

# U Ethical Voting register

January – December 2018



Date of Meeting	Company ASX code	Resolution No.	Purpose	Vote			No Action	Reason
				For	Against	Abstain		
1	30/01/2018	Visa (NYSE)	1a-1j	Election of director x 10	✓			
			2	Advisory Vote to Ratify Named Executive Officers' Compensation	✓			
			3	Ratify KPMG LLP as Auditors	✓			
2	13/02/2018	AAPL	1a-1h	Election of director x 8	✓			
			2	Ratify Ernst & Young LLP as Auditors	✓			
			3	Advisory Vote to Ratify Named Executive Officers' Compensation	✓			
			4	Amend Non-Employee Director Omnibus Stock Plan	✓			
			5	Proxy Access Amendments	✓			
			6	Establish Human Rights Committee		✓		Existing human-rights related reporting
3	23/03/2018	SMSN		Meeting for GDR Holders				
			1	Approve Financial Statements and Allocation of Income	✓			
			2.1.1-2.2.4	Election of director x 6	✓			
			2.2.1	Elect Lee Sang-hoon as Inside Director		✓		CFO during bribery allegation
			2.3	Elect Kim Sun-uk as a Member of Audit Committee	✓			
			3	Approve Total Remuneration of Inside Directors and Outside Directors	✓			
4	5/04/2018	SCG	2	Approve the remuneration report		✓		Exceeds remuneration threshold
			3	Election of director x 2	✓			
			5	Approve Grant of Performance Rights to Peter Allen		✓		Exceeds remuneration threshold
			6	Adopt New Constitution	✓			
5	19/04/2018	WPL	2a-2d	Elect Director x 4	✓			
			3	Approve Remuneration Report		✓		Exceeds remuneration threshold

Date of Meeting	Company ASX code	Resolution No.	Purpose	Vote			No Action	Reason		
				For	Against	Abstain				
6	20/04/2018	GEM	1	Approve Remuneration Report	✓					
			2-4	Elect Director x 3	✓					
			5	Ratify Past Issuance of Shares to Existing and New Institutional Investors	✓					
7	2/05/2018	GPT	1	Elect Director x 2	✓					
			2	Approve Remuneration Report	✓					
			3-4	Approve Share Plan Grant x 2	✓					
8	2/05/2018	ULVR (London)	1	Accept Financial Statements and Statutory Reports	✓					
			2	Approve Remuneration Report		✓		Exceeds remuneration threshold		
			3	Approve Remuneration Policy		✓		Exceeds remuneration threshold		
			4-15	Re-elect Director x 12	✓					
			16	Elect Director x 1	✓					
			17-18	Reappoint Auditors	✓					
			19	Authorise Board to Fix Remuneration of External Auditor(s)	✓					
			20	Authorise EU Political Donations and Expenditure	✓					
			21	Authorise Issue of Equity with Pre-emptive Rights	✓					
			22	Authorise Issue of Equity without Pre-emptive Rights	✓					
			23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	✓					
9	3/05/2018	ECL (New York)	1a-1m	Election of director x 13	✓					
			2	Ratify Auditors	✓					
			3	Approve Remuneration Report	✓					
			4	Advisory Vote to Ratify Named Executive Officers' Compensation		✓		Exceeds remuneration threshold		
			4	Reduce Ownership Threshold for Shareholders to Call Special Meeting		✓		In line with ISS recommendation, 10% threshold would enable one owner to unilaterally call meeting.		
			10	3/05/2018	GSK (London)	1	Accept Financial Statements and Statutory Reports	✓		
			2	Approve Remuneration Report		✓		Exceeds remuneration threshold		
			3-4	Elect Director x 2	✓					
5-13	Re-elect Director x 9	✓								

