

Santander Asset Management schedule of voting on company resolutions: Q1 2017



Company	Date	Type	Proposal	Vote	Voting Reason
DIPLOMA PLC	18/01/2017	AGM	Receive the Annual Report	For	
DIPLOMA PLC	18/01/2017	AGM	Approve the Remuneration Report	Abstain	The CEO's salary is not in line with average employee salary ratio, as such it is considered excessive.
DIPLOMA PLC	18/01/2017	AGM	Re-elect BM Thompson	For	
DIPLOMA PLC	18/01/2017	AGM	Re-elect NP Lingwood	For	
DIPLOMA PLC	18/01/2017	AGM	Re-elect CM Packshaw	For	
DIPLOMA PLC	18/01/2017	AGM	Re-elect AP Smith	For	
DIPLOMA PLC	18/01/2017	AGM	Re-elect A Thorburn	For	
DIPLOMA PLC	18/01/2017	AGM	Re-elect JE Nicholas	Oppose	The Board lacks sufficient female representation.
DIPLOMA PLC	18/01/2017	AGM	Approve the Dividend	For	
DIPLOMA PLC	18/01/2017	AGM	Appoint the Auditors	Abstain	Level of non-audit fees raises major concerns about the independence of the statutory auditor.
DIPLOMA PLC	18/01/2017	AGM	Allow the Board to Determine the Auditor's Remuneration	For	
DIPLOMA PLC	18/01/2017	AGM	Issue Shares with Pre-emption Rights	For	
DIPLOMA PLC	18/01/2017	AGM	Issue Shares for Cash	For	
DIPLOMA PLC	18/01/2017	AGM	Issue Shares for Cash for the purpose of financing a transaction determined to be an acquisition or capital investment	Oppose	It is considered that the 5% limit sought under the general authority is sufficient enough.
DIPLOMA PLC	18/01/2017	AGM	Authorise Share Repurchase	Oppose	The Board must demonstrate how the authority would benefit long-term shareholders.
DIPLOMA PLC	18/01/2017	AGM	Meeting notification-related Proposal	For	
WH SMITH PLC	25/01/2017	AGM	Receive the Annual Report	For	
WH SMITH PLC	25/01/2017	AGM	Approve the Remuneration Report	Oppose	The CEO's salary is not in line with company performance and average employee salary ratio, as such it is considered excessive.
WH SMITH PLC	25/01/2017	AGM	Re-elect Suzanne Baxter	For	
WH SMITH PLC	25/01/2017	AGM	Re-elect Stephen Clarke	For	
WH SMITH PLC	25/01/2017	AGM	Re-elect Annemarie Durbin	For	

WH SMITH PLC	25/01/2017 AGM	Re-elect Drummond Hall	For	
WH SMITH PLC	25/01/2017 AGM	Re-elect Robert Moorhead	For	
WH SMITH PLC	25/01/2017 AGM	Re-elect Henry Staunton	For	
WH SMITH PLC	25/01/2017 AGM	Approve the Dividend	For	
WH SMITH PLC	25/01/2017 AGM	Appoint the Auditors	Abstain	Level of non-audit fees raises major concerns about the independence of the statutory auditor.
WH SMITH PLC	25/01/2017 AGM	Allow the Board to Determine the Auditor's Remuneration	For	
WH SMITH PLC	25/01/2017 AGM	Issue Shares with Pre-emption Rights	For	
WH SMITH PLC	25/01/2017 AGM	Issue Shares for Cash	For	
WH SMITH PLC	25/01/2017 AGM	Issue Shares for Cash for the purposes of financing a transaction which is determined to be an acquisition or other capital investment	Oppose	It is considered that the 5% limit sought under the general authority is sufficient enough.
WH SMITH PLC	25/01/2017 AGM	Authorise Share Repurchase	Oppose	The Board must demonstrate how the authority would benefit long-term shareholders.
