allocation of Income and Omission of Dividends	No	For	For		For
ENEA SA	07/30/2020	12.1	Approve Discharge of Miroslaw Kowalik (CEO)	No	For	For		For
ENEA SA	07/30/2020	12.2	Approve Discharge of Piotr Adamczak (Management Board Member)	No	For	For		For
ENEA SA	07/30/2020	12.3	Approve Discharge of Zbigniew Pietka (Management Board Member)	No	For	For		For
ENEA SA	07/30/2020	12.4	Approve Discharge of Jaroslaw Olowski (Management Board Member)	No	For	For		For
ENEA SA	07/30/2020	12.5	Approve Discharge of Piotr Olejniczak (Management Board Member)	No	For	For		For
ENEA SA	07/30/2020	13.1	Approve Discharge of Stanislaw Hebda (Supervisory Board Chairman)	No	For	For		For
ENEA SA	07/30/2020	13.2	Approve Discharge of Pawel Jablonski (Supervisory Board Deputy Chairman)	No	For	For		For
ENEA SA	07/30/2020	13.3	Approve Discharge of Mariusz Pliszka (Supervisory Board Member)	No	For	For		For
ENEA SA	07/30/2020	13.4	Approve Discharge of Piotr Mirkowski (Supervisory Board Member)	No	For	For		For
ENEA SA	07/30/2020	13.5	Approve Discharge of Michal Jaciubek (Supervisory Board Member)	No	For	For		For
ENEA SA	07/30/2020	13.6	Approve Discharge of Slawomir Brzezinski (Supervisory Board Member)	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
ENEA SA	07/30/2020	13.7	Approve Discharge of Wojciech Klimowicz (Supervisory Board Member)	No	For	For		For
ENEA SA	07/30/2020	13.8	Approve Discharge of Pawel Korobowski (Supervisory Board Member)	No	For	For		For
ENEA SA	07/30/2020	13.9	Approve Discharge of Ireneusz Kulka (Supervisory Board Member)	No	For	For		For
ENEA SA	07/30/2020	13.10	Approve Discharge of Maciej Mazur (Supervisory Board Member)	No	For	For		For
ENEA SA	07/30/2020	13.11	Approve Discharge of Tadeusz Miklosz (Supervisory Board Member)	No	For	For		For
ENEA SA	07/30/2020	13.12	Approve Discharge of Roman Stryjski (Supervisory Board Member)	No	For	For		For
ENEA SA	07/30/2020	14	Approve Remuneration Policy	No	For	Against		Against
ENEA SA	07/30/2020	15.1	Amend Statute	No	For	For		For
ENEA SA	07/30/2020	15.2	Amend Statute Re: Management and Supervisory Boards	No	For	For		For
ENEA SA	07/30/2020	15.3	Amend Statute	No	For	For		For
ENEA SA	07/30/2020	16	Close Meeting	Yes				
Enel Americas SA	12/18/2020	1	Approve Merger by Absorption of EGP Americas SpA	No	For	For		For
Enel Americas SA	12/18/2020	2	Approve Related-Party Transaction Re: Merger by Absorption of EGP Americas SpA	No	For	For		For
Enel Americas SA	12/18/2020	3	Amend Articles; Consolidate Bylaws	No	For	For		For
Enel Americas SA	12/18/2020	4	Authorize Board to Ratify and Execute Approved Resolutions	No	For	For		For
Enel Americas SA	12/18/2020	5	Receive Report Regarding Related-Party Transactions	Yes				
Energa SA	10/29/2020		Management Proposals	Yes				
Energa SA	10/29/2020	1	Open Meeting	Yes				
Energa SA	10/29/2020	2	Elect Meeting Chairman	No	For	For		For
Energa SA	10/29/2020	3	Acknowledge Proper Convening of Meeting	Yes				
Energa SA	10/29/2020	4	Approve Agenda of Meeting	No	For	For		For
Energa SA	10/29/2020		Shareholder Proposals Submitted by Orlen SA	Yes				
Energa SA	10/29/2020	5	Approve Delisting of Shares from Warsaw Stock Exchange	No	None	Against		Against
Energa SA	10/29/2020	6	Approve Shareholder Register Company	No	None	Against		Against
Energa SA	10/29/2020	7	Approve Decision on Covering Costs of Convocation of EGM	No	None	Against		Against
Energa SA	10/29/2020		Management Proposal	Yes				
Energa SA	10/29/2020	8	Close Meeting	Yes				
Eregli Demir ve Celik Fabrikalari TAS	07/14/2020		Annual Meeting Agenda	Yes				
Eregli Demir ve Celik Fabrikalari TAS	07/14/2020	1	Open Meeting and Elect Presiding Council of Meeting	No	For	For		For
Eregli Demir ve Celik Fabrikalari TAS	07/14/2020	2	Authorize Presiding Council to Sign Minutes of Meeting	No	For	For		For
Eregli Demir ve Celik Fabrikalari TAS	07/14/2020	3	Accept Board Report	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Eregli Demir ve Celik Fabrikalari TAS	07/14/2020	4	Accept Audit Report	No	For	For		For
Eregli Demir ve Celik Fabrikalari TAS	07/14/2020	5	Accept Financial Statements	No	For	For		For
Eregli Demir ve Celik Fabrikalari TAS	07/14/2020	6	Approve Discharge of Board	No	For	For		For
Eregli Demir ve Celik Fabrikalari TAS	07/14/2020	7	Approve Allocation of Income	No	For	For		For
Eregli Demir ve Celik Fabrikalari TAS	07/14/2020	8	Elect Directors	No	For	For		For
Eregli Demir ve Celik Fabrikalari TAS	07/14/2020	9	Approve Director Remuneration	No	For	Against		Against
Eregli Demir ve Celik Fabrikalari TAS	07/14/2020	10	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose	No	For	For		For
Eregli Demir ve Celik Fabrikalari TAS	07/14/2020	11	Ratify External Auditors	No	For	For		For
Eregli Demir ve Celik Fabrikalari TAS	07/14/2020	12	Receive Information on Guarantees, Pledges and Mortgages Provided to Third Parties	Yes				
Eregli Demir ve Celik Fabrikalari TAS	07/14/2020	13	Approve Upper Limit of Donations for 2020 and Receive Information on Donations Made in 2019	No	For	Against		Against
Eregli Demir ve Celik Fabrikalari TAS	07/14/2020	14	Approve Share Repurchase Program	No	For	For		For
Eregli Demir ve Celik Fabrikalari TAS	07/14/2020	15	Close Meeting	Yes				
Ericsson Nikola Tesla dd	12/09/2020	1	Open Meeting; Appoint Meeting Officials; Prepare List of Shareholders	No	For	For		For
Ericsson Nikola Tesla dd	12/09/2020	2	Approve Dividends of HRK 49 per Share	No	For	For		For
Ericsson Nikola Tesla dd	12/09/2020	3	Approve Stock Award to Employees	No	For	Against		Against
Ericsson Nikola Tesla dd	12/09/2020	4	Amend Statute Re: General Meeting	No	For	For		For
Eurobank Ergasias Services & Holdings SA	07/28/2020		Annual Meeting Agenda	Yes				
Eurobank Ergasias Services & Holdings SA	07/28/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Eurobank Ergasias Services & Holdings SA	07/28/2020	2	Approve Management of Company and Grant Discharge to Auditors	No	For	For		For
Eurobank Ergasias Services & Holdings SA	07/28/2020	3	Approve Auditors and Fix Their Remuneration	No	For	For		For
Eurobank Ergasias Services & Holdings SA	07/28/2020	4	Approve Remuneration Policy	No	For	For		For
Eurobank Ergasias Services & Holdings SA	07/28/2020	5	Approve Remuneration of Directors	No	For	For		For
Eurobank Ergasias Services & Holdings SA	07/28/2020	6	Advisory Vote on Remuneration Report	No	For	For		For
Eurobank Ergasias Services & Holdings SA	07/28/2020	7	Approve Stock Option Plan	No	For	For		For
Eurobank Ergasias Services & Holdings SA	07/28/2020	8	Approve Reduction in Share Capital, Shareholders Remuneration In-Kind, Capitalization of Reserves, and Sale of Fractional Balances of Shares Issued	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Eurobank Ergasias Services & Holdings SA	07/28/2020	9	Amend Article 11: General Meeting	No	For	For		For
Eurobank Ergasias Services & Holdings SA	07/28/2020	10	Announce Election of Independent Directors	Yes				
Eurobank Ergasias Services & Holdings SA	07/28/2020	11	Elect Members of Audit Committee (Bundled)	No	For	For		For
Eurocash SA	08/25/2020	1	Open Meeting	Yes				
Eurocash SA	08/25/2020	2	Acknowledge Proper Convening of Meeting	Yes				
Eurocash SA	08/25/2020	3	Elect Meeting Chairman	No	For	For		For
Eurocash SA	08/25/2020	4	Prepare List of Shareholders	Yes				
Eurocash SA	08/25/2020	5	Approve Agenda of Meeting	No	For	For		For
Eurocash SA	08/25/2020	6	Receive Financial Statements and Management Board Report on Company's Operations	Yes				
Eurocash SA	08/25/2020	7	Receive Consolidated Financial Statements and Management Board Report on Group's Operations	Yes				
Eurocash SA	08/25/2020	8	Receive Supervisory Board Report	Yes				
Eurocash SA	08/25/2020	9	Approve Financial Statements and Management Board Report on Company's Operations	No	For	For		For
Eurocash SA	08/25/2020	10	Approve Consolidated Financial Statements and Management Board Report on Group's Operations	No	For	For		For
Eurocash SA	08/25/2020	11	Approve Allocation of Income and Omission of Dividends	No	For	For		For
Eurocash SA	08/25/2020	12.1	Approve Discharge of Luis Manuel Conceicao do Amaral (CEO)	No	For	For		For
Eurocash SA	08/25/2020	12.2	Approve Discharge of Katarzyna Kopaczewska (Management Board Member)	No	For	For		For
Eurocash SA	08/25/2020	12.3	Approve Discharge of Rui Amaral (Management Board Member)	No	For	For		For
Eurocash SA	08/25/2020	12.4	Approve Discharge of Arnaldo Guerreiro (Management Board Member)	No	For	For		For
Eurocash SA	08/25/2020	12.5	Approve Discharge of Pedro Martinho (Management Board Member)	No	For	For		For
Eurocash SA	08/25/2020	12.6	Approve Discharge of Jacek Owczarek (Management Board Member)	No	For	For		For
Eurocash SA	08/25/2020	12.7	Approve Discharge of Przemyslaw Cias (Management Board Member)	No	For	For		For
Eurocash SA	08/25/2020	13.1	Approve Discharge of Hans Joachim Koerber (Supervisory Board Chairman)	No	For	For		For
Eurocash SA	08/25/2020	13.2	Approve Discharge of Francisco Jose Valente Hipolito dos Santos (Supervisory Board Member)	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Eurocash SA	08/25/2020	13.3	Approve Discharge of Jorge Mora (Supervisory Board Membe	No	For	For		For
Eurocash SA	08/25/2020	13.4	Approve Discharge of Renato Arie (Supervisory Board Member)	No	For	For		For
Eurocash SA	08/25/2020	13.5	Approve Discharge of Elwald Raben (Supervisory Board Member)	No	For	For		For
Eurocash SA	08/25/2020	13.6	Approve Discharge of Joao Borges de Assuncao (Supervisory Board Chairman)	No	For	For		For
Eurocash SA	08/25/2020	13.7	Approve Discharge of Jacek Szwajcowski (Supervisory Board Member)	No	For	For		For
Eurocash SA	08/25/2020	13.8	Approve Discharge of Alicja Kornasiewicz (Supervisory Board Member)	No	For	For		For
Eurocash SA	08/25/2020	14.1	Amend Statute Re: Corporate Purpose	No	For	For		For
Eurocash SA	08/25/2020	14.2	Amend Statute Re: Supervisory Board	No	For	For		For
Eurocash SA	08/25/2020	15	Approve Consolidated Text of Statute	No	For	For		For
Eurocash SA	08/25/2020	16	Amend Regulations on Supervisory Board	No	For	For		For
Eurocash SA	08/25/2020	17	Approve Remuneration Policy	No	For	Against		Against
Eurocash SA	08/25/2020	18	Close Meeting	Yes				
Eurocash SA	10/20/2020	1	Open Meeting	Yes				
Eurocash SA	10/20/2020	2	Acknowledge Proper Convening of Meeting	Yes				
Eurocash SA	10/20/2020	3	Elect Meeting Chairman	No	For	For		For
Eurocash SA	10/20/2020	4	Prepare List of Shareholders	Yes				
Eurocash SA	10/20/2020	5	Approve Agenda of Meeting	No	For	For		For
Eurocash SA	10/20/2020	6	Elect Supervisory Board Member	No	For	Against		Against
Eurocash SA	10/20/2020	7	Approve Merger by Absorption with DEF sp. z o.o.	No	For	For		For
Eurocash SA	10/20/2020	8	Cancel Apr. 25, 2017, AGM, Resolutions Re: Approve Stock Option Plan	No	For	For		For
Eurocash SA	10/20/2020	9	Close Meeting	Yes				
Eurocash SA	12/15/2020	1	Open Meeting	Yes				
Eurocash SA	12/15/2020	2	Acknowledge Proper Convening of Meeting	Yes				
Eurocash SA	12/15/2020	3	Elect Meeting Chairman	No	For	For		For
Eurocash SA	12/15/2020	4	Prepare List of Shareholders	Yes				
Eurocash SA	12/15/2020	5	Approve Agenda of Meeting	No	For	For		For
Eurocash SA	12/15/2020	6	Approve Merger by Absorption with Mila Holding SA	No	For	For		For
Eurocash SA	12/15/2020	7	Close Meeting	Yes				
Exide Industries Limited	09/15/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Exide Industries Limited	09/15/2020	2	Confirm First and Second Interim Dividend	No	For	For		For
Exide Industries Limited	09/15/2020	3	Reelect Rajan B. Raheja as Director	No	For	Against		Against
Exide Industries Limited	09/15/2020	4	Approve Remuneration of Cost Auditors	No	For	For		For
Ezz Steel	08/22/2020		Ordinary Business	Yes				

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Ezz Steel	08/22/2020	1	Approve Board Report on Company Operations for FY 2019	No	For	For		Do Not Vote
Ezz Steel	08/22/2020	2	Approve Auditors' Report on Company Financial Statements for FY 2019	No	For	For		Do Not Vote
Ezz Steel	08/22/2020	3	Approve Auditors' Report on Corporate Governance Report for FY 2019	No	For	For		Do Not Vote
Ezz Steel	08/22/2020	4	Accept Financial Statements and Statutory Reports for FY 2019	No	For	For		Do Not Vote
Ezz Steel	08/22/2020	5	Approve Discharge of Chairman and Directors for FY 2019	No	For	For		Do Not Vote
Ezz Steel	08/22/2020	6	Approve Sitting Fees of Chairman and Directors for FY 2020	No	For	Against		Do Not Vote
Ezz Steel	08/22/2020	7	Ratify Auditors and Fix Their Remuneration for FY 2020	No	For	For		Do Not Vote
Ezz Steel	08/22/2020	8	Approve Related Party Transactions for FY 2019 and FY 2020 and Authorize The Board to Issue Guarantees for Subsidiaries and Sister Companies	No	For	For		Do Not Vote
Ezz Steel	08/22/2020	9	Approve Charitable Donations for FY 2019 and FY 2020	No	For	For		Do Not Vote
Fauji Fertilizer Company Ltd.	11/06/2020		Ordinary Business	Yes				
Fauji Fertilizer Company Ltd.	11/06/2020	1	Approve Minutes of Previous Meeting	No	For	For		For
Fauji Fertilizer Company Ltd.	11/06/2020		Special Business	Yes				
Fauji Fertilizer Company Ltd.	11/06/2020	1	Approve Acquisition of Shares in Fauji Fertilizer Bin Qasim Limited, Associated Company	No	For	For		For
Fauji Fertilizer Company Ltd.	11/06/2020		Ordinary Business	Yes				
Fauji Fertilizer Company Ltd.	11/06/2020	1	Other Business	No	For	Against		Against
Fawaz Abdulaziz AlHokair Co.	08/12/2020		Ordinary Business	Yes				
Fawaz Abdulaziz AlHokair Co.	08/12/2020	1.1	Elect Mansour Qadi as Director	No	None	Abstain		Abstain
Fawaz Abdulaziz AlHokair Co.	08/12/2020	1.2	Elect Abdullah Al Fifi as Director	No	None	Abstain		Abstain
Fawaz Abdulaziz AlHokair Co.	08/12/2020	1.3	Elect Hani Al Hameedi as Director	No	None	Abstain		Abstain
Fawaz Abdulaziz AlHokair Co.	08/12/2020	1.4	Elect Raed Al Haqeel as Director	No	None	Abstain		Abstain
Fawaz Abdulaziz AlHokair Co.	08/12/2020	1.5	Elect Abdulsalam Al Suneidi as Director	No	None	Abstain		Abstain
Fawaz Abdulaziz AlHokair Co.	08/12/2020	1.6	Elect Abdulrahman Al Zahrani as Director	No	None	Abstain		Abstain
Fawaz Abdulaziz AlHokair Co.	08/12/2020	1.7	Elect Tariq Al Al Tuweijiri as Director	No	None	Abstain		Abstain
Fawaz Abdulaziz AlHokair Co.	08/12/2020	1.8	Elect Mohammed Al Qarni as Director	No	None	Abstain		Abstain
Fawaz Abdulaziz AlHokair Co.	08/12/2020	1.9	Elect Othman Al Orabi as Director	No	None	Abstain		Abstain
Fawaz Abdulaziz AlHokair Co.	08/12/2020	1.10	Elect Abdulwahab Abu kweek as Director	No	None	Abstain		Abstain
Fawaz Abdulaziz AlHokair Co.	08/12/2020	1.11	Elect Mohammed Al Naeem as Director	No	None	Abstain		Abstain
Fawaz Abdulaziz AlHokair Co.	08/12/2020	1.12	Elect Omar Al Mohammadi as Director	No	None	Abstain		Abstain
Fawaz Abdulaziz AlHokair Co.	08/12/2020	1.13	Elect Ahmed Al Sultan as Director	No	None	Abstain		Abstain
Fawaz Abdulaziz AlHokair Co.	08/12/2020	1.14	Elect Ahmed Al Muzeini as Director	No	None	Abstain		Abstain
Fawaz Abdulaziz AlHokair Co.	08/12/2020	1.15	Elect Fawaz Al Hukeir as Director	No	None	Abstain		Abstain
Fawaz Abdulaziz AlHokair Co.	08/12/2020	1.16	Elect Thamir Al Wadee as Director	No	None	Abstain		Abstain

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Fawaz Abdulaziz AlHokair Co.	08/12/2020	1.17	Elect Abdullah Al Balawi as Director	No	None	Abstain		Abstain
Fawaz Abdulaziz AlHokair Co.	08/12/2020	1.18	Elect Fahad Al Naheet as Director	No	None	Abstain		Abstain
Fawaz Abdulaziz AlHokair Co.	08/12/2020	1.19	Elect Talal Al Moammar as Director	No	None	Abstain		Abstain
Fawaz Abdulaziz AlHokair Co.	08/12/2020	1.20	Elect Khalid Al Shakhshsheer as Director	No	None	Abstain		Abstain
Fawaz Abdulaziz AlHokair Co.	08/12/2020	1.21	Elect Rayan Jamjoum as Director	No	None	Abstain		Abstain
Fawaz Abdulaziz AlHokair Co.	08/12/2020	1.22	Elect Abdullah Matar as Director	No	None	Abstain		Abstain
Fawaz Abdulaziz AlHokair Co.	08/12/2020	1.23	Elect Khalid Al Khudheiri as Director	No	None	Abstain		Abstain
Fawaz Abdulaziz AlHokair Co.	08/12/2020	1.24	Elect Khalid Al Houshan as Director	No	None	Abstain		Abstain
Fawaz Abdulaziz AlHokair Co.	08/12/2020	1.25	Elect Salah Mohammed as Director	No	None	Abstain		Abstain
Fawaz Abdulaziz AlHokair Co.	08/12/2020	1.26	Elect Salih Al Yami as Director	No	None	Abstain		Abstain
Fawaz Abdulaziz AlHokair Co.	08/12/2020	1.27	Elect Abdulmajeed Al Hukeir as Director	No	None	Abstain		Abstain
Fawaz Abdulaziz AlHokair Co.	08/12/2020	1.28	Elect Abdulmajeed Al Bassri as Director	No	None	Abstain		Abstain
Fawaz Abdulaziz AlHokair Co.	08/12/2020	1.29	Elect Saad Al Haqeel as Director	No	None	Abstain		Abstain
Fawaz Abdulaziz AlHokair Co.	08/12/2020	1.30	Elect Sultan Abulraouf as Director	No	None	Abstain		Abstain
Fawaz Abdulaziz AlHokair Co.	08/12/2020	1.31	Elect Abdullah Al Jureesh as Director	No	None	Abstain		Abstain
Fawaz Abdulaziz AlHokair Co.	08/12/2020	1.32	Elect Eid Al Shamiri as Director	No	None	Abstain		Abstain
Fawaz Abdulaziz AlHokair Co.	08/12/2020	1.33	Elect Ahmed Murad as Director	No	None	Abstain		Abstain
Fawaz Abdulaziz AlHokair Co.	08/12/2020	1.34	Elect Abou Bakr Ba Abbad as Director	No	None	Abstain		Abstain
Fawaz Abdulaziz AlHokair Co.	08/12/2020	1.35	Elect Al Waleed Al Haidar as Director	No	None	Abstain		Abstain
Fawaz Abdulaziz AlHokair Co.	08/12/2020	1.36	Elect Ayman Al Jabir as Director	No	None	Abstain		Abstain
Fawaz Abdulaziz AlHokair Co.	08/12/2020	1.37	Elect Bassim Al Saloum as Director	No	None	Abstain		Abstain
Fawaz Abdulaziz AlHokair Co.	08/12/2020	1.38	Elect Omar Al Jameea as Director	No	None	Abstain		Abstain
Fawaz Abdulaziz AlHokair Co.	08/12/2020	1.39	Elect Bandar Al Rasheed as Director	No	None	Abstain		Abstain
Fawaz Abdulaziz AlHokair Co.	08/12/2020	1.40	Elect Bandar Al Ghafees as Director	No	None	Abstain		Abstain
Fawaz Abdulaziz AlHokair Co.	08/12/2020	1.41	Elect Turki Al Subaie as Director	No	None	Abstain		Abstain
Fawaz Abdulaziz AlHokair Co.	08/12/2020	1.42	Elect Jihad Al Naqlah as Director	No	None	Abstain		Abstain
Fawaz Abdulaziz AlHokair Co.	08/12/2020	1.43	Elect Saad Al Mushawah as Director	No	None	Abstain		Abstain
Fawaz Abdulaziz AlHokair Co.	08/12/2020	1.44	Elect Suleiman Al Sakran as Director	No	None	Abstain		Abstain
Fawaz Abdulaziz AlHokair Co.	08/12/2020	2	Elect Members of Audit Committee and Approve its Charter and the Remuneration of Its Members	No	For	For		For
Fawaz Abdulaziz AlHokair Co.	08/12/2020	3	Authorize Board to Operate from June 30, 2020 until the Date of the Annual General Meeting August 12, 2020	No	For	For		For
Fawaz Abdulaziz AlHokair Co.	08/12/2020	4	Elect Eid Al Shamri as Director	No	For	For		For
Fawaz Abdulaziz AlHokair Co.	09/21/2020		Ordinary Business	Yes				
Fawaz Abdulaziz AlHokair Co.	09/21/2020	1	Approve Board Report on Company Operations for FY 2020	No	For	For		For
Fawaz Abdulaziz AlHokair Co.	09/21/2020	2	Approve Auditors' Report on Company Financial Statements for FY 2020	No	For	For		For
Fawaz Abdulaziz AlHokair Co.	09/21/2020	3	Accept Financial Statements and Statutory Reports for FY 2020	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Fawaz Abdulaziz AlHokair Co.	09/21/2020	4	Ratify Auditors and Fix Their Remuneration for FY 2021	No	For	For		For
Fawaz Abdulaziz AlHokair Co.	09/21/2020	5	Approve Discharge of Directors for FY 2020	No	For	For		For
Fawaz Abdulaziz AlHokair Co.	09/21/2020	6	Approve Remuneration of Directors of SAR 2,160,000 for FY 2020	No	For	For		For
Fawaz Abdulaziz AlHokair Co.	09/21/2020	7	Approve Related Party Transactions Re: Arabian Centers Company	No	For	For		For
Fawaz Abdulaziz AlHokair Co.	09/21/2020	8	Approve Related Party Transactions Re: Warehouse food and entertainment Company	No	For	For		For
Fawaz Abdulaziz AlHokair Co.	09/21/2020	9	Approve Related Party Transactions Re: Saudi Fas Holding Company	No	For	For		For
Fawaz Abdulaziz AlHokair Co.	09/21/2020	10	Approve Related Party Transactions Re: Al Farida Company for Commercial Agencies	No	For	For		For
Fawaz Abdulaziz AlHokair Co.	09/21/2020	11	Approve Related Party Transactions Re: Nujoom Arena Trading Company	No	For	For		For
Fawaz Abdulaziz AlHokair Co.	09/21/2020	12	Approve Related Party Transactions Re: Haagen Company	No	For	For		For
Federal Hydro-Generating Co. RusHydro PJSC	09/30/2020	1	Approve Annual Report	No	For	For		For
Federal Hydro-Generating Co. RusHydro PJSC	09/30/2020	2	Approve Financial Statements	No	For	For		For
Federal Hydro-Generating Co. RusHydro PJSC	09/30/2020	3	Approve Allocation of Income	No	For	For		For
Federal Hydro-Generating Co. RusHydro PJSC	09/30/2020	4	Approve Dividends of RUB 0.03568039 per Share	No	For	For		For
Federal Hydro-Generating Co. RusHydro PJSC	09/30/2020	5	Approve Remuneration of Directors	No	For	For		For
Federal Hydro-Generating Co. RusHydro PJSC	09/30/2020	6	Approve Remuneration of Members of Audit Commission	No	For	For		For
Federal Hydro-Generating Co. RusHydro PJSC	09/30/2020		Elect 13 Directors by Cumulative Voting	Yes				
Federal Hydro-Generating Co. RusHydro PJSC	09/30/2020	7.1	Elect Maksim Bystrov as Director	No	None	Against		Against
Federal Hydro-Generating Co. RusHydro PJSC	09/30/2020	7.2	Elect Pavel Grachev as Director	No	None	For		For
Federal Hydro-Generating Co. RusHydro PJSC	09/30/2020	7.3	Elect Aleksei Kozlov as Director	No	None	Against		Against
Federal Hydro-Generating Co. RusHydro PJSC	09/30/2020	7.4	Elect Lev Kuznetsov as Director	No	None	For		For
Federal Hydro-Generating Co. RusHydro PJSC	09/30/2020	7.5	Elect Iurii Manevich as Director	No	None	Against		Against

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Federal Hydro-Generating Co. RusHydro PJSC	09/30/2020	7.6	Elect Viacheslav Pivovarov as Director	No	None	Against		Against
Federal Hydro-Generating Co. RusHydro PJSC	09/30/2020	7.7	Elect Mikhail Rasstrigin as Director	No	None	Against		Against
Federal Hydro-Generating Co. RusHydro PJSC	09/30/2020	7.8	Elect George Rizhinashvili as Director	No	None	Against		Against
Federal Hydro-Generating Co. RusHydro PJSC	09/30/2020	7.9	Elect Nikolai Rogalev as Director	No	None	Against		Against
Federal Hydro-Generating Co. RusHydro PJSC	09/30/2020	7.10	Elect Dmitrii Snesar as Director	No	None	Against		Against
Federal Hydro-Generating Co. RusHydro PJSC	09/30/2020	7.11	Elect Iurii Trutnev as Director	No	None	Against		Against
Federal Hydro-Generating Co. RusHydro PJSC	09/30/2020	7.12	Elect Natalia Filippova as Director	No	None	Against		Against
Federal Hydro-Generating Co. RusHydro PJSC	09/30/2020	7.13	Elect Aleksei Chekunkov as Director	No	None	Against		Against
Federal Hydro-Generating Co. RusHydro PJSC	09/30/2020	7.14	Elect Andrei Shishkin as Director	No	None	Against		Against
Federal Hydro-Generating Co. RusHydro PJSC	09/30/2020	7.15	Elect Nikolai Shulginov as Director	No	None	Against		Against
Federal Hydro-Generating Co. RusHydro PJSC	09/30/2020		Elect Five Members of Audit Commission	Yes				
Federal Hydro-Generating Co. RusHydro PJSC	09/30/2020	8.1	Elect Nataliia Annikova as Member of Audit Commission	No	For	For		For
Federal Hydro-Generating Co. RusHydro PJSC	09/30/2020	8.2	Elect Andrei Gabov as Member of Audit Commission	No	For	For		For
Federal Hydro-Generating Co. RusHydro PJSC	09/30/2020	8.3	Elect Tatiana Zobkova as Member of Audit Commission	No	For	For		For
Federal Hydro-Generating Co. RusHydro PJSC	09/30/2020	8.4	Elect Iakub Malsagov as Member of Audit Commission	No	For	For		For
Federal Hydro-Generating Co. RusHydro PJSC	09/30/2020	8.5	Elect Igor Repin as Member of Audit Commission	No	For	For		For
Federal Hydro-Generating Co. RusHydro PJSC	09/30/2020	9	Ratify PricewaterhouseCoopers as Auditor	No	For	For		For
Federal Hydro-Generating Co. RusHydro PJSC	09/30/2020	10	Approve New Edition of Charter	No	For	For		For
Federal Hydro-Generating Co. RusHydro PJSC	09/30/2020	11	Approve New Edition of Regulations on General Meetings	No	For	For		For
Federal Hydro-Generating Co. RusHydro PJSC	09/30/2020	12	Approve New Edition of Regulations on Board of Director Meetings	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Federal Hydro-Generating Co. RusHydro PJSC	09/30/2020	13	Approve New Edition of Regulations on Management	No	For	For		For
Federal Hydro-Generating Co. RusHydro PJSC	09/30/2020	14	Approve New Edition of Regulations on Remuneration of Members of Audit Commission	No	For	For		For
Ferreycorp SA	07/30/2020	1	Approve Individual and Consolidated Financial Statements, and Discharge Directors	No	For	For		For
Ferreycorp SA	07/30/2020	2	Approve Allocation of Income and Dividends	No	For	For		For
Ferreycorp SA	07/30/2020	3.1	Fix Number of Directors at 9	No	For	For		For
Ferreycorp SA	07/30/2020	3.2.1	Elect Thiago de Orlando e Albuquerque as Director	No	For	For		For
Ferreycorp SA	07/30/2020	3.2.2	Elect Manuel Bustamante Olivares as Director	No	For	For		For
Ferreycorp SA	07/30/2020	3.2.3	Elect Mariela García Figari de Fabbri as Director	No	For	For		For
Ferreycorp SA	07/30/2020	3.2.4	Elect Humberto Nadal del Carpio as Director	No	For	For		For
Ferreycorp SA	07/30/2020	3.2.5	Elect Gustavo Noriega Bentin as Director	No	For	For		For
Ferreycorp SA	07/30/2020	3.2.6	Elect Raul Ortiz de Zevallos Ferrand as Director	No	For	For		For
Ferreycorp SA	07/30/2020	3.2.7	Elect Javier Otero Nosiglia as Director	No	For	For		For
Ferreycorp SA	07/30/2020	3.2.8	Elect Alba San Martin Piaggio as Director	No	For	For		For
Ferreycorp SA	07/30/2020	3.2.9	Elect Andreas von Wedemeyer Knigge as Director	No	For	For		For
Ferreycorp SA	07/30/2020	4	Renew Appointment of PricewaterhouseCoopers as Auditor	No	For	For		For
Ferreycorp SA	07/30/2020	5	Authorize Board to Ratify and Execute Approved Resolutions	No	For	For		For
First Abu Dhabi Bank PJSC	10/20/2020		Extraordinary Business	Yes				
First Abu Dhabi Bank PJSC	10/20/2020	1	Approve Transfer of Ownership of Legacy First Gulf Bank Banking License to ADQ Holding to Establish a Fully Digitalized UAE Bank in Exchange of 10% of the Proposed Bank and an Additional 10% in it's Initial Public Offering	No	For	Against		Against
First Gen Corporation	07/29/2020	1	Approve the Minutes of the 2019 Annual General Meeting	No	For	For		For
First Gen Corporation	07/29/2020	2	Approve the Annual Report and Audited Consolidated Financial Statements	No	For	For		For
First Gen Corporation	07/29/2020	3	Ratify Acts of the Board of Directors and Management	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
First Gen Corporation	07/29/2020		Elect 9 Directors by Cumulative Voting	Yes				
First Gen Corporation	07/29/2020	4.1	Elect Federico R. Lopez as Director	No	For	For		For
First Gen Corporation	07/29/2020	4.2	Elect Oscar M. Lopez as Director	No	For	Against		Against
First Gen Corporation	07/29/2020	4.3	Elect Francis Giles B. Puno as Director	No	For	For		For
First Gen Corporation	07/29/2020	4.4	Elect Richard B. Tantoco as Director	No	For	For		For
First Gen Corporation	07/29/2020	4.5	Elect Peter D. Garrucho Jr. as Director	No	For	For		For
First Gen Corporation	07/29/2020	4.6	Elect Eugenio L. Lopez III as Director	No	For	For		For
First Gen Corporation	07/29/2020	4.7	Elect Jaime I. Ayala as Director	No	For	For		For
First Gen Corporation	07/29/2020	4.8	Elect Cielito F. Habito as Director	No	For	For		For
First Gen Corporation	07/29/2020	4.9	Elect Alicia Rita L. Morales as Director	No	For	For		For
First Gen Corporation	07/29/2020	5	Appoint SyCip Gorres Velayo & Co. as External Auditors	No	For	For		For
First Gen Corporation	07/29/2020	6	Approve Amendment of Article Seven of the Articles of Incorporation to Increase the Authorized Capital Stock	No	For	For		For
First Gen Corporation	07/29/2020	7	Other Matters	No	For	Against		Against
First Investment Bank Ltd.	07/15/2020	1	Approve Management Board Report on Company's and Group's Operations	No	For	For		For
First Investment Bank Ltd.	07/15/2020	2	Approve Auditor's Report	No	For	For		For
First Investment Bank Ltd.	07/15/2020	3	Approve Standalone and Consolidated Financial Statements	No	For	For		For
First Investment Bank Ltd.	07/15/2020	4	Approve Allocation of Income	No	For	For		For
First Investment Bank Ltd.	07/15/2020	5	Approve Omission of Dividends	No	For	For		For
First Investment Bank Ltd.	07/15/2020	6	Approve Discharge of Management and Supervisory Board Members	No	For	For		For
First Investment Bank Ltd.	07/15/2020	7	Approve Director of Investor Relations Report	No	For	For		For
First Investment Bank Ltd.	07/15/2020	8	Approve Director of Internal Audit Report	No	For	For		For
First Investment Bank Ltd.	07/15/2020	9	Approve Audit Committee Report	No	For	For		For
First Investment Bank Ltd.	07/15/2020	10	Ratify BDO Bulgaria OOD and Mazars OOD as Auditors	No	For	For		For
First Investment Bank Ltd.	07/15/2020	11	Reelect Jyrki Ilmari Koskela as Supervisory Board Member	No	For	For		For
First Investment Bank Ltd.	07/15/2020	12	Reelect Rositsa Yordanova Asova as Member of Audit Commission	No	For	For		For
First Investment Bank Ltd.	07/15/2020	13	Approve The Amount of Guarantee Provided by Supervisory and Management Board Members (Pursuant to Article 116c of Public Offering of Securities Act)	No	For	For		For
First National Bank of Botswana Ltd.	11/04/2020		Ordinary Business	Yes				
First National Bank of Botswana Ltd.	11/04/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
First National Bank of Botswana Ltd.	11/04/2020	2	Approve Dividends Totalling BWP 0.15 Per Share	No	For	For		For
First National Bank of Botswana Ltd.	11/04/2020	3	Reelect M. Davias as Director	No	For	For		For
First National Bank of Botswana Ltd.	11/04/2020	4	Reelect E. Letebele as Director	No	For	For		For
First National Bank of Botswana Ltd.	11/04/2020	5	Approve Remuneration of Non-Executive Directors	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
First National Bank of Botswana Ltd.	11/04/2020	6	Ratify Deloitte and Touche as Auditors and Fix Their Remuneration	No	For	For		For
First National Bank of Botswana Ltd.	11/04/2020	7	Other Business	No	For	Against		Against
FirstRand Ltd.	12/02/2020		Ordinary Resolutions	Yes				
FirstRand Ltd.	12/02/2020	1.1	Re-elect Russell Loubser as Director	No	For	For		For
FirstRand Ltd.	12/02/2020	1.2	Re-elect Thandie Mashego as Director	No	For	For		For
FirstRand Ltd.	12/02/2020	1.3	Elect Zeldia Roscherr as Director	No	For	For		For
FirstRand Ltd.	12/02/2020	2.1	Reappoint Deloitte & Touche as Auditors of the Company	No	For	For		For
FirstRand Ltd.	12/02/2020	2.2	Reappoint PricewaterhouseCoopers Inc as Auditors of the Company	No	For	For		For
FirstRand Ltd.	12/02/2020	3	Place Authorised but Unissued Ordinary Shares under Control of Directors	No	For	For		For
FirstRand Ltd.	12/02/2020	4	Authorise Ratification of Approved Resolutions	No	For	For		For
FirstRand Ltd.	12/02/2020		Advisory Endorsement	Yes				
FirstRand Ltd.	12/02/2020	1	Approve Remuneration Policy	No	For	For		For
FirstRand Ltd.	12/02/2020	2	Approve Remuneration Implementation Report	No	For	Against		Against
FirstRand Ltd.	12/02/2020		Special Resolutions	Yes				
FirstRand Ltd.	12/02/2020	1	Authorise Repurchase of Issued Share Capital	No	For	For		For
FirstRand Ltd.	12/02/2020	2.1	Approve Financial Assistance to Directors and Prescribed Officers as Employee Share Scheme Beneficiaries	No	For	For		For
FirstRand Ltd.	12/02/2020	2.2	Approve Financial Assistance to Related and Inter-related Entities	No	For	For		For
FirstRand Ltd.	12/02/2020	3	Approve Remuneration of Non-Executive Directors	No	For	For		For
Flour Mills of Nigeria Plc	09/10/2020		Ordinary Business	Yes				
Flour Mills of Nigeria Plc	09/10/2020	1	Approve Dividend of NGN 1.40 Per Share	No	For	For		For
Flour Mills of Nigeria Plc	09/10/2020	2.1.1	Reelect Ioannis Katsaounis as Director	No	For	Against		Against
Flour Mills of Nigeria Plc	09/10/2020	2.1.2	Reelect Thanassis Mazarakis as Director	No	For	Against		Against
Flour Mills of Nigeria Plc	09/10/2020	2.1.3	Reelect Yunus Olalekan Saliu as Director	No	For	Against		Against
Flour Mills of Nigeria Plc	09/10/2020	2.1.4	Reelect Folarin Williams as Director	No	For	Against		Against
Flour Mills of Nigeria Plc	09/10/2020	2.2	Ratify Appointment of Omoboyede Oyebolanle Olusanya as Director	No	For	Against		Against
Flour Mills of Nigeria Plc	09/10/2020	3	Authorize Board to Fix Remuneration of Auditors	No	For	For		For
Flour Mills of Nigeria Plc	09/10/2020	4	Elect Members of Audit Committee (Bundled)	No	For	Against		Against
Flour Mills of Nigeria Plc	09/10/2020		Special Business	Yes				
Flour Mills of Nigeria Plc	09/10/2020	5	Approve Remuneration of Directors	No	For	For		For
Flour Mills of Nigeria Plc	09/10/2020	6	Approve Related Party Transactions	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Folli Follie SA	09/10/2020		Postponed FY 2018 Annual Meeting Agenda	Yes				
Folli Follie SA	09/10/2020	1	Accept 2018 Financial Statements and Statutory Reports	No	For	Against		Against
Folli Follie SA	09/10/2020	2	Approve Management of Company for the Fiscal Year 2018 and Discharge Board	No	Against	Against		Against
Folli Follie SA	09/10/2020	3	Approve Management of Company and Grant Discharge to Auditors in Relation to Drafting and Special Audit of Restated 2018 Financial Statements	No	For	Against		Against
Folli Follie SA	09/10/2020	4	Approve Auditors and Fix Their Remuneration for 2019	No	For	Against		Against
Folli Follie SA	09/10/2020	5	Approve Director Remuneration for 2018	No	Against	Against		Against
Folli Follie SA	09/10/2020	6	Ratify Director Appointments	No	For	Against		Against
Folli Follie SA	09/10/2020	7	Ratify Rules on Audit Committee's Nature, Composition, and Membership	No	For	For		For
Folli Follie SA	09/10/2020	8	Presentation of Audit Committee's Activity Report	Yes				
Folli Follie SA	09/10/2020	9	Various Announcements	Yes				
Folli Follie SA	09/10/2020		FY 2019 Annual Meeting Agenda	Yes				
Folli Follie SA	09/10/2020	1	Accept 2019 Financial Statements	No	For	For		For
Folli Follie SA	09/10/2020	2	Approve Management of Company and Grant Discharge to Auditors	No	For	For		For
Folli Follie SA	09/10/2020	3	Approve Current Management of Company and Grant Discharge to Auditors in Relation to Drafting and Ordinary Audit of 2019 Financial Statements	No	For	For		For
Folli Follie SA	09/10/2020	4	Approve Auditors and Fix Their Remuneration	No	For	For		For
Folli Follie SA	09/10/2020	5	Approve Remuneration Policy	No	For	For		For
Folli Follie SA	09/10/2020	6	Advisory Vote on Remuneration Report	No	For	For		For
Folli Follie SA	09/10/2020	7	Approve Director Remuneration for 2019	No	For	For		For
Folli Follie SA	09/10/2020	8	Pre-approve Director Remuneration for 2020	No	For	For		For
Folli Follie SA	09/10/2020	9	Various Announcements	Yes				
Fortress REIT Ltd.	07/29/2020		Combined General Meeting	Yes				
Fortress REIT Ltd.	07/29/2020		Special Resolution	Yes				
Fortress REIT Ltd.	07/29/2020	1	Amend Memorandum of Incorporation	No	For	For		For
Fortress REIT Ltd.	07/29/2020		Ordinary Resolution	Yes				
Fortress REIT Ltd.	07/29/2020	1	Authorise Ratification of Approved Resolution	No	For	For		For
Fortress REIT Ltd.	07/29/2020		A Shareholders General Meeting	Yes				
Fortress REIT Ltd.	07/29/2020		Special Resolution	Yes				
Fortress REIT Ltd.	07/29/2020	1	Amend Memorandum of Incorporation	No	For	For		For
Fortress REIT Ltd.	07/29/2020		Ordinary Resolution	Yes				
Fortress REIT Ltd.	07/29/2020	1	Authorise Ratification of Approved Resolution	No	For	For		For
Fortress REIT Ltd.	11/24/2020		Ordinary Resolutions	Yes				
Fortress REIT Ltd.	11/24/2020	1	Elect Ina Lopion as Director	No	For	For		For
Fortress REIT Ltd.	11/24/2020	2.1	Re-elect Steven Brown as Director	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Fortress REIT Ltd.	11/24/2020	2.2	Re-elect Robin Lockhart-Ross as Director	No	For	For		For
Fortress REIT Ltd.	11/24/2020	2.3	Re-elect Jan Potgieter as Director	No	For	For		For
Fortress REIT Ltd.	11/24/2020	3	Re-elect Djurk Venter as Director	No	For	For		For
Fortress REIT Ltd.	11/24/2020	4.1	Re-elect Robin Lockhart-Ross as Member of the Audit Committee	No	For	For		For
Fortress REIT Ltd.	11/24/2020	4.2	Re-elect Susan Ludolph as Member of the Audit Committee	No	For	For		For
Fortress REIT Ltd.	11/24/2020	4.3	Re-elect Jan Potgieter as Member of the Audit Committee	No	For	For		For
Fortress REIT Ltd.	11/24/2020	4.4	Re-elect Djurk Venter as Member of the Audit Committee	No	For	For		For
Fortress REIT Ltd.	11/24/2020	5	Reappoint Deloitte & Touche as Auditors with L Taljaard as the Designated Audit Partner	No	For	For		For
Fortress REIT Ltd.	11/24/2020	6	Authorise Board to Issue Shares for Cash	No	For	For		For
Fortress REIT Ltd.	11/24/2020		Special Resolutions	Yes				
Fortress REIT Ltd.	11/24/2020	1	Approve Financial Assistance in Terms of Section 45 of the Companies Act	No	For	For		For
Fortress REIT Ltd.	11/24/2020	2	Authorise Repurchase of Issued Share Capital	No	For	For		For
Fortress REIT Ltd.	11/24/2020	3	Approve Non-executive Directors' Remuneration	No	For	For		For
Fortress REIT Ltd.	11/24/2020	4	Approve Non-executive Directors' Additional Special Payments	No	For	Against		Against
Fortress REIT Ltd.	11/24/2020		Continuation of Ordinary Resolutions	Yes				
Fortress REIT Ltd.	11/24/2020	7	Authorise Ratification of Approved Resolutions	No	For	For		For
Fortress REIT Ltd.	11/24/2020		Non-binding Advisory Votes	Yes				
Fortress REIT Ltd.	11/24/2020	1	Approve Remuneration Policy	No	For	For		For
Fortress REIT Ltd.	11/24/2020	2	Approve Remuneration Implementation Report	No	For	For		For
GAIL (India) Limited	09/22/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
GAIL (India) Limited	09/22/2020	2	Confirm Interim Dividend	No	For	For		For
GAIL (India) Limited	09/22/2020	3	Reelect Ashish Chatterjee as Director	No	For	Against		Against
GAIL (India) Limited	09/22/2020	4	Reelect A.K. Tiwari as Director	No	For	Against		Against
GAIL (India) Limited	09/22/2020	5	Authorize Board to Fix Remuneration of Joint Statutory Auditors	No	For	For		For
GAIL (India) Limited	09/22/2020	6	Elect E.S. Ranganathan as Director	No	For	Against		Against
GAIL (India) Limited	09/22/2020	7	Approve Remuneration of Cost Auditors	No	For	For		For
GAIL (India) Limited	09/22/2020	8	Approve Material Related Party Transactions with Petronet LNG Limited	No	For	For		For
Gamuda Berhad	12/08/2020	1	Approve Directors' Fees	No	For	For		For
Gamuda Berhad	12/08/2020	2	Approve Remuneration of Directors (Excluding Directors' Fees)	No	For	For		For
Gamuda Berhad	12/08/2020	3	Elect Mohammed Hussein as Director	No	For	For		For
Gamuda Berhad	12/08/2020	4	Elect Eleena binti Almarhum Sultan Azlan Muhibbuddin Shah Al-Maghfur-lah as Director	No	For	For		Against

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Gamuda Berhad	12/08/2020	5	Elect Ambrin bin Buang as Director	No	For	For		For
Gamuda Berhad	12/08/2020	6	Approve Ernst & Young PLT as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		Against
Gamuda Berhad	12/08/2020	7	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For		For
Gamuda Berhad	12/08/2020	8	Authorize Share Repurchase Program	No	For	For		For
Gamuda Berhad	12/08/2020	9	Approve Issuance of New Ordinary Shares Under the Dividend Reinvestment Plan	No	For	For		For
Gazprom Neft PJSC	12/18/2020		Meeting for ADR Holders	Yes				
Gazprom Neft PJSC	12/18/2020	1	Approve Interim Dividends of RUB 5 per Share for First Nine Months of Fiscal 2020	No	For	For		For
Gazprom Neft PJSC	12/18/2020	2	Approve New Edition of Internal Documents	No	For	For		For
GCB Bank Ltd.	07/30/2020		Ordinary Business	Yes				
GCB Bank Ltd.	07/30/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
GCB Bank Ltd.	07/30/2020	2	Approve Dividend	No	For	For		For
GCB Bank Ltd.	07/30/2020	3.i	Reelect Francis Arthur-Collins as Director	No	For	For		For
GCB Bank Ltd.	07/30/2020	3.ii	Reelect Osmani Aludiba Ayuba as Director	No	For	For		For
GCB Bank Ltd.	07/30/2020	3.iii	Reelect Alhassan Adam Yakubu as Director	No	For	For		For
GCB Bank Ltd.	07/30/2020	3.iv	Reelect Edward Prince Amoatia Younge as Director	No	For	For		For
GCB Bank Ltd.	07/30/2020	4.i	Reelect Jude Kofi Arthur as Director	No	For	For		For
GCB Bank Ltd.	07/30/2020	4.ii	Reelect Lydia Gyamera Essah as Director	No	For	For		For
GCB Bank Ltd.	07/30/2020	4.iii	Reelect Nik Amarteifio as Director	No	For	For		For
GCB Bank Ltd.	07/30/2020	4.iv	Reelect Ama Ayensua Saara III as Director	No	For	For		For
GCB Bank Ltd.	07/30/2020	5	Authorize Board to Fix Remuneration of Auditors	No	For	For		For
GDS Holdings Limited	08/06/2020		Meeting for ADR Holders	Yes				
GDS Holdings Limited	08/06/2020	1	Elect Director Gary J. Wojtaszek	No	For	Against		Against
GDS Holdings Limited	08/06/2020	2	Elect Director Satoshi Okada	No	For	Against		Against
GDS Holdings Limited	08/06/2020	3	Ratify KPMG Huazhen LLP as Auditors	No	For	For		For
GDS Holdings Limited	08/06/2020	4	Amend Omnibus Stock Plan	No	For	For		For
GDS Holdings Limited	08/06/2020	5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For		Against
GDS Holdings Limited	08/06/2020	6	Authorize Board to Ratify and Execute Approved Resolutions	No	For	For		For
Geely Automobile Holdings Limited	07/29/2020	1	Approve the Proposed RMB Share Issue and the Specific Mandate	No	For	For		For
Geely Automobile Holdings Limited	07/29/2020	2	Approve Authorization to the Board to Exercise Full Powers to Deal with Matters Relating to the Proposed RMB Share Issue	No	For	For		For
Geely Automobile Holdings Limited	07/29/2020	3	Approve the Plan for Distribution of Profits Accumulated Before the Proposed RMB Share Issue	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Geely Automobile Holdings Limited	07/29/2020	4	Approve the Dividend Return Plan for the Three Years After the Proposed RMB Share Issue	No	For	For		For
Geely Automobile Holdings Limited	07/29/2020	5	Approve Undertakings and the Corresponding Binding Measures in Connection with the Proposed RMB Share Issue	No	For	For		For
Geely Automobile Holdings Limited	07/29/2020	6	Approve the Policy for Stabilization of the Price of the RMB Shares for the Three Years After the Proposed RMB Share Issue	No	For	For		For
Geely Automobile Holdings Limited	07/29/2020	7	Approve the Use of Proceeds from the Proposed RMB Share Issue	No	For	For		For
Geely Automobile Holdings Limited	07/29/2020	8	Approve the Remedial Measures for the Potential Dilution of Immediate Returns by the Proposed RMB Share Issue	No	For	For		For
Geely Automobile Holdings Limited	07/29/2020	9	Approve the Adoption of Policy Governing the Procedures for the Holding of General Meetings	No	For	For		For
Geely Automobile Holdings Limited	07/29/2020	10	Approve the Adoption of Policy Governing the Procedures for the Holding of Board Meetings	No	For	For		For
Geely Automobile Holdings Limited	07/29/2020	11	Amend Memorandum and Articles of Association and Adopt Amended and Restated Memorandum and Articles of Association	No	For	For		For
Geely Automobile Holdings Limited	12/22/2020	1	Approve Master CKDs and Automobile Components Sales Agreement, Annual Caps and Related Transactions	No	For	For		For
Geely Automobile Holdings Limited	12/22/2020	2	Approve Master CKDs and Automobile Components Purchase Agreement, Annual Caps and Related Transactions	No	For	For		For
Geely Automobile Holdings Limited	12/22/2020	3	Approve New Powertrain Sales Agreement, Annual Caps and Related Transactions	No	For	For		For
Geely Automobile Holdings Limited	12/22/2020	4	Approve LYNK & CO Finance Cooperation Agreement, Annual Caps and Related Transactions	No	For	For		For
Geely Automobile Holdings Limited	12/22/2020	5	Approve Fengsheng Finance Cooperation Agreement, Annual Caps and Related Transactions	No	For	For		For
Geely Automobile Holdings Limited	12/22/2020	6	Approve Geely Holding Finance Cooperation Agreement, Annual Caps and Related Transactions	No	For	For		For
GEK Terna Holding Real Estate Construction SA	07/08/2020		Annual Meeting Agenda	Yes				
GEK Terna Holding Real Estate Construction SA	07/08/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
GEK Terna Holding Real Estate Construction SA	07/08/2020	2	Approve Management of Company	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
GEK Terna Holding Real Estate Construction SA	07/08/2020	3	Approve Discharge of Auditors	No	For	For		For
GEK Terna Holding Real Estate Construction SA	07/08/2020	4	Approve Auditors and Fix Their Remuneration	No	For	For		For
GEK Terna Holding Real Estate Construction SA	07/08/2020	5	Advisory Vote on Remuneration Report	No	For	Against		Against
GEK Terna Holding Real Estate Construction SA	07/08/2020	6	Authorize Share Repurchase Program	No	For	For		For
GEK Terna Holding Real Estate Construction SA	07/08/2020	7	Other Business	No	For	Against		Against
GFH Financial Group BSC	09/30/2020		Ordinary Business	Yes				
GFH Financial Group BSC	09/30/2020	1	Approve Minutes of Previous Meeting Held on 06 April 2020	No	For	For		For
GFH Financial Group BSC	09/30/2020	2	Ratify and Authorize the Agreements with Khaleeji Commercial Bank	No	For	For		For
GFH Financial Group BSC	09/30/2020	3	Approve Treatment of Losses by Transferring of USD 110,273,000 From Statutory Reserve	No	For	For		For
GFH Financial Group BSC	09/30/2020	4	Approve Corporate Governance Report for FY 2019	No	For	For		For
GFH Financial Group BSC	09/30/2020	5	Approve Appointing Ali Murad and Ahmed Al Ahmadi as Directors	No	For	For		For
GFH Financial Group BSC	09/30/2020	6.1	Elect Jassim Al Sadeeqi as Director	No	None	For		For
GFH Financial Group BSC	09/30/2020	6.2	Elect Ahmed Al Khaleefa as Director	No	None	For		For
GFH Financial Group BSC	09/30/2020	6.3	Elect Hisham Al Rayis as Director	No	None	For		For
GFH Financial Group BSC	09/30/2020	6.4	Elect Rashid Al Kabi as Director	No	None	For		For
GFH Financial Group BSC	09/30/2020	6.5	Elect Ghazi Al Hajri as Director	No	None	For		For
GFH Financial Group BSC	09/30/2020	6.6	Elect Mustafa Khareebah as Director	No	None	For		For
GFH Financial Group BSC	09/30/2020	6.7	Elect Ahmed Al Ahmadi as Director	No	None	For		For
GFH Financial Group BSC	09/30/2020	6.8	Elect Ali Murad as Director	No	None	For		For
GFH Financial Group BSC	09/30/2020	6.9	Elect Musabbah Al Muteiri as Director	No	None	For		For
GFH Financial Group BSC	09/30/2020	6.10	Elect Amr Al Minhali as Director	No	None	For		For
GFH Financial Group BSC	09/30/2020	6.11	Elect Fawaz Al Tameemi as Director	No	None	Abstain		Abstain
GFH Financial Group BSC	09/30/2020	6.12	Elect Abulazeez Al Aqeel as Director	No	None	Abstain		Abstain
GFH Financial Group BSC	09/30/2020	6.13	Elect Mohammed Al Rashid as Director	No	None	Abstain		Abstain
GFH Financial Group BSC	09/30/2020	6.14	Elect Nadir Al Massqati as Director	No	None	Abstain		Abstain
GFH Financial Group BSC	09/30/2020	6.15	Elect Alia Al Falassi as Director	No	None	Abstain		Abstain
GFH Financial Group BSC	09/30/2020	7	Other Business	No	For	Against		Against
Glenmark Pharmaceuticals Limited	09/29/2020	1	Accept Standalone Financial Statements and Statutory Reports	No	For	For		For
Glenmark Pharmaceuticals Limited	09/29/2020	2	Accept Consolidated Financial Statements and Statutory Reports	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Glenmark Pharmaceuticals Limited	09/29/2020	3	Approve Dividend	No	For	For		For
Glenmark Pharmaceuticals Limited	09/29/2020	4	Reelect V S Mani as Director	No	For	For		For
Glenmark Pharmaceuticals Limited	09/29/2020	5	Approve Suresh Surana & Associates LLP, Chartered Accountants as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Glenmark Pharmaceuticals Limited	09/29/2020	6	Elect Rajesh Desai as Director	No	For	For		Against
Glenmark Pharmaceuticals Limited	09/29/2020	7	Elect Dipankar Bhattacharjee as Director	No	For	For		For
Glenmark Pharmaceuticals Limited	09/29/2020	8	Approve Remuneration of Cost Auditors	No	For	For		For
Glenmark Pharmaceuticals Limited	09/29/2020	9	Approve Increase in Borrowing Limits	No	For	For		For
Glenmark Pharmaceuticals Limited	09/29/2020	10	Approve Pledging of Assets for Debt	No	For	For		For
Glenmark Pharmaceuticals Limited	09/29/2020	11	Approve Issuance of Debt Securities	No	For	For		For
Globetronics Technology Bhd.	07/22/2020	1	Approve Establishment of Employees' Share Option Scheme	No	For	Against		Against
Globetronics Technology Bhd.	07/22/2020	2	Approve Allocation of ESOS Options to Ng Kweng Chong	No	For	Against		Against
Globetronics Technology Bhd.	07/22/2020	3	Approve Allocation of ESOS Options to Heng Huck Lee	No	For	Against		Against
Globetronics Technology Bhd.	07/22/2020	4	Approve Allocation of ESOS Options to Ng Kok Yu	No	For	Against		Against
Globetronics Technology Bhd.	07/22/2020	5	Approve Allocation of ESOS Options to Heng Charng Suh	No	For	Against		Against
Globetronics Technology Bhd.	07/22/2020	6	Approve Allocation of ESOS Options to Heng Charng Yee	No	For	Against		Against
Globetronics Technology Bhd.	07/22/2020	1	Elect Norhalim Bin Yunus as Director	No	For	For		Against
Globetronics Technology Bhd.	07/22/2020	2	Elect Yeow Teck Chai as Director	No	For	For		For
Globetronics Technology Bhd.	07/22/2020	3	Elect Lam Voon Kean as Director	No	For	For		For
Globetronics Technology Bhd.	07/22/2020	4	Approve Directors' Fees	No	For	For		For
Globetronics Technology Bhd.	07/22/2020	5	Approve Directors' Benefits	No	For	For		For
Globetronics Technology Bhd.	07/22/2020	6	Approve KPMG PLT as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Globetronics Technology Bhd.	07/22/2020	7	Approve Mohamad Bin Syed Murtaza to Continue Office as Independent Non-Executive Director	No	For	For		For
GMR Infrastructure Limited	09/21/2020	1	Accept Financial Statements and Statutory Reports	No	For	Against		Against
GMR Infrastructure Limited	09/21/2020	2	Reelect G.B.S. Raju as Director	No	For	Against		Against
GMR Infrastructure Limited	09/21/2020	3	Elect Suresh Lilaram Narang as Director	No	For	For		For
GMR Infrastructure Limited	09/21/2020	4	Approve Remuneration of Cost Auditors	No	For	For		For
GMR Infrastructure Limited	09/21/2020	5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For		For
Godrej Consumer Products Limited	08/04/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Godrej Consumer Products Limited	08/04/2020	2	Confirm Interim Dividend	No	For	For		For
Godrej Consumer Products Limited	08/04/2020	3	Reelect Pirojsha Godrej as Director	No	For	For		For
Godrej Consumer Products Limited	08/04/2020	4	Reelect Tanya Dubash as Director	No	For	For		For
Godrej Consumer Products Limited	08/04/2020	5	Approve Remuneration of Cost Auditors	No	For	For		For
Godrej Consumer Products Limited	08/04/2020	6	Approve Appointment and Remuneration of Nisaba Godrej as Managing Director	No	For	For		Against

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Godrej Properties Limited	08/05/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Godrej Properties Limited	08/05/2020	2	Reelect Pirojsha Godrej as Director	No	For	For		Against
Godrej Properties Limited	08/05/2020	3	Elect Sutapa Banerjee as Director	No	For	For		Against
Godrej Properties Limited	08/05/2020	4	Approve Remuneration of Cost Auditors	No	For	For		For
Gold Fields Ltd.	08/20/2020		Ordinary Resolutions	Yes				
Gold Fields Ltd.	08/20/2020	1	Reappoint PricewaterhouseCoopers Inc as Auditors of the Company	No	For	For		For
Gold Fields Ltd.	08/20/2020	2.1	Re-elect Terence Goodlace as Director	No	For	For		For
Gold Fields Ltd.	08/20/2020	2.2	Re-elect Nick Holland as Director	No	For	For		For
Gold Fields Ltd.	08/20/2020	2.3	Re-elect Richard Menell as Director	No	For	For		For
Gold Fields Ltd.	08/20/2020	2.4	Re-elect Yunus Suleman as Director	No	For	For		For
Gold Fields Ltd.	08/20/2020	3.1	Re-elect Yunus Suleman as Chairperson of the Audit Committee	No	For	For		For
Gold Fields Ltd.	08/20/2020	3.2	Re-elect Alhassan Andani as Member of the Audit Committee	No	For	For		For
Gold Fields Ltd.	08/20/2020	3.3	Re-elect Peter Bacchus as Member of the Audit Committee	No	For	For		For
Gold Fields Ltd.	08/20/2020	3.4	Re-elect Richard Menell as Member of the Audit Committee	No	For	For		For
Gold Fields Ltd.	08/20/2020	4	Place Authorised but Unissued Shares under Control of Directors	No	For	For		For
Gold Fields Ltd.	08/20/2020		Special Resolutions	Yes				
Gold Fields Ltd.	08/20/2020	1	Authorise Board to Issue Shares for Cash	No	For	For		For
Gold Fields Ltd.	08/20/2020		Advisory Endorsement	Yes				
Gold Fields Ltd.	08/20/2020	1	Approve Remuneration Policy	No	For	For		For
Gold Fields Ltd.	08/20/2020	2	Approve Remuneration Implementation Report	No	For	For		For
Gold Fields Ltd.	08/20/2020		Continuation of Special Resolutions	Yes				
Gold Fields Ltd.	08/20/2020	2	Approve Remuneration of Non-Executive Directors	No	For	For		For
Gold Fields Ltd.	08/20/2020	3	Approve Financial Assistance in Terms of Sections 44 and 45 of the Companies Act	No	For	For		For
Gold Fields Ltd.	08/20/2020	4	Authorise Repurchase of Issued Share Capital	No	For	For		For
Golden Eagle Retail Group Limited	12/11/2020	1	Approve 2020 Cooperation Agreement on Property Lease (Offices) and Proposed Annual Caps	No	For	For		For
Golden Eagle Retail Group Limited	12/11/2020	2	Approve 2020 Cooperation Agreement on Property Lease (Convenience Stores) and Proposed Annual Caps	No	For	For		For
Golden Eagle Retail Group Limited	12/11/2020	3	Approve Lease Agreement (7/F, Xinjiekou Block A) and Proposed Annual Caps	No	For	For		For
Golden Eagle Retail Group Limited	12/11/2020	4	Approve Second Supplemental Agreement to Lease Agreement (Xinjiekou Block B) and Proposed Annual Caps	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Golden Eagle Retail Group Limited	12/11/2020	5	Approve Proposed Annual Caps for the Zhujiang Tenancy Agreement (as Amended by the First, Second and Third Supplemental Agreements)	No	For	For		For
Golden Eagle Retail Group Limited	12/11/2020	6	Approve Proposed Annual Caps for the Lease Agreement (Golden Eagle Plaza) (as Amended by the First, Second and Third Supplemental Agreements)	No	For	For		For
Golden Eagle Retail Group Limited	12/11/2020	7	Approve Yancheng Golden Eagle Outlet Proposed 2020 Annual Cap and the Proposed Annual Caps for the Lease Agreement (Yancheng Golden Eagle Outlet)	No	For	For		For
Golden Eagle Retail Group Limited	12/11/2020	8	Approve Proposed Annual Caps for the Lease Agreement (Yancheng Tiandi Plaza)	No	For	For		For
Golden Eagle Retail Group Limited	12/11/2020	9	Approve Proposed Annual Caps for the Lease Agreement (Nanjing Jiangning Tiandi Plaza)	No	For	For		For
Golden Eagle Retail Group Limited	12/11/2020	10	Approve Proposed Annual Caps for the Lease Agreement (Ma'anshan Tiandi Plaza)	No	For	For		For
Great Wall Motor Company Limited	07/10/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
Great Wall Motor Company Limited	07/10/2020	1	Approve Ordinary Related Party Transaction of the Group and Spotlight Automotive Ltd	No	For	For		For
Great Wall Motor Company Limited	10/23/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
Great Wall Motor Company Limited	10/23/2020	1	Approve Capital Increase and Related Party Transaction	No	For	For		For
Great Wall Motor Company Limited	12/18/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
Great Wall Motor Company Limited	12/18/2020	1	Approve Satisfaction of the Conditions for the Public Issuance of A Share Convertible Corporate Bonds of the Company	No	For	For		For
Great Wall Motor Company Limited	12/18/2020		RESOLUTIONS IN RELATION TO THE PLAN OF THE PUBLIC ISSUANCE OF A SHARE CONVERTIBLE CORPORATE BONDS OF THE COMPANY	Yes				
Great Wall Motor Company Limited	12/18/2020	2.01	Approve Type of Securities to be Issued	No	For	For		For
Great Wall Motor Company Limited	12/18/2020	2.02	Approve Size of the Issuance	No	For	For		For
Great Wall Motor Company Limited	12/18/2020	2.03	Approve Par Value and Issue Price	No	For	For		For
Great Wall Motor Company Limited	12/18/2020	2.04	Approve Bonds Term	No	For	For		For
Great Wall Motor Company Limited	12/18/2020	2.05	Approve Coupon Rate	No	For	For		For
Great Wall Motor Company Limited	12/18/2020	2.06	Approve Term and Method of Repayment of Principal and Interest Payment	No	For	For		For
Great Wall Motor Company Limited	12/18/2020	2.07	Approve Conversion Period	No	For	For		For
Great Wall Motor Company Limited	12/18/2020	2.08	Approve Determination and Adjustment of the Conversion Price	No	For	For		For
Great Wall Motor Company Limited	12/18/2020	2.09	Approve Terms of Downward Adjustment to Conversion Price	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Great Wall Motor Company Limited	12/18/2020	2.10	Approve Method for Determining the Number of A Shares for Conversion and Treatment for Remaining Balance of the A Share Convertible Corporate Bonds which is Insufficient to be Converted into One A Share	No	For	For		For
Great Wall Motor Company Limited	12/18/2020	2.11	Approve Terms of Redemption	No	For	For		For
Great Wall Motor Company Limited	12/18/2020	2.12	Approve Terms of Sale Back	No	For	For		For
Great Wall Motor Company Limited	12/18/2020	2.13	Approve Entitlement to Dividend in the Year of Conversion	No	For	For		For
Great Wall Motor Company Limited	12/18/2020	2.14	Approve Method of the Issuance and Target Subscribers	No	For	For		For
Great Wall Motor Company Limited	12/18/2020	2.15	Approve Subscription Arrangement for the Existing A Shareholders	No	For	For		For
Great Wall Motor Company Limited	12/18/2020	2.16	Approve Bondholders and Bondholders' Meetings	No	For	For		For
Great Wall Motor Company Limited	12/18/2020	2.17	Approve Use of Proceeds	No	For	For		For
Great Wall Motor Company Limited	12/18/2020	2.18	Approve Rating	No	For	For		For
Great Wall Motor Company Limited	12/18/2020	2.19	Approve Management and Deposit for Proceeds Raised	No	For	For		For
Great Wall Motor Company Limited	12/18/2020	2.20	Approve Guarantee and Security	No	For	For		For
Great Wall Motor Company Limited	12/18/2020	2.21	Approve Validity Period of the Resolution	No	For	For		For
Great Wall Motor Company Limited	12/18/2020	3	Approve Plan of the Public Issuance of A Share Convertible Corporate Bonds of the Company	No	For	For		For
Great Wall Motor Company Limited	12/18/2020	4	Approve Feasibility Report on the Project Funded by the Proceeds in the Public Issuance of A Share Convertible Corporate Bonds of the Company	No	For	For		For
Great Wall Motor Company Limited	12/18/2020	5	Approve Exemption from the Preparation of the Reports on the Use of Proceeds Previously Raised	No	For	For		For
Great Wall Motor Company Limited	12/18/2020	6	Approve Recovery Measures and Undertakings by Relevant Parties in Relation to Dilutive Impact on Immediate Returns of the Public Issuance of A Share Convertible Corporate Bonds of the Company	No	For	For		For
Great Wall Motor Company Limited	12/18/2020	7	Approve Formulation of the Shareholders' Return Plan for the Next Three Years (Year 2020-2022) of the Company	No	For	For		For
Great Wall Motor Company Limited	12/18/2020	8	Approve Formulation of Rules for A Share Convertible Corporate Bondholders' Meetings of the Company	No	For	For		For
Great Wall Motor Company Limited	12/18/2020	9	Approve Amendments on the Administrative Rules for Use of Proceeds from Fund Raisings of Great Wall Motor Company Limited (Revised)	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Great Wall Motor Company Limited	12/18/2020	10	Approve Connected Transactions of Possible Subscriptions of A Share Convertible Corporate Bonds under the Public Issuance by the Company's Controlling Shareholder, Director or General Manager of Certain Significant Subsidiaries	No	For	For		For
Great Wall Motor Company Limited	12/18/2020	11	Approve Authorization from Shareholders' General Meeting to the Board or Its Authorized Persons to Handle in Full Discretion Matters Relating to the Public Issuance of A Share Convertible Corporate Bonds of the Company	No	For	For		For
Great Wall Motor Company Limited	12/18/2020		CLASS MEETING FOR HOLDERS OF H SHARES	Yes				
Great Wall Motor Company Limited	12/18/2020		RESOLUTIONS IN RELATION TO THE PUBLIC ISSUANCE OF A SHARE CONVERTIBLE CORPORATE BONDS OF THE COMPANY	Yes				
Great Wall Motor Company Limited	12/18/2020	1.01	Approve Type of Securities to be Issued	No	For	For		For
Great Wall Motor Company Limited	12/18/2020	1.02	Approve Size of the Issuance	No	For	For		For
Great Wall Motor Company Limited	12/18/2020	1.03	Approve Par Value and Issue Price	No	For	For		For
Great Wall Motor Company Limited	12/18/2020	1.04	Approve Bonds Term	No	For	For		For
Great Wall Motor Company Limited	12/18/2020	1.05	Approve Coupon Rate	No	For	For		For
Great Wall Motor Company Limited	12/18/2020	1.06	Approve Term and Method of Repayment of Principal and Interest Payment	No	For	For		For
Great Wall Motor Company Limited	12/18/2020	1.07	Approve Conversion Period	No	For	For		For
Great Wall Motor Company Limited	12/18/2020	1.08	Approve Determination and Adjustment of the Conversion Price	No	For	For		For
Great Wall Motor Company Limited	12/18/2020	1.09	Approve Terms of Downward Adjustment to Conversion Price	No	For	For		For
Great Wall Motor Company Limited	12/18/2020	1.10	Approve Method for Determining the Number of A Shares for Conversion and Treatment for Remaining Balance of the A Share Convertible Corporate Bonds which is Insufficient to be Converted into One A Share	No	For	For		For
Great Wall Motor Company Limited	12/18/2020	1.11	Approve Terms of Redemption	No	For	For		For
Great Wall Motor Company Limited	12/18/2020	1.12	Approve Terms of Sale Back	No	For	For		For
Great Wall Motor Company Limited	12/18/2020	1.13	Approve Entitlement to Dividend in the Year of Conversion	No	For	For		For
Great Wall Motor Company Limited	12/18/2020	1.14	Approve Method of the Issuance and Target Subscribers	No	For	For		For
Great Wall Motor Company Limited	12/18/2020	1.15	Approve Subscription Arrangement for the Existing A Shareholders	No	For	For		For
Great Wall Motor Company Limited	12/18/2020	1.16	Approve Bondholders and Bondholders' Meetings	No	For	For		For
Great Wall Motor Company Limited	12/18/2020	1.17	Approve Use of Proceeds	No	For	For		For
Great Wall Motor Company Limited	12/18/2020	1.18	Approve Rating	No	For	For		For
Great Wall Motor Company Limited	12/18/2020	1.19	Approve Management and Deposit for Proceeds Raised	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Great Wall Motor Company Limited	12/18/2020	1.20	Approve Guarantee and Security	No	For	For		For
Great Wall Motor Company Limited	12/18/2020	1.21	Approve Validity Period of the Resolution	No	For	For		For
Great Wall Motor Company Limited	12/18/2020	2	Approve Plan of the Public Issuance of A Share Convertible Corporate Bonds of the Company	No	For	For		For
Great Wall Motor Company Limited	12/18/2020	3	Approve Authorization from Shareholders' General Meeting to the Board or Its Authorized Persons to Handle in Full Discretion Matters Relating to the Public Issuance of A Share Convertible Corporate Bonds of the Company	No	For	For		For
Grindrod Ltd.	09/07/2020		Special Resolutions	Yes				
Grindrod Ltd.	09/07/2020	1	Authorise Specific Repurchase of Grindrod Shares from BEE SPV	No	For	For		For
Grindrod Ltd.	09/07/2020	2	Approve Revocation of Special Resolution 1 in the Event that Any Grindrod Shareholders Exercise their Appraisal Rights	No	For	For		For
Grindrod Ltd.	09/07/2020		Ordinary Resolution	Yes				
Grindrod Ltd.	09/07/2020	1	Authorise Ratification of Approved Resolution	No	For	For		For
Grit Real Estate Income Group Ltd.	07/10/2020	1	Approve Delisting of Shares from the Main Board of the JSE	No	For	For		For
Growthpoint Properties Ltd.	12/08/2020	1.1.1	Elect Rhidwaan Gasant as Director	No	For	For		For
Growthpoint Properties Ltd.	12/08/2020	1.1.2	Elect Prudence Lebina as Director	No	For	For		For
Growthpoint Properties Ltd.	12/08/2020	1.1.3	Elect Andile Sangqu as Director	No	For	For		For
Growthpoint Properties Ltd.	12/08/2020	1.2.1	Elect Rhidwaan Gasant as Chairman of the Audit Committee	No	For	For		For
Growthpoint Properties Ltd.	12/08/2020	1.2.2	Re-elect Frank Berkeley as Member of the Audit Committee	No	For	For		For
Growthpoint Properties Ltd.	12/08/2020	1.2.3	Elect John van Wyk as Member of the Audit Committee	No	For	For		For
Growthpoint Properties Ltd.	12/08/2020	1.2.4	Elect Prudence Lebina as Member of the Audit Committee	No	For	For		For
Growthpoint Properties Ltd.	12/08/2020	1.3	Reappoint Ernst & Young as Auditors	No	For	For		For
Growthpoint Properties Ltd.	12/08/2020	1.4.1	Approve Remuneration Policy	No	For	For		For
Growthpoint Properties Ltd.	12/08/2020	1.4.2	Approve Implementation of Remuneration Policy	No	For	Against		Against
Growthpoint Properties Ltd.	12/08/2020	1.5	Place Authorised but Unissued Shares under Control of Directors	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Growthpoint Properties Ltd.	12/08/2020	1.6	Authorise Directors to Issue Shares to Afford Shareholders Distribution Reinvestment Alternatives	No	For	For		For
Growthpoint Properties Ltd.	12/08/2020	1.7	Authorise Board to Issue Shares for Cash	No	For	For		For
Growthpoint Properties Ltd.	12/08/2020	1.8	Approve Social, Ethics and Transformation Committee Report	No	For	For		For
Growthpoint Properties Ltd.	12/08/2020	2.1	Approve Non-executive Directors' Fees	No	For	For		For
Growthpoint Properties Ltd.	12/08/2020	2.2	Approve Financial Assistance in Terms of Section 45 of the Companies Act	No	For	For		For
Growthpoint Properties Ltd.	12/08/2020	2.3	Authorise Repurchase of Issued Share Capital	No	For	For		For
Grupa Azoty SA	08/20/2020	1	Open Meeting	Yes				
Grupa Azoty SA	08/20/2020	2	Elect Meeting Chairman	No	For	For		For
Grupa Azoty SA	08/20/2020	3	Acknowledge Proper Convening of Meeting	Yes				
Grupa Azoty SA	08/20/2020	4	Approve Agenda of Meeting	No	For	For		For
Grupa Azoty SA	08/20/2020	5	Waive Secrecy for Elections of Members of Vote Counting Commission	No	For	For		For
Grupa Azoty SA	08/20/2020	6.1	Elect Members of Vote Counting Commission	No	For	For		For
Grupa Azoty SA	08/20/2020	6.2	Resolve Not to Elect Members of Vote Counting Commission	No	For	For		For
Grupa Azoty SA	08/20/2020	7	Approve Remuneration Policy	No	For	Against		Against
Grupa Azoty SA	08/20/2020	8	Approve Pledging of Assets for Debt	No	For	For		For
Grupa Azoty SA	08/20/2020	9	Receive Information on Current Events	Yes				
Grupa Azoty SA	08/20/2020	10	Close Meeting	Yes				
Grupo Aeroportuario del Centro Norte SAB de CV	07/07/2020		Ordinary Business	Yes				
Grupo Aeroportuario del Centro Norte SAB de CV	07/07/2020	1	Present Board of Directors' Reports in Compliance with Article 28, Section IV (D and E) of Stock Market Law	No	For	For		For
Grupo Aeroportuario del Centro Norte SAB de CV	07/07/2020	2	Present CEO and External Auditor Report in Compliance with Article 28, Section IV (B) of Stock Market Law	No	For	For		For
Grupo Aeroportuario del Centro Norte SAB de CV	07/07/2020	3	Present Board of Directors' Reports in Accordance with Article 28, Section IV (A and C) of Stock Market Law Including Tax Report	No	For	For		For
Grupo Aeroportuario del Centro Norte SAB de CV	07/07/2020	4	Approve Allocation of Income	No	For	For		For
Grupo Aeroportuario del Centro Norte SAB de CV	07/07/2020	5	Set Aggregate Nominal Amount of Share Repurchase	No	For	For		For
Grupo Aeroportuario del Centro Norte SAB de CV	07/07/2020	6	Discharge, Elect or Ratify Directors; Elect or Ratify Chairmen of Audit, Corporate Practices, Finance, Planning and Sustainability Committees; Approve their Remuneration	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Grupo Aeroportuario del Centro Norte SAB de CV	07/07/2020	7	Appoint Legal Representatives	No	For	For		For
Grupo Aeroportuario del Centro Norte SAB de CV	07/07/2020		Extraordinary Business	Yes				
Grupo Aeroportuario del Centro Norte SAB de CV	07/07/2020	1	Approve Cancellation of Series B Repurchased Shares and Consequently Reduction in Fixed Portion of Share Capital and Amend Article 6	No	For	For		For
Grupo Aeroportuario del Centro Norte SAB de CV	07/07/2020	2	Appoint Legal Representatives	No	For	For		For
Grupo Aeroportuario del Pacifico SAB de CV	07/01/2020		Ordinary Business	Yes				
Grupo Aeroportuario del Pacifico SAB de CV	07/01/2020	1	Approve Reports in Compliance with Article 28, Section IV of Mexican Securities Market Law	No	For	For		For
Grupo Aeroportuario del Pacifico SAB de CV	07/01/2020	2	Approve Discharge of Directors and Officers	No	For	For		For
Grupo Aeroportuario del Pacifico SAB de CV	07/01/2020	3	Approve Individual and Consolidated Financial Statements and Approve External Auditors' Report on Financial Statements	No	For	For		For
Grupo Aeroportuario del Pacifico SAB de CV	07/01/2020	4	Approve Allocation of Income in the Amount of MXN 5.25 Billion	No	For	For		For
Grupo Aeroportuario del Pacifico SAB de CV	07/01/2020	5	Cancel Pending Amount of MXN 1.55 Billion of Share Repurchase Approved at AGM on April 23, 2019; Set Share Repurchase Maximum Amount of MXN 1.55 Billion	No	For	For		For
Grupo Aeroportuario del Pacifico SAB de CV	07/01/2020	6	Information on Election or Ratification of Four Directors and Their Alternates of Series BB Shareholders	Yes				
Grupo Aeroportuario del Pacifico SAB de CV	07/01/2020	7	Elect or Ratify Directors of Series B Shareholders that Hold 10 Percent of Share Capital	Yes				
Grupo Aeroportuario del Pacifico SAB de CV	07/01/2020	8	Elect or Ratify Directors of Series B Shareholders	No	For	For		For
Grupo Aeroportuario del Pacifico SAB de CV	07/01/2020	9	Elect or Ratify Board Chairman	No	For	For		For
Grupo Aeroportuario del Pacifico SAB de CV	07/01/2020	10	Approve Remuneration of Directors for Years 2019 and 2020	No	For	For		For
Grupo Aeroportuario del Pacifico SAB de CV	07/01/2020	11	Elect or Ratify Director of Series B Shareholders and Member of Nominations and Compensation Committee	No	For	For		For
Grupo Aeroportuario del Pacifico SAB de CV	07/01/2020	12	Elect or Ratify Chairman of Audit and Corporate Practices Committee	No	For	For		For
Grupo Aeroportuario del Pacifico SAB de CV	07/01/2020	13	Present Report Regarding Individual or Accumulated Operations Greater Than USD 3 Million	Yes				

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Grupo Aeroportuario del Pacifico SAB de CV	07/01/2020	14	Authorize Board to Ratify and Execute Approved Resolutions	No	For	For		For
Grupo Bimbo SAB de CV	10/19/2020	1	Ratify Reduction in Share Capital via Cancellation of 169.44 Million Series A Repurchased Shares Held in Treasury	No	For	For		For
Grupo Bimbo SAB de CV	10/19/2020	2	Amend Article 6 to Reflect Changes in Capital	No	For	For		For
Grupo Bimbo SAB de CV	10/19/2020	3	Appoint Legal Representatives	No	For	For		For
Grupo Carso SAB de CV	11/10/2020		Ordinary Meeting for Only Mexican Series A1 Shareholders Have Voting Rights	Yes				
Grupo Carso SAB de CV	11/10/2020	1	Replace Chair of Corporate Practices and Audit Committee	No	For	Against		Against
Grupo Carso SAB de CV	11/10/2020	2	Present Report on Adherence to Fiscal Obligations	No	For	For		For
Grupo Carso SAB de CV	11/10/2020	3	Authorize Board to Ratify and Execute Approved Resolutions	No	For	For		For
Grupo Energia Bogota SA ESP	10/13/2020	1	Verify Quorum	Yes				
Grupo Energia Bogota SA ESP	10/13/2020	2	Approve Meeting Agenda	No	For	For		For
Grupo Energia Bogota SA ESP	10/13/2020	3	Elect Chairman of Meeting	No	For	For		For
Grupo Energia Bogota SA ESP	10/13/2020	4	Elect Meeting Approval Committee	No	For	For		For
Grupo Energia Bogota SA ESP	10/13/2020	5	Amend Guarantee to Trecsa	No	For	For		For
Grupo Financiero Galicia SA	09/22/2020		Meeting for ADR Holders	Yes				
Grupo Financiero Galicia SA	09/22/2020	1	Consider Holding of Shareholders' Meeting Remotely; Designate Two Shareholders to Sign Minutes of Meeting	No	For	For		For
Grupo Financiero Galicia SA	09/22/2020	2	Approve Partial Decrease of Discretionary Reserve for Future Profit Distribution in the Amount of ARS 1.7 Billion; Distribute Cash Dividends of ARS 1.7 Billion	No	For	For		For
Grupo Financiero Galicia SA	11/10/2020		Meeting for ADR Holders	Yes				
Grupo Financiero Galicia SA	11/10/2020	1	Consider Holding of Shareholders' Meeting Remotely; Designate Two Shareholders to Sign Minutes of Meeting	No	For	For		For
Grupo Financiero Galicia SA	11/10/2020	2	Consider Spin-off and Merger Agreement Between Grupo Financiero Galicia S.A and Dusner S.A., Fedler S.A. and its Shareholders; Approve Preliminary Spin-off and Merger Agreement Executed on Sep. 14, 2020	No	For	For		For
Grupo Financiero Galicia SA	11/10/2020	3	Consider Special Financial Statements of Company, Consolidated Spin-off and Merger Financial Statement as of June 30, 2020 and Reports of External Auditor and Internal Statutory Auditors Committee	No	For	Against		Against
Grupo Financiero Galicia SA	11/10/2020	4	Consider Exchange Ratio and Capital Increase in the Amount of ARS 47.93 Million via Issuance of New Class B Shares without Preemptive Rights	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Grupo Financiero Galicia SA	11/10/2020	5	Consider Filing Requesting Incorporation of Capital Increase to Public Offering and Listing of Securities; Authorize Board of Directors to Execute and Implement Procedures for Issuance of New Shares and Certificates	No	For	For		For
Grupo Financiero Galicia SA	11/10/2020	6	Authorize Board of Directors to Execute Merger Agreement and Carry out Procedures at Respective Offices with Purpose of Obtaining Corresponding Inscriptions	No	For	For		For
Grupo Financiero Inbursa SAB de CV	11/18/2020		Ordinary Business	Yes				
Grupo Financiero Inbursa SAB de CV	11/18/2020	1	Elect or Ratify Directors and Company Secretary	No	For	Against		Against
Grupo Financiero Inbursa SAB de CV	11/18/2020	2	Set Amount of Share Repurchase Reserve	No	For	For		For
Grupo Financiero Inbursa SAB de CV	11/18/2020	3	Authorize Board to Ratify and Execute Approved Resolutions	No	For	For		For
Guangzhou Automobile Group Co., Ltd.	11/13/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
Guangzhou Automobile Group Co., Ltd.	11/13/2020	1	Approve 2020 A Share Option and Restricted Share Incentive Scheme (Draft) and Summary	No	For	For		For
Guangzhou Automobile Group Co., Ltd.	11/13/2020	2	Approve Appraisal Management Measures for Implementation of the 2020 A Share Option and Restricted Share Incentive Scheme	No	For	For		For
Guangzhou Automobile Group Co., Ltd.	11/13/2020	3	Authorize Board to Deal with All Matters in Relation to the 2020 A Share Option and Restricted Share Incentive Scheme	No	For	For		For
Guangzhou Automobile Group Co., Ltd.	11/13/2020	4	Amend Articles of Association	No	For	For		For
Guangzhou Automobile Group Co., Ltd.	11/13/2020		CLASS MEETING FOR HOLDERS OF H SHARES	Yes				
Guangzhou Automobile Group Co., Ltd.	11/13/2020	1	Approve 2020 A Share Option and Restricted Share Incentive Scheme (Draft) and Summary	No	For	For		For
Guangzhou Automobile Group Co., Ltd.	11/13/2020	2	Approve Appraisal Management Measures for Implementation of the 2020 A Share Option and Restricted Share Incentive Scheme	No	For	For		For
Guangzhou Automobile Group Co., Ltd.	11/13/2020	3	Authorize Board to Deal with All Matters in Relation to the 2020 A Share Option and Restricted Share Incentive Scheme	No	For	For		For
Guangzhou Baiyunshan Pharmaceutical Holdings Co., Ltd.	08/28/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
Guangzhou Baiyunshan Pharmaceutical Holdings Co., Ltd.	08/28/2020	1	Approve Grant of General Mandate for Issuing Medium-Term Notes	No	For	Against		Against
Guangzhou Baiyunshan Pharmaceutical Holdings Co., Ltd.	08/28/2020	2	Approve Grant of General Mandate to Guangzhou Pharmaceutical Co., Ltd. for Issuing Medium-Term Notes and Super-Short-Term Debentures	No	For	Against		Against

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Guangzhou Baiyunshan Pharmaceutical Holdings Co., Ltd.	08/28/2020	3	Approve WUYIGE Certified Public Accountants LLP as Auditors	No	For	For		For
Guangzhou Baiyunshan Pharmaceutical Holdings Co., Ltd.	08/28/2020	4	Approve WUYIGE Certified Public Accountants LLP as Internal Control Auditor	No	For	For		For
Guangzhou Baiyunshan Pharmaceutical Holdings Co., Ltd.	11/23/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
Guangzhou Baiyunshan Pharmaceutical Holdings Co., Ltd.	11/23/2020	1	Approve Changes in Use of Proceeds from the Fund Raising of the Company	No	For	For		For
Guangzhou Baiyunshan Pharmaceutical Holdings Co., Ltd.	11/23/2020	2	Approve Closing of Investment Project Using Proceeds from the Fund Raising, and the Surplus of Which to be Used to Supplement the Working Capital Permanently	No	For	For		For
Guangzhou Baiyunshan Pharmaceutical Holdings Co., Ltd.	11/23/2020	3	Approve Initial Public Offering of Overseas Listed Foreign Capital Shares (H Shares) Regarding and the Proposal in Relation to the Overseas Listing of Guangzhou Pharmaceuticals Company Limited	No	For	For		For
Guangzhou Baiyunshan Pharmaceutical Holdings Co., Ltd.	11/23/2020	4	Approve Compliance of the Overseas Listing of Guangzhou Pharmaceuticals Company Limited with the "Circular on Issues in Relation to Regulating Overseas Listing of Subsidiaries of the PRC Listed Companies"	No	For	For		For
Guangzhou Baiyunshan Pharmaceutical Holdings Co., Ltd.	11/23/2020	5	Approve Undertaking of Maintaining the Independent Listing Status of the Company	No	For	For		For
Guangzhou Baiyunshan Pharmaceutical Holdings Co., Ltd.	11/23/2020	6	Approve Explanations on the Sustainable Profitability Statement and Prospects of the Company	No	For	For		For
Guangzhou Baiyunshan Pharmaceutical Holdings Co., Ltd.	11/23/2020	7	Approve Authorization to the Board and Its Authorized Persons to Deal with Matters in Relation to the Spin-Off and Listing of Guangzhou Pharmaceuticals Company Limited	No	For	For		For
Guangzhou Baiyunshan Pharmaceutical Holdings Co., Ltd.	11/23/2020	8	Approve Provision of Assured Entitlement to the H Shareholder(s) of the Company Only for the Spin-Off and Overseas Listing of Guangzhou Pharmaceuticals Company Limited	No	For	For		For
Guangzhou Baiyunshan Pharmaceutical Holdings Co., Ltd.	11/23/2020		CLASS MEETING FOR HOLDERS OF H SHARES	Yes				
Guangzhou Baiyunshan Pharmaceutical Holdings Co., Ltd.	11/23/2020	1	Approve Provision of Assured Entitlement to the H Shareholder(s) of the Company Only for the Spin-Off and Overseas Listing of Guangzhou Pharmaceuticals Company Limited	No	For	For		For
Guangzhou R&F Properties Co., Ltd.	10/09/2020	1	Elect Xiang Lijun as Director and Authorize Board to Fix His Remuneration	No	For	For		Against
Guaranty Trust Bank Plc	12/04/2020	1	Approve Scheme of Arrangement	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Guinness Ghana Breweries Ltd.	11/04/2020		Ordinary Business	Yes				
Guinness Ghana Breweries Ltd.	11/04/2020	1	Approve Dividend of GHS 0.0138 Per Share	No	For	For		For
Guinness Ghana Breweries Ltd.	11/04/2020	2	Ratify Appointment of Helene Weesie as Director	No	For	For		For
Guinness Ghana Breweries Ltd.	11/04/2020	3	Reelect Teye Mkushi as Director	No	For	Against		Against
Guinness Ghana Breweries Ltd.	11/04/2020	4	Reelect Ignacio Blazquez Salvador as Director	No	For	Against		Against
Guinness Ghana Breweries Ltd.	11/04/2020	5	Approve Remuneration of Non-Executive Directors	No	For	Against		Against
Guinness Ghana Breweries Ltd.	11/04/2020	6	Authorize Board to Fix Remuneration of Auditors	No	For	For		For
Guinness Ghana Breweries Ltd.	11/04/2020		Special Business	Yes				
Guinness Ghana Breweries Ltd.	11/04/2020	1	Ratify Appointment of Helene Weesie as Managing Director	No	For	For		For
Guinness Ghana Breweries Ltd.	11/04/2020	2	Amend Bylaws in Compliance with Companies Act 2019 (Act 992)	No	For	Against		Against
Guinness Ghana Breweries Ltd.	11/04/2020	3	Amend Bylaws Re: Virtual Shareholder Meetings	No	For	Against		Against
Halyk Savings Bank of Kazakhstan JSC	07/23/2020		Meeting for GDR Holders	Yes				
Halyk Savings Bank of Kazakhstan JSC	07/23/2020	1	Approve Meeting Agenda	No	For	For		For
Halyk Savings Bank of Kazakhstan JSC	07/23/2020	2	Approve Dividends	No	For	For		For
Hanmi Science Co., Ltd.	09/28/2020	1.1	Elect Song Young-suk as Inside Director	No	For	For		Against
Hanmi Science Co., Ltd.	09/28/2020	1.2	Elect Lim Ju-hyeon as Inside Director	No	For	For		Against
Hanwha Corp.	09/24/2020	1	Approve Spin-Off Agreement	No	For	For		For
Harmony Gold Mining Co. Ltd.	11/20/2020		Ordinary Resolutions	Yes				
Harmony Gold Mining Co. Ltd.	11/20/2020	1	Elect Boipelo Lekubo as Director	No	For	For		For
Harmony Gold Mining Co. Ltd.	11/20/2020	2	Re-elect Patrice Motsepe as Director	No	For	For		Against
Harmony Gold Mining Co. Ltd.	11/20/2020	3	Re-elect John Wetton as Director	No	For	For		For
Harmony Gold Mining Co. Ltd.	11/20/2020	4	Re-elect Joaquim Chissano as Director	No	For	For		For
Harmony Gold Mining Co. Ltd.	11/20/2020	5	Re-elect Modise Motloba as Director	No	For	For		Against
Harmony Gold Mining Co. Ltd.	11/20/2020	6	Re-elect Mavuso Msimang as Director	No	For	For		Against
Harmony Gold Mining Co. Ltd.	11/20/2020	7	Re-elect Fikile De Buck as Member of the Audit and Risk Committee	No	For	For		For
Harmony Gold Mining Co. Ltd.	11/20/2020	8	Re-elect Karabo Nondumo as Member of the Audit and Risk Committee	No	For	For		For
Harmony Gold Mining Co. Ltd.	11/20/2020	9	Re-elect Simo Lushaba as Member of the Audit and Risk Committee	No	For	For		For
Harmony Gold Mining Co. Ltd.	11/20/2020	10	Re-elect John Wetton as Member of the Audit and Risk Committee	No	For	For		For
Harmony Gold Mining Co. Ltd.	11/20/2020	11	Re-elect Given Sibiyi as Member of the Audit and Risk Committee	No	For	For		For
Harmony Gold Mining Co. Ltd.	11/20/2020	12	Reappoint PricewaterhouseCoopers Incorporated as Auditors	No	For	For		For
Harmony Gold Mining Co. Ltd.	11/20/2020	13	Approve Remuneration Policy	No	For	For		For
Harmony Gold Mining Co. Ltd.	11/20/2020	14	Approve Implementation Report	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Harmony Gold Mining Co. Ltd.	11/20/2020	15	Authorise Board to Issue Shares for Cash	No	For	For		For
Harmony Gold Mining Co. Ltd.	11/20/2020		Special Resolution	Yes				
Harmony Gold Mining Co. Ltd.	11/20/2020	1	Approve Non-executive Directors' Remuneration	No	For	For		For
Hartalega Holdings Berhad	09/15/2020	1	Approve Final Dividend	No	For	For		For
Hartalega Holdings Berhad	09/15/2020	2	Approve Directors' Fees and Benefits for the Financial Year Ended March 31, 2020	No	For	For		For
Hartalega Holdings Berhad	09/15/2020	3	Approve Directors' Fees and Benefits from April 1, 2020 until the next Annual General Meeting	No	For	For		For
Hartalega Holdings Berhad	09/15/2020	4	Elect Kuan Mun Leong as Director	No	For	For		For
Hartalega Holdings Berhad	09/15/2020	5	Elect Rebecca Fatima Sta. Maria as Director	No	For	For		For
Hartalega Holdings Berhad	09/15/2020	6	Elect Nurmala Binti Abdul Rahim as Director	No	For	For		For
Hartalega Holdings Berhad	09/15/2020	7	Elect Loo Took Gee as Director	No	For	For		For
Hartalega Holdings Berhad	09/15/2020	8	Approve DELOITTE PLT as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Hartalega Holdings Berhad	09/15/2020	9	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For		For
Hartalega Holdings Berhad	09/15/2020	10	Approve Tan Guan Cheong to Continue Office as Independent Non-Executive Director	No	For	For		For
Hartalega Holdings Berhad	09/15/2020	11	Authorize Share Repurchase Program	No	For	For		For
HCL Technologies Limited	09/29/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
HCL Technologies Limited	09/29/2020	2	Approve Final Dividend	No	For	For		For
HCL Technologies Limited	09/29/2020	3	Reelect Roshni Nadar Malhotra as Director	No	For	For		Against
HCL Technologies Limited	09/29/2020	4	Elect Mohan Chellappa as Director	No	For	For		For
HCL Technologies Limited	09/29/2020	5	Elect Simon John England as Director	No	For	For		For
HCL Technologies Limited	09/29/2020	6	Elect Shikhar Neelkamal Malhotra as Director	No	For	For		Against
HCL Technologies Limited	09/29/2020	7	Reelect Thomas Sieber as Director	No	For	For		For
HDFC Bank Limited	07/18/2020	1	Accept Standalone Financial Statements and Statutory Reports	No	For	For		For
HDFC Bank Limited	07/18/2020	2	Accept Consolidated Financial Statements and Statutory Reports	No	For	For		For
HDFC Bank Limited	07/18/2020	3	Approve Special Interim Dividend	No	For	For		For
HDFC Bank Limited	07/18/2020	4	Reelect Kaizad Bharucha as Director	No	For	For		For
HDFC Bank Limited	07/18/2020	5	Authorize Board to Fix Remuneration of MSKA & Associates, Chartered Accountants as Statutory Auditors	No	For	For		For
HDFC Bank Limited	07/18/2020	6	Authorize Board to Ratify Additional Remuneration for MSKA & Associates, Chartered Accountants	No	For	For		For
HDFC Bank Limited	07/18/2020	7	Reelect Malay Patel as Director	No	For	For		For
HDFC Bank Limited	07/18/2020	8	Approve Reappointment and Remuneration of Kaizad Bharucha as Executive Director	No	For	For		For
HDFC Bank Limited	07/18/2020	9	Elect Renu Karnad as Director	No	For	Against		Against