Date of Meeting	Company ASX code	Resolution No.	Purpose	Vote			No Action	Reason
				For	Against	Abstain		
		14	Appoint Auditors	✓				
		15	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	✓				
		16	Authorise EU Political Donations and Expenditure	✓				
		17	Authorise Issue of Equity with Pre-emptive Rights	✓				
		18	Authorise Issue of Equity without Pre-emptive Rights	✓				
		19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	✓				
		20	Authorise Market Purchase of Ordinary Shares	✓				
		21	Approve the Exemption from Statement of the Name of the Senior Statutory Auditor in Published Copies of the Auditors' Reports	✓				
		22	Authorise the Company to Call General Meeting with Two Weeks' Notice	✓				
		23	Adopt New Articles of Association	✓				
<b>11</b>	3/05/2018	PHIA (Netherlands)	Annual Meeting Agenda				✓	
		1	President's Speech				✓	
		2.a	Discuss Remuneration Policy				✓	
		2.b	Discussion on Company's Corporate Governance Structure				✓	
		2.c	Receive Explanation on Company's Reserves and Dividend Policy				✓	
		2.d	Adopt Financial Statements	✓				
		2.e	Approve Dividends of EUR 0.80 Per Share	✓				
		2.f	Approve Discharge of Management Board	✓				
		2.g	Approve Discharge of Supervisory Board	✓				
		3.a	Reelect Orit Gadiesh to Supervisory Board	✓				
		3.b	Elect Paul Stoffels to Supervisory Board	✓				
		4.a	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	✓				
		4.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	✓				
		5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	✓				
		6	Approve Cancellation of Repurchased Shares	✓				
		7	Other Business (Non-Voting)				✓	
<b>12</b>	3/05/2018	QBE	2 Approve the remuneration report		✓			Exceeds remuneration target
			3 Approve Grant of Conditional Rights to Patrick Regan		✓			Exceeds remuneration target
		4a-4b	Election of director x 2		✓			Fails gender diversity threshold

Date of Meeting	Company ASX code	Resolution No.	Purpose	Vote			No Action	Reason
				For	Against	Abstain		
		4c	Election of director	✓				
		5a	Approve the Amendments to the Company's Constitution			✓		
		5b	Approve Disclosure of Climate Risk			✓		Signal concern on climate change
13	5/05/2018	BRK.B (New York)	1.1-1.14 Election of director x 14	✓		✓		Key person risk, but fails gender diversity threshold
		2	Report on Methane Emissions Management, Including Reduction Targets	✓				Signal concern on climate change
		3	Report on Sustainability	✓				Signal concern on climate change
14	9/05/2018	CME (NASDAQ)	1a-1n Election of director x 14	✓				
		2	Ratify Auditors	✓				
		3	Approve Remuneration Report	✓				
		4	Advisory Vote to Ratify Named Executive Officers' Compensation	✓				
15	10/05/2018	UNP (New York)	1a-1j Election of director x 10	✓				
		2	Ratify auditors	✓				
		3	Advisory vote to ratify named Executive Officers' Compensation	✓				
		5	Require Independent Board Chairman		✓			In line with ISS recommendation.
16	10/05/2018	UPS (New York)	1a-1m Election of director x 13	✓				
		2	Approve Omnibus Stock Plan	✓				
		3	Ratify Deloitte & Touche LLP as Auditors	✓				
		4	Report on Lobbying Payments and Policy	✓				
		5	Approve Recapitalization Plan for all Stock to Have One-vote per Share	✓				
		6	Assess Feasibility of Including Sustainability as a Performance Measure for Senior Executive Compensation		✓			Currently incorporate sustainability metrics into management KPIs.
17	11/05/2018	OSH (PNG)	2 Elect Director x 4	✓				
		6	Approve Auditors and their Remuneration	✓				
		1	Approve Grant of Performance Rights to Peter Botten		✓			Exceeds remuneration target
		2	Approve Grant of Restricted Shares to Peter Botten		✓			Exceeds remuneration target
		3	Approve Grant of Share Rights to Peter Botten		✓			Exceeds remuneration target
18	17/05/2018	SAP (GER)	1 Receive Financial Statements and Statutory Reports for Fiscal 2017 (Non-Voting)	✓				
		2	Approve Allocation of Income and Dividends of EUR 1.40 per Share	✓				
		3	Approve Discharge of Management Board for Fiscal 2017	✓				