WH SMITH PLC	25/01/2017 AGM	Approve Political Donations	Abstain	Authority limit considered excessive.
WH SMITH PLC	25/01/2017 AGM	Meeting notification-related Proposal	For	
IMPERIAL BRANDS PLC	01/02/2017 AGM	Receive the Annual Report	For	
IMPERIAL BRANDS PLC	01/02/2017 AGM	Approve the Remuneration Report	Abstain	The CEO's salary is not in line with average employee salary ratio, as such it is considered excessive.
IMPERIAL BRANDS PLC	01/02/2017 AGM	Approve Remuneration Policy	Oppose	Performance period is not considered sufficiently long term and discretion to remove the pro-rated requirement on LTIP awards on departure of an Executive is contrary to best practice.
IMPERIAL BRANDS PLC	01/02/2017 AGM	Re-elect A J Cooper	For	
IMPERIAL BRANDS PLC	01/02/2017 AGM	Elect T M Esperdy	For	
IMPERIAL BRANDS PLC	01/02/2017 AGM	Re-elect D J Haines	For	
IMPERIAL BRANDS PLC	01/02/2017 AGM	Re-elect M R Phillips	For	
IMPERIAL BRANDS PLC	01/02/2017 AGM	Elect S P Stanbrook	For	
IMPERIAL BRANDS PLC	01/02/2017 AGM	Re-elect O R Tant	For	
IMPERIAL BRANDS PLC	01/02/2017 AGM	Re-elect M D Williamson	For	
IMPERIAL BRANDS PLC	01/02/2017 AGM	Re-elect K Witts	For	
IMPERIAL BRANDS PLC	01/02/2017 AGM	Re-elect M I Wyman	For	
IMPERIAL BRANDS PLC	01/02/2017 AGM	Approve the Dividend	For	

IMPERIAL BRANDS PLC	01/02/2017 AGM	Appoint the Auditors	Oppose	Level of non-audit fees raises major concerns about the independence of the statutory auditor.
IMPERIAL BRANDS PLC	01/02/2017 AGM	Allow the Board to Determine the Auditor's Remuneration	For	
IMPERIAL BRANDS PLC	01/02/2017 AGM	Issue Shares with Pre-emption Rights	For	
IMPERIAL BRANDS PLC	01/02/2017 AGM	Issue Shares for Cash	For	
IMPERIAL BRANDS PLC	01/02/2017 AGM	Authorise Share Repurchase	Oppose	The Board must demonstrate how the authority would benefit long-term shareholders.
IMPERIAL BRANDS PLC	01/02/2017 AGM	Adopt New Articles of Association	For	
IMPERIAL BRANDS PLC	01/02/2017 AGM	Approve Political Donations	For	
IMPERIAL BRANDS PLC	01/02/2017 AGM	Meeting notification-related Proposal	For	
VICTREX PLC	08/02/2017 AGM	Receive the Annual Report	For	
VICTREX PLC	08/02/2017 AGM	Approve the Remuneration Report	For	
VICTREX PLC	08/02/2017 AGM	Approve Remuneration Policy	Oppose	The deferral period for the Annual Bonus is not considered sufficient. There are no non-financial performance criteria used as measures for the LTIP, contrary to best practice.
VICTREX PLC	08/02/2017 AGM	Re-elect Mr L C Pentz	For	
VICTREX PLC	08/02/2017 AGM	Re-elect Dr P J Kirby	For	
VICTREX PLC	08/02/2017 AGM	Re-elect Mr P J M De Smedt	For	
VICTREX PLC	08/02/2017 AGM	Re-elect Mr A J H Dougal	For	
VICTREX PLC	08/02/2017 AGM	Re-elect Ms J E Toogood	For	
VICTREX PLC	08/02/2017 AGM	Re-elect Mr D R Hummel	For	
VICTREX PLC	08/02/2017 AGM	Re-elect Mr T J Cooper	For	
VICTREX PLC	08/02/2017 AGM	Re-elect Ms L S Burdett	For	
VICTREX PLC	08/02/2017 AGM	Re-elect Dr M L Court	For	
VICTREX PLC	08/02/2017 AGM	Approve the Dividend	For	
VICTREX PLC	08/02/2017 AGM	Appoint the Auditors	Oppose	Level of non-audit fees raises major concerns about the independence of the statutory auditor. Concerned failure to regularly rotate the audit firm can compromise the independence of the auditor.
