

Issue Code Category	Issue Short Text	For	Against	Abstain	Take No			1 Year	2 Years	3 Years	Total
					Action	Unvoted	Mixed				
	SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	1	0	0	0	0	0	0	0	0	1
<i>SHP: Governance</i>		13	1	0	0	0	0	0	0	0	14
	SHP Regarding Election of Dissident Board Member(s)	2	0	0	0	0	0	0	0	0	2
	SHP Regarding Facilitation of Shareholder Proposals	11	0	0	0	0	0	0	0	0	11
	SHP Regarding Misc. Capital Issue	0	1	0	0	0	0	0	0	0	1
<i>SHP: Social</i>		6	0	0	0	0	0	0	0	0	6
	SHP Regarding Limiting or Ending Political Spending	2	0	0	0	0	0	0	0	0	2
	SHP Regarding Misc. Social Issue	3	0	0	0	0	0	0	0	0	3
	SHP Regarding Reporting on Company's Compliance with International Human Ri	1	0	0	0	0	0	0	0	0	1

Proposal Types – Votes Versus Management

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
Total for all Categories		1283	197	0	0	27	0	1507
<i>Audit/Financials</i>		17	0	0	0	0	0	17
	Appointment of Auditor	10	0	0	0	0	0	10
	Appointment of Auditor and Authority to Set Fees	1	0	0	0	0	0	1
	Authority to Set Auditor's Fees	2	0	0	0	0	0	2
	Financial Statements	4	0	0	0	0	0	4
<i>Board Related</i>		601	46	0	0	1	0	648

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Board Spill	15	0	0	0	1	0	16
	Election of Directors	560	44	0	0	0	0	604
	Election of Non-Management Nominee	7	0	0	0	0	0	7
	Post-Employment /Severance Agreements	11	1	0	0	0	0	12
	Related Party Transactions	8	1	0	0	0	0	9
Capital Management		58	27	0	0	0	0	85
	Authority to Issue Shares w/ Preemptive Rights	5	0	0	0	0	0	5
	Authority to Issue Shares w/o Preemptive Rights	9	1	0	0	0	0	10
	Authority to Repurchase Shares	7	0	0	0	0	0	7
	Cancellation of Authorized Stock	2	0	0	0	0	0	2
	Issuance of Stock w/ or w/out Preemptive Rights	30	26	0	0	0	0	56
	Reduction in Authorized Capital	3	0	0	0	0	0	3
	Reverse Stock Split	2	0	0	0	0	0	2
Changes to Company Statutes		71	0	0	0	0	0	71
	Adoption of New Articles	10	0	0	0	0	0	10
	Amend Articles, Constitution, Bylaws - Bundled	37	0	0	0	0	0	37
	Amendments to Articles (Technical)	5	0	0	0	0	0	5
	Amendments to Articles, Constitution, Bylaws	12	0	0	0	0	0	12
	Misc. Proposal Regarding Antitakeover Devices	6	0	0	0	0	0	6
	Waiving of Mandatory Takeover Requirement	1	0	0	0	0	0	1

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
Compensation		484	99	0	0	26	0	609
	Amendment to Stock Option Plan	1	0	0	0	0	0	1
	Amendment to Stock Purchase Plan	0	1	0	0	0	0	1
	Directors' Fees	4	1	0	0	8	0	13
	Directors' Stock Option Plan	2	0	0	0	0	0	2
	Misc. Proposal Regarding Compensation	0	1	0	0	0	0	1
	Non-Executive Remuneration Policy (Forward-Looking)	0	0	0	0	1	0	1
	Remuneration Policy (Forward-Looking)	1	0	0	0	0	0	1
	Remuneration Report (Retrospective)	203	44	0	0	13	0	260
	Stock Option Grants	240	47	0	0	1	0	288
	Stock Option Plan	30	5	0	0	3	0	38
	Stock Purchase Plan	3	0	0	0	0	0	3
M&A		19	0	0	0	0	0	19
	Divestiture/Spin-off	3	0	0	0	0	0	3
	Merger/Acquisition	14	0	0	0	0	0	14
	Misc. Proposal Regarding Restructuring	1	0	0	0	0	0	1
	Restructuring/Capitalization	1	0	0	0	0	0	1
Other		28	0	0	0	0	0	28
	Approval of Political Donation	1	0	0	0	0	0	1
	Renew Proportional Takeover Provisions	27	0	0	0	0	0	27