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
HDFC Bank Limited	07/18/2020	10	Approve Related Party Transactions with Housing Development Finance Corporation Limited	No	For	For		For
HDFC Bank Limited	07/18/2020	11	Approve Related Party Transactions with HDB Financial Services Limited	No	For	For		For
HDFC Bank Limited	07/18/2020	12	Authorize Issuance of Unsecured Perpetual Debt Instruments, Tier II Capital Bonds and Long Term Bonds on Private Placement Basis	No	For	For		For
HDFC Bank Limited	12/01/2020		Postal Ballot	Yes				
HDFC Bank Limited	12/01/2020	1	Elect Sashidhar Jagdishan as Director	No	For	For		For
HDFC Bank Limited	12/01/2020	2	Approve Appointment and Remuneration of Sashidhar Jagdishan as Managing Director & Chief Executive Officer	No	For	For		For
Headhunter Group Plc	11/02/2020		Meeting for GDR Holders	Yes				
Headhunter Group Plc	11/02/2020	1	Accept Consolidated and Standalone Financial Statements and Statutory Reports	No	For	For		For
Headhunter Group Plc	11/02/2020	2	Approve Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Headhunter Group Plc	11/02/2020	3	Reelect Director	No	For	For		For
Headhunter Group Plc	11/02/2020	4	Approve Director Remuneration	No	For	For		For
Hellenic Telecommunications Organization SA	12/04/2020		Special Meeting Agenda	Yes				
Hellenic Telecommunications Organization SA	12/04/2020	1	Approve Draft Demergers Agreement	No	For	For		For
Hellenic Telecommunications Organization SA	12/04/2020	2	Approve Cancellation of Repurchased Shares	No	For	For		For
Hellenic Telecommunications Organization SA	12/04/2020	3	Approve Confidentiality Agreement with Ernst & Young	No	For	For		For
Hellenic Telecommunications Organization SA	12/04/2020	4	Authorize Board to Participate in Companies with Similar Business Interests	No	For	For		For
Hellenic Telecommunications Organization SA	12/04/2020		Elect Director: Items 5.1-5.3: Please Vote FOR Only One Director; Otherwise Please ABSTAIN	Yes				
Hellenic Telecommunications Organization SA	12/04/2020	5.1	Elect Dimitrios Georgoutsos as Director	No	For	For		For
Hellenic Telecommunications Organization SA	12/04/2020	5.2	Elect a Shareholder-Nominee to the Board	No	Against	Abstain		Abstain
Hellenic Telecommunications Organization SA	12/04/2020	5.3	Elect a Shareholder-Nominee to the Board	No	Against	Abstain		Abstain
Hellenic Telecommunications Organization SA	12/04/2020	6	Announce Election of Director	Yes				
Hellenic Telecommunications Organization SA	12/04/2020	7	Various Announcements	Yes				

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Hemas Holdings Plc	08/11/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Hemas Holdings Plc	08/11/2020	2	Reelect Abbas Esufally as Director	No	For	For		For
Hemas Holdings Plc	08/11/2020	3	Reelect Murtaza Esufally as Director	No	For	For		For
Hemas Holdings Plc	08/11/2020	4	Reelect Jyotindra Trivedi as Director	No	For	For		For
Hemas Holdings Plc	08/11/2020	5	Reelect Ramabadrnan Gopalakrishnan as Director	No	For	For		For
Hemas Holdings Plc	08/11/2020	6	Reelect Kasturi Chellaraja Wilson as Director	No	For	For		For
Hemas Holdings Plc	08/11/2020	7	Approve Ernst and Young as Auditors and Authorize Board to Fix their Remuneration	No	For	For		For
Hemas Holdings Plc	08/11/2020	8	Approve Charitable Donations	No	For	Against		Against
Hero Motocorp Limited	08/12/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Hero Motocorp Limited	08/12/2020	2	Confirm Interim Dividend and Declare Final Dividend	No	For	For		For
Hero Motocorp Limited	08/12/2020	3	Reelect Suman Kant Munjal as Director	No	For	Against		Against
Hero Motocorp Limited	08/12/2020	4	Approve Remuneration of Cost Auditors	No	For	For		For
Hero Motocorp Limited	08/12/2020	5	Elect Tina Trikhia as Director	No	For	For		For
Hindalco Industries Limited	09/10/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Hindalco Industries Limited	09/10/2020	2	Approve Dividend	No	For	For		For
Hindalco Industries Limited	09/10/2020	3	Reelect Debnarayan Bhattacharya as Director	No	For	For		For
Hindalco Industries Limited	09/10/2020	4	Approve Remuneration of Cost Auditors	No	For	For		For
Hindalco Industries Limited	09/10/2020	5	Elect Sudhir Mital as Director	No	For	For		For
Hindalco Industries Limited	09/10/2020	6	Elect Anant Maheshwari as Director	No	For	For		For
Hindalco Industries Limited	09/10/2020	7	Approve Rajashree Birla to Continue Office as Non-Executive Director	No	For	Against		Against
Hindalco Industries Limited	09/10/2020	8	Reelect Yazdi Piroj Dandiwalwa as Director	No	For	For		For
Home Product Center Public Company Limited	07/10/2020	1	Approve Minutes of Previous Meeting	No	For	For		For
Home Product Center Public Company Limited	07/10/2020	2	Acknowledge Operation Results	No	For	For		For
Home Product Center Public Company Limited	07/10/2020	3	Approve Financial Statements and Statutory Reports	No	For	For		For
Home Product Center Public Company Limited	07/10/2020	4	Approve Dividend Payment	No	For	For		For
Home Product Center Public Company Limited	07/10/2020	5.1	Elect Pornwut Sarasin as Director	No	For	For		For
Home Product Center Public Company Limited	07/10/2020	5.2	Elect Khunawut Thumpomkul as Director	No	For	For		Against
Home Product Center Public Company Limited	07/10/2020	5.3	Elect Achavin Asavabhokin as Director	No	For	For		Against
Home Product Center Public Company Limited	07/10/2020	5.4	Elect Naporn Sunthornchitcharoen as Director	No	For	For		Against

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Home Product Center Public Company Limited	07/10/2020	6	Approve Remuneration of Directors	No	For	For		For
Home Product Center Public Company Limited	07/10/2020	7	Approve Bonus of Directors	No	For	For		For
Home Product Center Public Company Limited	07/10/2020	8	Approve EY Office Limited as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Home Product Center Public Company Limited	07/10/2020	9	Other Business	No	For	Against		Against
Hong Leong Bank Berhad	10/30/2020	1	Approve Final Dividend	No	For	For		For
Hong Leong Bank Berhad	10/30/2020	2	Approve Directors' Fees and Other Benefits	No	For	For		For
Hong Leong Bank Berhad	10/30/2020	3	Elect Quek Leng Chan as Director	No	For	For		Against
Hong Leong Bank Berhad	10/30/2020	4	Elect Chok Kwee Bee as Director	No	For	For		For
Hong Leong Bank Berhad	10/30/2020	5	Elect Nicholas John Lough @ Sharif Lough bin Abdullah as Director	No	For	For		For
Hong Leong Bank Berhad	10/30/2020	6	Approve PricewaterhouseCoopers PLT as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Hong Leong Bank Berhad	10/30/2020	7	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For		For
Hong Leong Bank Berhad	10/30/2020	8	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions with Hong Leong Company (Malaysia) Berhad ("HLCM") and Persons Connected with HLCM	No	For	For		For
Housing Development Finance Corporation Limited	07/21/2020		Postal Ballot	Yes				
Housing Development Finance Corporation Limited	07/21/2020	1	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For		For
Housing Development Finance Corporation Limited	07/21/2020	2	Approve Employee Stock Option Scheme - 2020 and Issuance of Shares to Eligible Employees and Directors Under the Scheme	No	For	For		For
Housing Development Finance Corporation Limited	07/30/2020	1.a	Accept Financial Statements and Statutory Reports	No	For	For		For
Housing Development Finance Corporation Limited	07/30/2020	1.b	Accept Consolidated Financial Statements and Statutory Reports	No	For	For		For
Housing Development Finance Corporation Limited	07/30/2020	2	Approve Dividend	No	For	For		For
Housing Development Finance Corporation Limited	07/30/2020	3	Reelect Renu Sud Karnad as Director	No	For	For		Against
Housing Development Finance Corporation Limited	07/30/2020	4	Approve Reappointment and Remuneration of Renu Sud Karnad as Managing Director	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Housing Development Finance Corporation Limited	07/30/2020	5	Approve Reappointment and Remuneration of V. Srinivasa Rangan as Whole-Time Director Designated as Executive Director	No	For	For		For
Housing Development Finance Corporation Limited	07/30/2020	6	Approve Related Party Transactions with HDFC Bank Limited	No	For	For		For
Housing Development Finance Corporation Limited	07/30/2020	7	Approve Issuance of Redeemable Non-Convertible Debentures and/or Other Hybrid Instruments on Private Placement Basis	No	For	For		For
Housing Development Finance Corporation Limited	07/30/2020	8	Approve Sale of Shares Held in HDFC Life Insurance Company Limited	No	For	For		For
Housing Development Finance Corporation Limited	07/30/2020	9	Approve Sale of Shares Held in HDFC ERGO General Insurance Company Limited	No	For	For		For
Hrvatski Telekom DD	07/20/2020	1	Elect Chairman of Meeting	No	For	For		For
Hrvatski Telekom DD	07/20/2020	2	Receive Standalone and Consolidated Financial Statements, Management Board's Report on Company's Operations, and Supervisory Board Report	Yes				
Hrvatski Telekom DD	07/20/2020	3	Approve Allocation of Income and Dividends of HRK 8 per Share	No	For	For		For
Hrvatski Telekom DD	07/20/2020	4	Approve Discharge of Management Board Members	No	For	For		For
Hrvatski Telekom DD	07/20/2020	5	Approve Discharge of Supervisory Board Members	No	For	For		For
Hrvatski Telekom DD	07/20/2020	6	Amend Statute	No	For	For		For
Hrvatski Telekom DD	07/20/2020	7	Approve Remuneration Report	No	For	For		For
Hrvatski Telekom DD	07/20/2020	8	Approve Remuneration Policy	No	For	For		For
Hrvatski Telekom DD	07/20/2020	9	Approve Remuneration of Supervisory Board Members	No	For	For		For
Hrvatski Telekom DD	07/20/2020	10	Elect Ivica Misetic, Eirini Nikolaidi, and Gordan Gledec as Supervisory Board Members	No	For	Against		Against
Hrvatski Telekom DD	07/20/2020	11	Ratify PricewaterhouseCoopers d.o.o. as Auditor	No	For	For		For
Huadian Power International Corporation Limited	10/28/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
Huadian Power International Corporation Limited	10/28/2020		RESOLUTIONS IN RELATION TO THE PROPOSED FUEL, EQUIPMENTS AND SERVICES PURCHASE (SUPPLY) FRAMEWORK AGREEMENT WITH CHINA HUADIAN AND RELATED TRANSACTIONS	Yes				
Huadian Power International Corporation Limited	10/28/2020	1a	Approve Purchase of Fuel and the Annual Cap	No	For	For		For
Huadian Power International Corporation Limited	10/28/2020	1b	Approve Provision of Engineering Equipments, Systems, Products, Engineering and Construction Contracting, Environmental Protection System Renovation Project, Miscellaneous and Relevant Services and the Annual Cap	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Huadian Power International Corporation Limited	10/28/2020	1c	Approve Sales of Fuel and Provision of Relevant Services and the Annual Cap	No	For	For		For
Huadian Power International Corporation Limited	10/28/2020	2	Approve Proposed Loan Framework Agreement and Related Transactions	No	For	For		For
Huadian Power International Corporation Limited	10/28/2020	3	Elect Ding Huande as Director and Authorize Board to Fix His Remuneration	No	For	For		Against
Huadian Power International Corporation Limited	10/28/2020	4	Amend Articles of Association	No	For	For		For
Huaneng Power International, Inc.	12/22/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
Huaneng Power International, Inc.	12/22/2020	1	Approve Continuing Connected Transactions for 2021 Between the Company and Huaneng Group	No	For	For		For
Huaneng Power International, Inc.	12/22/2020	2	Approve Capital Increase of Shengdong Offshore Wind Power	No	For	For		For
Huaneng Power International, Inc.	12/22/2020	3	Approve Capital Increase and Share Expansion of Huaneng Yantai Renewable Energy	No	For	For		For
Huaneng Power International, Inc.	12/22/2020	4	Approve Provision of Guarantee by Shandong Company to Its Subsidiary	No	For	For		For
Huaneng Power International, Inc.	12/22/2020	5	Elect Li Haifeng as Director	No	For	For		Against
Hugel, Inc.	12/09/2020	1	Approve Reduction in Capital	No	For	For		For
Hugel, Inc.	12/09/2020	2	Approve Adjustment of Exercise Price of Stock Option	No	For	For		For
Hyprop Investments Ltd.	11/24/2020		Ordinary Resolutions	Yes				
Hyprop Investments Ltd.	11/24/2020	1	Accept Financial Statements and Statutory Reports for the Year Ended 30 June 2020	No	For	For		For
Hyprop Investments Ltd.	11/24/2020	2	Elect Spiro Noussis as Director	No	For	For		For
Hyprop Investments Ltd.	11/24/2020	3.1	Re-elect Gavin Tipper as Director	No	For	For		For
Hyprop Investments Ltd.	11/24/2020	3.2	Re-elect Zuleka Jasper as Director	No	For	For		For
Hyprop Investments Ltd.	11/24/2020	3.3	Re-elect Thabo Mokgatla as Director	No	For	For		For
Hyprop Investments Ltd.	11/24/2020	4.1	Re-elect Thabo Mokgatla as Chairman of the Audit and Risk Committee	No	For	For		For
Hyprop Investments Ltd.	11/24/2020	4.2	Re-elect Gavin Tipper as Member of the Audit and Risk Committee	No	For	For		For
Hyprop Investments Ltd.	11/24/2020	4.3	Re-elect Zuleka Jasper as Member of the Audit and Risk Committee	No	For	For		For
Hyprop Investments Ltd.	11/24/2020	4.4	Re-elect Stewart Shaw-Taylor as Member of the Audit and Risk Committee	No	For	For		For
Hyprop Investments Ltd.	11/24/2020	4.5	Re-elect Annabel Dallamore as Member of the Audit and Risk Committee	No	For	For		For
Hyprop Investments Ltd.	11/24/2020	5	Reappoint KPMG Inc as Auditors with Tracy Middlemiss as the Designated Audit Partner	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Hyprop Investments Ltd.	11/24/2020	6	Place Authorised but Unissued Shares under Control of Directors	No	For	For		For
Hyprop Investments Ltd.	11/24/2020	7	Authorise Board to Issue Shares for Cash	No	For	For		For
Hyprop Investments Ltd.	11/24/2020	8	Approve Remuneration Policy	No	For	For		For
Hyprop Investments Ltd.	11/24/2020	9	Approve Remuneration Implementation Report	No	For	For		For
Hyprop Investments Ltd.	11/24/2020		Special Resolutions	Yes				
Hyprop Investments Ltd.	11/24/2020	1	Authorise Repurchase of Issued Share Capital	No	For	For		For
Hyprop Investments Ltd.	11/24/2020	2	Approve Financial Assistance to Related and Inter-related Parties	No	For	For		For
Hyprop Investments Ltd.	11/24/2020	3.1	Approve Fees of the Board Chairman	No	For	For		For
Hyprop Investments Ltd.	11/24/2020	3.2	Approve Fees of Non-executive Directors	No	For	For		For
Hyprop Investments Ltd.	11/24/2020	3.3	Approve Fees of the Audit and Risk Committee Chairman	No	For	For		For
Hyprop Investments Ltd.	11/24/2020	3.4	Approve Fees of the Audit and Risk Committee Members	No	For	For		For
Hyprop Investments Ltd.	11/24/2020	3.5	Approve Fees of the Remuneration and Nomination Committee Chairman	No	For	For		For
Hyprop Investments Ltd.	11/24/2020	3.6	Approve Fees of the Remuneration and Nomination Committee Members	No	For	For		For
Hyprop Investments Ltd.	11/24/2020	3.7	Approve Fees of the Social and Ethics Committee Chairman	No	For	For		For
Hyprop Investments Ltd.	11/24/2020	3.8	Approve Fees of the Social and Ethics Committee Members	No	For	For		For
Hyprop Investments Ltd.	11/24/2020	3.9	Approve Fees of the Investment Committee Chairman	No	For	For		For
Hyprop Investments Ltd.	11/24/2020	3.10	Approve Fees of the Investment Committee Members	No	For	For		For
Hyprop Investments Ltd.	11/24/2020	4	Amend Memorandum of Incorporation Re: Settlement of Distributions	No	For	For		For
Hyprop Investments Ltd.	11/24/2020	5	Amend Memorandum of Incorporation Re: Default Option under Certain Corporate Actions	No	For	For		For
Hyprop Investments Ltd.	11/24/2020	6	Amend Memorandum of Incorporation Re: Exclusion of Foreign Shareholders from Participating in Certain Corporate Actions	No	For	For		For
Hyprop Investments Ltd.	11/24/2020	7	Amend Memorandum of Incorporation Re: Share Issuances	No	For	For		For
Hyprop Investments Ltd.	11/24/2020		Continuation of Ordinary Resolutions	Yes				
Hyprop Investments Ltd.	11/24/2020	10	Authorise Ratification of Approved Resolutions	No	For	For		For
ICICI Bank Limited	08/09/2020		Postal Ballot	Yes				
ICICI Bank Limited	08/09/2020	1	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For		For
ICICI Bank Limited	08/14/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
ICICI Bank Limited	08/14/2020	2	Reelect Vishakha Mulye as Director	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
ICICI Bank Limited	08/14/2020	3	Approve Walker Chandio & Co LLP, Chartered Accountants as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
ICICI Bank Limited	08/14/2020	4	Approve Branch Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
ICICI Bank Limited	08/14/2020	5	Approve Reappointment and Remuneration of Vishakha Mulye as Wholtime Director (Designated as Executive Director)	No	For	For		For
ICICI Bank Limited	08/14/2020	6	Reelect Girish Chandra Chaturvedi as Independent Director	No	For	For		For
ICICI Bank Limited	08/14/2020	7	Approve Reappointment and Remuneration of Girish Chandra Chaturvedi as Non-Executive (part-time) Chairman	No	For	For		For
ICICI Bank Limited	08/14/2020	8	Approve Shifting of Registered Office of the Company and Amend Memorandum of Association	No	For	For		For
IJM Corporation Berhad	09/22/2020	1	Elect Lee Teck Yuen as Director	No	For	For		For
IJM Corporation Berhad	09/22/2020	2	Elect Pushpanathan A/L S A Kanagarayar as Director	No	For	For		For
IJM Corporation Berhad	09/22/2020	3	Elect Lee Chun Fai as Director	No	For	For		For
IJM Corporation Berhad	09/22/2020	4	Elect Liew Hau Seng as Director	No	For	For		For
IJM Corporation Berhad	09/22/2020	5	Approve PricewaterhouseCoopers PLT as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		Against
IJM Corporation Berhad	09/22/2020	6	Approve Directors' Fees	No	For	For		For
IJM Corporation Berhad	09/22/2020	7	Approve Directors' Benefits	No	For	For		For
IJM Corporation Berhad	09/22/2020	8	Approve Directors' Fees and Meeting Allowance by a Subsidiary	No	For	For		For
IJM Corporation Berhad	09/22/2020	9	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For		For
IJM Corporation Berhad	09/22/2020	10	Authorize Share Repurchase Program	No	For	For		For
Impala Platinum Holdings Ltd.	10/14/2020		Special Resolutions	Yes				
Impala Platinum Holdings Ltd.	10/14/2020	1	Amend Memorandum of Incorporation	No	For	For		For
Impala Platinum Holdings Ltd.	10/14/2020	2	Authorise Specific Repurchase of Shares from the Odd-lot Holders	No	For	For		For
Impala Platinum Holdings Ltd.	10/14/2020		Ordinary Resolutions	Yes				
Impala Platinum Holdings Ltd.	10/14/2020	1	Authorise Implementation of the Odd-lot Offer	No	For	For		For
Impala Platinum Holdings Ltd.	10/14/2020	2	Authorise Ratification of Approved Resolutions	No	For	For		For
Impala Platinum Holdings Ltd.	10/26/2020		Ordinary Resolutions	Yes				
Impala Platinum Holdings Ltd.	10/26/2020	1	Reappoint Deloitte as Auditors of the Company	No	For	For		For
Impala Platinum Holdings Ltd.	10/26/2020	2.1	Re-elect Dawn Earp as Director	No	For	For		For
Impala Platinum Holdings Ltd.	10/26/2020	2.2	Re-elect Sydney Mufamadi as Director	No	For	For		For
Impala Platinum Holdings Ltd.	10/26/2020	2.3	Re-elect Babalwa Nkonyama as Director	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Impala Platinum Holdings Ltd.	10/26/2020	2.4	Elect Thandi Orleyn as Director	No	For	For		For
Impala Platinum Holdings Ltd.	10/26/2020	2.5	Re-elect Preston Speckmann as Director	No	For	For		For
Impala Platinum Holdings Ltd.	10/26/2020	2.6	Re-elect Bernard Swanepoel as Director	No	For	For		For
Impala Platinum Holdings Ltd.	10/26/2020	3.1	Re-elect Dawn Earp as Member of the Audit Committee	No	For	For		For
Impala Platinum Holdings Ltd.	10/26/2020	3.2	Re-elect Peter Davey as Member of the Audit Committee	No	For	For		For
Impala Platinum Holdings Ltd.	10/26/2020	3.3	Re-elect Preston Speckmann as Member of the Audit Committee	No	For	For		For
Impala Platinum Holdings Ltd.	10/26/2020	4	Approve Remuneration Policy	No	For	For		For
Impala Platinum Holdings Ltd.	10/26/2020	5	Approve Remuneration Implementation Report	No	For	For		For
Impala Platinum Holdings Ltd.	10/26/2020	6	Authorise Board to Issue Shares for Cash	No	For	For		For
Impala Platinum Holdings Ltd.	10/26/2020		Special Resolutions	Yes				
Impala Platinum Holdings Ltd.	10/26/2020	1.1	Approve Fees of the Chairperson of the Board	No	For	For		For
Impala Platinum Holdings Ltd.	10/26/2020	1.2	Approve Fees of the Lead Independent Director	No	For	For		For
Impala Platinum Holdings Ltd.	10/26/2020	1.3	Approve Fees of the Non-executive Directors	No	For	For		For
Impala Platinum Holdings Ltd.	10/26/2020	1.4	Approve Fees of the Audit Committee Chairperson	No	For	For		For
Impala Platinum Holdings Ltd.	10/26/2020	1.5	Approve Fees of the Audit Committee Member	No	For	For		For
Impala Platinum Holdings Ltd.	10/26/2020	1.6	Approve Fees of the Social, Transformation and Remuneration Committee Chairperson	No	For	For		For
Impala Platinum Holdings Ltd.	10/26/2020	1.7	Approve Fees of the Social, Transformation and Remuneration Committee Member	No	For	For		For
Impala Platinum Holdings Ltd.	10/26/2020	1.8	Approve Fees of the Nominations, Governance and Ethics Committee Chairperson	No	For	For		For
Impala Platinum Holdings Ltd.	10/26/2020	1.9	Approve Fees of the Nominations, Governance and Ethics Committee Member	No	For	For		For
Impala Platinum Holdings Ltd.	10/26/2020	1.10	Approve Fees of the Health, Safety, Environment and Risk Committee Chairperson	No	For	For		For
Impala Platinum Holdings Ltd.	10/26/2020	1.11	Approve Fees of the Health, Safety, Environment and Risk Committee Member	No	For	For		For
Impala Platinum Holdings Ltd.	10/26/2020	1.12	Approve Fees of the Capital Allocation and Investment Committee Chairperson	No	For	For		For
Impala Platinum Holdings Ltd.	10/26/2020	1.13	Approve Fees of the Capital Allocation and Investment Committee Member	No	For	For		For
Impala Platinum Holdings Ltd.	10/26/2020	1.14	Approve Fees for Ad Hoc Meetings	No	For	For		For
Impala Platinum Holdings Ltd.	10/26/2020	2	Approve Financial Assistance in Terms of Sections 44 and 45 of the Companies Act	No	For	For		For
Impala Platinum Holdings Ltd.	10/26/2020	3	Authorise Repurchase of Issued Share Capital	No	For	For		For
Impala Platinum Holdings Ltd.	10/26/2020	4	Amend Memorandum of Incorporation	No	For	For		For
Impala Platinum Holdings Ltd.	10/26/2020	5	Authorise Specific Repurchase of Shares from Gazelle Platinum Limited	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Imperial Logistics Ltd.	11/09/2020	1	Accept Financial Statements and Statutory Reports for the Year Ended 30 June 2020	No	For	For		For
Imperial Logistics Ltd.	11/09/2020	2	Reappoint Deloitte & Touche as Auditors of the Company with MLE Tshabalala as the Designated Partner	No	For	For		For
Imperial Logistics Ltd.	11/09/2020	3.1	Re-elect Peter Cooper as Member of the Audit and Risk Committee	No	For	For		For
Imperial Logistics Ltd.	11/09/2020	3.2	Re-elect Graham Dempster as Member of the Audit and Risk Committee	No	For	For		For
Imperial Logistics Ltd.	11/09/2020	3.3	Re-elect Bridget Radebe as Member of the Audit and Risk Committee	No	For	For		For
Imperial Logistics Ltd.	11/09/2020	3.4	Re-elect Roderick Sparks as Member of the Audit and Risk Committee	No	For	For		For
Imperial Logistics Ltd.	11/09/2020	4.1	Re-elect Mohammed Akoojee as Director	No	For	For		For
Imperial Logistics Ltd.	11/09/2020	4.2	Re-elect Peter Cooper as Director	No	For	For		For
Imperial Logistics Ltd.	11/09/2020	4.3	Re-elect Phumzile Langeni as Director	No	For	For		Against
Imperial Logistics Ltd.	11/09/2020	5	Approve Remuneration Policy	No	For	For		For
Imperial Logistics Ltd.	11/09/2020	6	Approve Implementation of Remuneration Policy	No	For	For		For
Imperial Logistics Ltd.	11/09/2020	7.1	Approve Fees of the Chairman	No	For	For		For
Imperial Logistics Ltd.	11/09/2020	7.2	Approve Fees of the Deputy Chairman and Lead Independent Director	No	For	For		For
Imperial Logistics Ltd.	11/09/2020	7.3	Approve Fees of the Board Member	No	For	For		For
Imperial Logistics Ltd.	11/09/2020	7.4	Approve Fees of the Assets and Liabilities Committee Chairman	No	For	For		For
Imperial Logistics Ltd.	11/09/2020	7.5	Approve Fees of the Assets and Liabilities Committee Member	No	For	For		For
Imperial Logistics Ltd.	11/09/2020	7.6	Approve Fees of the Audit and Risk Committee Chairman	No	For	For		For
Imperial Logistics Ltd.	11/09/2020	7.7	Approve Fees of the Audit and Risk Committee Member	No	For	For		For
Imperial Logistics Ltd.	11/09/2020	7.8	Approve Fees of the Divisional Board Chairman	No	For	For		For
Imperial Logistics Ltd.	11/09/2020	7.9	Approve Fees of the Divisional Board Member	No	For	For		For
Imperial Logistics Ltd.	11/09/2020	7.10	Approve Fees of the Divisional Finance and Risk Committee Chairman	No	For	For		For
Imperial Logistics Ltd.	11/09/2020	7.11	Approve Fees of the Divisional Finance and Risk Committee Member	No	For	For		For
Imperial Logistics Ltd.	11/09/2020	7.12	Approve Fees of the Remuneration Committee Chairman	No	For	For		For
Imperial Logistics Ltd.	11/09/2020	7.13	Approve Fees of the Remuneration Committee Member	No	For	For		For
Imperial Logistics Ltd.	11/09/2020	7.14	Approve Fees of the Nomination Committee Chairman	No	For	For		For
Imperial Logistics Ltd.	11/09/2020	7.15	Approve Fees of the Nomination Committee Member	No	For	For		For
Imperial Logistics Ltd.	11/09/2020	7.16	Approve Fees of the Social, Ethics and Sustainability Committee Chairman	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Imperial Logistics Ltd.	11/09/2020	7.17	Approve Fees of the Social, Ethics and Sustainability Committee Member	No	For	For		For
Imperial Logistics Ltd.	11/09/2020	8	Authorise Repurchase of Issued Share Capital	No	For	For		For
Imperial Logistics Ltd.	11/09/2020	9	Place Authorised but Unissued Shares under Control of Directors	No	For	For		For
Imperial Logistics Ltd.	11/09/2020	10	Authorise Board to Issue Shares for Cash	No	For	For		For
Imperial Logistics Ltd.	11/09/2020	11	Approve Financial Assistance in Terms of Section 44 of the Companies Act	No	For	For		For
Imperial Logistics Ltd.	11/09/2020	12	Approve Financial Assistance in Terms of Section 45 of the Companies Act	No	For	For		For
Inari Amertron Berhad	11/25/2020	1	Approve Directors' Fees	No	For	For		For
Inari Amertron Berhad	11/25/2020	2	Approve Directors' Benefits	No	For	For		For
Inari Amertron Berhad	11/25/2020	3	Elect Oh Seong Lye as Director	No	For	For		For
Inari Amertron Berhad	11/25/2020	4	Elect Foo Kok Siew as Director	No	For	For		For
Inari Amertron Berhad	11/25/2020	5	Elect Lau Kean Cheong as Director	No	For	For		Against
Inari Amertron Berhad	11/25/2020	6	Approve Grant Thornton Malaysia PLT as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Inari Amertron Berhad	11/25/2020	7	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For		For
Inari Amertron Berhad	11/25/2020	8	Authorize Share Repurchase Program	No	For	For		For
Inari Amertron Berhad	11/25/2020	9	Approve Kemala Tengku Hajjah Aishah Binti Al-Marhum Sultan Haji Ahmad Shah to Continue Office as Independent Non-Executive Director	No	For	For		For
Inari Amertron Berhad	11/25/2020	10	Approve Oh Seong Lye to Continue Office as Independent Non-Executive Director	No	For	For		For
Inari Amertron Berhad	11/25/2020	11	Approve Foo Kok Siew to Continue Office as Independent Non-Executive Director	No	For	For		For
Indiabulls Housing Finance Limited	07/29/2020	1	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For		For
Indiabulls Real Estate Limited	08/11/2020		Postal Ballot	Yes				
Indiabulls Real Estate Limited	08/11/2020	1	Approve Agarwal Prakash & Co, Chartered Accountants as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Indiabulls Real Estate Limited	08/11/2020	2	Approve Creation of Encumbrance by way of Pledge or Otherwise, on the Shares/Securities held by the Company in its Wholly Owned Subsidiary Indiabulls Infraestate Limited	No	For	For		For
Indian Oil Corporation Limited	09/21/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Indian Oil Corporation Limited	09/21/2020	2	Confirm Interim Dividend	No	For	For		For
Indian Oil Corporation Limited	09/21/2020	3	Reelect G. K. Satish as Director	No	For	Against		Against

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Indian Oil Corporation Limited	09/21/2020	4	Reelect Gurmeet Singh as Director	No	For	Against		Against
Indian Oil Corporation Limited	09/21/2020	5	Elect Shrikant Madhav Vaidya as Director (Refineries), Designated as Chairman and Approve His Appointment as Whole-time Director, Designated as Chairman	No	For	For		Against
Indian Oil Corporation Limited	09/21/2020	6	Elect Lata Usendi as Director	No	For	For		For
Indian Oil Corporation Limited	09/21/2020	7	Approve Increase in Borrowing Powers	No	For	For		For
Indian Oil Corporation Limited	09/21/2020	8	Approve Remuneration of Cost Auditors	No	For	For		For
Indraprastha Gas Limited	09/28/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Indraprastha Gas Limited	09/28/2020	2	Approve Dividend	No	For	For		For
Indraprastha Gas Limited	09/28/2020	3	Reelect R. P. Natekar as Director	No	For	Against		Against
Indraprastha Gas Limited	09/28/2020	4	Authorize Board to Fix Remuneration of Auditors	No	For	For		For
Indraprastha Gas Limited	09/28/2020	5	Elect P. K. Gupta as Director	No	For	For		Against
Indraprastha Gas Limited	09/28/2020	6	Approve Reappointment and Remuneration of E. S. Ranganathan as Managing Director on Whole-time Basis	No	For	For		For
Indraprastha Gas Limited	09/28/2020	7	Elect Asit Kumar Jana as Director	No	For	For		For
Indraprastha Gas Limited	09/28/2020	8	Approve Appointment and Remuneration of Asit Kumar Jana as Managing Director on Whole-time Basis	No	For	For		For
Indraprastha Gas Limited	09/28/2020	9	Elect Manisha Saxena as Director	No	For	For		For
Indraprastha Gas Limited	09/28/2020	10	Approve Remuneration of Cost Auditors	No	For	For		For
Indraprastha Gas Limited	09/28/2020	11	Ratify Contract for Purchase of APM Gas for NCT of Delhi as a Material Related Party Transaction	No	For	For		For
Indraprastha Gas Limited	09/28/2020	12	Adopt New Memorandum of Association and Articles of Association	No	For	Against		Against
Industrial & Commercial Bank of China Limited	11/26/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
Industrial & Commercial Bank of China Limited	11/26/2020	1	Approve 2021-2023 Capital Planning of ICBC	No	For	For		For
Industrial & Commercial Bank of China Limited	11/26/2020	2	Approve Issuance of Undated Additional Tier 1 Capital Bonds	No	For	For		For
Industrial & Commercial Bank of China Limited	11/26/2020	3	Approve Payment Plan of Remuneration to Directors for 2019	No	For	For		For
Industrial & Commercial Bank of China Limited	11/26/2020	4	Approve Payment Plan of Remuneration to Supervisors for 2019	No	For	For		For
Infraestructura Energetica Nova SAB de CV	11/30/2020	1	Authorize Cancellation of Repurchased Shares and Consequently Reduction in Variable Portion of Capital	No	For	For		For
Infraestructura Energetica Nova SAB de CV	11/30/2020	2	Approve Increase in Board Size; Elect or Ratify Directors, Provisional Directors and Members of Corporate Practices Committee	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Infraestructura Energetica Nova SAB de CV	11/30/2020	3	Approve Granting of Powers	No	For	For		For
Infraestructura Energetica Nova SAB de CV	11/30/2020	4	Authorize Board to Ratify and Execute Approved Resolutions	No	For	For		For
InterGlobe Aviation Limited	09/04/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
InterGlobe Aviation Limited	09/04/2020	2	Reelect Rohini Bhatia as Director	No	For	For		Against
InterGlobe Aviation Limited	09/04/2020	3	Elect Pallavi Shardul Shroff as Director	No	For	For		Against
InterGlobe Aviation Limited	09/04/2020	4	Elect Venkataramani Sumantran as Director	No	For	For		For
InterGlobe Aviation Limited	09/04/2020	5	Approve Appointment and Remuneration of Ronjoy Dutta as Whole Time Director and Chief Executive Officer	No	For	For		Against
InterGlobe Aviation Limited	09/04/2020	6	Approve Increase in Borrowing Powers	No	For	For		For
InterGlobe Aviation Limited	09/04/2020	7	Approve Pledging of Assets for Debt	No	For	For		For
Investec Ltd.	08/06/2020		Common Business: Investec plc and Investec Limited	Yes				
Investec Ltd.	08/06/2020	1	Re-elect Zarina Bassa as Director	No	For	For		For
Investec Ltd.	08/06/2020	2	Re-elect Peregrine Crosthwaite as Director	No	For	For		For
Investec Ltd.	08/06/2020	3	Re-elect David Friedland as Director	No	For	For		For
Investec Ltd.	08/06/2020	4	Re-elect Philip Hourquebie as Director	No	For	For		For
Investec Ltd.	08/06/2020	5	Re-elect Charles Jacobs as Director	No	For	For		For
Investec Ltd.	08/06/2020	6	Re-elect Lord Malloch-Brown as Director	No	For	For		For
Investec Ltd.	08/06/2020	7	Re-elect Nishlan Samujh as Director	No	For	For		For
Investec Ltd.	08/06/2020	8	Re-elect Khumo Shuenyane as Director	No	For	For		For
Investec Ltd.	08/06/2020	9	Re-elect Fani Titi as Director	No	For	For		For
Investec Ltd.	08/06/2020	10	Elect Henrietta Baldock as Director	No	For	For		For
Investec Ltd.	08/06/2020	11	Elect Philisiwe Sibiyi as Director	No	For	For		For
Investec Ltd.	08/06/2020	12	Elect Ciaran Whelan as Director	No	For	For		For
Investec Ltd.	08/06/2020	13	Approve Remuneration Report including Implementation Report	No	For	For		For
Investec Ltd.	08/06/2020	14	Approve Remuneration Policy	No	For	For		For
Investec Ltd.	08/06/2020	15	Authorise the Investec Group's Climate Change Resolution	No	For	For		For
Investec Ltd.	08/06/2020	16	Authorise Ratification of Approved Resolutions	No	For	For		For
Investec Ltd.	08/06/2020		Ordinary Business: Investec Limited	Yes				
Investec Ltd.	08/06/2020	17	Present the Financial Statements and Statutory Reports for the Year Ended 31 March 2020	Yes				
Investec Ltd.	08/06/2020	18	Sanction the Interim Dividend on the Ordinary Shares	No	For	For		For
Investec Ltd.	08/06/2020	19	Sanction the Interim Dividend on the Dividend Access (South African Resident) Redeemable Preference Share	No	For	For		For
Investec Ltd.	08/06/2020	20	Reappoint Ernst & Young Inc as Joint Auditors	No	For	For		For
Investec Ltd.	08/06/2020	21	Reappoint KPMG Inc as Joint Auditors	No	For	For		For
Investec Ltd.	08/06/2020		Special Business: Investec Limited	Yes				

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Investec Ltd.	08/06/2020	22	Place Unissued Variable Rate, Cumulative, Redeemable Preference Shares and Unissued Non-Redeemable, Non-Cumulative, Non-Participating Preference Shares Under Control of Directors	No	For	For		For
Investec Ltd.	08/06/2020	23	Place Unissued Special Convertible Redeemable Preference Shares Under Control of Directors	No	For	For		For
Investec Ltd.	08/06/2020	24	Authorise Repurchase of Issued Ordinary Shares	No	For	For		For
Investec Ltd.	08/06/2020	25	Authorise Repurchase of Any Redeemable, Non-Participating Preference Shares and Non-Redeemable, Non-Cumulative, Non-Participating Preference Shares	No	For	For		For
Investec Ltd.	08/06/2020	26	Approve Financial Assistance to Subsidiaries and Directors	No	For	For		For
Investec Ltd.	08/06/2020	27	Approve Non-executive Directors' Remuneration	No	For	For		For
Investec Ltd.	08/06/2020		Ordinary Business: Investec plc	Yes				
Investec Ltd.	08/06/2020	28	Accept Financial Statements and Statutory Reports	No	For	For		For
Investec Ltd.	08/06/2020	29	Sanction the Interim Dividend on the Ordinary Shares	No	For	For		For
Investec Ltd.	08/06/2020	30	Reappoint Ernst & Young LLP as Auditors	No	For	For		For
Investec Ltd.	08/06/2020	31	Authorise the Audit Committee to Fix Remuneration of Auditors	No	For	For		For
Investec Ltd.	08/06/2020		Special Business: Investec plc	Yes				
Investec Ltd.	08/06/2020	32	Authorise Issue of Equity	No	For	For		For
Investec Ltd.	08/06/2020	33	Authorise Market Purchase of Ordinary Shares	No	For	For		For
Investec Ltd.	08/06/2020	34	Authorise Market Purchase of Preference Shares	No	For	For		For
Investec Ltd.	08/06/2020	35	Authorise EU Political Donations and Expenditure	No	For	For		For
IOI Corporation Berhad	10/30/2020	1	Elect Rahamat Bivi binti Yusoff as Director	No	For	For		For
IOI Corporation Berhad	10/30/2020	2	Elect Lee Yeow Chor as Director	No	For	For		For
IOI Corporation Berhad	10/30/2020	3	Approve Directors' Fees (Inclusive of Board Committees' Fees)	No	For	For		For
IOI Corporation Berhad	10/30/2020	4	Approve Directors' Benefits (Other than Directors' Fees)	No	For	For		For
IOI Corporation Berhad	10/30/2020	5	Approve BDO PLT as Auditors and Authorize Audit and Risk Management Committee to Fix Their Remuneration	No	For	For		For
IOI Corporation Berhad	10/30/2020	6	Approve Karownakaran @ Karunakaran a/I Ramasamy to Continue Office as Independent Non-Executive Director	No	For	For		For
IOI Corporation Berhad	10/30/2020	7	Approve Cheah Tek Kuang to Continue Office as Independent Non-Executive Director	No	For	For		For
IOI Corporation Berhad	10/30/2020	8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For		For
IOI Corporation Berhad	10/30/2020	9	Authorize Share Repurchase Program	No	For	For		For
IOI Corporation Berhad	10/30/2020	10	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
IOI Properties Group Berhad	10/28/2020	1	Elect Lee Yeow Chor as Director	No	For	For		For
IOI Properties Group Berhad	10/28/2020	2	Elect Lee Yoke Har as Director	No	For	For		For
IOI Properties Group Berhad	10/28/2020	3	Approve Directors' Fees (Inclusive of Board Committees' Fees)	No	For	For		For
IOI Properties Group Berhad	10/28/2020	4	Approve Directors' Benefits (Other than Directors' Fees)	No	For	For		For
IOI Properties Group Berhad	10/28/2020	5	Approve PricewaterhouseCoopers PLT as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		Against
IOI Properties Group Berhad	10/28/2020	6	Authorize Share Repurchase Program	No	For	For		For
IPCA Laboratories Limited	09/17/2020	1.a	Accept Financial Statements and Statutory Reports	No	For	For		For
IPCA Laboratories Limited	09/17/2020	1.b	Accept Consolidated Financial Statements and Statutory Reports	No	For	For		For
IPCA Laboratories Limited	09/17/2020	2	Confirm Interim Dividend as Final Dividend	No	For	For		For
IPCA Laboratories Limited	09/17/2020	3	Reelect Ajit Kumar Jain as Director	No	For	For		For
IPCA Laboratories Limited	09/17/2020	4	Reelect Pranay Godha as Director	No	For	For		For
IPCA Laboratories Limited	09/17/2020	5	Approve Remuneration of Cost Auditors	No	For	For		For
IRPC Public Co., Ltd.	07/03/2020	1	Acknowledge Operating Results and Approve Financial Statements	No	For	For		For
IRPC Public Co., Ltd.	07/03/2020	2	Acknowledge Interim Dividend Payment	No	For	For		For
IRPC Public Co., Ltd.	07/03/2020	3	Approve Deloitte Touche Tohmatsu Jaiyos Audit Company Limited as Auditors and Authorize Board to Fix Their Remuneration	No	For	Against		Against
IRPC Public Co., Ltd.	07/03/2020	4	Amend Articles of Association	No	For	For		For
IRPC Public Co., Ltd.	07/03/2020	5	Approve Remuneration of Directors	No	For	For		For
IRPC Public Co., Ltd.	07/03/2020	6.1	Elect Woothisarn Tanchai as Director	No	For	For		For
IRPC Public Co., Ltd.	07/03/2020	6.2	Elect Somnuk Bomrungsalee as Director	No	For	Against		Against
IRPC Public Co., Ltd.	07/03/2020	6.3	Elect Anusorn Sangnimnuan as Director	No	For	For		For
IRPC Public Co., Ltd.	07/03/2020	6.4	Elect Ekniti Nitithanprapas as Director	No	For	For		For
IRPC Public Co., Ltd.	07/03/2020	6.5	Elect Jumpol Sumpaopol as Director	No	For	For		For
IRPC Public Co., Ltd.	07/03/2020	7	Other Business	No	For	Against		Against
Islami Bank Bangladesh Ltd.	08/20/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Islami Bank Bangladesh Ltd.	08/20/2020	2	Approve Dividend	No	For	For		For
Islami Bank Bangladesh Ltd.	08/20/2020	3	Approve Auditors and Authorize Board to Fix their Remuneration	No	For	For		For
Islami Bank Bangladesh Ltd.	08/20/2020	4	Elect Directors	No	For	Against		Against
Islami Bank Bangladesh Ltd.	08/20/2020	5	Ratify Appointment of Independent Directors	No	For	Against		Against
Islami Bank Bangladesh Ltd.	08/20/2020	6	Appoint Corporate Governance Compliance Professional for Fiscal Year 2020 and Authorize Board to Fix Their remuneration	No	For	For		For
ITC Limited	09/04/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
ITC Limited	09/04/2020	2	Approve Dividend	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
ITC Limited	09/04/2020	3	Reelect Nakul Anand as Director	No	For	For		For
ITC Limited	09/04/2020	4	Reelect Rajiv Tandon as Director	No	For	For		For
ITC Limited	09/04/2020	5	Approve S R B C & CO LLP, Chartered Accountants as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		Against
ITC Limited	09/04/2020	6	Elect Atul Jerath as Director	No	For	For		For
ITC Limited	09/04/2020	7	Elect David Robert Simpson as Director	No	For	For		For
ITC Limited	09/04/2020	8	Reelect Nirupama Rao as Director	No	For	For		For
ITC Limited	09/04/2020	9	Approve Reappointment and Remuneration of Nakul Anand as Wholetime Director	No	For	For		For
ITC Limited	09/04/2020	10	Approve Reappointment and Remuneration of Rajiv Tandon as Wholetime Director	No	For	For		For
ITC Limited	09/04/2020	11	Approve Remuneration of P. Raju Iyer, Cost Accountant as Cost Auditors	No	For	For		For
ITC Limited	09/04/2020	12	Approve Remuneration of S. Mahadevan & Co., Cost Accountants as Cost Auditors	No	For	For		For
ITC Limited	12/19/2020		Postal Ballot	Yes				
ITC Limited	12/19/2020	1	Adopt New Articles of Association	No	For	For		For
Jastrzebska Spolka Weglowa SA	08/31/2020	1	Open Meeting	Yes				
Jastrzebska Spolka Weglowa SA	08/31/2020	2	Elect Meeting Chairman	No	For	For		For
Jastrzebska Spolka Weglowa SA	08/31/2020	3	Acknowledge Proper Convening of Meeting	Yes				
Jastrzebska Spolka Weglowa SA	08/31/2020	4	Elect Members of Vote Counting Commission	No	For	For		For
Jastrzebska Spolka Weglowa SA	08/31/2020	5	Approve Agenda of Meeting	No	For	For		For
Jastrzebska Spolka Weglowa SA	08/31/2020	6	Approve Remuneration Policy	No	For	Against		Against
Jastrzebska Spolka Weglowa SA	08/31/2020	7	Close Meeting	Yes				
Jay Mart Public Company Limited	11/02/2020	1	Approve Minutes of Previous Meeting	No	For	For		For
Jay Mart Public Company Limited	11/02/2020	2	Approve Increase in Registered Capital and Amend Memorandum of Association to Reflect Increase in Registered Capital	No	For	For		For
Jay Mart Public Company Limited	11/02/2020	3	Approve Issuance of Newly Ordinary Shares Under the General Mandate	No	For	For		For
Jay Mart Public Company Limited	11/02/2020	4	Authorize Issuance of Debentures	No	For	For		For
Jay Mart Public Company Limited	11/02/2020	5	Other Business	No	For	Against		Against
JG Summit Holdings, Inc.	10/20/2020	1	Approve Declaration of a Stock Dividend Equivalent to Five Percent (5%) of the Total Issued and Outstanding Shares of the Corporation	No	For	Against		Against
JG Summit Holdings, Inc.	10/20/2020	2	Approve Amendment of the Articles of Incorporation in Order to Re-Classify the Preferred Non-Voting Shares into Preferred Voting Shares and Modify the Dividend Features of the Preferred Voting Shares	No	For	Against		Against
JG Summit Holdings, Inc.	10/20/2020	3	Approve Other Matters	No	For	Against		Against

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Jiangxi Copper Company Limited	09/04/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
Jiangxi Copper Company Limited	09/04/2020	1	Approve Issuance of Corporate Bonds and Related Transactions	No	For	For		For
Jiangxi Copper Company Limited	12/07/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
Jiangxi Copper Company Limited	12/07/2020	1	Approve Supply and Services Agreement I, Annual Caps and Related Transactions	No	For	For		For
Jiangxi Copper Company Limited	12/07/2020	2	Approve Supply and Services Agreement II, Annual Caps and Related Transactions	No	For	For		For
Jiangxi Copper Company Limited	12/07/2020	3	Approve Land Use Rights Leasing Agreement and Related Transactions	No	For	For		For
Jindal Steel & Power Limited	07/28/2020	1	Approve Divestment of Up to the Entire Interest in Jindal Shadeed Iron & Steel LLC, Step-Down Material Subsidiary, by Jindal Steel & Power (Mauritius) Limited, Wholly Owned Subsidiary	No	For	For		For
Jindal Steel & Power Limited	09/30/2020	1a	Accept Standalone Financial Statements and Statutory Reports	No	For	Against		Against
Jindal Steel & Power Limited	09/30/2020	1b	Accept Consolidated Financial Statements and Statutory Reports	No	For	Against		Against
Jindal Steel & Power Limited	09/30/2020	2	Reelect Naveen Jindal as Director	No	For	For		Against
Jindal Steel & Power Limited	09/30/2020	3	Reelect Dinesh Kumar Saraogi as Director	No	For	Against		Against
Jindal Steel & Power Limited	09/30/2020	4	Approve Remuneration of Cost Auditors	No	For	For		For
Jindal Steel & Power Limited	09/30/2020	5	Approve Reappointment and Remuneration of Naveen Jindal as Whole-time Director Designated as Chairman	No	For	Against		Against
Jindal Steel & Power Limited	09/30/2020	6	Approve Reappointment and Remuneration of Dinesh Kumar Saraogi as Whole-time Director	No	For	For		For
Jindal Steel & Power Limited	09/30/2020	7	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	Against		Against
Jindal Steel & Power Limited	09/30/2020	8	Approve Conversion of Loan to Equity/Other Form of Capital	No	For	For		For
Jollibee Foods Corporation	07/24/2020	1	Approve Minutes of the Previous Meeting	No	For	For		For
Jollibee Foods Corporation	07/24/2020	2	Approve 2019 Audited Financial Statements and Annual Report	No	For	For		For
Jollibee Foods Corporation	07/24/2020	3	Ratify Actions by the Board of Directors and Officers of the Corporation	No	For	For		For
Jollibee Foods Corporation	07/24/2020		Elect 9 Directors by Cumulative Voting	Yes				
Jollibee Foods Corporation	07/24/2020	4.1	Elect Tony Tan Caktiong as Director	No	For	For		For
Jollibee Foods Corporation	07/24/2020	4.2	Elect William Tan Untiong as Director	No	For	Against		Against
Jollibee Foods Corporation	07/24/2020	4.3	Elect Ernesto Tanmantiong as Director	No	For	For		For
Jollibee Foods Corporation	07/24/2020	4.4	Elect Joseph Tanbuntiong as Director	No	For	Against		Against
Jollibee Foods Corporation	07/24/2020	4.5	Elect Ang Cho Sit as Director	No	For	Against		Against

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Jollibee Foods Corporation	07/24/2020	4.6	Elect Antonio Chua Poe Eng as Director	No	For	Against		Against
Jollibee Foods Corporation	07/24/2020	4.7	Elect Artemio V. Panganiban as Director	No	For	Against		Against
Jollibee Foods Corporation	07/24/2020	4.8	Elect Cesar P. Consing as Director	No	For	Against		Against
Jollibee Foods Corporation	07/24/2020	4.9	Elect Cesar V. Purisima as Director	No	For	For		For
Jollibee Foods Corporation	07/24/2020	5	Appoint External Auditors	No	For	For		For
Jollibee Foods Corporation	07/24/2020	6	Approve Other Matters	No	For	Against		Against
Jordan Electric Power Co.	07/06/2020		Ordinary Business	Yes				
Jordan Electric Power Co.	07/06/2020	1	Approve Minutes of Previous Meeting Held on April 25, 2019	No	For	For		For
Jordan Electric Power Co.	07/06/2020	2	Approve Board Report on Company Operations for FY 2019	No	For	For		For
Jordan Electric Power Co.	07/06/2020	3	Approve Auditors' Report, Financial Statements and Allocation of Income for FY 2019	No	For	For		For
Jordan Electric Power Co.	07/06/2020	4	Approve Discharge of Directors for FY 2019	No	For	Against		Against
Jordan Electric Power Co.	07/06/2020	5	Ratify Appointing Najeeb Al Bakheet as Director	No	For	For		For
Jordan Electric Power Co.	07/06/2020	6	Ratify Auditors and Fix Their Remuneration for FY 2020	No	For	For		For
Jordan Electric Power Co.	07/06/2020		Extraordinary Business	Yes				
Jordan Electric Power Co.	07/06/2020	1	Increase Authorized Capital up to JOD 100 Million and Cover the Proposed Increase of JOD 13,919,846	No	For	For		For
Jordan Electric Power Co.	07/06/2020	2	Amend Article 4/1 Memorandum of Association And Article 5/1 of Bylaws	No	For	For		For
Jordan Electric Power Co.	07/06/2020	3	Authorize Board to Ratify and Execute Approved Resolutions	No	For	For		For
Jordan Electric Power Co.	10/22/2020		Extraordinary Business	Yes				
Jordan Electric Power Co.	10/22/2020	1	Amend Articles of Incorporation and Articles of Association Re: Corporate Purposes	No	For	Against		Against
JSW Energy Limited	08/13/2020	1a	Accept Financial Statements and Statutory Reports	No	For	For		For
JSW Energy Limited	08/13/2020	1b	Accept Consolidated Financial Statements and Statutory Reports	No	For	For		For
JSW Energy Limited	08/13/2020	2	Approve Dividend	No	For	For		For
JSW Energy Limited	08/13/2020	3	Reelect Jyoti Kumar Agarwal as Director	No	For	For		For
JSW Energy Limited	08/13/2020	4	Approve Remuneration of Cost Auditors	No	For	For		For
JSW Energy Limited	08/13/2020	5	Approve Material Related Party Transactions with JSW International Tradecorp Pte. Limited	No	For	Against		Against
JSW Energy Limited	08/13/2020	6	Approve Material Related Party Transactions with JSW Steel Limited	No	For	For		For
JSW Energy Limited	08/13/2020	7	Approve Issuance of Non-Convertible Bonds on Private Placement Basis	No	For	For		For
JSW Energy Limited	08/13/2020	8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
JSW Steel Limited	07/23/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
JSW Steel Limited	07/23/2020	2	Approve Dividend on 0.01 Percent Cumulative Redeemable Preference Shares	No	For	For		For
JSW Steel Limited	07/23/2020	3	Approve Dividend on Equity Shares	No	For	For		For
JSW Steel Limited	07/23/2020	4	Reelect Vinod Nowal as Director	No	For	For		For
JSW Steel Limited	07/23/2020	5	Approve Remuneration of Cost Auditors	No	For	For		For
JSW Steel Limited	07/23/2020	6	Reelect Malay Mukherjee as Director	No	For	For		For
JSW Steel Limited	07/23/2020	7	Reelect Haigreve Khaitan as Director	No	For	Against		Against
JSW Steel Limited	07/23/2020	8	Approve Reappointment and Remuneration of Seshagiri Rao M.V.S. as Whole-time Director Designated as Jt. Managing Director and Group CFO	No	For	For		Against
JSW Steel Limited	07/23/2020	9	Approve Issuance of Specified Securities to Qualified Institutional Buyers	No	For	For		For
JSW Steel Limited	07/23/2020	10	Approve Issuance of Foreign Currency Convertible Bonds / Global Depository Receipts / American Depository Receipts/ Warrants and/or Other Instruments Convertible into Equity Shares	No	For	For		For
Kangwon Land, Inc.	08/14/2020	1.1	Elect Kim Nak-hoe as Outside Director	No	For	For		For
Kangwon Land, Inc.	08/14/2020	1.2	Elect Park Mi-ock as Outside Director	No	For	For		For
Kangwon Land, Inc.	08/14/2020	2.1	Elect Kim Nak-hoe as a Member of Audit Committee	No	For	For		For
Kangwon Land, Inc.	08/14/2020	3	Amend Articles of Incorporation	No	For	For		For
Kangwon Land, Inc.	11/12/2020	1	Elect Ko Gwang-pil as Inside Director	No	For	For		Against
Kardemir Karabuk Demir Celik Sanayi ve Ticaret AS	08/24/2020		Repeat Meeting Agenda	Yes				
Kardemir Karabuk Demir Celik Sanayi ve Ticaret AS	08/24/2020	1	Open Meeting and Elect Presiding Council of Meeting	No	For	For		For
Kardemir Karabuk Demir Celik Sanayi ve Ticaret AS	08/24/2020	2	Accept Board Report	No	For	For		For
Kardemir Karabuk Demir Celik Sanayi ve Ticaret AS	08/24/2020	3	Accept Audit Report	No	For	For		For
Kardemir Karabuk Demir Celik Sanayi ve Ticaret AS	08/24/2020	4	Receive Information on Transactions with Karcel AS and Kardokmak AS	Yes				
Kardemir Karabuk Demir Celik Sanayi ve Ticaret AS	08/24/2020	5	Accept Financial Statements	No	For	For		For
Kardemir Karabuk Demir Celik Sanayi ve Ticaret AS	08/24/2020	6	Approve Discharge of Board	No	For	For		For
Kardemir Karabuk Demir Celik Sanayi ve Ticaret AS	08/24/2020	7	Approve Allocation of Income	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Kardemir Karabuk Demir Celik Sanayi ve Ticaret AS	08/24/2020	8	Receive Information in Accordance to Article 1.3.6 of the Corporate Governance Principles of the Capital Market Board	Yes				
Kardemir Karabuk Demir Celik Sanayi ve Ticaret AS	08/24/2020	9	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose	No	For	For		For
Kardemir Karabuk Demir Celik Sanayi ve Ticaret AS	08/24/2020	10	Receive Information on Donations Made in 2019 and Approve Upper Limit of Donations for 2020	No	For	Against		Against
Kardemir Karabuk Demir Celik Sanayi ve Ticaret AS	08/24/2020	11	Receive Information on Guarantees, Pledges and Mortgages Provided to Third Parties	Yes				
Kardemir Karabuk Demir Celik Sanayi ve Ticaret AS	08/24/2020	12	Approve Director Remuneration	No	For	Against		Against
Kardemir Karabuk Demir Celik Sanayi ve Ticaret AS	08/24/2020	13	Receive Information on Transactions Made in Accordance to the Company Sale Program	Yes				
Kardemir Karabuk Demir Celik Sanayi ve Ticaret AS	08/24/2020	14	Ratify External Auditors	No	For	For		For
Kardemir Karabuk Demir Celik Sanayi ve Ticaret AS	08/24/2020	15	Close Meeting	Yes				
Kardemir Karabuk Demir Celik Sanayi ve Ticaret AS	11/02/2020		Special Meeting Agenda	Yes				
Kardemir Karabuk Demir Celik Sanayi ve Ticaret AS	11/02/2020	1	Open Meeting and Elect Presiding Council of Meeting	No	For	For		For
Kardemir Karabuk Demir Celik Sanayi ve Ticaret AS	11/02/2020	2	Elect Directors	No	For	Against		Against
Kardemir Karabuk Demir Celik Sanayi ve Ticaret AS	11/02/2020	3	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose	No	For	For		For
Kardemir Karabuk Demir Celik Sanayi ve Ticaret AS	11/02/2020	4	Close Meeting	Yes				
KB Financial Group, Inc.	11/20/2020	1	Elect Yoon Jong Kyoo as Inside Director	No	For	For		For
KB Financial Group, Inc.	11/20/2020	2	Elect Hur Yin as Non-Independent Non-Executive Director	No	For	For		For
KB Financial Group, Inc.	11/20/2020	3	Elect Yun Sun-jin as Outside Director - Shareholder Proposal	No	Against	Against		Against
KB Financial Group, Inc.	11/20/2020	4	Elect Ryu Young-jae as Outside Director - Shareholder Proposal	No	Against	Against		Against
KCE Electronics Public Co., Ltd.	07/15/2020	1	Approve Minutes of Previous Meeting	No	For	For		For
KCE Electronics Public Co., Ltd.	07/15/2020	2	Acknowledge Operating Results	No	For	For		For
KCE Electronics Public Co., Ltd.	07/15/2020	3	Approve Financial Statements	No	For	For		For
KCE Electronics Public Co., Ltd.	07/15/2020	4	Acknowledge Interim Dividend Payment	No	For	For		For
KCE Electronics Public Co., Ltd.	07/15/2020	5.1	Elect Panja Senadisai as Director	No	For	For		Against

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
KCE Electronics Public Co., Ltd.	07/15/2020	5.2	Elect Chantima Ongkosit as Director	No	For	For		Against
KCE Electronics Public Co., Ltd.	07/15/2020	5.3	Elect Pitharn Ongkosit as Director	No	For	For		Against
KCE Electronics Public Co., Ltd.	07/15/2020	6	Approve Remuneration of Directors	No	For	For		For
KCE Electronics Public Co., Ltd.	07/15/2020	7	Approve KPMG Poomchai Audit Ltd. as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
KCE Electronics Public Co., Ltd.	07/15/2020	8	Other Business	No	For	Against		Against
Kenya Power & Lighting Co., Ltd.	11/13/2020	1	Read Notice Convening Meeting and Verify Quorum	No	For	For		For
Kenya Power & Lighting Co., Ltd.	11/13/2020	2	Accept Financial Statements and Statutory Reports for Year Ended June 30, 2019	No	For	For		For
Kenya Power & Lighting Co., Ltd.	11/13/2020	3	Approve Absence of Dividend	No	For	For		For
Kenya Power & Lighting Co., Ltd.	11/13/2020	4.1	Acknowledge Retirement of Mahboub Mohamed as Director	No	For	For		For
Kenya Power & Lighting Co., Ltd.	11/13/2020	4.2	Reelect The Cabinet Secretary, National Treasury as Director	No	For	Against		Against
Kenya Power & Lighting Co., Ltd.	11/13/2020	4.3	Reelect The Principal Secretary, Ministry of Energy as Director	No	For	Against		Against
Kenya Power & Lighting Co., Ltd.	11/13/2020	4.4	Ratify Appointment of Sachin Gudka as Director	No	For	Against		Against
Kenya Power & Lighting Co., Ltd.	11/13/2020	4.5	Ratify Appointment of Caroline Kittony-Waiyaki as Director	No	For	Against		Against
Kenya Power & Lighting Co., Ltd.	11/13/2020	4.6	Ratify Appointment of Vivienne Yeda as Director	No	For	Against		Against
Kenya Power & Lighting Co., Ltd.	11/13/2020	4.7	Ratify Appointment of Elizabeth Rogo as Director	No	For	Against		Against
Kenya Power & Lighting Co., Ltd.	11/13/2020	4.8	Ratify Appointment of Abdulrazaq Ali as Director	No	For	Against		Against
Kenya Power & Lighting Co., Ltd.	11/13/2020	5.1	Elect Sachin Gudka as Member of the Audit Committee	No	For	Against		Against
Kenya Power & Lighting Co., Ltd.	11/13/2020	5.2	Elect Beatrice Gathirwa as Member of the Audit Committee	No	For	Against		Against
Kenya Power & Lighting Co., Ltd.	11/13/2020	5.3	Elect Caroline Kittony-Waiyaki as Member of the Audit Committee	No	For	Against		Against
Kenya Power & Lighting Co., Ltd.	11/13/2020	5.4	Elect Elizabeth Rogo as Member of the Audit Committee	No	For	Against		Against
Kenya Power & Lighting Co., Ltd.	11/13/2020	6	Approve Remuneration of Non-Executive Directors	No	For	For		For
Kenya Power & Lighting Co., Ltd.	11/13/2020	7	Ratify Auditors	No	For	For		For
Kenya Power & Lighting Co., Ltd.	11/13/2020	8	Authorize Board to Fix Remuneration of Auditors	No	For	For		For
Kenya Power & Lighting Co., Ltd.	11/13/2020		Special Business	Yes				
Kenya Power & Lighting Co., Ltd.	11/13/2020	9	Insert Article 66A of Bylaws Re: Convening General Meetings Via Electronic Means	No	For	For		For
Kenya Power & Lighting Co., Ltd.	11/13/2020	10	Other Business	No	For	Against		Against
KGHM Polska Miedz SA	11/26/2020	1	Open Meeting	Yes				
KGHM Polska Miedz SA	11/26/2020	2	Elect Meeting Chairman	No	For	For		For
KGHM Polska Miedz SA	11/26/2020	3	Acknowledge Proper Convening of Meeting	Yes				
KGHM Polska Miedz SA	11/26/2020	4	Approve Agenda of Meeting	No	For	For		For
KGHM Polska Miedz SA	11/26/2020	5	Elect Przemyslaw Darowski as Supervisory Board Member	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
KGHM Polska Miedz SA	11/26/2020	6	Close Meeting	Yes				
Khulna Power Co. Ltd.	12/13/2020	1	Accept Financial Statements and Statutory Reports	No	For	Against		Against
Khulna Power Co. Ltd.	12/13/2020	2	Approve Dividend	No	For	For		For
Khulna Power Co. Ltd.	12/13/2020	3.1	Reelect Hasan Mahmood Raja as Director	No	For	For		For
Khulna Power Co. Ltd.	12/13/2020	3.2	Reelect Ahmed Ismail Hossain as Director	No	For	For		For
Khulna Power Co. Ltd.	12/13/2020	3.3	Reelect K.M Ahsan Shamim as Director	No	For	For		For
Khulna Power Co. Ltd.	12/13/2020	3.4	Reelect Faridur Rahman Khan as Director	No	For	For		For
Khulna Power Co. Ltd.	12/13/2020	3.5	Reelect Abul Kalam Azad as Director	No	For	Against		Against
Khulna Power Co. Ltd.	12/13/2020	4	Approve A. Qasem and Co. as Auditors and Authorize Board to Fix their Remuneration	No	For	For		For
Khulna Power Co. Ltd.	12/13/2020	5	Ratify Appointment of Managing Director	No	For	Against		Against
Khulna Power Co. Ltd.	12/13/2020	6	Appoint Corporate Governance Compliance Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Khulna Power Co. Ltd.	12/13/2020	7	Approve Contract with United Payra Power Ltd	No	For	Against		Against
Kolmar Korea Co., Ltd.	09/10/2020	1	Approve Sale of Company Assets	No	For	For		For
Koncar-Elektroindustrija dd	07/02/2020	1	Amend Statute	No	For	Against		Against
Koncar-Elektroindustrija dd	07/09/2020	1	Receive Management Board Report on Company's and Group's Operations	Yes				
Koncar-Elektroindustrija dd	07/09/2020	2	Receive Financial Statements, Consolidated Financial Statements, and Statutory Reports	Yes				
Koncar-Elektroindustrija dd	07/09/2020	3	Receive Supervisory Board Report	Yes				
Koncar-Elektroindustrija dd	07/09/2020	4	Approve Allocation of Income and Omission of Dividends	No	For	For		For
Koncar-Elektroindustrija dd	07/09/2020	5.1	Approve Discharge of Management Board Members	No	For	For		For
Koncar-Elektroindustrija dd	07/09/2020	5.2	Approve Discharge of Supervisory Board Members	No	For	For		For
Koncar-Elektroindustrija dd	07/09/2020	6	Elect Supervisory Board Members	No	For	Against		Against
Koncar-Elektroindustrija dd	07/09/2020	7	Approve Remuneration Policy	No	For	Against		Against
Koncar-Elektroindustrija dd	07/09/2020	8	Ratify KPMG Croatia doo as Auditor	No	For	For		For
Korea Electric Power Corp.	09/14/2020	1	Elect Three Inside Directors (Bundled)	No	For	For		Against
Korea Electric Power Corp.	09/14/2020	2	Elect Noh Geum-sun and Jung Yeon-gil as a Member of Audit Committee (Bundled)	No	For	For		For
Korea Electric Power Corp.	11/09/2020	1.1	Elect Lee Jong-hwan as Inside Director	No	For	For		Against
Korea Electric Power Corp.	11/09/2020	1.2	Elect Choi Young-ho as Inside Director	No	For	For		Against
Korea Electric Power Corp.	11/09/2020	2	Elect Choi Young-ho as a Member of Audit Committee	No	For	Against		Against
Kossan Rubber Industries Bhd.	09/25/2020	1	Approve Bonus Issue of New Ordinary Shares	No	For	For		For
Kotak Mahindra Bank Limited	08/18/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Kotak Mahindra Bank Limited	08/18/2020	2	Reelect Dipak Gupta as Director	No	For	For		For
Kotak Mahindra Bank Limited	08/18/2020	3	Confirm Interim Dividend	No	For	For		For
Kotak Mahindra Bank Limited	08/18/2020	4	Reelect Prakash Apte as Director	No	For	For		For
Kotak Mahindra Bank Limited	08/18/2020	5	Approve Reappointment and Remuneration of Uday S. Kotak as Managing Director & CEO	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Kotak Mahindra Bank Limited	08/18/2020	6	Approve Reappointment and Remuneration of Dipak Gupta as Whole-Time Director Designated as Joint Managing Director	No	For	For		For
Kotak Mahindra Bank Limited	08/18/2020	7	Authorize Issuance of Non-Convertible Debentures/ Bonds/ Other Debt Securities on Private Placement Basis	No	For	For		For
KPJ Healthcare Berhad	07/09/2020	1	Elect Azizi Bin Haji Omar as Director	No	For	For		Against
KPJ Healthcare Berhad	07/09/2020	2	Elect Mohd Radzif Bin Mohd Yunus as Director	No	For	For		For
KPJ Healthcare Berhad	07/09/2020	3	Elect Yusli Bin Mohamed Yusoff as Director	No	For	For		For
KPJ Healthcare Berhad	07/09/2020	4	Elect Ngun Kok Weng as Director	No	For	For		Against
KPJ Healthcare Berhad	07/09/2020	5	Elect Mohamed Ridza Bin Mohamed Abdulla as Director	No	For	For		For
KPJ Healthcare Berhad	07/09/2020	6	Elect Mohamed Azahari Bin Mohamed Kamil as Director	No	For	For		Against
KPJ Healthcare Berhad	07/09/2020	7	Elect Mohd Redza Shah Bin Abdul Wahid as Director	No	For	For		For
KPJ Healthcare Berhad	07/09/2020	8	Elect Sivamohan a/I S.Namasivayam as Director	No	For	For		Against
KPJ Healthcare Berhad	07/09/2020	9	Elect Khairuddin Bin Jaflus as Director	No	For	For		For
KPJ Healthcare Berhad	07/09/2020	10	Elect Rozaini Bin Mohd Sani as Director	No	For	For		Against
KPJ Healthcare Berhad	07/09/2020	11	Elect Shamsul Anuar Bin Abdul Majid as Director	No	For	For		Against
KPJ Healthcare Berhad	07/09/2020	12	Approve Directors' Fees	No	For	For		For
KPJ Healthcare Berhad	07/09/2020	13	Approve Directors' Remuneration (Excluding Proposed Directors' Fees) to Non-Executive Directors	No	For	For		For
KPJ Healthcare Berhad	07/09/2020	14	Approve Ernst & Young PLT as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		Against
KPJ Healthcare Berhad	07/09/2020	15	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For		For
KPJ Healthcare Berhad	07/09/2020	16	Authorize Share Repurchase Program	No	For	For		For
KPJ Healthcare Berhad	07/09/2020	17	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions	No	For	For		For
KRKA dd	07/09/2020	1	Open Meeting; Verify Quorum; Elect Meeting Officials	No	For	For		For
KRKA dd	07/09/2020	2.1	Approve Annual Report and Statutory Reports	No	For	For		For
KRKA dd	07/09/2020	2.2	Approve Allocation of Income and Dividends of EUR 4.25 per Share	No	For	For		For
KRKA dd	07/09/2020	2.3	Approve Discharge of Management Board Members	No	For	For		For
KRKA dd	07/09/2020	2.4	Approve Discharge of Supervisory Board Members	No	For	For		For
KRKA dd	07/09/2020	3	Authorize Share Repurchase Program	No	For	For		For
KRKA dd	07/09/2020	4.1	Elect Peter Filipic as Supervisory Board Member	No	For	For		For
KRKA dd	07/09/2020	4.2	Elect Boris Znidaric as Supervisory Board Member	No	For	For		For
KRKA dd	07/09/2020	4.3	Elect Julijana Kristl as Supervisory Board Member	No	For	For		For
KRKA dd	07/09/2020	4.4	Elect Joze Mermal as Supervisory Board Member	No	For	For		For
KRUK SA	08/31/2020	1	Open Meeting	Yes				
KRUK SA	08/31/2020	2	Elect Meeting Chairman	No	For	For		For
KRUK SA	08/31/2020	3	Acknowledge Proper Convening of Meeting	Yes				

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
KRUK SA	08/31/2020	4	Approve Agenda of Meeting	No	For	For		For
KRUK SA	08/31/2020	5	Receive Financial Statements	Yes				
KRUK SA	08/31/2020	6	Receive Supervisory Board Report	Yes				
KRUK SA	08/31/2020	7	Approve Financial Statements	No	For	For		For
KRUK SA	08/31/2020	8	Approve Management Board Report on Company's Operations	No	For	For		For
KRUK SA	08/31/2020	9	Approve Consolidated Financial Statements	No	For	For		For
KRUK SA	08/31/2020	10	Approve Management Board Report on Group's Operations	No	For	For		For
KRUK SA	08/31/2020	11.1	Approve Allocation of Income and Share Repurchase Program	No	For	For		For
KRUK SA	08/31/2020	11.2	Approve Allocation of Income and Dividends of PLN 5 per Share	No	For	For		For
KRUK SA	08/31/2020	12.1a	Approve Discharge of Piotr Krupa (CEO)	No	For	For		For
KRUK SA	08/31/2020	12.1b	Approve Discharge of Agnieszka Kulton (Management Board Member)	No	For	For		For
KRUK SA	08/31/2020	12.1c	Approve Discharge of Urszula Okarma (Management Board Member)	No	For	For		For
KRUK SA	08/31/2020	12.1d	Approve Discharge of Iwona Slomska (Management Board Member)	No	For	For		For
KRUK SA	08/31/2020	12.1e	Approve Discharge of Michal Zasepa (Management Board Member)	No	For	For		For
KRUK SA	08/31/2020	12.2a	Approve Discharge of Piotr Stepniak (Supervisory Board Chairman)	No	For	For		For
KRUK SA	08/31/2020	12.2b	Approve Discharge of Katarzyna Beuch (Supervisory Board Member)	No	For	For		For
KRUK SA	08/31/2020	12.2c	Approve Discharge of Tomasz Bieske (Supervisory Board Member)	No	For	For		For
KRUK SA	08/31/2020	12.2d	Approve Discharge of Krzysztof Kawalec (Supervisory Board Member)	No	For	For		For
KRUK SA	08/31/2020	12.2e	Approve Discharge of Arkadiusz Jastrzebski (Supervisory Board Member)	No	For	For		For
KRUK SA	08/31/2020	12.2f	Approve Discharge of Robert Konski (Supervisory Board Member)	No	For	For		For
KRUK SA	08/31/2020	12.2g	Approve Discharge of Jozef Wancer (Supervisory Board Member)	No	For	For		For
KRUK SA	08/31/2020	12.2h	Approve Discharge of Ewa Radkowska-Swieten (Supervisory Board Member)	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
KRUK SA	08/31/2020	12.2i	Approve Discharge of Mateusz Melich (Supervisory Board Member)	No	For	For		For
KRUK SA	08/31/2020	12.2j	Approve Discharge of Piotr Szczepiorkowski (Supervisory Board Member)	No	For	For		For
KRUK SA	08/31/2020	13	Amend May 28, 2014, AGM, Resolution Re: Approve Incentive Plan	No	For	Against		Against
KRUK SA	08/31/2020	14	Approve Consolidated Text of Statute	No	For	Against		Against
KRUK SA	08/31/2020	15	Approve Remuneration Policy	No	For	Against		Against
KRUK SA	08/31/2020	16	Close Meeting	Yes				
Krung Thai Bank Public Co., Ltd.	07/10/2020	1	Acknowledge Annual Report	Yes				
Krung Thai Bank Public Co., Ltd.	07/10/2020	2	Approve Financial Statements	No	For	For		For
Krung Thai Bank Public Co., Ltd.	07/10/2020	3	Approve Allocation of Income and Acknowledge Interim Dividend Payment	No	For	For		For
Krung Thai Bank Public Co., Ltd.	07/10/2020	4	Approve Remuneration of Directors	No	For	For		For
Krung Thai Bank Public Co., Ltd.	07/10/2020	5.1	Elect Kittipong Kittayarak as Director	No	For	For		For
Krung Thai Bank Public Co., Ltd.	07/10/2020	5.2	Elect Tienchai Rubporn as Director	No	For	For		For
Krung Thai Bank Public Co., Ltd.	07/10/2020	5.3	Elect Patricia Mongkhonvanit as Director	No	For	For		Against
Krung Thai Bank Public Co., Ltd.	07/10/2020	5.4	Elect Payong Srivanich as Director	No	For	For		Against
Krung Thai Bank Public Co., Ltd.	07/10/2020	6	Approve EY Company Limited as Auditor and Authorize Board to Fix Their Remuneration	No	For	For		For
Krung Thai Bank Public Co., Ltd.	07/10/2020	7	Other Business	Yes				
KrungThai Card Public Company Limited	07/03/2020	1	Acknowledge Operating Results	Yes				
KrungThai Card Public Company Limited	07/03/2020	2	Approve Financial Statements and Acknowledge Auditor's Report	No	For	For		For
KrungThai Card Public Company Limited	07/03/2020	3	Approve Non-Allocation of Income and Omission of Dividend Payment	No	For	For		For
KrungThai Card Public Company Limited	07/03/2020	4.1	Elect Praphaisith Tankeyura as Director	No	For	For		For
KrungThai Card Public Company Limited	07/03/2020	4.2	Elect Nampung Wongsmith as Director	No	For	For		For
KrungThai Card Public Company Limited	07/03/2020	4.3	Elect Apichat Chaiyadar as Director	No	For	For		For
KrungThai Card Public Company Limited	07/03/2020	5	Approve Remuneration of Directors	No	For	For		For
KrungThai Card Public Company Limited	07/03/2020	6	Approve Deloitte Touche Tohmatsu Jaiyos Audit Co., Ltd. as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
KrungThai Card Public Company Limited	07/03/2020	7	Approve Issuance and Offering of Debentures	No	For	For		For
KrungThai Card Public Company Limited	07/03/2020	8	Other Business	No	For	Against		Against
Kunlun Energy Company Limited	10/27/2020	1	Approve Revised Annual Caps and Related Transactions	No	For	Against		Against
Kunlun Energy Company Limited	10/27/2020	2	Approve New Master Agreement, Continuing Connected Transactions Under Categories (a), (b), (c) and (d), Proposed Annual Caps and Related Transactions	No	For	Against		Against
Kuwait Finance House KSC	09/15/2020		Ordinary Business	Yes				

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Kuwait Finance House KSC	09/15/2020	1	Elect Directors (Bundled)	No	For	Against		Against
LafargeHolcim Maroc SA	10/19/2020		Special Meeting Agenda	Yes				
LafargeHolcim Maroc SA	10/19/2020	1	Elect Momar Nguer as Director	No	For	Against		Do Not Vote
LafargeHolcim Maroc SA	10/19/2020	2	Elect Arnaud Jouron as Director	No	For	Against		Do Not Vote
LafargeHolcim Maroc SA	10/19/2020	3	Authorize Filing of Required Documents and Other Formalities	No	For	For		Do Not Vote
LAMDA Development SA	12/22/2020		Special Meeting Agenda	Yes				
LAMDA Development SA	12/22/2020	1.1	Elect Anastasios Giannitsis as Director	No	For	Against		Against
LAMDA Development SA	12/22/2020	1.2	Elect Evangelos Chronis as Director	No	For	Against		Against
LAMDA Development SA	12/22/2020	1.3	Elect Odysseas Athanassiou as Director	No	For	Against		Against
LAMDA Development SA	12/22/2020	1.4	Elect Fotios Antonatos as Director	No	For	Against		Against
LAMDA Development SA	12/22/2020	1.5	Elect Eftychios Vasilakis as Director	No	For	Against		Against
LAMDA Development SA	12/22/2020	1.6	Elect George Gerardos as Director	No	For	Against		Against
LAMDA Development SA	12/22/2020	1.7	Elect Ioannis Zafiriou as Director	No	For	Against		Against
LAMDA Development SA	12/22/2020	1.8	Elect Charitonas Kyriazis as Director	No	For	Against		Against
LAMDA Development SA	12/22/2020	1.9	Elect Odysseas Kyriakopoulos as Director	No	For	Against		Against
LAMDA Development SA	12/22/2020	1.10	Elect Kalypso Maria Nomikou as Director	No	For	Against		Against
LAMDA Development SA	12/22/2020	1.11	Elect Eugenia Paizi as Director	No	For	Against		Against
LAMDA Development SA	12/22/2020	1.12	Elect Ioanna Papadopoulou as Director	No	For	Against		Against
LAMDA Development SA	12/22/2020	1.13	Elect Aris Serbeti as Director	No	For	Against		Against
LAMDA Development SA	12/22/2020	2	Elect Members of Audit Committee (Bundled)	No	For	For		For
LAMDA Development SA	12/22/2020	3	Approve Stock Option Plan	No	For	Against		Against
LankaBangla Finance Ltd.	09/07/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
LankaBangla Finance Ltd.	09/07/2020	2	Approve Dividend	No	For	For		For
LankaBangla Finance Ltd.	09/07/2020	3	Elect Directors	No	For	Against		Against
LankaBangla Finance Ltd.	09/07/2020	4	Approve S. F. Ahmed & Co as Auditors and Authorize Board to Fix their Remuneration	No	For	For		For
LankaBangla Finance Ltd.	09/07/2020	5	Appoint Corporate Governance Compliance Auditors for Fiscal Year 2020 and Authorize Board to Fix Their remuneration	No	For	For		For
LankaBangla Finance Ltd.	09/07/2020	6	Other Business	No	For	Against		Against
Larsen & Toubro Limited	08/13/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Larsen & Toubro Limited	08/13/2020	2	Approve Final Dividend	No	For	For		For
Larsen & Toubro Limited	08/13/2020	3	Reelect Subramanian Sarma as Director	No	For	For		Against
Larsen & Toubro Limited	08/13/2020	4	Reelect Sunita Sharma as Director	No	For	For		Against
Larsen & Toubro Limited	08/13/2020	5	Reelect A.M Naik as Director	No	For	For		Against
Larsen & Toubro Limited	08/13/2020	6	Approve A.M Naik to Continue Office as Non-Executive Director	No	For	For		Against
Larsen & Toubro Limited	08/13/2020	7	Elect Sudhindra Vasantrao as Director	No	For	For		Against
Larsen & Toubro Limited	08/13/2020	8	Elect T. Madhava Das as Director	No	For	For		Against

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Larsen & Toubro Limited	08/13/2020	9	Approve Reappointment and Remuneration of D.K Sen as Whole-Time Director	No	For	Against		Against
Larsen & Toubro Limited	08/13/2020	10	Approve Appointment and Remuneration of Subramanian Sarma as Whole-Time Director	No	For	Against		Against
Larsen & Toubro Limited	08/13/2020	11	Approve Appointment and Remuneration of Sudhindra Vasantrao Desai as Whole-Time Director	No	For	Against		Against
Larsen & Toubro Limited	08/13/2020	12	Approve Appointment and Remuneration of T. Madhava Das as Whole-Time Director	No	For	Against		Against
Larsen & Toubro Limited	08/13/2020	13	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For		For
Larsen & Toubro Limited	08/13/2020	14	Approve Deloitte Haskins & Sells LLP, Chartered Accountants as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		Against
Larsen & Toubro Limited	08/13/2020	15	Approve Remuneration of Cost Auditors	No	For	For		For
LAVASTONE LTD	07/10/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
LAVASTONE LTD	07/10/2020	2	Elect Vijaya Lakshmi (Ruby) Saha as Director	No	For	For		For
LAVASTONE LTD	07/10/2020	3	Elect Jean France Gaetan Ah Kang as Director	No	For	Against		Against
LAVASTONE LTD	07/10/2020	4	Elect Jose Arunasalom as Director	No	For	For		For
LAVASTONE LTD	07/10/2020	5	Elect Vedanand Singh Mohadeb as Director	No	For	For		For
LAVASTONE LTD	07/10/2020	6	Elect Alexander Matthew Taylor as Director	No	For	For		Against
LAVASTONE LTD	07/10/2020	7	Elect Colin Geoffrey Taylor as Director	No	For	For		Against
LAVASTONE LTD	07/10/2020	8	Elect Sebastian Callum Taylor as Director	No	For	Against		Against
LAVASTONE LTD	07/10/2020	9	Elect Marie Joseph Nicolas Vaudin as Director	No	For	For		Against
LAVASTONE LTD	07/10/2020	10	Elect Doreen Lam Ka Li Lioong Pheow Leung Yung as Executive Director	No	For	For		Against
LAVASTONE LTD	07/10/2020	11	Approve Messrs BDO & Co Ltd as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
LAVASTONE LTD	07/10/2020	1	Approve Secured Note Programme	No	For	Against		Against
LAVASTONE LTD	07/10/2020	2	Approve Issuance of Notes	No	For	Against		Against
LAVASTONE LTD	07/10/2020	3	Authorize the Board and Company Secretary to Take Actions Required to Ratify and Execute Approved Resolutions	No	For	Against		Against
LAVASTONE LTD	07/10/2020	4	Other Business (Voting)	No	For	Against		Against
Lenovo Group Limited	07/09/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Lenovo Group Limited	07/09/2020	2	Approve Final Dividend	No	For	For		For
Lenovo Group Limited	07/09/2020	3a	Elect Yang Yuanqing as Director	No	For	For		Against
Lenovo Group Limited	07/09/2020	3b	Elect William O. Grabe as Director	No	For	For		For
Lenovo Group Limited	07/09/2020	3c	Elect William Tudor Brown as Director	No	For	For		For
Lenovo Group Limited	07/09/2020	3d	Elect Yang Lan as Director	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Lenovo Group Limited	07/09/2020	3e	Authorize Board Not to Fill Up Vacated Office Resulting From Retirement of Nobuyuki Idei as Director	No	For	For		For
Lenovo Group Limited	07/09/2020	3f	Authorize Board to Fix Remuneration of Directors	No	For	For		For
Lenovo Group Limited	07/09/2020	4	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	No	For	For		For
Lenovo Group Limited	07/09/2020	5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	Against		Against
Lenovo Group Limited	07/09/2020	6	Authorize Repurchase of Issued Share Capital	No	For	For		For
Lenovo Group Limited	07/09/2020	7	Authorize Reissuance of Repurchased Shares	No	For	Against		Against
Lesieur Cristal SA	09/17/2020		Special Meeting Agenda	Yes				
Lesieur Cristal SA	09/17/2020	1	Approve Allocation of Income	No	For	For		Do Not Vote
Lesieur Cristal SA	09/17/2020	2	Approve Dividends of MAD 3 Per Share	No	For	For		Do Not Vote
Lesieur Cristal SA	09/17/2020	3	Authorize Filing of Required Documents and Other Formalities	No	For	For		Do Not Vote
Leyou Technologies Holdings Limited	12/11/2020	1	Approve Reduction of the Issued Share Capital Pursuant to the Scheme of Arrangement	No	For	For		For
Leyou Technologies Holdings Limited	12/11/2020	2	Approve Increase of the Issued Share Capital and Authorize Board to Deal with All Matters in Relation to the Implementation of the Scheme and to Apply to The Stock Exchange of Hong Kong Limited for the Withdrawal of the Listing of the Shares	No	For	For		For
Leyou Technologies Holdings Limited	12/11/2020		COURT ORDERED MEETING	Yes				
Leyou Technologies Holdings Limited	12/11/2020	1	Approve Scheme of Arrangement	No	For	For		For
LG Chem Ltd.	10/30/2020	1	Approve Split-Off Agreement	No	For	For		For
Lighthouse Capital Limited	08/07/2020		Special Resolutions	Yes				
Lighthouse Capital Limited	08/07/2020	1	Approve Issuance of Shares to Thistle Trust	No	For	Against		Against
Lighthouse Capital Limited	08/07/2020	2	Approve Issuance of Shares to Boabab Consulting cc	No	For	Against		Against
Lighthouse Capital Limited	08/07/2020	3	Approve Transfer of EUR 105,040,827 of the Company's Stated Capital to Non-Distributable Reserves	No	For	For		For
Lighthouse Capital Limited	08/07/2020		Ordinary Resolutions	Yes				
Lighthouse Capital Limited	08/07/2020	1	Approve the Acquisition of NEPI Rockcastle Shares from Resilient REIT Limited	No	For	Against		Against
Lighthouse Capital Limited	08/07/2020	2	Approve the Acquisition of NEPI Rockcastle Shares from Delsa Investments Proprietary Limited	No	For	Against		Against
Lighthouse Capital Limited	08/07/2020	3	Approve the Acquisition of NEPI Rockcastle Shares from Grace Investments One Nine Five Proprietary Limited and Fletcher Road Investments Proprietary Limited	No	For	Against		Against
Lighthouse Capital Limited	08/07/2020	4	Control Over Unissued Shares	No	For	Against		Against
Lighthouse Capital Limited	08/07/2020	5	Authorize Directors to Issue Shares for Cash	No	For	Against		Against

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Lighthouse Capital Limited	08/07/2020	6	Authorize Board to Ratify and Execute Approved Resolutions	No	For	For		For
Lotte Corp.	10/08/2020	1	Elect Lee Dong-woo as Inside Director	No	For	For		For
LPP SA	09/18/2020		Management Proposals	Yes				
LPP SA	09/18/2020	1	Open Meeting; Elect Meeting Chairman	No	For	For		For
LPP SA	09/18/2020	2	Acknowledge Proper Convening of Meeting; Prepare List of Participating Shareholders	Yes				
LPP SA	09/18/2020	3	Approve Agenda of Meeting	No	For	For		For
LPP SA	09/18/2020	4.1	Receive Supervisory Board Opinion on General Meeting Agenda	Yes				
LPP SA	09/18/2020	4.2	Receive Supervisory Board Report on Its Review of Management Board Report on Company's and Group's Operations	Yes				
LPP SA	09/18/2020	4.3	Receive Supervisory Board Report on Its Review of Standalone Financial Statements	Yes				
LPP SA	09/18/2020	4.4	Receive Supervisory Board Report on Its Review of Consolidated Financial Statements	Yes				
LPP SA	09/18/2020	4.5	Receive Management Board Proposal on Allocation of Income	Yes				
LPP SA	09/18/2020	4.6	Receive Supervisory Board Opinion on Management Board Proposal on Allocation of Income	Yes				
LPP SA	09/18/2020	4.7	Receive Supervisory Board Assessment of Company's Standing	Yes				
LPP SA	09/18/2020	4.8	Receive Supervisory Board Report on Board's Work	Yes				
LPP SA	09/18/2020	4.9	Receive Supervisory Board Report on Company's Compliance with Polish Corporate Governance Code	Yes				
LPP SA	09/18/2020	4.10	Receive Supervisory Board Report on Company's Policy on Charity Activities	Yes				
LPP SA	09/18/2020	5	Approve Management Board Report on Company's and Group's Operations	No	For	For		For
LPP SA	09/18/2020	6	Approve Supervisory Board Report on Board's Work	No	For	For		For
LPP SA	09/18/2020	7	Approve Financial Statements	No	For	For		For
LPP SA	09/18/2020	8	Approve Consolidated Financial Statements	No	For	For		For
LPP SA	09/18/2020	9.1	Approve Discharge of Marek Piechocki (CEO)	No	For	For		For
LPP SA	09/18/2020	9.2	Approve Discharge of Jacek Kujawa (Deputy CEO)	No	For	For		For
LPP SA	09/18/2020	9.3	Approve Discharge of Przemyslaw Lutkiewicz (Deputy CEO)	No	For	For		For
LPP SA	09/18/2020	9.4	Approve Discharge of Slawomir Loboda (Deputy CEO)	No	For	For		For
LPP SA	09/18/2020	10.1	Approve Discharge of Jerzy Lubianiec (Supervisory Board Chairman)	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
LPP SA	09/18/2020	10.2	Approve Discharge of Wojciech Olejniczak (Supervisory Board Member)	No	For	For		For
LPP SA	09/18/2020	10.3	Approve Discharge of Magdalena Sekula (Supervisory Board Member)	No	For	For		For
LPP SA	09/18/2020	10.4	Approve Discharge of Piotr Piechocki (Supervisory Board Member)	No	For	For		For
LPP SA	09/18/2020	10.5	Approve Discharge of Antoni Tyminski (Supervisory Board Member)	No	For	For		For
LPP SA	09/18/2020	10.6	Approve Discharge of Milosz Wisniewski (Supervisory Board Member)	No	For	For		For
LPP SA	09/18/2020	11	Approve Allocation of Income and Omission of Dividends	No	For	For		For
LPP SA	09/18/2020	12	Approve Remuneration Policy	No	For	Against		Against
LPP SA	09/18/2020	13	Approve Dematerialization of B Series Shares	No	For	For		For
LPP SA	09/18/2020	14	Approve Creation of Reserve Capital for Purposes of Share Repurchase Program	No	For	Against		Against
LPP SA	09/18/2020	15	Authorize Share Repurchase Program	No	For	Against		Against
LPP SA	09/18/2020	16	Approve Remuneration of Supervisory Board Chairman	No	For	For		For
LPP SA	09/18/2020		Shareholder Proposals	Yes				
LPP SA	09/18/2020	17	Amend Statute	No	None	Against		Against
LPP SA	09/18/2020		Management Proposals	Yes				
LPP SA	09/18/2020	18	Close Meeting	Yes				
LSR Group PJSC	09/30/2020		Meeting for GDR Holders	Yes				
LSR Group PJSC	09/30/2020	1	Approve Interim Dividends of RUB 20 per Share for First Six Months of Fiscal 2020	No	For	For		For
Lucky Cement Ltd.	09/29/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Lucky Cement Ltd.	09/29/2020	2	Approve A.F. Ferguson and Co. as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Lucky Cement Ltd.	09/29/2020	3	Ratify Related Party Transactions for Year Ended June 30, 2020	No	For	Against		Against
Lucky Cement Ltd.	09/29/2020	4	Approve Related Party Transactions for Year Ended June 30, 2021	No	For	Against		Against
Lucky Cement Ltd.	09/29/2020	5	Other Business	No	For	Against		Against
Luka Koper dd	08/26/2020	1	Open Meeting; Elect Meeting Officials	No	For	For		For
Luka Koper dd	08/26/2020	2	Receive Financial Statements and Statutory Reports	Yes				
Luka Koper dd	08/26/2020	3.1	Approve Allocation of Income and Dividends of EUR 0.92 per Share	No	For	For		For
Luka Koper dd	08/26/2020	3.2	Approve Discharge of Management Board Members	No	For	For		For
Luka Koper dd	08/26/2020	3.3	Approve Discharge of Supervisory Board Members	No	For	For		For
Luka Koper dd	08/26/2020	4	Ratify BDO Revizija d.o.o.as Auditor	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Luka Koper dd	08/26/2020	5	Amend Terms of Remuneration of Supervisory Board Members	No	For	For		For
Luka Koper dd	08/26/2020	6	Amend Statute	No	For	For		For
Luka Koper dd	08/26/2020	7	Approve Information on Election of Mehrudin Vukovic as Supervisory Board Member, Employee Representative	No	For	For		For
Lupin Limited	08/12/2020	1	Accept Standalone Financial Statements and Statutory Reports	No	For	For		For
Lupin Limited	08/12/2020	2	Accept Consolidated Financial Statements and Statutory Reports	No	For	For		For
Lupin Limited	08/12/2020	3	Approve Dividend	No	For	For		For
Lupin Limited	08/12/2020	4	Reelect Niles Deshbandhu Gupta as Director	No	For	For		For
Lupin Limited	08/12/2020	5	Approve Reappointment of Vinita Gupta as Chief Executive Officer	No	For	Against		Against
Lupin Limited	08/12/2020	6	Elect Ramesh Swaminathan as Director and Approve His Appointment and Remuneration as Executive Director, Global CFO & Head Corporate Affairs	No	For	Against		Against
Lupin Limited	08/12/2020	7	Reelect Jean-Luc Belingard as Director	No	For	For		For
Lupin Limited	08/12/2020	8	Approve Payment of Commission to Non-Executive Directors	No	For	For		For
Lupin Limited	08/12/2020	9	Approve Remuneration of Cost Auditors	No	For	For		For
M.video PJSC	11/09/2020	1	Approve Dividends of RUB 30 per Share	No	For	For		For
M.video PJSC	11/09/2020	2	Approve New Edition of Charter	No	For	For		For
M.video PJSC	11/09/2020	3	Approve New Edition of Regulations on General Meetings	No	For	For		For
M.video PJSC	11/09/2020	4	Approve New Edition of Regulations on Board of Directors	No	For	Against		Against
M.video PJSC	11/09/2020	5	Approve New Edition of Regulations on Management	No	For	For		For
M.video PJSC	11/09/2020	6	Approve New Edition of Regulations on CEO	No	For	For		For
M.video PJSC	11/09/2020	7	Approve New Edition of Regulations on Audit Commission	No	For	For		For
M.video PJSC	12/28/2020	1	Fix Number of Directors at Nine	No	For	Against		Against
Magnit PJSC	12/24/2020	1	Approve Interim Dividends of RUB 245.31 per Share for First Nine Months of Fiscal 2020	No	For	For		For
Magnit PJSC	12/24/2020	2	Approve New Edition of Charter	No	For	For		For
Magnit PJSC	12/24/2020	3	Approve New Edition of Regulations on Management	No	For	For		For
Magnitogorsk Iron & Steel Works PJSC	09/11/2020	1	Approve Interim Dividends of RUB 0.607 per Share for First Six Months of Fiscal 2020	No	For	For		For
Magnitogorsk Iron & Steel Works PJSC	12/25/2020	1	Approve Interim Dividends of RUB 2.391 per Share for First Nine Months of Fiscal 2020	No	For	For		For
Mahindra & Mahindra Limited	08/07/2020	1	Accept Standalone Financial Statements and Statutory Reports	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Mahindra & Mahindra Limited	08/07/2020	2	Accept Consolidated Financial Statements and Statutory Reports	No	For	For		For
Mahindra & Mahindra Limited	08/07/2020	3	Approve Dividend	No	For	For		For
Mahindra & Mahindra Limited	08/07/2020	4	Reelect Anand G. Mahindra as Director	No	For	For		Against
Mahindra & Mahindra Limited	08/07/2020	5	Approve Remuneration of Cost Auditors	No	For	For		For
Mahindra & Mahindra Limited	08/07/2020	6	Approve Redesignation and Remuneration of Pawan Goenka as Managing Director and Chief Executive Officer and Approve Reappointment of Pawan Goenka as Managing Director Designated as Managing Director and Chief Executive Officer	No	For	Against		Against
Mahindra & Mahindra Limited	08/07/2020	7	Elect Anish Shah as Director	No	For	For		Against
Mahindra & Mahindra Limited	08/07/2020	8	Approve Appointment and Remuneration of Anish Shah as Whole-Time Director Designated as Deputy Managing Director and Group Chief Financial Officer and as Managing Director designated as Managing Director and Chief Executive Officer	No	For	For		For
Mahindra & Mahindra Limited	08/07/2020	9	Elect Rajesh Jejurikar as Director	No	For	For		Against
Mahindra & Mahindra Limited	08/07/2020	10	Approve Appointment and Remuneration of Rajesh Jejurikar as Whole-Time Director Designated as Executive Director (Automotive and Farm Sectors)	No	For	For		For
Mahindra & Mahindra Limited	08/07/2020	11	Elect CP Gurnani as Director	No	For	For		Against
Mahindra & Mahindra Limited	09/12/2020		Postal Ballot	Yes				
Mahindra & Mahindra Limited	09/12/2020	1	Approve Transfer/Dilution of Stake in SsangYong Motor Company, a Material Subsidiary of the Company	No	For	For		For
Malaysian Resources Corporation Berhad	07/14/2020	1	Elect Rohaya Mohammad Yusof as Director	No	For	For		Against
Malaysian Resources Corporation Berhad	07/14/2020	2	Approve Directors' Fees	No	For	For		For
Malaysian Resources Corporation Berhad	07/14/2020	3	Approve Directors' Benefits	No	For	For		For
Malaysian Resources Corporation Berhad	07/14/2020	4	Approve PricewaterhouseCoopers PLT as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		Against
Malaysian Resources Corporation Berhad	07/14/2020	5	Approve Dividend Reinvestment Plan and Issuance of New Ordinary Shares Under the Plan	No	For	For		For
Malaysian Resources Corporation Berhad	07/14/2020	6	Authorize Share Repurchase Program	No	For	For		For
Mari Petroleum Company Ltd.	09/29/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Mari Petroleum Company Ltd.	09/29/2020	2	Approve Final Dividend	No	For	For		For
Mari Petroleum Company Ltd.	09/29/2020	3	Approve A.F Ferguson and Co. as Auditors and Authorize Board to Fix Their Remuneration	No	For	Against		Against