VICTREX PLC	08/02/2017 AGM	Allow the Board to Determine the Auditor's Remuneration	For	
VICTREX PLC	08/02/2017 AGM	Issue Shares with Pre-emption Rights	For	
VICTREX PLC	08/02/2017 AGM	Issue Shares for Cash	For	

VICTREX PLC	08/02/2017 AGM	Issue Shares for Cash for the purpose of financing an acquisition or other capital investment	Oppose	It is considered that the 5% limit sought under the general authority is sufficient enough.
VICTREX PLC	08/02/2017 AGM	Authorise Share Repurchase	Oppose	The Board must demonstrate how the authority would benefit long-term shareholders.
VICTREX PLC	08/02/2017 AGM	Approve Political Donations	For	
VICTREX PLC	08/02/2017 AGM	Meeting notification-related Proposal	For	
BERKELEY GROUP HOLDINGS PLC	23/02/2017 EGM	Approve Remuneration Policy	Abstain	Both dividend and buy-backs should not be used as a basis to incentivise and drive executive pay. Maximum potential awards under the proposed policy are considered highly excessive.
BERKELEY GROUP HOLDINGS PLC	23/02/2017 EGM	Amend the 2011 Long Term Incentive Plan	Abstain	Any amount in excess of the individual cap would be carried forward, which is unacceptable.
BERKELEY GROUP HOLDINGS PLC	23/02/2017 EGM	Approve Increase in Non-executives Fees	Abstain	An increase in the aggregate cap is acceptable. However, increasing this limit by 100% is deemed excessive.
BERKELEY GROUP HOLDINGS PLC	23/02/2017 EGM	Approve a transaction involving S Ellis a Director of the Company	For	
DUNELM GROUP PLC	07/03/2017 EGM	Authorise Appropriation of Distributable Profits to the Payment of Distributions; Waive and Release any and all claims in connection with the dividend payments against shareholders and against each of its Directors and Former Directors.	Abstain	Prior to paying any dividend, the Company should have prepared interim accounts showing the requisite level of distributable profits
SSP GROUP PLC	13/03/2017 AGM	Receive the Annual Report	For	
SSP GROUP PLC	13/03/2017 AGM	Approve the Remuneration Report	For	
SSP GROUP PLC	13/03/2017 AGM	To re-elect Vagn Sorenson	Abstain	The Board lacks sufficient female representation.
SSP GROUP PLC	13/03/2017 AGM	To re-elect John Barton as a director	Abstain	The Board lacks sufficient female representation.
SSP GROUP PLC	13/03/2017 AGM	To re-elect Kate Swann as a director	For	
SSP GROUP PLC	13/03/2017 AGM	To re-elect Jonathan Davies as a director.	For	
SSP GROUP PLC	13/03/2017 AGM	To re-elect Ian Dyson as a director	For	
SSP GROUP PLC	13/03/2017 AGM	To re-elect Denis Hennequin as a director	For	
SSP GROUP PLC	13/03/2017 AGM	To re-elect Per Utnegaard as a director	For	
SSP GROUP PLC	13/03/2017 AGM	Approve the Dividend	For	

SSP GROUP PLC	13/03/2017 AGM	Appoint the Auditors	Oppose	Concerned failure to regularly rotate the audit firm can compromise the independence of the auditor.