Issue Code Category	Issue Code Description	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
<i>SHP: Environment</i>		4	6	0	0	0	0	10
	SHP Regarding Climate Lobbying	1	0	0	0	0	0	1
	SHP Regarding Misc. Environmental Issue	0	1	0	0	0	0	1
	SHP Regarding Report/Action on Climate Change	2	5	0	0	0	0	7
	SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	1	0	0	0	0	0	1
<i>SHP: Governance</i>		1	13	0	0	0	0	14
	SHP Regarding Election of Dissident Board Member(s)	0	2	0	0	0	0	2
	SHP Regarding Facilitation of Shareholder Proposals	0	11	0	0	0	0	11
	SHP Regarding Misc. Capital Issue	1	0	0	0	0	0	1
<i>SHP: Social</i>		0	6	0	0	0	0	6
	SHP Regarding Limiting or Ending Political Spending	0	2	0	0	0	0	2
	SHP Regarding Misc. Social Issue	0	3	0	0	0	0	3
	SHP Regarding Reporting on Company's Compliance with International Human R	0	1	0	0	0	0	1

Proposal Types – Votes Versus Policy

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
Total for all Categories		0	0	1507	0	0	0	0	1507
<i>Audit/Financials</i>		0	0	17	0	0	0	0	17
	Appointment of Auditor	0	0	10	0	0	0	0	10
	Appointment of Auditor and Authority to Set Fees	0	0	1	0	0	0	0	1

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Authority to Set Auditor's Fees	0	0	2	0	0	0	0	2
	Financial Statements	0	0	4	0	0	0	0	4
Board Related		0	0	648	0	0	0	0	648
	Board Spill	0	0	16	0	0	0	0	16
	Election of Directors	0	0	604	0	0	0	0	604
	Election of Non-Management Nominee	0	0	7	0	0	0	0	7
	Post-Employment /Severance Agreements	0	0	12	0	0	0	0	12
	Related Party Transactions	0	0	9	0	0	0	0	9
Capital Management		0	0	85	0	0	0	0	85
	Authority to Issue Shares w/ Preemptive Rights	0	0	5	0	0	0	0	5
	Authority to Issue Shares w/o Preemptive Rights	0	0	10	0	0	0	0	10
	Authority to Repurchase Shares	0	0	7	0	0	0	0	7
	Cancellation of Authorized Stock	0	0	2	0	0	0	0	2
	Issuance of Stock w/ or w/out Preemptive Rights	0	0	56	0	0	0	0	56
	Reduction in Authorized Capital	0	0	3	0	0	0	0	3
	Reverse Stock Split	0	0	2	0	0	0	0	2
Changes to Company Statutes		0	0	71	0	0	0	0	71
	Adoption of New Articles	0	0	10	0	0	0	0	10
	Amend Articles, Constitution, Bylaws - Bundled	0	0	37	0	0	0	0	37
	Amendments to Articles (Technical)	0	0	5	0	0	0	0	5

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	Amendments to Articles, Constitution, Bylaws	0	0	12	0	0	0	0	12
	Misc. Proposal Regarding Antitakeover Devices	0	0	6	0	0	0	0	6
	Waiving of Mandatory Takeover Requirement	0	0	1	0	0	0	0	1
Compensation		0	0	609	0	0	0	0	609
	Amendment to Stock Option Plan	0	0	1	0	0	0	0	1
	Amendment to Stock Purchase Plan	0	0	1	0	0	0	0	1
	Directors' Fees	0	0	13	0	0	0	0	13
	Directors' Stock Option Plan	0	0	2	0	0	0	0	2
	Misc. Proposal Regarding Compensation	0	0	1	0	0	0	0	1
	Non-Executive Remuneration Policy (Forward-Looking)	0	0	1	0	0	0	0	1
	Remuneration Policy (Forward-Looking)	0	0	1	0	0	0	0	1
	Remuneration Report (Retrospective)	0	0	260	0	0	0	0	260
	Stock Option Grants	0	0	288	0	0	0	0	288
	Stock Option Plan	0	0	38	0	0	0	0	38
	Stock Purchase Plan	0	0	3	0	0	0	0	3
M&A		0	0	19	0	0	0	0	19
	Divestiture/Spin-off	0	0	3	0	0	0	0	3
	Merger/Acquisition	0	0	14	0	0	0	0	14
	Misc. Proposal Regarding Restructuring	0	0	1	0	0	0	0	1
	Restructuring/Capitalization	0	0	1	0	0	0	0	1

