



## Proxy Voting Records

GQG Partners International Quality Equity Fund

Fourth Quarter (October 01 to December 31) 2020

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Brandes Investment Partners®

## Vote Summary Report

Reporting Period: 10/01/2020 to 12/31/2020

### Voting Statistics

	Total	Percent
Votable Meetings	5	
Meetings Voted	5	100.00%
Votable Ballots	5	
Ballots Voted	5	100.00%

			Management Proposals		Shareholder Proposals	
	Total	Percent	Total	Percent	Total	Percent
Votable Proposals	35		35		0	
Proposals Voted	35	100.00%	35	100.00%	0	0.00%
FOR Votes	33	94.29%	33	94.29%	0	0.00%
AGAINST Votes	2	5.71%	2	5.71%	0	0.00%
ABSTAIN Votes	0	0.00%	0	0.00%	0	0.00%
WITHHOLD Votes	0	0.00%	0	0.00%	0	0.00%
Votes WITH Management	33	94.29%	33	94.29%	0	0.00%
Votes AGAINST Management	2	5.71%	2	5.71%	0	0.00%

Note: Instructions of Do Not Vote are not considered voted; Frequency on Pay votes of 1, 2 or 3 Years are only reflected statistically, where applicable, but present in the underlying detail; and in cases of different votes submitted across ballots for a given meeting, votes cast are distinctly counted by type per proposal where total votes submitted may be higher than unique proposals voted.

## London Stock Exchange Group Plc

**Meeting Date:** 11/03/2020

**Country:** United Kingdom

**Primary Security ID:** G5689U103

**Record Date:** 10/30/2020

**Meeting Type:** Special

**Ticker:** LSE

**Primary ISIN:** GB00B0SWJX34

**Shares Voted:** 350

**Voting Policy:** Sustainability

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Approve Matters Relating to the Proposed Divestment of London Stock Exchange Group Holdings Italia S.p.A. to Euronext N.V.	Mgmt	Yes	For	For	For	No	No	No

*Voting Policy Rationale: A vote FOR the proposal is warranted:\* The proposed Divestment would facilitate the Refinitiv transaction; and\* The cash proceeds from the Divestment will improve the Company's balance sheet.*

*Blended Rationale: A vote FOR the proposal is warranted:\* The proposed Divestment would facilitate the Refinitiv transaction; and\* The cash proceeds from the Divestment will improve the Company's balance sheet.*

## Vote Summary Report

Reporting Period: 10/01/2020 to 12/31/2020

### Afterpay Limited

**Meeting Date:** 11/17/2020 **Country:** Australia **Primary Security ID:** Q3583G105  
**Record Date:** 11/15/2020 **Meeting Type:** Annual **Ticker:** APT

**Primary ISIN:** AU0000000APT1

**Shares Voted:** 445

**Voting Policy:** Sustainability

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2A	Elect Gary Briggs as Director	Mgmt	Yes	For	For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR all nominees is warranted, as no material issues have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues.</i></p> <p><i>Blended Rationale: A vote FOR all nominees is warranted, as no material issues have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues.</i></p>									
2B	Elect Patrick O'Sullivan as Director	Mgmt	Yes	For	For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR all nominees is warranted, as no material issues have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues.</i></p> <p><i>Blended Rationale: A vote FOR all nominees is warranted, as no material issues have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues.</i></p>									
2C	Elect Sharon Rothstein as Director	Mgmt	Yes	For	For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR all nominees is warranted, as no material issues have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues.</i></p> <p><i>Blended Rationale: A vote FOR all nominees is warranted, as no material issues have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues.</i></p>									
2D	Elect Nicholas Molnar as Director	Mgmt	Yes	For	For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR all nominees is warranted, as no material issues have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues.</i></p> <p><i>Blended Rationale: A vote FOR all nominees is warranted, as no material issues have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues.</i></p>									
3	Approve Remuneration Report	Mgmt	Yes	For	For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Pay outcomes are reasonably aligned with company performance for the period under review.* The board adopted a new remuneration framework in FY20 which increases the focus on equity through the adoption of a formal LTI plan with tested targets, in line with the Australian market.* The co-founders exercised restraint and elected to forgo RSUs and STIs given their current shareholdings, and also elected to undertake a 20 percent reduction in base salary in light of the COVID-19 pandemic for three months.Given that the remuneration framework is new, the following issues will continue to be monitored:* The company does not disclose the threshold and targets for the STI, which makes it impossible for shareholders to determine the rigor of targets and if awards are in fact representative of outperformance; and* The fixed remuneration component granted as equity in the form of RSUs which vests annually over three years, is not common by market standards.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. Pay outcomes are reasonably aligned with company performance for the period under review.* The board adopted a new remuneration framework in FY20 which increases the focus on equity through the adoption of a formal LTI plan with tested targets, in line with the Australian market.* The co-founders exercised restraint and elected to forgo RSUs and STIs given their current shareholdings, and also elected to undertake a 20 percent reduction in base salary in light of the COVID-19 pandemic for three months.Given that the remuneration framework is new, the following issues will continue to be monitored:* The company does not disclose the threshold and targets for the STI, which makes it impossible for shareholders to determine the rigor of targets and if awards are in fact representative of outperformance; and* The fixed remuneration component granted as equity in the form of RSUs which vests annually over three years, is not common by market standards.</i></p>									