SSP GROUP PLC	13/03/2017 AGM	Allow the Board to Determine the Auditor's Remuneration	For	
SSP GROUP PLC	13/03/2017 AGM	Issue Shares with Pre-emption Rights	For	
SSP GROUP PLC	13/03/2017 AGM	Issue Shares for Cash	For	
SSP GROUP PLC	13/03/2017 AGM	Issue Shares for Cash in connection with an acquisition or other capital investment	Oppose	It is considered that the 5% limit sought under the general authority is sufficient enough.
SSP GROUP PLC	13/03/2017 AGM	Authorise Share Repurchase	Oppose	The Board must demonstrate how the authority would benefit long-term shareholders.
SSP GROUP PLC	13/03/2017 AGM	Approve Political Donations	For	
SSP GROUP PLC	13/03/2017 AGM	Meeting Notification-related Proposal	For	
CREST NICHOLSON HOLDINGS PLC	23/03/2017 AGM	Receive the Annual Report	For	
CREST NICHOLSON HOLDINGS PLC	23/03/2017 AGM	Approve the Remuneration Report	Oppose	The CEO's salary is not in line with company performance and average employee salary ratio, as such it is considered excessive.
CREST NICHOLSON HOLDINGS PLC	23/03/2017 AGM	Approve Remuneration Policy	Oppose	The deferral period for the Annual Bonus is not considered sufficient. There are no non-financial performance criteria used as measures for the LTIP, contrary to best practice.
CREST NICHOLSON HOLDINGS PLC	23/03/2017 AGM	Re-elect Mr William Rucker	For	
CREST NICHOLSON HOLDINGS PLC	23/03/2017 AGM	Re-elect Mr Stephen Stone	For	
CREST NICHOLSON HOLDINGS PLC	23/03/2017 AGM	Re-elect Mr Patrick Bergin	For	
CREST NICHOLSON HOLDINGS PLC	23/03/2017 AGM	Re-elect Mr Jim Pettigrew	For	
CREST NICHOLSON HOLDINGS PLC	23/03/2017 AGM	Re-elect Ms Pam Alexander OBE	For	
CREST NICHOLSON HOLDINGS PLC	23/03/2017 AGM	Re-elect Ms Sharon Flood	For	
CREST NICHOLSON HOLDINGS PLC	23/03/2017 AGM	Elect Mr Robert Allen	For	
CREST NICHOLSON HOLDINGS PLC	23/03/2017 AGM	Re-elect Mr Chris Tinker	For	
CREST NICHOLSON HOLDINGS PLC	23/03/2017 AGM	Approve the Dividend	For	
CREST NICHOLSON HOLDINGS PLC	23/03/2017 AGM	Appoint the Auditors	For	
CREST NICHOLSON HOLDINGS PLC	23/03/2017 AGM	Allow the Board to Determine the Auditor's Remuneration	For	
CREST NICHOLSON HOLDINGS PLC	23/03/2017 AGM	Issue Shares with Pre-emption Rights	For	
CREST NICHOLSON HOLDINGS PLC	23/03/2017 AGM	Issue Shares for Cash	For	

CREST NICHOLSON HOLDINGS PLC	23/03/2017 AGM	Authorise Share Repurchase	Oppose	The Board must demonstrate how the authority would benefit long-term shareholders.
CREST NICHOLSON HOLDINGS PLC	23/03/2017 AGM	Meeting Notification-related Proposal	For	
NOVO NORDISK A/S	23/03/2017 AGM	Receive the Board of Directors' oral report on the Company's activities in the past financial year	Non-Voting	
NOVO NORDISK A/S	23/03/2017 AGM	Approve Amendments to the Remuneration Policy	Oppose	Share incentive awards and annual bonuses not adequately disclosed.
NOVO NORDISK A/S	23/03/2017 AGM	Approve Financial Statements	For	
NOVO NORDISK A/S	23/03/2017 AGM	Elect GÅ¶ran Ando as chairman	Abstain	No longer considered independent and may have conflict on time commitments as holds other positions.