Issue Code Category	Issue Code Description	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
Other		0	0	28	0	0	0	0	28
	Approval of Political Donation	0	0	1	0	0	0	0	1
	Renew Proportional Takeover Provisions	0	0	27	0	0	0	0	27
SHP: Environment		0	0	10	0	0	0	0	10
	SHP Regarding Climate Lobbying	0	0	1	0	0	0	0	1
	SHP Regarding Misc. Environmental Issue	0	0	1	0	0	0	0	1
	SHP Regarding Report/Action on Climate Change	0	0	7	0	0	0	0	7
	SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	0	0	1	0	0	0	0	1
SHP: Governance		0	0	14	0	0	0	0	14
	SHP Regarding Election of Dissident Board Member(s)	0	0	2	0	0	0	0	2
	SHP Regarding Facilitation of Shareholder Proposals	0	0	11	0	0	0	0	11
	SHP Regarding Misc. Capital Issue	0	0	1	0	0	0	0	1
SHP: Social		0	0	6	0	0	0	0	6
	SHP Regarding Limiting or Ending Political Spending	0	0	2	0	0	0	0	2
	SHP Regarding Misc. Social Issue	0	0	3	0	0	0	0	3
	SHP Regarding Reporting on Company's Compliance with International Human Ri	0	0	1	0	0	0	0	1

Proposal Types – Votes Versus Glass Lewis

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
Total for all Categories		1351	156	0	0	0	0	1507
<i>Audit/Financials</i>		17	0	0	0	0	0	17
	Appointment of Auditor	10	0	0	0	0	0	10
	Appointment of Auditor and Authority to Set Fees	1	0	0	0	0	0	1
	Authority to Set Auditor's Fees	2	0	0	0	0	0	2
	Financial Statements	4	0	0	0	0	0	4
<i>Board Related</i>		608	40	0	0	0	0	648
	Board Spill	16	0	0	0	0	0	16
	Election of Directors	567	37	0	0	0	0	604
	Election of Non-Management Nominee	7	0	0	0	0	0	7
	Post-Employment /Severance Agreements	10	2	0	0	0	0	12
	Related Party Transactions	8	1	0	0	0	0	9
<i>Capital Management</i>		60	25	0	0	0	0	85
	Authority to Issue Shares w/ Preemptive Rights	5	0	0	0	0	0	5
	Authority to Issue Shares w/o Preemptive Rights	10	0	0	0	0	0	10
	Authority to Repurchase Shares	7	0	0	0	0	0	7
	Cancellation of Authorized Stock	2	0	0	0	0	0	2
	Issuance of Stock w/ or w/out Preemptive Rights	31	25	0	0	0	0	56
	Reduction in Authorized Capital	3	0	0	0	0	0	3
	Reverse Stock Split	2	0	0	0	0	0	2

Issue Code Category	Issue Code Description	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
	Divestiture/Spin-off	3	0	0	0	0	0	3
	Merger/Acquisition	14	0	0	0	0	0	14
	Misc. Proposal Regarding Restructuring	1	0	0	0	0	0	1
	Restructuring/Capitalization	1	0	0	0	0	0	1
Other		28	0	0	0	0	0	28
	Approval of Political Donation	1	0	0	0	0	0	1
	Renew Proportional Takeover Provisions	27	0	0	0	0	0	27
SHP: Environment		6	4	0	0	0	0	10
	SHP Regarding Climate Lobbying	1	0	0	0	0	0	1
	SHP Regarding Misc. Environmental Issue	1	0	0	0	0	0	1
	SHP Regarding Report/Action on Climate Change	3	4	0	0	0	0	7
	SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	1	0	0	0	0	0	1
SHP: Governance		1	13	0	0	0	0	14
	SHP Regarding Election of Dissident Board Member(s)	0	2	0	0	0	0	2
	SHP Regarding Facilitation of Shareholder Proposals	0	11	0	0	0	0	11
	SHP Regarding Misc. Capital Issue	1	0	0	0	0	0	1
SHP: Social		0	6	0	0	0	0	6
	SHP Regarding Limiting or Ending Political Spending	0	2	0	0	0	0	2
	SHP Regarding Misc. Social Issue	0	3	0	0	0	0	3
	SHP Regarding Reporting on Company's Compliance with International Human Ri	0	1	0	0	0	0	1