## Vote Summary Report

Reporting Period: 10/01/2020 to 12/31/2020

### Afterpay Limited

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4	Ratify Past Issuance of Shares to Institutional and Professional Investors	Mgmt	Yes	For	For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as dilution and the discount on issued shares do not raise any material concerns, and proceeds appear to have been opportunistically deployed to accelerate the company's growth opportunities.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted, as dilution and the discount on issued shares do not raise any material concerns, and proceeds appear to have been opportunistically deployed to accelerate the company's growth opportunities.</i></p>									
5	Approve Issuance of Convertible Note Pursuant to Pagantis Acquisition	Mgmt	Yes	For	For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as the terms of the convertible note appear reasonable, the strategic rationale regarding the underlying transaction is sound, and the maximum deferred compensation cannot exceed three percent of the issued share capital of Afterpay on the date of issuance of the convertible note.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted as the terms of the convertible note appear reasonable, the strategic rationale regarding the underlying transaction is sound, and the maximum deferred compensation cannot exceed three percent of the issued share capital of Afterpay on the date of issuance of the convertible note.</i></p>									
6	Approve Application of Supplementary Terms of Afterpay Equity Incentive Plan to Equity Awards Issued to Participants in California	Mgmt	Yes	For	For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. The proposed amendments will enable US-based employees in California to participate in the company's equity incentive plan, which is consistent with shareholder interests.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. The proposed amendments will enable US-based employees in California to participate in the company's equity incentive plan, which is consistent with shareholder interests.</i></p>									
7	Approve Grant of Options to Anthony Eisen	Mgmt	Yes	For	For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the option grants to the co-founders is warranted because the quantum of the award is in line with the median of the ASX 26-50 peers, the premium-priced options have a three-year vesting period, and there is no-resting of awards.</i></p> <p><i>Blended Rationale: A vote FOR the option grants to the co-founders is warranted because the quantum of the award is in line with the median of the ASX 26-50 peers, the premium-priced options have a three-year vesting period, and there is no-resting of awards.</i></p>									
8	Approve Grant of Options to Nick Molnar	Mgmt	Yes	For	For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the option grants to the co-founders is warranted because the quantum of the award is in line with the median of the ASX 26-50 peers, the premium-priced options have a three-year vesting period, and there is no-resting of awards.</i></p> <p><i>Blended Rationale: A vote FOR the option grants to the co-founders is warranted because the quantum of the award is in line with the median of the ASX 26-50 peers, the premium-priced options have a three-year vesting period, and there is no-resting of awards.</i></p>									