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Mari Petroleum Company Ltd.	09/29/2020	4	Other Business	No	For	Against		Against
Maruti Suzuki India Limited	08/26/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Maruti Suzuki India Limited	08/26/2020	2	Approve Dividend	No	For	For		For
Maruti Suzuki India Limited	08/26/2020	3	Reelect Kenichi Ayukawa as Director	No	For	For		Against
Maruti Suzuki India Limited	08/26/2020	4	Reelect Takahiko Hashimoto as Director	No	For	For		Against
Maruti Suzuki India Limited	08/26/2020	5	Elect Kenichiro Toyofuku as Director and Approve Appointment and Remuneration of Kenichiro Toyofuku as Whole-Time Director Designated as Director (Corporate Planning)	No	For	For		Against
Maruti Suzuki India Limited	08/26/2020	6	Elect Maheswar Sahu as Director	No	For	For		For
Maruti Suzuki India Limited	08/26/2020	7	Elect Hisashi Takeuchi as Director	No	For	For		Against
Maruti Suzuki India Limited	08/26/2020	8	Approve Remuneration of Cost Auditors	No	For	For		For
Mavi Giyim Sanayiye ve Ticaret AS	07/16/2020		Annual Meeting Agenda	Yes				
Mavi Giyim Sanayiye ve Ticaret AS	07/16/2020	1	Open Meeting and Elect Presiding Council of Meeting	No	For	For		For
Mavi Giyim Sanayiye ve Ticaret AS	07/16/2020	2	Accept Board Report	No	For	For		For
Mavi Giyim Sanayiye ve Ticaret AS	07/16/2020	3	Accept Audit Report	No	For	For		For
Mavi Giyim Sanayiye ve Ticaret AS	07/16/2020	4	Accept Financial Statements	No	For	For		For
Mavi Giyim Sanayiye ve Ticaret AS	07/16/2020	5	Approve Discharge of Board	No	For	For		For
Mavi Giyim Sanayiye ve Ticaret AS	07/16/2020	6	Receive Information on Remuneration Policy and Director Remuneration for 2019	Yes				
Mavi Giyim Sanayiye ve Ticaret AS	07/16/2020	7	Approve Director Remuneration	No	For	For		For
Mavi Giyim Sanayiye ve Ticaret AS	07/16/2020	8	Ratify External Auditors	No	For	For		For
Mavi Giyim Sanayiye ve Ticaret AS	07/16/2020	9	Approve Allocation of Income	No	For	For		For
Mavi Giyim Sanayiye ve Ticaret AS	07/16/2020	10	Approve Upper Limit of Donations for the Current Fiscal Year and Receive Information on Donations Made in Previous Fiscal Year	No	For	For		For
Mavi Giyim Sanayiye ve Ticaret AS	07/16/2020	11	Receive Information on Guarantees, Pledges and Mortgages Provided to Third Parties	Yes				
Mavi Giyim Sanayiye ve Ticaret AS	07/16/2020	12	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose and Receive Information in Accordance to Article 1.3.6 of Corporate Governance Principles	No	For	For		For
Mavi Giyim Sanayiye ve Ticaret AS	07/16/2020	13	Wishes	Yes				
MCB Group Limited	12/09/2020	1	Consider the Annual Report	No	For	For		For
MCB Group Limited	12/09/2020	2	Receive the Auditors' Report	No	For	For		For
MCB Group Limited	12/09/2020	3	Accept Financial Statements and Statutory Reports for the Year Ended 30 June 2020	No	For	For		For
MCB Group Limited	12/09/2020	4	Reelect Pierre Guy Noel as Director	No	For	Against		Against
MCB Group Limited	12/09/2020	5	Reelect Alain Rey as Director	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
MCB Group Limited	12/09/2020	6	Reelect Jean-Jacques Dupont de Rivalz de St Antoine as Director	No	For	For		For
MCB Group Limited	12/09/2020	7	Elect Jean-Philippe Coulier as Director	No	For	For		For
MCB Group Limited	12/09/2020	8	Elect Stephen Davidson as Director	No	For	For		For
MCB Group Limited	12/09/2020	9	Approve Remuneration of Directors	No	For	For		For
MCB Group Limited	12/09/2020	10	Approve Deloitte as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Mediclinic International Plc	07/22/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Mediclinic International Plc	07/22/2020	2	Approve Remuneration Report	No	For	For		For
Mediclinic International Plc	07/22/2020	3	Approve Remuneration Policy	No	For	For		For
Mediclinic International Plc	07/22/2020	4	Elect Dame Inga Beale as Director	No	For	For		For
Mediclinic International Plc	07/22/2020	5	Elect Tom Singer as Director	No	For	For		For
Mediclinic International Plc	07/22/2020	6	Re-elect Dr Ronnie van der Merwe as Director	No	For	For		For
Mediclinic International Plc	07/22/2020	7	Re-elect Jurgens Myburgh as Director	No	For	For		For
Mediclinic International Plc	07/22/2020	8	Re-elect Alan Grieve as Director	No	For	For		For
Mediclinic International Plc	07/22/2020	9	Re-elect Dr Muhadditha Al Hashimi as Director	No	For	For		For
Mediclinic International Plc	07/22/2020	10	Re-elect Jannie Durand as Director	No	For	For		Against
Mediclinic International Plc	07/22/2020	11	Re-elect Dr Felicity Harvey as Director	No	For	For		For
Mediclinic International Plc	07/22/2020	12	Re-elect Danie Meintjes as Director	No	For	For		For
Mediclinic International Plc	07/22/2020	13	Re-elect Dr Anja Oswald as Director	No	For	For		For
Mediclinic International Plc	07/22/2020	14	Re-elect Trevor Petersen as Director	No	For	For		For
Mediclinic International Plc	07/22/2020	15	Reappoint PricewaterhouseCoopers LLP as Auditors	No	For	For		For
Mediclinic International Plc	07/22/2020	16	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	No	For	For		For
Mediclinic International Plc	07/22/2020	17	Authorise EU Political Donations and Expenditure	No	For	For		For
Mediclinic International Plc	07/22/2020	18	Authorise Issue of Equity	No	For	For		Against
Mediclinic International Plc	07/22/2020	19	Authorise Issue of Equity without Pre-emptive Rights	No	For	For		For
Mediclinic International Plc	07/22/2020	20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	No	For	For		For
Mediclinic International Plc	07/22/2020	21	Authorise the Company to Call General Meeting with Two Weeks' Notice	No	For	For		For
Mediclinic International Plc	07/22/2020	22	Adopt New Articles of Association	No	For	For		For
Megaworld Corporation	08/24/2020	3	Approve Minutes of the Previous Annual Meeting	No	For	For		For
Megaworld Corporation	08/24/2020	5	Approve Amendment of Sections 4 and 6, Article I and Section 3, Article II of the Company's Amended By-Laws	No	For	For		For
Megaworld Corporation	08/24/2020	6	Appoint External Auditors	No	For	For		For
Megaworld Corporation	08/24/2020	7	Ratify Acts and Resolutions of the Board of Directors, Board Committees and Management	No	For	For		For
Megaworld Corporation	08/24/2020		Elect 7 Directors by Cumulative Voting	Yes				

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Megaworld Corporation	08/24/2020	8a	Elect Andrew L. Tan as Director	No	For	For		For
Megaworld Corporation	08/24/2020	8b	Elect Katherine L. Tan as Director	No	For	For		For
Megaworld Corporation	08/24/2020	8c	Elect Kingson U. Sian as Director	No	For	For		For
Megaworld Corporation	08/24/2020	8d	Elect Enrique Santos L. Sy as Director	No	For	For		For
Megaworld Corporation	08/24/2020	8e	Elect Jesus B. Varela as Director	No	For	For		For
Megaworld Corporation	08/24/2020	8f	Elect Cresencio P. Aquino as Director	No	For	For		For
Megaworld Corporation	08/24/2020	8g	Elect Roberto S. Guevara as Director	No	For	For		For
Melstacorp Plc	11/06/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Melstacorp Plc	11/06/2020	2	Approve KPMG as Auditors and Authorize Board to Fix their Remuneration	No	For	For		For
Melstacorp Plc	11/06/2020	3	Reelect Don Hasitha Stassen Jayawardena as Director	No	For	For		For
Melstacorp Plc	11/06/2020	4	Reelect D. H. S. Jayawardena as Director	No	For	For		For
Melstacorp Plc	11/06/2020	5	Reelect R. Seevaratnam as Director	No	For	For		For
Melstacorp Plc	11/06/2020	6	Reelect Niranan De Silva as Director	No	For	For		For
Melstacorp Plc	11/06/2020	7	Approve Charitable Donations	No	For	Against		Against
Melstacorp Plc	11/06/2020	8	Amend Articles of Association	No	For	For		For
Millat Tractors Ltd.	10/26/2020		Ordinary Business	Yes				
Millat Tractors Ltd.	10/26/2020	1	Approve Minutes of Previous Meeting	No	For	For		For
Millat Tractors Ltd.	10/26/2020	2	Accept Financial Statements and Statutory Reports	No	For	For		For
Millat Tractors Ltd.	10/26/2020	3	Approve Final Cash Dividend	No	For	For		For
Millat Tractors Ltd.	10/26/2020	4	Approve Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Millat Tractors Ltd.	10/26/2020		Special Business	Yes				
Millat Tractors Ltd.	10/26/2020	5	Approve Related Party Transactions for Year Ended June 30, 2020	No	For	For		For
Millat Tractors Ltd.	10/26/2020	6	Authorize CEO to Approve Related Party Transactions for Year Ending June 30, 2021	No	For	For		For
Millat Tractors Ltd.	10/26/2020	7	Increase Authorized Share Capital and Amend Memorandum and Articles of Association to Reflect Increase in Authorized Share Capital	No	For	For		For
Millat Tractors Ltd.	10/26/2020		Other Business	Yes				
Millat Tractors Ltd.	10/26/2020	1	Other Business	No	For	Against		Against
MJL Bangladesh Ltd.	12/13/2020	1	Approve Minutes of Previous Meeting	No	For	For		For
MJL Bangladesh Ltd.	12/13/2020	2	Accept Financial Statements and Statutory Reports	No	For	For		For
MJL Bangladesh Ltd.	12/13/2020	3	Approve Dividend	No	For	For		For
MJL Bangladesh Ltd.	12/13/2020	4.1	Reelect Abdul- Mueyed Chowdhury as Director	No	For	Against		Against
MJL Bangladesh Ltd.	12/13/2020	4.2	Reelect Gias Uddin Ansary as Director	No	For	For		For
MJL Bangladesh Ltd.	12/13/2020	5	Approve Howlader Yunus & Co as Auditors and Authorize Board to Fix their Remuneration	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
MJL Bangladesh Ltd.	12/13/2020	6	Appoint Corporate Governance Compliance Professionals for Fiscal Year 2020-2021 and Authorize Board to Fix Their remuneration	No	For	For		For
MK Restaurant Group PCL	07/24/2020	1	Acknowledge Directors' Report	Yes				
MK Restaurant Group PCL	07/24/2020	2	Approve Financial Statements	No	For	For		For
MK Restaurant Group PCL	07/24/2020	3	Acknowledge Interim Dividend Payment	Yes				
MK Restaurant Group PCL	07/24/2020	4.1	Elect Rit Thirakomen as Director	No	For	For		Against
MK Restaurant Group PCL	07/24/2020	4.2	Elect Somchai Hanjitkasem as Director	No	For	For		For
MK Restaurant Group PCL	07/24/2020	4.3	Elect Thanong Chotisrayuth as Director	No	For	For		For
MK Restaurant Group PCL	07/24/2020	5	Approve Remuneration of Directors	No	For	For		For
MK Restaurant Group PCL	07/24/2020	6	Approve Auditors and Authorize Board to Fix Their Remuneration	No	For	Against		Against
MK Restaurant Group PCL	07/24/2020	7	Amend Articles of Association Re: Change in Company's Seal	No	For	For		For
MK Restaurant Group PCL	07/24/2020	8	Other Business	No	For	Against		Against
MMC Norilsk Nickel PJSC	12/10/2020		Meeting for ADR Holders	Yes				
MMC Norilsk Nickel PJSC	12/10/2020	1	Approve Interim Dividends of RUB 623.35 per Share for First Nine Months of Fiscal 2020	No	For	For		For
Mobile Telecommunications Co. Saudi Arabia	10/08/2020		Extraordinary Business	Yes				
Mobile Telecommunications Co. Saudi Arabia	10/08/2020	1	Approve Reduction in Share Capital and Amend Articles of Bylaws	No	For	For		For
Mobile Telecommunications Co. Saudi Arabia	10/14/2020		Extraordinary Business	Yes				
Mobile Telecommunications Co. Saudi Arabia	10/14/2020	1	Authorize Capital Increase with Preemptive Rights and Amend Articles of Bylaws	No	For	For		Against
Mobile TeleSystems PJSC	09/30/2020	1	Approve Interim Dividends of RUB 8.93 per Share for First Six Months of Fiscal 2020	No	For	For		For
Mobile TeleSystems PJSC	09/30/2020	2	Approve Company's Membership in Open Network Technologies	No	For	For		For
Mobile TeleSystems PJSC	09/30/2020	3	Approve New Edition of Regulations on Board of Directors	No	For	For		For
Mobile TeleSystems PJSC	09/30/2020	4	Approve New Edition of Regulations on Management	No	For	For		For
Mphasis Limited	07/23/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Mphasis Limited	07/23/2020	2	Approve Final Dividend	No	For	For		For
Mphasis Limited	07/23/2020	3	Reelect David Lawrence Johnson as Director	No	For	For		Against
Mphasis Limited	07/23/2020	4	Reelect Amit Dalmia as Director	No	For	For		Against
Mphasis Limited	07/23/2020	5	Reelect Jan Kathleen Hier as Director	No	For	For		For
Mphasis Limited	07/23/2020	6	Amend Employee Stock Option Plan 2016	No	For	Against		Against

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Mphasis Limited	07/23/2020	7	Approve Extension of Benefits of Mphasis Employee Stock Option Plan 2016 to Eligible Employees of the Subsidiary Companies	No	For	Against		Against
Mr. Price Group Ltd.	08/26/2020		Ordinary Resolutions	Yes				
Mr. Price Group Ltd.	08/26/2020	1	Accept Financial Statements and Statutory Reports for the Year Ended 28 March 2020	No	For	For		For
Mr. Price Group Ltd.	08/26/2020	2.1	Re-elect Nigel Payne as Director	No	For	For		For
Mr. Price Group Ltd.	08/26/2020	2.2	Re-elect Bobby Johnston as Director	No	For	For		For
Mr. Price Group Ltd.	08/26/2020	2.3	Re-elect Maud Motanyane-Welch as Director	No	For	For		For
Mr. Price Group Ltd.	08/26/2020	3	Reappoint Ernst & Young Inc as Auditors with Merisha Kassie as the Designated Registered Auditor	No	For	For		For
Mr. Price Group Ltd.	08/26/2020	4.1	Re-elect Bobby Johnston as Member of the Audit and Compliance Committee	No	For	For		For
Mr. Price Group Ltd.	08/26/2020	4.2	Re-elect Daisy Naidoo as Member of the Audit and Compliance Committee	No	For	For		For
Mr. Price Group Ltd.	08/26/2020	4.3	Re-elect Mark Bowman as Member of the Audit and Compliance Committee	No	For	For		For
Mr. Price Group Ltd.	08/26/2020	4.4	Re-elect Mmaboshadi Chauke as Member of the Audit and Compliance Committee	No	For	For		For
Mr. Price Group Ltd.	08/26/2020	5	Approve Remuneration Policy	No	For	For		For
Mr. Price Group Ltd.	08/26/2020	6	Approve Remuneration Implementation Report	No	For	For		For
Mr. Price Group Ltd.	08/26/2020	7	Adopt the Social, Ethics, Transformation and Sustainability Committee Report	No	For	For		For
Mr. Price Group Ltd.	08/26/2020	8	Authorise Ratification of Approved Resolutions	No	For	For		For
Mr. Price Group Ltd.	08/26/2020	9	Place Authorised but Unissued Shares under Control of Directors	No	For	For		For
Mr. Price Group Ltd.	08/26/2020	10	Authorise Board to Issue Shares for Cash	No	For	For		For
Mr. Price Group Ltd.	08/26/2020		Special Resolutions	Yes				
Mr. Price Group Ltd.	08/26/2020	1.1	Approve Fees of the Independent Non-executive Chairman	No	For	For		For
Mr. Price Group Ltd.	08/26/2020	1.2	Approve Fees of the Honorary Chairman	No	For	For		For
Mr. Price Group Ltd.	08/26/2020	1.3	Approve Fees of the Lead Independent Director	No	For	For		For
Mr. Price Group Ltd.	08/26/2020	1.4	Approve Fees of the Non-Executive Directors	No	For	For		For
Mr. Price Group Ltd.	08/26/2020	1.5	Approve Fees of the Audit and Compliance Committee Chairman	No	For	For		For
Mr. Price Group Ltd.	08/26/2020	1.6	Approve Fees of the Audit and Compliance Committee Members	No	For	For		For
Mr. Price Group Ltd.	08/26/2020	1.7	Approve Fees of the Remuneration and Nominations Committee Chairman	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Mr. Price Group Ltd.	08/26/2020	1.8	Approve Fees of the Remuneration and Nominations Committee Members	No	For	For		For
Mr. Price Group Ltd.	08/26/2020	1.9	Approve Fees of the Social, Ethics, Transformation and Sustainability Committee Chairman	No	For	For		For
Mr. Price Group Ltd.	08/26/2020	1.10	Approve Fees of the Social, Ethics, Transformation and Sustainability Committee Members	No	For	For		For
Mr. Price Group Ltd.	08/26/2020	1.11	Approve Fees of the Risk and IT Committee Members	No	For	For		For
Mr. Price Group Ltd.	08/26/2020	1.12	Approve Fees of the Risk and IT Committee - IT Specialist	No	For	For		For
Mr. Price Group Ltd.	08/26/2020	2	Authorise Repurchase of Issued Share Capital	No	For	For		For
Mr. Price Group Ltd.	08/26/2020	3	Approve Financial Assistance to Related or Inter-related Companies	No	For	For		For
MultiChoice Group Ltd.	08/27/2020		Ordinary Resolutions	Yes				
MultiChoice Group Ltd.	08/27/2020	1	Accept Financial Statements and Statutory Reports for the Year Ended 31 March 2020	No	For	For		For
MultiChoice Group Ltd.	08/27/2020	2.1	Re-elect Nolo Letele as Director	No	For	For		For
MultiChoice Group Ltd.	08/27/2020	2.2	Re-elect Jabu Mabuza as Director	No	For	For		For
MultiChoice Group Ltd.	08/27/2020	2.3	Re-elect Kgomo Moseke as Director	No	For	For		For
MultiChoice Group Ltd.	08/27/2020	3	Reappoint PricewaterhouseCoopers Inc as Auditors with Brett Humphreys as Designated Individual Registered Auditor	No	For	For		For
MultiChoice Group Ltd.	08/27/2020	4.1	Re-elect Louisa Stephens as Chair of the Audit Committee	No	For	For		For
MultiChoice Group Ltd.	08/27/2020	4.2	Re-elect Christine Sabwa as Member of the Audit Committee	No	For	For		For
MultiChoice Group Ltd.	08/27/2020	4.3	Elect Elias Masilela as Member of the Audit Committee	No	For	Against		Against
MultiChoice Group Ltd.	08/27/2020	5	Authorise Board to Issue Shares for Cash	No	For	For		For
MultiChoice Group Ltd.	08/27/2020	6	Approve Amendments to the Trust Deed of the Restricted Share Plan Trust and the Share Scheme Envisaged by Such Trust Deed	No	For	For		For
MultiChoice Group Ltd.	08/27/2020		Non-binding Advisory Resolutions	Yes				
MultiChoice Group Ltd.	08/27/2020	1	Approve Remuneration Policy	No	For	For		For
MultiChoice Group Ltd.	08/27/2020	2	Approve Implementation of the Remuneration Policy	No	For	For		For
MultiChoice Group Ltd.	08/27/2020		Special Resolutions	Yes				
MultiChoice Group Ltd.	08/27/2020	1.1	Approve Remuneration of Non-executive Director	No	For	For		For
MultiChoice Group Ltd.	08/27/2020	1.2	Approve Remuneration of Lead Independent Non-executive Director	No	For	For		For
MultiChoice Group Ltd.	08/27/2020	1.3	Approve Remuneration of Audit Committee Chair	No	For	For		For
MultiChoice Group Ltd.	08/27/2020	1.4	Approve Remuneration of Audit Committee Member	No	For	For		For
MultiChoice Group Ltd.	08/27/2020	1.5	Approve Remuneration of Risk Committee Chair	No	For	For		For
MultiChoice Group Ltd.	08/27/2020	1.6	Approve Remuneration of Risk Committee Member	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
MultiChoice Group Ltd.	08/27/2020	1.7	Approve Remuneration of Remuneration Committee Chair	No	For	For		For
MultiChoice Group Ltd.	08/27/2020	1.8	Approve Remuneration of Remuneration Committee Member	No	For	For		For
MultiChoice Group Ltd.	08/27/2020	1.9	Approve Remuneration of Nomination Committee Chair	No	For	For		For
MultiChoice Group Ltd.	08/27/2020	1.10	Approve Remuneration of Nomination Committee Member	No	For	For		For
MultiChoice Group Ltd.	08/27/2020	1.11	Approve Remuneration of Social and Ethics Committee Chair	No	For	For		For
MultiChoice Group Ltd.	08/27/2020	1.12	Approve Remuneration of Social and Ethics Committee Member	No	For	For		For
MultiChoice Group Ltd.	08/27/2020	2	Authorise Repurchase of Issued Share Capital	No	For	For		For
MultiChoice Group Ltd.	08/27/2020	3	Approve Financial Assistance in Terms of Section 44 of the Companies Act	No	For	For		For
MultiChoice Group Ltd.	08/27/2020	4	Approve Financial Assistance in Terms of Section 45 of the Companies Act	No	For	For		For
MultiChoice Group Ltd.	08/27/2020		Continuation of Ordinary Resolutions	Yes				
MultiChoice Group Ltd.	08/27/2020	7	Authorise Ratification of Approved Resolutions	No	For	For		For
My E.G. Services Berhad	08/06/2020		ORDINARY RESOLUTIONS	Yes				
My E.G. Services Berhad	08/06/2020	1	Approve Final Dividend	No	For	For		For
My E.G. Services Berhad	08/06/2020	2	Approve Directors' Fees and Benefits	No	For	For		For
My E.G. Services Berhad	08/06/2020	3	Elect Wong Thean Soon as Director	No	For	For		Against
My E.G. Services Berhad	08/06/2020	4	Elect Muhammad Rais Bin Abdul Karim as Director	No	For	For		For
My E.G. Services Berhad	08/06/2020	5	Approve Crowe Malaysia PLT as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
My E.G. Services Berhad	08/06/2020	6	Approve Mohd Jimmy Wong Bin Abdullah to Continue Office as Independent Non-Executive Director	No	For	For		For
My E.G. Services Berhad	08/06/2020	7	Approve Muhammad Rais Bin Abdul Karim to Continue Office as Independent Non-Executive Director	No	For	For		For
My E.G. Services Berhad	08/06/2020	8	Authorize Share Repurchase Program	No	For	For		For
My E.G. Services Berhad	08/06/2020		SPECIAL RESOLUTION	Yes				
My E.G. Services Berhad	08/06/2020	1	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For		For
My E.G. Services Berhad	08/06/2020		Ordinary Resolution	Yes				
My E.G. Services Berhad	08/06/2020	1	Approve Diversification of the Existing Business of the Company and its Subsidiaries to Include Provision of Financial Services	No	For	For		For
My E.G. Services Berhad	08/06/2020		Special Resolutions	Yes				
My E.G. Services Berhad	08/06/2020	1	Approve Dividend Reinvestment Plan and Issuance of New Ordinary Shares Under the Plan	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
My E.G. Services Berhad	08/06/2020	2	Approve Employees' Share Option Scheme (ESOS)	No	For	Against		Against
My E.G. Services Berhad	08/06/2020	3	Approve Allocation of ESOS Options to Norraesah Binti Haji Mohamad	No	For	Against		Against
My E.G. Services Berhad	08/06/2020	4	Approve Allocation of ESOS Options to Wong Thean Soon	No	For	Against		Against
My E.G. Services Berhad	08/06/2020	5	Approve Allocation of ESOS Options to Muhammad Rais Bin Abdul Karim	No	For	Against		Against
My E.G. Services Berhad	08/06/2020	6	Approve Allocation of ESOS Options to Mohd Jimmy Wong Bin Abdullah	No	For	Against		Against
My E.G. Services Berhad	08/06/2020	7	Approve Allocation of ESOS Options to Wong Kok Chau	No	For	Against		Against
Mytilineos SA	12/18/2020		Special Meeting Agenda	Yes				
Mytilineos SA	12/18/2020	1	Amend Corporate Purpose	No	For	For		For
Mytilineos SA	12/18/2020	2	Amend Company Article 10	No	For	For		For
Naspers Ltd.	08/21/2020		Ordinary Resolutions	Yes				
Naspers Ltd.	08/21/2020	1	Accept Financial Statements and Statutory Reports for the Year Ended 31 March 2020	No	For	For		For
Naspers Ltd.	08/21/2020	2	Approve Dividends for N Ordinary and A Ordinary Shares	No	For	For		For
Naspers Ltd.	08/21/2020	3	Reappoint PricewaterhouseCoopers Inc as Auditors of the Company with V Myburgh as the Individual Registered Auditor	No	For	For		For
Naspers Ltd.	08/21/2020	4.1	Elect Manisha Girotra as Director	No	For	For		For
Naspers Ltd.	08/21/2020	4.2	Elect Ying Xu as Director	No	For	For		For
Naspers Ltd.	08/21/2020	5.1	Re-elect Don Eriksson as Director	No	For	For		For
Naspers Ltd.	08/21/2020	5.2	Re-elect Mark Sorour as Director	No	For	For		For
Naspers Ltd.	08/21/2020	5.3	Re-elect Emilie Choi as Director	No	For	For		For
Naspers Ltd.	08/21/2020	5.4	Re-elect Rachel Jafta as Director	No	For	For		For
Naspers Ltd.	08/21/2020	6.1	Re-elect Don Eriksson as Member of the Audit Committee	No	For	For		For
Naspers Ltd.	08/21/2020	6.2	Re-elect Rachel Jafta as Member of the Audit Committee	No	For	For		For
Naspers Ltd.	08/21/2020	6.3	Elect Manisha Girotra as Member of the Audit Committee	No	For	For		For
Naspers Ltd.	08/21/2020	6.4	Elect Steve Pacak as Member of the Audit Committee	No	For	Against		Against
Naspers Ltd.	08/21/2020	7	Approve Remuneration Policy	No	For	Against		Against
Naspers Ltd.	08/21/2020	8	Approve Implementation of the Remuneration Policy	No	For	Against		Against
Naspers Ltd.	08/21/2020	9	Approve Amendments to the Trust Deed constituting the Naspers Restricted Stock Plan Trust and the Share Scheme envisaged by such Trust Deed	No	For	For		For
Naspers Ltd.	08/21/2020	10	Approve Amendments to the Trust Deed constituting the MIH Services FZ LLC Share Trust and the Share Scheme envisaged by such Trust Deed	No	For	For		For
Naspers Ltd.	08/21/2020	11	Approve Amendments to the Trust Deed constituting the MIH Holdings Share Trust and the Share Scheme envisaged by such Trust Deed	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Naspers Ltd.	08/21/2020	12	Approve Amendments to the Trust Deed constituting the Naspers Share Incentive Trust and the Share Scheme envisaged by such Trust Deed	No	For	For		For
Naspers Ltd.	08/21/2020	13	Place Authorised but Unissued Shares under Control of Directors	No	For	Against		Against
Naspers Ltd.	08/21/2020	14	Authorise Board to Issue Shares for Cash	No	For	Against		Against
Naspers Ltd.	08/21/2020	15	Authorise Ratification of Approved Resolutions	No	For	For		For
Naspers Ltd.	08/21/2020		Special Resolutions	Yes				
Naspers Ltd.	08/21/2020	1.1	Approve Fees of the Board Chairman	No	For	For		For
Naspers Ltd.	08/21/2020	1.2	Approve Fees of the Board Member	No	For	For		For
Naspers Ltd.	08/21/2020	1.3	Approve Fees of the Audit Committee Chairman	No	For	For		For
Naspers Ltd.	08/21/2020	1.4	Approve Fees of the Audit Committee Member	No	For	For		For
Naspers Ltd.	08/21/2020	1.5	Approve Fees of the Risk Committee Chairman	No	For	For		For
Naspers Ltd.	08/21/2020	1.6	Approve Fees of the Risk Committee Member	No	For	For		For
Naspers Ltd.	08/21/2020	1.7	Approve Fees of the Human Resources and Remuneration Committee Chairman	No	For	For		For
Naspers Ltd.	08/21/2020	1.8	Approve Fees of the Human Resources and Remuneration Committee Member	No	For	For		For
Naspers Ltd.	08/21/2020	1.9	Approve Fees of the Nomination Committee Chairman	No	For	For		For
Naspers Ltd.	08/21/2020	1.10	Approve Fees of the Nomination Committee Member	No	For	For		For
Naspers Ltd.	08/21/2020	1.11	Approve Fees of the Social, Ethics and Sustainability Committee Chairman	No	For	For		For
Naspers Ltd.	08/21/2020	1.12	Approve Fees of the Social, Ethics and Sustainability Committee Member	No	For	For		For
Naspers Ltd.	08/21/2020	1.13	Approve Fees of the Trustees of Group Share Schemes/Other Personnel Funds	No	For	For		For
Naspers Ltd.	08/21/2020	2	Approve Financial Assistance in Terms of Section 44 of the Companies Act	No	For	For		For
Naspers Ltd.	08/21/2020	3	Approve Financial Assistance in Terms of Section 45 of the Companies Act	No	For	For		For
Naspers Ltd.	08/21/2020	4	Authorise Repurchase of N Ordinary Shares	No	For	For		For
Naspers Ltd.	08/21/2020	5	Authorise Specific Repurchase of N Ordinary Shares from Holders of N Ordinary Shares	No	For	Against		Against
Naspers Ltd.	08/21/2020	6	Authorise Repurchase of A Ordinary Shares	No	For	Against		Against
NATCO Pharma Limited	10/15/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
NATCO Pharma Limited	10/15/2020	2	Confirm Four Interim Dividends as Final Dividend	No	For	For		For
NATCO Pharma Limited	10/15/2020	3	Reelect Sridhar Sankararaman as Director	No	For	For		Against
NATCO Pharma Limited	10/15/2020	4	Approve Reappointment and Remuneration of V.C. Nannapaneni as Chairman and Managing Director	No	For	For		Against

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
NATCO Pharma Limited	10/15/2020	5	Approve Reappointment and Remuneration of Rajeev Nannapaneni as Vice Chairman and Chief Executive Officer	No	For	For		For
NATCO Pharma Limited	10/15/2020	6	Approve Reappointment and Remuneration of P.S.R.K. Prasad as Director and Executive Vice President (Corporate Engineering Services)	No	For	For		For
NATCO Pharma Limited	10/15/2020	7	Approve Reappointment and Remuneration of D. Linga Rao as Director and President (Tech. Affairs)	No	For	For		For
NATCO Pharma Limited	10/15/2020	8	Reelect M.U.R. Naidu as Director	No	For	For		For
NATCO Pharma Limited	10/15/2020	9	Approve Remuneration of Cost Auditors	No	For	For		For
NATCO Pharma Limited	10/15/2020	10	Approve Scheme for Giving of Loan(s) to Non-Promoter Working Director(s)	No	For	For		For
National Bank Ltd.	10/12/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
National Bank Ltd.	10/12/2020	2	Approve Dividend	No	For	For		For
National Bank Ltd.	10/12/2020	3.1	Reelect Zainul Haque Sikder as Director	No	For	Against		Against
National Bank Ltd.	10/12/2020	3.2	Reelect Parveen Haque Sikder as Director	No	For	Against		Against
National Bank Ltd.	10/12/2020	3.3	Reelect Rick Haque Sikder as Director	No	For	Against		Against
National Bank Ltd.	10/12/2020	4	Approve Auditors and Authorize Board to Fix their Remuneration	No	For	For		For
National Bank Ltd.	10/12/2020	5	Appoint Corporate Governance Compliance Auditors for Fiscal Year 2020 and Authorize Board to Fix Their remuneration	No	For	For		For
National Bank Ltd.	10/12/2020	6	Ratify Appointment of Independent Director	No	For	Against		Against
National Bank of Pakistan	07/27/2020	1	Approve Minutes of Previous Meeting	No	For	For		For
National Bank of Pakistan	07/27/2020		Please Elect 1 Nominee from the 2 Candidates Listed:	Yes				
National Bank of Pakistan	07/27/2020	2.1	Reelect Farid Malik as Director	No	For	Against		Against
National Bank of Pakistan	07/27/2020	2.2	Elect Muhammad Hanif Khan as Director	No	For	Against		Against
National Bank of Pakistan	07/27/2020	3	Approve Director Indemnification	No	For	For		For
National Bank of Pakistan	07/27/2020	4	Approve Remuneration Policy	No	For	For		For
National Bank of Pakistan	07/27/2020	5	Other Business	No	For	Against		Against
National Development Bank Plc	08/20/2020	1	Amend Articles 8 (ii) of Bylaws	No	For	For		For
National Development Bank Plc	08/20/2020	2	Amend Articles Article 22(i) of Bylaws	No	For	For		For
National Development Bank Plc	08/20/2020	3	Amend Articles Article 23(iv) of Bylaws	No	For	For		For
National Development Bank Plc	08/20/2020	4	Amend Articles 25 of Bylaws	No	For	For		For
National Development Bank Plc	08/20/2020	5	Amend Articles Article Article 26(i) and 26(ii) of Bylaws	No	For	For		For
National Development Bank Plc	08/20/2020	6	Amend Articles Article 27 of Bylaws	No	For	For		For
National Development Bank Plc	08/20/2020	7	Amend Articles Article 28(i), 28(v) and 28(vi) of Bylaws	No	For	For		For
National Development Bank Plc	08/20/2020	8	Amend Articles 29(i), 29(ii) and 29(v) of Bylaws	No	For	For		For
National Development Bank Plc	08/20/2020	9	Amend Articles 30 of Bylaws	No	For	For		For
National Development Bank Plc	08/20/2020	10	Amend Articles 32 (ii) of Bylaws	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
National Development Bank Plc	08/20/2020	11	Amend Articles 67 (1) of Bylaws	No	For	For		For
National Development Bank Plc	08/20/2020	12	Approve Issuance of Basel III Compliant, Tier II, Listed, Rated, Unsecured, Subordinated, Redeemable Debentures with a 5 Year Non-Viability Conversion Option	No	For	For		For
National Real Estate Co.	07/01/2020		Ordinary Business	Yes				
National Real Estate Co.	07/01/2020	1	Approve Board Report on Company Operations for FY 2019	No	For	For		For
National Real Estate Co.	07/01/2020	2	Approve Corporate Governance Report and Audit Committee Report for FY 2019	No	For	For		For
National Real Estate Co.	07/01/2020	3	Approve Auditors' Report on Company Financial Statements for FY 2019	No	For	For		For
National Real Estate Co.	07/01/2020	4	Accept Financial Statements and Statutory Reports for FY 2019	No	For	Against		Against
National Real Estate Co.	07/01/2020	5	Approve Special Report on Violations and Penalties for FY 2019	No	For	For		For
National Real Estate Co.	07/01/2020	6	Approve Stock Dividend Program Re: 5:100 for FY 2019	No	For	For		For
National Real Estate Co.	07/01/2020	7	Approve Remuneration of Directors of KWD 148,750 for FY 2019	No	For	For		For
National Real Estate Co.	07/01/2020	8	Approve Related Party Transactions for FY 2019 and FY 2020	No	For	Against		Against
National Real Estate Co.	07/01/2020	9	Approve Transfer of 10 Percent of Net Income to Statutory Reserve for FY 2019	No	For	For		For
National Real Estate Co.	07/01/2020	10	Approve Discontinuing the Optional Reserve Transfer	No	For	For		For
National Real Estate Co.	07/01/2020	11	Approve Related Party Transactions Re: Directors, Directors' Representatives and Directors' Relatives Transactions	No	For	Against		Against
National Real Estate Co.	07/01/2020	12	Authorize Share Repurchase Program of Up to 10 Percent of Issued Share Capital	No	For	For		For
National Real Estate Co.	07/01/2020	13	Authorize Issuance of Bonds/Sukuk and Authorize Board to Set Terms of Issuance	No	For	Against		Against
National Real Estate Co.	07/01/2020	14	Approve Discharge of Directors for FY 2019	No	For	Against		Against
National Real Estate Co.	07/01/2020	15	Ratify Auditors and Fix Their Remuneration for FY 2020	No	For	For		For
National Real Estate Co.	07/01/2020		Extraordinary Business	Yes				
National Real Estate Co.	07/01/2020	1	Increase Authorized Capital up to KWD 250,000,000 and Authorize Capitalization of Reserves for Bonus Issue Representing 5 Percent of Share Capital	No	For	For		Against
National Real Estate Co.	07/01/2020	2	Amend Article 6 of Memorandum of Association and Article 5 of Bylaws to Reflect Changes in Capital	No	For	For		For
National Real Estate Co.	07/08/2020		Extraordinary Business	Yes				

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
National Real Estate Co.	07/08/2020	1	Increase Authorized Capital up to KWD 250,000,000 and Authorize Capitalization of Reserves for Bonus Issue Representing 5 Percent of Share Capital	No	For	For		Against
National Real Estate Co.	07/08/2020	2	Amend Article 6 of Memorandum of Association and Article 5 of Bylaws to Reflect Changes in Capital	No	For	For		Against
NEPI Rockcastle Plc	08/20/2020	1	Accept Financial Statements and Statutory Reports for the Year Ended 31 December 2019	No	For	For		For
NEPI Rockcastle Plc	08/20/2020	2.1	Re-elect Marek Noetzel as Director	No	For	For		For
NEPI Rockcastle Plc	08/20/2020	2.2	Re-elect George Aase as Director	No	For	For		For
NEPI Rockcastle Plc	08/20/2020	2.3	Re-elect Andre van der Veer as Director	No	For	For		For
NEPI Rockcastle Plc	08/20/2020	2.4	Elect Steven Brown as Director	No	For	For		For
NEPI Rockcastle Plc	08/20/2020	3	Elect Andries de Lange as Director	No	For	For		Against
NEPI Rockcastle Plc	08/20/2020	4.1	Re-elect George Aase as Chairperson of the Audit Committee	No	For	For		For
NEPI Rockcastle Plc	08/20/2020	4.2	Re-elect Andre van der Veer as Member of the Audit Committee	No	For	For		For
NEPI Rockcastle Plc	08/20/2020	4.3	Re-elect Antoine Dijkstra as Member of the Audit Committee	No	For	For		For
NEPI Rockcastle Plc	08/20/2020	4.4	Re-elect Andreas Klinge as Member of the Audit Committee	No	For	For		For
NEPI Rockcastle Plc	08/20/2020	5	Reappoint PricewaterhouseCoopers LLC as Auditors with Nicholas Halsall as the Designated Audit Individual	No	For	For		For
NEPI Rockcastle Plc	08/20/2020	6	Authorise Board to Fix Remuneration of Auditors	No	For	For		For
NEPI Rockcastle Plc	08/20/2020	7	Approve Remuneration of Non-Executive Directors	No	For	For		For
NEPI Rockcastle Plc	08/20/2020	8	Authorise Ratification of Approved Resolutions	No	For	For		For
NEPI Rockcastle Plc	08/20/2020	9	Authorise Directors to Determine Non-Executive Directors' Additional Special Payments	No	For	Against		Against
NEPI Rockcastle Plc	08/20/2020	10	Authorise Board to Issue Shares for Cash	No	For	For		For
NEPI Rockcastle Plc	08/20/2020	11	Authorise Specific Issue of Shares Pursuant to a Reinvestment Option	No	For	For		For
NEPI Rockcastle Plc	08/20/2020	12	Authorise Repurchase of Issued Share Capital	No	For	For		For
NEPI Rockcastle Plc	08/20/2020	13	Approve Remuneration Policy	No	For	Against		Against
NEPI Rockcastle Plc	08/20/2020	14	Approve Remuneration Implementation Report	No	For	Against		Against
Nestle India Ltd.	12/24/2020		POSTAL BALLOT	Yes				
Nestle India Ltd.	12/24/2020	1	Elect Matthias Christoph Lohner as Director and Approve Appointment and Remuneration of Matthias Christoph Lohner as Whole-Time Director Designated as Executive Director-Technical	No	For	For		For
Netas Telekomunikasyon AS	10/22/2020		Annual Meeting Agenda	Yes				
Netas Telekomunikasyon AS	10/22/2020	1	Open Meeting and Elect Presiding Council of Meeting	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Netas Telekomunikasyon AS	10/22/2020	2	Accept Board Report	No	For	For		For
Netas Telekomunikasyon AS	10/22/2020	3	Accept Audit Report	No	For	For		For
Netas Telekomunikasyon AS	10/22/2020	4	Accept Financial Statements	No	For	For		For
Netas Telekomunikasyon AS	10/22/2020	5	Approve Discharge of Board and Auditors	No	For	For		For
Netas Telekomunikasyon AS	10/22/2020	6	Approve Allocation of Income	No	For	For		For
Netas Telekomunikasyon AS	10/22/2020	7	Receive Information on Guarantees, Pledges and Mortgages Provided to Third Parties	Yes				
Netas Telekomunikasyon AS	10/22/2020	8	Approve Upper Limit of Donations for 2020 and Receive Information on Donations Made in 2019	No	For	Against		Against
Netas Telekomunikasyon AS	10/22/2020	9	Receive Information on Related Party Transactions	Yes				
Netas Telekomunikasyon AS	10/22/2020	10	Ratify External Auditors	No	For	For		For
Netas Telekomunikasyon AS	10/22/2020	11	Ratify Director Appointment	No	For	Against		Against
Netas Telekomunikasyon AS	10/22/2020	12	Approve Director Remuneration	No	For	Against		Against
Netas Telekomunikasyon AS	10/22/2020	13	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose	No	For	For		For
Netas Telekomunikasyon AS	10/22/2020	14	Wishes	Yes				
NetEase, Inc.	09/25/2020		Meeting for ADR Holders	Yes				
NetEase, Inc.	09/25/2020	1a	Elect William Lei Ding as Director	No	For	For		For
NetEase, Inc.	09/25/2020	1b	Elect Alice Yu-Fen Cheng as Director	No	For	For		For
NetEase, Inc.	09/25/2020	1c	Elect Denny Ting Bun Lee as Director	No	For	For		Against
NetEase, Inc.	09/25/2020	1d	Elect Joseph Tze Kay Tong as Director	No	For	For		For
NetEase, Inc.	09/25/2020	1e	Elect Lun Feng as Director	No	For	For		For
NetEase, Inc.	09/25/2020	1f	Elect Michael Man Kit Leung as Director	No	For	For		For
NetEase, Inc.	09/25/2020	1g	Elect Michael Sui Bau Tong as Director	No	For	For		For
NetEase, Inc.	09/25/2020	2	Approve Appointment of PricewaterhouseCoopers Zhong Tian LLP and PricewaterhouseCoopers as Auditors	No	For	For		For
NEUCA SA	10/09/2020	1	Open Meeting	Yes				
NEUCA SA	10/09/2020	2	Elect Meeting Chairman	No	For	For		For
NEUCA SA	10/09/2020	3	Acknowledge Proper Convening of Meeting	Yes				
NEUCA SA	10/09/2020	4	Approve Agenda of Meeting	No	For	For		For
NEUCA SA	10/09/2020	5	Elect Members of Vote Counting Commission	No	For	For		For
NEUCA SA	10/09/2020	6	Approve Change of Issue Price of Series L Shares	No	For	Against		Against
NEUCA SA	10/09/2020	7	Approve Change of Issue Price of Series M Shares	No	For	Against		Against
NEUCA SA	10/09/2020	8	Approve Reduction of Issue Price of Series L and M Shares	No	For	Against		Against
NEUCA SA	10/09/2020	9	Amend May 5, 2020, AGM Resolution Re: Authorize Share Repurchase Program	No	For	For		For
NEUCA SA	10/09/2020	10	Approve Incentive Plan	No	For	Against		Against
NEUCA SA	10/09/2020	11	Approve Conditional Increase in Share Capital via Issuance of N Series Shares for Purpose of Incentive Plan	No	For	Against		Against

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
NEUCA SA	10/09/2020	12	Eliminate Preemptive Rights with Regards to N Series Shares for Incentive Plan	No	For	Against		Against
NEUCA SA	10/09/2020	13	Approve Issuance of Series I Warrants to Subscribe to Series N Shares for Purpose of Incentive Plan	No	For	Against		Against
NEUCA SA	10/09/2020	14	Eliminate Preemptive Rights for I Series Warrants for Incentive Plan	No	For	Against		Against
NEUCA SA	10/09/2020	15	Approve Listing and Dematerialization of N Series Shares	No	For	Against		Against
NEUCA SA	10/09/2020	16	Amend Statute	No	For	Against		Against
NEUCA SA	10/09/2020	17	Approve Consolidated Text of Statute	No	For	Against		Against
NEUCA SA	10/09/2020	18	Receive Management Board Report on Share Repurchase Program	Yes				
NEUCA SA	10/09/2020	19	Close Meeting	Yes				
NEUCA SA	11/12/2020	1	Open Meeting	Yes				
NEUCA SA	11/12/2020	2	Elect Meeting Chairman	No	For	For		For
NEUCA SA	11/12/2020	3	Acknowledge Proper Convening of Meeting	Yes				
NEUCA SA	11/12/2020	4	Approve Agenda of Meeting	No	For	For		For
NEUCA SA	11/12/2020	5	Elect Members of Vote Counting Commission	No	For	For		For
NEUCA SA	11/12/2020	6	Fix Number of Supervisory Board Members at Six	No	For	For		For
NEUCA SA	11/12/2020	7	Elect Supervisory Board Member	No	For	Against		Against
NEUCA SA	11/12/2020	8	Receive Management Board Report on Share Repurchase Program	Yes				
NEUCA SA	11/12/2020	9	Close Meeting	Yes				
New Mauritius Hotels Limited	07/30/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
New Mauritius Hotels Limited	07/30/2020	2	Re-elect Marie Maxime Hector Espitalier-Noel as Director	No	For	Against		Against
New Mauritius Hotels Limited	07/30/2020	3	Re-elect Francois Roland Venin as Director	No	For	For		For
New Mauritius Hotels Limited	07/30/2020	4	Re-appoint Joseph Rene Herbert Maingard Couacaud as Director	No	For	Against		Against
New Mauritius Hotels Limited	07/30/2020	5	Re-appoint Sunil Kishore Banymandhub as Director	No	For	Against		Against
New Mauritius Hotels Limited	07/30/2020	6	Approve BDO & Co. as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
New Mauritius Hotels Limited	07/30/2020	7	Approve Cancellation of Dividend	No	For	For		For
NHPC Limited	09/29/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
NHPC Limited	09/29/2020	2	Confirm Interim Dividend and Declare Final Dividend	No	For	For		For
NHPC Limited	09/29/2020	3	Reelect Nikhil Kumar Jain as Director	No	For	Against		Against
NHPC Limited	09/29/2020	4	Reelect Mahesh Kumar Mittal as Director	No	For	Against		Against
NHPC Limited	09/29/2020	5	Authorize Board to Fix Remuneration of Auditors	No	For	For		Against
NHPC Limited	09/29/2020	6	Elect Abhay Kumar Singh as Director and Approve Appointment of Abhay Kumar Singh as Chairman and Managing Director	No	For	For		Against
NHPC Limited	09/29/2020	7	Elect Yamuna Kumar Chaubey as Director (Technical)	No	For	Against		Against

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Nickel Asia Corporation	07/17/2020	1	Approve Minutes of the Annual Stockholders' Meeting held on May 20, 2019	No	For	For		For
Nickel Asia Corporation	07/17/2020	2	Approve Annual Reports and Audited Financial Statements for the Year Ending December 31, 2019	No	For	For		For
Nickel Asia Corporation	07/17/2020	3	Approve Further Additional Shares Reserved for the 2018 Stock Option Plan	No	For	Against		Against
Nickel Asia Corporation	07/17/2020	4	Ratify and Approve the Acts of the Board of Directors and Executive Officers	No	For	For		For
Nickel Asia Corporation	07/17/2020	5	Appoint Sycip, Gorres, Velayo & Co. as Independent Auditors	No	For	For		For
Nickel Asia Corporation	07/17/2020		Elect 9 Directors by Cumulative Voting	Yes				
Nickel Asia Corporation	07/17/2020	6.1	Elect Gerard H. Brimo as Director	No	For	For		For
Nickel Asia Corporation	07/17/2020	6.2	Elect Martin Antonio G. Zamora as Director	No	For	For		For
Nickel Asia Corporation	07/17/2020	6.3	Elect Philip T. Ang as Director	No	For	Withhold		Withhold
Nickel Asia Corporation	07/17/2020	6.4	Elect Luis J. L. Virata as Director	No	For	Withhold		Withhold
Nickel Asia Corporation	07/17/2020	6.5	Elect Maria Patricia Z. Riingen as Director	No	For	Withhold		Withhold
Nickel Asia Corporation	07/17/2020	6.6	Elect Masahiro Kamiya as Director	No	For	Withhold		Withhold
Nickel Asia Corporation	07/17/2020	6.7	Elect Hiroshi Yoshida as Director	No	For	Withhold		Withhold
Nickel Asia Corporation	07/17/2020	6.8	Elect Angelo Raymundo Q. Valencia as Director	No	For	For		For
Nickel Asia Corporation	07/17/2020	6.9	Elect Frederick Y. Dy as Director	No	For	For		For
Nickel Asia Corporation	07/17/2020	7	Other Matters	Yes				
Nine Dragons Paper (Holdings) Limited	12/07/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Nine Dragons Paper (Holdings) Limited	12/07/2020	2	Approve Final Dividend	No	For	For		For
Nine Dragons Paper (Holdings) Limited	12/07/2020	3a1	Elect Cheung Yan as Director	No	For	For		Against
Nine Dragons Paper (Holdings) Limited	12/07/2020	3a2	Elect Zhang Cheng Fei as Director	No	For	For		Against
Nine Dragons Paper (Holdings) Limited	12/07/2020	3a3	Elect Lau Chun Shun as Director	No	For	Against		Against
Nine Dragons Paper (Holdings) Limited	12/07/2020	3a4	Elect Tam Wai Chu, Maria as Director	No	For	For		For
Nine Dragons Paper (Holdings) Limited	12/07/2020	3a5	Elect Chen Kefu as Director	No	For	For		For
Nine Dragons Paper (Holdings) Limited	12/07/2020	3b	Authorize Board to Fix Remuneration of Directors	No	For	For		For
Nine Dragons Paper (Holdings) Limited	12/07/2020	4	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	No	For	For		For
Nine Dragons Paper (Holdings) Limited	12/07/2020	5a	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	Against		Against
Nine Dragons Paper (Holdings) Limited	12/07/2020	5b	Authorize Repurchase of Issued Share Capital	No	For	For		For
Nine Dragons Paper (Holdings) Limited	12/07/2020	5c	Authorize Reissuance of Repurchased Shares	No	For	Against		Against
Nine Dragons Paper Holdings Ltd.	07/27/2020	1	Approve Recovered Paper and Recycled Pulp Agreement, Proposed Annual Caps and Related Transactions	No	For	For		For
Nishat Mills Ltd.	10/28/2020	1	Accept Financial Statements and Statutory Reports	No	For	Against		Against
Nishat Mills Ltd.	10/28/2020	2	Approve Final Cash Dividend	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Nishat Mills Ltd.	10/28/2020	3	Approve Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Nishat Mills Ltd.	12/15/2020	1	Approve Loan Guarantee in Favor of Nishat Sutas Dairy Limited, Associated Company	No	For	Against		Against
NMDC Limited	09/29/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
NMDC Limited	09/29/2020	2	Approve Interim Dividends	No	For	For		For
NMDC Limited	09/29/2020	3	Reelect P.K. Satpathy as Director	No	For	Against		Against
NMDC Limited	09/29/2020	4	Reelect Rasika Chaube as Director	No	For	Against		Against
NMDC Limited	09/29/2020	5	Authorize Board to Fix Remuneration of Auditors	No	For	For		Against
NMDC Limited	09/29/2020	6	Elect Sumit Deb as Director and Approve His Appointment as Chairman and Managing Director	No	For	For		Against
NMDC Limited	09/29/2020	7	Elect Duraipandi Kuppuramu as Director	No	For	For		For
NMDC Limited	09/29/2020	8	Elect Vijoy Kumar Singh as Director	No	For	Against		Against
NMDC Limited	09/29/2020	9	Approve Remuneration of Cost Auditors	No	For	For		For
NMDC Limited	09/29/2020	10	Approve Issuance of Non-Convertible Debentures on Private Placement Basis	No	For	For		For
Northam Platinum Ltd.	11/27/2020	1	Re-elect Brian Mosehla as Director	No	For	For		Against
Northam Platinum Ltd.	11/27/2020	2	Re-elect Carnegie Chabedi as Director	No	For	For		Against
Northam Platinum Ltd.	11/27/2020	3	Re-elect Hester Hickey as Director	No	For	For		For
Northam Platinum Ltd.	11/27/2020	4	Re-elect Temba Mvusi as Director	No	For	For		For
Northam Platinum Ltd.	11/27/2020	5	Reappoint Ernst & Young Inc as Auditors with Ebrahim Dhorat as the Designated External Audit Partner	No	For	For		Against
Northam Platinum Ltd.	11/27/2020	6	Re-elect Hester Hickey as Member of the Audit and Risk Committee	No	For	For		For
Northam Platinum Ltd.	11/27/2020	7	Re-elect David Brown as Member of the Audit and Risk Committee	No	For	For		For
Northam Platinum Ltd.	11/27/2020	8	Re-elect Dr Yoza Jekwa as Member of the Audit and Risk Committee	No	For	For		For
Northam Platinum Ltd.	11/27/2020	9	Re-elect Jean Nel as Member of the Audit and Risk Committee	No	For	For		For
Northam Platinum Ltd.	11/27/2020	10	Approve Remuneration Policy	No	For	Against		Against
Northam Platinum Ltd.	11/27/2020	11	Approve Remuneration Implementation Report	No	For	Against		Against
Northam Platinum Ltd.	11/27/2020	12	Approve Non-Executive Directors' Fees	No	For	For		For
Northam Platinum Ltd.	11/27/2020	13	Approve Financial Assistance in Terms of Section 45 of the Companies Act	No	For	For		For
Northam Platinum Ltd.	11/27/2020	14	Authorise Repurchase of Issued Share Capital	No	For	For		For
NOVATEK JSC	09/30/2020	1	Approve Interim Dividends of RUB 11.82 per Share for First Six Months of Fiscal 2020	No	For	For		For
Novolipetsk Steel	09/25/2020		Meeting for GDR Holders	Yes				

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Novolipetsk Steel	09/25/2020	1	Approve Interim Dividends of RUB 4.75 per Share for First Six Months of Fiscal 2020	No	For	For		For
Novolipetsk Steel	12/18/2020		Meeting for GDR Holders	Yes				
Novolipetsk Steel	12/18/2020	1	Approve Interim Dividends of RUB 6.43 per Share for First Nine Months of Fiscal 2020	No	For	For		For
Novolipetsk Steel	12/18/2020	2	Approve Company's Membership in Centrizyskaniya	No	For	For		For
NTPC Limited	09/24/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
NTPC Limited	09/24/2020	2	Confirm Interim Dividend and Declare Final Dividend	No	For	For		For
NTPC Limited	09/24/2020	3	Authorize Board to Fix Remuneration of Statutory Auditors	No	For	For		For
NTPC Limited	09/24/2020	4	Elect Anil Kumar Gautam as Director (Finance)	No	For	Against		Against
NTPC Limited	09/24/2020	5	Elect Ashish Upadhyaya as Government Nominee Director	No	For	Against		Against
NTPC Limited	09/24/2020	6	Elect Dillip Kumar Patel as Director (Human Resources)	No	For	Against		Against
NTPC Limited	09/24/2020	7	Elect Ramesh Babu V as Director (Operations)	No	For	Against		Against
NTPC Limited	09/24/2020	8	Elect Chandan Kumar Mondol as Director (Commercial)	No	For	Against		Against
NTPC Limited	09/24/2020	9	Elect Ujjwal Kanti Bhattacharya as Director (Projects)	No	For	Against		Against
NTPC Limited	09/24/2020	10	Amend Objects Clause of Memorandum of Association	No	For	For		For
NTPC Limited	09/24/2020	11	Amend Articles of Association	No	For	For		For
NTPC Limited	09/24/2020	12	Approve Remuneration of Cost Auditors	No	For	For		For
NTPC Limited	09/24/2020	13	Approve Issuance of Bonds/Debentures on Private Placement Basis	No	For	For		For
O2 Czech Republic as	07/02/2020	1	Approve Reduction in Share Capital via Share Cancellation	No	For	For		For
O2 Czech Republic as	07/02/2020	2	Amend Articles of Association	No	For	For		For
Odas Elektrik Uretim Sanayi Ticaret AS	12/24/2020		Annual Meeting Agenda	Yes				
Odas Elektrik Uretim Sanayi Ticaret AS	12/24/2020	1	Open Meeting and Elect Presiding Council of Meeting	No	For	For		For
Odas Elektrik Uretim Sanayi Ticaret AS	12/24/2020	2	Authorize Presiding Council to Sign Minutes of Meeting	No	For	For		For
Odas Elektrik Uretim Sanayi Ticaret AS	12/24/2020	3	Accept Board Report	No	For	For		For
Odas Elektrik Uretim Sanayi Ticaret AS	12/24/2020	4	Accept Audit Report	No	For	For		For
Odas Elektrik Uretim Sanayi Ticaret AS	12/24/2020	5	Accept Financial Statements	No	For	For		For
Odas Elektrik Uretim Sanayi Ticaret AS	12/24/2020	6	Approve Allocation of Income	No	For	For		For
Odas Elektrik Uretim Sanayi Ticaret AS	12/24/2020	7	Approve Discharge of Board	No	For	For		For
Odas Elektrik Uretim Sanayi Ticaret AS	12/24/2020	8	Elect Directors	No	For	For		For
Odas Elektrik Uretim Sanayi Ticaret AS	12/24/2020	9	Approve Director Remuneration	No	For	Against		Against
Odas Elektrik Uretim Sanayi Ticaret AS	12/24/2020	10	Ratify External Auditors	No	For	For		For
Odas Elektrik Uretim Sanayi Ticaret AS	12/24/2020	11	Authorize Share Capital Increase without Preemptive Rights	No	For	Against		Against
Odas Elektrik Uretim Sanayi Ticaret AS	12/24/2020	12	Receive Information on Location Change of Headquarters	Yes				
Odas Elektrik Uretim Sanayi Ticaret AS	12/24/2020	13	Receive Information on Donations Made in 2019	Yes				
Odas Elektrik Uretim Sanayi Ticaret AS	12/24/2020	14	Approve Upper Limit of Donations for 2020	No	For	Against		Against

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Odas Elektrik Uretim Sanayi Ticaret AS	12/24/2020	15	Receive Information on Guarantees, Pledges and Mortgages Provided to Third Parties	Yes				
Odas Elektrik Uretim Sanayi Ticaret AS	12/24/2020	16	Receive Information in Accordance to Article 1.3.6 of Capital Market Board Corporate Governance Principles	Yes				
Odas Elektrik Uretim Sanayi Ticaret AS	12/24/2020	17	Receive Information on Related Party Transactions	Yes				
Odas Elektrik Uretim Sanayi Ticaret AS	12/24/2020	18	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose	No	For	For		For
Odas Elektrik Uretim Sanayi Ticaret AS	12/24/2020	19	Wishes	Yes				
Oil & Gas Development Company Ltd.	10/28/2020	1	Approve Minutes of Previous Meeting	No	For	For		For
Oil & Gas Development Company Ltd.	10/28/2020	2	Accept Financial Statements and Statutory Reports	No	For	For		For
Oil & Gas Development Company Ltd.	10/28/2020	3	Approve Final Cash Dividend	No	For	For		For
Oil & Gas Development Company Ltd.	10/28/2020	4	Approve KPMG Taseer Hadi and Co. as Auditors and Authorize Board to Fix Their Remuneration	No	For	Against		Against
Oil & Gas Development Company Ltd.	10/28/2020	5	Elect Directors	No	For	Against		Against
Oil & Gas Development Company Ltd.	10/28/2020	6	Other Business	No	For	Against		Against
Oil & Natural Gas Corporation Limited	10/09/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Oil & Natural Gas Corporation Limited	10/09/2020	2	Reelect Subhash Kumar as Director	No	For	Against		Against
Oil & Natural Gas Corporation Limited	10/09/2020	3	Reelect Rajesh Shyamsunder Kakkar as Director	No	For	Against		Against
Oil & Natural Gas Corporation Limited	10/09/2020	4	Authorize Board to Fix Remuneration of Auditors	No	For	For		For
Oil & Natural Gas Corporation Limited	10/09/2020	5	Elect Rajesh Madanlal Aggarwal as Director	No	For	Against		Against
Oil & Natural Gas Corporation Limited	10/09/2020	6	Elect Om Prakash Singh as Director (Technology and Field Services)	No	For	Against		Against
Oil & Natural Gas Corporation Limited	10/09/2020	7	Elect Anurag Sharma as Director (Onshore)	No	For	Against		Against
Oil & Natural Gas Corporation Limited	10/09/2020	8	Approve Remuneration of Cost Auditors	No	For	For		For
Oil Co. LUKOIL PJSC	12/03/2020		Meeting for ADR/GDR Holders	Yes				
Oil Co. LUKOIL PJSC	12/03/2020	1	Approve Interim Dividends of RUB 46 per Share for First Nine Months of Fiscal 2020	No	For	For		For
Oil Co. LUKOIL PJSC	12/03/2020	2	Approve Remuneration of Directors	No	For	For		For
Olympic Industries Ltd.	12/24/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Olympic Industries Ltd.	12/24/2020	2	Approve Dividend	No	For	For		For
Olympic Industries Ltd.	12/24/2020	3	Reelect Munir Ali as Director	No	For	Against		Against
Olympic Industries Ltd.	12/24/2020	4	Ratify Appointment of Rokeya Quader as Independent Director	No	For	For		For
Olympic Industries Ltd.	12/24/2020	5	Ratify Appointment of Tanveer Ali as Director	No	For	For		For
Olympic Industries Ltd.	12/24/2020	6	Approve M. J. Abedin & Co as Auditors and Authorize Board to Fix their Remuneration	No	For	For		For
Olympic Industries Ltd.	12/24/2020	7	Appoint Corporate Governance Compliance Auditors for Fiscal Year 2021 and Authorize Board to Fix Their remuneration	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Olympic Industries Ltd.	12/24/2020	8	Approve Transaction with a Related Party	No	For	Against		Against
Olympic Industries Ltd.	12/24/2020	9	Other Business	No	For	Against		Against
Ooredoo SAOG	12/15/2020		Ordinary Business	Yes				
Ooredoo SAOG	12/15/2020	1	Approve Awarding of PABX Contact Centre Transportation Project Tender to Duqm Data Centre SAOC (D2C)	No	For	For		For
Ooredoo SAOG	12/15/2020	2	Approve D2C Partnership Agreement with Duqm Data Centre SAOC	No	For	For		For
Ooredoo SAOG	12/15/2020	3	Approve Purchasing Additional Data Capacity on SMW5 Sea Cable from Ooredoo Q. P.S.C.	No	For	Against		Against
Orange Polska SA	08/27/2020	1	Open Meeting	Yes				
Orange Polska SA	08/27/2020	2	Elect Meeting Chairman	No	For	For		For
Orange Polska SA	08/27/2020	3	Acknowledge Proper Convening of Meeting	Yes				
Orange Polska SA	08/27/2020	4	Approve Remuneration Policy	No	For	Against		Against
Orange Polska SA	08/27/2020	5	Close Meeting	Yes				
Oriental Weavers Group	11/19/2020		Extraordinary Business	Yes				
Oriental Weavers Group	11/19/2020	1	Amend Articles of Bylaws	No	For	For		Do Not Vote
PagSeguro Digital Ltd.	07/29/2020	1	Accept Consolidated Financial Statements and Statutory Reports	No	For	For		For
PagSeguro Digital Ltd.	07/29/2020	2.1	Elect Director Luis Frias	No	For	Withhold		Withhold
PagSeguro Digital Ltd.	07/29/2020	2.2	Elect Director Maria Judith de Brito	No	For	Withhold		Withhold
PagSeguro Digital Ltd.	07/29/2020	2.3	Elect Director Eduardo Alcaro	No	For	Withhold		Withhold
PagSeguro Digital Ltd.	07/29/2020	2.4	Elect Director Noemia Mayumi Fukugauti Gushiken	No	For	For		Withhold
PagSeguro Digital Ltd.	07/29/2020	2.5	Elect Director Cleveland Prates Teixeira	No	For	For		Withhold
PagSeguro Digital Ltd.	07/29/2020	2.6	Elect Director Marcia Nogueira de Mello	No	For	For		For
PagSeguro Digital Ltd.	07/29/2020	2.7	Elect Director Ricardo Dutra da Silva	No	For	Withhold		Withhold
PagSeguro Digital Ltd.	07/29/2020	3	Amend Restricted Stock Plan	No	For	For		For
PagSeguro Digital Ltd.	07/29/2020	4	Authorize Board to Ratify and Execute Approved Resolutions	No	For	For		For
Pakistan Oilfields Ltd.	10/19/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Pakistan Oilfields Ltd.	10/19/2020	2	Approve Final Cash Dividend	No	For	For		For
Pakistan Oilfields Ltd.	10/19/2020	3	Approve A. F. Ferguson & Co. as Auditors and Authorize Board to Fix Their Remuneration	No	For	Against		Against
Pakistan Oilfields Ltd.	10/19/2020	4	Other Business	No	For	Against		Against
Pakistan Petroleum Ltd.	10/26/2020		Ordinary Business	Yes				
Pakistan Petroleum Ltd.	10/26/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Pakistan Petroleum Ltd.	10/26/2020	2	Approve Final Dividend	No	For	For		For
Pakistan Petroleum Ltd.	10/26/2020	3	Elect Directors	No	For	Against		Against
Pakistan Petroleum Ltd.	10/26/2020	4	Approve Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Pakistan Petroleum Ltd.	12/23/2020	1	Elect Directors	No	For	Against		Against
Pakistan State Oil Company Ltd.	10/21/2020	1	Approve Minutes of Previous Meeting	No	For	For		For
Pakistan State Oil Company Ltd.	10/21/2020	2	Accept Financial Statements and Statutory Reports	No	For	For		For
Pakistan State Oil Company Ltd.	10/21/2020	3	Approve KPMG Taseer Hadi and Co. as Auditors	No	For	For		For
Palm Hills Development Co.	08/18/2020		Ordinary Business	Yes				
Palm Hills Development Co.	08/18/2020	1	Approve Resignation of Mohammed Fahmi as Director and CEO of Operations	No	For	For		Do Not Vote
Palm Hills Development Co.	08/18/2020	2	Elect Tariq Tantawi as Director	No	For	Against		Do Not Vote
Palm Hills Development Co.	08/18/2020	3	Approve Related Party Transactions with Taleem Services Management Company Re: Establishing a Private University in Badya Project	No	For	For		Do Not Vote
Palm Hills Development Co.	08/18/2020		Extraordinary Business	Yes				
Palm Hills Development Co.	08/18/2020	1	Approve Delisting of Company's Global Depository Receipts Program and Canceling the International Certificate of Deposit from the London Stock Exchange	No	For	Against		Do Not Vote
Palm Hills Development Co.	08/18/2020	2	Authorize Chairman or Assigned Delegate to Ratify and Execute Approved Resolutions	No	For	For		Do Not Vote
Pampa Energia SA	08/07/2020		Meeting for ADR/GDR Holders	Yes				
Pampa Energia SA	08/07/2020	1	Consider to Virtually Hold This Shareholders' Meeting	No	For	For		For
Pampa Energia SA	08/07/2020	2	Designate Shareholders to Sign Minutes of Meeting	No	For	For		For
Pampa Energia SA	08/07/2020	3	Consider Absorption of Pampa Cogeneracion S.A. and PHA S.A.U. by Company; Consider Special Individual and Consolidated Financial Statements as of March 31, 2020; Consider Preliminary Absorption Agreement	No	For	For		For
Pampa Energia SA	08/07/2020	4	Elect Diego Martin Salaverri as Alternate Director to Replace Mariano Batistella	No	For	For		For
Pampa Energia SA	08/07/2020	5	Approve Granting of Powers to Perform Formalities and Necessary Presentations to Obtain Corresponding Registrations	No	For	For		For
Pampa Energia SA	12/10/2020		Meeting for ADR/GDR Holders	Yes				
Pampa Energia SA	12/10/2020	1	Consider to Virtually Hold This Shareholders' Meeting	No	For	For		For
Pampa Energia SA	12/10/2020	2	Designate Two Shareholders to Sign Minutes of Meeting	No	For	For		For
Pampa Energia SA	12/10/2020	3	Consider Reduction in Share Capital via Cancellation of 159.63 Million Shares	No	For	For		For
Pampa Energia SA	12/10/2020	4	Approve Granting of Powers to Perform Formalities and Necessary Presentations to Obtain Corresponding Registrations	No	For	For		For
Petkim Petrokimya Holding AS	10/02/2020		Postponed Meeting Agenda	Yes				
Petkim Petrokimya Holding AS	10/02/2020	1	Open Meeting and Elect Presiding Council of Meeting	No	For	For		For
Petkim Petrokimya Holding AS	10/02/2020	2	Accept Board Report	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Petkim Petrokimya Holding AS	10/02/2020	3	Accept Audit Report	No	For	For		For
Petkim Petrokimya Holding AS	10/02/2020	4	Accept Financial Statements	No	For	For		For
Petkim Petrokimya Holding AS	10/02/2020	5	Approve Discharge of Board	No	For	For		For
Petkim Petrokimya Holding AS	10/02/2020	6	Approve Allocation of Income	No	For	For		For
Petkim Petrokimya Holding AS	10/02/2020	7	Approve Profit Distribution Policy	No	For	For		For
Petkim Petrokimya Holding AS	10/02/2020	8	Approve Director Remuneration	No	For	Against		Against
Petkim Petrokimya Holding AS	10/02/2020	9	Ratify External Auditors	No	For	For		For
Petkim Petrokimya Holding AS	10/02/2020	10	Receive Information on Donations Made in 2019	Yes				
Petkim Petrokimya Holding AS	10/02/2020	11	Approve Upper Limit of Donations for 2020	No	For	Against		Against
Petkim Petrokimya Holding AS	10/02/2020	12	Receive Information in Accordance to Article 1.3.6 of Capital Market Board Corporate Governance Principles	Yes				
Petkim Petrokimya Holding AS	10/02/2020	13	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose	No	For	For		For
Petkim Petrokimya Holding AS	10/02/2020	14	Receive Information on Guarantees, Pledges and Mortgages Provided to Third Parties	Yes				
Petkim Petrokimya Holding AS	10/02/2020	15	Close Meeting	Yes				
PetroChina Company Limited	09/28/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
PetroChina Company Limited	09/28/2020	1	Approve Transactions and Authorize the Chairman to Deal with All Related Matters	No	For	For		For
PetroChina Company Limited	09/28/2020	2	Elect Huang Yongzhang as Director	No	For	For		Against
PetroChina Company Limited	11/05/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
PetroChina Company Limited	11/05/2020	1	Approve New Comprehensive Agreement, Non-Exempt Continuing Connected Transactions, Proposed Annual Caps and Related Transactions	No	For	Against		Against
PetroChina Company Limited	11/05/2020	2	Elect Lv Bo as Supervisor	No	For	For		For
Petrol dd Ljubljana	07/23/2020		Management Proposals	Yes				
Petrol dd Ljubljana	07/23/2020	1	Open Meeting; Verify Quorum; Present Meeting Officials	Yes				
Petrol dd Ljubljana	07/23/2020	2.1	Approve Allocation of Income and Dividends of EUR 22 per Share	No	For	For		For
Petrol dd Ljubljana	07/23/2020		Shareholder Proposals	Yes				
Petrol dd Ljubljana	07/23/2020	2.2	Approve Information on Remuneration of Members of Management and Supervisory Boards	No	None	For		For
Petrol dd Ljubljana	07/23/2020	2.3	Approve Information on Company's Remuneration Policy	No	None	For		For
Petrol dd Ljubljana	07/23/2020		Management Proposals	Yes				
Petrol dd Ljubljana	07/23/2020	2.4	Approve Discharge of Management Board Members	No	For	For		For
Petrol dd Ljubljana	07/23/2020	2.5	Approve Discharge of Supervisory Board Members	No	For	For		For
Petrol dd Ljubljana	07/23/2020	3	Elect Janez Pusnik as Supervisory Board Member	No	For	For		For
Petrol dd Ljubljana	07/23/2020	4	Amend Terms of Remuneration of Supervisory Board Members	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Petrol dd Ljubljana	12/28/2020	1	Open Meeting; Elect Meeting Officials	No	For	For		For
Petrol dd Ljubljana	12/28/2020	2	Approve Special Auditor's Report	No	For	For		For
Petrol dd Ljubljana	12/28/2020	3	Amend Statute	No	For	For		For
Petrol dd Ljubljana	12/28/2020	4.1	Elect Aleksander Zupancic as Supervisory Board Member	No	For	For		For
Petrol dd Ljubljana	12/28/2020	4.2	Elect Borut Vrviscar as Supervisory Board Member	No	For	For		For
Petrol dd Ljubljana	12/28/2020	4.3	Elect Janez Zlak as Supervisory Board Member	No	For	For		For
Petrol dd Ljubljana	12/28/2020	4.4	Elect Igo Gruden as Supervisory Board Member	No	For	For		For
Petrol dd Ljubljana	12/28/2020	4.5	Elect Saso Berger as Supervisory Board Member	No	For	For		For
Petrol dd Ljubljana	12/28/2020	4.6	Elect Mladen Kaliterna as Supervisory Board Member	No	For	For		For
Phoenix Beverages Limited	12/15/2020	1	Accept Integrated Report	No	For	For		For
Phoenix Beverages Limited	12/15/2020	2	Accept Auditors' Report	No	For	For		For
Phoenix Beverages Limited	12/15/2020	3	Accept Financial Statements and Statutory Reports	No	For	For		For
Phoenix Beverages Limited	12/15/2020	4	Elect Sylvia Maigrot as Director	No	For	For		For
Phoenix Beverages Limited	12/15/2020	5	Elect Jean-Claude Bega as Director	No	For	Against		Against
Phoenix Beverages Limited	12/15/2020	6	Elect Guillaume Hugnin as Director	No	For	Against		Against
Phoenix Beverages Limited	12/15/2020	7	Approve Remuneration of Directors	No	For	For		For
Phoenix Beverages Limited	12/15/2020	8	Ratify Ernst & Young as Auditors and Authorize the Board to Fix Their Remuneration	No	For	For		For
Phoenix Beverages Limited	12/15/2020	9	Ratify the Remuneration Paid to Ernst & Young for FY 2020	No	For	For		For
PICC Property and Casualty Company Limited	12/29/2020	1	Elect Luo Xi as Director	No	For	For		For
Pick N Pay Stores Limited	08/04/2020		Ordinary Resolutions	Yes				
Pick N Pay Stores Limited	08/04/2020	1	Reappoint Ernst & Young Inc as Auditors	No	For	For		For
Pick N Pay Stores Limited	08/04/2020	2.1	Re-elect Hugh Herman as Director	No	For	For		For
Pick N Pay Stores Limited	08/04/2020	2.2	Re-elect Jeff van Rooyen as Director	No	For	For		For
Pick N Pay Stores Limited	08/04/2020	2.3	Re-elect Gareth Ackerman as Director	No	For	For		Against
Pick N Pay Stores Limited	08/04/2020	2.4	Elect Lerena Olivier as Director	No	For	For		Against
Pick N Pay Stores Limited	08/04/2020	2.5	Elect Aboubakar Jakoet as Director	No	For	For		Against
Pick N Pay Stores Limited	08/04/2020	2.6	Elect Mariam Cassim as Director	No	For	For		For
Pick N Pay Stores Limited	08/04/2020	2.7	Elect Haroon Borhat as Director	No	For	For		For
Pick N Pay Stores Limited	08/04/2020	2.8	Elect Annamarie van der Merwe as Director	No	For	For		For
Pick N Pay Stores Limited	08/04/2020	3.1	Re-elect Jeff van Rooyen as Member of the Audit, Risk and Compliance Committee	No	For	For		For
Pick N Pay Stores Limited	08/04/2020	3.2	Re-elect Hugh Herman as Member of the Audit, Risk and Compliance Committee	No	For	For		For
Pick N Pay Stores Limited	08/04/2020	3.3	Re-elect Audrey Mothupi as Member of the Audit, Risk and Compliance Committee	No	For	For		For
Pick N Pay Stores Limited	08/04/2020	3.4	Re-elect David Friedland as Member of the Audit, Risk and Compliance Committee	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Pick N Pay Stores Limited	08/04/2020	3.5	Elect Mariam Cassim as Member of the Audit, Risk and Compliance Committee	No	For	For		For
Pick N Pay Stores Limited	08/04/2020		Advisory Votes	Yes				
Pick N Pay Stores Limited	08/04/2020	1	Approve Remuneration Policy	No	For	For		For
Pick N Pay Stores Limited	08/04/2020	2	Approve Remuneration Implementation Report	No	For	Against		Against
Pick N Pay Stores Limited	08/04/2020		Special Resolutions	Yes				
Pick N Pay Stores Limited	08/04/2020	1	Approve Directors' Fees for the 2021 and 2022 Annual Financial Periods	No	For	Against		Against
Pick N Pay Stores Limited	08/04/2020	2.1	Approve Financial Assistance to Related or Inter-related Companies or Corporations	No	For	For		For
Pick N Pay Stores Limited	08/04/2020	2.2	Approve Financial Assistance to an Employee of the Company or its Subsidiaries	No	For	For		For
Pick N Pay Stores Limited	08/04/2020	3	Amend Forfeitable Share Plan	No	For	For		For
Pick N Pay Stores Limited	08/04/2020	4	Authorise Repurchase of Issued Share Capital	No	For	For		For
Pick N Pay Stores Limited	08/04/2020		Continuation of Ordinary Resolutions	Yes				
Pick N Pay Stores Limited	08/04/2020	4	Authorise Ratification of Approved Resolutions	No	For	For		For
PIK Group PJSC	09/30/2020	1	Approve Annual Report and Financial Statements	No	For	For		For
PIK Group PJSC	09/30/2020	2	Approve Allocation of Income and Omission of Dividends	No	For	For		For
PIK Group PJSC	09/30/2020		Elect Directors by Cumulative Voting	Yes				
PIK Group PJSC	09/30/2020	3.1	Elect Iurii Ilin as Director	No	None	Against		Against
PIK Group PJSC	09/30/2020	3.2	Elect William Gregor Mowat as Director	No	None	Against		Against
PIK Group PJSC	09/30/2020	3.3	Elect Dmitrii Timofeev as Director	No	None	Against		Against
PIK Group PJSC	09/30/2020	3.4	Elect Ilia Balandin as Director	No	None	Against		Against
PIK Group PJSC	09/30/2020	3.5	Elect Sergei Gordeev as Director	No	None	Against		Against
PIK Group PJSC	09/30/2020	3.6	Elect Aleksei Blatin as Director	No	None	For		For
PIK Group PJSC	09/30/2020	3.7	Elect Zumrud Rustamova as Director	No	None	Against		Against
PIK Group PJSC	09/30/2020	3.8	Elect Julian Simmonds as Director	No	None	Against		Against
PIK Group PJSC	09/30/2020	3.9	Elect Aleksei Karpenko as Director	No	None	Against		Against
PIK Group PJSC	09/30/2020		Elect Members of Audit Commission	Yes				
PIK Group PJSC	09/30/2020	4.1	Elect Elena Molchanova as Member of Audit Commission	No	For	For		For
PIK Group PJSC	09/30/2020	4.2	Elect Marina Gurianova as Member of Audit Commission	No	For	For		For
PIK Group PJSC	09/30/2020	4.3	Elect Anna Antonova as Member of Audit Commission	No	For	For		For
PIK Group PJSC	09/30/2020	5	Ratify AOC as RAS Auditor	No	For	For		For
PIK Group PJSC	09/30/2020	6	Approve New Edition of Regulations on Remuneration of Directors and Audit Commission Members	No	For	For		For
Ping An Healthcare & Technology Company Limited	11/11/2020	1	Elect Fang Weihao as Director	No	For	For		Against

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Ping An Healthcare & Technology Company Limited	11/11/2020	2	Approve 2020 Provision of Products and Services Framework Agreement, 2020 Services Purchasing Framework Agreement, 2020 Financial Service Framework Agreement, Proposed Annual Caps and Related Transactions	No	For	Against		Against
Piraeus Bank SA	12/10/2020		Special Meeting Agenda	Yes				
Piraeus Bank SA	12/10/2020	1	Approve Spin-Off Agreement and Related Formalities	No	For	For		For
Piraeus Bank SA	12/10/2020	2	Amend Company Articles	No	For	For		For
Piraeus Bank SA	12/10/2020	3	Approve Composition of the Audit Committee	No	For	For		Against
Piramal Enterprises Limited	07/30/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Piramal Enterprises Limited	07/30/2020	2	Approve Final Dividend	No	For	For		For
Piramal Enterprises Limited	07/30/2020	3	Reelect Vijay Shah as Director	No	For	For		For
Piramal Enterprises Limited	07/30/2020	4	Elect Rajesh Laddha as Director	No	For	For		For
Piramal Enterprises Limited	07/30/2020	5	Approve Appointment and Remuneration of Rajesh Laddha as Whole-Time Director Designated as Executive Director	No	For	For		For
Piramal Enterprises Limited	07/30/2020	6	Approve Sale and Transfer of the Pharmaceutical Business of the Company	No	For	For		For
Piramal Enterprises Limited	07/30/2020	7	Approve Remuneration of Cost Auditors	No	For	For		For
Piramal Enterprises Limited	07/30/2020	8	Authorize Issuance of Non-Convertible Debentures on Private Placement Basis	No	For	For		For
PKP Cargo SA	11/16/2020		Management Proposals	Yes				
PKP Cargo SA	11/16/2020	1	Open Meeting	Yes				
PKP Cargo SA	11/16/2020	2	Prepare List of Shareholders	Yes				
PKP Cargo SA	11/16/2020	3	Elect Meeting Chairman	No	For	For		For
PKP Cargo SA	11/16/2020	4	Acknowledge Proper Convening of Meeting	Yes				
PKP Cargo SA	11/16/2020	5	Approve Agenda of Meeting	No	For	For		For
PKP Cargo SA	11/16/2020	6	Receive Report on Procedure of Election of Management Board Member	Yes				
PKP Cargo SA	11/16/2020	7	Ratify Auditor	No	For	Against		Against
PKP Cargo SA	11/16/2020	8	Amend Statute Re: Management Board	No	For	For		For
PKP Cargo SA	11/16/2020		Shareholder Proposal Submitted by Polskie Koleje Panstwowe SA	Yes				
PKP Cargo SA	11/16/2020	9	Approve Terms of Remuneration of Supervisory Board Members	No	None	Against		Against
PKP Cargo SA	11/16/2020		Management Proposals	Yes				
PKP Cargo SA	11/16/2020	10	Transact Other Business	No	For	Against		Against
PKP Cargo SA	11/16/2020	11	Close Meeting	Yes				
Power Grid Corporation of India Limited	09/22/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Power Grid Corporation of India Limited	09/22/2020	2	Confirm Interim Dividend and Declare Final Dividend	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Power Grid Corporation of India Limited	09/22/2020	3	Reelect Seema Gupta as Director	No	For	Against		Against
Power Grid Corporation of India Limited	09/22/2020	4	Authorize Board to Fix Remuneration of Statutory Auditors	No	For	For		Against
Power Grid Corporation of India Limited	09/22/2020	5	Reelect Vinod Kumar Singh as Director (Personnel)	No	For	Against		Against
Power Grid Corporation of India Limited	09/22/2020	6	Reelect Mohammed Taj Mukarrum as Director (Finance)	No	For	Against		Against
Power Grid Corporation of India Limited	09/22/2020	7	Approve Remuneration of Cost Auditors	No	For	For		For
Power Grid Corporation of India Limited	09/22/2020	8	Authorize Issuance of Secured/Unsecured, Non-Convertible, Cumulative/Non-Cumulative, Redeemable, Taxable/Tax-Free Debentures under Private Placement	No	For	For		For
Powszechna Kasa Oszczednosci Bank Polski SA	08/26/2020	1	Open Meeting	Yes				
Powszechna Kasa Oszczednosci Bank Polski SA	08/26/2020	2	Elect Meeting Chairman	No	For	For		For
Powszechna Kasa Oszczednosci Bank Polski SA	08/26/2020	3	Acknowledge Proper Convening of Meeting	Yes				
Powszechna Kasa Oszczednosci Bank Polski SA	08/26/2020	4	Approve Agenda of Meeting	No	For	For		For
Powszechna Kasa Oszczednosci Bank Polski SA	08/26/2020	5	Receive Financial Statements and Management Board Proposal on Allocation of Income and Covering of Loss from Previous Years	Yes				
Powszechna Kasa Oszczednosci Bank Polski SA	08/26/2020	6	Receive Management Board Report on Company's and Group's Operations, and Consolidated Financial Statements	Yes				
Powszechna Kasa Oszczednosci Bank Polski SA	08/26/2020	7	Receive Supervisory Board Report	Yes				
Powszechna Kasa Oszczednosci Bank Polski SA	08/26/2020	8.1	Approve Financial Statements	No	For	For		For
Powszechna Kasa Oszczednosci Bank Polski SA	08/26/2020	8.2	Approve Management Board Report on Company's and Group's Operations	No	For	For		For
Powszechna Kasa Oszczednosci Bank Polski SA	08/26/2020	8.3	Approve Consolidated Financial Statements	No	For	For		For
Powszechna Kasa Oszczednosci Bank Polski SA	08/26/2020	8.4	Approve Supervisory Board Report	No	For	For		For
Powszechna Kasa Oszczednosci Bank Polski SA	08/26/2020	8.5	Approve Allocation of Income and Omission of Dividends; Approve Treatment of Net Loss from Previous Years	No	For	For		For
Powszechna Kasa Oszczednosci Bank Polski SA	08/26/2020	8.6	Approve Allocation of Income from Previous Years	No	For	For		For
Powszechna Kasa Oszczednosci Bank Polski SA	08/26/2020	8.7a	Approve Discharge of Zbigniew Jagiello (CEO)	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Powszechna Kasa Oszczednosci Bank Polski SA	08/26/2020	8.7b	Approve Discharge of Rafal Antczak (Deputy CEO)	No	For	For		For
Powszechna Kasa Oszczednosci Bank Polski SA	08/26/2020	8.7c	Approve Discharge of Rafal Kozlowski (Deputy CEO)	No	For	For		For
Powszechna Kasa Oszczednosci Bank Polski SA	08/26/2020	8.7d	Approve Discharge of Maks Kraczkowski (Deputy CEO)	No	For	For		For
Powszechna Kasa Oszczednosci Bank Polski SA	08/26/2020	8.7e	Approve Discharge of Mieczyslaw Krol (Deputy CEO)	No	For	For		For
Powszechna Kasa Oszczednosci Bank Polski SA	08/26/2020	8.7f	Approve Discharge of Adam Marciniak (Deputy CEO)	No	For	For		For
Powszechna Kasa Oszczednosci Bank Polski SA	08/26/2020	8.7g	Approve Discharge of Piotr Mazur (Deputy CEO)	No	For	For		For
Powszechna Kasa Oszczednosci Bank Polski SA	08/26/2020	8.7h	Approve Discharge of Jakub Papierski (Deputy CEO)	No	For	For		For
Powszechna Kasa Oszczednosci Bank Polski SA	08/26/2020	8.7i	Approve Discharge of Jan Rosciszewski (Deputy CEO)	No	For	For		For
Powszechna Kasa Oszczednosci Bank Polski SA	08/26/2020	8.8a	Approve Discharge of Piotr Sadownik (Supervisory Board Chairman)	No	For	For		For
Powszechna Kasa Oszczednosci Bank Polski SA	08/26/2020	8.8b	Approve Discharge of Grazyna Ciurzynska (Supervisory Board Deputy Chairman)	No	For	For		For
Powszechna Kasa Oszczednosci Bank Polski SA	08/26/2020	8.8c	Approve Discharge of Zbigniew Hajlasz (Supervisory Board Secretary)	No	For	For		For
Powszechna Kasa Oszczednosci Bank Polski SA	08/26/2020	8.8d	Approve Discharge of Mariusz Andrzejewski (Supervisory Board Member)	No	For	For		For
Powszechna Kasa Oszczednosci Bank Polski SA	08/26/2020	8.8e	Approve Discharge of Mirosław Barszcz (Supervisory Board Member)	No	For	For		For
Powszechna Kasa Oszczednosci Bank Polski SA	08/26/2020	8.8f	Approve Discharge of Adam Budnikowski (Supervisory Board Member)	No	For	For		For
Powszechna Kasa Oszczednosci Bank Polski SA	08/26/2020	8.8g	Approve Discharge of Wojciech Jasinski (Supervisory Board Member)	No	For	For		For
Powszechna Kasa Oszczednosci Bank Polski SA	08/26/2020	8.8h	Approve Discharge of Andrzej Kisielewicz (Supervisory Board Member)	No	For	For		For
Powszechna Kasa Oszczednosci Bank Polski SA	08/26/2020	8.8i	Approve Discharge of Elzbieta Maczynska-Ziemacka (Supervisory Board Member)	No	For	For		For
Powszechna Kasa Oszczednosci Bank Polski SA	08/26/2020	8.8j	Approve Discharge of Krzysztof Michalski (Supervisory Board Member)	No	For	For		For
Powszechna Kasa Oszczednosci Bank Polski SA	08/26/2020	8.8k	Approve Discharge of Dariusz Gorski (Supervisory Board Member)	No	For	For		For
Powszechna Kasa Oszczednosci Bank Polski SA	08/26/2020	8.8l	Approve Discharge of Janusz Ostaszewski (Supervisory Board Member)	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Powszechna Kasa Oszczednosci Bank Polski SA	08/26/2020	8.9a	Amend Statute	No	For	For		For
Powszechna Kasa Oszczednosci Bank Polski SA	08/26/2020	8.9b	Amend Statute Re: Reserve Capital	No	For	For		For
Powszechna Kasa Oszczednosci Bank Polski SA	08/26/2020	8.10	Approve Regulations on Supervisory Board	No	For	For		For
Powszechna Kasa Oszczednosci Bank Polski SA	08/26/2020	8.11	Approve Regulations on General Meetings	No	For	For		For
Powszechna Kasa Oszczednosci Bank Polski SA	08/26/2020	8.12a	Approve Policy on Assessment of Suitability of Supervisory Board Members	No	For	For		For
Powszechna Kasa Oszczednosci Bank Polski SA	08/26/2020	8.12b	Approve Suitability of Supervisory Board Members	No	For	For		For
Powszechna Kasa Oszczednosci Bank Polski SA	08/26/2020	8.13	Approve Remuneration Policy	No	For	Against		Against
Powszechna Kasa Oszczednosci Bank Polski SA	08/26/2020	9	Receive Supervisory Board Report on Remuneration Policy and Compliance with Corporate Governance Principles	Yes				
Powszechna Kasa Oszczednosci Bank Polski SA	08/26/2020	10	Elect Supervisory Board Members	No	For	Against		Against
Powszechna Kasa Oszczednosci Bank Polski SA	08/26/2020	11	Close Meeting	Yes				
Promotora y Operadora de Infraestructura SA	07/03/2020	1a	Approve Board of Directors Report Pursuant to Article 28 Fraction IV of Mexican Securities Market Law	No	For	For		For
Promotora y Operadora de Infraestructura SA	07/03/2020	1b	Approve Board's Report on Policies and Accounting Criteria Followed in Preparation of Financial Information	No	For	For		For
Promotora y Operadora de Infraestructura SA	07/03/2020	1c	Approve Individual and Consolidated Financial Statements	No	For	For		For
Promotora y Operadora de Infraestructura SA	07/03/2020	1d	Approve Report on Adherence to Fiscal Obligations	No	For	For		For
Promotora y Operadora de Infraestructura SA	07/03/2020	1e	Approve Allocation of Income	No	For	For		For
Promotora y Operadora de Infraestructura SA	07/03/2020	2a	Approve Discharge of Board and CEO	No	For	For		For
Promotora y Operadora de Infraestructura SA	07/03/2020	2b	Elect or Ratify Directors, Members, Chairmen of Audit and Corporate Governance Committees, Committee Members, CEO and Secretary	No	For	Against		Against
Promotora y Operadora de Infraestructura SA	07/03/2020	2c	Approve Corresponding Remuneration	No	For	For		For
Promotora y Operadora de Infraestructura SA	07/03/2020	3a	Set Maximum Amount of Share Repurchase Reserve	No	For	Against		Against