Proposal Reasons – Votes Versus Management

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
Total for all Categories			1283	197	0	0	27	0	1507
Audit/Financials			17	0	0	0	0	0	17
	Appointment of Auditor								
		No Stated Reason	10	0	0	0	0	0	10
	Appointment of Auditor and Authority to Set Fees								
		No Stated Reason	1	0	0	0	0	0	1
	Authority to Set Auditor's Fees								
		No Stated Reason	2	0	0	0	0	0	2
	Financial Statements								
		No Stated Reason	4	0	0	0	0	0	4
Board Related			601	46	0	0	1	0	648
	Board Spill								
		No Stated Reason	15	0	0	0	1	0	16
	Election of Directors								
		No Stated Reason	556	42	0	0	0	0	598
		In Australia, vote case-by-case.	4	0	0	0	0	0	4

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		No Stated Reason	5	0	0	0	0	0	5
	Authority to Issue Shares w/o Preemptive Rights								
		No Stated Reason	9	1	0	0	0	0	10
	Authority to Repurchase Shares								
		No Stated Reason	7	0	0	0	0	0	7
	Cancellation of Authorized Stock								
		No Stated Reason	2	0	0	0	0	0	2
	Issuance of Stock w/ or w/out Preemptive Rights								
		No Stated Reason	30	26	0	0	0	0	56
	Reduction in Authorized Capital								
		No Stated Reason	3	0	0	0	0	0	3
	Reverse Stock Split								
		No Stated Reason	2	0	0	0	0	0	2
Changes to Company Statutes			71	0	0	0	0	0	71
	Adoption of New Articles								
		No Stated Reason	10	0	0	0	0	0	10
	Amend Articles, Constitution, Bylaws - Bundled								
		No Stated Reason	37	0	0	0	0	0	37
	Amendments to Articles (Technical)								
		No Stated Reason	5	0	0	0	0	0	5

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Amendments to Articles, Constitution, Bylaws								
		In Australia, vote case-by-case.	2	0	0	0	0	0	2
		No Stated Reason	10	0	0	0	0	0	10
	Misc. Proposal Regarding Antitakeover Devices								
		No Stated Reason	6	0	0	0	0	0	6
	Waiving of Mandatory Takeover Requirement								
		No Stated Reason	1	0	0	0	0	0	1
Compensation			484	99	0	0	26	0	609
	Amendment to Stock Option Plan								
		No Stated Reason	1	0	0	0	0	0	1
	Amendment to Stock Purchase Plan								
		No Stated Reason	0	1	0	0	0	0	1
	Directors' Fees								
		No Stated Reason	4	1	0	0	8	0	13
	Directors' Stock Option Plan								
		No Stated Reason	2	0	0	0	0	0	2
	Misc. Proposal Regarding Compensation								
		No Stated Reason	0	1	0	0	0	0	1
	Non-Executive Remuneration Policy (Forward-Looking)								
		No Stated Reason	0	0	0	0	1	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
	Remuneration Policy (Forward-Looking)								
		No Stated Reason	1	0	0	0	0	0	1
	Remuneration Report (Retrospective)								
		No Stated Reason	202	41	0	0	13	0	256
		In Australia, vote case-by-case.	1	1	0	0	0	0	2
		CEO pay that is unreasonable compared with other members of the executive team, as it's more than twice the pay of the next most highly paid executive.	0	2	0	0	0	0	2
	Stock Option Grants								
		No Stated Reason	239	44	0	0	1	0	284
		In Australia, vote case-by-case.	1	1	0	0	0	0	2
		CEO pay that is unreasonable compared with other members of the executive team, as it's more than twice the pay of the next most highly paid executive.	0	2	0	0	0	0	2
	Stock Option Plan								
		No Stated Reason	30	5	0	0	3	0	38
	Stock Purchase Plan								
		No Stated Reason	3	0	0	0	0	0	3

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		We believe that companies who position themselves as 'climate-aware' should avoid industry associations and lobby groups whose policies are inconsistent with the Paris climate change agreement.	1	0	0	0	0	0	1
	SHP Regarding Misc. Environmental Issue								
		Shareholders are likely to benefit from a regular review and additional disclosure on how the company's capital expenditure and operations are managed in a manner consistent with the climate goals of the Paris Agreement.	0	1	0	0	0	0	1
	SHP Regarding Report/Action on Climate Change								
		No Stated Reason	2	3	0	0	0	0	5