### UBS Group AG

**Meeting Date:** 11/19/2020

**Country:** Switzerland

**Primary Security ID:** H42097107

**Record Date:**

**Meeting Type:** Special

**Ticker:** UBSG

**Primary ISIN:** CH0244767585

## Vote Summary Report

Reporting Period: 10/01/2020 to 12/31/2020

### UBS Group AG

**Shares Voted:** 151

**Voting Policy:** Sustainability

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Approve Extraordinary Dividend of USD 0.365 per Share	Mgmt	Yes	For	For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the allocation of income resolution is warranted.</i></p> <p><i>Blended Rationale: A vote FOR the allocation of income resolution is warranted.</i></p>									
2	Transact Other Business (Voting)	Mgmt	Yes	For	Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because:* This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and* The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i></p> <p><i>Blended Rationale: A vote AGAINST is warranted because:* This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and* The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i></p>									

### Pernod Ricard SA

**Meeting Date:** 11/27/2020

**Country:** France

**Primary Security ID:** F72027109

**Record Date:** 11/25/2020

**Meeting Type:** Annual/Special

**Ticker:** RI

**Primary ISIN:** FR0000120693

**Shares Voted:** 203

**Voting Policy:** Sustainability

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
	Extraordinary Business	Mgmt	No						
1	Amend Articles 35 and 36 of Bylaws Re: AGM and EGM Majority Votes	Mgmt	Yes	For	For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR Items 1, 19 and 20 are warranted as they reflect legal changes which are considered non-contentious and with a neutral impact for shareholders' interest.</i></p> <p><i>Blended Rationale: Votes FOR Items 1, 19 and 20 are warranted as they reflect legal changes which are considered non-contentious and with a neutral impact for shareholders' interest.</i></p>									
	Ordinary Business	Mgmt	No						
2	Approve Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i></p> <p><i>Blended Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i></p>									

## Vote Summary Report

Reporting Period: 10/01/2020 to 12/31/2020

### Pernod Ricard SA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i></p> <p><i>Blended Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i></p>									
4	Approve Allocation of Income and Dividends of EUR 2.66 per Share	Mgmt	Yes	For	For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this income allocation proposal is warranted, despite the high payout ratio, given the serious drop of the business activity, impairment on the carrying amount on assets and the respect of the announced dividend policy.</i></p> <p><i>Blended Rationale: A vote FOR this income allocation proposal is warranted, despite the high payout ratio, given the serious drop of the business activity, impairment on the carrying amount on assets and the respect of the announced dividend policy.</i></p>									
5	Reelect Alexandre Ricard as Director	Mgmt	Yes	For	Against	Against	Yes	No	No
<p><i>Voting Policy Rationale: * A vote FOR the election of this independent nominee is warranted in the absence of specific concerns (Item 8). * Votes FOR the reelections of Cesar Giron and Wolfgang Colberg, non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 42.9 percent vs 33.3 percent recommended; excluding employee representatives: 50.0 percent vs 50 percent recommended) and the absence of specific concerns (Items 6-7). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Alexandre Ricard (Item 5) is warranted.</i></p> <p><i>Blended Rationale: * A vote FOR the election of this independent nominee is warranted in the absence of specific concerns (Item 8). * Votes FOR the reelections of Cesar Giron and Wolfgang Colberg, non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 42.9 percent vs 33.3 percent recommended; excluding employee representatives: 50.0 percent vs 50 percent recommended) and the absence of specific concerns (Items 6-7). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Alexandre Ricard (Item 5) is warranted.</i></p>									
6	Reelect Cesar Giron as Director	Mgmt	Yes	For	For	For	No	No	No
<p><i>Voting Policy Rationale: * A vote FOR the election of this independent nominee is warranted in the absence of specific concerns (Item 8). * Votes FOR the reelections of Cesar Giron and Wolfgang Colberg, non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 42.9 percent vs 33.3 percent recommended; excluding employee representatives: 50.0 percent vs 50 percent recommended) and the absence of specific concerns (Items 6-7). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Alexandre Ricard (Item 5) is warranted.</i></p> <p><i>Blended Rationale: * A vote FOR the election of this independent nominee is warranted in the absence of specific concerns (Item 8). * Votes FOR the reelections of Cesar Giron and Wolfgang Colberg, non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 42.9 percent vs 33.3 percent recommended; excluding employee representatives: 50.0 percent vs 50 percent recommended) and the absence of specific concerns (Items 6-7). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Alexandre Ricard (Item 5) is warranted.</i></p>									