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Promotora y Operadora de Infraestructura SA	07/03/2020	3b	Approve Report on Share Repurchase Reserve	No	For	For		For
Promotora y Operadora de Infraestructura SA	07/03/2020	4	Authorize Board to Ratify and Execute Approved Resolutions	No	For	For		For
PT Bank Central Asia Tbk	07/30/2020	1	Approve Acquisition Plan in Connection with the Acquisition of the Shares in PT Bank Rabobank International Indonesia	No	For	Against		Against
PT Bank Central Asia Tbk	07/30/2020	2	Amend Articles of Association	No	For	Against		Against
PT Bank Mandiri (Persero) Tbk	10/21/2020	1	Approve Changes in Boards of Company	No	For	Against		Against
PT Bank Negara Indonesia (Persero) Tbk	09/02/2020	1	Approve Changes in Boards of Company	No	None	Against		Against
PT Bank Pembangunan Daerah Jawa Barat dan Banten Tbk	09/01/2020	1	Amend Articles of Association	No	For	Against		Against
PT Bank Pembangunan Daerah Jawa Barat dan Banten Tbk	09/01/2020	2	Elect Directors	No	For	Against		Against
PT Bank Pembangunan Daerah Jawa Barat dan Banten Tbk	09/01/2020	3	Approve Due Diligence Report on the Business Merger/Acquisition Plan	No	For	Against		Against
PT Bumi Serpong Damai Tbk	07/10/2020	1	Amend Articles of Association	No	For	Against		Against
PT Bumi Serpong Damai Tbk	07/10/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
PT Bumi Serpong Damai Tbk	07/10/2020	2	Approve Allocation of Income	No	For	For		For
PT Bumi Serpong Damai Tbk	07/10/2020	3	Approve Changes in Boards of Company	No	For	Against		Against
PT Bumi Serpong Damai Tbk	07/10/2020	4	Approve Remuneration of Directors and Commissioners	No	For	For		For
PT Bumi Serpong Damai Tbk	07/10/2020	5	Approve Auditors	No	For	For		For
PT Charoen Pokphand Indonesia Tbk	08/25/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
PT Charoen Pokphand Indonesia Tbk	08/25/2020	2	Approve Allocation of Income	No	For	For		For
PT Charoen Pokphand Indonesia Tbk	08/25/2020	3	Approve Auditors	No	For	For		For
PT Gudang Garam Tbk	08/28/2020	1	Accept Annual Report	No	For	For		For
PT Gudang Garam Tbk	08/28/2020	2	Accept Financial Statements	No	For	For		For
PT Gudang Garam Tbk	08/28/2020	3	Approve Allocation of Income	No	For	For		For
PT Gudang Garam Tbk	08/28/2020	4	Approve Changes in Board of Company	No	For	Against		Against
PT Gudang Garam Tbk	08/28/2020	5	Approve Delegation of Duties of Directors	No	For	For		For
PT Gudang Garam Tbk	08/28/2020	6	Approve Remuneration of Directors	No	For	For		For
PT Gudang Garam Tbk	08/28/2020	7	Approve Remuneration of Commissioners	No	For	For		For
PT Gudang Garam Tbk	08/28/2020	8	Approve Auditors	No	For	For		For
PT Gudang Garam Tbk	08/28/2020	9	Amend Article 3 of the Articles of Association in Relation with Business Activity	No	For	Against		Against
PT Indah Kiat Pulp & Paper Tbk	08/25/2020	1	Approve Financial Statements, Statutory Reports, and Discharge of Directors and Commissioners	No	For	For		For
PT Indah Kiat Pulp & Paper Tbk	08/25/2020	2	Approve Allocation of Income	No	For	For		For
PT Indah Kiat Pulp & Paper Tbk	08/25/2020	3	Approve Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
PT Indah Kiat Pulp & Paper Tbk	08/25/2020	4	Approve Remuneration of Directors and Commissioners	No	For	For		For
PT Indah Kiat Pulp & Paper Tbk	08/25/2020	5	Approve Changes in Boards of Company	No	For	Against		Against
PT Indah Kiat Pulp & Paper Tbk	08/25/2020	6	Accept Report on the Use of Proceeds	No	For	For		For
PT Indah Kiat Pulp & Paper Tbk	08/25/2020	1	Amend Articles of Association	No	For	Against		Against
PT Indocement Tunggal Prakarsa Tbk	07/28/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
PT Indocement Tunggal Prakarsa Tbk	07/28/2020	2	Approve Allocation of Income	No	For	For		For
PT Indocement Tunggal Prakarsa Tbk	07/28/2020	3	Approve Auditors	No	For	For		For
PT Indocement Tunggal Prakarsa Tbk	07/28/2020	4	Approve Changes in Board of Company	No	For	For		For
PT Indocement Tunggal Prakarsa Tbk	07/28/2020	5	Approve Remuneration of Directors and Commissioners	No	For	For		For
PT Indocement Tunggal Prakarsa Tbk	07/28/2020	1	Amend Article 3 of the Articles of Association in Relation to Electronically Integrated Business Licensing Services	No	For	For		For
PT Indofood CBP Sukses Makmur Tbk	07/15/2020	1	Accept Financial Statements and Statutory Reports and Report on Use of Proceeds	No	For	For		For
PT Indofood CBP Sukses Makmur Tbk	07/15/2020	2	Accept Financial Statements	No	For	For		For
PT Indofood CBP Sukses Makmur Tbk	07/15/2020	3	Approve Allocation of Income	No	For	For		For
PT Indofood CBP Sukses Makmur Tbk	07/15/2020	4	Approve Remuneration of Directors and Commissioners	No	For	For		For
PT Indofood CBP Sukses Makmur Tbk	07/15/2020	5	Approve Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
PT Indofood CBP Sukses Makmur Tbk	08/03/2020	1	Approve Acquisition of the Entire Shares of Pinehill Company Limited	No	For	Against		Against
PT Indofood Sukses Makmur Tbk	07/15/2020	1	Accept Annual Report and Statutory Reports	No	For	For		For
PT Indofood Sukses Makmur Tbk	07/15/2020	2	Accept Financial Statement	No	For	For		For
PT Indofood Sukses Makmur Tbk	07/15/2020	3	Approve Allocation of Income	No	For	For		For
PT Indofood Sukses Makmur Tbk	07/15/2020	4	Approve Remuneration of Directors and Commissioners	No	For	For		For
PT Indofood Sukses Makmur Tbk	07/15/2020	5	Approve Purwantono, Sungkoro & Surja as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
PT Kalbe Farma Tbk	12/23/2020	1	Approve Changes in Board of Directors	No	For	Against		Against
PT Kalbe Farma Tbk	12/23/2020	2	Amend Articles of Association	No	For	Against		Against
PT Lippo Karawaci Tbk	07/17/2020	1	Approve Financial Statements, Statutory Reports, and Discharge of Directors and Commissioners	No	For	For		For
PT Lippo Karawaci Tbk	07/17/2020	2	Approve Allocation of Income	No	For	For		For
PT Lippo Karawaci Tbk	07/17/2020	3	Approve Auditors	No	For	For		For
PT Lippo Karawaci Tbk	07/17/2020	4	Approve Changes in Board of Company and Approve Remuneration of Directors and Commissioners	No	For	Against		Against
PT Lippo Karawaci Tbk	07/17/2020	5	Accept Report on the Use of Proceeds	No	For	For		For
PT Lippo Karawaci Tbk	07/17/2020	6	Approve Treasury Shares Through Management and Employee Stock Option Plan (MESOP)	No	For	Against		Against
PT Media Nusantara Citra Tbk	08/26/2020	1	Accept Directors' Report	No	For	For		For
PT Media Nusantara Citra Tbk	08/26/2020	2	Approve Financial Statements and Discharge of Directors and Commissioners	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
PT Media Nusantara Citra Tbk	08/26/2020	3	Approve Allocation of Income	No	For	For		For
PT Media Nusantara Citra Tbk	08/26/2020	4	Approve Changes in Board of Company	No	For	For		For
PT Media Nusantara Citra Tbk	08/26/2020	5	Approve Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
PT Media Nusantara Citra Tbk	08/26/2020	1	Approve Cancellation of EMSOP	No	For	Against		Against
PT Media Nusantara Citra Tbk	08/26/2020	2	Amend Articles of Association	No	For	Against		Against
PT Pakuwon Jati Tbk	08/25/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
PT Pakuwon Jati Tbk	08/25/2020	2	Approve Allocation of Income	No	For	For		For
PT Pakuwon Jati Tbk	08/25/2020	3	Approve Auditors	No	For	For		For
PT Pakuwon Jati Tbk	08/25/2020	4	Amend Articles of Association	No	For	Against		Against
PT PP London Sumatra Indonesia Tbk	07/16/2020	1	Accept Annual Report and Statutory Reports	No	For	For		For
PT PP London Sumatra Indonesia Tbk	07/16/2020	2	Accept Financial Statement	No	For	For		For
PT PP London Sumatra Indonesia Tbk	07/16/2020	3	Approve Allocation of Income	No	For	For		For
PT PP London Sumatra Indonesia Tbk	07/16/2020	4	Approve Remuneration of Directors and Commissioners	No	For	For		For
PT PP London Sumatra Indonesia Tbk	07/16/2020	5	Approve Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
PT Siloam International Hospitals Tbk	07/07/2020	1	Approve Financial Statements, Statutory Reports, and Discharge of Directors and Commissioners	No	For	For		For
PT Siloam International Hospitals Tbk	07/07/2020	2	Approve Allocation of Income	No	For	For		For
PT Siloam International Hospitals Tbk	07/07/2020	3	Approve Auditors	No	For	For		For
PT Siloam International Hospitals Tbk	07/07/2020	4	Elect Directors and Commissioners and Approve Remuneration of Directors and Commissioners	No	For	Against		Against
PT Siloam International Hospitals Tbk	07/07/2020	5	Accept Report on the Use of Proceeds	No	For	For		For
PT Siloam International Hospitals Tbk	07/07/2020	6	Approve Share Repurchase Program	No	For	Against		Against
PT Sinar Mas Multiartha Tbk	08/31/2020	1	Approve Financial Statements, Statutory Reports, and Discharge of Directors and Commissioners	No	For	For		For
PT Sinar Mas Multiartha Tbk	08/31/2020	2	Approve Allocation of Income	No	For	For		For
PT Sinar Mas Multiartha Tbk	08/31/2020	3	Approve Remuneration of Directors and Commissioners	No	For	For		For
PT Sinar Mas Multiartha Tbk	08/31/2020	4	Approve Mirawati Sensi Idris Public Accounting Firm as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
PT Sinar Mas Multiartha Tbk	08/31/2020	1	Amend Article 3 of the Articles of Association in Relation with Business Activity	No	For	Against		Against
PT Sinar Mas Multiartha Tbk	08/31/2020	2	Approve Changes in Boards of Company	No	For	Against		Against
PT Unilever Indonesia Tbk	07/24/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
PT Unilever Indonesia Tbk	07/24/2020	2	Approve Allocation of Income	No	For	For		For
PT Unilever Indonesia Tbk	07/24/2020	3	Approve Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
PT Unilever Indonesia Tbk	07/24/2020	4a1	Elect Ignasius Jonan as Commissioner	No	For	For		For
PT Unilever Indonesia Tbk	07/24/2020	4a2	Elect Badri Narayanan as Director	No	For	For		For
PT Unilever Indonesia Tbk	07/24/2020	4a3	Elect Hemant Bakshi as Director	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
PT Unilever Indonesia Tbk	07/24/2020	4a4	Elect Arif Hudaya as Director	No	For	For		For
PT Unilever Indonesia Tbk	07/24/2020	4.5	Elect Jochanan Senf as Director	No	For	For		For
PT Unilever Indonesia Tbk	07/24/2020	4a6	Elect Ira Noviarti as Director	No	For	For		For
PT Unilever Indonesia Tbk	07/24/2020	4a7	Elect Enny Hartati as Director	No	For	For		For
PT Unilever Indonesia Tbk	07/24/2020	4a8	Elect Willy Saelan as Director	No	For	For		For
PT Unilever Indonesia Tbk	07/24/2020	4a9	Elect Hernie Raharja as Director	No	For	For		For
PT Unilever Indonesia Tbk	07/24/2020	4a10	Elect Sancoyo Antarikso as Director	No	For	For		For
PT Unilever Indonesia Tbk	07/24/2020	4a11	Elect Veronika Winanti Wahyu Utami as Director	No	For	For		For
PT Unilever Indonesia Tbk	07/24/2020	4a12	Elect Sri Widowati as Director	No	For	For		For
PT Unilever Indonesia Tbk	07/24/2020	4a13	Elect Rizki Raksanugraha as Director	No	For	For		For
PT Unilever Indonesia Tbk	07/24/2020	4b	Approve Remuneration of Directors and Commissioners	No	For	For		For
PT Unilever Indonesia Tbk	11/25/2020	1	Approve Resignation of Maurits Daniel Rudolf Lalisang as Commissioner	No	For	For		For
PT Unilever Indonesia Tbk	11/25/2020	2	Approve Resignation of Hemant Bakshi as Director	No	For	For		For
PT Unilever Indonesia Tbk	11/25/2020	3	Approve Resignation of Sancoyo Antarikso as Director	No	For	For		For
PT Unilever Indonesia Tbk	11/25/2020	4	Elect Hemant Bakshi as Commissioner	No	For	For		For
PT Unilever Indonesia Tbk	11/25/2020	5	Elect Ira Noviarti as Director	No	For	For		For
PT Unilever Indonesia Tbk	11/25/2020	6	Elect Reski Damayanti as Director	No	For	For		For
PT Unilever Indonesia Tbk	11/25/2020	7	Amend Articles of Association	No	For	For		For
PT Vale Indonesia Tbk	07/29/2020	1	Accept Directors' Report	No	For	For		For
PT Vale Indonesia Tbk	07/29/2020	2	Accept Commissioners' Report	No	For	For		For
PT Vale Indonesia Tbk	07/29/2020	3	Approve Financial Statements, Statutory Reports, and Discharge of Directors and Commissioners	No	For	For		For
PT Vale Indonesia Tbk	07/29/2020	4	Approve Allocation of Income and Dividends	No	For	For		For
PT Vale Indonesia Tbk	07/29/2020	5	Amend Articles of Association	No	For	Against		Against
PT Vale Indonesia Tbk	07/29/2020	6	Approve Changes in Board of Directors	No	For	For		For
PT Vale Indonesia Tbk	07/29/2020	7	Approve Changes in Board of Commissioners	No	For	For		For
PT Vale Indonesia Tbk	07/29/2020	8	Approve Remuneration of Commissioners	No	For	For		For
PT Vale Indonesia Tbk	07/29/2020	9	Approve Remuneration of Directors	No	For	For		For
PT Vale Indonesia Tbk	07/29/2020	10	Approve Tanudiredja, Wibisana, Rintis & Rekan as Auditors	No	For	For		For
PT Vale Indonesia Tbk	09/07/2020	1	Approve Changes in Boards of Directors	No	For	For		For
PT Vale Indonesia Tbk	09/07/2020	2	Approve Changes in Boards of Commissioners	No	For	For		For
PT XL Axiata Tbk	10/27/2020	1	Approve Changes in Board of Directors	No	For	For		For
PT XL Axiata Tbk	10/27/2020	2	Amend Articles of Association	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
PTT Public Co., Ltd.	07/03/2020	1	Acknowledge Performance Statement and Approve Financial Statements	No	For	For		For
PTT Public Co., Ltd.	07/03/2020	2	Approve Allocation of Income and Dividend Payment	No	For	For		For
PTT Public Co., Ltd.	07/03/2020	3	Approve EY Office Company Limited as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
PTT Public Co., Ltd.	07/03/2020	4	Approve Remuneration of Directors	No	For	For		For
PTT Public Co., Ltd.	07/03/2020	5.1	Elect Krishna Boonyachai as Director	No	For	For		For
PTT Public Co., Ltd.	07/03/2020	5.2	Elect Supattanapong Punmeechaow Director	No	For	For		For
PTT Public Co., Ltd.	07/03/2020	5.3	Elect Rungroj Sangkram as Director	No	For	For		For
PTT Public Co., Ltd.	07/03/2020	5.4	Elect Kittipong Kittayarak as Director	No	For	For		For
PTT Public Co., Ltd.	07/03/2020	5.5	Elect Premrutai Vinaiphat as Director	No	For	For		For
PTT Public Co., Ltd.	07/03/2020	6	Other Business	No	For	Against		Against
Pubali Bank Limited	07/30/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Pubali Bank Limited	07/30/2020	2	Approve Dividend	No	For	For		For
Pubali Bank Limited	07/30/2020	3	Approve Aziz Halim Khair Choudhury and Howladar Yunus & Co as Joint Auditors and Authorize Board to Fix their Remuneration	No	For	For		For
Pubali Bank Limited	07/30/2020	4	Appoint Corporate Governance Compliance Auditors for Fiscal Year 2020 and Authorize Board to Fix Their remuneration	No	For	For		For
Pubali Bank Limited	07/30/2020	5.1	Reelect Moniruddin Ahmed as Director	No	For	Against		Against
Pubali Bank Limited	07/30/2020	5.2	Reelect Rumana Sharif as Director	No	For	Against		Against
Pubali Bank Limited	07/30/2020	5.3	Reelect Md. Abdur Razzak Mondal as Director	No	For	Against		Against
Pubali Bank Limited	07/30/2020	5.4	Reelect Arif Ahmed Choudhury as Director	No	For	Against		Against
Puregold Price Club, Inc.	08/18/2020	1	Approve Minutes of the Previous Meeting and Ratification of Acts and Resolutions of the Board of Directors and Management since the Last Stockholders' Meeting	No	For	For		For
Puregold Price Club, Inc.	08/18/2020	2	Approve Annual Report and 2019 Audited Financial Statements	No	For	For		For
Puregold Price Club, Inc.	08/18/2020	3	Approve RG Manabat & Company as External Auditor and Fix Its Remuneration	No	For	For		For
Puregold Price Club, Inc.	08/18/2020	4	Approve Amendment of Articles of Incorporation to Reflect Additional Purpose	No	For	For		For
Puregold Price Club, Inc.	08/18/2020	5	Approve Amendment of Articles of Incorporation to Reflect Increase of Authorized Capital Stock and the Subsequent Listing of Shares in the Philippine Stock Exchange	No	For	For		Against
Puregold Price Club, Inc.	08/18/2020		Elect 9 Directors by Cumulative Voting	Yes				
Puregold Price Club, Inc.	08/18/2020	6a	Elect Lucio L. Co as Director	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Puregold Price Club, Inc.	08/18/2020	6b	Elect Susan P. Co as Director	No	For	Withhold		Withhold
Puregold Price Club, Inc.	08/18/2020	6c	Elect Ferdinand Vincent P. Co as Director	No	For	For		For
Puregold Price Club, Inc.	08/18/2020	6d	Elect Pamela Justine P. Co as Director	No	For	Withhold		Withhold
Puregold Price Club, Inc.	08/18/2020	6e	Elect Leonardo B. Dayao as Director	No	For	Withhold		Withhold
Puregold Price Club, Inc.	08/18/2020	6f	Elect Jack E. Huang as Director	No	For	Withhold		Withhold
Puregold Price Club, Inc.	08/18/2020	6g	Elect Edgardo G. Lacson as Director	No	For	Withhold		Withhold
Puregold Price Club, Inc.	08/18/2020	6h	Elect Marilyn V. Pardo as Director	No	For	Withhold		Withhold
Puregold Price Club, Inc.	08/18/2020	6i	Elect Jaime S. Dela Rosa as Director	No	For	Withhold		Withhold
Qiji Plc	08/04/2020		Meeting for ADR Holders	Yes				
Qiji Plc	08/04/2020	A.1	Accept Consolidated Financial Statements and Statutory Reports	No	For	For		For
Qiji Plc	08/04/2020	A.2	Accept Standalone Financial Statements and Statutory Reports	No	For	For		For
Qiji Plc	08/04/2020	B.1	Ratify Auditors	No	For	For		For
Qiji Plc	08/04/2020	B.2	Approve Remuneration of External Auditors	No	For	For		For
Qiji Plc	08/04/2020		Elect Directors by Cumulative Voting	Yes				
Qiji Plc	08/04/2020	C.1.A	Elect Alexey Marey as Director	No	None	For		For
Qiji Plc	08/04/2020	C.1.B	Elect Elena Titova as Director	No	None	For		For
Qiji Plc	08/04/2020	C.1.C	Elect Marcus James Rhodes as Director	No	None	For		For
Qiji Plc	08/04/2020	C.2.A	Elect Boris Kim as Director	No	None	Against		Against
Qiji Plc	08/04/2020	C.2.B	Elect Nadiya Cherkasova as Director	No	None	Against		Against
Qiji Plc	08/04/2020	C.2.C	Elect Sergey Solonin as Director	No	None	Against		Against
Qiji Plc	08/04/2020	C.2.D	Elect Tatiana Zharkova as Director	No	None	Against		Against
Qiji Plc	08/04/2020	D.1	Approve Remuneration of Non-Executive Directors	No	For	For		For
Qiji Plc	08/04/2020	D.2	Approve Remuneration of Executive Directors	No	For	For		For
Qiji Plc	08/04/2020		Class B Shareholders	Yes				
Qiji Plc	08/04/2020	E.i	Eliminate Pre-emptive Rights	No	For	For		For
Qiji Plc	08/04/2020		General Meeting	Yes				
Qiji Plc	08/04/2020	E.ii	Eliminate Pre-emptive Rights	No	For	For		For
QL Resources Berhad	09/29/2020	1	Approve Final Dividend	No	For	For		For
QL Resources Berhad	09/29/2020	2	Elect Chia Song Kun as Director	No	For	For		Against
QL Resources Berhad	09/29/2020	3	Elect Chia Song Kooi as Director	No	For	For		For
QL Resources Berhad	09/29/2020	4	Elect Kow Poh Gek as Director	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
QL Resources Berhad	09/29/2020	5	Elect Low Teng Lum as Director	No	For	For		For
QL Resources Berhad	09/29/2020	6	Elect Wee Beng Chuan as Director	No	For	For		For
QL Resources Berhad	09/29/2020	7	Approve Directors' Fees	No	For	For		For
QL Resources Berhad	09/29/2020	8	Approve Directors' Benefits	No	For	For		For
QL Resources Berhad	09/29/2020	9	Approve Additional Directors' Fees	No	For	For		For
QL Resources Berhad	09/29/2020	10	Approve KPMG PLT as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
QL Resources Berhad	09/29/2020	11	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For		For
QL Resources Berhad	09/29/2020	12	Approve Bonus Issue of New Ordinary Shares	No	For	For		For
QL Resources Berhad	09/29/2020	13	Authorize Share Repurchase Program	No	For	For		For
QL Resources Berhad	09/29/2020	14	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions	No	For	For		For
R.S. Public Co. Ltd.	07/31/2020	1	Acknowledge Operating Results	Yes				
R.S. Public Co. Ltd.	07/31/2020	2	Approve Financial Statements	No	For	For		For
R.S. Public Co. Ltd.	07/31/2020	3	Approve Non-Allocation of Income and Acknowledge Interim Dividend Payment	Yes				
R.S. Public Co. Ltd.	07/31/2020	4.1	Elect Phisit Dachanabhirom as Director	No	For	For		For
R.S. Public Co. Ltd.	07/31/2020	4.2	Elect Wansuda Thanasaranart as Director	No	For	For		For
R.S. Public Co. Ltd.	07/31/2020	4.3	Elect Chakkrit Parapuntakul as Director	No	For	For		For
R.S. Public Co. Ltd.	07/31/2020	5	Acknowledge Remuneration of Directors	Yes				
R.S. Public Co. Ltd.	07/31/2020	6	Approve PricewaterhouseCoopers ABAS Co., Ltd. as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
R.S. Public Co. Ltd.	07/31/2020	7	Amend Articles of Association Re: Change in Company's Seal	No	For	For		For
R.S. Public Co. Ltd.	07/31/2020	8	Other Business	No	For	Against		Against
Ratch Group Public Company Limited	07/10/2020	1	Approve Minutes of Previous Meeting	No	For	For		For
Ratch Group Public Company Limited	07/10/2020	2	Acknowledge Company's Performance	Yes				
Ratch Group Public Company Limited	07/10/2020	3	Approve Financial Statements	No	For	For		For
Ratch Group Public Company Limited	07/10/2020	4	Approve Allocation of Income and Dividend Payment	No	For	For		For
Ratch Group Public Company Limited	07/10/2020	5	Approve KPMG Phoomchai Audit Limited as Auditors and Authorize Board to Fix Their Remuneration	No	For	Against		Against
Ratch Group Public Company Limited	07/10/2020	6	Approve Remuneration of Directors	No	For	For		For
Ratch Group Public Company Limited	07/10/2020	7.1	Elect Nantika Thangsuphanich as Director	No	For	For		Against
Ratch Group Public Company Limited	07/10/2020	7.2	Elect Chartchai Rojanaratanangkule as Director	No	For	Against		Against
Ratch Group Public Company Limited	07/10/2020	7.3	Elect Somboon Nhookeaw as Director	No	For	Against		Against
Ratch Group Public Company Limited	07/10/2020	7.4	Elect Kriengkrai Rukkulchon as Director	No	For	For		For
Ratch Group Public Company Limited	07/10/2020	8	Other Business	No	For	Against		Against
REC Limited	09/25/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
REC Limited	09/25/2020	2	Confirm Interim Dividend	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
REC Limited	09/25/2020	3	Reelect Sanjeev Kumar Gupta as Director	No	For	For		Against
REC Limited	09/25/2020	4	Authorize Board to Fix Remuneration of Statutory Auditors	No	For	For		Against
REC Limited	09/25/2020	5	Approve Increase in Borrowing Limits	No	For	For		For
REC Limited	09/25/2020	6	Approve Pledging of Assets for Debt	No	For	For		For
REC Limited	09/25/2020	7	Authorize Issuance of Unsecured/Secured Non-Convertible Bonds/Debentures on Private Placement Basis	No	For	For		For
REC Limited	09/25/2020	8	Approve Related Party Transactions with Energy Efficiency Services Limited	No	For	Against		Against
Reliance Industries Ltd.	07/15/2020	1.a	Accept Financial Statements and Statutory Reports	No	For	For		For
Reliance Industries Ltd.	07/15/2020	1.b	Accept Consolidated Financial Statements and Statutory Reports	No	For	For		For
Reliance Industries Ltd.	07/15/2020	2	Approve Dividends	No	For	For		For
Reliance Industries Ltd.	07/15/2020	3	Reelect Hital R. Meswani as Director	No	For	For		For
Reliance Industries Ltd.	07/15/2020	4	Reelect P.M.S. Prasad as Director	No	For	For		For
Reliance Industries Ltd.	07/15/2020	5	Approve Reappointment and Remuneration of Hital R. Meswani as a Whole-time Director	No	For	For		For
Reliance Industries Ltd.	07/15/2020	6	Elect K. V. Chowdary as Director	No	For	For		Against
Reliance Industries Ltd.	07/15/2020	7	Approve Remuneration of Cost Auditors	No	For	For		For
Remgro Ltd.	11/30/2020		Ordinary Resolutions	Yes				
Remgro Ltd.	11/30/2020	1	Accept Financial Statements and Statutory Reports for the Year Ended 30 June 2020	No	For	For		For
Remgro Ltd.	11/30/2020	2	Reappoint PricewaterhouseCoopers Inc. as Auditors with Anton Wentzel as the Individual Registered Auditor	No	For	For		For
Remgro Ltd.	11/30/2020	3	Re-elect Sonja De Bruyn as Director	No	For	For		For
Remgro Ltd.	11/30/2020	4	Re-elect Mariza Lubbe as Director	No	For	For		For
Remgro Ltd.	11/30/2020	5	Re-elect Murphy Morobe as Director	No	For	For		For
Remgro Ltd.	11/30/2020	6	Re-elect Johann Rupert as Director	No	For	For		Against
Remgro Ltd.	11/30/2020	7	Re-elect Neville Williams as Director	No	For	For		For
Remgro Ltd.	11/30/2020	8	Elect P Neethling as Director	No	For	For		For
Remgro Ltd.	11/30/2020	9	Elect G Nieuwoudt as Director	No	For	For		For
Remgro Ltd.	11/30/2020	10	Elect K Rantloane as Alternate Director	No	For	For		For
Remgro Ltd.	11/30/2020	11	Re-elect Sonja De Bruyn as Member of the Audit and Risk Committee	No	For	For		For
Remgro Ltd.	11/30/2020	12	Re-elect Peter Mageza as Member of the Audit and Risk Committee	No	For	For		For
Remgro Ltd.	11/30/2020	13	Re-elect Phillip Moleketi as Member of the Audit and Risk Committee	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Remgro Ltd.	11/30/2020	14	Re-elect Frederick Robertson as Member of the Audit and Risk Committee	No	For	For		For
Remgro Ltd.	11/30/2020	15	Place Authorised but Unissued Shares under Control of Directors	No	For	For		For
Remgro Ltd.	11/30/2020	16	Approve Remuneration Policy	No	For	For		For
Remgro Ltd.	11/30/2020	17	Approve Remuneration Implementation Report	No	For	For		For
Remgro Ltd.	11/30/2020		Special Resolutions	Yes				
Remgro Ltd.	11/30/2020	1	Approve Directors' Remuneration	No	For	For		For
Remgro Ltd.	11/30/2020	2	Authorise Repurchase of Issued Share Capital	No	For	For		For
Remgro Ltd.	11/30/2020	3	Approve Financial Assistance in Terms of Section 44 of the Companies Act	No	For	For		For
Remgro Ltd.	11/30/2020	4	Approve Financial Assistance in Terms of Section 45 of the Companies Act	No	For	For		For
Resilient REIT Ltd.	11/04/2020		Ordinary Resolutions	Yes				
Resilient REIT Ltd.	11/04/2020	1	Elect Monica Muller as Director	No	For	For		For
Resilient REIT Ltd.	11/04/2020	2.1	Re-elect Nick Hanekom as Director	No	For	For		For
Resilient REIT Ltd.	11/04/2020	2.2	Re-elect Umsha Reddy as Director	No	For	For		For
Resilient REIT Ltd.	11/04/2020	3.1	Re-elect Barry van Wyk as Director	No	For	For		For
Resilient REIT Ltd.	11/04/2020	3.2	Re-elect Thembi Chagonda as Director	No	For	For		For
Resilient REIT Ltd.	11/04/2020	4.1	Re-elect David Brown as Member of the Audit Committee	No	For	For		For
Resilient REIT Ltd.	11/04/2020	4.2	Elect Stuart Bird as Member of the Audit Committee	No	For	For		For
Resilient REIT Ltd.	11/04/2020	4.3	Re-elect Des Gordon as Member of the Audit Committee	No	For	For		For
Resilient REIT Ltd.	11/04/2020	4.4	Re-elect Protas Phili as Member of the Audit Committee	No	For	For		For
Resilient REIT Ltd.	11/04/2020	5	Reappoint PKF Octagon Inc. as Auditors with H Schalekamp as the Designated Audit Partner	No	For	For		For
Resilient REIT Ltd.	11/04/2020	6	Authorise Board to Issue Shares for Cash	No	For	For		For
Resilient REIT Ltd.	11/04/2020		Non-binding Advisory Vote	Yes				
Resilient REIT Ltd.	11/04/2020	1	Approve Remuneration Policy	No	For	For		For
Resilient REIT Ltd.	11/04/2020	2	Approve Remuneration Implementation Report	No	For	Against		Against
Resilient REIT Ltd.	11/04/2020		Special Resolutions	Yes				
Resilient REIT Ltd.	11/04/2020	1	Approve Financial Assistance to Related or Inter-related Companies	No	For	For		For
Resilient REIT Ltd.	11/04/2020	2	Authorise Repurchase of Issued Share Capital	No	For	For		For
Resilient REIT Ltd.	11/04/2020	3.1	Approve Non-executive Directors' Fees	No	For	For		For
Resilient REIT Ltd.	11/04/2020	3.2	Approve Non-executive Directors' Fees for Special Committee Meetings	No	For	For		For
Resilient REIT Ltd.	11/04/2020		Continuation of Ordinary Resolutions	Yes				
Resilient REIT Ltd.	11/04/2020	7	Authorise Ratification of Approved Resolutions	No	For	For		For
S.N.G.N. Romgaz S.A	09/21/2020		Ordinary Business	Yes				

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
S.N.G.N. Romgaz S.A	09/21/2020	1	Approve Addendum to Gas Sale and Purchase Agreement with SC Electrocentrale Bucuresti SA	No	For	For		For
S.N.G.N. Romgaz S.A	09/21/2020	2	Authorize Filing of Required Documents/Other Formalities	No	For	For		For
S.N.G.N. Romgaz S.A	09/21/2020		Extraordinary Business	Yes				
S.N.G.N. Romgaz S.A	09/21/2020	1	Approve Procurement of Legal Consulting, Assistance, and Representation Services	No	For	For		For
S.N.G.N. Romgaz S.A	09/21/2020	2	Authorize Filing of Required Documents/Other Formalities	No	For	For		For
S.N.G.N. Romgaz S.A	10/05/2020		Ordinary Business	Yes				
S.N.G.N. Romgaz S.A	10/05/2020	1	Approve Board's Report for H1 2020	No	For	For		For
S.N.G.N. Romgaz S.A	10/05/2020	2	Approve Half Year Report on Economic-Financial Activity	No	For	For		For
S.N.G.N. Romgaz S.A	10/05/2020	3	Authorize Meeting Chairman to Sign Approved Resolutions	No	For	For		For
S.N.G.N. Romgaz S.A	10/23/2020		Ordinary Business	Yes				
S.N.G.N. Romgaz S.A	10/23/2020	1	Amend Individual Provisionary Budget for Fiscal Year 2020	No	For	For		For
S.N.G.N. Romgaz S.A	10/23/2020	2	Receive Consolidated Provisionary Budget for Fiscal Year 2020	No	For	For		For
S.N.G.N. Romgaz S.A	10/23/2020	3	Extend Interim Directors	No	For	For		For
S.N.G.N. Romgaz S.A	10/23/2020	4	Amend Contract of Mandate for Interim Directors	No	For	For		For
S.N.G.N. Romgaz S.A	10/23/2020	5	Empower Representatives to Sign Contracts with Interim Directors	No	For	For		For
S.N.G.N. Romgaz S.A	10/23/2020	6	Authorize Filing of Required Documents/Other Formalities	No	For	For		For
S.N.G.N. Romgaz S.A	10/23/2020		Shareholder Proposals Submitted by the Romanian Ministry of Economy	Yes				
S.N.G.N. Romgaz S.A	10/23/2020	7	Elect Directors via Cumulative Voting	No	None	Against		Against
S.N.G.N. Romgaz S.A	10/23/2020	8	Fix Duration of Mandate of Elected Directors	No	None	Against		Against
S.N.G.N. Romgaz S.A	10/23/2020	9	Approve Remuneration of Elected Directors	No	None	Against		Against
S.N.G.N. Romgaz S.A	10/23/2020	10	Approve Draft Contract of Mandate with Elected Directors	No	None	Against		Against
S.N.G.N. Romgaz S.A	10/23/2020	11	Empower Representatives to Sign Contracts with Elected Directors	No	None	Against		Against
S.N.G.N. Romgaz S.A	11/25/2020		Ordinary Business	Yes				
S.N.G.N. Romgaz S.A	11/25/2020	1	Receive Information Re: Implementation of Article 43 of the GEO no. 114/2018	No	For	For		For
S.N.G.N. Romgaz S.A	11/25/2020	2	Authorize Filing of Required Documents/Other Formalities	No	For	For		For
S.N.G.N. Romgaz S.A	12/21/2020		Ordinary Business	Yes				

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
S.N.G.N. Romgaz S.A	12/21/2020	1.a	Elect Jude Aristotel Marius as Interim Director	No	None	For		For
S.N.G.N. Romgaz S.A	12/21/2020	1.b	Elect Marin Marius-Dumitru as Interim Director	No	None	For		For
S.N.G.N. Romgaz S.A	12/21/2020	1.c	Elect Stan Olteanu Manuela Petronela as Interim Director	No	None	For		For
S.N.G.N. Romgaz S.A	12/21/2020	1.d	Elect Botond Balazs as Interim Director	No	None	For		For
S.N.G.N. Romgaz S.A	12/21/2020	1.e	Elect Simescu Nicolae Bogdan as Interim Director	No	None	For		For
S.N.G.N. Romgaz S.A	12/21/2020	2	Fix Duration of Mandate of Interim Directors	No	For	For		For
S.N.G.N. Romgaz S.A	12/21/2020	3	Approve Remuneration of Interim Directors	No	For	For		For
S.N.G.N. Romgaz S.A	12/21/2020	4.1	Approve Contract of Mandate for Interim Directors (Shareholder Proposal)	No	None	Against		Against
S.N.G.N. Romgaz S.A	12/21/2020	4.2	Approve Contract of Mandate for Interim Directors (Management Proposal)	No	For	For		For
S.N.G.N. Romgaz S.A	12/21/2020	5	Empower Representatives to Sign Contracts with Interim Directors	No	For	For		For
S.N.G.N. Romgaz S.A	12/21/2020	6	Authorize Filing of Required Documents/Other Formalities	No	For	For		For
S.N.T.G.N. Transgaz SA	10/05/2020		Ordinary Business	Yes				
S.N.T.G.N. Transgaz SA	10/05/2020	1	Receive Activity Report for S1 2020	No	For	For		For
S.N.T.G.N. Transgaz SA	10/05/2020	2	Approve Accounting Treatment of Unclaimed Dividends	No	For	For		For
S.N.T.G.N. Transgaz SA	10/05/2020	3	Approve Meeting's Record Date	No	For	For		For
S.N.T.G.N. Transgaz SA	10/05/2020	4	Authorize Filing of Required Documents/Other Formalities	No	For	For		For
S.N.T.G.N. Transgaz SA	10/05/2020		Extraordinary Business	Yes				
S.N.T.G.N. Transgaz SA	10/05/2020	1	Approve Transaction with European Bank for Reconstruction and Development	No	For	For		For
S.N.T.G.N. Transgaz SA	10/05/2020	2	Approve Meeting's Record Date	No	For	For		For
S.N.T.G.N. Transgaz SA	10/05/2020	3	Authorize Filing of Required Documents/Other Formalities	No	For	For		For
S.N.T.G.N. Transgaz SA	12/09/2020		Ordinary Business	Yes				
S.N.T.G.N. Transgaz SA	12/09/2020	1	Receive Nomination and Remuneration Committee's Report	No	For	For		For
S.N.T.G.N. Transgaz SA	12/09/2020	2	Approve Level of Completion of Performance Criteria and Objectives Set in Directors' Contracts	No	For	For		For
S.N.T.G.N. Transgaz SA	12/09/2020	3	Approve Meeting's Record Date	No	For	For		For
S.N.T.G.N. Transgaz SA	12/09/2020	4	Authorize Filing of Required Documents/Other Formalities	No	For	For		For
Safaricom Plc	07/31/2020		Ordinary Business	Yes				
Safaricom Plc	07/31/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Safaricom Plc	07/31/2020	2	Approve Final Dividend of KES 1.40 Per Share	No	For	For		For
Safaricom Plc	07/31/2020	3	Reelect Rose Ogega as Director	No	For	For		For
Safaricom Plc	07/31/2020	4.1	Elect Rose Ogega as Member of Audit Committee	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Safaricom Plc	07/31/2020	4.2	Elect Bitange Ndemo as Member of Audit Committee	No	For	For		For
Safaricom Plc	07/31/2020	4.3	Elect Esther Koimett as Member of Audit Committee	No	For	For		For
Safaricom Plc	07/31/2020	4.4	Elect Mohamed Joosub as Member of Audit Committee	No	For	For		For
Safaricom Plc	07/31/2020	5	Approve Remuneration of Directors and Approve Director's Remuneration Report	No	For	For		For
Safaricom Plc	07/31/2020	6	Ratify Ernst & Young as Auditors and Fix Their Remuneration	No	For	For		For
Safaricom Plc	07/31/2020	7	Other Business	No	For	Against		Against
Safaricom Plc	07/31/2020		Special Business	Yes				
Safaricom Plc	07/31/2020	8.a	Amend Article 63 of Bylaws Re: Distribution of Notices	No	For	For		For
Safaricom Plc	07/31/2020	8.b	Insert Article 64A of Bylaws Re: General Meetings Attendance Via Electronic Means	No	For	For		For
Samart Corp Public Co. Ltd.	07/14/2020	1	Approve Minutes of Previous Meeting	No	For	For		For
Samart Corp Public Co. Ltd.	07/14/2020	2	Acknowledge Operating Results and Annual Report	Yes				
Samart Corp Public Co. Ltd.	07/14/2020	3	Approve Financial Statements	No	For	For		For
Samart Corp Public Co. Ltd.	07/14/2020	4	Approve Allocation of Legal Reserve, Omission of Dividend Payment and Acknowledge Interim Dividend Payment	No	For	For		For
Samart Corp Public Co. Ltd.	07/14/2020	5.1.1	Elect Pradang Prichayangkun as Director	No	For	For		For
Samart Corp Public Co. Ltd.	07/14/2020	5.1.2	Elect Seri Suksathaporn as Director	No	For	For		For
Samart Corp Public Co. Ltd.	07/14/2020	5.1.3	Elect Watchai Vilailuck as Director	No	For	For		Against
Samart Corp Public Co. Ltd.	07/14/2020	5.1.4	Elect Teerachai Phongpanangam as Director	No	For	For		Against
Samart Corp Public Co. Ltd.	07/14/2020	5.2.1	Elect Pradang Prichayangkun as Audit Committee Member	No	For	For		For
Samart Corp Public Co. Ltd.	07/14/2020	5.2.2	Elect Tongchat Hongladaromp as Audit Committee Member	No	For	For		For
Samart Corp Public Co. Ltd.	07/14/2020	6	Approve Remuneration of Directors and Committees	No	For	For		For
Samart Corp Public Co. Ltd.	07/14/2020	7	Approve EY Office Limited as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Samart Corp Public Co. Ltd.	07/14/2020	8	Other Business	No	For	Against		Against
Sasol Ltd.	11/20/2020	1.1	Re-elect Colin Beggs as Director	No	For	For		For
Sasol Ltd.	11/20/2020	1.2	Re-elect Nomgando Matyumza as Director	No	For	For		For
Sasol Ltd.	11/20/2020	1.3	Re-elect Moses Mkhize as Director	No	For	For		For
Sasol Ltd.	11/20/2020	1.4	Re-elect Mpho Nkeli as Director	No	For	For		For
Sasol Ltd.	11/20/2020	1.5	Re-elect Stephen Westwell as Director	No	For	Against		Against
Sasol Ltd.	11/20/2020	2	Elect Kathy Harper as Director	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Sasol Ltd.	11/20/2020	3	Reappoint PricewaterhouseCoopers Inc. as Auditors	No	For	For		For
Sasol Ltd.	11/20/2020	4.1	Re-elect Colin Beggs as Member of the Audit Committee	No	For	For		For
Sasol Ltd.	11/20/2020	4.2	Elect Kathy Harper as Member of the Audit Committee	No	For	For		For
Sasol Ltd.	11/20/2020	4.3	Re-elect Trix Kennealy as Member of the Audit Committee	No	For	For		For
Sasol Ltd.	11/20/2020	4.4	Re-elect Nomgando Matyumza as Member of the Audit Committee	No	For	For		For
Sasol Ltd.	11/20/2020	4.5	Re-elect Stephen Westwell as Member of the Audit Committee	No	For	For		For
Sasol Ltd.	11/20/2020	5	Approve Remuneration Policy	No	For	For		For
Sasol Ltd.	11/20/2020	6	Approve Implementation Report of the Remuneration Policy	No	For	Against		Against
Sasol Ltd.	11/20/2020	7	Approve Remuneration of Non-Executive Directors	No	For	For		For
Sasol Ltd.	11/20/2020	8	Approve Financial Assistance in Terms of Sections 44 and 45 of the Companies Act	No	For	For		For
Sasol Ltd.	11/20/2020	1	Approve Matters Relating to the Transaction Material Agreements as a Category 1 Transaction in Terms of the JSE Listings Requirements	No	For	For		For
Sasol Ltd.	11/20/2020	2	Authorise Ratification of Approved Resolutions	No	For	For		For
Saudi Arabian Fertilizer Co.	11/18/2020		Extraordinary Business	Yes				
Saudi Arabian Fertilizer Co.	11/18/2020	1	Authorize Capital Increase for Up to 14.25% of Issued Share Capital in Relation to the Acquisition of SABIC Agri Nutrients Investment Company From The Saudi Basic Industries Corp	No	For	For		For
Saudi Arabian Fertilizer Co.	11/18/2020	2	Approve Change of Company Name to SABIC Agri Nutrients	No	For	For		For
Saudi Arabian Fertilizer Co.	11/18/2020	3	Amend Article 1 of Bylaws Re: Company's Name	No	For	For		For
Saudi Arabian Fertilizer Co.	11/18/2020	4	Amend Article 5 of Bylaws Re: Capital Increase	No	For	For		For
Saudi Arabian Fertilizer Co.	11/18/2020	5	Amend Article 6 of Bylaws Re: Subscription of Shares	No	For	For		For
Saudi Arabian Fertilizer Co.	11/18/2020	6	Amend Article 16 of Bylaws Re: Financing Instruments and Sukuk	No	For	For		For
Saudi Arabian Fertilizer Co.	11/18/2020	7	Amend Article 17 of Bylaws Re: Company Management	No	For	For		For
Saudi Arabian Fertilizer Co.	11/18/2020	8	Amend Article 19 of Bylaws Re: Board Vacancy	No	For	For		For
Saudi Arabian Fertilizer Co.	11/18/2020	9	Amend Article 20 of Bylaws Re: Board Powers	No	For	For		For
Saudi Arabian Fertilizer Co.	11/18/2020	10	Amend Article 24 of Bylaws Re: Board Meetings Quorum	No	For	For		For
Saudi Arabian Fertilizer Co.	11/18/2020	11	Amend Article 30 of Bylaws Re: General Meetings Attendance	No	For	For		For
Saudi Arabian Fertilizer Co.	11/18/2020	12	Amend Article 34 of Bylaws Re: Holding of General Meetings	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Saudi Arabian Fertilizer Co.	11/18/2020	13	Approve Additional Remuneration of Auditors in Relation to the Acquisition and Q2, Q3 and Q4 of FY 2020 and Q1 of FY 2021	No	For	For		For
Saudi Arabian Fertilizer Co.	11/18/2020	14	Amend Remuneration and Nomination Committee Charter	No	For	For		For
Saudi Arabian Mining Co.	10/22/2020		Ordinary Business	Yes				
Saudi Arabian Mining Co.	10/22/2020	1	Elect Mussaed Al Ouhali as Director	No	For	For		For
Saudi Arabian Mining Co.	10/22/2020	2.1	Elect Yassir Al Ramyan as Director	No	None	For		For
Saudi Arabian Mining Co.	10/22/2020	2.2	Elect Khalid Al Mudeifir as Director	No	None	For		For
Saudi Arabian Mining Co.	10/22/2020	2.3	Elect Richard O'Brien as Director	No	None	For		For
Saudi Arabian Mining Co.	10/22/2020	2.4	Elect Samuel Walsh as Director	No	None	Abstain		Abstain
Saudi Arabian Mining Co.	10/22/2020	2.5	Elect Ganesh Kishore as Director	No	None	Abstain		Abstain
Saudi Arabian Mining Co.	10/22/2020	2.6	Elect Mohammed Al Qahtani as Director	No	None	Abstain		Abstain
Saudi Arabian Mining Co.	10/22/2020	2.7	Elect Mussaed Al Ouhali as Director	No	None	For		For
Saudi Arabian Mining Co.	10/22/2020	2.8	Elect Suleiman Al Quiez as Director	No	None	For		For
Saudi Arabian Mining Co.	10/22/2020	2.9	Elect Abdulazeez Al Jarbouaa as Director	No	None	For		For
Saudi Arabian Mining Co.	10/22/2020	2.10	Elect Abdullah Al Doussari as Director	No	None	For		For
Saudi Arabian Mining Co.	10/22/2020	2.11	Elect Nabeelah Al Tunisi as Director	No	None	For		For
Saudi Arabian Mining Co.	10/22/2020	2.12	Elect Abdullah Al Fifi as Director	No	None	For		For
Saudi Arabian Mining Co.	10/22/2020	2.13	Elect Yahia Al Shinqiti as Director	No	None	Abstain		Abstain
Saudi Arabian Mining Co.	10/22/2020	2.14	Elect Sameer Haddad as Director	No	None	Abstain		Abstain
Saudi Arabian Mining Co.	10/22/2020	2.15	Elect Mohammed Al Ghamdi as Director	No	None	Abstain		Abstain
Saudi Arabian Mining Co.	10/22/2020	2.16	Elect Fahad Al Shamri as Director	No	None	Abstain		Abstain
Saudi Arabian Mining Co.	10/22/2020	2.17	Elect Hussam Al Deen Sadaqah as Director	No	None	For		For
Saudi Arabian Mining Co.	10/22/2020	2.18	Elect Abdulwahab Abu kweek as Director	No	None	Abstain		Abstain
Saudi Arabian Mining Co.	10/22/2020	2.19	Elect Ghassan Kashmiri as Director	No	None	Abstain		Abstain
Saudi Arabian Mining Co.	10/22/2020	2.20	Elect Ahmed Murad as Director	No	None	Abstain		Abstain
Saudi Arabian Mining Co.	10/22/2020	2.21	Elect Mohammed Al Anzi as Director	No	None	Abstain		Abstain
Saudi Arabian Mining Co.	10/22/2020	2.22	Elect Abdullah Al Hussein as Director	No	None	Abstain		Abstain
Saudi Arabian Mining Co.	10/22/2020	2.23	Elect Tariq Lenjawi as Director	No	None	Abstain		Abstain
Saudi Arabian Mining Co.	10/22/2020	2.24	Elect Amr Khashaqji as Director	No	None	Abstain		Abstain
Saudi Arabian Mining Co.	10/22/2020	2.25	Elect Hamad Al Fouzan as Director	No	None	Abstain		Abstain
Saudi Arabian Mining Co.	10/22/2020	2.26	Elect Adil Hashim as Director	No	None	For		For
Saudi Arabian Mining Co.	10/22/2020	2.27	Elect Abdulazeez Al Habardi as Director	No	None	Abstain		Abstain
Saudi Arabian Mining Co.	10/22/2020	2.28	Elect Abdulrahman Al Khayal as Director	No	None	Abstain		Abstain
Saudi Arabian Mining Co.	10/22/2020	2.29	Elect Shakir Al Oteibi as Director	No	None	Abstain		Abstain
Saudi Arabian Mining Co.	10/22/2020	2.30	Elect Mutlaq Al Anzi as Director	No	None	Abstain		Abstain
Saudi Arabian Mining Co.	10/22/2020	2.31	Elect Abdulrahman Al Zahrani as Director	No	None	Abstain		Abstain
Saudi Arabian Mining Co.	10/22/2020	2.32	Elect Saad Al Haqeel as Director	No	None	Abstain		Abstain
Saudi Arabian Mining Co.	10/22/2020	2.33	Elect Abdulrahman Badaoud as Director	No	None	Abstain		Abstain

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Saudi Arabian Mining Co.	10/22/2020	2.34	Elect Mohammed Al Suweid as Director	No	None	Abstain		Abstain
Saudi Arabian Mining Co.	10/22/2020	3	Elect Members of Audit Committee and Approve its Charter and the Remuneration of Its Members	No	For	For		For
Saudi Electricity Co.	12/27/2020		Extraordinary Business	Yes				
Saudi Electricity Co.	12/27/2020	1.1	Elect Khalid Al Sultan as Director	No	None	Abstain		Abstain
Saudi Electricity Co.	12/27/2020	1.2	Elect Rashid Shareef as Director	No	None	Abstain		Abstain
Saudi Electricity Co.	12/27/2020	1.3	Elect Najm Al Zeid as Director	No	None	Abstain		Abstain
Saudi Electricity Co.	12/27/2020	1.4	Elect Issam Al Bayat as Director	No	None	Abstain		Abstain
Saudi Electricity Co.	12/27/2020	1.5	Elect Raed Al Rayis as Director	No	None	Abstain		Abstain
Saudi Electricity Co.	12/27/2020	1.6	Elect Nabeel Al Naeem as Director	No	None	Abstain		Abstain
Saudi Electricity Co.	12/27/2020	1.7	Elect Louai Bin Moussa as Director	No	None	Abstain		Abstain
Saudi Electricity Co.	12/27/2020	1.8	Elect Abdulkareem Al Ghamdi as Director	No	None	Abstain		Abstain
Saudi Electricity Co.	12/27/2020	1.9	Elect Khalid Al Houshan as Director	No	None	Abstain		Abstain
Saudi Electricity Co.	12/27/2020	1.10	Elect David Crane as Director	No	None	Abstain		Abstain
Saudi Electricity Co.	12/27/2020	1.11	Elect Abdulwahab Abou Kweek as Director	No	None	Abstain		Abstain
Saudi Electricity Co.	12/27/2020	1.12	Elect Fahad Bin Jumaah as Director	No	None	Abstain		Abstain
Saudi Electricity Co.	12/27/2020	1.13	Elect Mohammed Al Sakeet as Director	No	None	Abstain		Abstain
Saudi Electricity Co.	12/27/2020	1.14	Elect Mohammed Al Ghamdi as Director	No	None	Abstain		Abstain
Saudi Electricity Co.	12/27/2020	1.15	Elect Nadheer Khashaqji Director	No	None	Abstain		Abstain
Saudi Electricity Co.	12/27/2020	1.16	Elect Ahmed Murad as Director	No	None	Abstain		Abstain
Saudi Electricity Co.	12/27/2020	1.17	Elect Abdullah Al Hussein as Director	No	None	Abstain		Abstain
Saudi Electricity Co.	12/27/2020	1.18	Elect Muqrin Al Dalbahi as Director	No	None	Abstain		Abstain
Saudi Electricity Co.	12/27/2020	1.19	Elect Saad Al Haqeel as Director	No	None	Abstain		Abstain
Saudi Electricity Co.	12/27/2020	1.20	Elect Waleed Shukri as Director	No	None	Abstain		Abstain
Saudi Electricity Co.	12/27/2020	1.21	Elect Abdulmajeed Al Areeni as Director	No	None	Abstain		Abstain
Saudi Electricity Co.	12/27/2020	1.22	Elect Nouf Al Haqbani as Director	No	None	Abstain		Abstain
Saudi Electricity Co.	12/27/2020	1.23	Elect Abdulazeez Al Dreess as Director	No	None	Abstain		Abstain
Saudi Electricity Co.	12/27/2020	1.24	Elect Fahad Al Sameeh as Director	No	None	Abstain		Abstain
Saudi Electricity Co.	12/27/2020	1.25	Elect Khalid Al Nuweisir as Director	No	None	Abstain		Abstain
Saudi Electricity Co.	12/27/2020	1.26	Elect Mubarak Al Omani as Director	No	None	Abstain		Abstain
Saudi Electricity Co.	12/27/2020	1.27	Elect Fayiz Al Zaydi as Director	No	None	Abstain		Abstain
Saudi Electricity Co.	12/27/2020	1.28	Elect Noha Suleimani as Director	No	None	Abstain		Abstain
Saudi Electricity Co.	12/27/2020	1.29	Elect Abdulmajeed Al Bahrani as Director	No	None	Abstain		Abstain
Saudi Electricity Co.	12/27/2020	1.30	Elect Mohammed Ba Dhareess as Director	No	None	Abstain		Abstain
Saudi Electricity Co.	12/27/2020	1.31	Elect Waleed Bamaarouf as Director	No	None	Abstain		Abstain
Saudi Electricity Co.	12/27/2020	1.32	Elect Abdulilah Al Sheikh as Director	No	None	Abstain		Abstain
Saudi Electricity Co.	12/27/2020	1.33	Elect Abdullah Al Miqbil as Director	No	None	Abstain		Abstain
Saudi Electricity Co.	12/27/2020	1.34	Elect Rana Al Humeidan as Director	No	None	Abstain		Abstain
Saudi Electricity Co.	12/27/2020	1.34	Elect Ali Al Maddah as Director	No	None	Abstain		Abstain
Saudi Electricity Co.	12/27/2020	1.36	Elect Ihssan Makhdoom as Director	No	None	Abstain		Abstain

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Saudi Electricity Co.	12/27/2020	1.37	Elect Jihad Al Naqlah as Director	No	None	Abstain		Abstain
Saudi Electricity Co.	12/27/2020	1.38	Elect Fahad Al Shamri as Director	No	None	Abstain		Abstain
Saudi Electricity Co.	12/27/2020	1.39	Elect Fouad Al Shereibi as Director	No	None	Abstain		Abstain
Saudi Electricity Co.	12/27/2020	1.40	Elect Mansour Al Mudheifir as Director	No	None	Abstain		Abstain
Saudi Electricity Co.	12/27/2020	1.41	Elect Abdulrahman Al Suheibani as Director	No	None	Abstain		Abstain
Saudi Electricity Co.	12/27/2020	1.42	Elect Omar Makharish as Director	No	None	Abstain		Abstain
Saudi Electricity Co.	12/27/2020	1.43	Elect Abdulrahman Al Areeni as Director	No	None	Abstain		Abstain
Saudi Electricity Co.	12/27/2020	1.44	Elect Salih Al Awaji as Director	No	None	Abstain		Abstain
Saudi Electricity Co.	12/27/2020	1.45	Elect Khalid Al Khudheiri as Director	No	None	Abstain		Abstain
Saudi Electricity Co.	12/27/2020	1.46	Elect Thamir Al Wadee as Director	No	None	Abstain		Abstain
Saudi Electricity Co.	12/27/2020	1.47	Elect Talal Al Moammam as Director	No	None	Abstain		Abstain
Saudi Electricity Co.	12/27/2020	1.48	Elect Saad Al Dakheel as Director	No	None	Abstain		Abstain
Saudi Electricity Co.	12/27/2020	1.49	Elect Ali Al Omran as Director	No	None	Abstain		Abstain
Saudi Electricity Co.	12/27/2020	1.50	Elect Haytham Al Zeid as Director	No	None	Abstain		Abstain
Saudi Electricity Co.	12/27/2020	1.51	Elect Haytham Al Seef as Director	No	None	Abstain		Abstain
Saudi Electricity Co.	12/27/2020	1.52	Elect Salih Al Yami as Director	No	None	Abstain		Abstain
Saudi Electricity Co.	12/27/2020	1.53	Elect Nada Al Harthi as Director	No	None	Abstain		Abstain
Saudi Electricity Co.	12/27/2020	1.54	Elect Yazeed Al Subaie as Director	No	None	Abstain		Abstain
Saudi Electricity Co.	12/27/2020	2	Approve Treatment of the Profits of the Saudi Arabian Oil Company As a Debt in Favor to The Ministry of Finance	No	For	For		For
Saudi Electricity Co.	12/27/2020	3	Approve Establishing and Allocating a Reserve in Relation to the Speculative Agreement with The Ministry of Finance	No	For	For		For
Saudi Electricity Co.	12/27/2020	4	Authorize Board to Transfer from Remaining Company Earnings to Establish a New Reserve	No	For	For		For
Saudi Electricity Co.	12/27/2020	5	Authorize Board to Use the Newly Established Reserve	No	For	For		For
Saudi Pharmaceutical Industries & Medical Appliances Corp.	10/27/2020		Extraordinary Business	Yes				
Saudi Pharmaceutical Industries & Medical Appliances Corp.	10/27/2020	1	Amend Article 14 of Bylaws Re: Capital Increase	No	For	For		For
Saudi Pharmaceutical Industries & Medical Appliances Corp.	10/27/2020	2	Amend Article 18 of Bylaws Re: Board Vacancy	No	For	For		For
Saudi Pharmaceutical Industries & Medical Appliances Corp.	10/27/2020	3	Amend Article 19 of Bylaws Re: Board Powers	No	For	For		For
Saudi Pharmaceutical Industries & Medical Appliances Corp.	10/27/2020	4	Amend Article 20 of Bylaws Re: Board Remuneration	No	For	For		For
Saudi Pharmaceutical Industries & Medical Appliances Corp.	10/27/2020	5	Amend Article 21 of Bylaws Re: Chairman, Vice Chairman, Managing Director and Secretary Powers	No	For	For		For
Saudi Pharmaceutical Industries & Medical Appliances Corp.	10/27/2020	6	Amend Article 22 of Bylaws Re: Board Meetings	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Saudi Pharmaceutical Industries & Medical Appliances Corp.	10/27/2020	7	Amend Article 23 of Bylaws Re: Board Quorum	No	For	For		For
Saudi Pharmaceutical Industries & Medical Appliances Corp.	10/27/2020	8	Amend Article 25 of Bylaws Re: General Meetings Attendance	No	For	For		For
Saudi Pharmaceutical Industries & Medical Appliances Corp.	10/27/2020	9	Amend Article 29 of Bylaws Re: General Meetings Invitation	No	For	For		For
Saudi Pharmaceutical Industries & Medical Appliances Corp.	10/27/2020	10	Amend Article 41 of Bylaws Re: Financial Documents	No	For	For		For
Saudi Pharmaceutical Industries & Medical Appliances Corp.	10/27/2020	11	Amend Article 42 of Bylaws Re: Allocation of Dividends	No	For	For		For
Saudi Pharmaceutical Industries & Medical Appliances Corp.	10/27/2020	12	Amend Board of Director, Committees, and Executive Management Remunerations Policy	No	For	For		For
Saudi Pharmaceutical Industries & Medical Appliances Corp.	10/27/2020	13	Approve Remuneration of Directors of SAR 1,800,000 for FY 2019	No	For	For		For
Saudi Public Transport Co.	11/15/2020		Ordinary Business	Yes				
Saudi Public Transport Co.	11/15/2020	1	Approve the Results of Negotiations Between the Company and the Formed Committee Regarding the Company's Assets and Authorize Chairman to Sign the Agreement	No	For	For		For
Saudi Public Transport Co.	11/15/2020	2	Approve Increase Size of Audit Committee From 4 to 5 and Elect Turki Al Mubarak as Member of Audit Committee	No	For	For		For
Saudi Public Transport Co.	11/15/2020	3	Elect Mohammed Al Sheikh as Director	No	For	For		For
Saudia Dairy & Foodstuff Co.	11/18/2020		Extraordinary Business	Yes				
Saudia Dairy & Foodstuff Co.	11/18/2020	1	Authorize Share Repurchase Program Up to 2,749,750 Shares to be Kept as Treasury Shares, Funding the Purchase from the Company's Internal Resources and Authorize the Board to Execute Approved Resolution	No	For	For		For
Saudia Dairy & Foodstuff Co.	11/18/2020	2	Approve to Keep the Purchased Shares for Up to 5 Years and Follow the Relevant Laws and Regulations Upon Expiration of the Period.	No	For	For		For
Saudia Dairy & Foodstuff Co.	11/18/2020	3.1	Elect Ahmed Murad as Director	No	None	Abstain		Abstain
Saudia Dairy & Foodstuff Co.	11/18/2020	3.2	Elect Ahmed Al Marzouqi as Director	No	None	Abstain		Abstain
Saudia Dairy & Foodstuff Co.	11/18/2020	3.3	Elect Mohammed Al Amoudi as Director	No	None	Abstain		Abstain
Saudia Dairy & Foodstuff Co.	11/18/2020	3.4	Elect Hani Sab as Director	No	None	Abstain		Abstain
Saudia Dairy & Foodstuff Co.	11/18/2020	3.5	Elect Suleiman Al Jarallah as Director	No	None	Abstain		Abstain
Saudia Dairy & Foodstuff Co.	11/18/2020	3.6	Elect Mussaed Al Nassar as Director	No	None	Abstain		Abstain
Saudia Dairy & Foodstuff Co.	11/18/2020	3.7	Elect Abdullah Bisharah as Director	No	None	Abstain		Abstain
Saudia Dairy & Foodstuff Co.	11/18/2020	3.8	Elect Hamad Al Sabah as Director	No	None	Abstain		Abstain
Saudia Dairy & Foodstuff Co.	11/18/2020	3.9	Elect Feisal Al Ayar as Director	No	None	Abstain		Abstain

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Saudia Dairy & Foodstuff Co.	11/18/2020	3.10	Elect Abdullah Al Nassar as Director	No	None	Abstain		Abstain
Saudia Dairy & Foodstuff Co.	11/18/2020	3.11	Elect Saeed Ba Samh as Director	No	None	Abstain		Abstain
Saudia Dairy & Foodstuff Co.	11/18/2020	3.12	Elect Abdulazeez Al Milhim as Director	No	None	Abstain		Abstain
Saudia Dairy & Foodstuff Co.	11/18/2020	3.13	Elect Nadheer Khashaqji as Director	No	None	Abstain		Abstain
Saudia Dairy & Foodstuff Co.	11/18/2020	3.14	Elect Mohammed Al Dar as Director	No	None	Abstain		Abstain
Saudia Dairy & Foodstuff Co.	11/18/2020	3.15	Elect Mohammed Al Sakeet as Director	No	None	Abstain		Abstain
Saudia Dairy & Foodstuff Co.	11/18/2020	3.16	Elect Abou Bakr Ba Abbad as Director	No	None	Abstain		Abstain
Saudia Dairy & Foodstuff Co.	11/18/2020	3.17	Elect Abdullah Al Fifi as Director	No	None	Abstain		Abstain
Saudia Dairy & Foodstuff Co.	11/18/2020	3.18	Elect Khalid Al Khudheiri as Director	No	None	Abstain		Abstain
Saudia Dairy & Foodstuff Co.	11/18/2020	3.19	Elect Sameer Haddad as Director	No	None	Abstain		Abstain
Saudia Dairy & Foodstuff Co.	11/18/2020	3.20	Elect Mohammed Al Ghamdi as Director	No	None	Abstain		Abstain
Saudia Dairy & Foodstuff Co.	11/18/2020	3.21	Elect Abdulmajeed Al Bahrani as Director	No	None	Abstain		Abstain
Sberbank Russia PJSC	09/25/2020	1	Approve Annual Report	No	For	For		For
Sberbank Russia PJSC	09/25/2020	2	Approve Allocation of Income and Dividends of RUB 18.70 per Ordinary Share and RUB 18.70 per Preferred Share	No	For	For		For
Sberbank Russia PJSC	09/25/2020	3	Ratify PricewaterhouseCoopers as Auditor	No	For	For		For
Sberbank Russia PJSC	09/25/2020		Elect 14 Directors by Cumulative Voting	Yes				
Sberbank Russia PJSC	09/25/2020	4.1	Elect Esko Tapani Aho as Director	No	None	For		For
Sberbank Russia PJSC	09/25/2020	4.2	Elect Leonid Boguslavskii as Director	No	None	For		For
Sberbank Russia PJSC	09/25/2020	4.3	Elect Herman Gref as Director	No	None	Against		Against
Sberbank Russia PJSC	09/25/2020	4.4	Elect Bella Zlatkis as Director	No	None	Against		Against
Sberbank Russia PJSC	09/25/2020	4.5	Elect Sergei Ignatev as Director	No	None	Against		Against
Sberbank Russia PJSC	09/25/2020	4.6	Elect Mikhail Kovalchuk as Director	No	None	Against		Against
Sberbank Russia PJSC	09/25/2020	4.7	Elect Vladimir Kolychev as Director	No	None	Against		Against
Sberbank Russia PJSC	09/25/2020	4.8	Elect Nikolai Kudriavtsev as Director	No	None	For		For
Sberbank Russia PJSC	09/25/2020	4.9	Elect Aleksandr Kuleshov as Director	No	None	For		For
Sberbank Russia PJSC	09/25/2020	4.10	Elect Gennadii Melikian as Director	No	None	For		For
Sberbank Russia PJSC	09/25/2020	4.11	Elect Maksim Oreshkin as Director	No	None	Against		Against
Sberbank Russia PJSC	09/25/2020	4.12	Elect Anton Siluanov as Director	No	None	Against		Against
Sberbank Russia PJSC	09/25/2020	4.13	Elect Dmitrii Chernyshenko as Director	No	None	Against		Against
Sberbank Russia PJSC	09/25/2020	4.14	Elect Nadya Wells as Director	No	None	For		For
Sberbank Russia PJSC	09/25/2020	5	Approve Related-Party Transaction Re: Liability Insurance for Directors, Executives, and Company	No	For	For		For
Sberbank Russia PJSC	09/25/2020	6	Amend Charter	No	For	For		For
SBM Holdings Ltd	07/31/2020	1	Receive Auditor's Report	No	For	For		For
SBM Holdings Ltd	07/31/2020	2	Receive Annual Report	No	For	For		For
SBM Holdings Ltd	07/31/2020	3	Accept Financial Statements and Statutory Reports	No	For	For		For
SBM Holdings Ltd	07/31/2020	4	Approve Deloitte as Auditors Until 2021 and Authorize Board to Fix Their Remuneration	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
SBM Holdings Ltd	07/31/2020	5	Elect Jean Paul Emmanuel Arouff as Director	No	For	For		For
SBM Holdings Ltd	07/31/2020	6	Elect Andrew Bainbridge as Director	No	For	Against		Against
SBM Holdings Ltd	07/31/2020	7	Elect Abdul Sattar Adam Ali Mamode Hajee Abdoula as Director	No	For	For		For
SBM Holdings Ltd	07/31/2020	8	Elect Shakilla Bibi Jhungeer as Director	No	For	For		For
SBM Holdings Ltd	07/31/2020	9	Elect Roodesh Muttyall as Director	No	For	For		For
SBM Holdings Ltd	07/31/2020	10	Elect Sarwansingh Purmessur as Director	No	For	Against		Against
SBM Holdings Ltd	07/31/2020	11	Elect Sharon Ramdennee as Director	No	For	For		For
SBM Holdings Ltd	07/31/2020	12	Elect Patrice Georges Maxime Robert as Director	No	For	For		For
SBM Holdings Ltd	07/31/2020	13	Elect Visvanaden Soondram as Director	No	For	For		For
SBM Holdings Ltd	07/31/2020	14	Elect Subhas Thecka as Director	No	For	For		For
Seera Holding Group	07/16/2020		Extraordinary Business	Yes				
Seera Holding Group	07/16/2020	1	Amend Article 16 of Bylaws Re: Board Composition	No	For	Against		Against
Seera Holding Group	07/16/2020	2	Amend Article 17 of Bylaws Re: Board Remuneration and Powers	No	For	For		For
Seera Holding Group	07/16/2020	3	Amend Article 18 of Bylaws Re: Board Meetings and Resolutions	No	For	For		For
Seera Holding Group	07/16/2020	4	Amend Article 28 of Bylaws Re: General Meeting Invitation	No	For	For		For
Seera Holding Group	07/16/2020	5	Amend Article 38 of Bylaws Re: Dividend Distribution	No	For	For		For
Sembcorp Salalah Power & Water Company SAOG	11/17/2020		Extraordinary Business	Yes				
Sembcorp Salalah Power & Water Company SAOG	11/17/2020	1	Approve Interim Dividends of OMR 0.0064 per Share	No	For	For		For
Semiconductor Manufacturing International Corporation	12/15/2020	1	Approve Framework Agreement Between the Company and Semiconductor Manufacturing North China (Beijing) Corporation and SMNC Framework Agreement Annual Caps	No	For	Against		Against
Semiconductor Manufacturing International Corporation	12/15/2020	2	Approve Amendment Agreement Between the Company and Semiconductor Manufacturing South China Corporation and SMSC Framework Agreement Revised Annual Caps	No	For	For		For
Semiconductor Manufacturing International Corporation	12/15/2020	3	Approve Centralized Fund Management Agreement Entered into Among the Company, Semiconductor Manufacturing International (Beijing) Corporation and Semiconductor Manufacturing South China Corporation and Centralized Fund Management Agreement Annual Caps	No	For	Against		Against

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Semiconductor Manufacturing International Corporation	12/15/2020	4	Approve Framework Agreement Between the Company and Sino IC Leasing Co., Ltd., and Sino IC Leasing Framework Agreement Annual Caps	No	For	For		For
Semiconductor Manufacturing International Corporation	12/15/2020	5	Approve Grant of Restricted Share Units to Zhou Zixue Under the 2014 Equity Incentive Plan	No	For	Against		Against
Semiconductor Manufacturing International Corporation	12/15/2020	6	Approve Grant of Restricted Share Units to Zhao Haijun Under the 2014 Equity Incentive Plan	No	For	Against		Against
Semiconductor Manufacturing International Corporation	12/15/2020	7	Approve Grant of Restricted Share Units to Liang Mong Song Under the 2014 Equity Incentive Plan	No	For	Against		Against
Semiconductor Manufacturing International Corporation	12/15/2020	8	Approve Grant of Restricted Share Units to Gao Yonggang Under the 2014 Equity Incentive Plan	No	For	Against		Against
Semiconductor Manufacturing International Corporation	12/15/2020	9	Approve Grant of Restricted Share Units to Chen Shanzhi Under the 2014 Equity Incentive Plan	No	For	Against		Against
Semiconductor Manufacturing International Corporation	12/15/2020	10	Approve Grant of Restricted Share Units to William Tudor Brown Under the 2014 Equity Incentive Plan	No	For	Against		Against
Semiconductor Manufacturing International Corporation	12/15/2020	11	Approve Grant of Restricted Share Units to Tong Guohua Under the 2014 Equity Incentive Plan	No	For	Against		Against
Semiconductor Manufacturing International Corporation	12/15/2020	12	Approve Grant of Restricted Share Units to Cong Jingsheng Jason Under the 2014 Equity Incentive Plan	No	For	Against		Against
Semirara Mining and Power Corporation	07/03/2020	1	Approve Minutes of Previous Stockholders' Meeting Held on May 6, 2019	No	For	For		For
Semirara Mining and Power Corporation	07/03/2020	2	Approve Management Report	No	For	For		For
Semirara Mining and Power Corporation	07/03/2020	3	Approve Audited Financial Statements for 2019	No	For	For		For
Semirara Mining and Power Corporation	07/03/2020	4	Ratify Acts of the Board of Directors and Management from the Date of the Last Annual Stockholders' Meeting Up to the Date of this Meeting	No	For	For		For
Semirara Mining and Power Corporation	07/03/2020		Elect 11 Directors by Cumulative Voting	Yes				
Semirara Mining and Power Corporation	07/03/2020	5.1	Elect Isidro A. Consunji as Director	No	For	For		For
Semirara Mining and Power Corporation	07/03/2020	5.2	Elect Jorge A. Consunji as Director	No	For	Withhold		Withhold
Semirara Mining and Power Corporation	07/03/2020	5.3	Elect Cesar A. Buenaventura as Director	No	For	Withhold		Withhold
Semirara Mining and Power Corporation	07/03/2020	5.4	Elect Herbert M. Consunji as Director	No	For	Withhold		Withhold
Semirara Mining and Power Corporation	07/03/2020	5.5	Elect Maria Cristina C. Gotianun as Director	No	For	Withhold		Withhold
Semirara Mining and Power Corporation	07/03/2020	5.6	Elect Ma. Edwina C. Laperal as Director	No	For	Withhold		Withhold
Semirara Mining and Power Corporation	07/03/2020	5.7	Elect Josefa Consuelo C. Reyes as Director	No	For	Withhold		Withhold
Semirara Mining and Power Corporation	07/03/2020	5.8	Elect Luz Consuelo A. Consunji as Director	No	For	Withhold		Withhold
Semirara Mining and Power Corporation	07/03/2020	5.9	Elect Rogelio M. Murga as Director	No	For	For		For
Semirara Mining and Power Corporation	07/03/2020	5.10	Elect Honorio O. Reyes-Lao as Director	No	For	For		For
Semirara Mining and Power Corporation	07/03/2020	5.11	Elect Antonio Jose U. Periquet, Jr. as Director	No	For	For		For
Semirara Mining and Power Corporation	07/03/2020	6	Appoint Independent External Auditor	No	For	For		For
Severstal PAO	08/28/2020		Meeting for GDR Holders	Yes				

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Severstal PAO	08/28/2020	1	Approve Interim Dividends of RUB 15.44 per Share for First Six Months of Fiscal 2020	No	For	For		For
Severstal PAO	11/27/2020		Meeting for GDR Holders	Yes				
Severstal PAO	11/27/2020	1	Approve Interim Dividends of RUB 37.34 per Share for First Nine Months of Fiscal 2020	No	For	For		For
Seylan Bank Plc	11/04/2020	1	Approve Issuance of Basel III Compliant, Tier II, Listed, Rated, Unsecured, Subordinated, Redeemable Debentures with a Non-Viability Conversion Option	No	For	For		For
Shandong Gold Mining Co., Ltd.	08/25/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
Shandong Gold Mining Co., Ltd.	08/25/2020	1	Approve Agreeing Non-Ferrous Group, Wang Zhiqiang and Jinmao Mining to Extend the Term of Commitment in Relation to Remedying Defects of the Land and Property Ownership of Penglai Mining	No	For	For		For
Shandong Gold Mining Co., Ltd.	08/25/2020	2	Approve Share Compensation Plan for Not Realizing Performance Commitment of the Subject Assets Under the Material Asset Restructuring of the Company	No	For	For		For
Shandong Gold Mining Co., Ltd.	08/25/2020	3	Authorize Board with Full Discretion to Facilitate the Buy-Back or Grant of Compensation Shares	No	For	For		For
Shandong Gold Mining Co., Ltd.	08/25/2020		CLASS MEETING FOR HOLDERS OF H SHARES	Yes				
Shandong Gold Mining Co., Ltd.	08/25/2020	1	Approve Share Compensation Plan for Not Realizing Performance Commitment of the Subject Assets Under the Material Asset Restructuring of the Company	No	For	For		For
Shandong Gold Mining Co., Ltd.	09/18/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
Shandong Gold Mining Co., Ltd.	09/18/2020	1	Approve Provision of Guarantee for the Financing of an Overseas Subsidiary of the Company	No	For	For		For
Shandong Gold Mining Co., Ltd.	10/13/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
Shandong Gold Mining Co., Ltd.	10/13/2020	1	Approve Satisfaction of the Conditions for Public Issuance of Renewable Corporate Bonds	No	For	For		For
Shandong Gold Mining Co., Ltd.	10/13/2020		RESOLUTIONS IN RELATION TO THE PROPOSED ISSUANCE OF RENEWABLE CORPORATE BONDS	Yes				
Shandong Gold Mining Co., Ltd.	10/13/2020	2.01	Approve Issue Size	No	For	For		For
Shandong Gold Mining Co., Ltd.	10/13/2020	2.02	Approve Par Value and Issue Price	No	For	For		For
Shandong Gold Mining Co., Ltd.	10/13/2020	2.03	Approve Issue Method	No	For	For		For
Shandong Gold Mining Co., Ltd.	10/13/2020	2.04	Approve Issue Target and Arrangement for Placement to Shareholders of the Company	No	For	For		For
Shandong Gold Mining Co., Ltd.	10/13/2020	2.05	Approve Term of the Bonds	No	For	For		For
Shandong Gold Mining Co., Ltd.	10/13/2020	2.06	Approve Interest Rate and Payment of Interests	No	For	For		For
Shandong Gold Mining Co., Ltd.	10/13/2020	2.07	Approve Terms of Guarantee	No	For	For		For
Shandong Gold Mining Co., Ltd.	10/13/2020	2.08	Approve Use of Proceeds	No	For	For		For
Shandong Gold Mining Co., Ltd.	10/13/2020	2.09	Approve Proposed Place of Listing	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Shandong Gold Mining Co., Ltd.	10/13/2020	2.10	Approve Measures to Secure Repayment	No	For	For		For
Shandong Gold Mining Co., Ltd.	10/13/2020	2.11	Approve Underwriting	No	For	For		For
Shandong Gold Mining Co., Ltd.	10/13/2020	2.12	Approve Validity of the Resolution	No	For	For		For
Shandong Gold Mining Co., Ltd.	10/13/2020	3	Authorize Board with Full Discretion to Handle the Matters Related to the Company's Public Issuance of Renewable Corporate Bonds	No	For	For		For
Shandong Gold Mining Co., Ltd.	11/13/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
Shandong Gold Mining Co., Ltd.	11/13/2020		RESOLUTIONS IN RELATION TO THE GRANT OF THE SPECIFIC MANDATE TO THE DIRECTORS TO ISSUE THE NEW H SHARES AND THE LISTING OF THE NEW H SHARES ON THE STOCK EXCHANGE PURSUANT TO THE PROPOSAL AND THE SCHEME	Yes				
Shandong Gold Mining Co., Ltd.	11/13/2020	1.01	Approve Types and Nominal Value of Shares to be Issued	No	For	For		For
Shandong Gold Mining Co., Ltd.	11/13/2020	1.02	Approve Method and Time of Issuance	No	For	For		For
Shandong Gold Mining Co., Ltd.	11/13/2020	1.03	Approve Target Subscribers and Method of Subscription	No	For	For		For
Shandong Gold Mining Co., Ltd.	11/13/2020	1.04	Approve Size of Issuance	No	For	For		For
Shandong Gold Mining Co., Ltd.	11/13/2020	1.05	Approve Share Exchange Ratio	No	For	For		For
Shandong Gold Mining Co., Ltd.	11/13/2020	1.06	Approve Arrangement Relating to the Accumulated Undistributed Profits	No	For	For		For
Shandong Gold Mining Co., Ltd.	11/13/2020	1.07	Approve Place of Listing	No	For	For		For
Shandong Gold Mining Co., Ltd.	11/13/2020	1.08	Approve Validity Period of the Resolution	No	For	For		For
Shandong Gold Mining Co., Ltd.	11/13/2020	2	Authorize Board to Deal with All Matters in Relation to the Issue of and the Listing of the New H Shares on the Stock Exchange	No	For	For		For
Shandong Gold Mining Co., Ltd.	11/13/2020	3	Approve Reports on the Use of Proceeds from Previous Issuance	No	For	For		For
Shandong Gold Mining Co., Ltd.	11/13/2020		CLASS MEETING FOR HOLDERS OF H SHARES	Yes				
Shandong Gold Mining Co., Ltd.	11/13/2020		RESOLUTIONS IN RELATION TO THE GRANT OF THE SPECIFIC MANDATE TO THE DIRECTORS TO ISSUE THE NEW H SHARES AND THE LISTING OF THE NEW H SHARES ON THE STOCK EXCHANGE PURSUANT TO THE PROPOSAL AND THE SCHEME	Yes				
Shandong Gold Mining Co., Ltd.	11/13/2020	1.01	Approve Types and Nominal Value of Shares to be Issued	No	For	For		For
Shandong Gold Mining Co., Ltd.	11/13/2020	1.02	Approve Method and Time of Issuance	No	For	For		For
Shandong Gold Mining Co., Ltd.	11/13/2020	1.03	Approve Target Subscribers and Method of Subscription	No	For	For		For
Shandong Gold Mining Co., Ltd.	11/13/2020	1.04	Approve Size of Issuance	No	For	For		For
Shandong Gold Mining Co., Ltd.	11/13/2020	1.05	Approve Share Exchange Ratio	No	For	For		For
Shandong Gold Mining Co., Ltd.	11/13/2020	1.06	Approve Arrangement Relating to the Accumulated Undistributed Profits	No	For	For		For
Shandong Gold Mining Co., Ltd.	11/13/2020	1.07	Approve Place of Listing	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Shandong Gold Mining Co., Ltd.	11/13/2020	1.08	Approve Validity Period of the Resolution	No	For	For		For
Shandong Gold Mining Co., Ltd.	12/30/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
Shandong Gold Mining Co., Ltd.	12/30/2020	1	Approve Remuneration of Directors, Special Advisor to the Board, Supervisors and Senior Management	No	For	For		For
Shandong Gold Mining Co., Ltd.	12/30/2020	2	Approve Comprehensive Service Framework Agreement and Confirmation of the Caps of Continuing Connected Transactions During the Years of 2021 to 2023	No	For	For		For
Shandong Gold Mining Co., Ltd.	12/30/2020		ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Yes				
Shandong Gold Mining Co., Ltd.	12/30/2020	3.01	Elect Li Guohong as Director	No	For	For		Against
Shandong Gold Mining Co., Ltd.	12/30/2020	3.02	Elect Wang Lijun as Director	No	For	For		Against
Shandong Gold Mining Co., Ltd.	12/30/2020	3.03	Elect Wang Xiaoling as Director	No	For	For		Against
Shandong Gold Mining Co., Ltd.	12/30/2020	3.04	Elect Liu Qin as Director	No	For	For		Against
Shandong Gold Mining Co., Ltd.	12/30/2020	3.05	Elect Wang Shuhai as Director	No	For	For		Against
Shandong Gold Mining Co., Ltd.	12/30/2020	3.06	Elect Tang Qi as Director	No	For	For		Against
Shandong Gold Mining Co., Ltd.	12/30/2020		ELECT INDEPENDENT NON-EXECUTIVE DIRECTORS VIA CUMULATIVE VOTING	Yes				
Shandong Gold Mining Co., Ltd.	12/30/2020	4.01	Elect Wang Yunmin as Director	No	For	For		For
Shandong Gold Mining Co., Ltd.	12/30/2020	4.02	Elect Liew Fui Kiang as Director	No	For	For		For
Shandong Gold Mining Co., Ltd.	12/30/2020	4.03	Elect Zhao Feng as Director	No	For	For		For
Shandong Gold Mining Co., Ltd.	12/30/2020		ELECT SUPERVISORS VIA CUMULATIVE VOTING	Yes				
Shandong Gold Mining Co., Ltd.	12/30/2020	5.01	Elect Li Xiaoping as Supervisor	No	For	For		For
Shandong Gold Mining Co., Ltd.	12/30/2020	5.02	Elect Luan Bo as Supervisor	No	For	For		For
Shandong Weigao Group Medical Polymer Company Limited	07/22/2020	1	Approve 2019 Audited Consolidated Financial Statements	No	For	For		For
Shandong Weigao Group Medical Polymer Company Limited	07/22/2020	2	Approve 2019 Report of the Board of Directors	No	For	For		For
Shandong Weigao Group Medical Polymer Company Limited	07/22/2020	3	Approve 2019 Report of the Supervisory Committee	No	For	For		For
Shandong Weigao Group Medical Polymer Company Limited	07/22/2020	4	Approve Final Dividend	No	For	For		For
Shandong Weigao Group Medical Polymer Company Limited	07/22/2020	5	Approve Deloitte Touche Tohmatsu as Auditor and Authorize Board to Fix Their Remuneration	No	For	For		For
Shandong Weigao Group Medical Polymer Company Limited	07/22/2020	6	Authorize Board to Fix Remuneration of Directors, Supervisors and Senior Management	No	For	For		For
Shandong Weigao Group Medical Polymer Company Limited	07/22/2020	7	Elect Zhang Hua Wei as Director	No	For	For		Against
Shandong Weigao Group Medical Polymer Company Limited	07/22/2020	8	Elect Wang Yi as Director	No	For	For		Against

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Shandong Weigao Group Medical Polymer Company Limited	07/22/2020	9	Elect Zhou Shu Hua as Director	No	For	For		Against
Shandong Weigao Group Medical Polymer Company Limited	07/22/2020	10	Elect Hu Yun Yong as Supervisor	No	For	For		For
Shandong Weigao Group Medical Polymer Company Limited	07/22/2020	11	Elect Gu Mei Jun as Supervisor	No	For	For		For
Shandong Weigao Group Medical Polymer Company Limited	07/22/2020	12	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for H Shares	No	For	Against		Against
Shandong Weigao Group Medical Polymer Company Limited	07/22/2020	13	Authorize Repurchase of Issued H Share Capital	No	For	For		For
Shandong Weigao Group Medical Polymer Company Limited	07/22/2020	14	Amend Articles of Association	No	For	For		For
Shandong Weigao Group Medical Polymer Company Limited	10/14/2020	1	Approve Distribution of Interim Dividend	No	For	For		For
Shandong Weigao Group Medical Polymer Company Limited	10/14/2020	1	Approve Logistic and Distribution Services Framework Agreement, Annual Caps and Related Transactions	No	For	For		For
Shandong Weigao Group Medical Polymer Company Limited	10/14/2020	2	Approve Purchase Framework Agreement, Annual Caps and Related Transactions	No	For	For		For
Shandong Weigao Group Medical Polymer Company Limited	12/03/2020	1	Approve Purchase Framework Agreement (as Amended by the Supplemental Purchase Framework Agreement), Annual Caps and Related Transactions	No	For	For		For
Shandong Weigao Group Medical Polymer Company Limited	12/03/2020	1	Approve Mandate for the Issuance of Debt Securities	No	For	Against		Against
Shanghai Electric Group Company Limited	11/25/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
Shanghai Electric Group Company Limited	11/25/2020		ELECT DIRECTOR VIA CUMULATIVE VOTING	Yes				
Shanghai Electric Group Company Limited	11/25/2020	1	Elect Liu Yunhong as Director	No	For	For		For
Shanghai Electric Group Company Limited	11/25/2020	2	Approve Continuing Connected Transactions in Relation to Certain Purchases from Siemens Group and the Related Party Transactions in Relation to Certain Sales to Siemens Group	No	For	For		For
Shanghai Electric Group Company Limited	11/25/2020	3	Approve Privatization by Way of Merger by Absorption of Shanghai Prime Machinery Company Limited	No	For	For		For
Shanghai Fosun Pharmaceutical (Group) Co., Ltd.	10/09/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
Shanghai Fosun Pharmaceutical (Group) Co., Ltd.	10/09/2020	1	Amend Articles of Association	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Shanghai Fosun Pharmaceutical (Group) Co., Ltd.	10/09/2020	2	Amend Rules and Procedures Regarding General Meetings of Shareholders	No	For	For		For
Shanghai Fosun Pharmaceutical (Group) Co., Ltd.	10/09/2020	3	Amend Rules and Procedures Regarding Meetings of Board of Directors	No	For	For		For
Shanghai Fosun Pharmaceutical (Group) Co., Ltd.	10/09/2020	4	Elect Zhang Houlin as Director	No	For	For		Against
Shanghai Fosun Pharmaceutical (Group) Co., Ltd.	12/29/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
Shanghai Fosun Pharmaceutical (Group) Co., Ltd.	12/29/2020	1	Approve Fulfilment of the Conditions for the Non-Public Issuance of A Shares by the Company	No	For	For		For
Shanghai Fosun Pharmaceutical (Group) Co., Ltd.	12/29/2020		RESOLUTIONS IN RELATION TO THE PLAN OF THE PROPOSED NON-PUBLIC ISSUANCE OF A SHARES	Yes				
Shanghai Fosun Pharmaceutical (Group) Co., Ltd.	12/29/2020	2.1	Approve Class and Nominal Value of the Shares to be Issued	No	For	For		For
Shanghai Fosun Pharmaceutical (Group) Co., Ltd.	12/29/2020	2.2	Approve Method of Issuance	No	For	For		For
Shanghai Fosun Pharmaceutical (Group) Co., Ltd.	12/29/2020	2.3	Approve Subscribers and Subscription Method	No	For	For		For
Shanghai Fosun Pharmaceutical (Group) Co., Ltd.	12/29/2020	2.4	Approve Price Determination Date, Issue Price and Pricing Principles	No	For	For		For
Shanghai Fosun Pharmaceutical (Group) Co., Ltd.	12/29/2020	2.5	Approve Number of the Shares to be Issued	No	For	For		For
Shanghai Fosun Pharmaceutical (Group) Co., Ltd.	12/29/2020	2.6	Approve Amount and Use of Proceeds	No	For	For		For
Shanghai Fosun Pharmaceutical (Group) Co., Ltd.	12/29/2020	2.7	Approve Lock-Up Period	No	For	For		For
Shanghai Fosun Pharmaceutical (Group) Co., Ltd.	12/29/2020	2.8	Approve Place of Listing	No	For	For		For
Shanghai Fosun Pharmaceutical (Group) Co., Ltd.	12/29/2020	2.9	Approve Arrangements for the Accumulated Profits of the Company Prior to the Proposed Non-Public Issuance	No	For	For		For
Shanghai Fosun Pharmaceutical (Group) Co., Ltd.	12/29/2020	2.10	Approve Validity Period of the Resolutions in Relation to the Plan of the Proposed Non-Public Issuance of A Shares	No	For	For		For
Shanghai Fosun Pharmaceutical (Group) Co., Ltd.	12/29/2020	3	Approve Proposal for the Proposed Non-Public Issuance	No	For	For		For
Shanghai Fosun Pharmaceutical (Group) Co., Ltd.	12/29/2020	4	Approve Feasibility Report on the Use of Proceeds from the Proposed Non-Public Issuance	No	For	For		For
Shanghai Fosun Pharmaceutical (Group) Co., Ltd.	12/29/2020	5	Approve Report on the Use of Previously Raised Proceeds	No	For	For		For
Shanghai Fosun Pharmaceutical (Group) Co., Ltd.	12/29/2020	6	Approve Dilution of Immediate Return Resulting from the Proposed Non-Public Issuance and Its Remedial Measures	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Shanghai Fosun Pharmaceutical (Group) Co., Ltd.	12/29/2020	7	Approve Undertakings in Relation to the Remedial Measures for the Dilution of Immediate Return Resulting from the Proposed Non-Public Issuance	No	For	For		For
Shanghai Fosun Pharmaceutical (Group) Co., Ltd.	12/29/2020	8	Approve Shareholders' Return Plan for the Years 2020-2022	No	For	For		For
Shanghai Fosun Pharmaceutical (Group) Co., Ltd.	12/29/2020	9	Authorize Board to Deal with All Matters Relating to the Proposed Non-Public Issuance	No	For	For		For
Shoprite Holdings Ltd.	11/16/2020		Ordinary Resolutions	Yes				
Shoprite Holdings Ltd.	11/16/2020	1	Accept Financial Statements and Statutory Reports for the Year Ended 30 June 2020	No	For	For		For
Shoprite Holdings Ltd.	11/16/2020	2	Reappoint PricewaterhouseCoopers Inc. as Auditors of the Company with MC Hamman as the Individual Registered Auditor	No	For	For		For
Shoprite Holdings Ltd.	11/16/2020	3	Elect Wendy Lucas-Bull as Director	No	For	For		For
Shoprite Holdings Ltd.	11/16/2020	4	Re-elect Dr Anna Mokgokong as Director	No	For	For		For
Shoprite Holdings Ltd.	11/16/2020	5	Re-elect Johannes Basson as Director	No	For	For		For
Shoprite Holdings Ltd.	11/16/2020	6	Re-elect Joseph Rock as Director	No	For	For		For
Shoprite Holdings Ltd.	11/16/2020	7	Re-elect Johannes Basson as Chairperson of the Audit and Risk Committee	No	For	For		For
Shoprite Holdings Ltd.	11/16/2020	8	Re-elect Alice le Roux as Member of the Audit and Risk Committee	No	For	For		For
Shoprite Holdings Ltd.	11/16/2020	9	Re-elect Joseph Rock as Member of the Audit and Risk Committee	No	For	For		For
Shoprite Holdings Ltd.	11/16/2020	10	Place Authorised but Unissued Shares under Control of Directors	No	For	For		For
Shoprite Holdings Ltd.	11/16/2020	11	Authorise Board to Issue Shares for Cash	No	For	For		For
Shoprite Holdings Ltd.	11/16/2020	12	Authorise Ratification of Approved Resolutions	No	For	For		For
Shoprite Holdings Ltd.	11/16/2020	13.1	Approve Remuneration Policy	No	For	Against		Against
Shoprite Holdings Ltd.	11/16/2020	13.2	Approve Implementation of the Remuneration Policy	No	For	Against		Against
Shoprite Holdings Ltd.	11/16/2020		Special Resolutions	Yes				
Shoprite Holdings Ltd.	11/16/2020	1a	Approve Fees of the Chairperson of the Board	No	For	For		For
Shoprite Holdings Ltd.	11/16/2020	1b	Approve Fees of the Lead Independent Director	No	For	Against		Against
Shoprite Holdings Ltd.	11/16/2020	1c	Approve Fees of the Non-executive Directors	No	For	For		For
Shoprite Holdings Ltd.	11/16/2020	1d	Approve Fees of the Chairperson of the Audit and Risk Committee	No	For	For		For
Shoprite Holdings Ltd.	11/16/2020	1e	Approve Fees of the Members of the Audit and Risk Committee	No	For	For		For
Shoprite Holdings Ltd.	11/16/2020	1f	Approve Fees of the Chairperson of the Remuneration Committee	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Shoprite Holdings Ltd.	11/16/2020	1g	Approve Fees of the Members of the Remuneration Committee	No	For	For		For
Shoprite Holdings Ltd.	11/16/2020	1h	Approve Fees of the Chairperson of the Nomination Committee	No	For	For		For
Shoprite Holdings Ltd.	11/16/2020	1i	Approve Fees of the Members of the Nomination Committee	No	For	For		For
Shoprite Holdings Ltd.	11/16/2020	1j	Approve Fees of the Chairperson of the Social and Ethics Committee	No	For	For		For
Shoprite Holdings Ltd.	11/16/2020	1k	Approve Fees of the Members of the Social and Ethics Committee	No	For	For		For
Shoprite Holdings Ltd.	11/16/2020	2	Approve Financial Assistance to Subsidiaries, Related and Inter-related Entities	No	For	For		For
Shoprite Holdings Ltd.	11/16/2020	3	Authorise Repurchase of Issued Share Capital	No	For	For		For
Shoprite Holdings Ltd.	11/16/2020	4	Amend Memorandum of Incorporation	No	For	For		For
Sibanye Stillwater Ltd.	12/01/2020		Ordinary Resolutions	Yes				
Sibanye Stillwater Ltd.	12/01/2020	1	Authorise Implementation of the Odd-lot Offer	No	For	For		For
Sibanye Stillwater Ltd.	12/01/2020	2	Authorise Ratification of Approved Resolutions	No	For	For		For
Sibanye Stillwater Ltd.	12/01/2020		Special Resolutions	Yes				
Sibanye Stillwater Ltd.	12/01/2020	1	Amend Memorandum of Incorporation	No	For	For		For
Sibanye Stillwater Ltd.	12/01/2020	2	Authorise Specific Repurchase of Shares from the Odd-lot Holders	No	For	For		For
Sibanye Stillwater Ltd.	12/01/2020	3	Authorise Specific Repurchase of Shares from the Specific Holders	No	For	For		For
Sillajen, Inc.	09/07/2020	1	Amend Articles of Incorporation	No	For	Against		Against
Sillajen, Inc.	09/07/2020	2.1	Elect Ju Sang-eun as Inside Director	No	For	For		Against
Sillajen, Inc.	09/07/2020	2.2	Elect Hong Seung-gi as Outside Director	No	For	For		For
Sillajen, Inc.	09/07/2020	2.3	Elect Jeong Young-jin as Outside Director	No	For	For		For
Sillajen, Inc.	09/07/2020	2.4	Elect Nam Tae-gyun as Outside Director	No	For	For		For
Sillajen, Inc.	09/07/2020	3.1	Appoint Jeong Sung-mi as Statutory Auditor	No	For	For		For
Sillajen, Inc.	09/07/2020	4	Approve Total Remuneration of Inside Directors and Outside Directors	No	For	For		For
Sillajen, Inc.	09/07/2020	5	Authorize Board to Fix Remuneration of Internal Auditor(s)	No	For	For		For
Silverlake Axis Ltd.	10/27/2020	1	Adopt Financial Statements and Directors' and Auditors' Reports	No	For	For		For
Silverlake Axis Ltd.	10/27/2020	2	Approve Final Dividend	No	For	For		For
Silverlake Axis Ltd.	10/27/2020	3	Approve Directors' Fees	No	For	For		For
Silverlake Axis Ltd.	10/27/2020	4	Elect Mohd Munir bin Abdul Majid as Director	No	For	For		For
Silverlake Axis Ltd.	10/27/2020	5	Elect Goh Shiou Ling as Director	No	For	For		For
Silverlake Axis Ltd.	10/27/2020	6	Elect Mah Yong Sun as Director	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Silverlake Axis Ltd.	10/27/2020	7	Approve Ernst & Young PLT as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Silverlake Axis Ltd.	10/27/2020	8	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	No	For	Against		Against
Silverlake Axis Ltd.	10/27/2020	9	Authorize Share Repurchase Program	No	For	For		For
Silverlake Axis Ltd.	10/27/2020	10	Approve Mandate for Interested Person Transactions	No	For	For		For
Silverlake Axis Ltd.	10/27/2020	1	Adopt Silverlake Axis Ltd Performance Share Plan	No	For	Against		Against
Silverlake Axis Ltd.	10/27/2020	2	Approve Participation of Goh Shiou Ling to Silverlake Axis Ltd Performance Share Plan	No	For	Against		Against
Sime Darby Berhad	11/12/2020	1	Approve Directors' Fees	No	For	For		For
Sime Darby Berhad	11/12/2020	2	Approve Directors' Benefits	No	For	For		For
Sime Darby Berhad	11/12/2020	3	Elect Nirmala Menon as Director	No	For	For		For
Sime Darby Berhad	11/12/2020	4	Elect Ahmad Badri Mohd Zahir as Director	No	For	For		For
Sime Darby Berhad	11/12/2020	5	Elect Ahmad Pardas Senin as Director	No	For	For		For
Sime Darby Berhad	11/12/2020	6	Elect Thayaparan Sangarapillai as Director	No	For	For		For
Sime Darby Berhad	11/12/2020	7	Elect Jeffri Salim Davidson as Director	No	For	For		For
Sime Darby Berhad	11/12/2020	8	Approve PricewaterhouseCoopers PLT as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Sime Darby Berhad	11/12/2020	9	Authorize Share Repurchase Program	No	For	For		For
Sime Darby Berhad	11/12/2020	10	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions with Related Parties Involving Interest of AmanahRaya Trustee Berhad - Amanah Saham Bumiputera	No	For	For		For
Sime Darby Berhad	11/12/2020	11	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions with Related Parties Involving Interest of Bermaz Auto Berhad	No	For	For		For
SINA Corp.	12/23/2020	1	Approve Merger Agreement	No	For	For		For
SINA Corp.	12/23/2020	2	Approve Authorization of the Board to Handle Matters Regarding Merger Agreement	No	For	For		For
SINA Corp.	12/23/2020	3	Adjourn Meeting	No	For	For		For
Sino Biopharmaceutical Ltd.	07/15/2020	1	Approve Bonus Issue	No	For	For		For
Sino Biopharmaceutical Ltd.	07/15/2020	2	Approve Increase in Authorized Share Capital	No	For	For		For
Sinopharm Group Co. Ltd.	12/18/2020	1	Approve 2020 Procurement Framework Agreement, Proposed Annual Caps and Related Transactions	No	For	For		For
Sinopharm Group Co. Ltd.	12/18/2020	2	Approve 2020 Financial Services Framework Agreement, Proposed Annual Caps and Related Transactions	No	For	Against		Against
Sinopharm Group Co., Ltd.	09/18/2020	1	Elect Li Zhiming as Director and Authorize Board to Fix His Remuneration and to Enter Into a Service Contract with Him	No	For	For		Against