NOVO NORDISK A/S	23/03/2017 AGM	Elect Jeppe Christiansen as vice chairman	Abstain	No longer considered independent and may have conflict on time commitments as holds other positions.
NOVO NORDISK A/S	23/03/2017 AGM	Elect Brian Daniels	For	
NOVO NORDISK A/S	23/03/2017 AGM	Elect Sylvie GrÃ©goire	For	
NOVO NORDISK A/S	23/03/2017 AGM	Elect Liz Hewitt	For	
NOVO NORDISK A/S	23/03/2017 AGM	Elect Kasim Kutay	For	
NOVO NORDISK A/S	23/03/2017 AGM	Elect Helge Lund	Abstain	May have conflict on time commitments due to other positions held.
NOVO NORDISK A/S	23/03/2017 AGM	Elect Mary Szela	Abstain	May have conflict on time commitments due to other positions held.
NOVO NORDISK A/S	23/03/2017 AGM	Approve the Dividend	For	
NOVO NORDISK A/S	23/03/2017 AGM	Appoint the Auditors	Oppose	Level of non-audit fees raises major concerns about the independence of the statutory auditor. Concerned failure to regularly rotate the audit firm can compromise the independence of the auditor.
NOVO NORDISK A/S	23/03/2017 AGM	Authorise Cancellation of Treasury Shares	For	
NOVO NORDISK A/S	23/03/2017 AGM	Authorise Share Repurchase	Oppose	The Board must demonstrate how the authority would benefit long-term shareholders.
NOVO NORDISK A/S	23/03/2017 AGM	Approve Fees Paid to the Board of Directors in 2016	For	
NOVO NORDISK A/S	23/03/2017 AGM	Approve Fees Payable to the Board of Directors in 2017	For	
NOVO NORDISK A/S	23/03/2017 AGM	Shareholder Resolution: Free parking for the shareholders in connection with the Shareholders' Meeting	Oppose	Agree with board of directors that they should not treat shareholders differently i.e. refund international shareholders and Danish shareholders who have used public transportation.

NOVO NORDISK A/S	23/03/2017 AGM	Shareholder Resolution: the buffet after the Shareholders' Meeting is served as set table catering	Oppose	Catering is not considered to be an added value for shareholders at the meeting.
BEAZLEY PLC	24/03/2017 AGM	Receive the Annual Report	For	
BEAZLEY PLC	24/03/2017 AGM	Approve the Remuneration Report	Abstain	The variable pay of the CEO for the year is considered highly excessive.
BEAZLEY PLC	24/03/2017 AGM	Approve Remuneration Policy	Oppose	There are no non-financial performance criteria used as measures for the LTIP, contrary to best practice and the variable pay is considered excessive.
BEAZLEY PLC	24/03/2017 AGM	Re-elect George Blunden	For	
BEAZLEY PLC	24/03/2017 AGM	Re-elect Martin Bride	For	
BEAZLEY PLC	24/03/2017 AGM	Re-elect Adrian Cox	For	
BEAZLEY PLC	24/03/2017 AGM	Re-elect Angela Crawford	For	
BEAZLEY PLC	24/03/2017 AGM	Re-elect Dennis Holt	For	
BEAZLEY PLC	24/03/2017 AGM	Re-elect Andrew Horton	For	
BEAZLEY PLC	24/03/2017 AGM	Re-elect Sir Andrew Likierman	For	
BEAZLEY PLC	24/03/2017 AGM	Re-elect Neil Maidment	For	
BEAZLEY PLC	24/03/2017 AGM	Re-elect Clive Washbourn	For	
BEAZLEY PLC	24/03/2017 AGM	Re-elect Catherine Woods	For	
BEAZLEY PLC	24/03/2017 AGM	Elect Christine LaSala	For	
BEAZLEY PLC	24/03/2017 AGM	Elect John Sauerland	For	
BEAZLEY PLC	24/03/2017 AGM	Elect Robert Stuchbery	For	
BEAZLEY PLC	24/03/2017 AGM	Approve the Dividend	For	
BEAZLEY PLC	24/03/2017 AGM	Approve the Special Dividend	For	
BEAZLEY PLC	24/03/2017 AGM	Appoint the Auditors	Oppose	Level of non-audit fees raises major concerns about the independence of the statutory auditor. Concerned failure to regularly rotate the audit firm can compromise the independence of the auditor.