## Vote Summary Report

Reporting Period: 10/01/2020 to 12/31/2020

### Pernod Ricard SA

Proposal Number	Proposal Text	Votable			Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
		Proponent	Proposal	Mgmt Rec					
7	Reelect Wolfgang Colberg as Director	Mgmt	Yes	For	For	For	No	No	No
<p><i>Voting Policy Rationale: * A vote FOR the election of this independent nominee is warranted in the absence of specific concerns (Item 8). * Votes FOR the reelections of Cesar Giron and Wolfgang Colberg, non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 42.9 percent vs 33.3 percent recommended; excluding employee representatives: 50.0 percent vs 50 percent recommended) and the absence of specific concerns (Items 6-7). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Alexandre Ricard (Item 5) is warranted.</i></p> <p><i>Blended Rationale: * A vote FOR the election of this independent nominee is warranted in the absence of specific concerns (Item 8). * Votes FOR the reelections of Cesar Giron and Wolfgang Colberg, non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 42.9 percent vs 33.3 percent recommended; excluding employee representatives: 50.0 percent vs 50 percent recommended) and the absence of specific concerns (Items 6-7). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Alexandre Ricard (Item 5) is warranted.</i></p>									
8	Elect Virginie Fauvel as Director	Mgmt	Yes	For	For	For	No	No	No
<p><i>Voting Policy Rationale: * A vote FOR the election of this independent nominee is warranted in the absence of specific concerns (Item 8). * Votes FOR the reelections of Cesar Giron and Wolfgang Colberg, non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 42.9 percent vs 33.3 percent recommended; excluding employee representatives: 50.0 percent vs 50 percent recommended) and the absence of specific concerns (Items 6-7). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Alexandre Ricard (Item 5) is warranted.</i></p> <p><i>Blended Rationale: * A vote FOR the election of this independent nominee is warranted in the absence of specific concerns (Item 8). * Votes FOR the reelections of Cesar Giron and Wolfgang Colberg, non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 42.9 percent vs 33.3 percent recommended; excluding employee representatives: 50.0 percent vs 50 percent recommended) and the absence of specific concerns (Items 6-7). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Alexandre Ricard (Item 5) is warranted.</i></p>									
9	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.25 Million	Mgmt	Yes	For	For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR is warranted since the proposed amount remains in line with French market practices.</i></p> <p><i>Blended Rationale: A vote FOR is warranted since the proposed amount remains in line with French market practices.</i></p>									
10	Approve Compensation of Alexandre Ricard, Chairman and CEO	Mgmt	Yes	For	For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this remuneration report is warranted, although the following concern is raised: * The company still provides limited disclosure on the achievement levels of qualitative performance criteria. The main reasons for support are: * The serious drop of the business activity given the Covid-19 crisis, which impeded the company to achieve any quantitative performance criterion attached to the bonus; and * The absence of any other significant concern.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration report is warranted, although the following concern is raised: * The company still provides limited disclosure on the achievement levels of qualitative performance criteria. The main reasons for support are: * The serious drop of the business activity given the Covid-19 crisis, which impeded the company to achieve any quantitative performance criterion attached to the bonus; and * The absence of any other significant concern.</i></p>									
11	Approve Compensation of Corporate Officers	Mgmt	Yes	For	For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i></p>									