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Sinopharm Group Co., Ltd.	09/18/2020	2	Elect Yu Qingming as Director and Authorize Board to Fix His Remuneration and to Enter Into a Service Contract with Him	No	For	For		Against
Sinopharm Group Co., Ltd.	09/18/2020	3	Elect Liu Yong as Director and Authorize Board to Fix His Remuneration and to Enter Into a Service Contract with Him	No	For	For		Against
Sinopharm Group Co., Ltd.	09/18/2020	4	Elect Chen Qiyu as Director and Authorize Board to Fix His Remuneration and to Enter Into a Service Contract with Him	No	For	Against		Against
Sinopharm Group Co., Ltd.	09/18/2020	5	Elect Ma Ping as Director and Authorize Board to Fix His Remuneration and to Enter Into a Service Contract with Him	No	For	For		Against
Sinopharm Group Co., Ltd.	09/18/2020	6	Elect Hu Jianwei as Director and Authorize Board to Fix His Remuneration and to Enter Into a Service Contract with Him	No	For	For		Against
Sinopharm Group Co., Ltd.	09/18/2020	7	Elect Deng Jindong as Director and Authorize Board to Fix His Remuneration and to Enter Into a Service Contract with Him	No	For	For		Against
Sinopharm Group Co., Ltd.	09/18/2020	8	Elect Wen Deyong as Director and Authorize Board to Fix His Remuneration and to Enter Into a Service Contract with Him	No	For	For		Against
Sinopharm Group Co., Ltd.	09/18/2020	9	Elect Guan Xiaohui as Director and Authorize Board to Fix Her Remuneration and to Enter Into a Service Contract with Her	No	For	For		Against
Sinopharm Group Co., Ltd.	09/18/2020	10	Elect Feng Rongli as Director and Authorize Board to Fix Her Remuneration and to Enter Into a Service Contract with Her	No	For	For		Against
Sinopharm Group Co., Ltd.	09/18/2020	11	Elect Zhuo Fumin as Director and Authorize Board to Fix His Remuneration and to Enter Into a Service Contract with Him	No	For	Against		Against
Sinopharm Group Co., Ltd.	09/18/2020	12	Elect Chen Fangruo as Director and Authorize Board to Fix His Remuneration and to Enter Into a Service Contract with Him	No	For	For		For
Sinopharm Group Co., Ltd.	09/18/2020	13	Elect Li Peiyu as Director and Authorize Board to Fix His Remuneration and to Enter Into a Service Contract with Him	No	For	For		For
Sinopharm Group Co., Ltd.	09/18/2020	14	Elect Wu Tak Lung as Director and Authorize Board to Fix His Remuneration and to Enter Into a Service Contract with Him	No	For	Against		Against

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Sinopharm Group Co., Ltd.	09/18/2020	15	Elect Yu Weifeng as Director and Authorize Board to Fix His Remuneration and to Enter Into a Service Contract with Him	No	For	For		For
Sinopharm Group Co., Ltd.	09/18/2020	16	Elect Wu Yifang as Supervisor and Authorize Board to Fix His Remuneration and to Enter Into a Service Contract with Him	No	For	For		For
Sinopharm Group Co., Ltd.	09/18/2020	17	Elect Liu Zhengdong as Supervisor and Authorize Board to Fix His Remuneration and to Enter Into a Service Contract with Him	No	For	For		For
Sinopharm Group Co., Ltd.	09/18/2020	18	Elect Li Xiaojuan as Supervisor and Authorize Board to Enter Into a Service Contract with Her	No	For	For		For
Sinopharm Group Co., Ltd.	09/18/2020	19	Amend Articles of Association	No	For	For		For
Sino-Thai Engineering & Construction Public Co. Ltd.	07/17/2020	1	Approve Minutes of Previous Meeting	No	For	For		For
Sino-Thai Engineering & Construction Public Co. Ltd.	07/17/2020	2	Acknowledge Operating Results and Annual Report	Yes				
Sino-Thai Engineering & Construction Public Co. Ltd.	07/17/2020	3	Approve Financial Statements	No	For	For		For
Sino-Thai Engineering & Construction Public Co. Ltd.	07/17/2020	4	Acknowledge Interim Dividend Payment and Approve Omission of Dividend Payment	Yes				
Sino-Thai Engineering & Construction Public Co. Ltd.	07/17/2020	5.1	Elect Vallop Rungkijvorasathien as Director	No	For	Against		Against
Sino-Thai Engineering & Construction Public Co. Ltd.	07/17/2020	5.2	Elect Pakpoom Srichamni as Director	No	For	For		For
Sino-Thai Engineering & Construction Public Co. Ltd.	07/17/2020	5.3	Elect Thanathip Vidhayasirinun as Director	No	For	For		For
Sino-Thai Engineering & Construction Public Co. Ltd.	07/17/2020	5.4	Elect Anilrat Nitisaroj as Director	No	For	For		For
Sino-Thai Engineering & Construction Public Co. Ltd.	07/17/2020	6	Approve Remuneration of Directors and Sub-Committees	No	For	For		For
Sino-Thai Engineering & Construction Public Co. Ltd.	07/17/2020	7	Approve EY Office Limited as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Sino-Thai Engineering & Construction Public Co. Ltd.	07/17/2020	8	Other Business	No	For	Against		Against
Sino-Thai Engineering & Construction Public Co. Ltd.	11/27/2020	1	Acknowledge Minutes of Previous Meeting	No	For	For		For
Sino-Thai Engineering & Construction Public Co. Ltd.	11/27/2020	2	Approve Acquisition of the Business of STIT Co., Ltd.	No	For	For		For
Sino-Thai Engineering & Construction Public Co. Ltd.	11/27/2020	3	Other Business	No	For	Against		Against

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Six of October Development & Investment (SODIC)	11/01/2020		Extraordinary Business	Yes				
Six of October Development & Investment (SODIC)	11/01/2020	1	Discuss Capital Increase of 2 Percent of Company's Issued Capital to be Allocated to the Fourth and Fifth Tranches of Rewards System for Employees, Managers and Executive Board Members and Amend Articles 6 and 7 of Bylaws	No	For	Against		Do Not Vote
SK Telecom Co., Ltd.	11/26/2020	1	Approve Spin-Off Agreement	No	For	For		For
Skyworth Group Limited	08/19/2020	1	Approve Conditional Cash Offer by DBS Asia Capital Limited on Behalf of the Company to Buy-Back Shares	No	For	For		For
Skyworth Group Limited	08/19/2020	2	Approve Whitewash Waiver and Related Transactions	No	For	For		For
Sociedad Quimica y Minera de Chile SA	09/29/2020	1	Approve Interim Dividends of USD 0.38 per Share	No	For	For		For
Societatea Energetica Electrica SA	08/21/2020		Extraordinary Business	Yes				
Societatea Energetica Electrica SA	08/21/2020	1	Receive Information Re: Decision of Item 14 of EGM 07/03/2020	Yes				
Societatea Energetica Electrica SA	08/21/2020	2	Empower Representatives to Participate in EGMs of Distributie a Energiei Electrice Transilvania Sud SA and Societatea de Distributie a Energiei Electrice Muntenia Nord SA	No	For	For		For
Societatea Energetica Electrica SA	08/21/2020	3	Receive Information Re: Decision of Item 14 of EGM 07/03/2020	Yes				
Societatea Energetica Electrica SA	08/21/2020	4	Empower Representatives to Participate in EGM of Servicii Energetice Muntenia SA	No	For	For		For
Societatea Energetica Electrica SA	08/21/2020	5	Authorize Filing of Required Documents/Other Formalities	No	For	For		For
Soda Sanayii A.S.	08/27/2020		Special Meeting Agenda	Yes				
Soda Sanayii A.S.	08/27/2020	1	Open Meeting and Elect Presiding Council of Meeting	No	For	For		For
Soda Sanayii A.S.	08/27/2020	2	Authorize Presiding Council to Sign the Meeting Minutes	No	For	For		For
Soda Sanayii A.S.	08/27/2020	3	Receive Information on Merger Agreement to be Discussed Under Item 4	Yes				
Soda Sanayii A.S.	08/27/2020	4	Approve Merger Agreement	No	For	For		For
Soda Sanayii A.S.	08/27/2020	5	Approve Liquidation	No	For	For		For
Soda Sanayii A.S.	08/27/2020	6	Wishes	Yes				
Sopharma AD	09/25/2020	1	Approve Financial Statements for First Half of Fiscal 2020	No	For	Against		Against
Sopharma AD	09/25/2020	2	Approve Interim Dividends of BGN 0.04 per Share for First Half Year of Fiscal 2020	No	For	For		For
Sopharma AD	09/25/2020	3	Approve Remuneration Policy	No	For	Against		Against
Sopharma AD	09/25/2020	4	Transact Other Business	No	For	Against		Against
Sopharma AD	09/25/2020	1	Approve Substantiated Report for Transactions within the Scope of Article 114(1) of LPOS	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Sopharma AD	09/25/2020	2	Approve Related-Party Transaction within the Scope of Article 114(1) of LPOS Re: Rental Agreement with Sopharma Trading AD	No	For	For		For
Sopharma AD	09/25/2020	3	Transact Other Business	No	For	Against		Against
Southern Copper Corporation	07/24/2020	1.1	Elect Director German Larrea Mota-Velasco	No	For	Withhold		Withhold
Southern Copper Corporation	07/24/2020	1.2	Elect Director Oscar Gonzalez Rocha	No	For	Withhold		Withhold
Southern Copper Corporation	07/24/2020	1.3	Elect Director Vicente Ariztegui Andreve	No	For	Withhold		Withhold
Southern Copper Corporation	07/24/2020	1.4	Elect Director Alfredo Casar Perez	No	For	Withhold		Withhold
Southern Copper Corporation	07/24/2020	1.5	Elect Director Enrique Castillo Sanchez Mejorada	No	For	Withhold		Withhold
Southern Copper Corporation	07/24/2020	1.6	Elect Director Xavier Garcia de Quevedo Topete	No	For	Withhold		Withhold
Southern Copper Corporation	07/24/2020	1.7	Elect Director Rafael Mac Gregor Anciola	No	For	Withhold		Withhold
Southern Copper Corporation	07/24/2020	1.8	Elect Director Luis Miguel Palomino Bonilla	No	For	Withhold		Withhold
Southern Copper Corporation	07/24/2020	1.9	Elect Director Gilberto Perezalonso Cifuentes	No	For	Withhold		Withhold
Southern Copper Corporation	07/24/2020	1.10	Elect Director Carlos Ruiz Sacristan	No	For	Withhold		Withhold
Southern Copper Corporation	07/24/2020	2	Ratify Galaz,Yamazaki, Ruiz Urquiza S.C. as Auditors	No	For	For		Against
Southern Copper Corporation	07/24/2020	3	Advisory Vote to Ratify Named Executive Officers' Compensation	No	For	For		Against
Southern Province Cement Co.	12/24/2020		Ordinary Business	Yes				
Southern Province Cement Co.	12/24/2020	1.1	Elect Hamad Al Bazaee as Director	No	None	Abstain		Abstain
Southern Province Cement Co.	12/24/2020	1.2	Elect Abdullah Abou Thneen as Director	No	None	Abstain		Abstain
Southern Province Cement Co.	12/24/2020	1.3	Elect Mohammed Al Nabit as Director	No	None	Abstain		Abstain
Southern Province Cement Co.	12/24/2020	1.4	Elect Mansour Al Sagheer as Director	No	None	Abstain		Abstain
Southern Province Cement Co.	12/24/2020	1.5	Elect Ahmed Al Luheidan as Director	No	None	Abstain		Abstain
Southern Province Cement Co.	12/24/2020	1.6	Elect Safar Bin Dhafeer as Director	No	None	Abstain		Abstain
Southern Province Cement Co.	12/24/2020	1.7	Elect Majid Al Assaf as Director	No	None	Abstain		Abstain
Southern Province Cement Co.	12/24/2020	1.8	Elect Abdullah Al Qaaed as Director	No	None	Abstain		Abstain
Southern Province Cement Co.	12/24/2020	1.9	Elect Jassir Al Jassir as Director	No	None	Abstain		Abstain
Southern Province Cement Co.	12/24/2020	1.10	Elect Saad Al Haqeel as Director	No	None	Abstain		Abstain
Southern Province Cement Co.	12/24/2020	1.11	Elect Ahmed Murad as Director	No	None	Abstain		Abstain
Southern Province Cement Co.	12/24/2020	1.12	Elect Mishaal Al Katheeri as Director	No	None	Abstain		Abstain
Southern Province Cement Co.	12/24/2020	1.13	Elect Hamad Al Duaelij as Director	No	None	Abstain		Abstain
Southern Province Cement Co.	12/24/2020	1.14	Elect Fahad Al Hussein as Director	No	None	Abstain		Abstain
Southern Province Cement Co.	12/24/2020	1.15	Elect Mohammed Al Ghamdi as Director	No	None	Abstain		Abstain
Southern Province Cement Co.	12/24/2020	1.16	Elect Ali Al Qahtani as Director	No	None	Abstain		Abstain
Southern Province Cement Co.	12/24/2020	1.17	Elect Mohammed Al Maashouq as Director	No	None	Abstain		Abstain
Southern Province Cement Co.	12/24/2020	1.18	Elect Thamir Al Maheed as Director	No	None	Abstain		Abstain
Southern Province Cement Co.	12/24/2020	1.19	Elect Saeed Obeid as Director	No	None	Abstain		Abstain
Southern Province Cement Co.	12/24/2020	1.20	Elect Salman Al Houawi as Director	No	None	Abstain		Abstain
Southern Province Cement Co.	12/24/2020	1.21	Elect Ahmed Al Attas as Director	No	None	Abstain		Abstain
SQUARE Pharmaceuticals Ltd.	12/15/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
SQUARE Pharmaceuticals Ltd.	12/15/2020	2	Approve Dividend	No	For	For		For
SQUARE Pharmaceuticals Ltd.	12/15/2020	3.1	Reelect Ratna Patra as Director	No	For	For		For
SQUARE Pharmaceuticals Ltd.	12/15/2020	3.2	Reelect Anjan Chowdhury as Director	No	For	For		For
SQUARE Pharmaceuticals Ltd.	12/15/2020	4	Approve Mahfel Huq and Co. as Auditors and Authorize Board to Fix their Remuneration	No	For	For		For
SQUARE Pharmaceuticals Ltd.	12/15/2020	5	Appoint Chowdhury Bhattacharjee and Co. as Corporate Governance Compliance Auditors for Fiscal Year 2020-2021 and Authorize Board to Fix Their remuneration	No	For	For		For
SQUARE Pharmaceuticals Ltd.	12/15/2020	6	Reappoint Tapan Chowdhury as Managing Director	No	For	For		For
Srisawad Corporation Public Company Limited	07/31/2020	1	Approve Minutes of Previous Meeting	No	For	For		For
Srisawad Corporation Public Company Limited	07/31/2020	2	Acknowledge Company's Performance	No	For	For		For
Srisawad Corporation Public Company Limited	07/31/2020	3	Approve Financial Statements	No	For	For		For
Srisawad Corporation Public Company Limited	07/31/2020	4	Approve Allocation of Income and Dividend Payment	No	For	For		For
Srisawad Corporation Public Company Limited	07/31/2020	5	Approve Issuance of Warrants to Existing Shareholders	No	For	For		For
Srisawad Corporation Public Company Limited	07/31/2020	6	Approve Decrease in Registered Capital	No	For	For		For
Srisawad Corporation Public Company Limited	07/31/2020	7	Amend Memorandum of Association to Reflect Decrease in Registered Capital	No	For	For		For
Srisawad Corporation Public Company Limited	07/31/2020	8	Approve Increase in Registered Capital	No	For	For		For
Srisawad Corporation Public Company Limited	07/31/2020	9	Amend Memorandum of Association to Reflect Increase in Registered Capital	No	For	For		For
Srisawad Corporation Public Company Limited	07/31/2020	10.1	Elect Sukont Kanjanahuttakit as Director	No	For	For		Against
Srisawad Corporation Public Company Limited	07/31/2020	10.2	Elect Chatchai Kaewbootta as Director	No	For	For		Against
Srisawad Corporation Public Company Limited	07/31/2020	10.3	Elect Weerachai Ngarmdeevilaiak as Director	No	For	For		For
Srisawad Corporation Public Company Limited	07/31/2020	10.4	Elect DOUNGCHAI Kaewbootta as Director	No	For	For		Against
Srisawad Corporation Public Company Limited	07/31/2020	11	Elect Kudun Sukhumananda as Director	No	For	For		Against
Srisawad Corporation Public Company Limited	07/31/2020	12	Approve Remuneration of Directors	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Srisawad Corporation Public Company Limited	07/31/2020	13	Approve PricewaterhouseCoopers ABAS Ltd. as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Srisawad Corporation Public Company Limited	07/31/2020	14	Amend Articles of Association	No	For	For		For
Srisawad Corporation Public Company Limited	07/31/2020	15	Other Business	No	For	Against		Against
Standard Chartered Bank Ghana Ltd.	07/29/2020		Ordinary Business	Yes				
Standard Chartered Bank Ghana Ltd.	07/29/2020	1.a	Reelect Kwabena Nifa Aning as Director	No	For	For		For
Standard Chartered Bank Ghana Ltd.	07/29/2020	1.b	Reelect Sheikh Jobe as Director	No	For	For		For
Standard Chartered Bank Ghana Ltd.	07/29/2020	2	Approve Remuneration of Directors	No	For	For		For
Standard Chartered Bank Ghana Ltd.	07/29/2020	3	Authorize Board to Fix Remuneration of Auditors	No	For	For		For
Standard Chartered Bank Ghana Ltd.	07/29/2020		Special Business	Yes				
Standard Chartered Bank Ghana Ltd.	07/29/2020	4	Change Company Name from Standard Chartered Bank Ghana Ltd to Standard Chartered Bank Ghana PLC	No	For	For		For
Standard Chartered Bank Ghana Ltd.	07/29/2020	5	Amend Article 126 of Bylaws Re: Interest Payments on Unclaimed Dividends	No	For	For		For
Standard Chartered Bank Ghana Ltd.	07/29/2020	6	Amend Article 127 of Bylaws Re: Unclaimed Dividends	No	For	For		For
Standard Chartered Bank Kenya Ltd.	07/24/2020		Ordinary Business	Yes				
Standard Chartered Bank Kenya Ltd.	07/24/2020	1	Read Notice Convening Meeting and Verify Quorum	No	For	For		For
Standard Chartered Bank Kenya Ltd.	07/24/2020	2	Accept Financial Statements and Statutory Reports	No	For	For		For
Standard Chartered Bank Kenya Ltd.	07/24/2020	3	Ratify Interim Dividend of KES 5.00 Per Share and Approve Final Dividend of KES 7.50 Per Ordinary Share; Approve Final Dividend of KES 84.69 Million on Non Convertible Preferred Shares	No	For	For		For
Standard Chartered Bank Kenya Ltd.	07/24/2020		Special	Yes				
Standard Chartered Bank Kenya Ltd.	07/24/2020	A	Authorize 1:10 Bonus Share Issue	No	For	For		For
Standard Chartered Bank Kenya Ltd.	07/24/2020	B	Insert Article 50A of Bylaws Re: Virtual Meetings	No	For	For		For
Standard Chartered Bank Kenya Ltd.	07/24/2020		Ordinary Business	Yes				
Standard Chartered Bank Kenya Ltd.	07/24/2020		Elect Directors	Yes				
Standard Chartered Bank Kenya Ltd.	07/24/2020	1	Reelect Imtiaz Khan as Director	No	For	For		For
Standard Chartered Bank Kenya Ltd.	07/24/2020	2	Reelect Catherine Adeya-Weya as Director	No	For	For		For
Standard Chartered Bank Kenya Ltd.	07/24/2020		Appointment of Directors	Yes				
Standard Chartered Bank Kenya Ltd.	07/24/2020	1	Ratify Appointment of Kellen Kariuki as Director	No	For	For		For
Standard Chartered Bank Kenya Ltd.	07/24/2020	2	Ratify Appointment of David Ong'olo as Director	No	For	For		For
Standard Chartered Bank Kenya Ltd.	07/24/2020	3	Ratify Appointment of Peter Gitau as Director	No	For	For		For
Standard Chartered Bank Kenya Ltd.	07/24/2020		Audit Committee	Yes				
Standard Chartered Bank Kenya Ltd.	07/24/2020	1	Reelect Imtiaz Khan as Member of Audit Committee	No	For	For		For
Standard Chartered Bank Kenya Ltd.	07/24/2020	2	Reelect Kellen Kariuki as Member of Audit Committee	No	For	For		For
Standard Chartered Bank Kenya Ltd.	07/24/2020	3	Reelect David Ong'olo as Member of Audit Committee	No	For	For		For
Standard Chartered Bank Kenya Ltd.	07/24/2020	4	Acknowledge Retirement of Les Baillie as Director	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Standard Chartered Bank Kenya Ltd.	07/24/2020	5	Approve Director's Remuneration Report and Remuneration of Directors	No	For	For		For
Standard Chartered Bank Kenya Ltd.	07/24/2020		Appointment of Auditors	Yes				
Standard Chartered Bank Kenya Ltd.	07/24/2020	1	Ratify Ernst & Young LLP as Auditors and Fix Their Remuneration	No	For	For		For
Star Petroleum Refining Public Company Limited	09/25/2020	1	Approve Minutes of Previous Meeting	No	For	For		For
Star Petroleum Refining Public Company Limited	09/25/2020	2	Acknowledge Company's Performance and the Annual Report	Yes				
Star Petroleum Refining Public Company Limited	09/25/2020	3	Approve Financial Statements	No	For	For		For
Star Petroleum Refining Public Company Limited	09/25/2020	4	Acknowledge Interim Dividend Payment and Omission of Dividend Payment	No	For	For		For
Star Petroleum Refining Public Company Limited	09/25/2020	5.1	Elect Brant Thomas Fish as Director	No	For	For		Against
Star Petroleum Refining Public Company Limited	09/25/2020	5.2	Elect Nicolas Michel Bossut as Director	No	For	For		For
Star Petroleum Refining Public Company Limited	09/25/2020	6	Approve Remuneration of Directors	No	For	For		For
Star Petroleum Refining Public Company Limited	09/25/2020	7	Approve PricewaterhouseCoopers ABAS Limited as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
State Bank of India	07/14/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
State Bank of India	07/14/2020	1	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For		Against
StoneCo Ltd.	12/11/2020	1.1	Elect Director Andre Street	No	For	Withhold		Withhold
StoneCo Ltd.	12/11/2020	1.2	Elect Director Eduardo Cunha Monnerat Solon de Pontes	No	For	Withhold		Withhold
StoneCo Ltd.	12/11/2020	1.3	Elect Director Roberto Moses Thompson Motta	No	For	For		Withhold
StoneCo Ltd.	12/11/2020	1.4	Elect Director Thomas A. Patterson	No	For	Withhold		Withhold
StoneCo Ltd.	12/11/2020	1.5	Elect Director Ali Mazanderani	No	For	For		For
StoneCo Ltd.	12/11/2020	1.6	Elect Director Silvio Jose Morais	No	For	For		Withhold
StoneCo Ltd.	12/11/2020	1.7	Elect Director Luciana Ibiapina Lira Aguiar	No	For	For		For
StoneCo Ltd.	12/11/2020	2	Accept Financial Statements and Statutory Reports	No	For	For		For
Sui Northern Gas Pipelines Ltd.	08/15/2020	1	Approve Minutes of Adjourned Extraordinary General Meeting Held June 23, 2020	No	For	For		For
Sui Northern Gas Pipelines Ltd.	08/15/2020	2	Approve Minutes of Reconvened Extraordinary General Meeting Held July 6, 2020	No	For	For		For
Sui Northern Gas Pipelines Ltd.	08/15/2020	3	Accept Financial Statements and Statutory Reports	No	For	Against		Against
Sui Northern Gas Pipelines Ltd.	08/15/2020	4	Approve Cash Dividend	No	For	For		For
Sui Northern Gas Pipelines Ltd.	08/15/2020	5	Approve Deloitte Yousaf Adil as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Sui Northern Gas Pipelines Ltd.	08/15/2020	6	Other Business	No	For	Against		Against
Summit Power Ltd.	12/14/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Summit Power Ltd.	12/14/2020	2	Approve Dividend	No	For	For		For
Summit Power Ltd.	12/14/2020	3.1	Reelect Muhammed Aziz Khan as Director	No	For	Against		Against
Summit Power Ltd.	12/14/2020	3.2	Reelect Md. Latif Khan as Director	No	For	Against		Against
Summit Power Ltd.	12/14/2020	3.3	Reelect Jafer Ummeed Khan as Director	No	For	Against		Against
Summit Power Ltd.	12/14/2020	3.4	Reelect Md. Farid Khan as Director	No	For	Against		Against
Summit Power Ltd.	12/14/2020	3.5	Reelect Helal Uddin Ahmed as Director	No	For	Against		Against
Summit Power Ltd.	12/14/2020	4	Approve A. Qasem & Co as Auditors and Authorize Board to Fix their Remuneration	No	For	For		For
Summit Power Ltd.	12/14/2020	5	Appoint Corporate Governance Compliance Professional for Fiscal Year 2021 and Authorize Board to Fix Their remuneration	No	For	For		For
Sun Limited	12/17/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Sun Limited	12/17/2020	2.1	Reelect Jean-Pierre Dalais as Director	No	For	Against		Against
Sun Limited	12/17/2020	2.2	Reelect Alexis Caude as Director	No	For	For		For
Sun Limited	12/17/2020	2.3	Reelect P. Arnaud Dalais as Director	No	For	Against		Against
Sun Limited	12/17/2020	2.4	Reelect R. Thierry Dalais as Director	No	For	For		For
Sun Limited	12/17/2020	2.5	Reelect L. J. Jerome De Chasteauneuf as Director	No	For	Against		Against
Sun Limited	12/17/2020	2.6	Reelect Francois Eynaud as Director	No	For	For		For
Sun Limited	12/17/2020	2.7	Reelect Helene Echevin as Director	No	For	For		For
Sun Limited	12/17/2020	2.8	Reelect M. G. Didier Harel as Director	No	For	For		For
Sun Limited	12/17/2020	2.9	Reelect J. Harold Mayer as Director	No	For	For		For
Sun Limited	12/17/2020	2.10	Reelect Olivier Riche as Director	No	For	Against		Against
Sun Limited	12/17/2020	2.11	Reelect Jean-Louis Savoye as Director	No	For	Against		Against
Sun Limited	12/17/2020	2.12	Reelect Naderasen Pillay Veerasamy as Director	No	For	For		For
Sun Limited	12/17/2020	2.13	Reelect Pierre Vaquier as Director	No	For	For		For
Sun Limited	12/17/2020	2.14	Reelect Tommy Wong Yun Shing as Director	No	For	For		For
Sun Limited	12/17/2020	3	Approve PricewaterhouseCoopers Ltd as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Sun Limited	12/17/2020	4	Ratify Remuneration Paid to Auditors For FY2020	No	For	For		For
Sun Pharmaceutical Industries Limited	08/27/2020	1a	Accept Standalone Financial Statements and Statutory Reports	No	For	For		For
Sun Pharmaceutical Industries Limited	08/27/2020	1b	Accept Consolidated Financial Statements and Statutory Reports	No	For	For		For
Sun Pharmaceutical Industries Limited	08/27/2020	2	Confirm Interim Dividend and Declare Final Dividend	No	For	For		For
Sun Pharmaceutical Industries Limited	08/27/2020	3	Reelect Israel Makov as Director	No	For	For		Against
Sun Pharmaceutical Industries Limited	08/27/2020	4	Reelect Sudhir V. Valia as Director	No	For	For		Against
Sun Pharmaceutical Industries Limited	08/27/2020	5	Approve Remuneration of Cost Auditors	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Sun Pharmaceutical Industries Limited	08/27/2020	6	Approve Payment of Remuneration to Dilip S. Shanghvi as Managing Director	No	For	For		For
Sunway Berhad	09/02/2020	1	Approve Directors' Fees	No	For	For		For
Sunway Berhad	09/02/2020	2	Approve Directors' Benefits	No	For	For		For
Sunway Berhad	09/02/2020	3	Elect Lin See Yan as Director	No	For	For		For
Sunway Berhad	09/02/2020	4	Elect Sarena Cheah Yean Tih as Director	No	For	For		For
Sunway Berhad	09/02/2020	5	Elect Philip Yeo Liat Kok as Director	No	For	For		For
Sunway Berhad	09/02/2020	6	Approve BDO PLT as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Sunway Berhad	09/02/2020	7	Approve Wong Chin Mun to Continue Office as Independent Non-Executive Director	No	For	For		For
Sunway Berhad	09/02/2020	8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For		For
Sunway Berhad	09/02/2020	9	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions	No	For	For		For
Sunway Berhad	09/02/2020	10	Authorize Share Repurchase Program	No	For	For		For
Sunway Berhad	09/02/2020	11	Approve Issuance of Shares Under the Dividend Reinvestment Scheme	No	For	For		For
Sunway Berhad	09/02/2020		Ordinary Resolution	Yes				
Sunway Berhad	09/02/2020	1	Approve Renounceable Rights Issue of Irredeemable Convertible Preference Shares (ICPS)	No	For	For		For
Sunway Berhad	09/02/2020		Special Resolution	Yes				
Sunway Berhad	09/02/2020	1	Amend Constitution to Facilitate the Proposed Rights Issue of ICPS	No	For	For		For
Sunway Real Estate Investment Trust	10/02/2020	1	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For		Against
Sunway Real Estate Investment Trust	10/02/2020	2	Approve Implementation of Unitholders' Mandate for Recurrent Related Party Transactions	No	For	For		For
Sunway Real Estate Investment Trust	10/02/2020	3	Approve Distribution Reinvestment Scheme	No	For	For		For
Sunway Real Estate Investment Trust	10/02/2020	4	Approve Issuance of New Units Under the Distribution Reinvestment Scheme	No	For	For		For
Sunway Real Estate Investment Trust	10/02/2020	1	Approve Proposed Acquisition	No	For	For		For
Sunway Real Estate Investment Trust	10/02/2020	2	Approve Proposed Private Placement	No	For	For		For
Sunway Real Estate Investment Trust	10/02/2020	3	Approve Allocation of Placement Units to Sunway REIT Holdings	No	For	For		For
Sunway Real Estate Investment Trust	10/02/2020	4	Approve Allocation of Placement Units to Employees Provident Fund Board and/or Connected Persons	No	For	For		For
Supermax Corporation Berhad	08/18/2020	1	Approve Bonus Issue of New Ordinary Shares	No	For	For		For
Supermax Corporation Berhad	12/02/2020	1	Approve Final Dividend	No	For	For		For
Supermax Corporation Berhad	12/02/2020	2	Approve Directors' Fees	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Supermax Corporation Berhad	12/02/2020	3	Approve Directors' Benefits	No	For	For		For
Supermax Corporation Berhad	12/02/2020	4	Elect Cecile Jaclyn Thai as Director	No	For	For		For
Supermax Corporation Berhad	12/02/2020	5	Elect Albert Saychuan Cheok as Director	No	For	For		For
Supermax Corporation Berhad	12/02/2020	6	Approve RSM Malaysia as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Supermax Corporation Berhad	12/02/2020	7	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For		For
Supermax Corporation Berhad	12/02/2020	8	Authorize Share Repurchase Program	No	For	For		For
Supermax Corporation Berhad	12/02/2020	9	Approve Ting Heng Peng to Continue Office as Independent Non-Executive Director	No	For	For		For
Supermax Corporation Berhad	12/02/2020	10	Approve Rashid Bin Bakar to Continue Office as Independent Non-Executive Director	No	For	For		For
Tallink Grupp AS	07/30/2020	1	Approve Annual Report	No	For	For		For
Tallink Grupp AS	07/30/2020	2	Approve Allocation of Income and Omission of Dividends	No	For	For		For
Tallink Grupp AS	07/30/2020	3	Authorize Share Repurchase Program	No	For	For		For
Tallink Grupp AS	07/30/2020	4	Reelect Enn Pant as Supervisory Board Member	No	For	Against		Against
Tallink Grupp AS	07/30/2020	5	Ratify KPMG Baltic OU as Auditor and Approve Terms of Auditor's Remuneration	No	For	For		For
Tata Communications Limited	08/28/2020	1	Accept Standalone Financial Statements and Statutory Reports	No	For	For		For
Tata Communications Limited	08/28/2020	2	Accept Consolidated Financial Statements and Statutory Reports	No	For	For		For
Tata Communications Limited	08/28/2020	3	Approve Dividend	No	For	For		For
Tata Communications Limited	08/28/2020	4	Reelect Maruthi Prasad Tangirala as Director	No	For	For		Against
Tata Communications Limited	08/28/2020	5	Approve S.R. Batliboi & Associates LLP, Chartered Accountants as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		Against
Tata Communications Limited	08/28/2020	6	Reelect Renuka Ramnath as Director	No	For	For		For
Tata Communications Limited	08/28/2020	7	Approve Appointment and Remuneration of Amur Swaminathan Lakshminarayanan as Managing Director and Chief Executive Officer	No	For	For		Against
Tata Communications Limited	08/28/2020	8	Approve Remuneration of Cost Auditors	No	For	For		For
Tata Communications Limited	08/28/2020	9	Approve Payment of Commission to Non Whole-time Directors	No	For	Against		Against
Tata Consultancy Services Limited	11/18/2020		Postal Ballot	Yes				
Tata Consultancy Services Limited	11/18/2020	1	Approve Buyback of Equity Shares	No	For	For		For
Tata Consumer Products Limited	07/06/2020	1	Accept Standalone Financial Statements and Statutory Reports	No	For	For		For
Tata Consumer Products Limited	07/06/2020	2	Accept Consolidated Financial Statements and Statutory Reports	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Tata Consumer Products Limited	07/06/2020	3	Approve Dividend	No	For	For		For
Tata Consumer Products Limited	07/06/2020	4	Reelect Harish Bhat as Director	No	For	For		Against
Tata Consumer Products Limited	07/06/2020	5	Approve Remuneration of Cost Auditors	No	For	For		For
Tata Consumer Products Limited	07/06/2020	6	Elect Sunil D'Souza as Director and Approve Appointment and Remuneration of Sunil D'Souza as Managing Director and Chief Executive Officer	No	For	For		For
Tata Motors Limited	08/25/2020		Meeting for ADR Holders	Yes				
Tata Motors Limited	08/25/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Tata Motors Limited	08/25/2020	2	Accept Consolidated Financial Statements and Statutory Reports	No	For	For		For
Tata Motors Limited	08/25/2020	3	Reelect Ralf Speth as Director	No	For	For		For
Tata Motors Limited	08/25/2020	4	Approve Payment of Minimum Remuneration to Guenter Butschek as Chief Executive Officer and Managing Director for FY 2019-20	No	For	For		For
Tata Motors Limited	08/25/2020	5	Approve Payment of Minimum Remuneration to Guenter Butschek as Chief Executive Officer and Managing Director in Case of No/Inadequate Profits During FY 2020-21	No	For	For		For
Tata Motors Limited	08/25/2020	6	Approve Branch Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Tata Motors Limited	08/25/2020	7	Approve Remuneration of Cost Auditors	No	For	For		For
Tata Power Company Limited	07/30/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Tata Power Company Limited	07/30/2020	2	Accept Consolidated Financial Statements and Statutory Reports	No	For	For		For
Tata Power Company Limited	07/30/2020	3	Approve Dividend	No	For	For		For
Tata Power Company Limited	07/30/2020	4	Reelect Hemant Bhargava as Director	No	For	For		For
Tata Power Company Limited	07/30/2020	5	Approve Issuance of Equity Shares to Tata Sons Private Limited on Preferential Basis	No	For	For		For
Tata Power Company Limited	07/30/2020	6	Approve Branch Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Tata Power Company Limited	07/30/2020	7	Approve Remuneration of Cost Auditors	No	For	For		For
Tata Steel Limited	08/20/2020	1	Accept Standalone Financial Statements and Statutory Reports	No	For	For		For
Tata Steel Limited	08/20/2020	2	Accept Consolidated Financial Statements and Statutory Reports	No	For	For		For
Tata Steel Limited	08/20/2020	3	Approve Dividend	No	For	For		For
Tata Steel Limited	08/20/2020	4	Reelect N. Chandrasekaran as Director	No	For	For		Against
Tata Steel Limited	08/20/2020	5	Approve Remuneration of Cost Auditors	No	For	For		For
Tata Steel Limited	08/20/2020	6	Approve Payment of Commission to Non-Executive Directors	No	For	Against		Against

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Tatneft PJSC	09/30/2020		Meeting for ADR/GDR Holders	Yes				
Tatneft PJSC	09/30/2020	1	Approve Interim Dividends for First Six Months of Fiscal 2020	No	For	For		For
TAURON Polska Energia SA	07/15/2020	1	Open Meeting	Yes				
TAURON Polska Energia SA	07/15/2020	2	Elect Meeting Chairman	No	For	For		For
TAURON Polska Energia SA	07/15/2020	3	Acknowledge Proper Convening of Meeting	Yes				
TAURON Polska Energia SA	07/15/2020	4	Approve Agenda of Meeting	No	For	For		For
TAURON Polska Energia SA	07/15/2020	5	Waive Secrecy for Elections of Members of Vote Counting Commission	No	For	For		For
TAURON Polska Energia SA	07/15/2020	6	Elect Members of Vote Counting Commission	No	For	For		For
TAURON Polska Energia SA	07/15/2020	7	Receive Reports on Company's and Group's Standing	Yes				
TAURON Polska Energia SA	07/15/2020	8.1	Receive Supervisory Board Report on Its Activities, Company's Standing, Internal Control System, Risk Management, Compliance, Internal Audit, and Company's Compliance with Polish Corporate Governance Code	Yes				
TAURON Polska Energia SA	07/15/2020	8.2	Receive Supervisory Board Report on Board's Review of Standalone and Consolidated Financial Statements, Management Board Report on Company's and Group's Operations, and Management Board Proposal on Treatment of Net Loss	Yes				
TAURON Polska Energia SA	07/15/2020	9	Approve Financial Statements	No	For	For		For
TAURON Polska Energia SA	07/15/2020	10	Approve Consolidated Financial Statements	No	For	For		For
TAURON Polska Energia SA	07/15/2020	11	Approve Management Board Report on Company' and Group's Operations	No	For	For		For
TAURON Polska Energia SA	07/15/2020	12	Approve Treatment of Net Loss	No	For	For		For
TAURON Polska Energia SA	07/15/2020	13.1	Approve Discharge of Filip Grzegorzcyk (CEO)	No	For	For		For
TAURON Polska Energia SA	07/15/2020	13.2	Approve Discharge of Jaroslaw Broda (Deputy CEO)	No	For	For		For
TAURON Polska Energia SA	07/15/2020	13.3	Approve Discharge of Marek Wadowski (Deputy CEO)	No	For	For		For
TAURON Polska Energia SA	07/15/2020	13.4	Approve Discharge of Kamil Kaminski (Deputy CEO)	No	For	For		For
TAURON Polska Energia SA	07/15/2020	14.1	Approve Discharge of Teresa Famulska (Supervisory Board Deputy Chairwoman)	No	For	For		For
TAURON Polska Energia SA	07/15/2020	14.2	Approve Discharge of Barbara Lasak-Jarszak (Supervisory Board Member)	No	For	For		For
TAURON Polska Energia SA	07/15/2020	14.3	Approve Discharge of Grzegorz Peczkis (Supervisory Board Member)	No	For	For		For
TAURON Polska Energia SA	07/15/2020	14.4	Approve Discharge of Katarzyna Taczanowska (Supervisory Board Member)	No	For	For		For
TAURON Polska Energia SA	07/15/2020	14.5	Approve Discharge of Beata Chlodzinska (Supervisory Board Chairwoman)	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
TAURON Polska Energia SA	07/15/2020	14.6	Approve Discharge of Jacek Szyke (Supervisory Board Secretary)	No	For	For		For
TAURON Polska Energia SA	07/15/2020	14.7	Approve Discharge of Radoslaw Domagalski-Labedzki (Supervisory Board Member)	No	For	For		For
TAURON Polska Energia SA	07/15/2020	14.8	Approve Discharge of Pawel Pampuszko (Supervisory Board Member)	No	For	For		For
TAURON Polska Energia SA	07/15/2020	14.9	Approve Discharge of Rafal Pawelczyk (Supervisory Board Member)	No	For	For		For
TAURON Polska Energia SA	07/15/2020	14.10	Approve Discharge of Jan Pludowski (Supervisory Board Member)	No	For	For		For
TAURON Polska Energia SA	07/15/2020	14.11	Approve Discharge of Marcin Szlenk (Supervisory Board Member)	No	For	For		For
TAURON Polska Energia SA	07/15/2020	14.12	Approve Discharge of Agnieszka Wozniak (Supervisory Board Member)	No	For	For		For
TAURON Polska Energia SA	07/15/2020	15	Amend Statute	No	For	For		For
TAURON Polska Energia SA	07/15/2020	16	Approve Remuneration Policy	No	For	Against		Against
TAURON Polska Energia SA	07/15/2020	17	Fix Number of Supervisory Board Members	No	For	For		For
TAURON Polska Energia SA	07/15/2020	18	Elect Supervisory Board Member	No	For	Against		Against
TAURON Polska Energia SA	07/15/2020	19	Close Meeting	Yes				
Tech Mahindra Limited	07/28/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Tech Mahindra Limited	07/28/2020	2	Accept Consolidated Financial Statements and Statutory Reports	No	For	For		For
Tech Mahindra Limited	07/28/2020	3	Confirm Interim Dividend and Declare Final Dividend	No	For	For		For
Tech Mahindra Limited	07/28/2020	4	Reelect C. P. Gurnani as Director	No	For	For		For
Tech Mahindra Limited	07/28/2020	5	Elect Anish Shah as Director	No	For	For		For
Teejay Lanka Plc	08/31/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Teejay Lanka Plc	08/31/2020	2	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix their Remuneration	No	For	For		For
Teejay Lanka Plc	08/31/2020	3	Reelect Wai Loi Wan as Director	No	For	Against		Against
Teejay Lanka Plc	08/31/2020	4	Approve Charitable Donations	No	For	Against		Against
Telesites SAB de CV	07/17/2020	1	Approve Company's Restructuring Plan	No	For	For		For
Telesites SAB de CV	07/17/2020	2	Authorize Board to Ratify and Execute Approved Resolutions	No	For	For		For
Telkom SA SOC Ltd.	09/10/2020		Ordinary Resolutions	Yes				
Telkom SA SOC Ltd.	09/10/2020	1.1	Re-elect Sibusiso Luthuli as Director	No	For	For		For
Telkom SA SOC Ltd.	09/10/2020	1.2	Re-elect Dolly Mokgatle as Director	No	For	For		For
Telkom SA SOC Ltd.	09/10/2020	1.3	Re-elect Sello Moloko as Director	No	For	For		For
Telkom SA SOC Ltd.	09/10/2020	1.4	Re-elect Louis Von Zeuner as Director	No	For	For		For
Telkom SA SOC Ltd.	09/10/2020	2.1	Re-elect Navin Kapila as Director	No	For	For		For
Telkom SA SOC Ltd.	09/10/2020	3.1	Re-elect Keith Rayner as Member of the Audit Committee	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Telkom SA SOC Ltd.	09/10/2020	3.2	Re-elect Sibusiso Luthuli as Member of the Audit Committee	No	For	For		For
Telkom SA SOC Ltd.	09/10/2020	3.3	Re-elect Kholeka Mzondeki as Member of the Audit Committee	No	For	For		For
Telkom SA SOC Ltd.	09/10/2020	3.4	Re-elect Rex Tomlinson as Member of the Audit Committee	No	For	For		For
Telkom SA SOC Ltd.	09/10/2020	3.5	Re-elect Louis Von Zeuner as Member of the Audit Committee	No	For	For		For
Telkom SA SOC Ltd.	09/10/2020	4.1	Reappoint PricewaterhouseCoopers as Auditors with Skalo Dikana as the Individual Designated Auditor	No	For	For		For
Telkom SA SOC Ltd.	09/10/2020	4.2	Reappoint SizweNtsalubaGobodo Grant Thornton as Auditors with M Hafiz as the Individual Designated Auditor	No	For	For		For
Telkom SA SOC Ltd.	09/10/2020	5	Place Authorised but Unissued Shares under Control of Directors	No	For	For		For
Telkom SA SOC Ltd.	09/10/2020	6.1	Approve Remuneration Policy	No	For	For		For
Telkom SA SOC Ltd.	09/10/2020	6.2	Approve Implementation Report	No	For	For		For
Telkom SA SOC Ltd.	09/10/2020		Special Resolutions	Yes				
Telkom SA SOC Ltd.	09/10/2020	1	Authorise Board to Issue Shares for Cash	No	For	For		For
Telkom SA SOC Ltd.	09/10/2020	2	Authorise Repurchase of Issued Share Capital	No	For	For		For
Telkom SA SOC Ltd.	09/10/2020	3	Approve Remuneration of Non-executive Directors	No	For	For		For
Telkom SA SOC Ltd.	09/10/2020	4	Approve Financial Assistance in Terms of Sections 44 and 45 of the Companies Act	No	For	For		For
Terna Energy SA	09/01/2020		Special Meeting Agenda	Yes				
Terna Energy SA	09/01/2020	1	Approve Issuance of Shares for a Private Placement	No	For	For		For
Terna Energy SA	09/01/2020	2	Amend Article 5 to Reflect Changes in Capital	No	For	For		For
Terna Energy SA	10/20/2020		Special Meeting Agenda	Yes				
Terna Energy SA	10/20/2020	1	Approve Reduction in Issued Share Capital via Cancellation of Treasury Shares	No	For	For		For
Terna Energy SA	10/20/2020	2	Authorize Share Repurchase Program	No	For	For		For
Terna Energy SA	10/20/2020	3	Amend Company Articles	No	For	For		For
Terna Energy SA	12/16/2020		Special Meeting Agenda	Yes				
Terna Energy SA	12/16/2020	1	Approve Special Dividend	No	For	For		For
Terna Energy SA	12/16/2020	2	Approve Restricted Stock Plan	No	For	Against		Against
Terra Mauricia Ltd.	11/10/2020	3	Accept Financial Statements and Statutory Reports of Terra Mauricia Ltd.	No	For	Against		Against
Terra Mauricia Ltd.	11/10/2020	4.1	Accept Financial Statements and Statutory Reports of Terragri Ltd.	No	For	Against		Against
Terra Mauricia Ltd.	11/10/2020	4.2	Elect Maurice de Marasse Enouf as Subsidiary Director (Terragri Ltd.)	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Terra Mauricia Ltd.	11/10/2020	4.3.1	Elect Alexis Harel as Subsidiary Director (Terragri Ltd.)	No	For	For		For
Terra Mauricia Ltd.	11/10/2020	4.3.2	Elect Alain Rey as Subsidiary Director (Terragri Ltd.)	No	For	For		For
Terra Mauricia Ltd.	11/10/2020	4.3.3	Elect Nikhil Treebhohun as Subsidiary Director (Terragri Ltd.)	No	For	For		For
Terra Mauricia Ltd.	11/10/2020	4.4	Approve BDO & Co as Auditors and Authorize Board to Fix Their Remuneration (Terragri Ltd.)	No	For	For		For
Terra Mauricia Ltd.	11/10/2020	5	Authorize Board to Ratify and Execute Approved Resolutions (Items 4.1-4.4)	No	For	Against		Against
Terra Mauricia Ltd.	11/10/2020	6	Elect Maurice de Marasse Enouf as Director	No	For	Against		Against
Terra Mauricia Ltd.	11/10/2020	6.2.1	Elect Alexis Harel as Director	No	For	For		For
Terra Mauricia Ltd.	11/10/2020	6.2.2	Elect Alain Rey as Director	No	For	Against		Against
Terra Mauricia Ltd.	11/10/2020	6.2.3	Elect Nikhil Treebhohun as Director	No	For	For		For
Terra Mauricia Ltd.	11/10/2020	6.3	Approve Remuneration of Directors	No	For	For		For
Terra Mauricia Ltd.	11/10/2020	7	Approve BDO & Co as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Terrafina	07/09/2020		Meeting for Holders of REITs - ISIN MXCFTE0B0005	Yes				
Terrafina	07/09/2020	1	Amend Clause VI of Trust Agreement Re: Common Representative	No	For	For		For
Terrafina	07/09/2020	2	Authorize Board to Ratify and Execute Approved Resolutions	No	For	For		For
Thai Airways International Public Co. Ltd.	07/31/2020	1	Chairman's Report	Yes				
Thai Airways International Public Co. Ltd.	07/31/2020	2	Acknowledge Operating Results	Yes				
Thai Airways International Public Co. Ltd.	07/31/2020	3	Approve Financial Statements	No	For	For		For
Thai Airways International Public Co. Ltd.	07/31/2020	4	Approve Omission of Dividend Payment	No	For	For		For
Thai Airways International Public Co. Ltd.	07/31/2020	5	Approve Remuneration of Directors	No	For	For		For
Thai Airways International Public Co. Ltd.	07/31/2020	6	Approve Deloitte Touche Tohmatsu Jaiyos Audit Co., Ltd. as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Thai Airways International Public Co. Ltd.	07/31/2020	7.1	Elect Chaiyapruk Didyasarin as Director	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Thai Airways International Public Co. Ltd.	07/31/2020	7.2	Elect Vachara Tuntariyanond as Director	No	For	For		For
Thai Airways International Public Co. Ltd.	07/31/2020	7.3	Elect Chanyoot Sirithumakul as Director	No	For	For		For
Thai Airways International Public Co. Ltd.	07/31/2020	7.4	Elect Peraphon Thawornsupacharoen as Director	No	For	Against		Against
Thai Airways International Public Co. Ltd.	07/31/2020	7.5	Elect Chakkrit Parapuntakul as Director	No	For	For		For
Thai Airways International Public Co. Ltd.	07/31/2020	8	Amend Articles of Association	No	For	For		For
Thai Airways International Public Co. Ltd.	07/31/2020	9	Other Business	No	For	Against		Against
Thai Oil Public Company Limited	10/28/2020	1	Approve Restructure of the Shareholding in Power Business and Entire Business Transfer from Thailoil Power Company Limited	No	For	For		For
Thai Oil Public Company Limited	10/28/2020	2	Other Business	No	For	Against		Against
Thai Union Group Public Co. Ltd.	09/16/2020	1	Approve Minutes of Previous Meeting	No	For	For		For
Thai Union Group Public Co. Ltd.	09/16/2020	2	Approve Annual Report and Acknowledge Operational Results	Yes				
Thai Union Group Public Co. Ltd.	09/16/2020	3	Approve Financial Statements and Statutory Reports	No	For	For		For
Thai Union Group Public Co. Ltd.	09/16/2020	4	Approve Allocation of Income	No	For	For		For
Thai Union Group Public Co. Ltd.	09/16/2020	5.1	Elect Thiraphong Chansiri as Director	No	For	For		Against
Thai Union Group Public Co. Ltd.	09/16/2020	5.2	Elect Chuan Tangchansiri as Director	No	For	For		Against
Thai Union Group Public Co. Ltd.	09/16/2020	5.3	Elect Thamnoon Ananthothai as Director	No	For	For		For
Thai Union Group Public Co. Ltd.	09/16/2020	5.4	Elect Nart Liuchareon as Director	No	For	For		For
Thai Union Group Public Co. Ltd.	09/16/2020	6	Approve Remuneration for the Year 2020 and Bonus of Directors for the Year 2019	No	For	For		For
Thai Union Group Public Co. Ltd.	09/16/2020	7	Approve Auditors and Authorize Board to Fix Their Remuneration	No	For	For		Against
Thai Union Group Public Co. Ltd.	09/16/2020	8.1	Amend Articles 24 and 25 of the Articles of Association	No	For	For		For
Thai Union Group Public Co. Ltd.	09/16/2020	8.2	Amend Article 27 of the Articles of Association	No	For	For		For
Thai Union Group Public Co. Ltd.	09/16/2020	8.3	Amend Article 31 of the Articles of Association	No	For	For		For
Thai Union Group Public Co. Ltd.	09/16/2020	9	Amend Company's Objectives and Amend Memorandum of Association	No	For	For		For
Thai Union Group Public Co. Ltd.	09/16/2020	10	Other Business	Yes				
The Bidvest Group Ltd.	11/27/2020		Ordinary Resolutions	Yes				
The Bidvest Group Ltd.	11/27/2020	1.1	Re-elect Eric Diack as Director	No	For	For		For
The Bidvest Group Ltd.	11/27/2020	1.2	Re-elect Gillian McMahon as Director	No	For	For		For
The Bidvest Group Ltd.	11/27/2020	1.3	Re-elect Alex Maditse as Director	No	For	For		For
The Bidvest Group Ltd.	11/27/2020	2.1	Elect Myles Ruck as Director	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
The Bidvest Group Ltd.	11/27/2020	2.2	Elect Zukie Siyotula as Director	No	For	For		For
The Bidvest Group Ltd.	11/27/2020	3	Reappoint PricewaterhouseCoopers Inc. as Auditors of the Company with Craig West as the Individual Registered Auditor	No	For	For		For
The Bidvest Group Ltd.	11/27/2020	4.1	Re-elect Eric Diack as Member of the Audit Committee	No	For	For		For
The Bidvest Group Ltd.	11/27/2020	4.2	Re-elect Renosi Mokate as Member of the Audit Committee	No	For	For		For
The Bidvest Group Ltd.	11/27/2020	4.3	Elect Zukie Siyotula as Member of the Audit Committee	No	For	For		For
The Bidvest Group Ltd.	11/27/2020	4.4	Re-elect Norman Thomson as Member of the Audit Committee	No	For	For		For
The Bidvest Group Ltd.	11/27/2020	5	Place Authorised but Unissued Shares under Control of Directors	No	For	For		For
The Bidvest Group Ltd.	11/27/2020	6	Authorise Board to Issue Shares for Cash	No	For	For		For
The Bidvest Group Ltd.	11/27/2020	7	Approve Payment of Dividend by Way of Pro Rata Reduction of Share Capital or Share Premium	No	For	For		For
The Bidvest Group Ltd.	11/27/2020	8	Approve Ratification Relating to Personal Financial Interest Arising From Multiple Offices in the Group	No	For	For		For
The Bidvest Group Ltd.	11/27/2020	9	Authorise Ratification of Approved Resolutions	No	For	For		For
The Bidvest Group Ltd.	11/27/2020		Non-binding Advisory Vote	Yes				
The Bidvest Group Ltd.	11/27/2020	1	Approve Remuneration Policy	No	For	For		For
The Bidvest Group Ltd.	11/27/2020	2	Approve Implementation of Remuneration Policy	No	For	For		For
The Bidvest Group Ltd.	11/27/2020		Special Resolutions	Yes				
The Bidvest Group Ltd.	11/27/2020	1	Adopt New Memorandum of Incorporation	No	For	For		For
The Bidvest Group Ltd.	11/27/2020	2	Approve Remuneration of Non-Executive Directors	No	For	For		For
The Bidvest Group Ltd.	11/27/2020	3	Authorise Repurchase of Issued Share Capital	No	For	For		For
The Bidvest Group Ltd.	11/27/2020	4	Approve Financial Assistance in Terms of Sections 44 and 45 of the Companies Act	No	For	For		For
The Co-operative Bank of Kenya Ltd.	10/22/2020		Ordinary Business	Yes				
The Co-operative Bank of Kenya Ltd.	10/22/2020	1	Accept Consolidated Financial Statements and Statutory Reports	No	For	For		For
The Co-operative Bank of Kenya Ltd.	10/22/2020	2	Approve First and Final Dividend of KES 1.00 Per Share	No	For	For		For
The Co-operative Bank of Kenya Ltd.	10/22/2020	3.1	Ratify Appointment of Wilfred Ongoro as Director	No	For	Against		Against
The Co-operative Bank of Kenya Ltd.	10/22/2020	3.2	Reelect Lawrence Karissa as Director	No	For	For		For
The Co-operative Bank of Kenya Ltd.	10/22/2020	3.3	Ratify Appointment of Margaret Karangatha as Director	No	For	For		For
The Co-operative Bank of Kenya Ltd.	10/22/2020	3.4	Ratify Appointment of Weda Welton as Director	No	For	Against		Against
The Co-operative Bank of Kenya Ltd.	10/22/2020	3.5.1	Elect Weda Welton as Audit Committee Member	No	For	Against		Against
The Co-operative Bank of Kenya Ltd.	10/22/2020	3.5.2	Elect Patrick K. Githendu as Audit Committee Member	No	For	Against		Against

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
The Co-operative Bank of Kenya Ltd.	10/22/2020	3.5.3	Elect Benedict Simiyu as Audit Committee Member	No	For	Against		Against
The Co-operative Bank of Kenya Ltd.	10/22/2020	3.5.4	Elect Lawrence Karissa as Audit Committee Member	No	For	For		For
The Co-operative Bank of Kenya Ltd.	10/22/2020	3.5.5	Elect Mwambia Wanyambura as Audit Committee Member	No	For	Against		Against
The Co-operative Bank of Kenya Ltd.	10/22/2020	4	Approve Remuneration of Directors	No	For	For		For
The Co-operative Bank of Kenya Ltd.	10/22/2020	5	Ratify Ernst and Young as Auditors and Fix Their Remuneration	No	For	For		For
The Co-operative Bank of Kenya Ltd.	10/22/2020		Special Business	Yes				
The Co-operative Bank of Kenya Ltd.	10/22/2020	6.1	Approve Acquisition of 90 Percent of Issued Share Capital of Jamii Bora Bank Limited	No	For	For		For
The Co-operative Bank of Kenya Ltd.	10/22/2020	6.2	Authorize Board to Take All Necessary Steps to Give Effect to the Subscription Agreement	No	For	For		For
The Co-operative Bank of Kenya Ltd.	10/22/2020	6.3	Authorize Board to Ratify and Execute Approved Resolutions	No	For	For		For
The Foschini Group Ltd.	07/16/2020	1	Authorise Board to Issue Rights Offer Shares for the Purposes of Implementing the Rights Offer	No	For	For		For
The Foschini Group Ltd.	07/16/2020	2	Place the Rights Offer Shares under Control of the Board	No	For	For		For
The Foschini Group Ltd.	07/16/2020	3	Elect Alexander Murray as Director	No	For	For		For
The Foschini Group Ltd.	07/16/2020	4	Elect Colin Coleman as Director	No	For	For		For
The Foschini Group Ltd.	07/16/2020	5	Authorise Ratification of Approved Resolutions	No	For	For		For
The Foschini Group Ltd.	09/16/2020		Ordinary Resolutions	Yes				
The Foschini Group Ltd.	09/16/2020	1	Accept Financial Statements and Statutory Reports for the Year Ended 31 March 2020	No	For	For		For
The Foschini Group Ltd.	09/16/2020	2	Reappoint Deloitte & Touche as Auditors with Michael van Wyk as the Designated Partner	No	For	For		For
The Foschini Group Ltd.	09/16/2020	3	Re-elect Nomahlubi Simamane as Director	No	For	For		For
The Foschini Group Ltd.	09/16/2020	4	Re-elect David Friedland as Director	No	For	For		For
The Foschini Group Ltd.	09/16/2020	5	Re-elect Ronnie Stein as Director	No	For	For		For
The Foschini Group Ltd.	09/16/2020	6	Re-elect Graham Davin as Director	No	For	For		For
The Foschini Group Ltd.	09/16/2020	7	Re-elect Eddy Oblowitz as Member of the Audit Committee	No	For	For		For
The Foschini Group Ltd.	09/16/2020	8	Re-elect Tumi Makgabo-Fiskerstrand as Member of the Audit Committee	No	For	For		For
The Foschini Group Ltd.	09/16/2020	9	Elect Ronnie Stein as Member of the Audit Committee	No	For	For		For
The Foschini Group Ltd.	09/16/2020	10	Re-elect Nomahlubi Simamane as Member of the Audit Committee	No	For	For		For
The Foschini Group Ltd.	09/16/2020	11	Re-elect David Friedland as Member of the Audit Committee	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
The Foschini Group Ltd.	09/16/2020	12	Approve Remuneration Policy	No	For	For		For
The Foschini Group Ltd.	09/16/2020	13	Approve Remuneration Implementation Report	No	For	For		For
The Foschini Group Ltd.	09/16/2020	14	Approve Share Appreciation Rights Plan	No	For	For		For
The Foschini Group Ltd.	09/16/2020	15	Approve Forfeitable Share Plan	No	For	For		For
The Foschini Group Ltd.	09/16/2020		Special Resolutions	Yes				
The Foschini Group Ltd.	09/16/2020	1	Approve Implementation of Share Appreciation Rights Plan	No	For	For		For
The Foschini Group Ltd.	09/16/2020	2	Approve Implementation of Forfeitable Share Plan	No	For	For		For
The Foschini Group Ltd.	09/16/2020	3	Amend Memorandum of Incorporation	No	For	For		For
The Foschini Group Ltd.	09/16/2020	4	Approve Remuneration of Non-executive Directors	No	For	For		For
The Foschini Group Ltd.	09/16/2020	5	Approve Financial Assistance in Terms of Sections 44 and 45 of the Companies Act	No	For	For		For
The Foschini Group Ltd.	09/16/2020		Continuation of Ordinary Resolutions	Yes				
The Foschini Group Ltd.	09/16/2020	16	Authorise Ratification of Approved Resolutions	No	For	For		For
The Gulf Bank of Kuwait	10/31/2020		Ordinary Business	Yes				
The Gulf Bank of Kuwait	10/31/2020	1	Elect Directors (Bundled)	No	For	Against		Against
The Hub Power Company Ltd.	09/24/2020		Ordinary Business	Yes				
The Hub Power Company Ltd.	09/24/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
The Hub Power Company Ltd.	09/24/2020	2	Approve A.F. Ferguson and Co. as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
The Hub Power Company Ltd.	09/24/2020		Other Business	Yes				
The Hub Power Company Ltd.	09/24/2020	1	Other Business	No	For	Against		Against
The Searle Company Ltd.	10/28/2020	1	Approve Minutes of Previous Meeting	No	For	For		For
The Searle Company Ltd.	10/28/2020	2	Accept Financial Statements and Statutory Reports	No	For	For		For
The Searle Company Ltd.	10/28/2020	3	Approve Final Cash Dividend	No	For	For		For
The Searle Company Ltd.	10/28/2020	4	Approve A.F. Ferguson and Co. as Auditors and Fix Their Remuneration	No	For	Against		Against
The Searle Company Ltd.	10/28/2020	5.1	Reelect Adnan Asdar Ali as Director	No	For	Against		Against
The Searle Company Ltd.	10/28/2020	5.2	Reelect Rashid Abdulla as Director	No	For	Against		Against
The Searle Company Ltd.	10/28/2020	5.3	Reelect S. Nadeem Ahmed as Director	No	For	For		For
The Searle Company Ltd.	10/28/2020	5.4	Reelect Zubair Razzak Palwala as Director	No	For	Against		Against
The Searle Company Ltd.	10/28/2020	5.5	Reelect Ayaz Abdulla as Director	No	For	Against		Against
The Searle Company Ltd.	10/28/2020	5.6	Reelect Asad Abdulla as Director	No	For	Against		Against
The Searle Company Ltd.	10/28/2020	5.7	Reelect Shaista Khaliq Rehman as Director	No	For	Against		Against
The Searle Company Ltd.	10/28/2020	6	Approve Remuneration of Executive Director and Chief Executive Officer	No	For	For		For
The Searle Company Ltd.	10/28/2020	7	Approve Related Party Transactions for Year Ended June 30, 2020	No	For	Against		Against
The Searle Company Ltd.	10/28/2020	8	Authorize Board to Approve Related Party Transactions for Year Ending June 30, 2021	No	For	Against		Against

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
The Searle Company Ltd.	10/28/2020	9	Other Business	No	For	Against		Against
Thoresen Thai Agencies Public Co. Ltd.	08/03/2020	1	Approve Minutes of Previous Meeting	No	For	For		For
Thoresen Thai Agencies Public Co. Ltd.	08/03/2020	2	Acknowledge Operating Results	Yes				
Thoresen Thai Agencies Public Co. Ltd.	08/03/2020	3	Approve Financial Statements and Statutory Reports	No	For	For		For
Thoresen Thai Agencies Public Co. Ltd.	08/03/2020	4	Approve Allocation of Income and Acknowledge Interim Dividend Payment	No	For	For		For
Thoresen Thai Agencies Public Co. Ltd.	08/03/2020	5.1	Elect Prasert Bunsumpun as Director	No	For	For		Against
Thoresen Thai Agencies Public Co. Ltd.	08/03/2020	5.2	Elect Ausana Mahagitsiri as Director	No	For	For		Against
Thoresen Thai Agencies Public Co. Ltd.	08/03/2020	5.3	Elect Jitender Pal Verma as Director	No	For	For		Against
Thoresen Thai Agencies Public Co. Ltd.	08/03/2020	5.4	Elect Mohammed Rashed Ahmad M. Al Nasser as Director	No	For	Against		Against
Thoresen Thai Agencies Public Co. Ltd.	08/03/2020	6	Approve KPMG Phoomchai Audit Ltd. as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Thoresen Thai Agencies Public Co. Ltd.	08/03/2020	7	Approve Remuneration of Directors and Sub-Committees	No	For	For		For
Tiger Brands Ltd.	09/15/2020		Special Resolution	Yes				
Tiger Brands Ltd.	09/15/2020	1	Approve Financial Assistance in Terms of Section 45 of the Companies Act	No	For	For		For
Tiger Brands Ltd.	09/15/2020		Ordinary Resolution	Yes				
Tiger Brands Ltd.	09/15/2020	1	Authorise Ratification of Approved Resolution	No	For	For		For
Titan Company Limited	08/11/2020	1	Accept Standalone Financial Statements and Statutory Reports	No	For	For		For
Titan Company Limited	08/11/2020	2	Accept Consolidated Financial Statements and Statutory Reports	No	For	For		For
Titan Company Limited	08/11/2020	3	Approve Dividend	No	For	For		For
Titan Company Limited	08/11/2020	4	Reelect Noel Naval Tata as Director	No	For	For		Against
Titan Company Limited	08/11/2020	5	Elect Kakarla Usha as Director	No	For	For		Against
Titan Company Limited	08/11/2020	6	Elect Bhaskar Bhat as Director	No	For	For		Against
Titan Company Limited	08/11/2020	7	Elect C. K. Venkataraman as Director	No	For	For		For
Titan Company Limited	08/11/2020	8	Approve Appointment and Remuneration of C. K. Venkataraman as Managing Director	No	For	Against		Against
Titan Company Limited	08/11/2020	9	Elect Sindhu Gangadharan as Director	No	For	For		For
Titan Company Limited	08/11/2020	10	Approve Branch Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Titan Company Limited	08/11/2020	11	Approve Payment of Commission to Non-Executive Directors	No	For	Against		Against
Titas Gas Transmission & Distribution Co. Ltd.	12/15/2020	1	Accept Financial Statements and Statutory Reports	No	For	Against		Against
Titas Gas Transmission & Distribution Co. Ltd.	12/15/2020	2	Approve Dividend	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Titans Gas Transmission & Distribution Co. Ltd.	12/15/2020	3	Elect Directors	No	For	Against		Against
Titans Gas Transmission & Distribution Co. Ltd.	12/15/2020	4	Approve Auditors and Authorize Board to Fix their Remuneration	No	For	For		For
Titans Gas Transmission & Distribution Co. Ltd.	12/15/2020	5	Appoint Corporate Governance Compliance Auditors for Fiscal Year 2021 and Authorize Board to Fix Their remuneration	No	For	For		For
Titans Gas Transmission & Distribution Co. Ltd.	12/15/2020	6	Ratify Appointment of Independent Director	No	For	Against		Against
TMB Bank Public Company Limited	08/17/2020	1	Acknowledge Operating Results	Yes				
TMB Bank Public Company Limited	08/17/2020	2	Approve Financial Statements	No	For	For		For
TMB Bank Public Company Limited	08/17/2020	3	Approve Allocation of Income and Acknowledge Interim Dividend Payment	No	For	For		For
TMB Bank Public Company Limited	08/17/2020	4.1	Elect Ekniti Nitithanprapas as Director	No	For	For		Against
TMB Bank Public Company Limited	08/17/2020	4.2	Elect Michal Jan Szczurek as Director	No	For	For		Against
TMB Bank Public Company Limited	08/17/2020	4.3	Elect Chumpol Rimsakorn as Director	No	For	For		Against
TMB Bank Public Company Limited	08/17/2020	4.4	Elect Yokporn Tantisawetrat as Director	No	For	For		Against
TMB Bank Public Company Limited	08/17/2020	4.5	Elect Nattaphon Narkphanit as Director	No	For	For		Against
TMB Bank Public Company Limited	08/17/2020	5	Approve Remuneration of Directors	No	For	For		For
TMB Bank Public Company Limited	08/17/2020	6	Approve Bonus of Directors	No	For	For		For
TMB Bank Public Company Limited	08/17/2020	7	Approve KPMG Phoomchai Audit Ltd. as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
TMB Bank Public Company Limited	08/17/2020	8	Approve Issuance of Debentures	No	For	For		For
TMB Bank Public Company Limited	08/17/2020	9	Other Business	No	For	Against		Against
TOA Paint (Thailand) Public Company Limited	08/07/2020	1	Approve Minutes of Previous Meeting	No	For	For		For
TOA Paint (Thailand) Public Company Limited	08/07/2020	2	Acknowledge Operational Results	No	For	For		For
TOA Paint (Thailand) Public Company Limited	08/07/2020	3	Approve Financial Statements	No	For	For		For
TOA Paint (Thailand) Public Company Limited	08/07/2020	4	Approve Omission of Dividend Payment and Acknowledge Interim Dividend Payments	No	For	For		For
TOA Paint (Thailand) Public Company Limited	08/07/2020	5.1	Elect Laor Tangkaravakoon as Director	No	For	For		Against
TOA Paint (Thailand) Public Company Limited	08/07/2020	5.2	Elect Vonnarat Tangkaravakoon as Director	No	For	Against		Against
TOA Paint (Thailand) Public Company Limited	08/07/2020	5.3	Elect Veerasak Kositpaisal as Director	No	For	For		For
TOA Paint (Thailand) Public Company Limited	08/07/2020	6	Approve Remuneration of Directors and Sub-Committees	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
TOA Paint (Thailand) Public Company Limited	08/07/2020	7	Approve PricewaterhouseCoopers ABAS Company Limited as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
TOA Paint (Thailand) Public Company Limited	08/07/2020	8	Amend Articles of Association	No	For	For		For
TOA Paint (Thailand) Public Company Limited	08/07/2020	9	Acknowledge Change in Objectives of Utilization of Proceeds Obtained from Initial Public Offering (IPO)	No	For	For		For
TOA Paint (Thailand) Public Company Limited	08/07/2020	10	Other Business	No	For	Against		Against
Top Glove Corporation Bhd	08/18/2020	1	Approve Bonus Issue	No	For	For		For
Total Access Communication Public Co., Ltd.	08/31/2020	1	Approve Minutes of Previous Meeting	No	For	For		For
Total Access Communication Public Co., Ltd.	08/31/2020	2	Acknowledge Annual Report	Yes				
Total Access Communication Public Co., Ltd.	08/31/2020	3	Approve Financial Statements	No	For	For		For
Total Access Communication Public Co., Ltd.	08/31/2020	4	Approve Omission of Dividend Payment and Acknowledge Interim Dividend Payment	No	For	For		For
Total Access Communication Public Co., Ltd.	08/31/2020	5.1	Elect Boonchai Bencharongkul as Director	No	For	For		Against
Total Access Communication Public Co., Ltd.	08/31/2020	5.2	Elect Petter Boerre Furberg as Director	No	For	Against		Against
Total Access Communication Public Co., Ltd.	08/31/2020	5.3	Elect Pratana Mongkolkul as Director	No	For	For		For
Total Access Communication Public Co., Ltd.	08/31/2020	5.4	Elect Sverre Pedersen as Director	No	For	For		Against
Total Access Communication Public Co., Ltd.	08/31/2020	6	Approve Remuneration of Directors	No	For	For		For
Total Access Communication Public Co., Ltd.	08/31/2020	7	Approve EY Office Limited as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		Against
Total Access Communication Public Co., Ltd.	08/31/2020	8	Amend Articles of Association	No	For	For		For
Total Access Communication Public Co., Ltd.	08/31/2020	9	Other Business	No	For	Against		Against
Transportadora de Gas del Sur SA	08/21/2020		Meeting for ADR Holders	Yes				
Transportadora de Gas del Sur SA	08/21/2020	1	Approve Holding of Shareholders' Meeting Remotely	No	For	For		For
Transportadora de Gas del Sur SA	08/21/2020	2	Designate Two Shareholders to Sign Minutes of Meeting	No	For	For		For
Transportadora de Gas del Sur SA	08/21/2020	3	Consider Discharge of Directors and Members of Internal Statutory Auditors Committee Elected by AGM on April 21, 2020 Who Resigned from their Positions	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Transportadora de Gas del Sur SA	08/21/2020	4	Elect Director and Four Alternate Directors	No	For	Against		Against
Transportadora de Gas del Sur SA	08/21/2020	5	Elect Member and Alternate of Internal Statutory Auditors Committee	No	For	For		For
TravelSky Technology Limited	11/18/2020	1	Approve Grant of General Mandate to the Directors to Carry Out the Eastern Airlines Transaction, Proposed Annual Caps and Related Transactions	No	For	For		For
TTW Public Company Limited	07/30/2020	1	Approve Minutes of Previous Meeting	No	For	For		For
TTW Public Company Limited	07/30/2020	2	Acknowledge Annual Performance Report	Yes				
TTW Public Company Limited	07/30/2020	3	Approve Financial Statements	No	For	For		For
TTW Public Company Limited	07/30/2020	4	Approve Dividend Payment	No	For	For		For
TTW Public Company Limited	07/30/2020	5	Approve EY Office Limited as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
TTW Public Company Limited	07/30/2020	6.1	Elect Thanong Bidaya as Director	No	For	For		For
TTW Public Company Limited	07/30/2020	6.2	Elect Phairuch Mekarporn as Director	No	For	For		For
TTW Public Company Limited	07/30/2020	6.3	Elect Shunsuke Murai as Director	No	For	For		Against
TTW Public Company Limited	07/30/2020	6.4	Elect Hideo Matsumoto as Director	No	For	For		Against
TTW Public Company Limited	07/30/2020	7	Approve Remuneration of Directors	No	For	For		For
TTW Public Company Limited	07/30/2020	8	Other Business	No	For	Against		Against
Tunisie Profiles Aluminium SA	07/21/2020		Ordinary Business	Yes				
Tunisie Profiles Aluminium SA	07/21/2020	1	Approve Proper Convening of Meeting	No	For	For		For
Tunisie Profiles Aluminium SA	07/21/2020	2	Accept Standalone and Consolidated Financial Statements and Statutory Reports	No	For	For		For
Tunisie Profiles Aluminium SA	07/21/2020	3	Approve Allocation of Income	No	For	For		For
Tunisie Profiles Aluminium SA	07/21/2020	4	Approve Special Auditor's Report on Related Party Transactions	No	For	For		For
Tunisie Profiles Aluminium SA	07/21/2020	5	Approve Discharge of Directors	No	For	For		For
Tunisie Profiles Aluminium SA	07/21/2020	6	Approve Sitting Fees of Directors	No	For	For		For
Tunisie Profiles Aluminium SA	07/21/2020	7	Approve Remuneration of Audit Committee Members	No	For	For		For
Tunisie Profiles Aluminium SA	07/21/2020	9	Reelect Directors (Bundled)	No	For	Against		Against
Tunisie Profiles Aluminium SA	07/21/2020	10	Ratify InFirst Auditors Represented by Mohamed Triki and Yassine Ben Ghorbal as Joint Statutory Auditors	No	For	For		For
Tunisie Profiles Aluminium SA	07/21/2020	11	Authorize Filing of Required Documents and Other Formalities	No	For	For		For
Tunisie Profiles Aluminium SA	07/21/2020		Extraordinary Business	Yes				
Tunisie Profiles Aluminium SA	07/21/2020	1	Approve Separation of Functions Between the Chairman of the Board and the General Manager of the Company	No	For	For		For
Tunisie Profiles Aluminium SA	07/21/2020	2	Amend Articles 1, 6, 16, 18, 21, 22, 23, 24, 26, 29, 30, 31, 32 and 43 of Bylaws	No	For	Against		Against
Tunisie Profiles Aluminium SA	07/21/2020	3	Adopt New Articles of Association	No	For	Against		Against

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Tunisie Profiles Aluminium SA	07/21/2020	4	Authorize Filing of Required Documents and Other Formalities	No	For	For		For
Turk Telekomunikasyon AS	07/25/2020		Annual Meeting Agenda	Yes				
Turk Telekomunikasyon AS	07/25/2020	1	Open Meeting and Elect Presiding Council of Meeting	No	For	For		For
Turk Telekomunikasyon AS	07/25/2020	2	Authorize Presiding Council to Sign Minutes of Meeting	No	For	For		For
Turk Telekomunikasyon AS	07/25/2020	3	Receive Board Report	Yes				
Turk Telekomunikasyon AS	07/25/2020	4	Receive Audit Report	Yes				
Turk Telekomunikasyon AS	07/25/2020	5	Accept Financial Statements	No	For	For		For
Turk Telekomunikasyon AS	07/25/2020	6	Approve Discharge of Board	No	For	For		For
Turk Telekomunikasyon AS	07/25/2020	7	Ratify Director Appointment	No	For	Against		Against
Turk Telekomunikasyon AS	07/25/2020	8	Approve Director Remuneration	No	For	Against		Against
Turk Telekomunikasyon AS	07/25/2020	9	Approve Allocation of Income	No	For	For		For
Turk Telekomunikasyon AS	07/25/2020	10	Ratify External Auditors	No	For	For		For
Turk Telekomunikasyon AS	07/25/2020	11	Receive Information on Donations Made in 2019	Yes				
Turk Telekomunikasyon AS	07/25/2020	12	Receive Information on Guarantees, Pledges and Mortgages Provided to Third Parties	Yes				
Turk Telekomunikasyon AS	07/25/2020	13	Receive Information in Accordance to Article 1.3.1 of Capital Market Board Corporate Governance Principles	Yes				
Turk Telekomunikasyon AS	07/25/2020	14	Receive Information in Accordance to Article 1.3.6 of Capital Market Board Corporate Governance Principles	Yes				
Turk Telekomunikasyon AS	07/25/2020	15	Receive Information on Remuneration Policy	Yes				
Turk Telekomunikasyon AS	07/25/2020	16	Authorize Board to Acquire Businesses up to a EUR 125 Million Value	No	For	For		For
Turk Telekomunikasyon AS	07/25/2020	17	Authorize Board to Establish New Companies in Relation to Business Acquired	No	For	For		For
Turk Telekomunikasyon AS	07/25/2020	18	Authorize Board to Repurchase Shares	No	For	For		For
Turk Telekomunikasyon AS	07/25/2020	19	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose	No	For	For		For
Turk Telekomunikasyon AS	07/25/2020	20	Wishes	Yes				
TURKCELL Iletisim Hizmetleri AS	10/21/2020		Annual Meeting Agenda	Yes				
TURKCELL Iletisim Hizmetleri AS	10/21/2020	1	Open Meeting and Elect Presiding Council of Meeting	No	For	For		For
TURKCELL Iletisim Hizmetleri AS	10/21/2020	2	Authorize Presiding Council to Sign the Meeting Minutes	No	For	For		For
TURKCELL Iletisim Hizmetleri AS	10/21/2020	3	Amend Company Articles	No	For	For		For
TURKCELL Iletisim Hizmetleri AS	10/21/2020	4	Accept Board Report	No	For	For		For
TURKCELL Iletisim Hizmetleri AS	10/21/2020	5	Accept Audit Report	No	For	For		For
TURKCELL Iletisim Hizmetleri AS	10/21/2020	6	Accept Financial Statements	No	For	For		For
TURKCELL Iletisim Hizmetleri AS	10/21/2020	7	Approve Discharge of Board	No	For	For		For
TURKCELL Iletisim Hizmetleri AS	10/21/2020	8	Approve Upper Limit of Donations for 2020 and Receive Information on Donations Made in 2019	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
TURKCELL Iletisim Hizmetleri AS	10/21/2020	9	Ratify Director Appointment	No	For	For		For
TURKCELL Iletisim Hizmetleri AS	10/21/2020	10	Approve Director Remuneration	No	For	Against		Against
TURKCELL Iletisim Hizmetleri AS	10/21/2020	11	Ratify External Auditors	No	For	For		For
TURKCELL Iletisim Hizmetleri AS	10/21/2020	12	Approve Allocation of Income	No	For	For		For
TURKCELL Iletisim Hizmetleri AS	10/21/2020	13	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose	No	For	For		For
TURKCELL Iletisim Hizmetleri AS	10/21/2020	14	Receive Information on Guarantees, Pledges and Mortgages Provided to Third Parties	Yes				
TURKCELL Iletisim Hizmetleri AS	10/21/2020	15	Close Meeting	Yes				
Türkiye Garanti Bankasi AS	07/17/2020		Annual Meeting Agenda	Yes				
Türkiye Garanti Bankasi AS	07/17/2020	1	Open Meeting, Elect Presiding Council of Meeting and Authorize Presiding Council to Sign Minutes of Meeting	No	For	For		For
Türkiye Garanti Bankasi AS	07/17/2020	2	Accept Board Report	No	For	For		For
Türkiye Garanti Bankasi AS	07/17/2020	3	Accept Audit Report	No	For	For		For
Türkiye Garanti Bankasi AS	07/17/2020	4	Accept Financial Statements	No	For	Against		Against
Türkiye Garanti Bankasi AS	07/17/2020	5	Amend Article 7 Re: Capital Related	No	For	Against		Against
Türkiye Garanti Bankasi AS	07/17/2020	6	Approve Discharge of Board	No	For	Against		Against
Türkiye Garanti Bankasi AS	07/17/2020	7	Approve Allocation of Income	No	For	For		For
Türkiye Garanti Bankasi AS	07/17/2020	8	Ratify Director Appointment	No	For	Against		Against
Türkiye Garanti Bankasi AS	07/17/2020	9	Receive Information on Director Appointment	Yes				
Türkiye Garanti Bankasi AS	07/17/2020	10	Ratify External Auditors	No	For	For		For
Türkiye Garanti Bankasi AS	07/17/2020	11	Receive Information on Remuneration Policy	Yes				
Türkiye Garanti Bankasi AS	07/17/2020	12	Approve Director Remuneration	No	For	Against		Against
Türkiye Garanti Bankasi AS	07/17/2020	13	Approve Upper Limit of Donations for 2020 and Receive Information on Donations Made in 2019	No	For	For		For
Türkiye Garanti Bankasi AS	07/17/2020	14	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose	No	For	For		For
Türkiye Garanti Bankasi AS	07/17/2020	15	Receive Information in Accordance to Article 1.3.6 of Capital Market Board Corporate Governance Principles	Yes				
Türkiye Sise ve Cam Fabrikalari AS	08/28/2020		Special Meeting Agenda	Yes				
Türkiye Sise ve Cam Fabrikalari AS	08/28/2020	1	Open Meeting and Elect Presiding Council of Meeting	No	For	For		For
Türkiye Sise ve Cam Fabrikalari AS	08/28/2020	2	Authorize Presiding Council to Sign the Meeting Minutes	No	For	For		For
Türkiye Sise ve Cam Fabrikalari AS	08/28/2020	3	Receive Information on Merger Agreement to be Discussed Under Item 4	Yes				
Türkiye Sise ve Cam Fabrikalari AS	08/28/2020	4	Approve Merger Agreement	No	For	For		For
Türkiye Sise ve Cam Fabrikalari AS	08/28/2020	5	Amend Company Articles	No	For	For		For
Türkiye Sise ve Cam Fabrikalari AS	08/28/2020	6	Wishes	Yes				
UEM Sunrise Berhad	07/09/2020	1	Elect Anwar Syahrin Abdul Ajib as Director	No	For	For		Against

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
UEM Sunrise Berhad	07/09/2020	2	Elect Mohd Izani Ghani as Director	No	For	For		Against
UEM Sunrise Berhad	07/09/2020	3	Elect Effzail Faiz Zulkifly as Director	No	For	For		Against
UEM Sunrise Berhad	07/09/2020	4	Approve Director's Fees	No	For	For		For
UEM Sunrise Berhad	07/09/2020	5	Approve Director's Benefits (Excluding Directors' Fees)	No	For	For		For
UEM Sunrise Berhad	07/09/2020	6	Approve Ernst & Young PLT as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
UEM Sunrise Berhad	07/09/2020	7	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	For		For
Ulker Biskuvi Sanayi AS	07/21/2020		Annual Meeting Agenda	Yes				
Ulker Biskuvi Sanayi AS	07/21/2020	1	Open Meeting and Elect Presiding Council of Meeting	No	For	For		For
Ulker Biskuvi Sanayi AS	07/21/2020	2	Authorize Presiding Council to Sign Minutes of Meeting	No	For	For		For
Ulker Biskuvi Sanayi AS	07/21/2020	3	Accept Board Report	No	For	For		For
Ulker Biskuvi Sanayi AS	07/21/2020	4	Accept Audit Report	No	For	For		For
Ulker Biskuvi Sanayi AS	07/21/2020	5	Accept Financial Statements	No	For	For		For
Ulker Biskuvi Sanayi AS	07/21/2020	6	Approve Discharge of Board	No	For	For		For
Ulker Biskuvi Sanayi AS	07/21/2020	7	Receive Information on Remuneration Policy	Yes				
Ulker Biskuvi Sanayi AS	07/21/2020	8	Elect Directors	No	For	For		For
Ulker Biskuvi Sanayi AS	07/21/2020	9	Approve Allocation of Income	No	For	For		For
Ulker Biskuvi Sanayi AS	07/21/2020	10	Amend Company Article 10	No	For	Against		Against
Ulker Biskuvi Sanayi AS	07/21/2020	11	Approve Profit Distribution Policy	No	For	For		For
Ulker Biskuvi Sanayi AS	07/21/2020	12	Ratify External Auditors	No	For	For		For
Ulker Biskuvi Sanayi AS	07/21/2020	13	Approve Upper Limit of Donations for 2020 and Receive Information on Donations Made in 2019	No	For	Against		Against
Ulker Biskuvi Sanayi AS	07/21/2020	14	Receive Information on Guarantees, Pledges and Mortgages Provided to Third Parties	Yes				
Ulker Biskuvi Sanayi AS	07/21/2020	15	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose	No	For	For		For
Ulker Biskuvi Sanayi AS	07/21/2020	16	Close Meeting	Yes				
UltraTech Cement Ltd.	08/12/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
UltraTech Cement Ltd.	08/12/2020	2	Approve Dividends	No	For	For		For
UltraTech Cement Ltd.	08/12/2020	3	Reelect Rajashree Birla as Director	No	For	Against		Against
UltraTech Cement Ltd.	08/12/2020	4	Approve BSR & Co. LLP, Chartered Accountants, Mumbai as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
UltraTech Cement Ltd.	08/12/2020	5	Approve Remuneration of Cost Auditors	No	For	For		For
UltraTech Cement Ltd.	08/12/2020	6	Approve Appointment and Remuneration of Kailash Chandra Jhanwar as Managing Director	No	For	For		Against
UltraTech Cement Ltd.	08/12/2020	7	Approve Rajashree Birla to Continue Office as Non-Executive Director	No	For	Against		Against

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
UltraTech Cement Ltd.	08/12/2020	8	Approve Revision in Remuneration of Atul Daga as Whole-time Director and Chief Financial Officer	No	For	For		For
UltraTech Cement Ltd.	08/12/2020	9	Reelect Alka Bharucha as Director	No	For	Against		Against
Unilever Nigeria Plc	07/17/2020		Ordinary Business	Yes				
Unilever Nigeria Plc	07/17/2020	1	Reelect Carl Cruz as Director	No	For	For		For
Unilever Nigeria Plc	07/17/2020	2	Reelect Chika Nwobi as Director	No	For	Against		Against
Unilever Nigeria Plc	07/17/2020	3	Reelect Mutiu Sunmonu as Director	No	For	For		For
Unilever Nigeria Plc	07/17/2020	4	Reelect Nnaemeka A. Achebe as Director	No	For	Against		Against
Unilever Nigeria Plc	07/17/2020	5	Authorize Board to Fix Remuneration of Auditors	No	For	For		For
Unilever Nigeria Plc	07/17/2020	6	Elect Members of Audit Committee	No	For	Against		Against
Unilever Nigeria Plc	07/17/2020		Special Business	Yes				
Unilever Nigeria Plc	07/17/2020	7	Approve Remuneration of Directors	No	For	For		For
Unilever Nigeria Plc	07/17/2020	8	Authorize Board to Purchase Goods and Services from Related Parties	No	For	For		For
Unipro PJSC	12/07/2020	1	Approve Interim Dividends of RUB 0.11 per Share for First Nine Months of Fiscal 2020	No	For	For		For
Unique Hotel & Resorts Ltd.	12/24/2020		Ordinary Business	Yes				
Unique Hotel & Resorts Ltd.	12/24/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Unique Hotel & Resorts Ltd.	12/24/2020	2	Approve Dividend	No	For	For		For
Unique Hotel & Resorts Ltd.	12/24/2020	3.1	Reelect Salina Ali as Director	No	For	For		For
Unique Hotel & Resorts Ltd.	12/24/2020	3.2	Reelect Mohammad Golam Sarwar as Director	No	For	Against		Against
Unique Hotel & Resorts Ltd.	12/24/2020	4	Reappoint Managing Director	No	For	For		For
Unique Hotel & Resorts Ltd.	12/24/2020	5	Approve G. Kibria & Co as Auditors and Authorize Board to Fix their Remuneration	No	For	For		For
Unique Hotel & Resorts Ltd.	12/24/2020	6	Appoint Itrat Husain & Associates as Corporate Governance Compliance Auditors for Fiscal Year 2020-2021 and Authorize Board to Fix Their remuneration	No	For	For		For
Unique Hotel & Resorts Ltd.	12/24/2020		Special Business	Yes				
Unique Hotel & Resorts Ltd.	12/24/2020	a	Amend Articles of Association	No	For	For		For
United Spirits Limited	08/26/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
United Spirits Limited	08/26/2020	2	Reelect Randall Ingber as Director	No	For	For		For
UPL Limited	08/31/2020	1	Accept Standalone Financial Statements and Statutory Reports	No	For	For		For
UPL Limited	08/31/2020	2	Accept Consolidated Financial Statements and Statutory Reports	No	For	For		For
UPL Limited	08/31/2020	3	Approve Dividend	No	For	For		For
UPL Limited	08/31/2020	4	Reelect Sandra Shrof as Director	No	For	Against		Against
UPL Limited	08/31/2020	5	Approve Remuneration of Cost Auditors	No	For	For		For
UPL Limited	08/31/2020	6	Approve Payment of Commission to Non-Executive Directors	No	For	Against		Against