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		Shareholders are likely to benefit from a regular review and additional disclosure on how the company's capital expenditure and operations are managed in a manner consistent with the climate goals of the Paris Agreement.	0	1	0	0	0	0	1
		The adoption of targets to reduce the company's exposure to fossil fuels is warranted. Adoption of reduction targets aimed to limit the company's exposure to fossil fuels would enable shareholders to better understand how the company is managing climate change related-risks and assess the effectiveness of the company's related efforts.	0	1	0	0	0	0	1
	SHP Regarding Reporting and Reducing Greenhouse Gas Emis								

Issue Code Category	Issue Short Text	Rationale Reason	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total
		We will push for companies to provide independent evidence of action taken to progress towards the Paris climate change agreement emissions reduction target.	1	0	0	0	0	0	1
SHP: Governance			1	13	0	0	0	0	14
	SHP Regarding Election of Dissident Board Member(s)								
		No Stated Reason	0	2	0	0	0	0	2
	SHP Regarding Facilitation of Shareholder Proposals								
		No Stated Reason	0	11	0	0	0	0	11
	SHP Regarding Misc. Capital Issue								
		No Stated Reason	1	0	0	0	0	0	1
SHP: Social			0	6	0	0	0	0	6
	SHP Regarding Limiting or Ending Political Spending								
		No Stated Reason	0	2	0	0	0	0	2
	SHP Regarding Misc. Social Issue								
		No Stated Reason	0	3	0	0	0	0	3
	SHP Regarding Reporting on Company's Compliance with In								
		No Stated Reason	0	1	0	0	0	0	1

Proposal Reasons – Votes Versus Policy

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
Total for all Categories			0	0	1507	0	0	0	0	1507
Audit/Financials			0	0	17	0	0	0	0	17
	Appointment of Auditor									
		No Stated Reason	0	0	10	0	0	0	0	10
	Appointment of Auditor and Authority to Set Fees									
		No Stated Reason	0	0	1	0	0	0	0	1
	Authority to Set Auditor's Fees									
		No Stated Reason	0	0	2	0	0	0	0	2
	Financial Statements									
		No Stated Reason	0	0	4	0	0	0	0	4
Board Related			0	0	648	0	0	0	0	648
	Board Spill									
		No Stated Reason	0	0	16	0	0	0	0	16
	Election of Directors									
		No Stated Reason	0	0	598	0	0	0	0	598
		In Australia, vote case-by-case.	0	0	4	0	0	0	0	4

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		As Chair of Rio Tinto's Sustainability Committee they failed to adequately manage social & environmental risks with respect to the destruction of the Juukan Gorge rock shelters. As a consequence, the Chair should be held responsible for this event & loss of cultural significance.	0	0	1	0	0	0	0	1
		As Chair of the Audit Committee and a Member of the Sustainability Committee, they should have been aware of the deficiency in controls and process which ultimately resulted in the destruction of the Juukan Gorge.	0	0	1	0	0	0	0	1
	Election of Non-Management Nominee									
		No Stated Reason	0	0	7	0	0	0	0	7
	Post-Employment /Severance Agreements									
		No Stated Reason	0	0	12	0	0	0	0	12
	Related Party Transactions									
		No Stated Reason	0	0	9	0	0	0	0	9
Capital Management			0	0	85	0	0	0	0	85
	Authority to Issue Shares w/ Preemptive Rights									
		No Stated Reason	0	0	5	0	0	0	0	5

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
		Shareholders are likely to benefit from a regular review and additional disclosure on how the company's capital expenditure and operations are managed in a manner consistent with the climate goals of the Paris Agreement.	0	0	1	0	0	0	0	1
	SHP Regarding Report/Action on Climate Change									
		No Stated Reason	0	0	5	0	0	0	0	5
		Shareholders are likely to benefit from a regular review and additional disclosure on how the company's capital expenditure and operations are managed in a manner consistent with the climate goals of the Paris Agreement.	0	0	1	0	0	0	0	1
		The adoption of targets to reduce the company's exposure to fossil fuels is warranted. Adoption of reduction targets aimed to limit the company's exposure to fossil fuels would enable shareholders to better understand how the company is managing climate change related-risks and assess the effectiveness of the company's related efforts.	0	0	1	0	0	0	0	1