## Vote Summary Report

Reporting Period: 10/01/2020 to 12/31/2020

### Pernod Ricard SA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
12	Approve Remuneration Policy for Alexandre Ricard, Chairman and CEO	Mgmt	Yes	For	For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this remuneration report is warranted, although the following concerns are raised:* The bonus structure enables the compensation of underperformed criteria by over performed ones;* The LTIP performance conditions are not considered stringent enough as the internal conditions starts vesting below budget; and* The policy enables exceptional remunerations without specifying a cap or specific circumstances for such payments. The main reason for support is this absence of any other significant concerns regarding the remuneration policy.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration report is warranted, although the following concerns are raised:* The bonus structure enables the compensation of underperformed criteria by over performed ones;* The LTIP performance conditions are not considered stringent enough as the internal conditions starts vesting below budget; and* The policy enables exceptional remunerations without specifying a cap or specific circumstances for such payments. The main reason for support is this absence of any other significant concerns regarding the remuneration policy.</i></p>									
13	Approve Remuneration Policy of Corporate Officers	Mgmt	Yes	For	For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i></p> <p><i>Blended Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i></p>									
14	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	Yes	For	For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because the company provided compelling explanations for ongoing agreements, which do not raise any concern.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted because the company provided compelling explanations for ongoing agreements, which do not raise any concern.</i></p>									
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For	For	No	No	No
<p><i>Voting Policy Rationale: A QUALIFIED FOR is warranted since the share repurchase program could be used during takeover bid but only for very limited circumstances which cannot be considered as a takeover defense.</i></p> <p><i>Blended Rationale: A QUALIFIED FOR is warranted since the share repurchase program could be used during takeover bid but only for very limited circumstances which cannot be considered as a takeover defense.</i></p>									
16	Change Location of Registered Office to 5, Cours Paul Ricard, 75008 Paris and Amend Article 4 of Bylaws Accordingly	Mgmt	Yes	For	For	For	No	No	No
<p><i>Voting Policy Rationale: This non-contentious proposal merits a vote FOR.</i></p> <p><i>Blended Rationale: This non-contentious proposal merits a vote FOR.</i></p>									
	Extraordinary Business	Mgmt	No						
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	Yes	For	For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR are warranted because the plans could increase employee participation to a level of ownership that would remain acceptable for savings-related share purchase plans.</i></p> <p><i>Blended Rationale: Votes FOR are warranted because the plans could increase employee participation to a level of ownership that would remain acceptable for savings-related share purchase plans.</i></p>									



## Vote Summary Report

Reporting Period: 10/01/2020 to 12/31/2020

### Pernod Ricard SA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	Mgmt	Yes	For	For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR are warranted because the plans could increase employee participation to a level of ownership that would remain acceptable for savings-related share purchase plans.</i></p> <p><i>Blended Rationale: Votes FOR are warranted because the plans could increase employee participation to a level of ownership that would remain acceptable for savings-related share purchase plans.</i></p>									
19	Amend Article 21 of Bylaws Re: Board Members Deliberation via Written Consultation	Mgmt	Yes	For	For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR Items 1, 19 and 20 are warranted as they reflect legal changes which are considered non-contentious and with a neutral impact for shareholders' interest.</i></p> <p><i>Blended Rationale: Votes FOR Items 1, 19 and 20 are warranted as they reflect legal changes which are considered non-contentious and with a neutral impact for shareholders' interest.</i></p>									
20	Amend Bylaws to Comply with Legal Changes	Mgmt	Yes	For	For	For	No	No	No
<p><i>Voting Policy Rationale: Votes FOR Items 1, 19 and 20 are warranted as they reflect legal changes which are considered non-contentious and with a neutral impact for shareholders' interest.</i></p> <p><i>Blended Rationale: Votes FOR Items 1, 19 and 20 are warranted as they reflect legal changes which are considered non-contentious and with a neutral impact for shareholders' interest.</i></p>									
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	Yes	For	For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR this routine item is warranted.</i></p> <p><i>Blended Rationale: A vote FOR this routine item is warranted.</i></p>									

### Flutter Entertainment Plc

<b>Meeting Date:</b> 12/29/2020	<b>Country:</b> Ireland	<b>Primary Security ID:</b> G3643J108
<b>Record Date:</b> 12/27/2020	<b>Meeting Type:</b> Special	<b>Ticker:</b> FLTR
<b>Primary ISIN:</b> IE00BWT6H894		
<b>Shares Voted:</b> 281		
<b>Voting Policy:</b> Sustainability		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Approve Acquisition of the Fastball Shares by TSE Holdings Limited	Mgmt	Yes	For	For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR the proposed transaction is warranted because of:* Compelling strategic rationale provided; and* Unanimous Board support.</i></p> <p><i>Blended Rationale: A vote FOR the proposed transaction is warranted because of:* Compelling strategic rationale provided; and* Unanimous Board support.</i></p>									

**Vote Summary Report**

Reporting Period: 10/01/2020 to 12/31/2020