BEAZLEY PLC	24/03/2017 AGM	Allow the Board to Determine the Auditor's Remuneration	For	
BEAZLEY PLC	24/03/2017 AGM	Issue Shares with Pre-emption Rights	For	
BEAZLEY PLC	24/03/2017 AGM	Issue Shares for Cash	For	
BEAZLEY PLC	24/03/2017 AGM	Authorise Share Repurchase	Oppose	The Board must demonstrate how the authority would benefit long-term shareholders.
BEAZLEY PLC	24/03/2017 AGM	Meeting Notification-related Proposal	For	

SKANDINAVISKA ENSKILDA BANKEN (SE	28/03/2017	AGM	Opening of the Meeting	Non-Voting	
SKANDINAVISKA ENSKILDA BANKEN (SE	28/03/2017	AGM	Election of the Chairman of the meeting	Non-Voting	
SKANDINAVISKA ENSKILDA BANKEN (SE	28/03/2017	AGM	Preparation and Approval of the Voting List	Non-Voting	
SKANDINAVISKA ENSKILDA BANKEN (SE	28/03/2017	AGM	Approval of the Agenda	Non-Voting	
SKANDINAVISKA ENSKILDA BANKEN (SE	28/03/2017	AGM	Election of Persons to Check the Minutes of the Meeting	Non-Voting	
SKANDINAVISKA ENSKILDA BANKEN (SE	28/03/2017	AGM	Examination of whether the meeting has been duly convened	Non-Voting	
SKANDINAVISKA ENSKILDA BANKEN (SE	28/03/2017	AGM	Presentation of the Annual Report	Non-Voting	
SKANDINAVISKA ENSKILDA BANKEN (SE	28/03/2017	AGM	Presidents Speech	Non-Voting	
SKANDINAVISKA ENSKILDA BANKEN (SE	28/03/2017	AGM	Closing of the Meeting	Non-Voting	
SKANDINAVISKA ENSKILDA BANKEN (SE	28/03/2017	AGM	Approve Remuneration Policy	Oppose	Share incentive awards and annual bonuses not adequately disclosed.
SKANDINAVISKA ENSKILDA BANKEN (SE	28/03/2017	AGM	Approve Financial Statements	For	
SKANDINAVISKA ENSKILDA BANKEN (SE	28/03/2017	AGM	Re-elect Johan H. Andersen	For	
SKANDINAVISKA ENSKILDA BANKEN (SE	28/03/2017	AGM	Re-elect Signhild Arnegard Hansen	Abstain	May have conflict on time commitments due to other positions held.
SKANDINAVISKA ENSKILDA BANKEN (SE	28/03/2017	AGM	Re-elect Samir Brikho	Oppose	No longer considered independent and may have conflict on time commitments.
SKANDINAVISKA ENSKILDA BANKEN (SE	28/03/2017	AGM	Re-elect Winnie Fok	Oppose	Non-Executive Director not considered independent due to other positions.
SKANDINAVISKA ENSKILDA BANKEN (SE	28/03/2017	AGM	Re-elect Tomas Nicolin	Oppose	Non-Executive Director not considered independent due to other positions.
SKANDINAVISKA ENSKILDA BANKEN (SE	28/03/2017	AGM	Re-elect Sven Nyman	Oppose	Non-Executive Director not considered independent as been on the Board more than nine years.