Issue Code Category	Issue Short Text	Rationale Reason	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total
	SHP Regarding Reporting and Reducing Greenhouse Gas Em	We will push for companies to provide independent evidence of action taken to progress towards the Paris climate change agreement emissions reduction target.	0	0	1	0	0	0	0	1
<i>SHP: Governance</i>			0	0	14	0	0	0	0	14
	SHP Regarding Election of Dissident Board Member(s)	No Stated Reason	0	0	2	0	0	0	0	2
	SHP Regarding Facilitation of Shareholder Proposals	No Stated Reason	0	0	11	0	0	0	0	11
	SHP Regarding Misc. Capital Issue	No Stated Reason	0	0	1	0	0	0	0	1
<i>SHP: Social</i>			0	0	6	0	0	0	0	6
	SHP Regarding Limiting or Ending Political Spending	No Stated Reason	0	0	2	0	0	0	0	2
	SHP Regarding Misc. Social Issue	No Stated Reason	0	0	3	0	0	0	0	3
	SHP Regarding Reporting on Company's Compliance with I	No Stated Reason	0	0	1	0	0	0	0	1

Proposal Reasons – Votes Versus Glass Lewis

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
Total for all Categories			1351	156	0	0	0	0	1507
<i>Audit/Financials</i>			17	0	0	0	0	0	17
	Appointment of Auditor								
		No Stated Reason	10	0	0	0	0	0	10
	Appointment of Auditor and Authority to Set Fees								
		No Stated Reason	1	0	0	0	0	0	1
	Authority to Set Auditor's Fees								
		No Stated Reason	2	0	0	0	0	0	2
	Financial Statements								
		No Stated Reason	4	0	0	0	0	0	4
<i>Board Related</i>			608	40	0	0	0	0	648
	Board Spill								
		No Stated Reason	16	0	0	0	0	0	16
	Election of Directors								
		No Stated Reason	563	35	0	0	0	0	598
		In Australia, vote case-by-case.	4	0	0	0	0	0	4

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		As Chair of Rio Tinto's Sustainability Committee they failed to adequately manage social & environmental risks with respect to the destruction of the Juukan Gorge rock shelters. As a consequence, the Chair should be held responsible for this event & loss of cultural significance.	0	1	0	0	0	0	1
		As Chair of the Audit Committee and a Member of the Sustainability Committee, they should have been aware of the deficiency in controls and process which ultimately resulted in the destruction of the Juukan Gorge.	0	1	0	0	0	0	1
	Election of Non-Management Nominee								
		No Stated Reason	7	0	0	0	0	0	7
	Post-Employment /Severance Agreements								
		No Stated Reason	10	2	0	0	0	0	12
	Related Party Transactions								
		No Stated Reason	8	1	0	0	0	0	9
Capital Management			60	25	0	0	0	0	85

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		We believe that companies who position themselves as 'climate-aware' should avoid industry associations and lobby groups whose policies are inconsistent with the Paris climate change agreement.	1	0	0	0	0	0	1
	SHP Regarding Misc. Environmental Issue								
		Shareholders are likely to benefit from a regular review and additional disclosure on how the company's capital expenditure and operations are managed in a manner consistent with the climate goals of the Paris Agreement.	1	0	0	0	0	0	1
	SHP Regarding Report/Action on Climate Change								
		No Stated Reason	2	3	0	0	0	0	5

Issue Code Category	Issue Short Text	Rationale Reason	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total
		We will push for companies to provide independent evidence of action taken to progress towards the Paris climate change agreement emissions reduction target.	1	0	0	0	0	0	1
<i>SHP: Governance</i>			1	13	0	0	0	0	14
	SHP Regarding Election of Dissident Board Member(s)								
		No Stated Reason	0	2	0	0	0	0	2
	SHP Regarding Facilitation of Shareholder Proposals								
		No Stated Reason	0	11	0	0	0	0	11
	SHP Regarding Misc. Capital Issue								
		No Stated Reason	1	0	0	0	0	0	1
<i>SHP: Social</i>			0	6	0	0	0	0	6
	SHP Regarding Limiting or Ending Political Spending								
		No Stated Reason	0	2	0	0	0	0	2
	SHP Regarding Misc. Social Issue								
		No Stated Reason	0	3	0	0	0	0	3
	SHP Regarding Reporting on Company's Compliance with I								
		No Stated Reason	0	1	0	0	0	0	1