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
UPL Limited	08/31/2020	7	Elect Usha Rao-Monari as Director	No	For	For		For
UPL Limited	08/31/2020	8	Reelect Hardeep Singh as Director	No	For	Against		Against
UPL Limited	08/31/2020	9	Reelect Vasant Gandhi as Director	No	For	For		For
Valamar Riviera dd	09/24/2020	1.1	Approve Allocation of Income and Omission of Dividends	No	For	For		For
Valamar Riviera dd	09/24/2020	1.2a	Approve Discharge of Management Board Members	No	For	For		For
Valamar Riviera dd	09/24/2020	1.2b	Approve Discharge of Supervisory Board Members	No	For	For		For
Valamar Riviera dd	09/24/2020	2	Ratify Ernst & Young d.o.o. and UHY RUDAN d.o.o. as Auditors	No	For	For		For
Valamar Riviera dd	09/24/2020	3	Amend Statute Re: Management Board Authorization to Increase Share Capital within Limits of Target Capital	No	For	Against		Against
Valamar Riviera dd	09/24/2020	4	Authorize Management Board to Withdraw Treasury Shares	No	For	For		For
Valamar Riviera dd	09/24/2020	5	Approve Remuneration Policy	No	For	Against		For
Vedanta Limited	09/30/2020	1	Accept Standalone Financial Statements and Statutory Reports	No	For	For		For
Vedanta Limited	09/30/2020	2	Accept Consolidated Financial Statements and Statutory Reports	No	For	For		For
Vedanta Limited	09/30/2020	3	Confirm First Interim Dividend	No	For	For		For
Vedanta Limited	09/30/2020	4	Reelect GR Arun Kumar as Director	No	For	For		For
Vedanta Limited	09/30/2020	5	Elect Anil Kumar Agarwal as Director	No	For	For		Against
Vedanta Limited	09/30/2020	6	Reelect Priya Agarwal as Director	No	For	For		For
Vedanta Limited	09/30/2020	7	Approve Reappointment and Remuneration of GR Arun Kumar as Whole-Time Director Designated as Chief Financial Officer (CFO)	No	For	For		For
Vedanta Limited	09/30/2020	8	Approve Payment of Remuneration to Srinivasan Venkatakrishnan as Whole-Time Director Designated as Chief Executive Officer (CEO)	No	For	Against		Against
Vedanta Limited	09/30/2020	9	Approve Remuneration of Cost Auditors	No	For	For		For
VGI PCL	07/16/2020	1	Message of the Chairman	Yes				
VGI PCL	07/16/2020	2	Approve Minutes of Previous Meeting	No	For	For		For
VGI PCL	07/16/2020	3	Acknowledge Company's Performance	Yes				
VGI PCL	07/16/2020	4	Approve Financial Statements	No	For	For		For
VGI PCL	07/16/2020	5	Approve Allocation of Income and Dividend Payment	No	For	For		For
VGI PCL	07/16/2020	6.1	Elect Kiet Srichomkwan as Director	No	For	For		For
VGI PCL	07/16/2020	6.2	Elect Marut Athakaivalvatee as Director	No	For	For		Against
VGI PCL	07/16/2020	6.3	Elect Surapong Laoha-Unya as Director	No	For	For		Against
VGI PCL	07/16/2020	7	Approve Remuneration of Directors	No	For	For		For
VGI PCL	07/16/2020	8	Approve EY Office Limited as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
VGI PCL	07/16/2020	9	Approve Extension of the Allotment Period of the Newly Issued Ordinary Shares Under General Mandate	No	For	For		For
VGI PCL	07/16/2020	10	Other Business	No	For	Against		Against
Vista Land & Lifescapes, Inc.	07/15/2020	1	Approve Minutes of the Last Annual Meeting of Stockholders Held on June 17, 2019	No	For	For		For
Vista Land & Lifescapes, Inc.	07/15/2020	2	Noting of the President's Report and Management Report and Approval of Audited Financial Statements for the Year 2019	No	For	For		For
Vista Land & Lifescapes, Inc.	07/15/2020	3	Ratify All Acts and Resolutions of the Board of Directors and Management from the Date of the Last Annual Stockholders' Meeting Until the Date of this Meeting	No	For	For		For
Vista Land & Lifescapes, Inc.	07/15/2020		Elect 7 Directors by Cumulative Voting	Yes				
Vista Land & Lifescapes, Inc.	07/15/2020	4.1	Elect Manuel B. Villar as Director	No	For	For		For
Vista Land & Lifescapes, Inc.	07/15/2020	4.2	Elect Manuel Paolo A. Villar as Director	No	For	For		For
Vista Land & Lifescapes, Inc.	07/15/2020	4.3	Elect Cynthia J. Javarez as Director	No	For	Against		Against
Vista Land & Lifescapes, Inc.	07/15/2020	4.4	Elect Camille A. Villar as Director	No	For	Against		Against
Vista Land & Lifescapes, Inc.	07/15/2020	4.5	Elect Frances Rosalie T. Coloma as Director	No	For	Against		Against
Vista Land & Lifescapes, Inc.	07/15/2020	4.6	Elect Marilou O. Adea as Director	No	For	For		For
Vista Land & Lifescapes, Inc.	07/15/2020	4.7	Elect Ruben O. Fruto as Director	No	For	For		For
Vista Land & Lifescapes, Inc.	07/15/2020	5	Appoint Sycip, Gorres Velayo & Co. as External Auditor	No	For	For		For
Vodacom Group Ltd.	07/21/2020	1	Accept Financial Statements and Statutory Reports for the Year Ended 31 March 2020	No	For	For		For
Vodacom Group Ltd.	07/21/2020	2	Elect Khumo Shuenyane as Director	No	For	For		For
Vodacom Group Ltd.	07/21/2020	3	Elect Leanne Wood as Director	No	For	Against		Against
Vodacom Group Ltd.	07/21/2020	4	Elect Pierre Klotz as Director	No	For	Against		Against
Vodacom Group Ltd.	07/21/2020	5	Elect Clive Thomson as Director	No	For	For		For
Vodacom Group Ltd.	07/21/2020	6	Re-elect Vivek Badrinath as Director	No	For	Against		Against
Vodacom Group Ltd.	07/21/2020	7	Re-elect Shameel Aziz Joosub as Director	No	For	For		Against
Vodacom Group Ltd.	07/21/2020	8	Reappoint Ernst & Young Inc. as Auditors with Vinodhan Pillay as the Individual Registered Auditor	No	For	For		For
Vodacom Group Ltd.	07/21/2020	9	Approve Remuneration Policy	No	For	For		For
Vodacom Group Ltd.	07/21/2020	10	Approve Implementation of the Remuneration Policy	No	For	For		For
Vodacom Group Ltd.	07/21/2020	11	Re-elect David Brown as Member of the Audit, Risk and Compliance Committee	No	For	For		For
Vodacom Group Ltd.	07/21/2020	12	Elect Clive Thomson as Member of the Audit, Risk and Compliance Committee	No	For	For		For
Vodacom Group Ltd.	07/21/2020	13	Elect Khumo Shuenyane as Member of the Audit, Risk and Compliance Committee	No	For	For		For
Vodacom Group Ltd.	07/21/2020	14	Elect Nomkhitha Ngweni as Member of the Audit, Risk and Compliance Committee	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Vodacom Group Ltd.	07/21/2020	15	Authorise Repurchase of Issued Share Capital	No	For	For		For
Vodacom Group Ltd.	07/21/2020	16	Approve Increase in Non-Executive Directors' Fees	No	For	For		For
Vodafone Idea Limited	09/30/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Vodafone Idea Limited	09/30/2020	2	Reelect Debnarayan Bhattacharya as Director	No	For	For		Against
Vodafone Idea Limited	09/30/2020	3	Reelect Vivek Badrinath as Director	No	For	Against		Against
Vodafone Idea Limited	09/30/2020	4	Approve Remuneration of Cost Auditors	No	For	For		For
Vodafone Idea Limited	09/30/2020	5	Approve Appointment of Ravinder Takkar as Managing Director & Chief Executive Officer	No	For	For		For
Vodafone Idea Limited	09/30/2020	6	Approve Material Related Party Transactions with Indus Towers Limited	No	For	For		For
Vodafone Idea Limited	09/30/2020	7	Approve Material Related Party Transactions with Bharti Infratel Limited	No	For	For		For
Vodafone Idea Limited	09/30/2020	8	Approve Borrowing Powers	No	For	For		For
Vodafone Idea Limited	09/30/2020	9	Approve Pledging of Assets for Debt	No	For	For		For
Vodafone Idea Limited	09/30/2020	10	Amend Articles of Association	No	For	For		For
Vodafone Idea Limited	09/30/2020	11	Approve Issuance of Non-Convertible Debentures and Equity Securities	No	For	For		For
Voltas Limited	08/21/2020	1	Accept Standalone Financial Statements and Statutory Reports	No	For	For		For
Voltas Limited	08/21/2020	2	Accept Consolidated Financial Statements and Statutory Reports	No	For	For		For
Voltas Limited	08/21/2020	3	Approve Dividend	No	For	For		For
Voltas Limited	08/21/2020	4	Reelect Pradeep Kumar Bakshi as Director	No	For	For		For
Voltas Limited	08/21/2020	5	Reelect Vinayak Deshpande as Director	No	For	For		For
Voltas Limited	08/21/2020	6	Approve Reappointment and Remuneration of Pradeep Kumar Bakshi as Managing Director and Chief Executive Officer	No	For	Against		Against
Voltas Limited	08/21/2020	7	Approve Payment of Commission to Non-Executive Directors	No	For	Against		Against
Voltas Limited	08/21/2020	8	Approve Remuneration of Cost Auditors	No	For	For		For
VTB Bank PJSC	09/24/2020	1	Approve Annual Report	No	For	For		For
VTB Bank PJSC	09/24/2020	2	Approve Financial Statements	No	For	For		For
VTB Bank PJSC	09/24/2020	3	Approve Allocation of Income	No	For	For		For
VTB Bank PJSC	09/24/2020	4	Approve Allocation of Undistributed Profit from Previous Years	No	For	For		For
VTB Bank PJSC	09/24/2020	5	Approve Dividends on Common and Preferred Shares	No	For	For		For
VTB Bank PJSC	09/24/2020	6	Approve Dividends on Type 1 Preferred Share	No	For	For		For
VTB Bank PJSC	09/24/2020	7	Approve Remuneration of Directors	No	For	For		For
VTB Bank PJSC	09/24/2020	8	Approve Remuneration of Members of Audit Commission	No	For	For		For
VTB Bank PJSC	09/24/2020	9	Fix Number of Directors at 11	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
VTB Bank PJSC	09/24/2020		Elect 11 Directors by Cumulative Voting	Yes				
VTB Bank PJSC	09/24/2020	10.1	Elect Matthias Warnig as Director	No	None	Against		Against
VTB Bank PJSC	09/24/2020	10.2	Elect Dmitrii Grigorenko as Director	No	None	Against		Against
VTB Bank PJSC	09/24/2020	10.3	Elect Yves-Thibault De Silguy as Director	No	None	Against		Against
VTB Bank PJSC	09/24/2020	10.4	Elect Mikhail Zadornov as Director	No	None	Against		Against
VTB Bank PJSC	09/24/2020	10.5	Elect Andrei Kostin as Director	No	None	Against		Against
VTB Bank PJSC	09/24/2020	10.6	Elect Israfail Aidyn oglu Mammadov as Director	No	None	For		For
VTB Bank PJSC	09/24/2020	10.7	Elect Aleksei Moiseev as Director	No	None	Against		Against
VTB Bank PJSC	09/24/2020	10.8	Elect Igor Repin as Director	No	None	For		For
VTB Bank PJSC	09/24/2020	10.9	Elect Maksim Reshetnikov as Director	No	None	Against		Against
VTB Bank PJSC	09/24/2020	10.10	Elect Valerii Sidorenko as Director	No	None	Against		Against
VTB Bank PJSC	09/24/2020	10.11	Elect Aleksandr Sokolov as Director	No	None	Against		Against
VTB Bank PJSC	09/24/2020	11	Fix Number of Audit Commission Members at Five	No	For	For		For
VTB Bank PJSC	09/24/2020	12	Elect Pavel Buchnev, Evgenii Gontmakher, Mikhail Krasnov, Zakhar Sabantsev and Vadim Soskov as Members of Audit Commission	No	For	For		For
VTB Bank PJSC	09/24/2020	13	Ratify Ernst & Young as Auditor	No	For	For		For
VTB Bank PJSC	09/24/2020	14	Approve New Edition of Charter	No	For	For		For
VTB Bank PJSC	09/24/2020	15	Approve New Edition of Regulations on Board of Directors	No	For	For		For
VTB Bank PJSC	09/24/2020	16	Approve New Edition of Regulations on Management	No	For	For		For
VTB Bank PJSC	09/24/2020	17	Approve New Edition of Regulations on Audit Commission	No	For	For		For
VTB Bank PJSC	09/24/2020	18	Approve Company's Membership in Big Data Association	No	For	For		For
Vukile Property Fund Ltd.	10/02/2020		Special Resolutions	Yes				
Vukile Property Fund Ltd.	10/02/2020	1	Approve Financial Assistance in Terms of Section 45 of the Companies Act	No	For	For		For
Vukile Property Fund Ltd.	10/02/2020	2	Approve Financial Assistance in Terms of Section 44 of the Companies Act	No	For	Against		Against
Vukile Property Fund Ltd.	10/02/2020	3.1	Approve Non-executive Directors' Retainer	No	For	For		For
Vukile Property Fund Ltd.	10/02/2020	3.2	Approve Board Chairman's Retainer	No	For	Against		Against
Vukile Property Fund Ltd.	10/02/2020	3.3	Approve Audit and Risk Committee Chairman's Retainer	No	For	For		For
Vukile Property Fund Ltd.	10/02/2020	3.4	Approve Social, Ethics and Human Resources Committee Chairman's Retainer	No	For	For		For
Vukile Property Fund Ltd.	10/02/2020	3.5	Approve Property and Investment Committee Chairman's Retainer	No	For	For		For
Vukile Property Fund Ltd.	10/02/2020	3.6	Approve Lead Independent Director's Retainer	No	For	For		For
Vukile Property Fund Ltd.	10/02/2020	3.7	Approve Board Attendance Fees	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Vukile Property Fund Ltd.	10/02/2020	3.8	Approve Audit and Risk Committee Attendance Fees	No	For	For		For
Vukile Property Fund Ltd.	10/02/2020	3.9	Approve Social, Ethics and Human Resources Committee Attendance Fees	No	For	For		For
Vukile Property Fund Ltd.	10/02/2020	3.10	Approve Property and Investment Committee Attendance Fees	No	For	For		For
Vukile Property Fund Ltd.	10/02/2020	4	Authorise Repurchase of Issued Share Capital	No	For	For		For
Vukile Property Fund Ltd.	10/02/2020		Ordinary Resolutions	Yes				
Vukile Property Fund Ltd.	10/02/2020	1	Accept Financial Statements and Statutory Reports for the Year Ended 31 March 2020	No	For	For		For
Vukile Property Fund Ltd.	10/02/2020	2	Reappoint PwC as Auditors with A Taylor as the Designated Registered Auditor	No	For	For		For
Vukile Property Fund Ltd.	10/02/2020	3.1	Re-elect Dr Renosi Mokate as Director	No	For	For		For
Vukile Property Fund Ltd.	10/02/2020	3.2	Re-elect Babalwa Ngonyama as Director	No	For	For		For
Vukile Property Fund Ltd.	10/02/2020	3.3	Re-elect Hatla Ntene as Director	No	For	For		For
Vukile Property Fund Ltd.	10/02/2020	3.4	Re-elect Laurence Rapp as Director	No	For	For		For
Vukile Property Fund Ltd.	10/02/2020	4.1	Re-elect Dr Steve Booysen as Member of the Audit and Risk Committee	No	For	Against		Against
Vukile Property Fund Ltd.	10/02/2020	4.2	Re-elect Dr Renosi Mokate as Member of the Audit and Risk Committee	No	For	For		For
Vukile Property Fund Ltd.	10/02/2020	4.3	Re-elect Babalwa Ngonyama as Member of the Audit and Risk Committee	No	For	For		For
Vukile Property Fund Ltd.	10/02/2020	5	Place Authorised but Unissued Shares under Control of Directors	No	For	For		For
Vukile Property Fund Ltd.	10/02/2020	6	Authorise Board to Issue Shares for Cash	No	For	For		For
Vukile Property Fund Ltd.	10/02/2020	7.1	Approve Remuneration Policy	No	For	For		For
Vukile Property Fund Ltd.	10/02/2020	7.2	Approve Remuneration Implementation Report	No	For	For		For
Vukile Property Fund Ltd.	10/02/2020	8	Authorise Ratification of Approved Resolutions	No	For	For		For
Want Want China Holdings Limited	08/18/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Want Want China Holdings Limited	08/18/2020	2a	Approve Final Dividend	No	For	For		For
Want Want China Holdings Limited	08/18/2020	2b	Approve Special Dividend	No	For	For		For
Want Want China Holdings Limited	08/18/2020	3a1	Elect Tsai Eng-Meng as Director	No	For	For		Against
Want Want China Holdings Limited	08/18/2020	3a2	Elect Tsai Wang-Chia as Director	No	For	For		Against
Want Want China Holdings Limited	08/18/2020	3a3	Elect Liao Ching-Tsun as Director	No	For	For		Against
Want Want China Holdings Limited	08/18/2020	3a4	Elect Hsieh Tien-Jen as Director	No	For	For		For
Want Want China Holdings Limited	08/18/2020	3a5	Elect Lee Kwok Ming as Director	No	For	For		For
Want Want China Holdings Limited	08/18/2020	3a6	Elect Pan Chih-Chiang as Director	No	For	For		For
Want Want China Holdings Limited	08/18/2020	3b	Authorize Board to Fix Remuneration of Directors	No	For	For		For
Want Want China Holdings Limited	08/18/2020	4	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	No	For	For		For
Want Want China Holdings Limited	08/18/2020	5	Authorize Repurchase of Issued Share Capital	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Want Want China Holdings Limited	08/18/2020	6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	No	For	Against		Against
Want Want China Holdings Limited	08/18/2020	7	Authorize Reissuance of Repurchased Shares	No	For	Against		Against
Weichai Power Co., Ltd.	07/31/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
Weichai Power Co., Ltd.	07/31/2020	1	Approve Grant of the Guarantees by the Company for the Benefit of Weichai Power Hong Kong International Development Co., Limited in Respect of Certain Loans	No	For	For		For
Weichai Power Co., Ltd.	11/13/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
Weichai Power Co., Ltd.	11/13/2020	1	Approve Supplemental Agreement to the Weichai Sale and Processing Services Agreement and Relevant New Caps	No	For	For		For
Weichai Power Co., Ltd.	11/13/2020	2	Approve Supplemental Agreement to the Weichai Holdings Utilities Services Agreement and Chongqing Weichai Utilities Services and Relevant New Caps	No	For	For		For
Weichai Power Co., Ltd.	11/13/2020	3	Approve Supplemental Agreement to the Weichai Heavy Machinery Purchase and Processing Services Agreement and Relevant New Caps	No	For	For		For
Weichai Power Co., Ltd.	11/13/2020	4	Approve Supplemental Agreement to the Weichai Power Diesel Engines Supply Framework Agreement and the Weichai Yangzhou Diesel Engines Supply Framework Agreement and Relevant New Caps	No	For	For		For
Weichai Power Co., Ltd.	11/13/2020	5	Approve Supplemental Agreement to the Transmissions Supply Framework Agreement and Relevant New Caps	No	For	For		For
Weichai Power Co., Ltd.	11/13/2020	6	Approve Supplemental Agreement to the Axles Supply Framework Agreement and Relevant New Caps	No	For	For		For
Weichai Power Co., Ltd.	11/13/2020	7	Approve Supplemental Agreement to the Weichai Westport Supply Agreement and Relevant New Caps	No	For	For		For
Weichai Power Co., Ltd.	11/13/2020	8	Approve Supplemental Agreement to the Weichai Westport Purchase Agreement and Relevant New Caps	No	For	For		For
Weichai Power Co., Ltd.	11/13/2020	9	Approve Supplemental Agreement to the Weichai Westport Logistics Agreement and Relevant New Caps	No	For	For		For
Weichai Power Co., Ltd.	11/13/2020	10	Approve Supplemental Agreement to the Weichai Westport Leasing Agreement and Relevant New Caps	No	For	For		For
Weichai Power Co., Ltd.	11/13/2020	11	Approve Grant of the Guarantee(s) by the Company for the Benefit of Weichai Power Hong Kong International Development Co., Limited in Respect of Certain Loans	No	For	For		For
Weichai Power Co., Ltd.	11/13/2020	12	Amend Articles of Association	No	For	For		For
WHA Corp. Public Co. Ltd.	07/13/2020	1	Approve Minutes of Previous Meeting	No	For	For		For
WHA Corp. Public Co. Ltd.	07/13/2020	2	Acknowledge Operating Performance	Yes				
WHA Corp. Public Co. Ltd.	07/13/2020	3	Approve Financial Statements	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
WHA Corp. Public Co. Ltd.	07/13/2020	4	Approve Allocation of Legal Reserve and Dividend Payment	No	For	For		For
WHA Corp. Public Co. Ltd.	07/13/2020	5	Approve Issuance and Offering of Debentures	No	For	For		For
WHA Corp. Public Co. Ltd.	07/13/2020	6.1	Elect Jareeporn Jarukornsakul as Director	No	For	For		Against
WHA Corp. Public Co. Ltd.	07/13/2020	6.2	Elect Kritsana Sukboonyasatit as Director	No	For	For		For
WHA Corp. Public Co. Ltd.	07/13/2020	6.3	Elect Somsak Pratomsrimek as Director	No	For	For		For
WHA Corp. Public Co. Ltd.	07/13/2020	7	Acknowledge Remuneration of Directors for the Year 2019 and Approve Remuneration of Directors for the Year 2020	No	For	For		For
WHA Corp. Public Co. Ltd.	07/13/2020	8	Approve PricewaterhouseCoopers ABAS Limited as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
WHA Corp. Public Co. Ltd.	07/13/2020	9	Amend Articles of Association	No	For	For		For
WHA Corp. Public Co. Ltd.	07/13/2020	10	Other Business	No	For	Against		Against
Wipro Limited	07/13/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Wipro Limited	07/13/2020	2	Confirm Interim Dividend as Final Dividend	No	For	For		For
Wipro Limited	07/13/2020	3	Reelect Azim H. Premji as Director	No	For	For		For
Wipro Limited	07/13/2020	4	Elect Thierry Delaporte as Director and Approve Appointment and Remuneration of Thierry Delaporte as Chief Executive Officer and Managing Director	No	For	Against		Against
Wipro Limited	07/13/2020	5	Elect Deepak M. Satwalekar as Director	No	For	For		For
Wipro Limited	11/16/2020		Postal Ballot	Yes				
Wipro Limited	11/16/2020	1	Approve Buyback of Equity Shares	No	For	For		For
Woolworths Holdings Ltd.	11/25/2020	1	Elect Roy Bagattini as Director	No	For	For		For
Woolworths Holdings Ltd.	11/25/2020	2.1	Re-elect Zarina Bassa as Director	No	For	For		For
Woolworths Holdings Ltd.	11/25/2020	2.2	Re-elect Reeza Isaacs as Director	No	For	For		For
Woolworths Holdings Ltd.	11/25/2020	2.3	Re-elect Sam Ngumeni as Director	No	For	For		For
Woolworths Holdings Ltd.	11/25/2020	3.1	Re-elect Zarina Bassa as Member of the Audit Committee	No	For	For		For
Woolworths Holdings Ltd.	11/25/2020	3.2	Re-elect Thembisa Skweyiya as Member of the Audit Committee	No	For	For		For
Woolworths Holdings Ltd.	11/25/2020	3.3	Re-elect Christopher Colfer as Member of the Audit Committee	No	For	For		For
Woolworths Holdings Ltd.	11/25/2020	3.4	Re-elect Clive Thomson as Member of the Audit Committee	No	For	For		For
Woolworths Holdings Ltd.	11/25/2020	4	Reappoint Ernst & Young Inc as Auditors of the Company with the Designated Audit Partner	No	For	For		For
Woolworths Holdings Ltd.	11/25/2020	5	Approve Remuneration Policy	No	For	For		For
Woolworths Holdings Ltd.	11/25/2020	6	Approve Remuneration Implementation Report	No	For	Against		Against
Woolworths Holdings Ltd.	11/25/2020	7	Approve Remuneration of Non-Executive Directors	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Woolworths Holdings Ltd.	11/25/2020	8	Approve Issuance of Shares or Options and Grant Financial Assistance in Terms of the Company's Share-Based Incentive Schemes	No	For	For		For
Woolworths Holdings Ltd.	11/25/2020	9	Approve Financial Assistance in Terms of Section 45 of the Companies Act	No	For	For		For
Woolworths Holdings Ltd.	11/25/2020	10	Authorise Repurchase of Issued Share Capital	No	For	For		For
WuXi AppTec Co., Ltd.	08/31/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
WuXi AppTec Co., Ltd.	08/31/2020	1	Approve Adoption of the H Share Award and Trust Scheme	No	For	Against		Against
WuXi AppTec Co., Ltd.	08/31/2020	2	Approve Grant of Awards to the Connected Selected Participants	No	For	Against		Against
WuXi AppTec Co., Ltd.	08/31/2020	3	Approve Authorization to the Board and/or the Delegate to Handle Matters Pertaining to the H Share Award and Trust Scheme with Full Authority	No	For	Against		Against
WuXi AppTec Co., Ltd.	08/31/2020	4	Elect Boyang Wu as Supervisor	No	For	For		For
WuXi AppTec Co., Ltd.	08/31/2020	5	Approve Adjustment of the Remuneration Scheme of Supervisors	No	For	For		For
WuXi AppTec Co., Ltd.	08/31/2020	6	Approve Change of Registered Capital	No	For	For		For
WuXi AppTec Co., Ltd.	08/31/2020	7	Amend Articles of Association	No	For	For		For
WuXi AppTec Co., Ltd.	08/31/2020	8	Amend Rules and Procedures Regarding General Meetings of Shareholders	No	For	For		For
WuXi AppTec Co., Ltd.	08/31/2020	9	Amend Rules and Procedures Regarding Meetings of Board of Directors	No	For	For		For
Wuxi Biologics (Cayman), Inc.	11/12/2020	1	Approve Share Subdivision	No	For	For		For
Yanbu National Petrochemical Co.	12/29/2020		Extraordinary Business	Yes				
Yanbu National Petrochemical Co.	12/29/2020	1	Amend Article 3 of Bylaws Re: Company Purposes	No	For	For		For
Yanbu National Petrochemical Co.	12/29/2020	2	Amend Article 4 of Bylaws Re: Participation and Ownership	No	For	For		For
Yanbu National Petrochemical Co.	12/29/2020	3	Amend Article 6 of Bylaws Re: Company's Term	No	For	For		For
Yanbu National Petrochemical Co.	12/29/2020	4	Amend Article 21 of Bylaws Re: Board Powers	No	For	For		For
Yanbu National Petrochemical Co.	12/29/2020	5	Amend Article 23 of Bylaws Re: Chairman and Vice Chairman Powers	No	For	For		For
Yanbu National Petrochemical Co.	12/29/2020	6	Amend Article 27 of Bylaws Re: General Meetings Attendance	No	For	For		For
Yanbu National Petrochemical Co.	12/29/2020	7	Adopt New Article 28 of Bylaws Re: General Meetings Attendance	No	For	For		For
Yanbu National Petrochemical Co.	12/29/2020	8	Amend Article 30 of Bylaws Re: General Meetings Invitation	No	For	For		For
Yanbu National Petrochemical Co.	12/29/2020	9	Amend Article 41 of Bylaws Re: Audit Committee Reports	No	For	For		For
Yanbu National Petrochemical Co.	12/29/2020	10	Amend Article 45 of Bylaws Re: Financial Documents	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Yanbu National Petrochemical Co.	12/29/2020	11	Amend Article 46 of Bylaws Re: Allocation of Dividends	No	For	For		For
Yanbu National Petrochemical Co.	12/29/2020	12	Approve Rearrangement and Numbering of Company's Articles of Association	No	For	For		For
Yandex NV	10/29/2020		Annual Meeting Agenda	Yes				
Yandex NV	10/29/2020	1	Adopt Financial Statements and Statutory Reports	No	For	For		For
Yandex NV	10/29/2020	2	Approve Discharge of Directors	No	For	For		For
Yandex NV	10/29/2020	3	Reelect Arkady Volozh as Executive Director	No	For	For		For
Yandex NV	10/29/2020	4	Reelect Mikhail Parakhin as Non-Executive Director	No	For	For		For
Yandex NV	10/29/2020	5	Approve Cancellation of Outstanding Class C Shares	No	For	For		For
Yandex NV	10/29/2020	6	Ratify Auditors	No	For	For		For
Yandex NV	10/29/2020	7	Grant Board Authority to Issue Class A Shares	No	For	Against		Against
Yandex NV	10/29/2020	8	Authorize Board to Exclude Preemptive Rights from Share Issuances	No	For	Against		Against
Yandex NV	10/29/2020	9	Authorize Repurchase of Up to 20 Percent of Issued Share Capital	No	For	Against		Against
Yanzhou Coal Mining Co., Ltd.	09/30/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
Yanzhou Coal Mining Co., Ltd.	09/30/2020	1	Amend Articles of Association	No	For	For		For
Yanzhou Coal Mining Company Limited	12/09/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
Yanzhou Coal Mining Company Limited	12/09/2020	1	Approve Equity Interests and Assets Transfer Agreement	No	For	For		For
Yanzhou Coal Mining Company Limited	12/09/2020	2	Approve Supplemental Authorization for the Company to Carry Out Domestic and Overseas Financing Activities	No	For	For		For
Yanzhou Coal Mining Company Limited	12/09/2020	3	Approve Increase in the 2020-2024 Cash Dividend Ratio	No	For	For		For
Yanzhou Coal Mining Company Limited	12/09/2020	4	Approve Capital Increase Agreement of Yankuang (Hainan) Intelligent Logistics Science and Technology Co., Ltd. and Related Transactions	No	For	For		For
Yatas Yatak ve Yorgan Sanayi Ticaret AS	11/28/2020		Special Meeting Agenda	Yes				
Yatas Yatak ve Yorgan Sanayi Ticaret AS	11/28/2020	1	Open Meeting and Elect Presiding Council of Meeting	No	For	For		For
Yatas Yatak ve Yorgan Sanayi Ticaret AS	11/28/2020	2	Authorize Presiding Council to Sign the Meeting Minutes	No	For	For		For
Yatas Yatak ve Yorgan Sanayi Ticaret AS	11/28/2020	3	Approve Dividends	No	For	For		For
Yatas Yatak ve Yorgan Sanayi Ticaret AS	11/28/2020	4	Close Meeting	Yes				
Yes Bank Limited	09/10/2020	1a	Accept Standalone Financial Statements and Statutory Reports	No	For	For		For
Yes Bank Limited	09/10/2020	1b	Accept Consolidated Financial Statements and Statutory Reports	No	For	For		For
Yes Bank Limited	09/10/2020	2	Approve M. P. Chitale & Co., Chartered Accountants as Auditors and Authorize Board to Fix Their Remuneration	No	For	For		For
Yes Bank Limited	09/10/2020	3	Elect Sunil Mehta as Director and Chairman and Approve His Remuneration	No	For	For		For
Yes Bank Limited	09/10/2020	4	Elect Mahesh Krishnamurti as Director	No	For	For		For
Yes Bank Limited	09/10/2020	5	Elect Atul Bheda as Director	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Yes Bank Limited	09/10/2020	6	Elect Rama Subramaniam Gandhi as Director	No	For	For		For
Yes Bank Limited	09/10/2020	7	Elect Ananth Narayan Gopalakrishnan as Director	No	For	For		For
Yes Bank Limited	09/10/2020	8	Elect Swaminathan Janakiraman as Director	No	For	For		For
Yes Bank Limited	09/10/2020	9	Elect Partha Pratim Sengupta as Director and Subsequent Resignation	No	For	For		For
Yes Bank Limited	09/10/2020	10	Elect V. S. Radhakrishnan as Director	No	For	For		For
Yes Bank Limited	09/10/2020	11	Approve Appointment and Remuneration of Prashant Kumar as Managing Director and Chief Executive Officer	No	For	For		For
Yes Bank Limited	09/10/2020	12	Approve Payment of Remuneration to Prashant Kumar as Administrator	No	For	For		For
Yes Bank Limited	09/10/2020	13	Approve Extension of Bank Provided Accommodation and Car Facility to Ravneet Singh Gill as Ex Managing Director & Chief Executive Officer	No	For	For		For
Yes Bank Limited	09/10/2020	14	Amend Articles of Association	No	For	For		For
Yes Bank Limited	09/10/2020	15	Amend Employee Stock Option Scheme - 'YBL ESOS - 2018'	No	For	For		For
Yihai International Holding Ltd.	12/31/2020	1	Approve Haidilao Master Sales Agreement, the Relevant Annual Caps and Related Transactions	No	For	For		For
Yihai International Holding Ltd.	12/31/2020	2	Approve Shuhai Sales Agreement, the Relevant Annual Caps and Related Transactions	No	For	For		For
Yihai International Holding Ltd.	12/31/2020	3	Approve Shuhai Purchase Agreement, the Relevant Annual Caps and Related Transactions	No	For	For		For
Yihai International Holding Ltd.	12/31/2020	4	Approve Joint Venture Framework Sales and Purchase Agreements, the Relevant Annual Caps and Related Transactions	No	For	For		For
Yihai International Holding Ltd.	12/31/2020	5	Elect Zhao Xiaokai as Director	No	For	For		Against
Zagrebacka Banka dd	07/08/2020	1	Receive Financial Statements, Consolidated Financial Statements, and Annual Report of Company and Subsidiaries	Yes				
Zagrebacka Banka dd	07/08/2020	2	Receive Supervisory Board Report	Yes				
Zagrebacka Banka dd	07/08/2020	3	Approve Allocation of Income	No	For	For		For
Zagrebacka Banka dd	07/08/2020	4.1	Approve Discharge of Management Board Members	No	For	For		For
Zagrebacka Banka dd	07/08/2020	4.2	Approve Discharge of Supervisory Board Members	No	For	For		For
Zagrebacka Banka dd	07/08/2020	5	Approve Remuneration of Supervisory Board Members	No	For	For		For
Zagrebacka Banka dd	07/08/2020	6	Ratify BDO Croatia d.o.o. as Auditor	No	For	For		For
Zagrebacka Banka dd	07/08/2020	7	Elect Supervisory Board Members and Approve Suitability of Newly-Elected Supervisory Board Members	No	For	Against		Against
Zagrebacka Banka dd	07/08/2020	8	Approve Suitability of Supervisory Board Members	No	For	For		For
Zagrebacka Banka dd	12/09/2020	1	Approve Remuneration Report	No	For	Against		Against
Zai Lab Limited	09/04/2020	1	Approve Increase in Authorized Share Capital	No	For	Against		Against

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Zai Lab Limited	09/04/2020	2	Amend Memorandum of Association	No	For	Against		Against
Zee Entertainment Enterprises Limited	09/18/2020	1	Accept Financial Statements and Statutory Reports	No	For	For		For
Zee Entertainment Enterprises Limited	09/18/2020	2	Approve Dividend on the Preference Shares	No	For	For		For
Zee Entertainment Enterprises Limited	09/18/2020	3	Approve Dividend	No	For	For		For
Zee Entertainment Enterprises Limited	09/18/2020	4	Reelect Ashok Kurien as Director	No	For	For		Against
Zee Entertainment Enterprises Limited	09/18/2020	5	Approve Remuneration of Cost Auditors	No	For	For		For
Zee Entertainment Enterprises Limited	09/18/2020	6	Elect R Gopalan as Director	No	For	For		For
Zee Entertainment Enterprises Limited	09/18/2020	7	Elect Piyush Pandey as Director	No	For	For		For
Zee Entertainment Enterprises Limited	09/18/2020	8	Elect Alicia Yi as Director	No	For	For		For
Zee Entertainment Enterprises Limited	09/18/2020	9	Approve Reappointment and Remuneration of Punit Goenka as Managing Director & Chief Executive Officer	No	For	For		For
Zee Entertainment Enterprises Limited	09/18/2020	10	Approve Payment of Commission to Non-Executive Directors	No	For	For		For
Zhaojin Mining Industry Company Limited	09/15/2020	1	Approve Issuance of Corporate Bonds and Related Transactions	No	For	For		For
Zhaojin Mining Industry Company Limited	09/15/2020	2	Approve Issuance of Medium-term Notes and Related Transactions	No	For	For		For
Zhaojin Mining Industry Company Limited	09/15/2020	3	Approve Issuance of Perpetual Medium-term Notes and Related Transactions	No	For	For		For
Zhaojin Mining Industry Company Limited	09/15/2020	4a	Amend Articles of Association	No	For	For		For
Zhaojin Mining Industry Company Limited	09/15/2020	4b	Authorize Board to Deal With All Matters in Relation to the Amendment of Articles of Association	No	For	For		For
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020		RESOLUTIONS IN RELATION TO THE APPLICATION FOR THE ISSUE OF A SHARES OF THE COMPANY	Yes				
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020	1.1	Approve Place of Listing	No	For	For		For
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020	1.2	Approve Class of Shares to be Issued	No	For	For		For
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020	1.3	Approve Nominal Value of Shares	No	For	For		For
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020	1.4	Approve Target Subscribers	No	For	For		For
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020	1.5	Approve Schedule of the Issue and Listing	No	For	For		For
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020	1.6	Approve Method of Issue	No	For	For		For
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020	1.7	Approve Issue Size	No	For	For		For
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020	1.8	Approve Pricing Methodology	No	For	For		For
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020	1.9	Approve Implementation of Strategic Placing Upon Issue	No	For	For		For
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020	1.10	Approve Use of Proceeds	No	For	For		For
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020	1.11	Approve Method of Underwriting	No	For	For		For
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020	1.12	Approve Validity Period of Resolutions in Relation to the Issue and Listing	No	For	For		For
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020	2	Authorize Board to Deal with All Matters in Relation to the Issue of A Shares	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020	3	Approve Projects to be Financed with Proceeds from the Issue of A Shares and Feasibility Analysis Report	No	For	For		For
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020	4	Approve Accumulated Profit Distribution Plan Prior to the Issue of A Shares	No	For	For		For
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020	5	Approve Formulation of the Plan for Stabilization of Price of A Shares within Three Years After the Issue of A Shares	No	For	For		For
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020	6	Approve Dilution of Immediate Return by the Issue of A Shares and Recovery Measures	No	For	For		For
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020	7	Approve Three-Year Dividend Distribution Plan for Shareholders After the Issue of A Shares	No	For	For		For
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020	8	Approve Undertakings Regarding the Information Disclosure in the Prospectus for the Issue of A Shares	No	For	For		For
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020	9	Amend Articles of Association	No	For	For		For
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020	10	Amend Rules and Procedures Regarding General Meetings of Shareholders	No	For	For		For
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020	11	Amend Rules and Procedures Regarding Meetings of Board of Directors	No	For	For		For
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020	12	Amend Rules and Procedures Regarding Meetings of Supervisory Committee	No	For	For		For
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020	13	Approve Formulation of the Terms of Reference of the Independent Non-Executive Directors	No	For	For		For
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020		RESOLUTIONS IN RELATION TO THE FORMULATION OF THE INTERNAL CONTROL POLICIES RELATING TO THE ISSUE OF A SHARES	Yes				
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020	14.1	Approve Management Policy for External Guarantees	No	For	For		For
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020	14.2	Approve Management Policy for Related Party Transactions	No	For	For		For
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020	14.3	Approve Management Policy for External Investments	No	For	For		For
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020	14.4	Approve Policy for Preventing the Controlling Shareholders, Actual Controllers and Related Parties from Appropriating Funds	No	For	For		For
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020	14.5	Approve Management Policy for Funds Raised from A Shares	No	For	For		For
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020	15	Approve Deloitte Touche Tohmatsu Certified Public Accountants LLP as Auditor and Authorize Board to Fix Their Remuneration	No	For	For		For
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020	16	Approve 2020-23 Financial Services Framework Agreement I and Related Transactions	No	For	Against		Against
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020	17	Approve 2021-23 Financial Services Framework Agreement II and Related Transactions	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020	18	Approve 2021-23 Shiling Mutual Supply Framework Agreement and Related Transactions	No	For	For		For
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020	19	Elect Shang Jing as Director	No	For	For		For
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020		CLASS MEETING FOR HOLDERS OF H SHARES	Yes				
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020		RESOLUTIONS IN RELATION TO THE APPLICATION FOR THE ISSUE OF A SHARES OF THE COMPANY	Yes				
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020	1.1	Approve Place of Listing	No	For	For		For
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020	1.2	Approve Class of Shares to be Issued	No	For	For		For
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020	1.3	Approve Nominal Value of Shares	No	For	For		For
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020	1.4	Approve Target Subscribers	No	For	For		For
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020	1.5	Approve Schedule of the Issue and Listing	No	For	For		For
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020	1.6	Approve Method of Issue	No	For	For		For
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020	1.7	Approve Issue Size	No	For	For		For
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020	1.8	Approve Pricing Methodology	No	For	For		For
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020	1.9	Approve Implementation of Strategic Placing Upon Issue	No	For	For		For
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020	1.10	Approve Use of Proceeds	No	For	For		For
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020	1.11	Approve Method of Underwriting	No	For	For		For
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020	1.12	Approve Validity Period of Resolutions in Relation to the Issue and Listing	No	For	For		For
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020	2	Authorize Board to Deal with All Matters in Relation to the Issue of A Shares	No	For	For		For
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020	3	Approve Projects to be Financed with Proceeds from the Issue of A Shares and Feasibility Analysis Report	No	For	For		For
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020	4	Approve Accumulated Profit Distribution Plan Prior to the Issue of A Shares	No	For	For		For
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020	5	Approve Formulation of the Plan for Stabilization of Price of A Shares within Three Years After the Issue of A Shares	No	For	For		For
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020	6	Approve Dilution of Immediate Return by the Issue of A Shares and Recovery Measures	No	For	For		For
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020	7	Approve Three-Year Dividend Distribution Plan for Shareholders After the Issue of A Shares	No	For	For		For
Zhuzhou CRRC Times Electric Co., Ltd.	12/07/2020	8	Approve Undertakings Regarding the Information Disclosure in the Prospectus for the Issue of A Shares	No	For	For		For
Zijin Mining Group Co., Ltd.	07/20/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
Zijin Mining Group Co., Ltd.	07/20/2020	1	Approve Satisfaction of the Conditions for the Public Issuance of A Share Convertible Corporate Bonds of the Company	No	For	For		For
Zijin Mining Group Co., Ltd.	07/20/2020		RESOLUTIONS IN RELATION TO THE PUBLIC ISSUANCE OF A SHARE CONVERTIBLE CORPORATE BONDS FOR THE YEAR 2020 OF THE COMPANY	Yes				

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Zijin Mining Group Co., Ltd.	07/20/2020	2.01	Approve Type of Securities to be Issued	No	For	For		For
Zijin Mining Group Co., Ltd.	07/20/2020	2.02	Approve Size of the Issuance	No	For	For		For
Zijin Mining Group Co., Ltd.	07/20/2020	2.03	Approve Par Value and Issue Price	No	For	For		For
Zijin Mining Group Co., Ltd.	07/20/2020	2.04	Approve Term of the A Share Convertible Corporate Bonds	No	For	For		For
Zijin Mining Group Co., Ltd.	07/20/2020	2.05	Approve Coupon Rate of the A Share Convertible Corporate Bonds	No	For	For		For
Zijin Mining Group Co., Ltd.	07/20/2020	2.06	Approve Timing and Method of Repayment of Principal and Interest Payment	No	For	For		For
Zijin Mining Group Co., Ltd.	07/20/2020	2.07	Approve Conversion Period	No	For	For		For
Zijin Mining Group Co., Ltd.	07/20/2020	2.08	Approve Determination and Adjustment of the Conversion Price	No	For	For		For
Zijin Mining Group Co., Ltd.	07/20/2020	2.09	Approve Terms of Downward Adjustment to Conversion Price	No	For	For		For
Zijin Mining Group Co., Ltd.	07/20/2020	2.10	Approve Method for Determining the Number of A Shares for Conversion and Treatment for Remaining Balance of the A Share Convertible Corporate Bonds Which is Insufficient to be Converted into One A Share	No	For	For		For
Zijin Mining Group Co., Ltd.	07/20/2020	2.11	Approve Terms of Redemption	No	For	For		For
Zijin Mining Group Co., Ltd.	07/20/2020	2.12	Approve Terms of Sale Back	No	For	For		For
Zijin Mining Group Co., Ltd.	07/20/2020	2.13	Approve Entitlement to Dividend in the Year of Conversion	No	For	For		For
Zijin Mining Group Co., Ltd.	07/20/2020	2.14	Approve Method of the Issuance and Target Subscribers	No	For	For		For
Zijin Mining Group Co., Ltd.	07/20/2020	2.15	Approve Subscription Arrangement for the Existing A Shareholders	No	For	For		For
Zijin Mining Group Co., Ltd.	07/20/2020	2.16	Approve Relevant Matters of Bondholders' Meetings	No	For	For		For
Zijin Mining Group Co., Ltd.	07/20/2020	2.17	Approve Use of Proceeds	No	For	For		For
Zijin Mining Group Co., Ltd.	07/20/2020	2.18	Approve Rating	No	For	For		For
Zijin Mining Group Co., Ltd.	07/20/2020	2.19	Approve Management and Deposit for Proceeds Raised	No	For	For		For
Zijin Mining Group Co., Ltd.	07/20/2020	2.20	Approve Guarantee and Security	No	For	For		For
Zijin Mining Group Co., Ltd.	07/20/2020	2.21	Approve Validity Period of the Resolution of the Issuance	No	For	For		For
Zijin Mining Group Co., Ltd.	07/20/2020	3	Approve Plan of the Public Issuance of A Share Convertible Corporate Bonds of the Company	No	For	For		For
Zijin Mining Group Co., Ltd.	07/20/2020	4	Approve Feasibility Report on the Use of Proceeds Raised in the Public Issuance of A Share Convertible Corporate Bonds of the Company	No	For	For		For
Zijin Mining Group Co., Ltd.	07/20/2020		RESOLUTIONS IN RELATION TO THE REPORTS ON THE USE OF PROCEEDS PREVIOUSLY RAISED	Yes				

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Zijin Mining Group Co., Ltd.	07/20/2020	5.01	Approve Specific Report on the Use of Proceeds Previously Raised of the Company (as at 31 December 2019)	No	For	For		For
Zijin Mining Group Co., Ltd.	07/20/2020	5.02	Approve Specific Report on the Use of Proceeds Previously Raised of the Company (as at 31 March 2020)	No	For	For		For
Zijin Mining Group Co., Ltd.	07/20/2020	6	Approve Recovery Measures and Undertakings by Relevant Parties in Relation to Dilutive Impact on Immediate Returns of the Public Issuance of A Share Convertible Corporate Bonds of the Company	No	For	For		For
Zijin Mining Group Co., Ltd.	07/20/2020	7	Approve Profit Distribution and Return Plan for the Next Three Years (Year 2020-2022) of the Company	No	For	For		For
Zijin Mining Group Co., Ltd.	07/20/2020	8	Approve Formulation of Rules for A Share Convertible Corporate Bondholders' Meetings of the Company	No	For	For		For
Zijin Mining Group Co., Ltd.	07/20/2020	9	Approve Possible Connected Transactions of Subscriptions of A Share Convertible Corporate Bonds Under the Public Issuance by the Substantial Shareholder, Directors and Supervisors and/or the Directors Under the Employee Stock Ownership Scheme	No	For	For		For
Zijin Mining Group Co., Ltd.	07/20/2020	10	Approve Authorization to the Board of Directors or Its Authorized Persons to Handle All the Matters Relating to the Public Issuance of A Share Convertible Corporate Bonds of the Company	No	For	For		For
Zijin Mining Group Co., Ltd.	07/20/2020	11	Approve Provision of Guarantee for Financing to Gold Mountains (H.K.) International Mining Company Limited	No	For	For		For
Zijin Mining Group Co., Ltd.	07/20/2020	12	Approve Provision of Guarantees for Financing for Acquisition and Construction of Julong Copper	No	For	For		For
Zijin Mining Group Co., Ltd.	07/20/2020		CLASS MEETING FOR HOLDERS OF H SHARES	Yes				
Zijin Mining Group Co., Ltd.	07/20/2020		RESOLUTIONS IN RELATION TO THE PUBLIC ISSUANCE OF A SHARE CONVERTIBLE CORPORATE BONDS FOR THE YEAR 2020 OF THE COMPANY	Yes				
Zijin Mining Group Co., Ltd.	07/20/2020	1.01	Approve Type of Securities to be Issued	No	For	For		For
Zijin Mining Group Co., Ltd.	07/20/2020	1.02	Approve Size of the Issuance	No	For	For		For
Zijin Mining Group Co., Ltd.	07/20/2020	1.03	Approve Par Value and Issue Price	No	For	For		For
Zijin Mining Group Co., Ltd.	07/20/2020	1.04	Approve Term of the A Share Convertible Corporate Bonds	No	For	For		For
Zijin Mining Group Co., Ltd.	07/20/2020	1.05	Approve Coupon Rate of the A Share Convertible Corporate Bonds	No	For	For		For
Zijin Mining Group Co., Ltd.	07/20/2020	1.06	Approve Timing and Method of Repayment of Principal and Interest Payment	No	For	For		For
Zijin Mining Group Co., Ltd.	07/20/2020	1.07	Approve Conversion Period	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Zijin Mining Group Co., Ltd.	07/20/2020	1.08	Approve Determination and Adjustment of the Conversion Price	No	For	For		For
Zijin Mining Group Co., Ltd.	07/20/2020	1.09	Approve Terms of Downward Adjustment to Conversion Price	No	For	For		For
Zijin Mining Group Co., Ltd.	07/20/2020	1.10	Approve Method for Determining the Number of A Shares for Conversion and Treatment for Remaining Balance of the A Share Convertible Corporate Bonds Which is Insufficient to be Converted into One A Share	No	For	For		For
Zijin Mining Group Co., Ltd.	07/20/2020	1.11	Approve Terms of Redemption	No	For	For		For
Zijin Mining Group Co., Ltd.	07/20/2020	1.12	Approve Terms of Sale Back	No	For	For		For
Zijin Mining Group Co., Ltd.	07/20/2020	1.13	Approve Entitlement to Dividend in the Year of Conversion	No	For	For		For
Zijin Mining Group Co., Ltd.	07/20/2020	1.14	Approve Method of the Issuance and Target Subscribers	No	For	For		For
Zijin Mining Group Co., Ltd.	07/20/2020	1.15	Approve Subscription Arrangement for the Existing A Shareholders	No	For	For		For
Zijin Mining Group Co., Ltd.	07/20/2020	1.16	Approve Relevant Matters of Bondholders' Meetings	No	For	For		For
Zijin Mining Group Co., Ltd.	07/20/2020	1.17	Approve Use of Proceeds	No	For	For		For
Zijin Mining Group Co., Ltd.	07/20/2020	1.18	Approve Rating	No	For	For		For
Zijin Mining Group Co., Ltd.	07/20/2020	1.19	Approve Management and Deposit for Proceeds Raised	No	For	For		For
Zijin Mining Group Co., Ltd.	07/20/2020	1.20	Approve Guarantee and Security	No	For	For		For
Zijin Mining Group Co., Ltd.	07/20/2020	1.21	Approve Validity Period of the Resolution of the Issuance	No	For	For		For
Zijin Mining Group Co., Ltd.	07/20/2020	2	Approve Plan of the Public Issuance of A Share Convertible Corporate Bonds of the Company	No	For	For		For
Zijin Mining Group Co., Ltd.	07/20/2020	3	Approve Authorization to the Board of Directors or Its Authorized Persons to Handle All the Matters Relating to the Public Issuance of A Share Convertible Corporate Bonds of the Company	No	For	For		For
Zijin Mining Group Co., Ltd.	12/29/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
Zijin Mining Group Co., Ltd.	12/29/2020	1	Approve Restricted A Share Incentive Scheme for 2020 (Revised Draft) and Its Summary	No	For	Against		Against
Zijin Mining Group Co., Ltd.	12/29/2020	2	Approve Administrative Measures for Implementation of Appraisal for the Restricted A Share Incentive Scheme for 2020	No	For	Against		Against
Zijin Mining Group Co., Ltd.	12/29/2020	3	Authorize the Board to Deal with All Matters in Relation to the Restricted A Share Incentive Scheme for 2020	No	For	Against		Against
Zijin Mining Group Co., Ltd.	12/29/2020	4	Approve Amendment to the Remuneration and Assessment Proposal of Directors and Supervisors	No	For	For		For
Zijin Mining Group Co., Ltd.	12/29/2020	5	Elect Bo Shaochuan as Director and Authorize Board to Enter Into Service Contract with Him	No	For	For		For

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Zijin Mining Group Co., Ltd.	12/29/2020		RESOLUTIONS IN RELATION TO SHELF OFFERING OF CORPORATE BONDS BY THE COMPANY	Yes				
Zijin Mining Group Co., Ltd.	12/29/2020	6.01	Approve Par Value and Size of the Issuance	No	For	For		For
Zijin Mining Group Co., Ltd.	12/29/2020	6.02	Approve Coupon Rates or Their Determination Methods	No	For	For		For
Zijin Mining Group Co., Ltd.	12/29/2020	6.03	Approve Term and Types of the Bonds	No	For	For		For
Zijin Mining Group Co., Ltd.	12/29/2020	6.04	Approve Use of Proceeds	No	For	For		For
Zijin Mining Group Co., Ltd.	12/29/2020	6.05	Approve Method of the Issuance, Targets of the Issuance and Placement to Existing Shareholders	No	For	For		For
Zijin Mining Group Co., Ltd.	12/29/2020	6.06	Approve Guarantee Arrangement	No	For	For		For
Zijin Mining Group Co., Ltd.	12/29/2020	6.07	Approve Redemption or Sell-Back Provisions	No	For	For		For
Zijin Mining Group Co., Ltd.	12/29/2020	6.08	Approve Credit Standing of the Company and Safeguarding Measures for Repayment	No	For	For		For
Zijin Mining Group Co., Ltd.	12/29/2020	6.09	Approve Underwriting	No	For	For		For
Zijin Mining Group Co., Ltd.	12/29/2020	6.10	Approve Listing Arrangement	No	For	For		For
Zijin Mining Group Co., Ltd.	12/29/2020	6.11	Approve Validity Period of the Resolution	No	For	For		For
Zijin Mining Group Co., Ltd.	12/29/2020	7	Authorize the Board to Deal with All Matters in Relation to the Shelf Offering of Corporate Bonds	No	For	For		For
ZTE Corporation	09/30/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
ZTE Corporation	09/30/2020	1.00	Approve Acquisition of Equity Interests in ZTE Microelectronics by Renxing Technology and the Waiver of Preemptive Subscription Rights by the Company	No	For	For		For
ZTE Corporation	09/30/2020	2.00	Approve Cooperation Agreement with Hengjian Xinxin and Huitong Rongxin	No	For	For		For
ZTE Corporation	11/06/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				
ZTE Corporation	11/06/2020	1	Approve the 2020 Share Option Incentive Scheme (Draft) of ZTE Corporation and Its Summary	No	For	Against		Against
ZTE Corporation	11/06/2020	2	Approve 2020 Share Option Incentive Scheme Performance Appraisal System of ZTE Corporation	No	For	Against		Against
ZTE Corporation	11/06/2020	3	Approve Mandate Granted to the Board by the General Meeting to Deal with Matters Pertaining to the 2020 Share Option Incentive Scheme	No	For	Against		Against
ZTE Corporation	11/06/2020	4	Approve Management Stock Ownership Scheme (Draft) of ZTE Corporation and Its Summary	No	For	Against		Against
ZTE Corporation	11/06/2020	5	Approve Measures for the Administration of the Management Stock Ownership Scheme of ZTE Corporation	No	For	Against		Against
ZTE Corporation	11/06/2020	6	Approve the Mandate Granted to the Board by the General Meeting to Deal with Matters Pertaining to the Management Stock Ownership Scheme	No	For	Against		Against
ZTE Corporation	12/21/2020		EGM BALLOT FOR HOLDERS OF H SHARES	Yes				

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PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
ZTE Corporation	12/21/2020	1.00	Approve Fulfillment of Criteria for the Acquisition of Assets by Issuance of Shares and Ancillary Fund-Raising	No	For	For		For
ZTE Corporation	12/21/2020		RESOLUTIONS IN RELATION TO THE COMPANY'S PLAN FOR THE ACQUISITION OF ASSETS BY ISSUANCE OF SHARES AND ANCILLARY FUND-RAISING	Yes				
ZTE Corporation	12/21/2020	2.01	Approve General Plan	No	For	For		For
ZTE Corporation	12/21/2020		RESOLUTIONS IN RELATION TO THE ACQUISITION OF ASSETS BY ISSUANCE OF SHARES	Yes				
ZTE Corporation	12/21/2020	2.02	Approve Counterparties	No	For	For		For
ZTE Corporation	12/21/2020	2.03	Approve Target Assets	No	For	For		For
ZTE Corporation	12/21/2020	2.04	Approve Transaction Price of the Target Assets	No	For	For		For
ZTE Corporation	12/21/2020	2.05	Approve Method of Payment	No	For	For		For
ZTE Corporation	12/21/2020	2.06	Approve Class and Par Value of Shares to be Issued	No	For	For		For
ZTE Corporation	12/21/2020	2.07	Approve Place of Listing	No	For	For		For
ZTE Corporation	12/21/2020	2.08	Approve Issue Price and Pricing Principles	No	For	For		For
ZTE Corporation	12/21/2020	2.09	Approve Proposal in Relation to the Adjustment of Issue Price	No	For	For		For
ZTE Corporation	12/21/2020	2.10	Approve Number of Shares to be Issued	No	For	For		For
ZTE Corporation	12/21/2020	2.11	Approve Lock-up Period Arrangement	No	For	For		For
ZTE Corporation	12/21/2020	2.12	Approve Arrangement for the Retained Undistributed Profits	No	For	For		For
ZTE Corporation	12/21/2020	2.13	Approve Validity Period of the Resolution	No	For	For		For
ZTE Corporation	12/21/2020		RESOLUTIONS IN RELATION TO THE ANCILLARY FUND-RAISING	Yes				
ZTE Corporation	12/21/2020	2.14	Approve Class and Par Value of Shares to be Issued	No	For	For		For
ZTE Corporation	12/21/2020	2.15	Approve Place of Listing	No	For	For		For
ZTE Corporation	12/21/2020	2.16	Approve Target Subscribers	No	For	For		For
ZTE Corporation	12/21/2020	2.17	Approve Method of Issuance and Method of Subscription	No	For	For		For
ZTE Corporation	12/21/2020	2.18	Approve Issue Price and Pricing Principles	No	For	For		For
ZTE Corporation	12/21/2020	2.19	Approve Total Amount of the Ancillary Fund-Raising and Number of Shares to be Issued	No	For	For		For
ZTE Corporation	12/21/2020	2.20	Approve Lock-up Period Arrangement	No	For	For		For
ZTE Corporation	12/21/2020	2.21	Approve Use of the Ancillary Funds-Raising	No	For	For		For
ZTE Corporation	12/21/2020	2.22	Approve Arrangement for the Retained Undistributed Profits	No	For	For		For
ZTE Corporation	12/21/2020	2.23	Approve Validity Period of the Resolution	No	For	For		For
ZTE Corporation	12/21/2020	3.00	Approve Report on Acquisition of Assets by Issuance of Shares and Ancillary Fund-Raising of ZTE Corporation (Draft) (Revised Version)	No	For	For		For

B.1.a

PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
ZTE Corporation	12/21/2020	4.00	Approve Resolution on the Transaction not Constituting a Connected Transaction	No	For	For		For
ZTE Corporation	12/21/2020	5.00	Approve Resolution on the Transaction not Constituting a Major Asset Restructuring	No	For	For		For
ZTE Corporation	12/21/2020	6.00	Approve Article 13 of the Administrative Measures for the Major Asset Restructuring of Listed Companies	No	For	For		For
ZTE Corporation	12/21/2020	7.00	Approve Compliance with Articles 11 and 43 of the Administrative Measures for the Major Asset Restructuring of Listed Companies	No	For	For		For
ZTE Corporation	12/21/2020	8.00	Approve Compliance with Article 4 of the Regulations on Certain Issues Concerning the Regulation of Major Asset Restructuring of Listed Companies	No	For	For		For
ZTE Corporation	12/21/2020	9.00	Approve Conditional Agreement	No	For	For		For
ZTE Corporation	12/21/2020	10.00	Approve Conditional Supplemental Agreement	No	For	For		For
ZTE Corporation	12/21/2020	11.00	Approve Statement of Completeness and Compliance of Statutory Procedures Performed in Relation to the Transaction and the Validity of the Submission of Legal Documents	No	For	For		For
ZTE Corporation	12/21/2020	12.00	Approve Statement of Principals Involved in the Transaction not being Subject to Article 13 of the Interim Provisions on Strengthening Regulation over Unusual Trading in Stocks relating to Major Asset Restructuring of Listed Companies	No	For	For		For
ZTE Corporation	12/21/2020	13.00	Approve Shares Price Fluctuation under Article 5 of the Notice on the Regulation of Information Disclosure by Listed Companies and Acts of Relevant Parties	No	For	For		For
ZTE Corporation	12/21/2020	14.00	Approve Audit Report, the Pro Forma Review Report and the Asset Valuation Report	No	For	For		For
ZTE Corporation	12/21/2020	15.00	Approve Independence of the Appraisal Institution, the Reasonableness of the Appraisal Assumptions, the Relevance between the Appraisal Method and the Appraisal Objectives and the Fairness of the Appraisal Consideration	No	For	For		For
ZTE Corporation	12/21/2020	16.00	Approve Statement of the Basis for, and Reasonableness and Fairness of, the Consideration for the Transaction	No	For	For		For
ZTE Corporation	12/21/2020	17.00	Approve Analysis on Dilution on Returns for the Current Period and Remedial Measures and the Relevant Undertakings in Relation to the Transaction	No	For	For		For

B.1.a

PARAMETRIC Emerging Markets Proxy Votes July through December 2020 Compared with ISS Recommendations								
Company	Meeting Date	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
ZTE Corporation	12/21/2020	18.00	Authorize Board to Deal with All Matters in Relation to the Transaction	No	For	For		For

STATE STREET S&P 500 Proxy Votes July through December 2020 Compared with ISS and Voting Policy Recommendations							
Company Name	Votable Proposal	Proposal Number	Proposal Text	B.1.a Management Recommendation	ISS Recommendation	Voting Policy Recommendation	Vote Instruction
ABIOMED, Inc.	Yes	1.1	Elect Director Dorothy E. Puhý	For	For	For	For
ABIOMED, Inc.	Yes	1.2	Elect Director Paul G. Thomas	For	For	For	For
ABIOMED, Inc.	Yes	1.3	Elect Director Christopher D. Van Gorder	For	For	Withhold	Withhold
ABIOMED, Inc.	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
ABIOMED, Inc.	Yes	3	Ratify Deloitte & Touche LLP as Auditors	For	For	For	For
Amcor plc	Yes	1a	Elect Director Graeme Liebelt	For	For	Refer-Against	Against
Amcor plc	Yes	1b	Elect Director Armin Meyer	For	For	For	For
Amcor plc	Yes	1c	Elect Director Ronald Delia	For	For	For	For
Amcor plc	Yes	1d	Elect Director Andrea Bertone	For	For	For	For
Amcor plc	Yes	1e	Elect Director Karen Guerra	For	For	For	For
Amcor plc	Yes	1f	Elect Director Nicholas (Tom) Long	For	For	For	For
Amcor plc	Yes	1g	Elect Director Arun Nayar	For	For	For	For
Amcor plc	Yes	1h	Elect Director Jeremy Sutcliffe	For	For	For	For
Amcor plc	Yes	1i	Elect Director David Szczupak	For	For	For	For
Amcor plc	Yes	1j	Elect Director Philip Weaver	For	For	For	For
Amcor plc	Yes	2	Ratify PricewaterhouseCoopers AG as Auditors	For	For	For	For
Amcor plc	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
Analog Devices, Inc.	Yes	1	Issue Shares in Connection with Acquisition	For	For	For	For
Analog Devices, Inc.	Yes	2	Adjourn Meeting	For	For	Against	Against
Aon Plc	Yes	1	Approve the Issuance of the Aggregate Scheme Consideration	For	For	For	For
Aon Plc	Yes	2	Adjourn Meeting	For	For	Against	Against
Apartment Investment and Management Company	Yes	1	Revoke Consent to Call a Special Meeting to Approve a Non-Binding Resolution Urging the Board to Put Any Proposed Separation or Spin-Off To a Vote At a Meeting of Stockholders	For	Do Not Vote	Refer	Do Not Vote
Apartment Investment and Management Company	Yes	1	Consent to Call a Special Meeting to Approve a Non-Binding Resolution Urging the Board to Put Any Proposed Separation or Spin-Off To a Vote At a Meeting of Stockholders	For	For	Refer	Do Not Vote
Apartment Investment and Management Company	Yes	2	Consent to Exercise All Rights of Common Shareholders Incidental to Calling the Special Meeting and Causing the Purposes of the Authority Expressly Granted Pursuant to the Written Requests to the Designated Agents to be Carried into Effect	For	For	Refer	Do Not Vote
Apartment Investment and Management Company	Yes	1	Revoke Consent to Call a Special Meeting to Approve a Non-Binding Resolution Urging the Board to Put Any Proposed Separation or Spin-Off To a Vote At a Meeting of Stockholders	For	Do Not Vote	Refer	Do Not Vote
Apartment Investment and Management Company	Yes	1	Consent to Call a Special Meeting to Approve a Non-Binding Resolution Urging the Board to Put Any Proposed Separation or Spin-Off To a Vote At a Meeting of Stockholders	For	For	Refer	Do Not Vote
Apartment Investment and Management Company	Yes	2	Consent to Exercise All Rights of Common Shareholders Incidental to Calling the Special Meeting and Causing the Purposes of the Authority Expressly Granted Pursuant to the Written Requests to the Designated Agents to be Carried into Effect	For	For	Refer	Do Not Vote
Apartment Investment and Management Company	Yes	1	Revoke Consent to Call a Special Meeting to Approve a Non-Binding Resolution Urging the Board to Put Any Proposed Separation or Spin-Off To a Vote At a Meeting of Stockholders	For	Do Not Vote	Refer	Do Not Vote
Apartment Investment and Management Company	Yes	1	Consent to Call a Special Meeting to Approve a Non-Binding Resolution Urging the Board to Put Any Proposed Separation or Spin-Off To a Vote At a Meeting of Stockholders	For	For	Refer	Do Not Vote

STATE STREET S&P 500 Proxy Votes July through December 2020 Compared with ISS and Voting Policy Recommendations								
Company Name	Votable Proposal	Proposal Number	Proposal Text	B.1.a	Management Recommendation	ISS Recommendation	Voting Policy Recommendation	Vote Instruction
Apartment Investment and Management Company	Yes	2	Consent to Exercise All Rights of Common Shareholders Incidental to Calling the Special Meeting and Causing the Purposes of the Authority Expressly Granted Pursuant to the Written Requests to the Designated Agents to be Carried into Effect		For	For	Refer	Do Not Vote
Automatic Data Processing, Inc.	Yes	1a	Elect Director Peter Bisson		For	For	For	For
Automatic Data Processing, Inc.	Yes	1b	Elect Director Richard T. Clark		For	For	For	For
Automatic Data Processing, Inc.	Yes	1c	Elect Director Linnie M. Haynesworth		For	For	For	For
Automatic Data Processing, Inc.	Yes	1d	Elect Director John P. Jones		For	For	For	For
Automatic Data Processing, Inc.	Yes	1e	Elect Director Francine S. Katsoudas		For	For	For	For
Automatic Data Processing, Inc.	Yes	1f	Elect Director Nazzic S. Keene		For	For	For	For
Automatic Data Processing, Inc.	Yes	1g	Elect Director Thomas J. Lynch		For	For	Against	Against
Automatic Data Processing, Inc.	Yes	1h	Elect Director Scott F. Powers		For	For	For	For
Automatic Data Processing, Inc.	Yes	1i	Elect Director William J. Ready		For	For	For	For
Automatic Data Processing, Inc.	Yes	1j	Elect Director Carlos A. Rodriguez		For	For	For	For
Automatic Data Processing, Inc.	Yes	1k	Elect Director Sandra S. Wijnberg		For	For	For	For
Automatic Data Processing, Inc.	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation		For	For	For	For
Automatic Data Processing, Inc.	Yes	3	Ratify Deloitte & Touche LLP as Auditors		For	For	For	For
Automatic Data Processing, Inc.	Yes	4	Report on Non-Management Employee Representation on the Board of Directors		Against	Against	Against	Against
AutoZone, Inc.	Yes	1.1	Elect Director Douglas H. Brooks		For	For	For	For
AutoZone, Inc.	Yes	1.2	Elect Director Linda A. Goodspeed		For	For	For	For
AutoZone, Inc.	Yes	1.3	Elect Director Earl G. Graves, Jr.		For	For	For	For
AutoZone, Inc.	Yes	1.4	Elect Director Enderson Guimaraes		For	For	For	For
AutoZone, Inc.	Yes	1.5	Elect Director Michael M. Calbert		For	For	For	For
AutoZone, Inc.	Yes	1.6	Elect Director D. Bryan Jordan		For	For	For	For
AutoZone, Inc.	Yes	1.7	Elect Director Gale V. King		For	For	For	For
AutoZone, Inc.	Yes	1.8	Elect Director George R. Mrkonic, Jr.		For	For	For	For
AutoZone, Inc.	Yes	1.9	Elect Director William C. Rhodes, III		For	For	For	For
AutoZone, Inc.	Yes	1.10	Elect Director Jill A. Soltau		For	For	For	For
AutoZone, Inc.	Yes	2	Ratify Ernst & Young LLP as Auditors		For	For	For	For
AutoZone, Inc.	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation		For	For	For	For
AutoZone, Inc.	Yes	4	Approve Omnibus Stock Plan		For	For	For	For
Broadridge Financial Solutions, Inc.	Yes	1a	Elect Director Leslie A. Brun		For	For	Against	Against
Broadridge Financial Solutions, Inc.	Yes	1b	Elect Director Pamela L. Carter		For	For	For	For
Broadridge Financial Solutions, Inc.	Yes	1c	Elect Director Richard J. Daly		For	For	For	For
Broadridge Financial Solutions, Inc.	Yes	1d	Elect Director Robert N. Duelks		For	For	For	For
Broadridge Financial Solutions, Inc.	Yes	1e	Elect Director Timothy C. Gokey		For	For	For	For
Broadridge Financial Solutions, Inc.	Yes	1f	Elect Director Brett A. Keller		For	For	For	For
Broadridge Financial Solutions, Inc.	Yes	1g	Elect Director Maura A. Markus		For	For	For	For
Broadridge Financial Solutions, Inc.	Yes	1h	Elect Director Thomas J. Perna		For	For	For	For
Broadridge Financial Solutions, Inc.	Yes	1i	Elect Director Alan J. Weber		For	For	For	For
Broadridge Financial Solutions, Inc.	Yes	1j	Elect Director Amit K. Zavery		For	For	For	For
Broadridge Financial Solutions, Inc.	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation		For	For	For	For
Broadridge Financial Solutions, Inc.	Yes	3	Ratify Deloitte & Touche LLP as Auditors		For	For	For	For
Broadridge Financial Solutions, Inc.	Yes	4	Report on Political Contributions Disclosure		Against	Against	Against	Against
Campbell Soup Company	Yes	1.1	Elect Director Fabiola R. Arredondo		For	For	For	For

STATE STREET S&P 500 Proxy Votes July through December 2020 Compared with ISS and Voting Policy Recommendations							
Company Name	Votable Proposal	Proposal Number	Proposal Text	Management Recommendation	ISS Recommendation	Voting Policy Recommendation	Vote Instruction
Campbell Soup Company	Yes	1.2	Elect Director Howard M. Averill	For	For	For	For
Campbell Soup Company	Yes	1.3	Elect Director John P. (JP) Bilbrey	For	For	For	For
Campbell Soup Company	Yes	1.4	Elect Director Mark A. Clouse	For	For	For	For
Campbell Soup Company	Yes	1.5	Elect Director Bennett Dorrance	For	For	For	For
Campbell Soup Company	Yes	1.6	Elect Director Maria Teresa (Tessa) Hilado	For	For	For	For
Campbell Soup Company	Yes	1.7	Elect Director Sarah Hofstetter	For	For	For	For
Campbell Soup Company	Yes	1.8	Elect Director Marc B. Lautenbach	For	For	For	For
Campbell Soup Company	Yes	1.9	Elect Director Mary Alice Dorrance Malone	For	For	For	For
Campbell Soup Company	Yes	1.10	Elect Director Keith R. McLoughlin	For	For	For	For
Campbell Soup Company	Yes	1.11	Elect Director Kurt T. Schmidt	For	For	For	For
Campbell Soup Company	Yes	1.12	Elect Director Archbold D. van Beuren	For	For	For	For
Campbell Soup Company	Yes	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	For
Campbell Soup Company	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
Cardinal Health, Inc.	Yes	1a	Elect Director Carrie S. Cox	For	For	For	For
Cardinal Health, Inc.	Yes	1b	Elect Director Calvin Darden	For	For	For	For
Cardinal Health, Inc.	Yes	1c	Elect Director Bruce L. Downey	For	For	For	For
Cardinal Health, Inc.	Yes	1d	Elect Director Sheri H. Edison	For	For	For	For
Cardinal Health, Inc.	Yes	1e	Elect Director David C. Evans	For	For	For	For
Cardinal Health, Inc.	Yes	1f	Elect Director Patricia A. Hemingway Hall	For	For	For	For
Cardinal Health, Inc.	Yes	1g	Elect Director Akhil Johri	For	For	For	For
Cardinal Health, Inc.	Yes	1h	Elect Director Michael C. Kaufmann	For	For	For	For
Cardinal Health, Inc.	Yes	1i	Elect Director Gregory B. Kenny	For	For	For	For
Cardinal Health, Inc.	Yes	1j	Elect Director Nancy Killefer	For	For	For	For
Cardinal Health, Inc.	Yes	1k	Elect Director J. Michael Losh	For	For	For	For
Cardinal Health, Inc.	Yes	1l	Elect Director Dean A. Scarborough	For	For	For	For
Cardinal Health, Inc.	Yes	1m	Elect Director John H. Weiland	For	For	For	For
Cardinal Health, Inc.	Yes	2	Ratify Ernst & Young LLP as Auditors	For	For	For	For
Cardinal Health, Inc.	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Against	Against
Cardinal Health, Inc.	Yes	4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	For	For	For
Cardinal Health, Inc.	Yes	5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	Against	Against
Cardinal Health, Inc.	Yes	6	Require Independent Board Chair	Against	For	Against	Against
Cintas Corporation	Yes	1a	Elect Director Gerald S. Adolph	For	For	For	For
Cintas Corporation	Yes	1b	Elect Director John F. Barrett	For	For	For	For
Cintas Corporation	Yes	1c	Elect Director Melanie W. Barstad	For	For	For	For
Cintas Corporation	Yes	1d	Elect Director Karen L. Carnahan	For	For	For	For
Cintas Corporation	Yes	1e	Elect Director Robert E. Coletti	For	For	For	For
Cintas Corporation	Yes	1f	Elect Director Scott D. Farmer	For	For	For	For
Cintas Corporation	Yes	1g	Elect Director Joseph Scaminace	For	For	For	For
Cintas Corporation	Yes	1h	Elect Director Ronald W. Tysoe	For	For	For	For
Cintas Corporation	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
Cintas Corporation	Yes	3	Ratify Ernst & Young LLP as Auditors	For	For	For	For
Cintas Corporation	Yes	4	Report on Political Contributions Disclosure	Against	For	For	For
Cisco Systems, Inc.	Yes	1a	Elect Director M. Michele Burns	For	For	For	For
Cisco Systems, Inc.	Yes	1b	Elect Director Wesley G. Bush	For	For	For	For
Cisco Systems, Inc.	Yes	1c	Elect Director Michael D. Capellas	For	For	For	For

STATE STREET S&P 500 Proxy Votes July through December 2020 Compared with ISS and Voting Policy Recommendations							
Company Name	Votable Proposal	Proposal Number	Proposal Text	B.1.a Management Recommendation	ISS Recommendation	Voting Policy Recommendation	Vote Instruction
Cisco Systems, Inc.	Yes	1d	Elect Director Mark Garrett	For	For	For	For
Cisco Systems, Inc.	Yes	1e	Elect Director Kristina M. Johnson	For	For	For	For
Cisco Systems, Inc.	Yes	1f	Elect Director Roderick C. McGearry	For	For	For	For
Cisco Systems, Inc.	Yes	1g	Elect Director Charles H. Robbins	For	For	For	For
Cisco Systems, Inc.	No	1h	Elect Director Arun Sarin - Withdrawn				
Cisco Systems, Inc.	Yes	1i	Elect Director Brenton L. Saunders	For	For	Against	Against
Cisco Systems, Inc.	Yes	1j	Elect Director Lisa T. Su	For	For	For	For
Cisco Systems, Inc.	Yes	2	Change State of Incorporation from California to Delaware	For	For	For	For
Cisco Systems, Inc.	Yes	3	Amend Omnibus Stock Plan	For	For	For	For
Cisco Systems, Inc.	Yes	4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
Cisco Systems, Inc.	Yes	5	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	For
Cisco Systems, Inc.	Yes	6	Require Independent Board Chair	Against	Against	Against	Against
Conagra Brands, Inc.	Yes	1a	Elect Director Anil Arora	For	For	For	For
Conagra Brands, Inc.	Yes	1b	Elect Director Thomas "Tony" K. Brown	For	For	For	For
Conagra Brands, Inc.	Yes	1c	Elect Director Sean M. Connolly	For	For	For	For
Conagra Brands, Inc.	Yes	1d	Elect Director Joie A. Gregor	For	For	For	For
Conagra Brands, Inc.	Yes	1e	Elect Director Rajive Johri	For	For	For	For
Conagra Brands, Inc.	Yes	1f	Elect Director Richard H. Lenny	For	For	For	For
Conagra Brands, Inc.	Yes	1g	Elect Director Melissa Lora	For	For	For	For
Conagra Brands, Inc.	Yes	1h	Elect Director Ruth Ann Marshall	For	For	For	For
Conagra Brands, Inc.	Yes	1i	Elect Director Craig P. Omtvedt	For	For	For	For
Conagra Brands, Inc.	Yes	1j	Elect Director Scott Ostfeld	For	For	For	For
Conagra Brands, Inc.	Yes	2	Ratify KPMG LLP as Auditors	For	For	For	For
Conagra Brands, Inc.	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
Constellation Brands, Inc.	Yes	1.1	Elect Director Christy Clark	For	For	For	For
Constellation Brands, Inc.	Yes	1.2	Elect Director Jennifer M. Daniels	For	For	For	For
Constellation Brands, Inc.	Yes	1.3	Elect Director Jerry Fowden	For	Withhold	Refer-Withhold	Withhold
Constellation Brands, Inc.	Yes	1.4	Elect Director Ernesto M. Hernandez	For	For	For	For
Constellation Brands, Inc.	Yes	1.5	Elect Director Susan Somersille Johnson	For	For	For	For
Constellation Brands, Inc.	Yes	1.6	Elect Director James A. Locke, III	For	Withhold	Withhold	Withhold
Constellation Brands, Inc.	Yes	1.7	Elect Director Jose Manuel Madero Garza	For	For	For	For
Constellation Brands, Inc.	Yes	1.8	Elect Director Daniel J. McCarthy	For	For	For	For
Constellation Brands, Inc.	Yes	1.9	Elect Director William A. Newlands	For	For	For	For
Constellation Brands, Inc.	Yes	1.10	Elect Director Richard Sands	For	For	Withhold	Withhold
Constellation Brands, Inc.	Yes	1.11	Elect Director Robert Sands	For	For	Withhold	Withhold
Constellation Brands, Inc.	Yes	1.12	Elect Director Judy A. Schmeling	For	Withhold	Refer-Withhold	Withhold
Constellation Brands, Inc.	Yes	2	Ratify KPMG LLP as Auditor	For	For	For	For
Constellation Brands, Inc.	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
Copart, Inc.	Yes	1.1	Elect Director Willis J. Johnson	For	For	For	For
Copart, Inc.	Yes	1.2	Elect Director A. Jayson Adair	For	For	For	For
Copart, Inc.	Yes	1.3	Elect Director Matt Blunt	For	For	For	For
Copart, Inc.	Yes	1.4	Elect Director Steven D. Cohan	For	For	For	For
Copart, Inc.	Yes	1.5	Elect Director Daniel J. Englander	For	For	Against	Against
Copart, Inc.	Yes	1.6	Elect Director James E. Meeks	For	For	For	For
Copart, Inc.	Yes	1.7	Elect Director Thomas N. Tryforos	For	For	For	For

STATE STREET S&P 500 Proxy Votes July through December 2020 Compared with ISS and Voting Policy Recommendations							
Company Name	Votable Proposal	Proposal Number	Proposal Text	Management Recommendation	ISS Recommendation	Voting Policy Recommendation	Vote Instruction
Copart, Inc.	Yes	1.8	Elect Director Diane M. Morefield	For	For	For	For
Copart, Inc.	Yes	1.9	Elect Director Stephen Fisher	For	For	For	For
Copart, Inc.	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	Against
Copart, Inc.	Yes	3	Amend Omnibus Stock Plan	For	For	For	For
Copart, Inc.	Yes	4	Ratify Ernst & Young LLP as Auditors	For	For	For	For
Coty Inc.	Yes	1.1	Elect Director Beatrice Ballini	For	Withhold	For	For
Coty Inc.	Yes	1.2	Elect Director Joachim Creus	For	For	For	For
Coty Inc.	Yes	1.3	Elect Director Nancy G. Ford	For	For	For	For
Coty Inc.	Yes	1.4	Elect Director Olivier Goudet	For	For	For	For
Coty Inc.	Yes	1.5	Elect Director Peter Harf	For	For	For	For
Coty Inc.	Yes	1.6	Elect Director Johannes Huth	For	Withhold	For	For
Coty Inc.	Yes	1.7	Elect Director Paul S. Michaels	For	Withhold	For	For
Coty Inc.	Yes	1.8	Elect Director Sue Y. Nabi	For	For	For	For
Coty Inc.	Yes	1.9	Elect Director Isabelle Parize	For	For	For	For
Coty Inc.	Yes	1.10	Elect Director Erhard Schoewel	For	Withhold	For	For
Coty Inc.	Yes	1.11	Elect Director Robert Singer	For	For	For	For
Coty Inc.	Yes	1.12	Elect Director Justine Tan	For	For	For	For
Coty Inc.	Yes	2	Amend Omnibus Stock Plan	For	Against	For	For
Coty Inc.	Yes	3	Amend Non-Employee Director Restricted Stock Plan	For	For	For	For
Coty Inc.	Yes	4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	For	For
Coty Inc.	Yes	5	Advisory Vote on Say on Pay Frequency	One Year	One Year	One Year	One Year
Coty Inc.	Yes	6	Ratify Deloitte & Touche LLP as Auditors	For	For	For	For
Darden Restaurants, Inc.	Yes	1.1	Elect Director Margaret Shan Atkins	For	For	For	For
Darden Restaurants, Inc.	Yes	1.2	Elect Director James P. Fogarty	For	For	For	For
Darden Restaurants, Inc.	Yes	1.3	Elect Director Cynthia T. Jamison	For	For	Withhold	Withhold
Darden Restaurants, Inc.	Yes	1.4	Elect Director Eugene I. Lee, Jr.	For	For	For	For
Darden Restaurants, Inc.	Yes	1.5	Elect Director Nana Mensah	For	For	For	For
Darden Restaurants, Inc.	Yes	1.6	Elect Director William S. Simon	For	For	For	For
Darden Restaurants, Inc.	Yes	1.7	Elect Director Charles M. Sonsteby	For	For	For	For
Darden Restaurants, Inc.	Yes	1.8	Elect Director Timothy J. Wilmott	For	For	For	For
Darden Restaurants, Inc.	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
Darden Restaurants, Inc.	Yes	3	Ratify KPMG LLP as Auditors	For	For	For	For
Devon Energy Corporation	Yes	1	Issue Shares in Connection with Merger	For	For	For	For
Devon Energy Corporation	Yes	2	Adjourn Meeting	For	For	Against	Against
DXC Technology Company	Yes	1a	Elect Director Mukesh Aghi	For	For	For	For
DXC Technology Company	Yes	1b	Elect Director Amy E. Alving	For	For	For	For
DXC Technology Company	Yes	1c	Elect Director David A. Barnes	For	For	For	For
DXC Technology Company	Yes	1d	Elect Director Raul J. Fernandez	For	For	For	For
DXC Technology Company	Yes	1e	Elect Director David L. Herzog	For	For	For	For
DXC Technology Company	Yes	1f	Elect Director Mary L. Krakauer	For	For	For	For
DXC Technology Company	Yes	1g	Elect Director Ian C. Read	For	For	For	For
DXC Technology Company	Yes	1h	Elect Director Michael J. Salvino	For	For	For	For
DXC Technology Company	Yes	1i	Elect Director Manoj P. Singh	For	For	For	For
DXC Technology Company	Yes	1j	Elect Director Robert F. Woods	For	For	For	For
DXC Technology Company	Yes	2	Ratify Deloitte & Touche LLP as Auditors	For	For	For	For

STATE STREET S&P 500 Proxy Votes July through December 2020 Compared with ISS and Voting Policy Recommendations							
Company Name	Votable Proposal	Proposal Number	Proposal Text	Management Recommendation	ISS Recommendation	Voting Policy Recommendation	Vote Instruction
DXC Technology Company	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	For	For
DXC Technology Company	Yes	4	Amend Omnibus Stock Plan	For	Against	For	For
DXC Technology Company	Yes	5	Amend Non-Employee Director Restricted Stock Plan	For	For	For	For
E*TRADE Financial Corporation	Yes	1	Approve Merger Agreement	For	For	For	For
E*TRADE Financial Corporation	Yes	2	Advisory Vote on Golden Parachutes	For	Against	Against	Against
E*TRADE Financial Corporation	Yes	3	Adjourn Meeting	For	For	Against	Against
Electronic Arts Inc.	Yes	1a	Elect Director Leonard S. Coleman	For	For	For	For
Electronic Arts Inc.	Yes	1b	Elect Director Jay C. Hoag	For	For	Against	Against
Electronic Arts Inc.	Yes	1c	Elect Director Jeffrey T. Huber	For	For	For	For
Electronic Arts Inc.	Yes	1d	Elect Director Lawrence F. Probst, III	For	For	For	For
Electronic Arts Inc.	Yes	1e	Elect Director Talbott Roche	For	For	For	For
Electronic Arts Inc.	Yes	1f	Elect Director Richard A. Simonson	For	For	For	For
Electronic Arts Inc.	Yes	1g	Elect Director Luis A. Ubinas	For	For	For	For
Electronic Arts Inc.	Yes	1h	Elect Director Heidi J. Ueberroth	For	For	For	For
Electronic Arts Inc.	Yes	1i	Elect Director Andrew Wilson	For	For	For	For
Electronic Arts Inc.	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	Against
Electronic Arts Inc.	Yes	3	Ratify KPMG LLP as Auditors	For	For	For	For
Electronic Arts Inc.	Yes	4	Provide Right to Act by Written Consent	Against	For	Against	Against
FedEx Corporation	Yes	1a	Elect Director Marvin R. Ellison	For	For	For	For
FedEx Corporation	Yes	1b	Elect Director Susan Patricia Griffith	For	For	For	For
FedEx Corporation	Yes	1c	Elect Director John C. (Chris) Inglis	For	For	For	For
FedEx Corporation	Yes	1d	Elect Director Kimberly A. Jabal	For	For	For	For
FedEx Corporation	Yes	1e	Elect Director Shirley Ann Jackson	For	For	For	For
FedEx Corporation	Yes	1f	Elect Director R. Brad Martin	For	For	For	For
FedEx Corporation	Yes	1g	Elect Director Joshua Cooper Ramo	For	For	For	For
FedEx Corporation	Yes	1h	Elect Director Susan C. Schwab	For	For	For	For
FedEx Corporation	Yes	1i	Elect Director Frederick W. Smith	For	For	For	For
FedEx Corporation	Yes	1j	Elect Director David P. Steiner	For	For	For	For
FedEx Corporation	Yes	1k	Elect Director Rajesh Subramaniam	For	For	For	For
FedEx Corporation	Yes	1l	Elect Director Paul S. Walsh	For	For	For	For
FedEx Corporation	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
FedEx Corporation	Yes	3	Ratify Ernst &Young LLP as Auditors	For	For	For	For
FedEx Corporation	Yes	4	Report on Lobbying Payments and Policy	Against	For	For	For
FedEx Corporation	Yes	5	Report on Political Contributions Disclosure	Against	For	For	For
FedEx Corporation	Yes	6	Report on Employee Representation on the Board of Directors	Against	Against	Against	Against
FedEx Corporation	Yes	7	Provide Right to Act by Written Consent	Against	For	Against	Against
FedEx Corporation	Yes	8	Report on Integrating ESG Metrics Into Executive Compensation Program	Against	Against	Against	Against
Fox Corporation	Yes	1a	Elect Director K. Rupert Murdoch	For	For	Against	Against
Fox Corporation	Yes	1b	Elect Director Lachlan K. Murdoch	For	For	For	For
Fox Corporation	Yes	1c	Elect Director Chase Carey	For	For	Against	Against
Fox Corporation	Yes	1d	Elect Director Anne Dias	For	For	For	For
Fox Corporation	Yes	1e	Elect Director Roland A. Hernandez	For	For	For	For
Fox Corporation	Yes	1f	Elect Director Jacques Nasser	For	For	For	For
Fox Corporation	Yes	1g	Elect Director Paul D. Ryan	For	For	For	For

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Company Name	Votable Proposal	Proposal Number	Proposal Text	Management Recommendation	ISS Recommendation	Voting Policy Recommendation	Vote Instruction
Fox Corporation	Yes	2	Ratify Ernst & Young LLP as Auditors	For	For	For	For
Fox Corporation	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Against	Against
General Mills, Inc.	Yes	1a	Elect Director R. Kerry Clark	For	For	For	For
General Mills, Inc.	Yes	1b	Elect Director David M. Cordani	For	For	For	For
General Mills, Inc.	Yes	1c	Elect Director Roger W. Ferguson, Jr.	For	For	For	For
General Mills, Inc.	Yes	1d	Elect Director Jeffrey L. Harmening	For	For	For	For
General Mills, Inc.	Yes	1e	Elect Director Maria G. Henry	For	For	For	For
General Mills, Inc.	Yes	1f	Elect Director Jo Ann Jenkins	For	For	For	For
General Mills, Inc.	Yes	1g	Elect Director Elizabeth C. Lempres	For	For	For	For
General Mills, Inc.	Yes	1h	Elect Director Diane L. Neal	For	For	For	For
General Mills, Inc.	Yes	1i	Elect Director Steve Odland	For	For	For	For
General Mills, Inc.	Yes	1j	Elect Director Maria A. Sastre	For	For	For	For
General Mills, Inc.	Yes	1k	Elect Director Eric D. Sprunk	For	For	For	For
General Mills, Inc.	Yes	1l	Elect Director Jorge A. Uribe	For	For	For	For
General Mills, Inc.	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
General Mills, Inc.	Yes	3	Ratify KPMG LLP as Auditors	For	For	For	For
H&R Block, Inc.	Yes	1a	Elect Director Paul J. Brown	For	For	For	For
H&R Block, Inc.	Yes	1b	Elect Director Robert A. Gerard	For	For	For	For
H&R Block, Inc.	Yes	1c	Elect Director Anuradha (Anu) Gupta	For	For	For	For
H&R Block, Inc.	Yes	1d	Elect Director Richard A. Johnson	For	For	For	For
H&R Block, Inc.	Yes	1e	Elect Director Jeffrey J. Jones, II	For	For	For	For
H&R Block, Inc.	Yes	1f	Elect Director David Baker Lewis	For	For	For	For
H&R Block, Inc.	Yes	1g	Elect Director Yolande G. Piazza	For	For	For	For
H&R Block, Inc.	Yes	1h	Elect Director Victoria J. Reich	For	For	For	For
H&R Block, Inc.	Yes	1i	Elect Director Bruce C. Rohde	For	For	For	For
H&R Block, Inc.	Yes	1j	Elect Director Matthew E. Winter	For	For	For	For
H&R Block, Inc.	Yes	1k	Elect Director Christianna Wood	For	For	For	For
H&R Block, Inc.	Yes	2	Ratify Deloitte & Touche LLP as Auditors	For	For	For	For
H&R Block, Inc.	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
International Flavors & Fragrances Inc	Yes	1	Issue Shares in Connection with Merger	For	For	For	For
International Flavors & Fragrances Inc	Yes	2	Adjourn Meeting	For	For	Against	Against
Jack Henry & Associates, Inc.	Yes	1.1	Elect Director Matthew C. Flanigan	For	For	For	For
Jack Henry & Associates, Inc.	Yes	1.2	Elect Director John F. Prim	For	For	For	For
Jack Henry & Associates, Inc.	Yes	1.3	Elect Director Thomas H. Wilson, Jr.	For	For	For	For
Jack Henry & Associates, Inc.	Yes	1.4	Elect Director Jacque R. Fiegel	For	For	For	For
Jack Henry & Associates, Inc.	Yes	1.5	Elect Director Thomas A. Wimsett	For	For	For	For
Jack Henry & Associates, Inc.	Yes	1.6	Elect Director Laura G. Kelly	For	For	For	For
Jack Henry & Associates, Inc.	Yes	1.7	Elect Director Shruti S. Miyashiro	For	For	For	For
Jack Henry & Associates, Inc.	Yes	1.8	Elect Director Wesley A. Brown	For	For	For	For
Jack Henry & Associates, Inc.	Yes	1.9	Elect Director David B. Foss	For	For	For	For
Jack Henry & Associates, Inc.	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
Jack Henry & Associates, Inc.	Yes	3	Eliminate Supermajority Vote Requirement for Acquisition Transactions	For	For	For	For
Jack Henry & Associates, Inc.	Yes	4	Ratify PricewaterhouseCoopers, LLP as Auditors	For	For	For	For
KLA Corporation	Yes	1.1	Elect Director Edward Barnholt	For	For	For	For
KLA Corporation	Yes	1.2	Elect Director Robert Calderoni	For	For	For	For