SKANDINAVISKA ENSKILDA BANKEN (SE	28/03/2017	AGM	Re-elect Jesper Ovesen	Oppose	Non-Executive Director not considered independent as been on the Board more than nine years.
SKANDINAVISKA ENSKILDA BANKEN (SE	28/03/2017	AGM	Re-elect Helena Saxon	Oppose	Non-Executive Director not considered independent due to other positions.
SKANDINAVISKA ENSKILDA BANKEN (SE	28/03/2017	AGM	Re-elect Marcus Wallenberg	Oppose	Non-Executive Director not considered independent due to other positions.
SKANDINAVISKA ENSKILDA BANKEN (SE	28/03/2017	AGM	Re-elect Sara Ohrvall	Oppose	Non-Executive Director not considered independent due to other positions.
SKANDINAVISKA ENSKILDA BANKEN (SE	28/03/2017	AGM	Elect Johan Torgeby	For	
SKANDINAVISKA ENSKILDA BANKEN (SE	28/03/2017	AGM	Elect Marcus Wallenberg as Chairman	Oppose	Non-Executive Director not considered independent due to other positions.
SKANDINAVISKA ENSKILDA BANKEN (SE	28/03/2017	AGM	Approve Discharge of Board and President	For	

SKANDINAVISKA ENSKILDA BANKEN (SE 28/03/2017 AGM	Set the Number of Board Directors and Auditors	For	
SKANDINAVISKA ENSKILDA BANKEN (SE 28/03/2017 AGM	Approve the Dividend	For	
SKANDINAVISKA ENSKILDA BANKEN (SE 28/03/2017 AGM	Appoint the Auditors	Oppose	Level of non-audit fees raises major concerns about the independence of the statutory auditor. Concerned failure to regularly rotate the audit firm can compromise the independence of the auditor.
SKANDINAVISKA ENSKILDA BANKEN (SE 28/03/2017 AGM	Appoint the Auditors of Foundations that have delegated their Business to the Bank	For	
SKANDINAVISKA ENSKILDA BANKEN (SE 28/03/2017 AGM	Authorise Share Repurchase	For	
SKANDINAVISKA ENSKILDA BANKEN (SE 28/03/2017 AGM	Authorise Share Repurchase and Issuance of Shares for Capital purposes and for Long-term Equity Programmes	Oppose	The Board must demonstrate how the authority would benefit long-term shareholders.
SKANDINAVISKA ENSKILDA BANKEN (SE 28/03/2017 AGM	Authorise Share Repurchase and Transfer of the Banks Shares to Participants in the 2017 Long-term Equity Programmes	Oppose	Performance targets are not quantified, which makes an informed assessment impossible. May lead to (partial) payment against (partial) failure.
SKANDINAVISKA ENSKILDA BANKEN (SE 28/03/2017 AGM	Approve New Executive Share Option Scheme	Oppose	Performance targets are not quantified, which makes an informed assessment impossible. May lead to (partial) payment against (partial) failure.
SKANDINAVISKA ENSKILDA BANKEN (SE 28/03/2017 AGM	Approve All Employee Option	For	
SKANDINAVISKA ENSKILDA BANKEN (SE 28/03/2017 AGM	Approve Fees Payable to the Board of Directors	For	
SKANDINAVISKA ENSKILDA BANKEN (SE 28/03/2017 AGM	Approve Issuance of Convertibles	For	
SKANDINAVISKA ENSKILDA BANKEN (SE 28/03/2017 AGM	Shareholder Resolution: Diversity on all levels within the Company between men and women	Oppose	All ready in line with the corporate governance recommendations. This proposal appears redundant.
SKANDINAVISKA ENSKILDA BANKEN (SE 28/03/2017 AGM	Shareholder Resolution: Set up a working group to monitor Company Diversity	Oppose	All ready in line with the corporate governance recommendations. This proposal appears redundant.
SKANDINAVISKA ENSKILDA BANKEN (SE 28/03/2017 AGM	Shareholder Resolution: Submission of a report on Company Diversity in writing at the Annual General Meetings	Oppose	All ready in line with the corporate governance recommendations. This proposal appears redundant.
SKANDINAVISKA ENSKILDA BANKEN (SE 28/03/2017 AGM	Shareholder Resolution: Create a Shareholder's Association in the Company	Oppose	All ready in line with the corporate governance recommendations. This proposal appears redundant.
SKANDINAVISKA ENSKILDA BANKEN (SE 28/03/2017 AGM	Prohibit Directors from Being Able to Invoice Director's Fees via Swedish and Foreign Legal Entities	Oppose	Lack of disclosure regarding the scope and the goals of this proposal.

SKANDINAVISKA ENSKILDA BANKEN (SE	28/03/2017	AGM	Shareholder Resolution: Board and Nomination Committee representation for small and medium sized Shareholders	Oppose	All ready in line with the corporate governance recommendations. This proposal appears redundant.
SKANDINAVISKA ENSKILDA BANKEN (SE	28/03/2017	AGM	Shareholder Resolution: Request Board to Propose to the Appropriate Authority to Bring About a Changed Regulation in the Area Relating to Item 21e	Oppose	Writing to the government is lobbying practice and there is a risk of potential governance issues.
SKANDINAVISKA ENSKILDA BANKEN (SE	28/03/2017	AGM	Shareholder Resolution: Instruct the Board to Perform an Investigation of the Consequences of an Abolishment of the Differentiated Voting Powers at SEB	For	
SKANDINAVISKA ENSKILDA BANKEN (SE	28/03/2017	AGM	Shareholder Resolution: Request Board to Propose to the Swedish Government Legislation on the Abolition of Voting Power Differences in Swedish Limited Liability Companies	Oppose	Writing to the government is lobbying practice and there is a risk of potential governance issues.
SKANDINAVISKA ENSKILDA BANKEN (SE	28/03/2017	AGM	Shareholder Resolution: Request Board to Propose to the Swedish Government to Draw Attention to the Need for Introducing a "Politician Quarantine"	Oppose	Writing to the government is lobbying practice and there is a risk of potential governance issues.
SKANDINAVISKA ENSKILDA BANKEN (SE	28/03/2017	AGM	Shareholder Resolution: Amend Article 6	For	
SKANDINAVISKA ENSKILDA BANKEN (SE	28/03/2017	AGM	Shareholder Resolution: Inclusion of ethnicity gender and ethics in Nomination Committee work	Oppose	All ready in line with the corporate governance recommendations. This proposal appears redundant.
ENAGAS SA	30/03/2017	AGM	Approve the Remuneration Report	Oppose	Performance targets are not quantified, which makes an informed assessment impossible. May lead to (partial) payment against (partial) failure.
ENAGAS SA	30/03/2017	AGM	Approve Financial Statements	For	
ENAGAS SA	30/03/2017	AGM	Elect Luis Garcia del Rio as Director	For	
ENAGAS SA	30/03/2017	AGM	Reelect Rosa Rodriguez Diaz as Director	For	
ENAGAS SA	30/03/2017	AGM	Reelect Marti Parellada Sabata as Director	Oppose	Non-Executive Director not considered independent as been on the Board more than nine years.
ENAGAS SA	30/03/2017	AGM	Reelect Jesus Maximo Pedrosa Ortega as Director	Oppose	Non-Executive Director not considered independent due to other positions.
ENAGAS SA	30/03/2017	AGM	Discharge the Board	For	
ENAGAS SA	30/03/2017	AGM	Approve the Dividend	For	
ENAGAS SA	30/03/2017	AGM	Approve General Share Issue Mandate	Oppose	The possibility to increase share capital up to 50%, of which 20% is without pre-emptive rights, exceeds guidelines.
ENAGAS SA	30/03/2017	AGM	Authorize Board to Ratify and Execute Approved Resolutions	For	