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KLA Corporation	Yes	1.3	Elect Director Jeneanne Hanley	For	For	For	For
KLA Corporation	Yes	1.4	Elect Director Emiko Higashi	For	For	For	For
KLA Corporation	Yes	1.5	Elect Director Kevin Kennedy	For	For	For	For
KLA Corporation	Yes	1.6	Elect Director Gary Moore	For	For	For	For
KLA Corporation	Yes	1.7	Elect Director Marie Myers	For	For	For	For
KLA Corporation	Yes	1.8	Elect Director Kiran Patel	For	For	For	For
KLA Corporation	Yes	1.9	Elect Director Victor Peng	For	For	For	For
KLA Corporation	Yes	1.10	Elect Director Robert Rango	For	For	For	For
KLA Corporation	Yes	1.11	Elect Director Richard Wallace	For	For	For	For
KLA Corporation	Yes	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	For
KLA Corporation	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
KLA Corporation	Yes	4	Adopt Proxy Access Right	Against	For	For	For
Lam Research Corporation	Yes	1.1	Elect Director Sohail U. Ahmed	For	For	For	For
Lam Research Corporation	Yes	1.2	Elect Director Timothy M. Archer	For	For	For	For
Lam Research Corporation	Yes	1.3	Elect Director Eric K. Brandt	For	For	Withhold	Withhold
Lam Research Corporation	Yes	1.4	Elect Director Michael R. Cannon	For	For	For	For
Lam Research Corporation	Yes	1.5	Elect Director Catherine P. Lego	For	For	For	For
Lam Research Corporation	Yes	1.6	Elect Director Bethany J. Mayer	For	For	For	For
Lam Research Corporation	Yes	1.7	Elect Director Abhijit Y. Talwalkar	For	For	Withhold	Withhold
Lam Research Corporation	Yes	1.8	Elect Director Lih Shyng (Rick L.) Tsai	For	For	For	For
Lam Research Corporation	Yes	1.9	Elect Director Leslie F. Varon	For	For	For	For
Lam Research Corporation	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
Lam Research Corporation	Yes	3	Ratify Ernst & Young LLP as Auditors	For	For	For	For
Lamb Weston Holdings, Inc.	Yes	1a	Elect Director Peter J. Bensen	For	For	For	For
Lamb Weston Holdings, Inc.	Yes	1b	Elect Director Charles A. Blixt	For	For	For	For
Lamb Weston Holdings, Inc.	Yes	1c	Elect Director Robert J. Coviello	For	For	For	For
Lamb Weston Holdings, Inc.	Yes	1d	Elect Director Andre J. Hawaux	For	For	For	For
Lamb Weston Holdings, Inc.	Yes	1e	Elect Director W.G. Jurgensen	For	For	For	For
Lamb Weston Holdings, Inc.	Yes	1f	Elect Director Thomas P. Maurer	For	For	For	For
Lamb Weston Holdings, Inc.	Yes	1g	Elect Director Robert A. Niblock	For	For	For	For
Lamb Weston Holdings, Inc.	Yes	1h	Elect Director Hala G. Modellmog	For	For	For	For
Lamb Weston Holdings, Inc.	Yes	1i	Elect Director Maria Renna Sharpe	For	For	For	For
Lamb Weston Holdings, Inc.	Yes	1j	Elect Director Thomas P. Werner	For	For	For	For
Lamb Weston Holdings, Inc.	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
Lamb Weston Holdings, Inc.	Yes	3	Ratify KPMG LLP as Auditors	For	For	For	For
Linde plc	Yes	1a	Elect Director Wolfgang H. Reitzle	For	For	For	For
Linde plc	Yes	1b	Elect Director Stephen F. Angel	For	For	For	For
Linde plc	Yes	1c	Elect Director Ann-Kristin Achleitner	For	For	For	For
Linde plc	Yes	1d	Elect Director Clemens A. H. Borsig	For	For	For	For
Linde plc	Yes	1e	Elect Director Nance K. Dicciani	For	For	Against	Against
Linde plc	Yes	1f	Elect Director Thomas Enders	For	For	For	For
Linde plc	Yes	1g	Elect Director Franz Fehrenbach	For	For	For	For
Linde plc	Yes	1h	Elect Director Edward G. Galante	For	For	Against	Against
Linde plc	Yes	1i	Elect Director Larry D. McVay	For	For	For	For
Linde plc	Yes	1j	Elect Director Victoria E. Ossadnik	For	For	Against	Against

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Linde plc	Yes	1k	Elect Director Martin H. Richenhagen	For	For	Against	Against
Linde plc	Yes	1l	Elect Director Robert L. Wood	For	For	For	For
Linde plc	Yes	2a	Ratify PricewaterhouseCoopers as Auditors	For	For	For	For
Linde plc	Yes	2b	Authorize Board to Fix Remuneration of Auditors	For	For	For	For
Linde plc	Yes	3	Determine Price Range for Reissuance of Treasury Shares	For	For	For	For
Linde plc	Yes	4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
Maxim Integrated Products, Inc.	Yes	1	Approve Merger Agreement	For	For	For	For
Maxim Integrated Products, Inc.	Yes	2	Advisory Vote on Golden Parachutes	For	For	For	For
Maxim Integrated Products, Inc.	Yes	3	Adjourn Meeting	For	For	Against	Against
Maxim Integrated Products, Inc.	Yes	1a	Elect Director William (Bill) P. Sullivan	For	For	For	For
Maxim Integrated Products, Inc.	Yes	1b	Elect Director Tunc Doluca	For	For	For	For
Maxim Integrated Products, Inc.	Yes	1c	Elect Director Tracy C. Accardi	For	For	For	For
Maxim Integrated Products, Inc.	Yes	1d	Elect Director James R. Bergman	For	For	For	For
Maxim Integrated Products, Inc.	Yes	1e	Elect Director Joseph R. Bronson	For	For	For	For
Maxim Integrated Products, Inc.	Yes	1f	Elect Director Robert E. Grady	For	For	For	For
Maxim Integrated Products, Inc.	Yes	1g	Elect Director Mercedes Johnson	For	For	For	For
Maxim Integrated Products, Inc.	Yes	1h	Elect Director William D. Watkins	For	For	For	For
Maxim Integrated Products, Inc.	Yes	1i	Elect Director MaryAnn Wright	For	For	For	For
Maxim Integrated Products, Inc.	Yes	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	For
Maxim Integrated Products, Inc.	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
McKesson Corporation	Yes	1a	Elect Director Dominic J. Caruso	For	For	For	For
McKesson Corporation	Yes	1b	Elect Director N. Anthony Coles	For	For	For	For
McKesson Corporation	Yes	1c	Elect Director M. Christine Jacobs	For	For	For	For
McKesson Corporation	Yes	1d	Elect Director Donald R. Knauss	For	For	For	For
McKesson Corporation	Yes	1e	Elect Director Marie L. Knowles	For	For	For	For
McKesson Corporation	Yes	1f	Elect Director Bradley E. Lerman	For	For	For	For
McKesson Corporation	Yes	1g	Elect Director Maria Martinez	For	For	For	For
McKesson Corporation	Yes	1h	Elect Director Edward A. Mueller	For	For	For	For
McKesson Corporation	Yes	1i	Elect Director Susan R. Salka	For	For	For	For
McKesson Corporation	Yes	1j	Elect Director Brian S. Tyler	For	For	For	For
McKesson Corporation	Yes	1k	Elect Director Kenneth E. Washington	For	For	For	For
McKesson Corporation	Yes	2	Ratify Deloitte & Touche LLP as Auditors	For	For	For	For
McKesson Corporation	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
McKesson Corporation	Yes	4	Provide Right to Act by Written Consent	Against	For	Against	Against
McKesson Corporation	Yes	5	Report on Lobbying Payments and Policy	Against	For	Against	Against
McKesson Corporation	Yes	6	Report on the Statement on the Purpose of a Corporation	Against	Against	Against	Against
Medtronic plc	Yes	1a	Elect Director Richard H. Anderson	For	For	For	For
Medtronic plc	Yes	1b	Elect Director Craig Arnold	For	For	For	For
Medtronic plc	Yes	1c	Elect Director Scott C. Donnelly	For	For	For	For
Medtronic plc	Yes	1d	Elect Director Andrea J. Goldsmith	For	For	For	For
Medtronic plc	Yes	1e	Elect Director Randall J. Hogan, III	For	For	For	For
Medtronic plc	Yes	1f	Elect Director Michael O. Leavitt	For	For	For	For
Medtronic plc	Yes	1g	Elect Director James T. Lenehan	For	For	For	For
Medtronic plc	Yes	1h	Elect Director Kevin E. Lofton	For	For	For	For
Medtronic plc	Yes	1i	Elect Director Geoffrey S. Martha	For	For	For	For

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Medtronic plc	Yes	1j	Elect Director Elizabeth G. Nabel	For	For	For	For
Medtronic plc	Yes	1k	Elect Director Denise M. O'Leary	For	For	For	For
Medtronic plc	Yes	1l	Elect Director Kendall J. Powell	For	For	For	For
Medtronic plc	Yes	2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For	For	For
Medtronic plc	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
Medtronic plc	Yes	4	Renew the Board's Authority to Issue Shares Under Irish Law	For	For	For	For
Medtronic plc	Yes	5	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	For	For	For	For
Medtronic plc	Yes	6	Authorize Overseas Market Purchases of Ordinary Shares	For	For	For	For
Microchip Technology Incorporated	Yes	1.1	Elect Director Steve Sanghi	For	For	For	For
Microchip Technology Incorporated	Yes	1.2	Elect Director Matthew W. Chapman	For	For	Against	Against
Microchip Technology Incorporated	Yes	1.3	Elect Director L.B. Day	For	For	Against	Against
Microchip Technology Incorporated	Yes	1.4	Elect Director Esther L. Johnson	For	For	Refer-Against	Against
Microchip Technology Incorporated	Yes	1.5	Elect Director Wade F. Meyercord	For	For	Against	Against
Microchip Technology Incorporated	Yes	2	Ratify Ernst & Young LLP as Auditors	For	For	For	For
Microchip Technology Incorporated	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
Microsoft Corporation	Yes	1.1	Elect Director Reid G. Hoffman	For	For	For	For
Microsoft Corporation	Yes	1.2	Elect Director Hugh F. Johnston	For	For	For	For
Microsoft Corporation	Yes	1.3	Elect Director Teri L. List-Stoll	For	For	For	For
Microsoft Corporation	Yes	1.4	Elect Director Satya Nadella	For	For	For	For
Microsoft Corporation	Yes	1.5	Elect Director Sandra E. Peterson	For	For	For	For
Microsoft Corporation	Yes	1.6	Elect Director Penny S. Pritzker	For	For	For	For
Microsoft Corporation	Yes	1.7	Elect Director Charles W. Scharf	For	For	For	For
Microsoft Corporation	Yes	1.8	Elect Director Arne M. Sorenson	For	For	For	For
Microsoft Corporation	Yes	1.9	Elect Director John W. Stanton	For	For	For	For
Microsoft Corporation	Yes	1.10	Elect Director John W. Thompson	For	For	For	For
Microsoft Corporation	Yes	1.11	Elect Director Emma N. Walmsley	For	For	For	For
Microsoft Corporation	Yes	1.12	Elect Director Padmasree Warrior	For	For	For	For
Microsoft Corporation	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
Microsoft Corporation	Yes	3	Ratify Deloitte & Touche LLP as Auditors	For	For	For	For
Microsoft Corporation	Yes	4	Report on Employee Representation on the Board of Directors	Against	Against	Against	Against
NetApp, Inc.	Yes	1a	Elect Director T. Michael Nevens	For	For	For	For
NetApp, Inc.	Yes	1b	Elect Director Deepak Ahuja	For	For	For	For
NetApp, Inc.	Yes	1c	Elect Director Gerald Held	For	For	For	For
NetApp, Inc.	Yes	1d	Elect Director Kathryn M. Hill	For	For	For	For
NetApp, Inc.	Yes	1e	Elect Director Deborah L. Kerr	For	For	For	For
NetApp, Inc.	Yes	1f	Elect Director George Kurian	For	For	For	For
NetApp, Inc.	Yes	1g	Elect Director Scott F. Schenkel	For	For	For	For
NetApp, Inc.	Yes	1h	Elect Director George T. Shaheen	For	For	For	For
NetApp, Inc.	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
NetApp, Inc.	Yes	3	Ratify Deloitte & Touche LLP as Auditors	For	For	For	For
NetApp, Inc.	Yes	4	Provide Right to Act by Written Consent	Against	For	Against	Against
News Corporation	Yes	1a	Elect Director K. Rupert Murdoch	For	Against	For	For
News Corporation	Yes	1b	Elect Director Lachlan K. Murdoch	For	Against	For	For

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News Corporation	Yes	1c	Elect Director Robert J. Thomson		For	Against	For	For
News Corporation	Yes	1d	Elect Director Kelly Ayotte		For	Against	For	For
News Corporation	Yes	1e	Elect Director Jose Maria Aznar		For	Against	For	For
News Corporation	Yes	1f	Elect Director Natalie Bancroft		For	Against	For	For
News Corporation	Yes	1g	Elect Director Peter L. Barnes		For	Against	Against	Against
News Corporation	Yes	1h	Elect Director Ana Paula Pessoa		For	Against	For	For
News Corporation	Yes	1i	Elect Director Masroor Siddiqui		For	Against	For	For
News Corporation	Yes	2	Ratify Ernst & Young LLP as Auditors		For	For	For	For
News Corporation	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation		For	For	For	For
News Corporation	Yes	4	Advisory Vote on Say on Pay Frequency		One Year	One Year	One Year	One Year
News Corporation	Yes	5	Adopt Simple Majority Vote		Against	For	For	For
NIKE, Inc.	Yes	1a	Elect Director Alan B. Graf, Jr.		For	For	For	For
NIKE, Inc.	Yes	1b	Elect Director Peter B. Henry		For	For	For	For
NIKE, Inc.	Yes	1c	Elect Director Michelle A. Peluso		For	For	For	For
NIKE, Inc.	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation		For	Against	Abstain	Abstain
NIKE, Inc.	Yes	3	Ratify PricewaterhouseCoopers LLP as Auditors		For	For	For	For
NIKE, Inc.	Yes	4	Amend Omnibus Stock Plan		For	For	For	For
NIKE, Inc.	Yes	5	Report on Political Contributions Disclosure		Against	For	Abstain	Abstain
Noble Energy, Inc.	Yes	1	Approve Merger Agreement		For	For	For	For
Noble Energy, Inc.	Yes	2	Advisory Vote on Golden Parachutes		For	For	For	For
Noble Energy, Inc.	Yes	3	Adjourn Meeting		For	For	Against	Against
NortonLifeLock Inc.	Yes	1a	Elect Director Sue Barsamian		For	For	For	For
NortonLifeLock Inc.	Yes	1b	Elect Director Eric K. Brandt		For	For	Against	Against
NortonLifeLock Inc.	Yes	1c	Elect Director Frank E. Dangeard		For	For	For	For
NortonLifeLock Inc.	Yes	1d	Elect Director Nora M. Denzel		For	For	For	For
NortonLifeLock Inc.	Yes	1e	Elect Director Peter A. Feld		For	For	For	For
NortonLifeLock Inc.	Yes	1f	Elect Director Kenneth Y. Hao		For	For	For	For
NortonLifeLock Inc.	Yes	1g	Elect Director David W. Humphrey		For	For	For	For
NortonLifeLock Inc.	Yes	1h	Elect Director Vincent Pilette		For	For	For	For
NortonLifeLock Inc.	Yes	2	Ratify KPMG LLP as Auditors		For	For	For	For
NortonLifeLock Inc.	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation		For	For	For	For
NortonLifeLock Inc.	Yes	4	Report on Political Contributions and Expenditures		Against	Against	Against	Against
Oracle Corporation	Yes	1.1	Elect Director Jeffrey S. Berg		For	Withhold	Withhold	Withhold
Oracle Corporation	Yes	1.2	Elect Director Michael J. Boskin		For	For	Withhold	Withhold
Oracle Corporation	Yes	1.3	Elect Director Safra A. Catz		For	For	For	For
Oracle Corporation	Yes	1.4	Elect Director Bruce R. Chizen		For	Withhold	For	For
Oracle Corporation	Yes	1.5	Elect Director George H. Conrades		For	For	For	For
Oracle Corporation	Yes	1.6	Elect Director Lawrence J. Ellison		For	For	For	For
Oracle Corporation	Yes	1.7	Elect Director Rona A. Fairhead		For	For	For	For
Oracle Corporation	Yes	1.8	Elect Director Jeffrey O. Henley		For	For	For	For
Oracle Corporation	Yes	1.9	Elect Director Renee J. James		For	For	For	For
Oracle Corporation	Yes	1.10	Elect Director Charles W. Moorman, IV		For	For	For	For
Oracle Corporation	Yes	1.11	Elect Director Leon E. Panetta		For	Withhold	For	For
Oracle Corporation	Yes	1.12	Elect Director William G. Parrett		For	Withhold	For	For
Oracle Corporation	Yes	1.13	Elect Director Naomi O. Seligman		For	For	For	For

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Oracle Corporation	Yes	1.14	Elect Director Vishal Sikka		For	For	For	For
Oracle Corporation	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation		For	Against	Against	Against
Oracle Corporation	Yes	3	Approve Omnibus Stock Plan		For	For	For	For
Oracle Corporation	Yes	4	Ratify Ernst & Young LLP as Auditors		For	For	For	For
Oracle Corporation	Yes	5	Report on Gender Pay Gap		Against	For	For	For
Oracle Corporation	Yes	6	Require Independent Board Chair		Against	For	For	For
Parker-Hannifin Corporation	Yes	1a	Elect Director Lee C. Banks		For	For	For	For
Parker-Hannifin Corporation	Yes	1b	Elect Director Robert G. Bohn		For	For	For	For
Parker-Hannifin Corporation	Yes	1c	Elect Director Linda S. Harty		For	For	For	For
Parker-Hannifin Corporation	Yes	1d	Elect Director Kevin A. Lobo		For	For	For	For
Parker-Hannifin Corporation	Yes	1e	Elect Director Candy M. Obourn		For	For	For	For
Parker-Hannifin Corporation	Yes	1f	Elect Director Joseph Scaminace		For	For	For	For
Parker-Hannifin Corporation	Yes	1g	Elect Director Ake Svensson		For	For	For	For
Parker-Hannifin Corporation	Yes	1h	Elect Director Laura K. Thompson		For	For	For	For
Parker-Hannifin Corporation	Yes	1i	Elect Director James R. Verrier		For	For	For	For
Parker-Hannifin Corporation	Yes	1j	Elect Director James L. Wainscott		For	For	For	For
Parker-Hannifin Corporation	Yes	1k	Elect Director Thomas L. Williams		For	For	For	For
Parker-Hannifin Corporation	Yes	2	Ratify Deloitte & Touche LLP as Auditors		For	For	For	For
Parker-Hannifin Corporation	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation		For	For	For	For
Paychex, Inc.	Yes	1a	Elect Director B. Thomas Golisano		For	For	For	For
Paychex, Inc.	Yes	1b	Elect Director Thomas F. Bonadio		For	For	For	For
Paychex, Inc.	Yes	1c	Elect Director Joseph G. Doody		For	For	For	For
Paychex, Inc.	Yes	1d	Elect Director David J.S. Flaschen		For	For	For	For
Paychex, Inc.	Yes	1e	Elect Director Pamela A. Joseph		For	For	For	For
Paychex, Inc.	Yes	1f	Elect Director Martin Mucci		For	For	For	For
Paychex, Inc.	Yes	1g	Elect Director Joseph M. Tucci		For	For	Against	Against
Paychex, Inc.	Yes	1h	Elect Director Joseph M. Velli		For	For	For	For
Paychex, Inc.	Yes	1i	Elect Director Kara Wilson		For	For	For	For
Paychex, Inc.	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation		For	For	For	For
Paychex, Inc.	Yes	3	Amend Omnibus Stock Plan		For	For	For	For
Paychex, Inc.	Yes	4	Ratify PricewaterhouseCoopers LLP as Auditors		For	For	For	For
Qorvo, Inc.	Yes	1.1	Elect Director Ralph G. Quinsey		For	For	For	For
Qorvo, Inc.	Yes	1.2	Elect Director Robert A. Bruggeworth		For	For	For	For
Qorvo, Inc.	Yes	1.3	Elect Director Jeffery R. Gardner		For	For	For	For
Qorvo, Inc.	Yes	1.4	Elect Director John R. Harding		For	For	For	For
Qorvo, Inc.	Yes	1.5	Elect Director David H. Y. Ho		For	For	For	For
Qorvo, Inc.	Yes	1.6	Elect Director Roderick D. Nelson		For	For	For	For
Qorvo, Inc.	Yes	1.7	Elect Director Walden C. Rhines		For	For	For	For
Qorvo, Inc.	Yes	1.8	Elect Director Susan L. Spradley		For	For	For	For
Qorvo, Inc.	Yes	1.9	Elect Director Walter H. Wilkinson, Jr.		For	For	Withhold	Withhold
Qorvo, Inc.	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation		For	For	For	For
Qorvo, Inc.	Yes	3	Ratify Ernst & Young LLP as Auditors		For	For	For	For
Ralph Lauren Corporation	Yes	1.1	Elect Director Frank A. Bennack, Jr.		For	For	For	For
Ralph Lauren Corporation	Yes	1.2	Elect Director Michael A. George		For	For	For	For
Ralph Lauren Corporation	Yes	1.3	Elect Director Hubert Joly		For	For	For	For

STATE STREET S&P 500 Proxy Votes July through December 2020 Compared with ISS and Voting Policy Recommendations							
Company Name	Votable Proposal	Proposal Number	Proposal Text	Management Recommendation	ISS Recommendation	Voting Policy Recommendation	Vote Instruction
Ralph Lauren Corporation	Yes	2	Ratify Ernst & Young LLP as Auditors	For	For	For	For
Ralph Lauren Corporation	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
ResMed Inc.	Yes	1a	Elect Director Karen Drexler	For	For	For	For
ResMed Inc.	Yes	1b	Elect Director Michael Farrell	For	For	For	For
ResMed Inc.	Yes	2	Ratify KPMG LLP as Auditors	For	For	For	For
ResMed Inc.	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
Seagate Technology plc	Yes	1a	Elect Director Mark W. Adams	For	For	For	For
Seagate Technology plc	Yes	1b	Elect Director Judy Bruner	For	For	For	For
Seagate Technology plc	Yes	1c	Elect Director Michael R. Cannon	For	For	For	For
Seagate Technology plc	Yes	1d	Elect Director William T. Coleman	For	For	For	For
Seagate Technology plc	Yes	1e	Elect Director Jay L. Geldmacher	For	For	For	For
Seagate Technology plc	Yes	1f	Elect Director Dylan G. Haggart	For	For	For	For
Seagate Technology plc	Yes	1g	Elect Director Stephen J. Luczo	For	For	For	For
Seagate Technology plc	Yes	1h	Elect Director William D. Mosley	For	For	For	For
Seagate Technology plc	Yes	1i	Elect Director Stephanie Tilenius	For	For	For	For
Seagate Technology plc	Yes	1j	Elect Director Edward J. Zander	For	For	For	For
Seagate Technology plc	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
Seagate Technology plc	Yes	3	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For	For	For
Seagate Technology plc	Yes	4	Determine Price Range for Reissuance of Treasury Shares	For	For	For	For
STERIS plc	Yes	1a	Elect Director Richard C. Breeden	For	For	For	For
STERIS plc	Yes	1b	Elect Director Cynthia L. Feldmann	For	For	For	For
STERIS plc	Yes	1c	Elect Director Jacqueline B. Kosecoff	For	For	For	For
STERIS plc	Yes	1d	Elect Director David B. Lewis	For	For	For	For
STERIS plc	Yes	1e	Elect Director Walter M Rosebrough, Jr.	For	For	For	For
STERIS plc	Yes	1f	Elect Director Nirav R. Shah	For	For	For	For
STERIS plc	Yes	1g	Elect Director Mohsen M. Sohi	For	For	For	For
STERIS plc	Yes	1h	Elect Director Richard M. Steeves	For	For	For	For
STERIS plc	Yes	2	Ratify Ernst & Young LLP as Auditors	For	For	For	For
STERIS plc	Yes	3	Appoint Ernst & Young Chartered Accountants as Irish Statutory Auditor	For	For	For	For
STERIS plc	Yes	4	Authorize Board to Fix Remuneration of Auditors	For	For	For	For
STERIS plc	Yes	5	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For
Sysco Corporation	Yes	1a	Elect Director Daniel J. Brutto	For	For	For	For
Sysco Corporation	Yes	1b	Elect Director John M. Cassaday	For	For	For	For
Sysco Corporation	Yes	1c	Elect Director Joshua D. Frank	For	For	For	For
Sysco Corporation	Yes	1d	Elect Director Larry C. Glasscock	For	For	For	For
Sysco Corporation	Yes	1e	Elect Director Bradley M. Halverson	For	For	For	For
Sysco Corporation	Yes	1f	Elect Director John M. Hinshaw	For	For	For	For
Sysco Corporation	Yes	1g	Elect Director Kevin P. Hourican	For	For	For	For
Sysco Corporation	Yes	1h	Elect Director Hans-Joachim Koerber	For	For	For	For
Sysco Corporation	Yes	1i	Elect Director Stephanie A. Lundquist	For	For	For	For
Sysco Corporation	Yes	1j	Elect Director Nelson Peltz	For	For	Against	Against
Sysco Corporation	Yes	1k	Elect Director Edward D. Shirley	For	For	For	For
Sysco Corporation	Yes	1l	Elect Director Sheila G. Talton	For	For	For	For
Sysco Corporation	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	For

STATE STREET S&P 500 Proxy Votes July through December 2020 Compared with ISS and Voting Policy Recommendations								
Company Name	Votable Proposal	Proposal Number	Proposal Text	B.1.a	Management Recommendation	ISS Recommendation	Voting Policy Recommendation	Vote Instruction
Sysco Corporation	Yes	3	Ratify Ernst & Young LLP as Auditors		For	For	For	For
Take-Two Interactive Software, Inc.	Yes	1.1	Elect Director Strauss Zelnick		For	For	For	For
Take-Two Interactive Software, Inc.	Yes	1.2	Elect Director Michael Dornemann		For	For	For	For
Take-Two Interactive Software, Inc.	Yes	1.3	Elect Director J Moses		For	For	For	For
Take-Two Interactive Software, Inc.	Yes	1.4	Elect Director Michael Sheresky		For	For	For	For
Take-Two Interactive Software, Inc.	Yes	1.5	Elect Director LaVerne Srinivasan		For	For	For	For
Take-Two Interactive Software, Inc.	Yes	1.6	Elect Director Susan Tolson		For	For	For	For
Take-Two Interactive Software, Inc.	Yes	1.7	Elect Director Paul Viera		For	For	For	For
Take-Two Interactive Software, Inc.	Yes	1.8	Elect Director Roland Hernandez		For	For	For	For
Take-Two Interactive Software, Inc.	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation		For	For	For	For
Take-Two Interactive Software, Inc.	Yes	3	Amend Omnibus Stock Plan		For	For	For	For
Take-Two Interactive Software, Inc.	Yes	4	Ratify Ernst & Young LLP as Auditors		For	For	For	For
Tapestry, Inc.	Yes	1a	Elect Director John P. Bilbrey		For	For	For	For
Tapestry, Inc.	Yes	1b	Elect Director Darrell Cavens		For	For	For	For
Tapestry, Inc.	Yes	1c	Elect Director David Denton		For	For	For	For
Tapestry, Inc.	Yes	1d	Elect Director Anne Gates		For	For	For	For
Tapestry, Inc.	Yes	1e	Elect Director Susan Kropf		For	For	For	For
Tapestry, Inc.	Yes	1f	Elect Director Annabelle Yu Long		For	For	For	For
Tapestry, Inc.	Yes	1g	Elect Director Ivan Menezes		For	For	For	For
Tapestry, Inc.	Yes	2	Ratify Deloitte & Touche LLP as Auditors		For	For	For	For
Tapestry, Inc.	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation		For	For	For	For
Tapestry, Inc.	Yes	4	Amend Omnibus Stock Plan		For	Against	For	For
The Clorox Company	Yes	1.1	Elect Director Amy Banse		For	For	For	For
The Clorox Company	Yes	1.2	Elect Director Richard H. Carmona		For	For	For	For
The Clorox Company	Yes	1.3	Elect Director Benno Dorer		For	For	For	For
The Clorox Company	Yes	1.4	Elect Director Spencer C. Fleischer		For	For	For	For
The Clorox Company	Yes	1.5	Elect Director Esther Lee		For	For	For	For
The Clorox Company	Yes	1.6	Elect Director A.D. David Mackay		For	For	For	For
The Clorox Company	Yes	1.7	Elect Director Paul Parker		For	For	For	For
The Clorox Company	Yes	1.8	Elect Director Linda Rendle		For	For	For	For
The Clorox Company	Yes	1.9	Elect Director Matthew J. Shattock		For	For	For	For
The Clorox Company	Yes	1.10	Elect Director Kathryn Tesija		For	For	For	For
The Clorox Company	Yes	1.11	Elect Director Pamela Thomas-Graham		For	For	For	For
The Clorox Company	Yes	1.12	Elect Director Russell J. Weiner		For	For	For	For
The Clorox Company	Yes	1.13	Elect Director Christopher J. Williams		For	For	For	For
The Clorox Company	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation		For	For	For	For
The Clorox Company	Yes	3	Ratify Ernst & Young LLP as Auditors		For	For	For	For
The Clorox Company	Yes	4	Eliminate Supermajority Vote Requirement to Approve Certain Business Combinations		For	For	For	For
The Estee Lauder Companies Inc.	Yes	1a	Elect Director Charlene Barshefsky		For	For	Refer-Withhold	Withhold
The Estee Lauder Companies Inc.	Yes	1b	Elect Director Wei Sun Christianson		For	For	Withhold	Withhold
The Estee Lauder Companies Inc.	Yes	1c	Elect Director Fabrizio Freda		For	For	For	For
The Estee Lauder Companies Inc.	Yes	1d	Elect Director Jane Lauder		For	For	Withhold	Withhold
The Estee Lauder Companies Inc.	Yes	1e	Elect Director Leonard A. Lauder		For	For	Withhold	Withhold
The Estee Lauder Companies Inc.	Yes	2	Ratify PricewaterhouseCoopers LLP as Auditors		For	For	For	For

STATE STREET S&P 500 Proxy Votes July through December 2020 Compared with ISS and Voting Policy Recommendations								
Company Name	Votable Proposal	Proposal Number	Proposal Text	B.1.a	Management Recommendation	ISS Recommendation	Voting Policy Recommendation	Vote Instruction
The Estee Lauder Companies Inc.	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation		For	For	For	For
The J. M. Smucker Company	Yes	1a	Elect Director Susan E. Chapman-Hughes		For	For	For	For
The J. M. Smucker Company	Yes	1b	Elect Director Paul J. Dolan		For	For	For	For
The J. M. Smucker Company	Yes	1c	Elect Director Jay L. Henderson		For	For	For	For
The J. M. Smucker Company	Yes	1d	Elect Director Kirk L. Perry		For	For	For	For
The J. M. Smucker Company	Yes	1e	Elect Director Sandra Pianalto		For	For	For	For
The J. M. Smucker Company	Yes	1f	Elect Director Nancy Lopez Russell		For	For	For	For
The J. M. Smucker Company	Yes	1g	Elect Director Alex Shumate		For	For	For	For
The J. M. Smucker Company	Yes	1h	Elect Director Mark T. Smucker		For	For	For	For
The J. M. Smucker Company	Yes	1i	Elect Director Richard K. Smucker		For	For	For	For
The J. M. Smucker Company	Yes	1j	Elect Director Timothy P. Smucker		For	For	For	For
The J. M. Smucker Company	Yes	1k	Elect Director Jodi L. Taylor		For	For	For	For
The J. M. Smucker Company	Yes	1l	Elect Director Dawn C. Willoughby		For	For	For	For
The J. M. Smucker Company	Yes	2	Ratify Ernst & Young LLP as Auditors		For	For	For	For
The J. M. Smucker Company	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation		For	For	For	For
The J. M. Smucker Company	Yes	4	Approve Omnibus Stock Plan		For	For	For	For
The Procter & Gamble Company	Yes	1a	Elect Director Francis S. Blake		For	For	For	For
The Procter & Gamble Company	Yes	1b	Elect Director Angela F. Braly		For	For	For	For
The Procter & Gamble Company	Yes	1c	Elect Director Amy L. Chang		For	For	For	For
The Procter & Gamble Company	Yes	1d	Elect Director Joseph Jimenez		For	For	For	For
The Procter & Gamble Company	Yes	1e	Elect Director Debra L. Lee		For	For	For	For
The Procter & Gamble Company	Yes	1f	Elect Director Terry J. Lundgren		For	For	For	For
The Procter & Gamble Company	Yes	1g	Elect Director Christine M. McCarthy		For	For	For	For
The Procter & Gamble Company	Yes	1h	Elect Director W. James McEnerney, Jr.		For	For	For	For
The Procter & Gamble Company	Yes	1i	Elect Director Nelson Peltz		For	For	Against	Against
The Procter & Gamble Company	Yes	1j	Elect Director David S. Taylor		For	For	For	For
The Procter & Gamble Company	Yes	1k	Elect Director Margaret C. Whitman		For	For	For	For
The Procter & Gamble Company	Yes	1l	Elect Director Patricia A. Woertz		For	For	For	For
The Procter & Gamble Company	Yes	2	Ratify Deloitte & Touche LLP as Auditors		For	For	For	For
The Procter & Gamble Company	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation		For	For	For	For
The Procter & Gamble Company	Yes	4	Approve Qualified Employee Stock Purchase Plan		For	For	For	For
The Procter & Gamble Company	Yes	5	Report on Efforts to Eliminate Deforestation		Against	For	For	For
The Procter & Gamble Company	Yes	6	Publish Annually a Report Assessing Diversity and Inclusion Efforts		Against	For	Against	Against
Tiffany & Co.	Yes	1	Approve Merger Agreement		For	For	For	For
Tiffany & Co.	Yes	2	Advisory Vote on Golden Parachutes		For	Against	Against	Against
Tiffany & Co.	Yes	3	Adjourn Meeting		For	For	Against	Against
Varian Medical Systems, Inc.	Yes	1	Approve Merger Agreement		For	For	For	For
Varian Medical Systems, Inc.	Yes	2	Adjourn Meeting		For	For	Against	Against
Varian Medical Systems, Inc.	Yes	3	Advisory Vote on Golden Parachutes		For	Against	Against	Against
VF Corporation	Yes	1.1	Elect Director Richard T. Carucci		For	For	For	For
VF Corporation	Yes	1.2	Elect Director Juliana L. Chugg		For	For	For	For
VF Corporation	Yes	1.3	Elect Director Benno Dorer		For	For	For	For
VF Corporation	Yes	1.4	Elect Director Mark S. Hoplamazian		For	For	For	For
VF Corporation	Yes	1.5	Elect Director Laura W. Lang		For	For	For	For
VF Corporation	Yes	1.6	Elect Director W. Alan McCollough		For	For	For	For

STATE STREET S&P 500 Proxy Votes July through December 2020 Compared with ISS and Voting Policy Recommendations								
Company Name	Votable Proposal	Proposal Number	Proposal Text	B.1.a	Management Recommendation	ISS Recommendation	Voting Policy Recommendation	Vote Instruction
VF Corporation	Yes	1.7	Elect Director W. Rodney McMullen		For	For	For	For
VF Corporation	Yes	1.8	Elect Director Clarence Otis, Jr.		For	For	Withhold	Withhold
VF Corporation	Yes	1.9	Elect Director Steven E. Rendle		For	For	For	For
VF Corporation	Yes	1.10	Elect Director Carol L. Roberts		For	For	For	For
VF Corporation	Yes	1.11	Elect Director Matthew J. Shattock		For	For	For	For
VF Corporation	Yes	1.12	Elect Director Veronica B. Wu		For	For	For	For
VF Corporation	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation		For	For	For	For
VF Corporation	Yes	3	Ratify PricewaterhouseCoopers LLP as Auditors		For	For	For	For
Western Digital Corporation	Yes	1a	Elect Director Kimberly E. Alexy		For	For	For	For
Western Digital Corporation	Yes	1b	Elect Director Martin I. Cole		For	For	For	For
Western Digital Corporation	Yes	1c	Elect Director Kathleen A. Cote		For	For	For	For
Western Digital Corporation	Yes	1d	Elect Director Tunc Doluca		For	For	For	For
Western Digital Corporation	Yes	1e	Elect Director David V. Goeckeler		For	For	For	For
Western Digital Corporation	Yes	1f	Elect Director Matthew E. Massengill		For	For	For	For
Western Digital Corporation	Yes	1g	Elect Director Paula A. Price		For	For	For	For
Western Digital Corporation	Yes	1h	Elect Director Stephanie A. Streeter		For	For	For	For
Western Digital Corporation	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation		For	For	For	For
Western Digital Corporation	Yes	3	Amend Omnibus Stock Plan		For	For	For	For
Western Digital Corporation	Yes	4	Ratify KPMG LLP as Auditors		For	For	For	For
Willis Towers Watson Public Limited Co	Yes	1	Approve Scheme of Arrangement		For	For	For	For
Willis Towers Watson Public Limited Co	Yes	1	Approve Scheme of Arrangement		For	For	For	For
Willis Towers Watson Public Limited Co	Yes	2	Amend Articles		For	For	For	For
Willis Towers Watson Public Limited Co	Yes	3	Advisory Vote on Golden Parachutes		For	For	For	For
Willis Towers Watson Public Limited Co	Yes	4	Adjourn Meeting		For	For	Against	Against
Xilinx, Inc.	Yes	1.1	Elect Director Dennis Segers		For	For	For	For
Xilinx, Inc.	Yes	1.2	Elect Director Raman K. Chitkara		For	For	For	For
Xilinx, Inc.	Yes	1.3	Elect Director Saar Gillai		For	For	For	For
Xilinx, Inc.	Yes	1.4	Elect Director Ronald S. Jankov		For	For	For	For
Xilinx, Inc.	Yes	1.5	Elect Director Mary Louise Krakauer		For	For	For	For
Xilinx, Inc.	Yes	1.6	Elect Director Thomas H. Lee		For	For	For	For
Xilinx, Inc.	Yes	1.7	Elect Director Jon A. Olson		For	For	For	For
Xilinx, Inc.	Yes	1.8	Elect Director Victor Peng		For	For	For	For
Xilinx, Inc.	Yes	1.9	Elect Director Elizabeth W. Vanderslice		For	For	For	For
Xilinx, Inc.	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation		For	For	For	For
Xilinx, Inc.	Yes	3	Ratify Ernst & Young LLP as Auditors		For	For	For	For

B.1.a

TIMESSQUARE International Small Cap Proxy Votes July - December 2020 Compared to ISS Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Afyra Limited	1	Accept Financial Statements and Statutory Reports	Yes	For	For		For
Afyra Limited	2	Elect Joao Paulo Seibel de Faria, Vanessa Claro Lopes, Flavio Dias Fonseca da Silva, Miguel Filisbino Pereira de Paula, and Daulins Reni Emilio as Directors	Yes	For	For		For
A-Living Services Co., Ltd.	1	Approve Change of Company Name	Yes	For	For		For
A-Living Services Co., Ltd.	2	Amend Articles of Association	Yes	For	For		For
A-Living Services Co., Ltd.	1	Approve Supplemental Property Management Services Agreement, Revised Annual Cap and Related Transactions	Yes	For	For		For
A-Living Services Co., Ltd.	2	Approve 2021 Property Management Services Framework Agreement, Revised Annual Caps and Related Transactions	Yes	For	For		For
A-Living Services Co., Ltd.	3	Approve 2021 Property Agency Services Framework Agreement, Proposed Annual Caps and Related Transactions	Yes	For	For		For
A-Living Services Co., Ltd.	4	Approve 2021 Framework Referral Agreement, Proposed Annual Caps and Related Transactions	Yes	For	For		For
Auto Trader Group Plc	1	Accept Financial Statements and Statutory Reports	Yes	For	For		For
Auto Trader Group Plc	2	Approve Remuneration Report	Yes	For	For		For
Auto Trader Group Plc	3	Re-elect Ed Williams as Director	Yes	For	For		For
Auto Trader Group Plc	4	Re-elect Nathan Coe as Director	Yes	For	For		For
Auto Trader Group Plc	5	Re-elect David Keens as Director	Yes	For	For		For
Auto Trader Group Plc	6	Re-elect Jill Easterbrook as Director	Yes	For	For		For
Auto Trader Group Plc	7	Re-elect Jeni Mundy as Director	Yes	For	For		For
Auto Trader Group Plc	8	Re-elect Catherine Faiers as Director	Yes	For	For		For
Auto Trader Group Plc	9	Elect Jamie Warner as Director	Yes	For	For		For
Auto Trader Group Plc	10	Elect Sigga Sigurdardottir as Director	Yes	For	For		For
Auto Trader Group Plc	11	Reappoint KPMG LLP as Auditors	Yes	For	For		For
Auto Trader Group Plc	12	Authorise Board to Fix Remuneration of Auditors	Yes	For	For		For
Auto Trader Group Plc	13	Authorise Issue of Equity	Yes	For	Against		For
Auto Trader Group Plc	14	Authorise Issue of Equity without Pre-emptive Rights	Yes	For	For		For
Auto Trader Group Plc	15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Yes	For	For		For
Auto Trader Group Plc	16	Authorise Market Purchase of Ordinary Shares	Yes	For	For		For
Auto Trader Group Plc	17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Yes	For	For		For
Auto Trader Group Plc	18	Adopt New Articles of Association	Yes	For	For		For
Boa Vista Servicos SA	1	Ratify PricewaterhouseCoopers Servicos Profissionais Ltda. (PwC) as the Independent Firm to Appraise Proposed Transaction	Yes	For	For		For
Boa Vista Servicos SA	2	Approve Independent Firm's Appraisal	Yes	For	For		For

B.1.a

TIMESSQUARE International Small Cap Proxy Votes July - December 2020 Compared to ISS Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Boa Vista Servicos SA	3	Approve Acquisition of All Shares of Acordo Certo Participacoes S.A. (AC Participacoes)	Yes	For	For		For
Boa Vista Servicos SA	4	Re-Ratify Remuneration of Company's Management for 2020	Yes	For	For		For
Boa Vista Servicos SA	5	Designate Newspapers to Publish Company's Legal Announcements	Yes	For	For		For
Challenger Limited	2a	Elect Steven Gregg as Director	Yes	For	For		For
Challenger Limited	2b	Elect JoAnne Stephenson as Director	Yes	For	For		For
Challenger Limited	3	Approve Remuneration Report	Yes	For	Against		Against
Challenger Limited	4	Approve Grant of Performance Share Rights to Richard Howes	Yes	For	For		For
Challenger Limited	5	Ratify Past Issuance of Shares to Institutional Investors	Yes	For	For		For
Challenger Limited	6	Approve Issuance of Challenger Capital Notes 3 to Brokers and Institutional Holders	Yes	For	For		For
Challenger Limited	7	Adopt New Constitution	Yes	For	For		For
Challenger Limited	8	Approve Insertion of Proportional Takeover Provisions	Yes	For	For		For
Electrocomponents Plc	1	Accept Financial Statements and Statutory Reports	Yes	For	For		For
Electrocomponents Plc	2	Approve Remuneration Report	Yes	For	For		For
Electrocomponents Plc	3	Elect Joan Wainwright as Director	Yes	For	For		For
Electrocomponents Plc	4	Re-elect Bertrand Bodson as Director	Yes	For	For		For
Electrocomponents Plc	5	Re-elect Louisa Burdett as Director	Yes	For	For		For
Electrocomponents Plc	6	Re-elect David Egan as Director	Yes	For	For		For
Electrocomponents Plc	7	Re-elect Karen Guerra as Director	Yes	For	For		For
Electrocomponents Plc	8	Re-elect Peter Johnson as Director	Yes	For	For		For
Electrocomponents Plc	9	Re-elect Bessie Lee as Director	Yes	For	For		For
Electrocomponents Plc	10	Re-elect Simon Pryce as Director	Yes	For	For		For
Electrocomponents Plc	11	Re-elect Lindsley Ruth as Director	Yes	For	For		For
Electrocomponents Plc	12	Re-elect David Sleath as Director	Yes	For	For		For
Electrocomponents Plc	13	Reappoint PricewaterhouseCoopers LLP as Auditors	Yes	For	For		For
Electrocomponents Plc	14	Authorise Board to Fix Remuneration of Auditors	Yes	For	For		For
Electrocomponents Plc	15	Authorise Issue of Equity	Yes	For	Against		For
Electrocomponents Plc	16	Authorise Issue of Equity without Pre-emptive Rights	Yes	For	For		For
Electrocomponents Plc	17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Yes	For	For		For
Electrocomponents Plc	18	Authorise Market Purchase of Ordinary Shares	Yes	For	For		For
Electrocomponents Plc	19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Yes	For	For		For
Interpump Group SpA	O.1	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Yes	For	For		For
IPH Limited	3	Elect Richard Grellman as Director	Yes	For	For		For
IPH Limited	4	Approve Issuance of Performance Rights to Andrew Blattman	Yes	For	For		For

B.1.a

TIMESSQUARE International Small Cap Proxy Votes July - December 2020 Compared to ISS Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
IPH Limited	5	Ratify Past Issuance of Baldwins Acquisition Shares to the Baldwin Vendors	Yes	For	For		For
IPH Limited	6	Approve Remuneration Report	Yes	For	For		For
Irish Continental Group Plc	1	Accept Financial Statements and Statutory Reports and Review the Company's Affairs	Yes	For	For		For
Irish Continental Group Plc	2a	Re-elect John McGuckian as Director	Yes	For	For		For
Irish Continental Group Plc	2b	Re-elect Eamonn Rothwell as Director	Yes	For	For		For
Irish Continental Group Plc	2c	Re-elect David Ledwidge as Director	Yes	For	For		For
Irish Continental Group Plc	2d	Re-elect Catherine Duffy as Director	Yes	For	For		For
Irish Continental Group Plc	2e	Re-elect Brian O'Kelly as Director	Yes	For	For		For
Irish Continental Group Plc	2f	Re-elect John Sheehan as Director	Yes	For	For		For
Irish Continental Group Plc	3	Authorise Board to Fix Remuneration of Auditors	Yes	For	For		For
Irish Continental Group Plc	4	Approve Remuneration Report	Yes	For	Against		Against
Irish Continental Group Plc	5	Authorise Issue of Equity	Yes	For	Against		Against
Irish Continental Group Plc	6	Authorise Issue of Equity without Pre-emptive Rights	Yes	For	For		For
Irish Continental Group Plc	7	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Yes	For	For		For
Irish Continental Group Plc	8	Authorise Market Purchase of Ordinary Shares	Yes	For	For		For
Irish Continental Group Plc	9	Authorise the Company to Determine the Price Range at which Treasury Shares may be Re-issued Off-Market	Yes	For	For		For
Irish Continental Group Plc	10	Authorise the Company to Call General Meeting with Two Weeks' Notice	Yes	For	For		For
Link Administration Holdings Limited	1	Elect Peeyush Gupta as Director	Yes	For	For		For
Link Administration Holdings Limited	2	Elect Sally Pitkin as Director	Yes	For	For		For
Link Administration Holdings Limited	3	Approve Remuneration Report	Yes	For	For		For
Link Administration Holdings Limited	4	Approve Link Group Omnibus Equity Plan	Yes	For	For		For
Link Administration Holdings Limited	5	Approve Issuance of Performance Share Rights to Vivek Bhatia	Yes	For	For		For
Link Administration Holdings Limited	6	Approve the Amendments to the Company's Constitution	Yes	For	For		For
Mani, Inc.	1.1	Elect Director Takai, Toshihide	Yes	For	For		For
Mani, Inc.	1.2	Elect Director Saito, Masahiko	Yes	For	For		For
Mani, Inc.	1.3	Elect Director Takahashi, Kazuo	Yes	For	For		For
Mani, Inc.	1.4	Elect Director Morikawa, Michio	Yes	For	For		For

B.1.a

TIMESSQUARE International Small Cap Proxy Votes July - December 2020 Compared to ISS Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Mani, Inc.	1.5	Elect Director Matsuda, Michiharu	Yes	For	For		For
Mani, Inc.	1.6	Elect Director Yano, Tatsushi	Yes	For	For		For
Mani, Inc.	1.7	Elect Director Moriyama, Yukiko	Yes	For	For		For
Medpeer, Inc.	1.1	Elect Director Iwami, Yo	Yes	For	For		For
Medpeer, Inc.	1.2	Elect Director Hayashi, Mitsuhiro	Yes	For	For		For
Medpeer, Inc.	1.3	Elect Director Tembo, Yoshihiko	Yes	For	For		For
Medpeer, Inc.	1.4	Elect Director Hirabayashi, Toshio	Yes	For	For		For
Medpeer, Inc.	1.5	Elect Director Kawana, Masatoshi	Yes	For	For		For
Medpeer, Inc.	1.6	Elect Director Shimura, Masayuki	Yes	For	For		For
Palfinger AG	1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	No				
Palfinger AG	2	Approve Allocation of Income and Dividends of EUR 0.35 per Share	Yes	For	For		For
Palfinger AG	3	Approve Discharge of Management Board for Fiscal 2019	Yes	For	For		For
Palfinger AG	4	Approve Discharge of Supervisory Board for Fiscal 2019	Yes	For	For		For
Palfinger AG	5	Ratify PwC Wirtschaftspruefung GmbH Auditors for Fiscal 2020	Yes	For	For		For
Palfinger AG	6.1	Approve Increase in Size of Board to Seven Members	Yes	For	For		For
Palfinger AG	6.2	Elect Isabel Rohr as Supervisory Board Member	Yes	For	Against		Against
Palfinger AG	6.3	Elect Hubert Palfinger as Supervisory Board Member	Yes	For	Against		Against
Palfinger AG	7	Approve Remuneration Policy	Yes	For	Against		Against
Palfinger AG	8	Approve Remuneration of Supervisory Board Members	Yes	For	For		For
Palfinger AG	9	Amend Articles Re: Remote Participation, Remote Voting, Transmission and Recording of the General Meeting	Yes	For	For		For
Prosegur Compania de Seguridad SA	1	Approve Consolidated and Standalone Financial Statements	Yes	For	For		For
Prosegur Compania de Seguridad SA	2	Approve Allocation of Income and Dividends	Yes	For	For		For
Prosegur Compania de Seguridad SA	3	Approve Non-Financial Information Statement	Yes	For	Refer		For
Prosegur Compania de Seguridad SA	4	Approve Discharge of Board	Yes	For	For		For
Prosegur Compania de Seguridad SA	5	Reelect Eugenio Ruiz-Galvez Priego as Director	Yes	For	Refer		Against
Prosegur Compania de Seguridad SA	6	Reelect Angel Durandez Adeva as Director	Yes	For	For		For
Prosegur Compania de Seguridad SA	7	Advisory Vote on Remuneration Report	Yes	For	For		For
Prosegur Compania de Seguridad SA	8	Approve Remuneration Policy	Yes	For	For		For

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TIMESQUARE International Small Cap Proxy Votes July - December 2020 Compared to ISS Recommendations							
Company	SR No	Agenda Description	Non-Voting Agenda	Mgmt Recommendation	ISS Recommendation	Glass Lewis Recommendation	Investment Manager Vote
Prosegur Compania de Seguridad SA	9	Approve Reduction in Share Capital via Amortization of Treasury Shares	Yes	For	For		For
Prosegur Compania de Seguridad SA	10	Authorize Share Repurchase Program	Yes	For	For		For
Prosegur Compania de Seguridad SA	11	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 20 Percent	Yes	For	Against		Against
Prosegur Compania de Seguridad SA	12	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 1 Billion with Exclusion of Preemptive Rights up to 20 Percent of Capital	Yes	For	Refer		Against
Prosegur Compania de Seguridad SA	13	Authorize Board to Ratify and Execute Approved Resolutions	Yes	For	For		For
Rubis SCA	1	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Yes	For	For		For
Rubis SCA	2	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Yes	For	For		For
Rubis SCA	3	Amend Article 56 of Bylaws Re: General Management Rights on Company Income	Yes	For	For		For
Rubis SCA	4	Authorize Filing of Required Documents/Other Formalities	Yes	For	For		For
Steadfast Group Limited	2	Approve Remuneration Report	Yes	For	For		For
Steadfast Group Limited	3	Approve Grant of Deferred Equity Awards to Robert Kelly	Yes	For	For		For
Steadfast Group Limited	4	Elect Frank O'Halloran as Director	Yes	For	For		For
Steadfast Group Limited	5	Elect Anne O'Driscoll as Director	Yes	For	For		For
Sushiro Global Holdings Ltd.	1	Approve Allocation of Income, with a Final Dividend of JPY 15	Yes	For	For		For
Sushiro Global Holdings Ltd.	2	Amend Articles to Change Company Name - Amend Provisions on Corporate Philosophy - Clarify Director Authority on Shareholder Meetings - Amend Provisions on Director Titles - Clarify Director Authority on Board Meetings	Yes	For	For		For
Sushiro Global Holdings Ltd.	3.1	Elect Director Mizutome, Koichi	Yes	For	For		For
Sushiro Global Holdings Ltd.	3.2	Elect Director Kondo, Akira	Yes	For	For		For
Sushiro Global Holdings Ltd.	3.3	Elect Director Takaoka, Kozo	Yes	For	For		For
Sushiro Global Holdings Ltd.	3.4	Elect Director Miyake, Minesaburo	Yes	For	For		For
Sushiro Global Holdings Ltd.	3.5	Elect Director Kanise, Reiko	Yes	For	For		For
Sushiro Global Holdings Ltd.	3.6	Elect Director Sato, Koki	Yes	For	For		For
Sushiro Global Holdings Ltd.	4.1	Elect Director and Audit Committee Member Notsuka, Yoshihiro	Yes	For	For		For
Sushiro Global Holdings Ltd.	4.2	Elect Director and Audit Committee Member Ichige, Yumiko	Yes	For	For		For
Sushiro Global Holdings Ltd.	4.3	Elect Director and Audit Committee Member Taira, Mami	Yes	For	For		For
Yeahka Limited	1	Adopt Share Option Scheme and Related Transactions	Yes	For	Against		Against



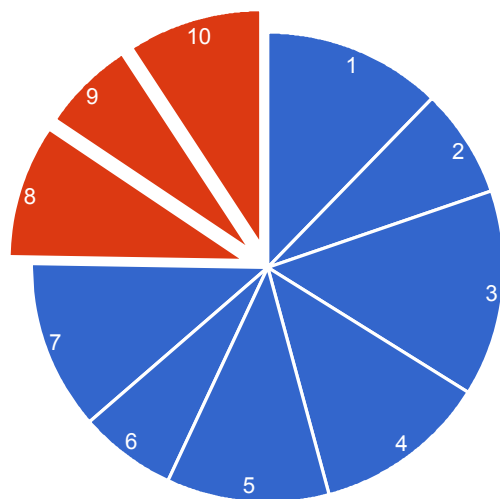
Governance Risk Report

02-Jan-2021

Reporting Period: 01-Oct-2020 to 31-Dec-2020

- > Artisan Partners
- > DIMENSIONAL FUND ADVISORS INC.
- > Morgan Stanley Investment Management- New York #132
- > PARAMETRIC PORTFOLIO ASSOC
- > State Street Global Advisors
- > TimesSquare Capital Management, LLC

Portfolio Risk by ISS Governance QualityScore



25%² of the companies within your portfolio that held meetings during the reporting period are high risk, falling within the ISS Governance QualityScore range of 10 through 8.

Largest Portfolio Positions with High Governance Risk

The table below highlights the top 15 largest positions for those companies deemed high-risk, as indicated by an ISS Governance QualityScore between 8 and 10. Companies are only shown if they held a meeting during the reporting period.

Company	Ticker	Position Value (USD) ¹	ISS Governance QualityScore	Board Structure Subscore	Compensation Subscore	Shareholder Rights Subscore	Audit Subscore
AVEVA Group Plc	AVV	15.2 M	9	9	9	1	1
StoneCo Ltd.	STNE	4.4 M	10	10	6	10	3
Oracle Corporation	ORCL	2.6 M	10	9	10	5	1
Huaneng Power International, Inc.	902	2.1 M	9	8	2	10	2
The Estee Lauder Companies Inc.	EL	1.8 M	10	10	6	10	1
Yanzhou Coal Mining Company Limited	1171	1.8 M	8	6	2	10	1
China Eastern Airlines Corporation Limited	670	1.5 M	8	8	1	10	2
Bid Corp. Ltd.	BID	1.3 M	8	6	10	1	1
Hellenic Telecommunications Organization SA	HTO	1.2 M	10	9	9	6	1
Growthpoint Properties Ltd.	GRT	1.2 M	9	10	8	1	1
Analog Devices, Inc.	ADI	1.1 M	8	7	8	8	1
Shoprite Holdings Ltd.	SHP	885,522.3	10	9	10	5	1
Semiconductor Manufacturing International Corporation	981	879,044.7	8	10	5	5	1
China Railway Construction Corporation Limited	1186	823,541.7	9	4	2	10	10
Cintas Corporation	CTAS	654,245.2	9	10	7	9	2

ISS Governance QualityScore is a data driven scoring and screening solution designed to identify governance risk within companies. ISS Governance QualityScore is derived from publicly disclosed data on the company's governance practices. Scores indicate decile rank relevant to index or region. For more information on ISS Governance QualityScore, visit <https://www.issgovernance.com/solutions/iss-analytics/qualityscore/>.

¹Values are based on shares held on record date for the company's most recently held meeting during the reporting period. Please contact your ISS Client Service Team with any questions related to how this value is calculated.

²Percentages based on the universe of holdings within the ISS Governance QualityScore coverage universe.



Investment Manager Summary

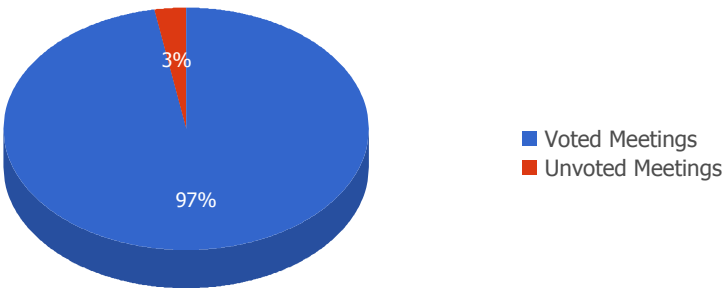
Investment Manager	% Meetings Voted	% of Companies with ISS Governance QualityScore of 8, 9 or 10 ¹	% of Votes Cast Against Management	% of Votes Cast Against ISS Benchmark Policy	% of Votes Cast Against Public Fund Policy
Artisan Partners	83%	20%	3%	0%	21%
DIMENSIONAL FUND ADVISORS INC.	98%	28%	16%	6%	32%
Morgan Stanley Investment Management- New York #132	100%	0%	3%	5%	11%
PARAMETRIC PORTFOLIO ASSOC	97%	23%	16%	3%	0%
State Street Global Advisors	97%	32%	9%	12%	39%
TimesSquare Capital Management, LLC	100%	0%	6%	8%	8%
TOTALS	97%	25%	15%	5%	13%

¹Percentages based on the universe of holdings within the ISS Governance QualityScore coverage universe.

Meeting Overview

Category	Number
Votable Meetings	447
Meetings Voted	434
Proxy Contests Voted	4
Meetings with Against Management Votes	213
Meetings with Against ISS Votes	99

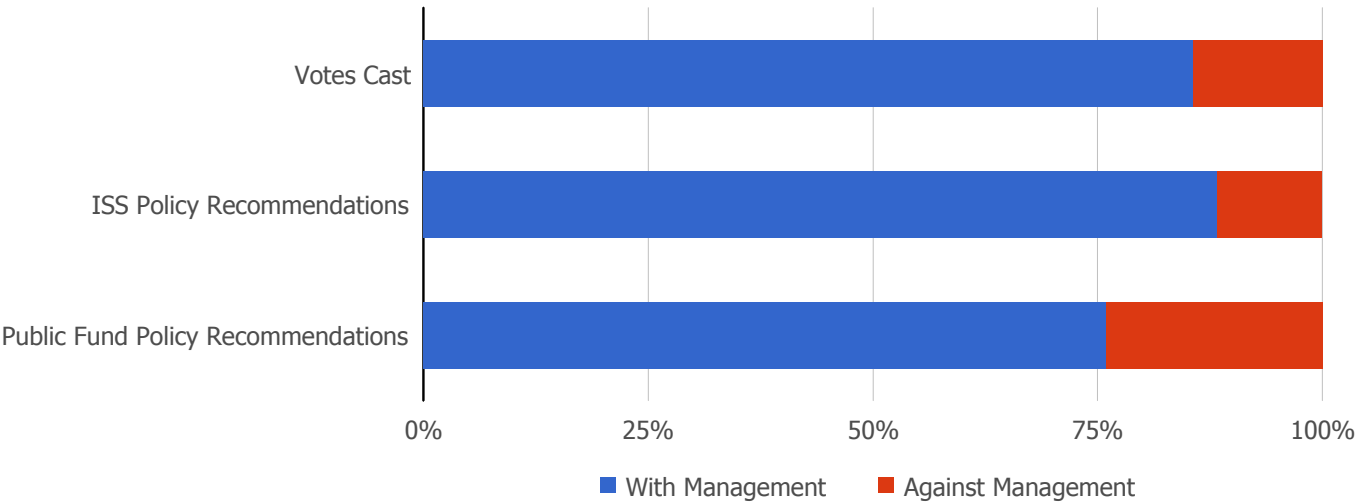
Comparison of Meetings Voted



With 447 meetings available to vote during the period, 434 were voted, equating to approximately 97% of the votable meetings with close to 3% unvoted.

Alignment with Management

- > Comparing vote alignment with management recommendations highlights similarities and differences between investment managers’ governance philosophies and companies’ approach to key corporate governance issues.
- > The votes cast on ballots during the reporting period are aligned with management recommendations in 86% of cases, while the ISS Benchmark Policy recommendations are at 88%.
- > The recommendations of the specialized policy selected as referenced, the Public Fund policy, follow management recommendations for 76% of proposals.



Vote Benchmark Report

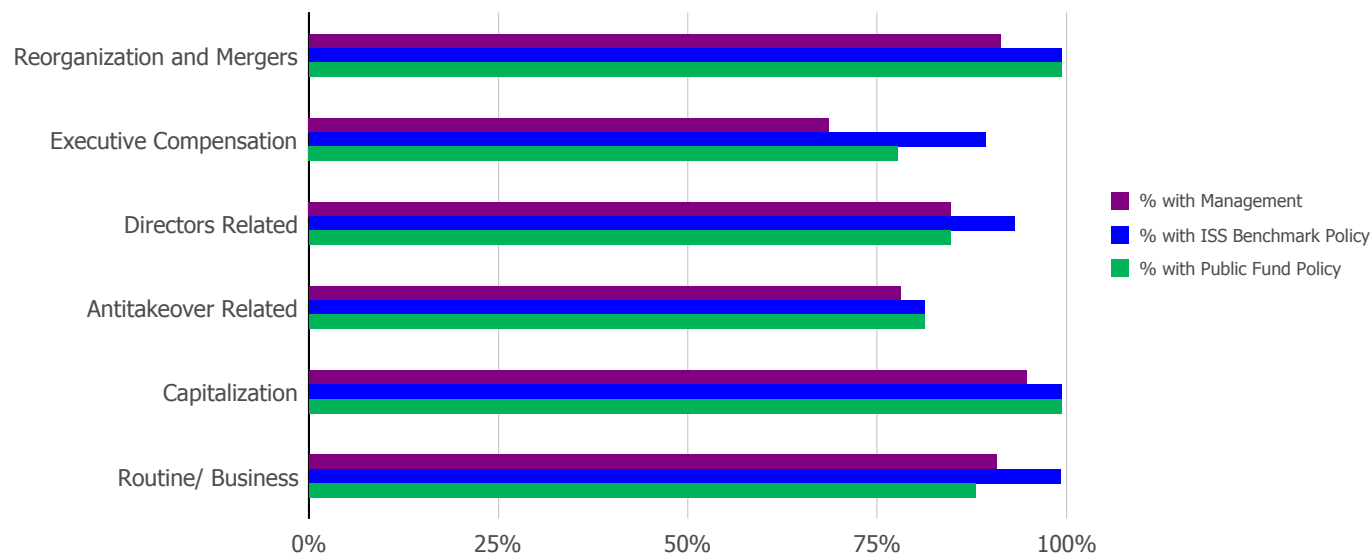
Reporting Period: 01-Oct-2020 to 31-Dec-2020

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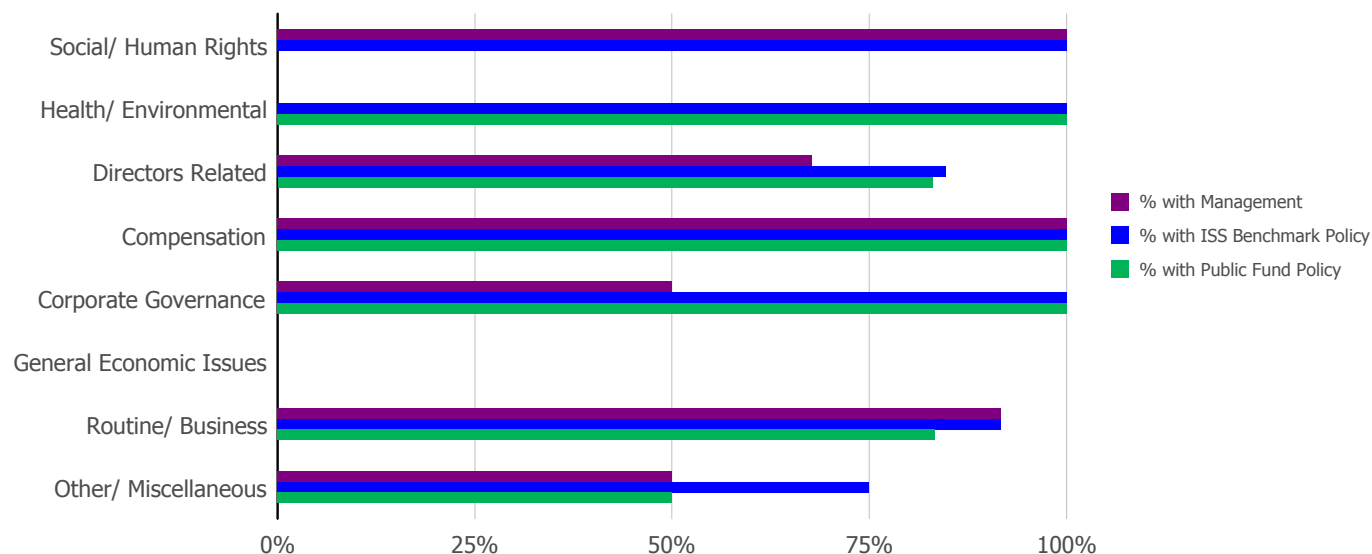
Votes Cast on Management Proposal Categories

- › The breakdown of proposals into the major proposal categories and the comparison of votes cast to management recommendations, ISS Benchmark Policy recommendations and the recommendations of the selected specialized policy, the Public Fund Policy, provide insight into the positioning of votes cast on proposals submitted by management against these benchmarks.
- › Votes cast during the reporting period were least in line with management on Social Proposal matters, where only 50% of votes followed management recommendations.
- › Across categories, votes cast on management proposals show the closest alignment to the ISS Benchmark Policy guidelines.



Votes Cast on Shareholder Proposal Categories

- › Votes cast on shareholder proposals, in opposition to management, reflect support for proposals submitted by shareholders.
- › During the reporting period, has shown the highest level of support for shareholder proposals related to Health/ Environmental, at 100% and the lowest level of support for shareholder proposals related to Compensation, Social/ Human Rights, with 0% of proposals supported in this category.
- › Across categories, votes cast on shareholder proposals show the closest alignment to the ISS Benchmark Policy guidelines.



Contested Meetings Overview

Company	Ticker	ISS Governance QualityScore	Meeting Date	Position Value (USD)*	ISS Recommended Slate	Slate Voted	Key Takeaways
CoreLogic, Inc.	CLGX	1	17-Nov-2020	390,607.0	Dissident	Dissident	<p>> Cannae Holdings and Senator Investment Partners, which own 10 percent of outstanding shares, have formed a group and proposed an acquisition of CoreLogic at \$66 in cash per share, a 24.7 percent premium to the share price on the day before the proposal was announced.</p> <p>> The CoreLogic board has rejected the acquisition proposal, saying that it is opportunistic, undervalued, and uncertain. In the time since the offer, the company has delivered improved results and updated its guidance to indicate that it will shortly achieve operating targets that it has sought since 2013.</p> <p>> Cannae and Senator, who have indicated their willingness to increase their offer contingent upon due diligence, are seeking to replace nine of CoreLogic's 12 directors at this special meeting in an effort to advance their bid; the dissident nominees have also committed to conducting a fair sales process, if elected.</p> <p>> On Oct. 28, four months into the dissident campaign, CoreLogic confirmed that it is now engaging with third parties interested in an acquisition valued at or above \$80 per share. Although this is a positive development, there is thus far no sign that a formal sales process is underway, and there have been mixed signals regarding the board's interaction with specific bidders.</p> <p>> A logical solution to swiftly resolve the current impasse, thus allowing the company to avoid the distraction of a special meeting and focus on engaging with interested parties, would be a settlement between the company and the dissidents for the purposes of reassuring investors that recent developments reflect progress towards a value-maximizing transaction rather than delay tactics – provided that such a settlement did not restrict the dissidents from taking additional action if their concerns regarding a "sham process" prove valid.</p> <p>> Absent such a settlement, our analysis of the dissident campaign – in conjunction with the mounting evidence that there is robust interest in acquiring the company – suggests that shareholders would benefit from the presence of new directors to ensure that the engagement with potential acquirers is managed to maximize value, especially considering the auspicious timing of the new indications of interest and the dissidents' apparent role in encouraging other bidders to emerge. In recognition of the gap between the proposed acquisition price of \$66 and what appears to be full and fair value, however, support is only warranted for replacing a minority of the board. As such, shareholders are recommended to replace the board's three longest-tenured directors, Chatham, O'Brien, and Walker, with dissident nominees</p>

Reporting Period: 01-Oct-2020 to 31-Dec-2020

Apartment Investment and Management Company	AIV	7	20-Nov-2020	384,030.1	Dissident	Did Not Vote	<p>Albrecht, Lane, and Winship.</p> <p>> Land & Buildings (L&B), a holder of 1.4 percent of Aimco, is soliciting support from at least 25 percent of shares to call a special meeting to approve a non-binding resolution urging the board to put the company's planned separation of its business into two publicly traded companies through a taxable reverse spin-off to a shareholder vote.</p> <p>> The strategic questions appear sufficiently weighty, particularly in the context of an irreversible strategic decision and tax bill, that shareholder consent FOR the proposal to call a special meeting is warranted.</p>
Virtusa Corporation	VRTU	7	02-Oct-2020	290,911.3	Dissident	Dissident	<p>> New Mountain Vantage Advisers (NMV), a shareholder with an economic interest of 10.75 percent, has nominated two candidates to replace the two directors standing for reelection at this year's AGM.</p> <p>> On Sept. 10, 2020, approximately three weeks before the scheduled AGM, the company announced that it has agreed to be acquired by Baring Private Equity Asia (BPEA) for \$51.35 per share in an all-cash transaction valued at approximately \$2.0 billion.</p> <p>> The dissident presented a strong case, prior to the announcement of the sale, that the board could benefit from a fresh perspective given VRTU's suboptimal shareholder communications and execution, which appear to have contributed to prolonged underperformance prior to the dissident's involvement. The board's decision to pursue a sale while facing a proxy contest and operational challenges related to the pandemic raises skepticism about the deal's timing and value, which, alongside the relevant questions posed by the dissident, suggests that additional scrutiny, particularly by a significant shareholder, is warranted.</p> <p>> Shareholders are therefore recommended to vote on the dissident's BLUE proxy card FOR dissident nominees Chintamaneni and Morrison.</p>
Cracker Barrel Old Country Store, Inc.	CBRL	5	19-Nov-2020	219,050.5	Management	Management	<p>> Sardar Biglari, an 8.7 percent shareholder, has nominated one director to the 10-member board.</p> <p>> This is Biglari's fifth CBRL campaign since 2011. Biglari lost proxy contests waged at each of the 2011, 2012, and 2013 annual meetings, and likewise failed to muster shareholder support for an economic proposal submitted at a 2014 special meeting. Though Biglari has not waged a formal contest in over six years, he has remained an active shareholder.</p> <p>> CBRL has been attempting to navigate industry-wide headwinds for several years, and until recently, appeared to be faring as well or better than peers in doing so. However, a failed investment in 2019 exposed the lack of relevant restaurant experience on the board, which will be necessary moving forward due to the many fundamental strategic initiatives underway. Although the board missed an opportunity to fill this gap in the most recent wave of refreshment, the need for immediate change is outweighed at this juncture by several factors, including the possibility of distraction that could accompany the</p>

						<p>addition of a Biglari nominee. Adverse votes are nonetheless warranted for incumbent director Johnson (the chair of the nominating and corporate governance committee), who is being targeted by the dissident, as a way for shareholders to provide actionable feedback to the board regarding their expectation that the committee address the board's lack of expertise with restaurant brand management in the near future.</p> <p>> The company paid bonuses when none were earned, and eliminated the performance-vesting requirements of the 2019 and 2020 awards, effectively paying them out at target and converting them to time-vesting awards.</p>
TESSCO Technologies Incorporated	TESS	11-Dec-2020	8,422.6	Dissident	Dissident	<p>> Robert Barnhill, a current director and company founder, former CEO and chairman, with an 18.6 percent stake, is seeking shareholder consent to remove five of nine current members of the board and replace them with four nominees (Items 1 and 2). If his campaign is successful, Barnhill and his nominees would hold five of seven seats on the reconstituted board.</p> <p>> On Nov. 9, 2020, well into the dissident campaign, the board appointed two new directors to replace two long-tenured members of the board targeted by the dissident (Shaughnessy, who has since resigned, and Zifferer, who will resign upon the conclusion of the ongoing consent solicitation process). There is merit to the dissident's argument that it would be unfairly disadvantaged if it were to file a revised proxy card to reflect these changes given the impending deadline to submit consents. Nonetheless, shareholders should note that by providing consent to remove any of the three remaining targeted incumbents, they would also be granting the dissident consent to remove both of the newly appointed directors.</p> <p>> The company's negative TSR over all periods of measurement and consistently declining operational performance suggest that change is warranted at the board level. What may give shareholders pause, however, is determining whether the dissident or the legacy incumbents – all of whom have served on the board for long tenures – are most accountable for the company's underperformance. Our analysis of the dissident campaign and the board's response paints a picture of a board that was seemingly reluctant to bring about meaningful change over a long period of decline, until this proxy contest prompted both sides to contemplate an arguably overdue refreshment effort. The company's uneven performance over Barnhill's last years as CEO and his tenure as chairman tempers his portrayal purely as an agent of change. As such, support is only warranted for replacing a minority of the board at this time.</p> <p>> On balance, we find that shareholders would be best served by a reconstituted board comprising the two newly appointed directors (Martine and McCray), two dissident nominees (Bryan and McLean), incumbents Dismore and Gaffney (who joined the board over the past two years), CEO Mukerjee, and Barnhill (who will not seek reelection at the next AGM). Such a board would allow for a comprehensive review</p>

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of the company’s strategy without granting the dissident an outright majority. There appears to be, however, no direct way to effect such specific changes in light of the aforementioned proxy voting mechanics, since removal of long-tenured incumbents Beletic and Baitler would also trigger the removal of new directors Martine and McCray, clearing the path for a dissident majority. Given the suboptimal voting options available, shareholders are recommended to provide consent to remove long-tenured incumbent director Beletic (the current chair); although this would also allow the dissident to remove new directors Martine and McCray, it would only create three vacancies, providing the dissident with a maximum of four seats on an eight-member board. Shareholders are also recommended to fill two of those three vacancies with dissident nominees Bryan and McLean – who seem well qualified to contribute industry expertise and an independent viewpoint to the board.

*Values are based on shares held on record date for the company’s meeting held during the reporting period. Please contact your ISS Client Service Team with any questions related to how this value is calculated.

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MCERA.org

Date: April 15, 2021

To: Governance Committee
Marin County Employees' Retirement Association (MCERA)

From: Jeff Wickman *fw*
Retirement Administrator

Subject: Agenda Item B.3: Retirement Board Priorities Setting Process

Background

At the Board's October 2020 Strategic Workshop, Tom Iannucci of Cortex Applied Research presented a discussion on Policy-Focused Boards: Moving from Theory to Implementation. In a previous presentation to the Board, Mr. Iannucci discussed how the most effective boards are policy-focused. He said Board members set the direction and agenda for the organization, ensure the organization is positioned to carry out its mission, set policy, manage risk, and provide oversight. His presentation outlined the following processes to managing issues that arise:

1. Issue Identification
A periodic idea-generation session for Board and management. Consider all ideas and sort in terms of importance and urgency. Focus on important but not urgent - no decisions are made at this stage.
2. Frame the Issue and Approach
Avoid the tendency to define and solve problems at the same meeting. This allows some time for management to frame issues properly.
3. Rank the Issues
Develop consensus on the number of priorities to focus on over subsequent months. Other issues are held for future consideration.
4. Education and Analysis
Define terminology, confirm current practice and legal parameters, understand peer practice and major schools of thought. Identify options, including status quo, and evaluate.
5. Decision-making
6. Repeat process on a periodic basis

To close the session, Mr. Iannucci stated that by implementing a process for prudent consideration of issues, there is a lesser tendency to bring up the same issues continually over time, and the Board will accomplish more over the long run with a disciplined process.

B.3

After the presentation the Board discussed potential next steps. The Retirement Administrator suggested that the Board consider developing a Board Planning Policy that would be tailored to guide idea generation and manage an annual review of Board objectives. The Administrator further suggested that Mr. Iannucci could be engaged to assist with the development of this policy and the Board's first planning discussion.

The preference of the Board was for the Retirement Administrator to review the current process for generating ideas before expending additional resources to develop a new planning process. The Board referred the matter to the Governance Committee for review, which would then recommend direction to the Board for consideration.

Discussion

One of the challenges expressed by Board members is how to bring up new ideas they would like the Board or Committee to discuss. Currently new ideas are expressed and captured in the following ways:

Board Meetings, Formal and Informal

There are two formal opportunities at each Board meeting to raise topics of interest. Each Board meeting agenda contains standing items for Trustee Comments and Future Meetings. Any ideas raised during these items are captured by staff and evaluated by the Retirement Administrator for inclusion on future meeting agendas or for discussion with the Board Chair or individual Committee Chairs. Staff also informally captures comments or questions raised by Board members during each meeting.

Board Standing Committees, Formal and Informal

Each of the Board's three standing Committees (Investment, Finance and Risk Management, and Governance) include an agenda item for Future Meeting topics. In addition, comments or questions raised by Committee members as part of an agenda item are captured and evaluated by staff for inclusion in a future meeting agenda or referral to the Board or other standing committee.

Annual Objectives for the Retirement Administrator

Each year, the Board establishes Business Objectives for the Retirement Administrator to focus on for the upcoming year. The initial set of objectives presented to the Board are developed by the Retirement Administrator. To create the new draft objectives the Administrator reviews ideas generated by the Board, prior year objectives that were not completed, and discusses new potential ideas with the MCERA Leadership Team. The result of this work is presented to the Board which can then add or remove objectives to create the final list of priorities.

Ad Hoc Education Committee

The Ad Hoc Education Committee develops the draft agenda for the spring and fall Board Strategic Workshops. The Workshop agendas typically include new topics for the Board's discussion and consideration.

B.3

Annual Reports

The Board reviews, discusses and takes action on a number of reports and presentations that occur each year. These include but are not limited to the Actuarial Valuation, Capital Markets Update, Financial Statements, GASB 67/68, and Retiree Cost of Living Adjustment (COLA). Each area offers an opportunity to raise questions or suggest topics that would cover the management of assets, projection of liabilities or the administration of benefits. Questions or topics raised during these items are captured and evaluated by staff for inclusion in future agendas or referral to the Board or appropriate standing Committee.

Alternatives

There are three alternatives that the Committee should discuss and potentially recommend to the full Board:

1. Leave the existing processes in place and ensure that all Board members know where there are opportunities to raise new issues for consideration.
2. Create a new idea development and annual review process, modeling the process outlined at the October 2020 Strategic Workshop and listed on page 1 of this memo.
3. Change the Ad Hoc Education Committee to a standing Education Committee, building into the Committee's charter a process to review and prioritize ideas that have been communicated by Board members.

**MARIN COUNTY EMPLOYEES' RETIREMENT ASSOCIATION (MCERA)
POLICY REGARDING ADOPTION OF
ACTUARIAL ECONOMIC ASSUMPTIONS**

Adopted: November 3, 2010
Amended: February 9, 2011
Amended: February 8, 2012
Amended: March 13, 2013
Reviewed: March 12, 2014
Amended: May 6, 2015
Amended: May 4, 2016
Amended: May 10, 2017
Amended: November 8, 2017
Amended: December 12, 2018
Amended: January 8, 2020
Amended: May 5, 2021

I. BACKGROUND AND PURPOSE

In accordance with its plenary authority and fiduciary responsibilities over the administration of MCERA and actuarial services as provided in the California Constitution, Art. XVI, section 17 and the County Employees' Retirement Law of 1937 (Gov. Code sec. 31450, et seq.), including without limitation, Government Code sections 31453 and 31454.1, and the California Public Employees' Pension Reform Act of 2013 (Gov. Code sec. 7522, et seq.), including without limitation Government Code section 7522.30, the Board of Retirement of MCERA ("Board") has adopted actuarial assumptions at least every three years based upon the analysis, valuation, and recommendation of MCERA's actuary ("actuarial valuation").

The Board adopts such assumptions based upon the information gathered through its experience studies, which are conducted by MCERA's actuary approximately every three years, or other recommendation of the actuary.

The Board has determined that MCERA's actuarial economic assumptions set forth in the actuarial valuations should also be set forth in Board Policy.

II. POLICY

The actuarial assumptions that are included in MCERA's actuarial valuation as of the end of each fiscal year, which valuations have been adopted by the Board, include long-term actuarial economic assumptions relating to the following: investment rate of return (also referred to as the interest rate assumption); projected salarywage increases; projected pensionable payroll growth; projected growth in inflation; and cost of living adjustments. The Board adopts the assumptions based on the findings and recommendations in MCERA's most recent Experience Study and the recommendations of its actuary as deemed appropriate.

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The MCERA actuary will present recommendations for actuarial economic assumptions in the Experience Study for consideration by the Board. Based on the actuarial economic assumptions adopted by the Board, the actuary develops the actuarial valuation. The actuary will present a draft valuation and recommendations to the Board no later than April of each year as a non-action item. The Board will consider those recommendations and provide direction as to the valuation being prepared. The actuary will present its final recommended valuation to the Board for adoption no later than May of that year.

The economic assumptions that the Board adopted are set forth in the attached Appendix A. Those assumptions will remain in effect until the effective date of new actuarial economic assumptions adopted by the Board, which will be automatically incorporated into Appendix A of this Policy without further Board action.

III. POLICY REVIEW

The Retirement Board shall review this Policy annually in conjunction with its adoption of its actuarial valuation. The Policy may be amended from time to time by majority vote of the Board.

IV. RETIREMENT ADMINISTRATOR'S CERTIFICATE

I, Jeff Wickman, the duly appointed Retirement Administrator of the Marin County Employees' Retirement Association, hereby certify that this policy was amended and made effective on ~~January 8, 2020~~May 5, 2021.

Retirement Administrator

APPENDIX A

Effective: Valuation ending June 30, 2019~~20~~

~~Assumed Rate~~Long Term rate of ~~Investment Return~~return on pension assets (interest rate): ~~7.00~~, discount rate): 6.75 percent

~~Projected~~Annual growth in ~~salary~~pensionable payroll assumption: 2.75 percent

Increase in prices measured by the Consumer Price Index (CPI): 2.50 percent

Annual wage increases: ~~3.00~~ percent, plus service-based rates

~~Growth in inflation assumption:~~ 2.75 percent

Real Wage Growth assumption: ~~0.25~~ percent

Cost of living adjustments: (COLA): 100% of CPI up to 2/3/4% annually with banking:
Assumed COLA growth rates ~~of increase~~ are ~~1.9%, 2.6% and 2.7%, respectively:~~ 5 percent for the 2, 3 and 4 percent post retirement COLAs

**MARIN COUNTY EMPLOYEES' RETIREMENT ASSOCIATION (MCERA)
CONFLICT OF INTEREST CODE**

Adopted: November 3, 2010

Amended: February 13, 2013, May 6, 2015, December 9, 2015, May 4, 2016, May 10, 2017,
May 9, 2018, June 10, 2020, [May 5, 2021](#)

I. PURPOSE

Pursuant to the provisions of the Government Code sections 87300, et seq., the Board of Retirement of MCERA first adopted a Conflict of Interest Code in 2000 by its Resolution No. 00/01-1. The substantive provisions of that Resolution are set forth under "Code Provisions" below. For purposes of facilitating amendments to the Code and its Exhibit 1 and Appendix, the existing Conflict of Interest Code is hereby restated and reconfirmed. Nothing contained herein is intended to modify or abridge the provisions of the Political Reform Act of 1974 (Gov. Code secs. 81000, et seq.).

II. CODE PROVISIONS

- A. The terms of 2 Cal. Code of Regs. Section 18730 and any amendments to it duly adopted by the Fair Political Practices Commission are hereby incorporated by reference as "Exhibit 1" and, along with the attached Appendix consisting of Attachments A through E, in which members and employees are designated and disclosure categories are set forth, and the place of filing is specified, shall constitute the Conflict of Interest Code of the Marin County Employees' Retirement Association.
- B. Designated employees, including consultants, as set forth on Attachment B of the Appendix shall file Statements of Economic Interests (Form 700s) with the Retirement Administrator, through the MCERA Clerk of the Board, or by using the electronic filing process specified in Attachment E.
- C. Upon receipt of the statements from individuals in the identified and designated positions, MCERA shall retain the original of these statements and maintain a record of their receipt.
- D. Board members, as set forth on Attachment A of the Appendix, shall file Statements of Economic Interests (Form 700) with the Retirement Administrator, through the MCERA Clerk of the Board, or by using the electronic filing process specified in Attachment E.
- E. Upon receipt of the statements from Board members, MCERA shall retain the original of these statements and maintain a record of their receipt.
- F. As soon as possible, MCERA will prepare a Form 806 identifying all of the current paid appointments to MCERA standing committees as to which compensation is \$250 or more per annum, and the completed Form will be posted on MCERA's website. Thereafter, the posted Form will be amended to include future appointments. If any appointees to such committees vote on those appointments, the Form 806 will be updated and re-posted prior to, and after, such vote, in accordance with FPPC Regulation 18705.5. The Form 806 will also be amended and re-posted promptly upon any of the following circumstances if such circumstance changes any

information included on the Form 806: (1) the number of scheduled meetings is changed; (2) there is a change in the compensation paid to the members; or (3) there is a change in membership on the standing committee.

III. CODE REVIEW

The Retirement Board shall review this Code at least every even-numbered year to ensure that it remains relevant and appropriate. The Code may be amended from time to time by majority vote of the Board.

IV. RETIREMENT ADMINISTRATOR'S CERTIFICATE

I, Jeff Wickman, the duly appointed Retirement Administrator of the Marin County Employees' Retirement Association, hereby certify that this policy was revised, and made effective by the Marin County Employees' Retirement Association on ~~May 5, 2021~~ June 10, 2020.

Retirement Administrator

APPENDIX

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ATTACHMENT A
REQUIRED (STATUTORY) FILERS
CONFLICT OF INTEREST CODE
MARIN COUNTY EMPLOYEES' RETIREMENT ASSOCIATION
Amended: November 3, 2010

Pursuant to Government Code section 87200 the following Marin County Employees' Retirement Association officials, if any occupies the identified positions, must file Statements of Economic Interests (Form 700s):

POSITION

DISCLOSURE CATEGORIES

Board Members (includes ex officio and alternate)
Retirement Administrator

1
1

ATTACHMENT B
DESIGNATED EMPLOYEES
CONFLICT OF INTEREST CODE
MARIN COUNTY EMPLOYEES' RETIREMENT ASSOCIATION

Amended: February 13, 2013

Amended: May 6, 2015

Amended: May 4, 2016

Amended: May 9, 2018

Amended: May 5, 2021

Under provisions of the Standard Code, designated employees, including consultants as defined in the Political Reform Act of 1974, shall file Statements of Economic Interests (Form 700s). Listed below are the designated employees, including consultants, of the Marin County Employees' Retirement Association, if any occupy the identified positions, and their respective disclosure categories:

<u>POSITION</u>	<u>DISCLOSURE CATEGORIES</u>
Assistant Retirement Administrator	1
Chief Financial Officer	1
Retirement Manager	1
Accounting Unit Manager	2
Senior Accountant(s)	2
Benefits Supervisor(s)	2
Member Services Technician -- Disabilities	2
Legal Counsel (internal and external)	1
Investment Consultant(s)	1
Investment Managers*	2
Real Estate Consultants and Managers	3
Medical Consultant(s)	4
Consulting Actuary	2
Consultants**	1

*Private Debt Managers provide annual disclosures through contract provisions and are not subject to Form 700 filing requirements.

**—Consultants shall be included in the list of designated positions and shall disclose pursuant to the broadest disclosure category in the Code subject to the following limitation:

The Retirement Administrator may determine in writing that a particular consultant, although a “designated position,” is hired to perform a range of duties that is limited in scope and thus is not required to fully comply with the disclosure requirements described in this Code. Such written determination shall include a description of the Consultant’s duties and, based upon that description, a statement of the extent of disclosure requirements. Such written determination

shall also be timely provided to the Governance Committee for its information. The Retirement Administrator's determination is a public record and shall be retained for public inspection in the same manner and location as this Conflict of Interest Code.

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ATTACHMENT C
DESIGNATED COMMITTEES & COMMISSIONS MEMBERS
CONFLICT OF INTEREST CODE
MARIN COUNTY EMPLOYEES' RETIREMENT ASSOCIATION

Voting Members of the following appointed committees and commissions shall file statements of economic interests:

NONE

ATTACHMENT D
DISCLOSURE CATEGORIES FOR DESIGNATED POSITIONS
CONFLICT OF INTEREST CODE
MARIN COUNTY EMPLOYEES' RETIREMENT ASSOCIATION (MCERA)

Amended: May 6, 2015

CATEGORY 1

All sources of income, reportable interest in real property and investments and business positions in business entities located in or doing business in Marin County.

CATEGORY 2

Investments and business positions in business entities and sources of income which provide services, supplies, materials, machinery or equipment of the type utilized by the agency.

CATEGORY 3

Any reportable interest in real property; any reportable investments and business positions held in business entities which have done business with the county government in the previous two (2) years; any reportable income from business entities which have done business with the county government in the previous two (2) years; any reportable income from individuals who are County employees.

CATEGORY 4

Investments and business positions in business entities and income from sources which are providers of health care services, including but not limited to pharmacies, physicians, etc.

Investments and business positions in business entities and/or nonprofit corporations and income from sources which may be the recipient of patient referrals for the delivery of health care services or supplies by the employee's hospitals.

Investments and business positions in business entities or nonprofit corporations and income from sources which are of the type which provide consultant services regarding health care or disabilities to any business entity, agency or nonprofit corporation made reportable by this disclosure category.

CATEGORY 5

All sources of income, investments and business positions in business entities located in or doing business in Marin County.

CATEGORY 6

Any income from any employee of the County.

CATEGORY 7

Reportable interest in real property.

Investments and business positions in any business entity located in or doing business in Marin County or income from any source if the business entity or source of income manufactures or sells supplies, machinery or equipment of the type utilized by the County.

Investments and business positions in any business entity or income from any source if the business entity or source of income is a contractor or subcontractor engaged in the performance of work or services of the type utilized by the County.

CATEGORY 8

*Consultants.

Consultants shall disclose pursuant to the Disclosure Categories set forth in Attachment B, subject to the following limitation:

The Retirement Administrator may determine in writing that a particular consultant, although a “designated position,” is hired to perform a range of duties that is limited in scope and thus is not required to fully comply with the disclosure requirements described in this section. Such written determination shall include a description of the consultant’s duties and, based upon that description, a statement of the extent of disclosure requirements. Such determination shall be a public record and shall be retained for public inspection in the same manner and location as this conflict of interest code.

ATTACHMENT E
PLACE OF FILING
CONFLICT OF INTEREST CODE
MARIN COUNTY EMPLOYEES' RETIREMENT ASSOCIATION (MCERA)

Amended: May 4, 2016

Amended: May 5, 2021

The Form 700 Statement of Economic Interests may be filed by one of the following two methods:

1. Electronic Filing

Form 700 may be filed electronically by using the link to the NetFile system provided by MCERA, on the MCERA Web Site, mcera.org under Retirement Board, using the filer's email address to obtain a password.

2. Filing a paper Form 700

Return the original completed Form 700 to:

Marin County Employees' Retirement Association
Attention: Clerk of the Board
One McInnis Parkway, Suite 100
San Rafael, CA 94903

The Clerk of the Marin County Employees' Retirement Association's Retirement Board shall furnish to each statutory and designated member upon assuming office, annually and upon termination a Form 700 Statement of Economic Interests. Form 700 is accessible through MCERA's website, www.mcera.org.

EXHIBIT I

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B.4.b

(Regulations of the Fair Political Practices Commission, Title 2, Division 6, California Code of Regulations.)

§ 18730. Provisions of Conflict of Interest Codes.

(a) Incorporation by reference of the terms of this regulation along with the designation of employees and the formulation of disclosure categories in the Appendix referred to below constitute the adoption and promulgation of a conflict of interest code within the meaning of Section 87300 or the amendment of a conflict of interest code within the meaning of Section 87306 if the terms of this regulation are substituted for terms of a conflict of interest code already in effect. A code so amended or adopted and promulgated requires the reporting of reportable items in a manner substantially equivalent to the requirements of article 2 of chapter 7 of the Political Reform Act, Sections 81000, et seq. The requirements of a conflict of interest code are in addition to other requirements of the Political Reform Act, such as the general prohibition against conflicts of interest contained in Section 87100, and to other state or local laws pertaining to conflicts of interest.

(b) The terms of a conflict of interest code amended or adopted and promulgated pursuant to this regulation are as follows:

(1) Section 1. Definitions.

The definitions contained in the Political Reform Act of 1974, regulations of the Fair Political Practices Commission (Regulations 18110, et seq.), and any amendments to the Act or regulations, are incorporated by reference into this conflict of interest code.

(2) Section 2. Designated Employees.

The persons holding positions listed in the Appendix are designated employees. It has been determined that these persons make or participate in the making of decisions which may foreseeably have a material effect on economic interests.

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(3) Section 3. Disclosure Categories.

This code does not establish any disclosure obligation for those designated employees who are also specified in Section 87200 if they are designated in this code in that same capacity or if the geographical jurisdiction of this agency is the same as or is wholly included within the jurisdiction in which those persons must report their economic interests pursuant to article 2 of chapter 7 of the Political Reform Act, Sections 87200, et seq.

In addition, this code does not establish any disclosure obligation for any designated employees who are designated in a conflict of interest code for another agency, if all of the following apply:

(A) The geographical jurisdiction of this agency is the same as or is wholly included within the jurisdiction of the other agency;

(B) The disclosure assigned in the code of the other agency is the same as that required under article 2 of chapter 7 of the Political Reform Act, Section 87200; and

(C) The filing officer is the same for both agencies.¹

Such persons are covered by this code for disqualification purposes only. With respect to all other designated employees, the disclosure categories set forth in the Appendix specify which kinds of economic interests are reportable. Such a designated employee shall disclose in his or her statement of economic interests those economic interests he or she has which are of the kind described in the disclosure categories to which he or she is assigned in the Appendix. It has been determined that the economic interests set forth in a designated employee's disclosure categories are the kinds of economic interests which he or she foreseeably can affect materially through the conduct of his or her office.

(4) Section 4. Statements of Economic Interests: Place of Filing.

The code reviewing body shall instruct all designated employees within its code to file statements of economic interests with the agency or with the code reviewing body, as provided

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by the code reviewing body in the agency's conflict of interest code.²

(5) Section 5. Statements of Economic Interests: Time of Filing.

(A) Initial Statements. All designated employees employed by the agency on the effective date of this code, as originally adopted, promulgated and approved by the code reviewing body, shall file statements within 30 days after the effective date of this code. Thereafter, each person already in a position when it is designated by an amendment to this code shall file an initial statement within 30 days after the effective date of the amendment.

(B) Assuming Office Statements. All persons assuming designated positions after the effective date of this code shall file statements within 30 days after assuming the designated positions, or if subject to State Senate confirmation, 30 days after being nominated or appointed.

(C) Annual Statements. All designated employees shall file statements no later than April 1. If a person reports for military service as defined in the Servicemember's Civil Relief Act, the deadline for the annual statement of economic interests is 30 days following his or her return to office, provided the person, or someone authorized to represent the person's interests, notifies the filing officer in writing prior to the applicable filing deadline that he or she is subject to that federal statute and is unable to meet the applicable deadline, and provides the filing officer verification of his or her military status.

(D) Leaving Office Statements. All persons who leave designated positions shall file statements within 30 days after leaving office.

(5.5) Section 5.5. Statements for Persons Who Resign Prior to Assuming Office.

Any person who resigns within 12 months of initial appointment, or within 30 days of the date of notice provided by the filing officer to file an assuming office statement, is not deemed to have assumed office or left office, provided he or she did not make or participate in the making

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of, or use his or her position to influence any decision and did not receive or become entitled to receive any form of payment as a result of his or her appointment. Such persons shall not file either an assuming or leaving office statement.

(A) Any person who resigns a position within 30 days of the date of a notice from the filing officer shall do both of the following:

(1) File a written resignation with the appointing power; and

(2) File a written statement with the filing officer declaring under penalty of perjury that during the period between appointment and resignation he or she did not make, participate in the making, or use the position to influence any decision of the agency or receive, or become entitled to receive, any form of payment by virtue of being appointed to the position.

(6) Section 6. Contents of and Period Covered by Statements of Economic Interests.

(A) Contents of Initial Statements.

Initial statements shall disclose any reportable investments, interests in real property and business positions held on the effective date of the code and income received during the 12 months prior to the effective date of the code.

(B) Contents of Assuming Office Statements.

Assuming office statements shall disclose any reportable investments, interests in real property and business positions held on the date of assuming office or, if subject to State Senate confirmation or appointment, on the date of nomination, and income received during the 12 months prior to the date of assuming office or the date of being appointed or nominated, respectively.

(C) Contents of Annual Statements.

Annual statements shall disclose any reportable investments, interests in real property, income and business positions held or received during the previous calendar year provided, however,

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that the period covered by an employee's first annual statement shall begin on the effective date of the code or the date of assuming office whichever is later, or for a board or commission member subject to Section 87302.6, the day after the closing date of the most recent statement filed by the member pursuant to Regulation 18754.

(D) Contents of Leaving Office Statements.

Leaving office statements shall disclose reportable investments, interests in real property, income and business positions held or received during the period between the closing date of the last statement filed and the date of leaving office.

(7) Section 7. Manner of Reporting.

Statements of economic interests shall be made on forms prescribed by the Fair Political Practices Commission and supplied by the agency, and shall contain the following information:

(A) Investment and Real Property Disclosure.

When an investment or an interest in real property³ is required to be reported,⁴ the statement shall contain the following:

1. A statement of the nature of the investment or interest;
2. The name of the business entity in which each investment is held, and a general description of the business activity in which the business entity is engaged;
3. The address or other precise location of the real property;
4. A statement whether the fair market value of the investment or interest in real property equals or exceeds \$2,000, exceeds \$10,000, exceeds \$100,000, or exceeds \$1,000,000.

(B) Personal Income Disclosure. When personal income is required to be reported,⁵ the statement shall contain:

1. The name and address of each source of income aggregating \$~~52000~~ or more in value, or \$50 or more in value if the income was a gift, and a general description of the business

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activity, if any, of each source;

2. A statement whether the aggregate value of income from each source, or in the case of a loan, the highest amount owed to each source, was \$1,000 or less, greater than \$1,000, greater than \$10,000, or greater than \$100,000;

3. A description of the consideration, if any, for which the income was received;

4. In the case of a gift, the name, address and business activity of the donor and any intermediary through which the gift was made; a description of the gift; the amount or value of the gift; and the date on which the gift was received;

5. In the case of a loan, the annual interest rate and the security, if any, given for the loan and the term of the loan.

(C) Business Entity Income Disclosure. When income of a business entity, including income of a sole proprietorship, is required to be reported,⁶ the statement shall contain:

1. The name, address, and a general description of the business activity of the business entity;

2. The name of every person from whom the business entity received payments if the filer's pro rata share of gross receipts from such person was equal to or greater than \$10,000.

(D) Business Position Disclosure. When business positions are required to be reported, a designated employee shall list the name and address of each business entity in which he or she is a director, officer, partner, trustee, employee, or in which he or she holds any position of management, a description of the business activity in which the business entity is engaged, and the designated employee's position with the business entity.

(E) Acquisition or Disposal During Reporting Period. In the case of an annual or leaving office statement, if an investment or an interest in real property was partially or wholly acquired

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or disposed of during the period covered by the statement, the statement shall contain the date of acquisition or disposal.

(8) Section 8. Prohibition on Receipt of Honoraria.

(A) No member of a state board or commission, and no designated employee of a state or local government agency, shall accept any honorarium from any source, if the member or employee would be required to report the receipt of income or gifts from that source on his or her statement of economic interests.

(B) This section shall not apply to any part-time member of the governing board of any public institution of higher education, unless the member is also an elected official.

(C) Subdivisions (a), (b), and (c) of Section 89501 shall apply to the prohibitions in this section.

(D) This section shall not limit or prohibit payments, advances, or reimbursements for travel and related lodging and subsistence authorized by Section 89506.

(8.1) Section 8.1. Prohibition on Receipt of Gifts in Excess of \$5~~2000~~.

(A) No member of a state board or commission, and no designated employee of a state or local government agency, shall accept gifts with a total value of more than \$5~~2000~~ in a calendar year from any single source, if the member or employee would be required to report the receipt of income or gifts from that source on his or her statement of economic interests.

(B) This section shall not apply to any part-time member of the governing board of any public institution of higher education, unless the member is also an elected official.

(C) Subdivisions (e), (f), and (g) of Section 89503 shall apply to the prohibitions in this section.

(8.2) Section 8.2. Loans to Public Officials.

(A) No elected officer of a state or local government agency shall, from the date of his

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or her election to office through the date that he or she vacates office, receive a personal loan from any officer, employee, member, or consultant of the state or local government agency in which the elected officer holds office or over which the elected officer's agency has direction and control.

(B) No public official who is exempt from the state civil service system pursuant to subdivisions (c), (d), (e), (f), and (g) of Section 4 of Article VII of the Constitution shall, while he or she holds office, receive a personal loan from any officer, employee, member, or consultant of the state or local government agency in which the public official holds office or over which the public official's agency has direction and control. This subdivision shall not apply to loans made to a public official whose duties are solely secretarial, clerical, or manual.

(C) No elected officer of a state or local government agency shall, from the date of his or her election to office through the date that he or she vacates office, receive a personal loan from any person who has a contract with the state or local government agency to which that elected officer has been elected or over which that elected officer's agency has direction and control. This subdivision shall not apply to loans made by banks or other financial institutions or to any indebtedness created as part of a retail installment or credit card transaction, if the loan is made or the indebtedness created in the lender's regular course of business on terms available to members of the public without regard to the elected officer's official status.

(D) No public official who is exempt from the state civil service system pursuant to subdivisions (c), (d), (e), (f), and (g) of Section 4 of Article VII of the Constitution shall, while he or she holds office, receive a personal loan from any person who has a contract with the state or local government agency to which that elected officer has been elected or over which that elected officer's agency has direction and control. This subdivision shall not apply to loans made by banks or other financial institutions or to any indebtedness created as part of a retail

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installment or credit card transaction, if the loan is made or the indebtedness created in the lender's regular course of business on terms available to members of the public without regard to the elected officer's official status. This subdivision shall not apply to loans made to a public official whose duties are solely secretarial, clerical, or manual.

(E) This section shall not apply to the following:

1. Loans made to the campaign committee of an elected officer or candidate for elective office.

2. Loans made by a public official's spouse, child, parent, grandparent, grandchild, brother, sister, parent-in-law, brother-in-law, sister-in-law, nephew, niece, aunt, uncle, or first cousin, or the spouse of any such persons, provided that the person making the loan is not acting as an agent or intermediary for any person not otherwise exempted under this section.

3. Loans from a person which, in the aggregate, do not exceed \$5~~20~~0 at any given time.

4. Loans made, or offered in writing, before January 1, 1998.0

(8.3) Section 8.3. Loan Terms.

(A) Except as set forth in subdivision (B), no elected officer of a state or local government agency shall, from the date of his or her election to office through the date he or she vacates office, receive a personal loan of \$5~~20~~0 or more, except when the loan is in writing and clearly states the terms of the loan, including the parties to the loan agreement, date of the loan, amount of the loan, term of the loan, date or dates when payments shall be due on the loan and the amount of the payments, and the rate of interest paid on the loan.

(B) This section shall not apply to the following types of loans:

1. Loans made to the campaign committee of the elected officer.

2. Loans made to the elected officer by his or her spouse, child, parent, grandparent, grandchild, brother, sister, parent-in-law, brother-in-law, sister-in-law, nephew, niece, aunt,

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uncle, or first cousin, or the spouse of any such person, provided that the person making the loan is not acting as an agent or intermediary for any person not otherwise exempted under this section.

3. Loans made, or offered in writing, before January 1, 1998.

(C) Nothing in this section shall exempt any person from any other provision of Title 9 of the Government Code.

(8.4) Section 8.4. Personal Loans.

(A) Except as set forth in subdivision (B), a personal loan received by any designated employee shall become a gift to the designated employee for the purposes of this section in the following circumstances:

1. If the loan has a defined date or dates for repayment, when the statute of limitations for filing an action for default has expired.

2. If the loan has no defined date or dates for repayment, when one year has elapsed from the later of the following:

- a. The date the loan was made.
- b. The date the last payment of \$100 or more was made on the loan.
- c. The date upon which the debtor has made payments on the loan aggregating to less than \$250 during the previous 12 months.

(B) This section shall not apply to the following types of loans:

1. A loan made to the campaign committee of an elected officer or a candidate for elective office.
2. A loan that would otherwise not be a gift as defined in this title.
3. A loan that would otherwise be a gift as set forth under subdivision (A), but on which the creditor has taken reasonable action to collect the balance due.

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4. A loan that would otherwise be a gift as set forth under subdivision (A), but on which the creditor, based on reasonable business considerations, has not undertaken collection action. Except in a criminal action, a creditor who claims that a loan is not a gift on the basis of this paragraph has the burden of proving that the decision for not taking collection action was based on reasonable business considerations.

5. A loan made to a debtor who has filed for bankruptcy and the loan is ultimately discharged in bankruptcy.

(C) Nothing in this section shall exempt any person from any other provisions of Title 9 of the Government Code.

(9) Section 9. Disqualification.

No designated employee shall make, participate in making, or in any way attempt to use his or her official position to influence the making of any governmental decision which he or she knows or has reason to know will have a reasonably foreseeable material financial effect, distinguishable from its effect on the public generally, on the official or a member of his or her immediate family or on:

(A) Any business entity in which the designated employee has a direct or indirect investment worth \$2,000 or more;

(B) Any real property in which the designated employee has a direct or indirect interest worth \$2,000 or more;

(C) Any source of income, other than gifts and other than loans by a commercial lending institution in the regular course of business on terms available to the public without regard to official status, aggregating \$5~~2~~90 or more in value provided to, received by or promised to the designated employee within 12 months prior to the time when the decision is made;

(D) Any business entity in which the designated employee is a director, officer, partner,

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trustee, employee, or holds any position of management; or

(E) Any donor of, or any intermediary or agent for a donor of, a gift or gifts aggregating \$~~5200~~ or more provided to, received by, or promised to the designated employee within 12 months prior to the time when the decision is made.

(9.3) Section 9.3. Legally Required Participation.

No designated employee shall be prevented from making or participating in the making of any decision to the extent his or her participation is legally required for the decision to be made. The fact that the vote of a designated employee who is on a voting body is needed to break a tie does not make his or her participation legally required for purposes of this section.

(9.5) Section 9.5. Disqualification of State Officers and Employees.

In addition to the general disqualification provisions of section 9, no state administrative official shall make, participate in making, or use his or her official position to influence any governmental decision directly relating to any contract where the state administrative official knows or has reason to know that any party to the contract is a person with whom the state administrative official, or any member of his or her immediate family has, within 12 months prior to the time when the official action is to be taken:

(A) Engaged in a business transaction or transactions on terms not available to members of the public, regarding any investment or interest in real property; or

(B) Engaged in a business transaction or transactions on terms not available to members of the public regarding the rendering of goods or services totaling in value \$1,000 or more.

(10) Section 10. Disclosure of Disqualifying Interest.

When a designated employee determines that he or she should not make a governmental decision because he or she has a disqualifying interest in it, the determination not to act may be accompanied by disclosure of the disqualifying interest.

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(11) Section 11. Assistance of the Commission and Counsel.

Any designated employee who is unsure of his or her duties under this code may request assistance from the Fair Political Practices Commission pursuant to Section 83114 and Regulations 18329 and 18329.5 or from the attorney for his or her agency, provided that nothing in this section requires the attorney for the agency to issue any formal or informal opinion.

(12) Section 12. Violations.

This code has the force and effect of law. Designated employees violating any provision of this code are subject to the administrative, criminal and civil sanctions provided in the Political Reform Act, Sections 81000-91014. In addition, a decision in relation to which a violation of the disqualification provisions of this code or of Section 87100 or 87450 has occurred may be set aside as void pursuant to Section 91003.

¹ Designated employees who are required to file statements of economic interests under any other agency's conflict of interest code, or under article 2 for a different jurisdiction, may expand their statement of economic interests to cover reportable interests in both jurisdictions, and file copies of this expanded statement with both entities in lieu of filing separate and distinct statements, provided that each copy of such expanded statement filed in place of an original is signed and verified by the designated employee as if it were an original. See Section 81004.

² See Section 81010 and Regulation 18115 for the duties of filing officers and persons in agencies who make and retain copies of statements and forward the originals to the filing officer.

³ For the purpose of disclosure only (not disqualification), an interest in real property does not include the principal residence of the filer.

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⁴ Investments and interests in real property which have a fair market value of less than \$2,000 are not investments and interests in real property within the meaning of the Political Reform Act. However, investments or interests in real property of an individual include those held by the individual's spouse and dependent children as well as a pro rata share of any investment or interest in real property of any business entity or trust in which the individual, spouse and dependent children own, in the aggregate, a direct, indirect or beneficial interest of 10 percent or greater.

⁵ A designated employee's income includes his or her community property interest in the income of his or her spouse but does not include salary or reimbursement for expenses received from a state, local or federal government agency.

⁶ Income of a business entity is reportable if the direct, indirect or beneficial interest of the filer and the filer's spouse in the business entity aggregates a 10 percent or greater interest. In addition, the disclosure of persons who are clients or customers of a business entity is required only if the clients or customers are within one of the disclosure categories of the filer.

Note: Authority cited: Section 83112, Government Code. Reference: Sections 87103(e), 87300-87302, 89501, 89502 and 89503, Government Code.

HISTORY

1. New section filed 4-2-80 as an emergency; effective upon filing (Register 80, No. 14).
Certificate of Compliance included.
2. Editorial correction (Register 80, No. 29).
3. Amendment of subsection (b) filed 1-9-81; effective thirtieth day thereafter (Register 81, No. 2).
4. Amendment of subsection (b)(7)(B)1. filed 1-26-83; effective thirtieth day thereafter (Register 83, No. 5).

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5. Amendment of subsection (b)(7)(A) filed 11-10-83; effective thirtieth day thereafter (Register 83, No. 46).
6. Amendment filed 4-13-87; operative 5-13-87 (Register 87, No. 16).
7. Amendment of subsection (b) filed 10-21-88; operative 11-20-88 (Register 88, No. 46).
8. Amendment of subsections (b)(8)(A) and (b)(8)(B) and numerous editorial changes filed 8-28-90; operative 9-27-90 (Reg. 90, No. 42).
9. Amendment of subsections (b)(3), (b)(8) and renumbering of following subsections and amendment of Note filed 8-7-92; operative 9-7-92 (Register 92, No. 32).
10. Amendment of subsection (b)(5.5) and new subsections (b)(5.5)(A)-(A)(2) filed 2-4-93; operative 2-4-93 (Register 93, No. 6).
11. Change without regulatory effect adopting Conflict of Interest Code for California Mental Health Planning Council filed 11-22-93 pursuant to title 1, section 100, California Code of Regulations (Register 93, No. 48). Approved by Fair Political Practices Commission 9-21-93.
12. Change without regulatory effect redesignating Conflict of Interest Code for California Mental Health Planning Council as chapter 62, section 55100 filed 1-4-94 pursuant to title 1, section 100, California Code of Regulations (Register 94, No. 1).
13. Editorial correction adding History 11 and 12 and deleting duplicate section number (Register 94, No. 17).
14. Amendment of subsection (b)(8), designation of subsection (b)(8)(A), new subsection (b)(8)(B), and amendment of subsections (b)(8.1)-(b)(8.1)(B), (b)(9)(E) and Note filed 3-14-95; operative 3-14-95 pursuant to Government Code section 11343.4(d) (Register 95, No. 11).
15. Editorial correction inserting inadvertently omitted language in footnote 4 (Register 96, No. 13).
16. Amendment of subsections (b)(8)(A)-(B) and (b)(8.1)(A), repealer of subsection (b)(8.1)(B),

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and amendment of subsection (b)(12) filed 10-23-96; operative 10-23-96 pursuant to Government Code section 11343.4(d) (Register 96, No. 43).

17. Amendment of subsections (b)(8.1) and (9)(E) filed 4-9-97; operative 4-9-97 pursuant to Government Code section 11343.4(d) (Register 97, No. 15).

18. Amendment of subsections (b)(7)(B)5., new subsections (b)(8.2)-(b)(8.4)(C) and amendment of Note filed 8-24-98; operative 8-24-98 pursuant to Government Code section 11343.4(d) (Register 98, No. 35).

19. Editorial correction of subsection (a) (Register 98, No. 47).

20. Amendment of subsections (b)(8.1), (b)(8.1)(A) and (b)(9)(E) filed 5-11-99; operative 5-11-99 pursuant to Government Code section 11343.4(d) (Register 99, No. 20).

21. Amendment of subsections (b)(8.1)-(b)(8.1)(A) and (b)(9)(E) filed 12-6-2000; operative 1-1-2001 pursuant to the 1974 version of Government Code section 11380.2 and Title 2, California Code of Regulations, section 18312(d) and (e) (Register 2000, No. 49).

22. Amendment of subsections (b)(3) and (b)(10) filed 1-10-2001; operative 2-1-2001.

Submitted to OAL for filing pursuant to *Fair Political Practices Commission v. Office of Administrative Law*, 3 Civil C010924, California Court of Appeal, Third Appellate District, nonpublished decision, April 27, 1992 (FPPC regulations only subject to 1974 Administrative Procedure Act rulemaking requirements) (Register 2001, No. 2).

23. Amendment of subsections (b)(7)(A)4., (b)(7)(B)1.-2., (b)(8.2)(E)3., (b)(9)(A)-(C) and footnote 4. filed 2-13-2001. Submitted to OAL for filing pursuant to *Fair Political Practices Commission v. Office of Administrative Law*, 3 Civil C010924, California Court of Appeal, Third Appellate District, nonpublished decision, April 27, 1992 (FPPC regulations only subject to 1974 Administrative Procedure Act rulemaking requirements) (Register 2001, No. 7).

24. Amendment of subsections (b)(8.1)-(b)(8.1)(A) filed 1-16-2003; operative 1-1-2003.

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Submitted to OAL for filing pursuant to *Fair Political Practices Commission v. Office of Administrative Law*, 3 Civil C010924, California Court of Appeal, Third Appellate District, nonpublished decision, April 27, 1992 (FPPC regulations only subject to 1974 Administrative Procedure Act rulemaking requirements) (Register 2003, No. 3).

25. Editorial correction of History 24 (Register 2003, No. 12).

26. Editorial correction removing extraneous phrase in subsection (b)(9.5)(B) (Register 2004, No. 33).

27. Amendment of subsections (b)(2)-(3), (b)(3)(C), (b)(6)(C), (b)(8.1)-(b)(8.1)(A), (b)(9)(E) and (b)(11)-(12) filed 1-4-2005; operative 1-1-2005 pursuant to Government Code section 11343.4 (Register 2005, No. 1).

28. Amendment of subsection (b)(7)(A)4. filed 10-11-2005; operative 11-10-2005 (Register 2005, No. 41).

29. Amendment of subsections (a), (b)(1), (b)(3), (b)(8.1), (b)(8.1)(A) and (b)(9)(E) filed 12-18-2006; operative 1-1-2007. Submitted to OAL pursuant to *Fair Political Practices Commission v. Office of Administrative Law*, 3 Civil C010924, California Court of Appeal, Third Appellate District, nonpublished decision, April 27, 1992 (FPPC regulations only subject to 1974 Administrative Procedure Act rulemaking requirements) (Register 2006, No. 51).

30. Amendment of subsections (b)(8.1)-(b)(8.1)(A) and (b)(9)(E) filed 10-31-2008; operative 11-30-2008. Submitted to OAL for filing pursuant to *Fair Political Practices Commission v. Office of Administrative Law*, 3 Civil C010924, California Court of Appeal, Third Appellate District, nonpublished decision, April 27, 1992 (FPPC regulations only subject to 1974 Administrative Procedure Act rulemaking requirements and not subject to procedural or substantive review by OAL) (Register 2008, No. 44).

31. Amendment of section heading and section filed 11-15-2010; operative 12-15-2010.

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Submitted to OAL for filing pursuant to *Fair Political Practices Commission v. Office of Administrative Law*, 3 Civil C010924, California Court of Appeal, Third Appellate District, nonpublished decision, April 27, 1992 (FPPC regulations only subject to 1974 Administrative Procedure Act rulemaking requirements and not subject to procedural or substantive review by OAL) (Register 2010, No. 47).

32. Amendment of section heading and subsections (a)-(b)(1), (b)(3)-(4), (b)(5)(C), (b)(8.1)-(b)(8.1)(A) and (b)(9)(E) and amendment of footnote 1 filed 1-8-2013; operative 2-7-2013.

Submitted to OAL for filing pursuant to *Fair Political Practices Commission v. Office of Administrative Law*, 3 Civil C010924, California Court of Appeal, Third Appellate District, nonpublished decision, April 27, 1992 (FPPC regulations only subject to 1974 Administrative Procedure Act rulemaking requirements and not subject to procedural or substantive review by OAL) (Register 2013, No. 2).

33. Amendment of subsections (b)(8.1)-(b)(8.1)(A), (b)(8.2)(E)3. and (b)(9)(E) filed 12-15-2014; operative 1-1-2015 pursuant to section 18312(e)(1)(A), title 2, California Code of Regulations.

Submitted to OAL for filing and printing pursuant to *Fair Political Practices Commission v. Office of Administrative Law*, 3 Civil C010924, California Court of Appeal, Third Appellate District, nonpublished decision, April 27, 1992 (FPPC regulations only subject to 1974 Administrative Procedure Act rulemaking requirements) (Register 2014, No. 51).

34. Redesignation of portions of subsection (b)(8)(A) as new subsections (b)(8)(B)-(D), amendment of subsections (b)(8.1)-(b)(8.1)(A), redesignation of portions of subsection (b)(8.1)(A) as new subsections (b)(8.1)(B)-(C) and amendment of subsection (b)(9)(E) filed 12-1-2016; operative 12-31-2016 pursuant to Cal. Code Regs. tit. 2, section 18312(e). Submitted to OAL for filing pursuant to *Fair Political Practices Commission v. Office of Administrative Law*,

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3 Civil C010924, California Court of Appeal, Third Appellate District, nonpublished decision, April 27, 1992 (FPPC regulations only subject to 1974 Administrative Procedure Act rulemaking requirements and not subject to procedural or substantive review by OAL) (Register 2016, No. 49).

35. Amendment of subsections (b)(8.1)-(b)(8.1)(A) and (b)(9)(E) filed 12-12-2018; operative 1-11-2019 pursuant to Cal. Code Regs., tit. 2, section 18312(e). Submitted to OAL for filing and printing pursuant to *Fair Political Practices Commission v. Office of Administrative Law*, 3 Civil C010924, California Court of Appeal, Third Appellate District, nonpublished decision, April 27, 1992 (FPPC regulations only subject to 1974 Administrative Procedure Act rulemaking requirements and not subject to procedural or substantive review by OAL) (Register 2018, No. 50).

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(Regulations of the Fair Political Practices Commission, Title 2, Division 6, California Code of Regulations)

§ 18730.1. Conflict of Interest Code: Reporting of Gifts.

Nothing contained in an agency's conflict of interest code shall be interpreted to require the reporting of gifts from outside the agency's jurisdiction if the purpose of disclosure of the source of the gift does not have some connection with or bearing upon the functions or duties of the position for which the reporting is required. Nothing in this language is intended to create an inference that all gifts within the jurisdiction are reportable.

Note: Authority cited: Section 83112, Government Code. Reference: Sections 82028, 87100, 87103, 87207, 87300, 87302, 87309 and 89503, Government Code.

HISTORY

1. New section filed 10-3-2012; operative 11-2-2012. Submitted to OAL for filing pursuant to *Fair Political Practices Commission v. Office of Administrative Law*, 3 Civil C010924, California Court of Appeal, Third Appellate District, nonpublished decision, April 27, 1992 (FPPC regulations only subject to 1974 Administrative Procedure Act rulemaking requirements and not subject to procedural or substantive review by OAL) (Register 2012, No. 40).

**MARIN COUNTY EMPLOYEES' RETIREMENT ASSOCIATION (MCERA)
ELECTION AND DUTIES OF
BOARD OF RETIREMENT OFFICERS POLICY**

ADOPTED: May 2, 2012
REVIEWED: December 9, 2015
REVIEWED: December 12, 2018
AMENDED: October 14, 2020
AMENDED: May 5, 2021

I. PURPOSE

MCERA Bylaws Section 102 provides, in pertinent part, that "At the first regular meeting in November of each year, the Retirement Board shall elect from its members a Chairperson, a Vice-Chairperson and A Secretary for a term of one (1) year or until a successor is duly elected and qualified." The Board of Retirement of MCERA ("Board") implements this policy to clarify its process with respect to the election and duties of such Board Officers.

II. PROCEDURE

A. Notification:

1. Annually at the September Board meeting the Retirement Administrator will present the Election and Duties of Board of Retirement Officers Policy to the Board for review and discussion. At the same meeting the Retirement Administrator will also inform the Board that nominations for Board Officers will be solicited at the October Board meeting.
2. At the October Board meeting, the Chair of the Board will ask members of the Board to express their interest in serving as Board Chair, Vice Chair and Secretary. Current officers may express an interest in continuing to serve in their positions subject to the limitations outlined in Sections III, A, 1.d, III. B.1.c and III.C.1.c.

III. POLICY

A. Election and Duties of Board Chair:

1. The Board Chair will be elected by the following process:
 - a. The Board Chair will be selected in an election held in open session by a public vote of the Board during the regular Board meeting held in November of each year.
 - b. Any regular (i.e., non-alternate) Board member may indicate his or her interest in the position or recommend another regular Board member for the position of Board Chair.

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- c. A candidate must receive at least five (5) affirmative votes to win the election. If no candidate receives five (5) votes, a second vote will be taken between the two candidates receiving the highest number of votes.
 - d. The Board Chair term is one (1) year, and may be renewed for no more than three (3) consecutive years.
2. The duties of the Board Chair are as follows:
- a. Presides at all Board meetings;
 - b. Appoints the members of all of the Board's standing committees and ad hoc committees;
 - c. Reviews and approves agenda items for Board meetings; provided, however, that approval of agenda items requested by other Board members or the Retirement Administrator will not be unreasonably withheld; and
 - d. Signs agreements on the Board's behalf, consistent with the Board's then applicable resolutions designating the authorized signatories for executing contracts, agreements and financial documents; and
 - e. Communicates periodically with Retirement Administrator regarding topics that implicate the prudent administration and governance of MCERA.
 - e.f. Performs other duties as directed by the Board.

B. **Election and Duties of Vice Chair:**

1. The Board Vice Chair will be elected by the following process:
- a. Following election of the Board Chair, at the regular Board meeting held in November of each year, any regular Board member may indicate his or her interest in the position of Vice Chair or may recommend another regular Board member for the position.
 - b. A candidate must receive at least five (5) affirmative votes to win the election. If no candidate receives five (5) votes, a second vote will be taken between the two candidates receiving the highest number of votes.
 - c. The Board Vice Chair term is one (1) year, and may be renewed for no more than three (3) consecutive years.

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2. The duties of the Vice Chair are as follows:
 - a. Assumes and discharges the Chair's duties when the Chair is absent or otherwise unable to perform them, or when directed by the Chair; and
 - b. Performs other duties as directed by the Board.

C. **Election and Duties of Secretary:**

1. The Board Secretary will be elected by the following process:
 - a. Following election of the Board Vice Chair, at the regular Board meeting held in November of each year, any regular Board member may indicate his or her interest in the position of Secretary or may recommend another regular Board member for the position.
 - b. A candidate must receive at least five (5) affirmative votes to win the election. If no candidate receives five (5) votes, a second vote will be taken between the two candidates receiving the highest number of votes.
 - c. The Board Secretary term is one (1) year, and may be renewed for no more than three (3) consecutive years.
2. The duties of the Secretary are as follows:
 - a. Assure that minutes are taken of all Board and committee meetings; and
 - b. Perform such other duties as directed by the Board.

D. **Filling a Vacancy in an Officer Position**

1. In the event an elected officer of the Board vacates his or her officer position by resigning from the Board or the officer position, or for any other reason, and if at least three (3) months remain in the term of the vacating officer's position, then the Board will elect a replacement officer at the next regularly scheduled Board meeting. Board members who hold other offices on the Board may be considered for the open position, and, if elected, in the interest of filling all officer positions on the Board, the Board will also vote on the newly vacated position during the same meeting.
- ~~b.~~2. If fewer than three (3) months remain in the term of the vacating officer's position, but at least two officers remain on the Board, then the remaining officers will assume the duties of their positions as provided herein (e.g., the Vice-Chair will assume the responsibilities of the Chair), except that if the vacancy is in the office of the Secretary, then the Vice Chair shall assume the responsibilities of the Secretary.

IV. POLICY REVIEW

The Board shall review this Policy at least every three years to ensure that it remains relevant and appropriate. The Policy may be amended at any time by majority vote.

V. RETIREMENT ADMINISTRATOR'S CERTIFICATE

I, Jeff Wickman, the duly appointed Retirement Administrator of the Marin County Employees' Retirement Association, hereby certify that this policy was amended by MCERA on May 5, 2021~~October 14, 2020~~.

Retirement Administrator

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MARIN COUNTY EMPLOYEES' RETIREMENT ASSOCIATION (MCERA) CLASS ACTION SECURITIES LITIGATION POLICY

ADOPTED: November 21, 2007

AMENDED: November 2, 2011

REVIEWED: May 6, 2015

REVIEWED: May 9, 2018

AMENDED: May 5, 2021

I. Purpose.

This policy establishes guidelines for monitoring and participating in class action securities litigation. The Board of Retirement of MCERA (the "Board") recognizes the importance of appropriate monitoring of and/or participation in class action securities litigation in fulfilling its constitutional and statutory fiduciary duty to administer the retirement system for the exclusive benefit of the members and their beneficiaries.

As an institutional investor, MCERA may, from time to time, suffer losses caused by alleged violations of federal and state securities laws relating to fraud, disclosure obligations and/or breaches of fiduciary or other duties. In cases where a class action lawsuit is filed to recover damages for violations of securities and other laws, MCERA may have the opportunity to participate in the litigation. This policy provides guidelines for monitoring litigation and for determining the appropriate participation by MCERA.

This Class Action Securities Litigation Policy is intended to be applied and interpreted in compliance with applicable law and in harmony with the mission statement, policies and guidelines of MCERA approved by the Board from time to time.

II. Guidelines.

A. Monitoring Class Action Filings.

MCERA shall monitor the filing and settlement of securities class actions to determine whether MCERA may be a class member in any such litigation. Monitoring may be done by staff, the custodian, by retaining one or more law firms and/or a securities litigation consultant. Staff shall make a determination of MCERA's level of interest in the litigation, based on its own monitoring, or based on a recommendation from a firm or service that is monitoring securities litigation on MCERA's behalf.

MCERA's staff, working with the custodian, outside counsel and/or securities litigation consultant, will monitor pending cases where MCERA is a member of the class, file appropriate paperwork as required, and evaluate proposed settlements. To the extent that staff finds a proposed settlement inadequate to the interests of MCERA, staff shall make a recommendation to the board to file legal objections.

~~Staff shall provide the board an annual report of new class action litigation, pending class action claims, and litigation resolved or closed during the preceding calendar year, including the dollar amount of settlements received during the year.~~

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B. Active Class Monitoring.

Where the potential amount MCERA could recover in a case is sufficiently large and the case has merit, staff shall determine whether MCERA should actively participate in the litigation. In doing so, MCERA shall weigh the materiality of the potential financial loss that gave rise to the litigation against the expected costs and benefits of the litigation options available. The litigation options generally are:

- Monitor litigation as a member of the class.
- Monitor litigation as a member of the class, but object to an unreasonable settlement.
- Participate as lead plaintiff of the class or co-lead plaintiff with one or more other investors.
- Pursue separate legal action apart from the class.

Three tests may be considered when determining a course of action. An affirmative response to all questions could result in a recommendation to MCERA's Board by staff to pursue either lead or co-lead plaintiff status or a separate legal action apart from the class. A negative response to any of the three individual questions will result in MCERA assuming a passive role in the class action suit:

Test:

1. Does the potential financial loss to MCERA that gave rise to the litigation exceed one million dollars?
2. Does MCERA have a superior legal basis for serving as lead plaintiff compared to other large institutional holders?
3. Does the expected benefit from assuming lead plaintiff status, or pursuing a separate legal action, materially outweigh the benefit of participating as a passive member of the class and adequately compensate MCERA for the risks and costs incurred?

MCERA will review all class action litigation to establish if MCERA is a member of the class. Where the potential financial loss is less than one million dollars, MCERA will become a member of the class, file appropriate paperwork to establish a claim, and monitor the litigation. For each case where the potential financial loss is one million dollars or greater, MCERA's staff will prepare a summary report of the research performed by the firm or service that is monitoring securities litigation consistent with the established tests. A recommendation to MCERA's Board to pursue lead plaintiff status, co-lead plaintiff status, or a separate legal action will include a detailed analysis of expected costs and benefits, an analysis of the size of MCERA's holding relative to other investors, and other supporting rationale.

If it is determined that additional analysis is necessary, MCERA may retain one or more law firms to review the matter. The firm shall report its findings to MCERA with a written recommendation as to whether or not MCERA should actively monitor the case, seek lead plaintiff status, seek co-lead plaintiff status, or pursue separate legal action. When the Board determines that MCERA

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should seek designation as lead plaintiff, co-lead plaintiff, or opt out of a class action, MCERA shall appoint special counsel to the matter.

If MCERA determines not to participate in the litigation, active monitoring of the litigation may include regular reports from counsel to staff regarding the status of a case, settlement discussions and/or the proceedings.

Where the potential recovery is not significant, then staff shall monitor the litigation to take the steps necessary to insure that MCERA will share in any recovery.

C. Participation in Settlement.

Staff shall develop and implement procedures for ensuring the timely submission of claims on behalf of MCERA in all appropriate securities class action settlements. Staff will develop and implement procedures for filing objections to attorneys' fees requests made by plaintiffs' counsel(s) in all appropriate securities class action settlements.

D. Reports to the Board.

Staff shall report to the Board as necessary, but at least semi-annually, to keep the Board fully informed of those cases that are being monitored or in which MCERA is actively participating. Staff shall endeavor to provide these reports as part of a semi-annual review delivered to the Board in February and August for the periods ending December 31 and June 30, respectively. Staff shall keep the Board apprised of any unusual or extraordinary events as they occur.

E. Retention of Outside Counsel

The Board may retain outside counsel as necessary to advise and/or represent MCERA in class action securities litigation matters.

III. Policy Review.

The Board shall review this Class Action Securities Litigation Policy at least every three years to assure its efficacy and relevance. The Board may amend this policy, from time to time, by majority vote of the Board.

IV. Certificate.

I, Jeff Wickman, the duly appointed Retirement Administrator of the Marin County Employees' Retirement Association, hereby certify the ~~review~~-amendment of this Policy.

Dated: ~~May 9, 2018~~May 5, 2021

Retirement Administrator

B.4.e

MARIN COUNTY EMPLOYEES' RETIREMENT ASSOCIATION (MCERA) POLICY REGARDING ACTUARIAL EQUIVALENCE DETERMINATIONS FOR MODIFIED RETIREMENT AND SURVIVOR ALLOWANCES

ADOPTED: March 13, 2013
AMENDED: December 9, 2015
AMENDED: December 12, 2018
AMENDED: May 5, 2021

I. PURPOSE

The Board of Retirement of MCERA ("Board") implements this policy to interpret provisions in the County Employees' Retirement Law of 1937 ("CERL") pertaining to "modified" retirement and survivors allowances ("optional settlements") and actuarial equivalence requirements as to those benefits, as well as the funding provisions in the CERL for cost of living adjustments ("COLAs") that are also implicated.

II. POLICY

Government Code sections 31760, 31760.1 and 31761-31764 provide for "optional settlements" that pay a reduced allowance to the member for his or her life with different continuing percentages to designated survivor(s) in combined amounts that are ~~to~~ determined to be the "actuarial equivalent" to the member's benefit alone, instead of providing the member with the basic, unreduced retirement allowance for his or her life combined with a 60% default continuance for eligible survivors.

The actuarial equivalence comparison is between the member's retirement allowance "as of the date of retirement" and the combination of the member's and any eligible survivor(s)' continuing survivorship allowance throughout the anticipated life of the member plus the anticipated additional life of any such eligible survivor(s). Government Code § 31760. Government Code section 31456 expressly specifies two items as being the basis for the equivalence calculation: (1) mortality tables and (2) regular interest. There is no express inclusion of any anticipated applicable COLA enhancements.

Based on the advice of MCERA's actuary, the Board has adopted and relied upon the following mortality tables for the following fiscal years to determine actuarial equivalence:

Prior to July 1, 2018

- For non-disabled members and all beneficiaries, the CalPERS 2014 Post-Retirement Healthy Mortality rates, adjusted by 110% for Safety Males and 95% for Safety Females and Miscellaneous Males and Females, with the 20-year static projection used by CalPERS replaced by generational improvements from a base year of 2009 using Scale MP-2014. The rates are blended based on a weighting of 40% Male / 60% Female for General members, 60% Male / 40% Female for General beneficiaries, 85% Male / 15% Female for Safety members and 15% Male / 85% Female for Safety beneficiaries.

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- For disabled members, the CalPERS 2014 Disability Mortality rates (Non-Industrial rates for Miscellaneous members and Industrial Disability rates for Safety members), adjusted by 90% for Males and Females (Miscellaneous and Safety), with the 20-year static projection used by CalPERS replaced by generational improvements from a base year of 2009 using Scale MP-2014. The rates are blended based on the same male/female weighting as the non-disabled members.

~~On or after~~ From July 1, 2018 through June 30, 2021

- For non-disabled members and all beneficiaries, the CalPERS 2017 Post-Retirement Healthy Mortality rates, adjusted by 90% for Males (Miscellaneous and Safety) with no adjustments for Females (Miscellaneous and Safety), with the 20-year static projection used by CalPERS replaced by generational improvements from a base year of 2014 using Scale MP-2017. The rates are blended based on a weighting of 40% Male / 60% Female for General members, 60% Male / 40% for General beneficiaries, 85% Male / 15% Female for Safety members and 15% Male / 85% Female for Safety beneficiaries.
- For disabled members, the CalPERS 2017 Disability Mortality rates (Non-Industrial rates for Miscellaneous members and Industrial Disability rates for Safety members), adjusted by 90% for Males (Miscellaneous and Safety) and 90% for Miscellaneous Females, with the 20-year static projection used by CalPERS replaced by generational improvements from a base year of 2014 using Scale MP-2017. The rates are blended based on the same male/female weighting as the non-disabled members.

On or after July 1, 2021

- For non-disabled Miscellaneous members and all Miscellaneous beneficiaries during the lifetime of the members, the Pub-2010 General Healthy Retiree Amount-Weighted Mortality rates, with no adjustments, projected from 2010 using Projection Scale MP-2020. For non-disabled Safety members and all Safety beneficiaries during the lifetime of the members, the Pub-2010 Safety Above-Median Healthy Retiree Amount-Weighted Mortality rates, with no adjustments, projected from 2010 using Projection Scale MP-2020.
- For disabled Miscellaneous members, the Pub-2010 General Disabled Retiree Amount-Weighted Mortality rates, with no adjustments, projected from 2010 using Projection Scale MP-2020. For disabled Safety members, the Pub-2010 Safety Disabled Retiree Amount-Weighted Mortality rates, adjusted by 95% for males with no adjustment for females, projected from 2010 using Projection Scale MP-2020.
- For all beneficiaries following the member's death, the Pub-2010 Contingent Survivor Amount-Weighted Mortality rates (using the General Healthy Retiree Amount-Weighted Mortality rates prior to age 45), adjusted by 105% for females with no adjustment for males, projected from 2010 using Projection Scale MP-2020.

B.4.e

- The rates are blended based on a weighting of 40% Male / 60% Female for General members, 60% Male / 40% for General beneficiaries, 85% Male / 15% Female for Safety members and 15% Male / 85% Female for Safety beneficiaries.

MCERA will not include COLA assumptions in determinations of “actuarial equivalence” under Government Code sections 31761-31764. If MCERA’s actuarial experience studies exhibit a consistent actuarial loss to the system as a result of optional settlement selections that are attributable to COLA, the Board will address that finding by adjusting the normal cost of separate COLA contributions in accordance with Government Code sections 31872, 31873 and 7522.30, as applicable.

Any mortality table and interest assumption the Board adopts hereafter that are different from those set forth above will be automatically incorporated into this policy.

III. POLICY REVIEW

The Board shall review this Policy at least every three years to ensure that it remains relevant and appropriate. The Policy may be amended at any time by majority vote.

IV. RETIREMENT ADMINISTRATOR’S CERTIFICATE

I, Jeff Wickman, the duly appointed Retirement Administrator of the Marin County Employees’ Retirement Association, hereby certify that this policy was amended by MCERA on ~~December 12, 2018~~May 5, 2021.

Retirement Administrator

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RESOLUTION 2010/11-03 MARIN COUNTY EMPLOYEES' RETIREMENT ASSOCIATION (MCERA) PLACEMENT AGENT PAYMENT DISCLOSURE RESOLUTION AND POLICY

Adopted: December 9, 2009

Amended: February 9, 2011

Amended: November 2, 2011

Reviewed: May 6, 2015

Reviewed: May 9, 2018

Amended: May 5, 2021

WHEREAS, California Government Code section 7513.85, chaptered on October 11, 2009 to be effective immediately ("Section 7513.85"), requires all California public retirement systems to develop and implement, on or before June 30, 2010, a policy requiring the disclosure of payments to placement agents made in connection with system investments in or through external managers ("Placement Agent Payment Disclosure Policy" or "Policy").

WHEREAS, placement agent as described in this Policy includes all those identified in California Government Code section 7513.8, as amended.

WHEREAS, the Board of Retirement ("Board") of the Marin County Employees' Retirement Association ("MCERA") has determined, upon the recommendation of the MCERA Governance Committee, that adoption of a Placement Agent Payment Disclosure Policy is consistent with the Board's fiduciary responsibilities.

WHEREAS, Section 7513.85 requires the Placement Agent Payment Disclosure Policy to include, but not be limited to, six of the requirements enumerated in the Policy, and new California Government Code section 7513.9 requires additional disclosures that also are enumerated in this Policy.

WHEREAS, the MCERA Governance Committee has recommended, and the Board has determined, that the Placement Agent Payment Disclosure Policy or similar acknowledgement must be agreed to in writing, and a report shall be filed annually, by all of MCERA's current and future external investment managers.

WHEREAS, in compliance with Section 7513.85, any external investment manager or Placement Agent that violates this Policy shall not solicit new investments from MCERA for five years after the violation is committed, unless the Board decides, in open session by majority vote, to waive the five year prohibition upon a showing of good cause.

WHEREAS, the Board reserves the right to impose an additional penalty of a fine on a external investment manager who violates this Policy, and does not establish good cause therefore to the reasonable satisfaction of the Board; provided, however, that said fine may not exceed the fees due from MCERA to the manager from the date of the violation to the date of the fee's imposition.

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NOW, THEREFORE, BE IT RESOLVED, THAT:

Prior to MCERA investing with any external investment manager, and contemporaneous with required annual filings of Statements of Economic Interests (Form 700) or similar disclosures with respect to all MCERA existing external investment managers, MCERA's ~~Investment Committee~~ shall be provided with a written representation from the investment manager, in a form acceptable to MCERA's legal counsel, stating that (1) the external investment manager agrees with the disclosure and penalty provisions set forth in this Policy and (2) it has not used a Placement Agent in connection with MCERA's investment, or if the manager has used a Placement Agent, it will disclose the following:

1. The name of the Placement Agent(s) and the relationship between the external investment manager and Placement Agent(s).
2. A resume for each officer, partner, or principal of the Placement Agent detailing the person's education, professional designations, regulatory licenses, and investment and work experience.
3. A description of any and all compensation of any kind provided, or agreed to be provided, to the Placement Agent.
4. A representation that the compensation provided is the sole obligation of the external investment manager and not of MCERA or the limited partnership.
5. A description of the services performed, and to be performed, by the Placement Agent.
6. A statement whether the Placement Agent, or any of its affiliates, are registered with the Securities and Exchange Commission or the Financial Industry Regulatory Association, or any similar regulatory agent in a country other than the United States, and the details of that registration or explanation as to why no registration is required.
7. A statement whether the Placement Agent, or any of its affiliates, is registered as a lobbyist with any state or national government.
8. All campaign contributions made by the Placement Agent to any elected member of the Board, and to any member of the Marin County Board of Supervisors, during the prior 24-month period, which disclosure shall be amended if any campaign contributions are made during the time the Placement Agent is receiving compensation in connection with a system investment.
9. All gifts, as defined in Government Code section 82028, given by the Placement Agent to any member of the Board, or to the Board's investment consultant, during the time the Placement Agent is receiving compensation in connection with a system investment.
10. All current or former MCERA Board members, employees, or consultants or

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11. ~~a~~A member of the immediate family of any such person who are either employed or receiving compensation from the Placement Agent.
12. The names of any current or former MCERA Board members, employees, or consultants who suggested the retention of the Placement Agent.

Policy Review

The Board shall review this Placement Agent Payment Disclosure Policy at least every three years to assure its efficacy and relevance. This Policy may be amended from time to time by majority vote of the Board.

Retirement Administrator's Certificate

I, Jeff Wickman, the duly appointed Retirement Administrator of the Marin County Employees' Retirement Association, hereby certify the ~~amendment~~review of this Policy.

Dated: ~~May 9, 2018~~May 5, 2021

Retirement Administrator

**MARIN COUNTY EMPLOYEES' RETIREMENT ASSOCIATION (MCERA)
ACCESSIBILITY OF RECORDS POLICY**

ADOPTED: December 12, 2007

AMENDED: November 3, 2010

AMENDED: December 14, 2011

AMENDED: February 8, 2012

REVIEWED: May 6, 2015

REVIEWED: May 9, 2018

REVIEWED: May 5, 2021

I. PURPOSE

The Board of Retirement ("Board") of the Marin County Employees' Retirement Association ("MCERA") adopts this policy to establish guidelines and procedures for making determinations concerning the disclosure of information in MCERA's files, records or other information when responding to requests made under the Public Records Act ("PRA").

The Board recognizes that it has an obligation to balance its members' right to privacy with the public's right to information regarding public business. There are no "bright line" standards available to the Board for knowing how that balance should tip in each instance. Nevertheless, the Board has determined that it would be useful to establish guidelines for MCERA to follow when a request is made under the PRA, and to publish those guidelines for the benefit of its members and their beneficiaries, and the public at large.

All staff should be familiar with these guidelines so that the process of responding to requests is efficient, consistent and compliant with the applicable laws. In many circumstances, these guidelines will enable staff to respond to requests without the need for substantial analysis or the assistance of legal counsel. However, given the complexities of the law, situations will likely arise where a simple application of the general guidelines will not provide a definitive answer. When such a situation arises, the Retirement Administrator should refer any questions to legal counsel.

II. GENERAL PRINCIPLES

A request to inspect MCERA records may be made by a telephone call, an in-person oral request, a written request, a subpoena or a court order. The person making a request for records may be a member, a beneficiary, an employee organization, a government agency or member of the press or general public. Staff should always be aware that a request, no matter how informal it may appear, must be analyzed under the principles outlined in this Policy (or analyzed by legal counsel in more complicated situations). The general principles of the policy may be summarized as follows:

1. Confidentiality of an individual member's records must be protected unless those records relate to the conduct of the public's business, or unless the member has authorized the disclosure in writing.

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2. An individual (member or beneficiary) generally must be permitted access to his or her own records.
3. The public -- i.e, any person, for any reason -- has a right to inspect records that relate to MCERA's operation that are neither confidential nor protected from disclosure by the applicable laws.
4. Generally, MCERA must respond to any request for information within 10 calendar days of receipt of the request. The response need not contain the actual requested information or production of the sought records, but must (at a minimum) provide a response as to whether MCERA will produce the requested records or provide a basis for rejecting the request. If MCERA is unable to formulate a response within 10 calendar days, it may extend the time for a response by as much as 14 calendar days, but may only do so with good cause.
5. Subpoenas or court orders requiring the production of records and/or information should be referred to legal counsel immediately upon receipt.
6. Even if a request seeks disclosable records, under California case law, a request may be objectionable if it is unreasonably burdensome. Additionally, the PRA only requires MCERA to disclose its existing records; it does not require MCERA to conduct studies, reorganize information or summarize data for the requesting party. Thus, when confronted with a request that will substantially disrupt MCERA's operations, the Retirement Administrator should consult legal counsel.¹
7. When a request is made for information regarding an individual member that appears to be of a personal or private nature, MCERA should seek the advice of legal counsel.

III. APPLICABLE LAW

A. **Public Records Act (PRA)**

The PRA generally requires MCERA to disclose "public records" unless the particular information is exempt from disclosure. Under the PRA and interpreting case law, "public records" include information in virtually any format "relating to the conduct of the public's business prepared, owned, used or retained by any state or local agency." Although certain exemptions allow MCERA to withhold some records, case law is clear that the policy in California generally favors disclosure.

¹ Although MCERA does not have to conduct studies, reorganize information or summarize data, it may have to invest substantial energy sifting through existing data. The amount of time or energy spent sifting through MCERA's existing data is not, alone, a valid ground for withholding records or information.

B.5.a

The PRA sets forth an extensive list of records that are exempt from required disclosure.² Many of the statutory exemptions are inapplicable to MCERA and others may be applicable only in rare instances. The following exemptions are the most important exemptions for MCERA:

1. Preliminary drafts, notes, or interagency or intra-agency memoranda that are not retained by the public agency in the ordinary course of business, provided that the public interest in withholding those records clearly outweighs the public interest in disclosure.
2. Records pertaining to pending litigation to which the public agency is a party until the litigation or claim has been finally adjudicated or otherwise settled.
3. Personnel, medical, or similar files, the disclosure of which would constitute an unwarranted invasion of personal privacy.
4. Records, the disclosure of which is exempted or prohibited pursuant to federal or state law, including, but not limited to, provisions of the Evidence Code relating to privilege.
5. Additionally, Government Code Section 6255 provides a “catch all” provision whereby MCERA can justify withholding *any* record by demonstrating that “on the facts of the particular case the public interest served by not disclosing the record *clearly* outweighs the public interest served by disclosure of the record.”³

B. Member Records

Government Code section 31532 provides as follows: “Sworn statements and individual records of members shall be confidential and shall not be disclosed to anyone except insofar as may be necessary for the administration of this chapter [the ’37 Act] or upon order of a court of competent jurisdiction, or upon written authorization by the member.”

In 2011, three California District Courts of Appeal published decisions interpreting Section 31532 in the context of requests for records under the PRA. See *Sonoma County Employees’ Retirement Association v. Superior Court* (2011) 198 Cal.App.4th 986; *San Diego County Employees Retirement Assn. v. Superior Court* (2011) 196 Cal.App.4th 1228, 1241, *Sacramento County Employees’ Retirement System v. Superior Court* (2011) 195 Cal.App.4th 440 (collectively, the “CPRA cases”).

² According to California case law, the listed exemptions permit MCERA to withhold records; they do not prohibit disclosure. In other words, these exemptions provide MCERA with discretion to disclose certain records and information. However, due to (a) the possibly sensitive nature of the records covered by the exemptions and (b) the fact that disclosure may constitute a waiver of future rights to withhold information, MCERA is encouraged to consult legal counsel before disclosing any records that fall under an exemption.

³ Generally, California law favors disclosure, and if a court disagrees with MCERA’s determination, MCERA may be liable for the requesting parties’ attorney fees and costs associated with obtaining disclosure. Thus, the “catch all” provision should be used sparingly, and only with the benefit of legal counsel.

B.5.a

The CPRA cases affirm the MCERA Board's interpretation of Government Code section 31532, as of 2007, as it pertains to the confidentiality of member records. That interpretation, expanded upon to incorporate guidance from the CPRA cases, is as follows:

The gross amount of any benefit or any refund of an MCERA contribution due to a member or beneficiary, as well as a member's retirement benefit tier(s), plan sponsor former employer(s), and accrued service credit amount, including any purchased service credit amounts, are not confidential and may be released upon request to MCERA.

All otherwise nonpublic data filed by, or on behalf of, any member or beneficiary with the Board is confidential, and no individual record shall be divulged by any official or employee having access to it to any person other than the member to whom the information relates or his or her authorized representative or the county or participating agency by which he or she is employed. The information shall be used by the Board for the sole purpose of carrying into effect the provisions of this part. Any information that is requested for retirement purposes by any such public agency shall be treated as confidential by the agency.

Except as provided above, no member's, beneficiary's or annuitant's address(es), telephone number(s), date of birth or age, social security number, names of relatives, beneficiary selections, reports of information on medical or psychological status or condition, or other personal information shall be released.

For purposes of this section, "authorized representative" includes the spouse, registered domestic partner, individual with a power of attorney providing proper general authorization, or beneficiary of a member when no contrary appointment has been made and when, in the opinion of the Board, the member is prevented from appointing an authorized representative because of mental or physical incapacity or death.

C. Alternative Investment Records

The following records of alternative investment vehicles (private equity funds, venture funds, hedge funds, or absolute return funds) are exempt from public disclosure under Section 6254.26 of the PRA, unless the information already have been publicly released by the keeper of the information:

1. Due diligence materials that are proprietary to the public investment fund or the alternative investment vehicle;
2. Quarterly and annual financial statements of alternative investment vehicles;
3. Meeting materials of alternative investment vehicles;

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4. Records, containing information regarding the portfolio positions in which alternative investment funds invest;
5. Capital call and distribution notices; and
6. Alternative investment agreements and all related documents.

The following information contained in records described above regarding alternative investment vehicles must be disclosed in response to a PRA request:

1. The name, address and vintage year of each alternative investment vehicle.
2. The dollar amount of the commitment made to each alternative investment vehicle made to each alternative investment vehicle by the public investment fund since inception.
3. The dollar amount of cash contributions made by the public investment fund to each alternative investment vehicle since inception.
4. The dollar amount, on a fiscal yearend basis, of cash distributions received by the public investment fund from each alternative investment vehicle.
5. The dollar amount, on a fiscal yearend basis, of cash distributions received by the public investment fund plus remaining value of partnership assets attributable to the public investment fund's investment in each alternative investment vehicle.
6. The net internal rate of return of each alternative investment vehicle since inception.
7. The investment multiple of each alternative investment vehicle since inception.
8. The dollar amount of the total management fees and costs paid on an annual fiscal yearend basis, but the public investment fund to each alternative investment vehicle.
9. The dollar amount of cash profit received by public investment funds from each alternative investment vehicle on a fiscal year-end basis.

IV. PROCEDURE FOR RESPONDING TO PUBLIC RECORDS REQUESTS

A. Initial Review

Upon receiving a request for records, MCERA must first determine whether the request seeks disclosable "public records."⁴ To make this determination, MCERA should proceed as follows:

1. Determine if the records are prepared, owned, used, or retained by MCERA.

⁴ It is important to remember that a request may be partially acceptable and partially objectionable. MCERA should disclose all records that are properly sought, even if the person making the request has sought other records that need not be disclosed.

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2. If the records are prepared, owned, used, or retained by MCERA, then determine if the requested records relate to the conduct of the public's business.
3. Determine if the requested records fit under one of the exemptions discussed above (e.g., preliminary drafts, records related to litigation or personnel files, alternative investment materials).
4. Always consider whether there is a good public policy reason to withhold the records. If so, the request should be referred to legal counsel for a case-by-case determination.
5. Determine whether the requested records will reveal information that is included in a member or beneficiary's file. If so, refer to the Board's statement as to confidentiality under Part III(B), entitled "Member Records," above.
6. Determine whether otherwise disclosable records need to be reorganized or redacted such that confidential information is not included in the disclosed material.
7. If, for any reason, MCERA believes that certain records should not be disclosed, or questions whether certain records should be disclosed, legal counsel should be consulted.

B. Preparing the Response Letter

Under normal circumstances, within 10 calendar days⁵ after receipt of the request, MCERA must notify -- in writing -- the person making the request whether some or all of the records will be disclosed. The response letter should also contain the following:

1. If any records will not be disclosed, MCERA must explain why those records are being withheld. If some of the requested records will be disclosed while others will not, it is important that MCERA clearly delineate which records will be disclosed (and which will not) and explain the reasons for the distinctions.
2. If some or all of the requested records will be disclosed, MCERA must state the estimated date and time when the records will be made available. In general, MCERA should provide the relevant information or make the records available at the earliest practicable date. Unless special circumstances exist, MCERA should endeavor to

⁵ Under "unusual circumstances," if MCERA cannot reasonably make a determination within 10 days, the Retirement Administrator "or his or her designee" should, within the 10 days, send a letter to the person making the request explaining when a response is expected (but in no case more than 24 days after the initial request) and setting forth the reason(s) for the extension. Extensions should not be used simply to postpone the response, but rather should only be used when "unusual circumstances" exist. "Unusual circumstances" includes: (1) the need to search for and collect the requested records from other locations; (2) the need to search for, "sift through" and examine voluminous records; (3) the need for consultation with another agency or department; or (4) the need to compile data, to write programming language or a computer program, or to construct a computer report to extract more limited data that MCERA seeks to provide in response to a PRA request.

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produce the information or records within 10 days after the response letter is sent (i.e., within 20 days after the original request).

3. If some or all of the requested records will not be disclosed, because “the public interest served by not disclosing the record clearly outweighs the public interest served by disclosure of the record,” (pursuant to Govt. Code Section 6255) MCERA must set forth the names and titles or positions of each person responsible for the denial.
4. If the requested records relate to a particular member or beneficiary who is identified *by first and last name*, but the records are not confidential (and, thus, may be disclosed), a copy of the responses and notices described above should be sent to such individual member(s). The response letter should also notify the member or beneficiary that the records will be disclosed in 10 days unless the member/beneficiary obtains a court order preventing such disclosure, and provides that order to MCERA’s Retirement Administrator. *In these cases, the records should not be made available until at least 10 days after the date that the response letter is sent.* This will allow the member/beneficiary a fair opportunity to seek a court order preventing the production of the records. If such records are requested as to the entire MCERA membership, or as to a portion of the membership, including beneficiaries, without reference to the individuals’ names, then such notice will not be provided for the reasons set forth in the CPRA cases.

C. Producing the Records

The logistics of providing the requested records should be worked out on a case- by-case basis in cooperation with the person making the request. If practicable, the information should be communicated by letter. If, however, the request seeks review of specific records, or if the requested information is too voluminous for inclusion in a letter, MCERA should send copies of the relevant records to the person making the request. If the production requires substantial copying, MCERA should not release the copies until the requesting party pays MCERA for copying at the rate of \$.25 per page. If the requested information is particularly voluminous (or the person requesting the information does not want to pay for copy charges) arrangements should be made so that he or she can view the records at MCERA’s offices.

V. MISCELLANEOUS

A. Availability Of This Policy

A copy of this policy statement shall be available in a visible location of the MCERA office, shall be made available to any member of the public upon request, and shall be made available on MCERA’s website.

B. Responsible Individual

For consistency and efficiency, the Retirement Administrator shall be the responsible individual for requests under the PRA. Staff shall promptly refer all requests to the Retirement Administrator, or his or her designee(s).

C. Record Keeping

A separate file shall be maintained for all documents relating to requests for records under the PRA. All communications relating to requests for records under the PRA shall either be in writing or memorialized by a writing that is appropriately filed.

VI. POLICY REVIEW

The Board shall review this Accessibility of Records Policy at least every three years to assure its efficacy and relevance. The Board may amend this policy, from time to time, by majority vote of the Board.

VII. RETIREMENT ADMINISTRATOR'S CERTIFICATE

I, Jeff Wickman, the duly appointed Retirement Administrator of the Marin County Employees' Retirement Association, hereby certify the review of this Policy on May 59, 2021+8.

Retirement Administrator

MARIN COUNTY EMPLOYEES' RETIREMENT ASSOCIATION (MCERA) BUDGET POLICY AND ADOPTION PROCESS

Approved: July 14, 2010
Amended: February 9, 2011
Amended: May 4, 2011
Reviewed: December 11, 2013
Amended: May 6, 2015
Amended: May 9, 2018
Reviewed: May 5, 2021

I. Purpose

The purpose of this Budget Policy and Adoption Process is to establish the method and procedure by which the annual administrative budget of the Marin County Employees' Retirement Association is presented, deliberated and approved by the Retirement Board.

II. Objective

1. To provide the Retirement Administrator and the Retirement Board with a clear process for establishing its annual administrative budget.
2. To ensure that the budget is presented and adopted in a timely manner to avoid problems transitioning from one fiscal year to the next.

III. Assumptions and Principles

1. Section 31522.1 of the California Government Code authorizes the Retirement Board to appoint the personnel necessary to administer the Marin County Employees' Retirement Association (MCERA).
2. Section 31580.2 of the California Government Code provides that upon appointment of such personnel, the Retirement Board will adopt an annual budget covering the entire expense of the administration of MCERA for the fiscal year.
3. Section 31580.2 of the California Government Code currently provides that the entire expense of the administration shall be paid from the earnings of MCERA and limits the expense of administration to twenty-one-hundredths of one percent (21 basis points) of MCERA's total accrued actuarial liability. Although no specific date for determining MCERA's total accrued liability for this purpose is set in the Government Code, for MCERA purposes, this date in practice has been, and is intended to continue to be, June 30 of the immediate prior fiscal year. In addition, 31580.2 provides that computer hardware, software, and consulting expenses are no longer subject to the administrative budget cap.
4. Article XVI, Section 17 of the Constitution of the State of California grants plenary authority to the MCERA Retirement Board over the administration of MCERA, along with the fiduciary

responsibility to the members and beneficiaries of MCERA for the prompt delivery of benefits and related services, as well as a secondary duty to the plan sponsors to minimize their contributions.

5. The duties and responsibilities of the Retirement Board require an open and cogent process for setting the administrative spending parameters for the fiscal year.
6. The Retirement Administrator is charged with the responsibility to administer the Association within the budget parameters established by the Retirement Board in its annual budget.

IV. Guidelines

1. General Provisions

- A. The development of the proposed budget is the responsibility of the Retirement Administrator.
- B. The review of the proposed budget is the responsibility of the Finance and Risk Management Committee.
- C. The final review, approval and adoption of the Budget is the responsibility of the Retirement Board.

2. Proposed Budget – Board Package

- A. Although the Budget will be adopted by expense category total, it will be presented in both program and line item format.
- B. The program overview/policy presentation will include specific program goals to which the Retirement Administrator will commit for the fiscal year.
- C. The line item presentation will include the previous year's actual expenditures, the current year's budget, the current fiscal year's estimated expenditures, and the budget year's proposed expenditures and a statement setting forth how the previous program goals were or were not met.
- D. The line item presentation will include a list of the positions to be authorized for the budget year, and an organizational chart.

3. The Retirement Board's Budget Deliberations

- A. Program expenditures to assure the prompt delivery of benefits and related services to the members and beneficiaries of the Association will receive primary consideration

- B. The Proposed Budget Package will be brought before the Finance and Risk Management Committee for public discussion and deliberation during as many meetings as necessary for the Committee to recommend a Proposed Budget Packet to the Board.
- C. The Proposed Budget Package that is recommended by the Finance and Risk Management Committee will be considered during at least one Board meeting. If the Board requests material changes in the Proposed Budget Package, a revised Proposed Budget Package will be considered at a subsequent Board meeting.

4. Adoption, Amendment and Review

- A. The budget and authorized position list will be adopted by the Retirement Board.
- B. Retirement Administrator may ask the Board of Retirement to amend the budget for the current fiscal year by presentation of the reasons for the amendment, its impact, the program/policy or goal changes involved in the amendment and the cost of the amendment for the remainder of the fiscal year.
- C. The Retirement Administrator will provide quarterly budget review reports to the Retirement Board with comments on variances of ten percent (10%) or more from the adopted budget and a mid-year budget report at the Retirement Board's February meeting or following the first calendar-year meeting of the Finance and Risk Management Committee. The mid-year report may be used to explore program initiatives for the following fiscal year.

V. Process Review

The Retirement Board shall review this Policy at least every three years to ensure that it remains relevant and appropriate. The Policy may be amended from time to time by majority vote of the Board.

VI. Retirement Administrator's Certificate

I, Jeff Wickman, the duly appointed Retirement Administrator of the Marin County Employees' Retirement Association, hereby certify that this policy was ~~reviewed~~~~amended~~ and made effective by the Marin County Employees' Retirement Association on ~~May 5, 2021~~~~May 9, 2018~~.

Retirement Administrator

**MARIN COUNTY EMPLOYEES' RETIREMENT ASSOCIATION (MCERA)
DISABILITY RETIREMENT AND SURVIVOR BENEFITS APPLICATIONS POLICY**

ADOPTED: November 5, 2014

AMENDED: May 6, 2015

AMENDED: May 9, 2018

REVIEWED: May 5, 2021

I. PURPOSE

This policy sets forth the manner in which the MCERA Board of Retirement ("Board") will consider and act on applications for disability retirement and, to the extent factual issues need to be determined, on applications for service-connected survivor benefits as well (collectively referred to hereinafter as "Applications").

II. SCOPE

This policy supplements, and is intended to be read harmoniously with, the provisions of MCERA's Bylaws entitled "Procedures for Applications for Disability Retirement" (Part X, sections 1001-1014) and the MCERA Guidelines for Discussion of Disability Retirement and Survivor Benefit Applications at Board Meetings ("Discussion Guidelines").

III. BACKGROUND

Since the mid-2000s, the Board has taken a number of steps to improve Board processes involved in the consideration of Applications.

Those improvements include, beginning in the late 2000s, seeking and obtaining recommendations on Applications from a Board Medical Advisor. The Medical Advisor's recommendation is provided to the Board, the applicant, through his or her counsel if any, and to MCERA's counsel, the Marin County Counsel.

In addition, in March 2011, the Board requested, and since then has received, a staff recommendation on Applications, both before and after administrative hearings. The Board and the applicant, through his or her counsel if represented, are provided with the confidential meeting agenda backup, which includes a copy of the staff recommendation. The staff recommendation is based upon input from the Retirement Administrator, Assistant Administrator and Disability Retirement Coordinator ("Staff Disability Review Committee").

Next, on December 11, 2013, the Board adopted the MCERA Discussion Guidelines, which describe and explain the manner in which the Board conducts its meetings during which it considers Applications.

Finally, on April 18, 2018, the Board directed staff to include an additional "possible motion" among those that are available to it after the Board initially considers an application, but before an administrative hearing, as set forth in the Policy below.

The Board seeks to continue to improve the efficiency and effectiveness of its processes regarding its consideration of Applications. The Board also seeks to provide additional information to its members, their advisors, and others, regarding its processes on these matters.

IV. POLICY

1. As provided in the MCERA Bylaws, section 1001, upon receipt of an Application and related materials as provided therein, and after the passage of time and the provision of notices as also set forth therein, but prior to any administrative hearing on that Application, the Retirement Administrator will present the Application to the Retirement Board for initial action.
2. If the Disability Review Committee and Board Medical Advisor agree that an applicant has sustained his or her burden of proof and the Application should be granted, in whole or in part, the Applications may be placed on the Board's Disability Retirement consent agenda. At least 72 hours before the Board meeting, MCERA will distribute to the Board and its counsel, the applicant and/or his or her counsel, and MCERA's counsel all confidential agenda back-up material on the Application, which will include the Disability Review Committee Summary and Recommendation, Medical Advisor Report and Recommendation (collectively, the "Recommendations"), and any other relevant background documentation (collectively, "Confidential Agenda Backup"). The Board may act on the consent agenda to adopt the Recommendations to grant, in whole or in part, the Application, or any voting Board member may pull the item from consent agenda for consideration in closed session ("Closed Session").
3. If the Disability Review Committee and Board Medical Advisor agree that the applicant has not sustained his or her burden of proof and the Application should be denied, in whole or in part, the Application may be placed on the Board's Disability Retirement consent agenda. At least 72 hours before the Board meeting, MCERA will distribute the Confidential Agenda Backup to the Board and its counsel, the applicant and/or his or her counsel and MCERA's counsel. The Board may act on the consent agenda to adopt the Recommendations and deny the Application, in whole or in part, and provide the applicant with the opportunity to request, within 60 sixty days of the mailing of the notice of denial, an administrative hearing on the denial or any voting Board member may pull the item from the consent agenda for consideration in Closed Session. Any such administrative hearing shall be held as provided in the MCERA Bylaws, and in compliance with applicable law.
4. If the Disability Review Committee and Board Medical Advisor do not agree on a recommendation, then the Application may be agendized for the Board's initial consideration in Closed Session. MCERA will distribute the Confidential Agenda Backup to the Board and its counsel, the applicant and/or his or her counsel and MCERA's counsel at least one (1) week before the Board meeting. The applicant's counsel or applicant if pro se, and MCERA's counsel, may, but are not obligated to

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provide a written response to the Confidential Agenda Backup to the Board through MCERA at least 72 hours prior to the Board meeting.

- a. The confidential agenda backup for the Closed Session, which will be provided to the Board and its legal advisor, the applicant and his or her counsel if any, and MCERA's attorney, with the Staff Summary and Recommendations, and any supporting documentation, the Medical Advisor's Report and Recommendation, and any supporting documentation, and all briefing submitted as provided herein.
5. If, as a result of its pre-administrative hearing deliberations on the Application, the Board votes to deny any aspect of the application, the Board may, in lieu of requiring the applicant to proceed immediately to administrative hearing to challenge the denial, instead provide the applicant with the opportunity to request Board reconsideration of the Application within a designated period of time, with briefing to be provided by the Applicant and MCERA's counsel on one or more topics that the Board will identify.
6. After an Application has been adjudicated at an administrative hearing as provided in the MCERA Bylaws, the hearing officer will provide the Board with proposed findings of fact and a recommended decision, which will be agendaized on the Board's Disability Consent Agenda, unless the Retirement Administrator in consultation with the Board Chair concludes that Closed Session is warranted (subject to the Applicant always having the right for the Application to be considered in Open Session). The Retirement Administrator will provide the Board with a recommendation to act in accordance with Gov. Code sec. 31534, and as set forth in the Discussion Guidelines, as follows:
 - a. The Board may approve and adopt the proposed findings and recommendations of the hearing officer.
 - b. The Board may require a transcript or summary of all the testimony, plus all other evidence received by the hearing officer. Upon receipt thereof the Board will take such action as in its opinion is indicated by such evidence.
 - c. The Board may refer the matter back with or without instructions to the hearing officer for further proceedings.
 - d. The Board may set the matter for hearing before itself. At such hearing, the Board will hear and decide the matter as if it had not been referred to the referee.
7. As to any Board actions taken in Closed Session, immediately after adjournment of closed session, the Chair will announce the Board's decision in open session, as well as the total vote tallies, and the votes of each Board member (which may be summarized by, among other things, identifying by name only the dissenting voters or by reporting a unanimous vote). That announcement will also be reported in the minutes of the Board meeting.

V. POLICY REVIEW

This Policy will be reviewed by the Retirement Board at least every three years to ensure that it remains relevant and appropriate. The Policy may be amended from time to time by majority vote of the Board.

VI. RETIREMENT ADMINISTRATOR'S CERTIFICATE

I, Jeff Wickman, the duly appointed Retirement Administrator of the Marin County Employees' Retirement Association, hereby certify that this Policy was ~~reviewed~~amended and made effective on ~~May 5, 2021~~May 9, 2018.

Retirement Administrator

**MARIN COUNTY EMPLOYEES' RETIREMENT ASSOCIATION (MCERA)
INVESTMENT CODE OF CONDUCT AND INSIDER TRADING POLICY**

APPROVED: October 8, 2008
REVIEWED: February 8, 2012
REVIEWED: May 6, 2015
REVIEWED: May 9, 2018
REVIEWED: May 5, 2021

I. Purpose.

The Securities and Exchange Commission (the "SEC") issued a Report of Investigation in 2008 admonishing public pension funds to provide internal training on, and to adopt and follow clear policies regarding, insider trading. In response to that SEC guidance and to further its own goal of upholding its high standards of ethics and conduct, the Board of Retirement of MCERA (the "Board") hereby adopts this Insider Trading Policy that applies equally to employees of MCERA, Board trustees and MCERA consultants (collectively, the "covered persons").

The term "insider trading" is not defined by the securities laws, but it is generally understood that applicable law prohibits (1) trading by an insider while in possession of material nonpublic information; (2) trading by a non-insider while in possession of material nonpublic information where the information was disclosed to the non-insider in violation of an insider's duty to maintain the information confidential; and (3) communicating material nonpublic information to others. The definition of "securities" is intended to be broad and includes stock, preferred stock, warrants, convertible debentures and exchange-traded derivative securities, in addition to other types of investments.

Any trading in securities by any covered person in violation of this policy may result in sanctions that may, depending on the nature and severity of the violation, result in termination of employment or engagement with MCERA, and/or penalties and/or sanctions imposed by others.

II. Policy Statement.

No covered person who has any material nonpublic information relating to any publicly traded company or other entity with which MCERA invests or does business directly or indirectly, which by way of example may include customers, partners, or suppliers, may buy or sell securities of such company or pass the information to others or otherwise attempt to take advantage of and/or otherwise benefit from the material, nonpublic information. All memoranda, correspondence and other documents that contain nonpublic information must be kept in a secure place where others do not have access to such information. Unless expressly approved by MCERA's Board, even if a covered person is not in possession of insider information, it is the policy of MCERA that no covered person may buy or sell or recommend to any other person to buy or sell securities of any publicly traded company or other entity in which MCERA, in the exercise of its own investment discretion, has, within the thirty days prior or subsequently, expressly authorized the purchase or sale of securities in the same issuer or entity. This prohibition shall not be construed to apply to securities purchased

or sold on behalf of MCERA by entities to whom MCERA's Board has delegated discretionary investment authority. Inadvertent violations of this policy will be addressed on individual bases, and will be addressed according to the nature and severity of the violation.

III. Guidelines.

Who is an Insider

A covered person is considered to be an insider. A person can be a temporary insider if he or she enters into a special confidential relationship in the conduct of MCERA's business and, as a result, is given access to information not available to the public. Examples of a temporary insider are MCERA's lawyers, auditors, actuary and consultants and the employees of these organizations.

Penalties for Insider Trading

The SEC imposes penalties on persons who trade on inside information or tip information to others, including, but not necessarily limited to, the following:

For individuals who trade on inside information or tip information to others:

- Imprisonment;
- Civil penalties of up to the greater \$1,000,000 (for control persons only) **or** three times the profit gained or loss avoided; and
- Criminal fines of up to \$5 million.

In addition to the penalties listed above, for a public pension fund or other third parties (such as a consultant's firm) (as well as certain supervisors) that fails to take appropriate steps to prevent illegal trading:

- A civil penalty of the greater of \$25 million or three times the profit gained or loss avoided as a result of the employee's violation.

In addition, MCERA's Board may impose any penalties permitted by law on covered persons, including, without limitation, termination of a contract, for failing to comply with this policy.

Material information

Material information is any information that a reasonable investor would consider important in deciding to buy, hold or sell securities or that could reasonably be expected to affect the price of the company's securities. It can be positive or negative information, and can relate either to MCERA itself, or to any publicly traded company or other entity in which MCERA invests or with which it does business directly or indirectly. Some examples may include:

- Projections of future earnings or losses;
- The proposed acquisition of a company or business, or sale of a company or any assets;
- New equity or debt offerings;
- Significant new products or discoveries, or grants or allowances of patents;
- A stock split or change in dividend policy;
- Significant price changes;
- Significant product defects or modifications;
- The gain or loss of a significant product sale, customer or collaborator,
- Significant regulatory actions concerning new or proposed products;
- Results of product trials;
- Financial problems or plans to file bankruptcy;
- Changes in senior management;
- Plans to raise additional capital through stock sales or otherwise; and
- Significant litigation exposure due to actual or threatened litigation.

Nonpublic information

Information is considered to be nonpublic until it has been communicated to the marketplace. Since the markets require some time to process new information, for purposes of this policy, information becomes public 48 hours after the company has disclosed the information by issuance of a press release to the news services or by an appropriate disclosure filing with the SEC. Any decision regarding when information about a company will be publicly released belongs solely to senior management of that company. No covered person should ever disclose nonpublic material information about a company to the public.

Prohibition on "tipping"

Covered persons are responsible for ensuring that every person who lives in their household, including any adult relatives or other unrelated persons, complies with this policy. The SEC and the courts often view people in the same household as a "unit" and impose penalties accordingly. In addition, any covered person who possesses material nonpublic information about a company is an "insider" for as long as the information is not publicly known and must not pass that information on to others intentionally or unintentionally ("tipping").

Importantly, trading in securities by anyone who receives any material nonpublic information (including information in the form of a recommendation to buy or sell securities, even if the exact nonpublic information is not disclosed) from a covered person, including such person's relatives, friends, or acquaintances, can result in liability for the covered person, the tippee and for MCERA. This is true whether information is passed with the hopes that others will trade, whether information is inadvertently shared in social conversation, or whether such other persons were believed to be under an obligation of confidence to the "tipper." It does not matter if the covered person benefits personally from the trading.

Examples of violations

Attached hereto and incorporated herein by this reference are examples of insider trading and other violations of this Investment Code of Conduct and Insider Trading Policy.

IV. Policy Review.

The Board shall review this Investment Code of Conduct and Insider Trading Policy at least every three years to assure its efficacy and relevance. This Policy may be amended from time to time by majority vote of the Board.

V. Retirement Administrator's Certificate.

I, Jeff Wickman, the duly appointed Retirement Administrator of the Marin County Employees' Retirement Association, hereby certify the review of this Policy on ~~May 5, 2021~~ May 9, 2018.

Retirement Administrator

**EXAMPLES OF INSIDER TRADING AND OTHER VIOLATIONS
OF INVESTMENT CODE OF CONDUCT**

1. Trading By Insider

An MCERA Board member learns that the MCERA's money managers are planning to sell off over \$100 million of holdings in a small pool of micro-cap stocks in favor of repositioning the investment portfolio toward large-cap stocks. Prior to the public announcement of such investment concentration changes, the Board member buys put options in several of the micro-cap companies, anticipating that the sale of MCERA's holdings will cause those stocks to drop in value. The member of the Board, an insider, is liable for all profits as well as penalties of up to three times the amount of all profits. The member of the Board also is subject to, among other things, criminal prosecution, including up to \$1,000,000 in additional fines and 25 years in jail.

2. Trading By Tippee

A member of MCERA's Board tells a friend that MCERA is about to publicly announce that it has entered into an agreement to purchase an office building from Corporation X, a small publicly-traded company, for \$25 million. This is a small transaction for MCERA, but a significant transaction for Corporation X. This tip causes the friend to purchase X Corporation's stock in advance of the announcement. The member of the Board is jointly liable with his friend for all of the friend's profits and each is liable for all penalties of up to three times the amount of the friend's profits. In addition, the member of the Board and his friend are subject to, among other things, criminal prosecution, as described above.

3. Misappropriation

A consultant working with MCERA is given access to sensitive financial materials during the course of her job. Through review of these materials, she learns that MCERA has entered into an agreement to purchase an office building worth \$25 million, currently owned by Corporation X, a small publicly-traded company. This is a small transaction for MCERA, but a significant transaction for Corporation X. She then buys stock in Corporation X prior to announcement of the deal. The consultant, an insider, has misappropriated material non-public information, and is liable for all profits as well as penalties of up to three times the amount of all profits. In addition, the consultant is subject to, among other things, criminal prosecution, as described above.

4. Other Trading in Violation of Investment Code of Conduct

MCERA's agenda packet is distributed on 11/1/08 and publicly announces that MCERA's Board will, at its 11/8/08 meeting, consider entering into an agreement to purchase an office building from Company X, a limited partnership. On 11/5/08, an MCERA's Board member invests in Company X. MCERA's Board votes on 11/8/08 to purchase said building. While perhaps not violative of the federal securities laws, MCERA's Board member has violated the Investment Code of Conduct and may also have violated conflict of interest prohibitions of California law in Government Code sections 87100, et seq. and 1090.

**MARIN COUNTY EMPLOYEES' RETIREMENT ASSOCIATION (MCERA)
POLICY REGARDING RECIPROCAL MEMBERS'
FINAL COMPENSATION DETERMINATIONS**

Adopted: December 14, 2011

Reviewed: May 6, 2015

Reviewed: May 9, 2018

Reviewed: May 5, 2021

I. PURPOSE

The Board of Retirement of MCERA ("Board") implements this policy to apply the reciprocity rules under the County Employees' Retirement Law of 1937 (Gov. Code sec. 31450 et seq.), as described in *Stillman v. Board of Retirement* (2011) 198 Cal. App. 4th 1355 ("*Stillman*") and set forth herein.

II. POLICY

A. Reciprocal Members' Final Compensation Determinations

As provided in *Stillman*, the items of compensation that MCERA is to include in its calculation of "compensation earnable" and "final compensation" for a member who has established reciprocity with another public retirement system in California includes only those items of compensation that are permitted to be included in final compensation determinations under CERL and by MCERA.

For example, because MCERA Board Resolution No. 2008/09-04 provides that MCERA determinations of compensation earnable are not to include cash outs of accrued leave in excess of that which the member is permitted to both earn and receive in cash during a single twelve-month period, any cash outs by a reciprocal member in excess of such amount also will not be included in the calculation of an MCERA member's benefit, even if a reciprocal system includes that payment in its retirement allowance calculation.

Other examples of items that are excluded from MCERA calculations of compensation earnable, that may potentially be included by other public retirement systems under laws, policies, agreements or practices applicable to them, include, without limitation: (i) employer payments of employee contributions; (ii) employer payments of deferred compensation on behalf of employees; (iii) noncash advantages that are excluded from compensation earnable under the CERL; (iv) cash payments for accrued leave in amounts that exceed that which the member earned and was permitted to receive in cash during a twelve-month period as described in MCERA Board Resolution No. 2008/09-04. (v) executive bonuses, as described in MCERA Board Resolution Nos. 2008/09-05 and 2009/10-04; and (vi) payments made in connections with separation, as described in MCERA Board Resolution No. 2011/12-04.

Conversely, items that a reciprocal retirement system does not include under its laws, policies, agreement or practices, but that laws governing MCERA require to be included in retirement allowance calculations, will be included.

For clarification, MCERA will not disapprove the inclusion in, or exclusion from, a retirement allowance calculation of any item that is approved by the reciprocal retirement system, so long as

such inclusion or exclusion does not conflict with the laws, policies, agreements and practices that govern MCERA.

B. Implementation

For purposes of implementing this Policy, the rules set forth herein shall apply only to MCERA members who retire from MCERA on and after its date of adoption. All MCERA members who retire before said adoption date, and their beneficiaries, shall not be impacted by this Policy.

III. POLICY REVIEW

The Board shall review this Policy at least every three years to ensure that it remains relevant and appropriate. The Policy may be amended at any time by majority vote.

IV. RETIREMENT ADMINISTRATOR'S CERTIFICATE

I, Jeff Wickman, the duly appointed Retirement Administrator of the Marin County Employees' Retirement Association, hereby certify that this policy was reviewed by MCERA on ~~May 9, 2018~~May 5, 2021.

Retirement Administrator

**MARIN COUNTY EMPLOYEES' RETIREMENT ASSOCIATION (MCERA)
RETIREMENT ADMINISTRATOR
ANNUAL PERFORMANCE EVALUATION POLICY**

ADOPTED: June 11, 2008
AMENDED: March 10, 2010
AMENDED: September 8, 2010
AMENDED: November 7, 2012
AMENDED: May 6, 2015
REVIEWED: May 9, 2018
REVIEWED: May 5, 2021

I. PURPOSE

The purpose of the Marin County Employees' Retirement Association ("MCERA") Retirement Administrator Annual Performance Evaluation Policy is to provide a documented process that the Board shall follow when assessing the Retirement Administrator's performance, providing feedback, and determining compensation on an annual basis.

II. ASSUMPTIONS

1. Evaluating the performance of the Retirement Administrator is one of the most important duties of the MCERA Board of Trustees. Accordingly, the process should be designed to include the active participation of all trustees, and seek to obtain comment as well from former trustees who served on the Board during the time period under review.
2. With regards to the annual evaluation process, timing is of the essence. Given that there exists the potential for trustee turnover each year, it is important that the evaluation process be timely completed such that any departing trustees who have observed the Retirement Administrator's performance during the preceding year may participate. The evaluation process, including the basis of the evaluation and the results, should be transparent to all trustees and the Retirement Administrator.
3. The Board may, but is not required to, request input from any individuals or entities who report to the Retirement Administrator in connection with the evaluation.

III. POLICY GUIDELINES

1. Annual Evaluation Form

- a) The Retirement Administrator Performance Evaluation Form sets out the criteria to be used by the trustees in evaluating the Retirement Administrator's performance each year. A copy of the Retirement Administrator Performance Evaluation Form is attached as Exhibit A.

2. Evaluation Criteria

- a) In determining the performance criteria to be incorporated in the Retirement Administrator Performance Evaluation Form, the following guidelines shall be observed:

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- i) To the extent possible, the criteria should be objective in nature.
- ii) The criteria should address the Retirement Administrator's performance in meeting annual business objectives. Each year, the Board will define a set of key business objectives for the Retirement Administrator that are critical to advancing MCERA's strategies. Target performance should be defined for each objective. The Retirement Administrator's performance on each key business objective will be weighted as 50% of the evaluation.
- iii) The criteria should address the Retirement Administrator's leadership competencies, including the following: vision and strategy; maximizing talent; staff administration; leading change; technical expertise; and judgment and decision making. The Retirement Administrator's leadership competencies will be weighted as 30% of the evaluation.
- iv) The criteria should address the Retirement Administrator's performance in carrying out ongoing responsibilities. These responsibilities include overseeing day-to-day operations, implementing new strategies, resource development, and external/community relations. The Retirement Administrator's ongoing responsibilities will be weighted as 20% of the evaluation.
- v) The criteria should also provide an overall evaluation rating as well as an opportunity for each trustee to suggest specific ways in which the Retirement Administrator may improve performance in the future.

3. **Evaluation Timetable**

- a) Each year, the Retirement Administrator and the Board will discuss and confirm the business objectives for the upcoming fiscal year. These objectives will be memorialized in writing, kept by the Board Clerk and used in the upcoming fiscal year to evaluate the Retirement Administrator's performance.
- b) Each year, the Board and Retirement Administrator will conduct a mid-year informal performance discussion.
- c) Four weeks prior to the Board's scheduled performance review, the Retirement Administrator will provide a self-evaluation to the Board members for their consideration in the Retirement Plan Administrator's evaluation.
- d) Four weeks prior to the Board's scheduled performance review of the Retirement Administrator, the Chairperson of the Board shall provide all trustees with a copy of the Retirement Administrator Performance Evaluation Form (See Exhibit A) , including business objectives, approved for that year.
- e) Trustees shall complete the Retirement Administrator Performance Evaluation forms and forward them to the Board Chairperson no later than two weeks prior to the scheduled performance review.
- f) The completed Retirement Administrator Performance Evaluation Forms shall be analyzed, and a Summary prepared by the Chairperson. Copies of the Summary shall be provided to the Retirement Administrator and all trustees at least one week prior to the August Board meeting.
- g) The Retirement Administrator shall have an opportunity to present and discuss, in executive session, his or her performance evaluation with the Board at its August Board meeting. Subsequent to the discussion, the Retirement Administrator may

be asked to excuse himself or herself from the meeting to allow the Board to conduct further discussions.

- h) Based upon the Summary of Evaluations and the subsequent discussions involving the Board and the Retirement Administrator, the Board Chair shall prepare a Consensus Evaluation. At the September meeting of the Board, the Chair shall present the Consensus Evaluation.
- i) Compensation negotiations, as set forth in Section 4 below, will commence in August. It is the Board's intent to complete the evaluation and compensation process by the end of September.

4. **Compensation**

- a) Upon completion of the annual performance evaluation, the Board shall review the compensation of the Retirement Administrator for the following year in accordance with the provisions of the Retirement Administrator's existing employment agreement with MCERA. In doing so, the Board shall adhere to the following guidelines or principles:
 - i) Compensation should be arrived at initially through a negotiation process involving the Board Chair, or designee(s), and the Retirement Administrator. The final decision, however, rests with the Board.
 - ii) The compensation package established each year should be in consideration of previous year's practices and general industry practices.
 - iii) MCERA's Retirement Administrator will be granted any and all COLAs that are approved for Marin County unrepresented management subject to approval of the MCERA Board.
 - iv) Should compensation include an incentive-based element, the Board will establish with the Retirement Administrator specific and objective criteria that will serve as the basis for awarding said incentive element.
- b) Determining the structure of the compensation package, the Board may incorporate the following elements as it deems appropriate:
 - i) Salary
 - ii) Performance incentives
 - iii) Perquisites
 - iv) Benefits
 - v) Severance

5. **Transition**

Throughout the above process, the Chairperson of the Board shall establish and maintain a file containing a record of all relevant activities involving the Retirement Administrator Evaluation Process, including the Retirement Administrator Performance Evaluation Form, completed individual Evaluation Forms, Summary of Evaluations, Consensus Evaluation, etc.

IV. POLICY REVIEW

This policy shall be reviewed by the Board at least every three (3) years to ensure that it remains relevant and appropriate.

V. ADMINISTRATOR'S CERTIFICATE

I, Jeff Wickman, the duly Retirement Administrator of the Marin County Employees' Retirement Association, hereby certify the review of this Policy.

Dated: ~~May 9, 2018~~May 5, 2021

Retirement Administrator

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Exhibit A**MCERA – Retirement Administrator Performance Evaluation Form****Rating Scale Definitions**

Use the 5 level rating scale described on the attached *Exhibit B* to evaluate employee performance against goal achievement and demonstration of competencies for the upcoming performance period.

1. Retirement Administrator Annual Goals (50% of evaluation)

Instructions: At the beginning of the year, the Board will define a set of key goals for the Retirement Administrator that are critical to advance MCERA's strategies. Target performance should be defined for each goal. At year-end, please rate the Retirement Administrator's performance on each key business objective using the rating scale shown.

Goal #1

Define the Key Business Objectives:

Define Target Performance:

Priority
(optional – start
of year)

Rating
(required)

Results Achieved/Comments: (optional)

Goal #2

Define the Key Business Objective:

Define Target Performance:

Priority
(optional – start
of year)

Rating
(required)

Results Achieved/Comments: (optional)

Goal #3

Define the Key Business Objective:

Define Target Performance:

Priority
(optional – start
of year)

Rating
(required)

Results Achieved/Comments: (optional)

Goal #4

Define the Key Business Objective:

Define Target Performance:

Priority
(optional – start
of year)

Rating
(required)

Results Achieved/Comments: (optional)

Goal #5

Define the Key Business Objective:

Define Target Performance:

Priority
(optional – start
of year)

Rating
(required)

Results Achieved/Comments: (optional)

(Overall weighted average on goal achievement will be calculated)

2. Retirement Administrator Leadership Competencies (30% of evaluation)		
Instructions: At the beginning of the year, the Board will review the leadership expectations with the Retirement Administrator and discuss strengths and developmental areas. At year-end, please rate the Retirement Administrator's performance on each of the leadership expectations using the rating scale shown in Exhibit B to the Policy.		
Leadership Competencies (Equally Weighted)	Comments (optional)	Rating (required)
1 Vision and Strategy -- Develops a compelling picture of MCERA's vision and strategy; understands the long-term view of MCERA's strengths, challenges, and opportunities; anticipates competitive trends and develops innovative strategies.		
2 Maximizing Talent -- Builds MCERA's long-term capability by ensuring the organization attracts, engages and retains a talented, diverse workforce; coaches and develops direct reports and emerging leaders.		
3 Leading Change -- Creates and drives critical change initiatives across MCERA by defining outcomes, energizing others and actively working with stakeholders to identify and work through resistance.		
4 Technical Expertise -- Builds depth and breadth of technical expertise and effectively makes decisions based on technical knowledge to increase credibility and success of MCERA.		
5 Judgment and Decision Making -- Generates insightful, innovative and practical solutions to complex or unusual problems through the use of critical thinking and judgment; effectively balances risk in decision making.		
3. Ongoing Retirement Administrator Responsibilities (20% of evaluation)		
Instructions: In addition to specific goals, the Retirement Administrator also has many important ongoing responsibilities. At year-end, please rate the Retirement Administrator's performance on these ongoing responsibilities using the rating scale shown on Exhibit B to the Policy.		
Ongoing Responsibilities	Comments (optional)	Rating (required)
Retirement Administrator's Performance in Carrying Out Ongoing Responsibilities -- includes overseeing day-to-day operations, implementing new strategies, resource development, and external/community relations.		
4. Overall Evaluation		
Instructions: At year-end, please consider the Retirement Administrator's performance for the full year and provide an overall evaluation using the rating scale shown. (Note: while a calculated overall rating will be generated, this question allows each Board member to reflect on the Retirement Administrator's performance for the full year and provide a comprehensive evaluation including consideration of performance areas that may not be covered by this form.)		
		Rating (required)
Overall Evaluation Rating		

5. Open Ended Questions (Optional)

1. What was the Retirement Administrator's most significant achievement over the past year?
2. Which area of the Retirement Administrator's performance, if any, needed more attention over the past year?
3. Which current or new goals should the Retirement Administrator focus on during the next 12 months?
4. Please share any additional comments.

Thank you.

Evaluator: _____
Name:

Date: _____

Exhibit B

**RATING LEVELS AND DEFINITIONS FOR MCERA RETIREMENT
ADMINISTRATOR EVALUATION**

5. Outstanding

- Performance is **distinguished**, consistently exceeding goals, standards, and expectations and reflects a rare level of contribution.
- Demonstrates high level of knowledge or skill in the **most complex** job aspects
- Contributes **innovative** solutions to advance the goals of the organization
- Performance is characterized by **unusual** insight, initiative, and accomplishment.
- Has a **significant and direct influence** on the positive performance of the work group, including partners and stakeholders, as reflected by the team's commitment and performance quality

4. Exceeds Expectations

- Performance exceeds goals, standards, and expectations, reflecting a **superior** level of contribution.
- Demonstrates **better than required knowledge** and/or skill
- Performance is **consistently** characterized by sound judgment, initiative, and accomplishment.
- Has a **visible and positive influence** on the performance of the work group, including partners and stakeholders, as reflected by the team's commitment and performance quality

3. Competent and Effective

- Performance is **successful**, meeting performance goals, standards, and expectations. (Note: It is possible to have an overall rating of "competent and effective" even though the employee has one or more "needs improvement" ratings in individual performance categories.)
- Demonstrates **required knowledge** and/or skill to perform assigned duties successfully
- Has a **positive effect** on the performance of the work group, including partners and stakeholders, as reflected by the team's commitment and performance quality

2. Needs Improvement

- Meets some goals, standards, and expectations but performance is inconsistent and there are areas of deficiency
- Does not demonstrate required knowledge and/or skill to perform certain job duties
- Performance is below that which can be expected of a manager or supervisor after a reasonable period of training.
- Performance may have a negative impact on the work program and/or work group.

1. Unsatisfactory

- Performance is consistently below standards and expectations in many areas.
- Rarely completes assignments or achieves performance goals on schedule
- Does not demonstrate required knowledge and/or skills to perform most job duties
- Performance has a negative impact on the work program and/or workgroup.

**MARIN COUNTY EMPLOYEES' RETIREMENT ASSOCIATION (MCERA)
SENIOR MANAGEMENT CONTINGENCY PLAN POLICY**

Adopted: November 2, 2011

Reviewed: May 6, 2015

Reviewed: May 9, 2018

Reviewed: May 5, 2021

I. PURPOSE

The purpose of the MCERA Senior Management Contingency Plan Policy is to ensure that in the event of a crisis in executive leadership, a clear and rational plan exists to insure continuity in leadership at the senior management level, thus mitigating the risk of interruptions in plan operations.

II. ASSUMPTION & PRINCIPLES

- A. The loss of the Retirement Administrator for any reason requires a swift and considered response in order to minimize potential disruptions to the Association.
- B. MCERA accepts the need to maintain, whenever possible, a differentiation between the roles of the Board and management, even if the Retirement Administrator should be unable or unwilling to carry on in his/her capacity as the senior executive officer of the Association.

III. POLICY GUIDELINES

- A. In the event the Retirement Administrator is unable to carry out his/her duties due to death, illness, departure, or other reason, it is the Board's intent that the Assistant Retirement Administrator immediately assume the role of Acting Retirement Administrator and assume all responsibility and authority previously delegated to the Retirement Administrator by the Board of Trustees.
- B. In the event that the Assistant Retirement Administrator is required to assume the duties of the Retirement Administrator on an interim basis, the Board shall convene an emergency meeting of the Board to ratify the Acting Retirement Administrator's interim authority and initiate a process to appoint a permanent successor to the Retirement Administrator.
- C. In the event that the Assistant Retirement Administrator is unable to carry out the responsibilities of Retirement Administrator due to death, illness, departure, or other reason, the Board shall promptly convene an emergency meeting of the Board to select an appropriate interim replacement and initiate a process to hire a permanent successor to the Retirement Administrator.

- D. In selecting an interim candidate to serve as Acting Retirement Administrator, in the event the Assistant Retirement Administrator is unavailable to do so, the Board shall give consideration to the skills and experience of the candidates and the extent to which they best match the minimum qualifications for the position and the needs of the Association.
- E. In the event that it becomes necessary to replace the Retirement Administrator on an interim basis, the Board shall negotiate with the candidate the compensation package to be received by the Acting Retirement Administrator.
- F. In the event that an Assistant Retirement Administrator position should become vacant at any time while the Retirement Administrator is available, the Retirement Administrator shall promptly inform the Board of Trustees and initiate a process to identify a replacement for the Assistant Retirement Administrator as soon as possible.

IV. POLICY REVIEW

The Governance Committee shall review this policy at least every three (3) years to ensure that it remains relevant and appropriate.

V. RETIREMENT ADMINISTRATOR'S CERTIFICATE

I, Jeff Wickman, the duly appointed Retirement Administrator of the Marin County Employees' Retirement Association, hereby certify that this Policy was reviewed by MCERA on May 5, 2021~~May 9, 2018~~.

Retirement Administrator