Date of Meeting	Company ASX code	Resolution No.	Purpose	Vote			No Action	Reason
				For	Against	Abstain		
		4	Approve Discharge of Supervisory Board for Fiscal 2017	✓				
		5	Approve Remuneration System for Management Board Members		✓			Excessive long term incentives
		6	Ratify KPMG AG as Auditors for Fiscal 2018	✓				
		7.1-7.4	Elect nominee to the Supervisory Board x 4	✓				
		8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	✓				
		9	Amend Articles Re: Supervisory Board Term	✓				
19	18/05/2018	HD (New York)	1a-1m Election of director x 13	✓	✓			Fail gender diversity threshold
		2	Ratify KPMG LLP as auditors	✓				
		3	Advisory vote to ratify named Executive Officers' Compensation		✓			Exceeds remuneration target
		4	Report on Political Contributions	✓				
		5	Prepare Employment Diversity Report and Report on Diversity Policies	✓				
		6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	✓				
		7	Clawback of Incentive Payments	✓				
20	18/05/2018	IVC	1 Approve Remuneration Report	✓				
		2-3	Elect Director x 2		✓			Fails gender diversity threshold
		4	Approve the Grant of Performance Rights and Options to Martin Earp	✓				
		5	Approve Potential Termination Benefits	✓				
21	24/05/2018	WFD	2 Approve Remuneration Report		✓			Exceeds remuneration target
		3	Elect Michael Gutman as Director		✓			Fails gender diversity threshold
			Court-Ordered Meeting					
		1	Approve Scheme of Arrangement in Relation to the Acquisition by Unibail-Rodamco of Westfield Corporation Limited	✓				
		1	Approve the Amendments to WFD Trust's Constitution	✓				
		2	Approve Acquisition of WFD Trust Scheme Units	✓				
		3	Approve the Amendments to Westfield America Trust's Constitution	✓				
		4	Approve Acquisition of Westfield America Trust Scheme Units	✓				
		5	Approve Acquisition of Westfield by Unibail-Rodamco SE	✓				
		6	Approve Destapling of Westfield Securities	✓				
			Court-Ordered Meeting					

Date of Meeting	Company ASX code	Resolution No.	Purpose	Vote			No Action	Reason
				For	Against	Abstain		
		1	Approve Scheme of Arrangement in Relation to the Demerger of OneMarket Limited from the Company	✓				
		1	Approve Capital Reduction	✓				
22	5/06/2018	TJX (New York)	1.1-1.10	Elect Director x 10	✓			
		2	Ratify PricewaterhouseCoopers as Auditors	✓				
		3	Advisory Vote to Ratify Named Executive Officers' Compensation	✓				
		4	Report on Gender, Race, or Ethnicity Pay Gaps		✓			Various issues with the resolution
		5	Clawback of Incentive Payments	✓				
		6	Adopt Policy Regarding Prison Labor in Supply Chain		✓			Already have policy in place
23	6/06/2018	GOOGL (New York)	1.1-1.11	Elect Director x 11	✓			
		2	Ratify Ernst & Young LLP as Auditors	✓				
		3	Amend Omnibus Stock Plan		✓			
		4	Approve Recapitalization Plan for all Stock to Have One-vote per Share	✓				
		5	Report on Lobbying Payments and Policy		✓			Already publish this.
		6	Report on Gender Pay Gap	✓				
		7	Adopt Simple Majority Vote		✓			
		8	Assess Feasibility of Including Sustainability as a Performance Measure for Senior Executive Compensation	✓				
		9	Adopt a Policy on Board Diversity		✓			Existing policy incorporates diversity
		10	Report on Major Global Content Management Controversies	✓				
24	26/06/2018	MA (New York)	1.a-1.n	Elect Director x 14	✓	✓		
		2	Advisory Vote to Ratify Named Executive Officers' Compensation		✓			
		3	Ratify PricewaterhouseCoopers LLP as Auditors	✓				
25	17/07/2018	ITX (Spain)	1	Approve Standalone Financial Statements	✓			
		2	Approve Consolidated Financial Statements and Discharge of Board	✓				
		3	Approve Allocation of Income and Dividends	✓				
		4.a-b	Reelect Director x 2	✓				
		5	Approve Remuneration Policy	✓				
		6	Renew Appointment of Deloitte as Auditor	✓				
		7	Advisory Vote on Remuneration Report	✓				
		8	Authorize Board to Ratify and Execute Approved Resolutions	✓				

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				For	Against	Abstain		
26	26/7/2018	MQG	2a-c	Elect Director x 3	✓			
			3	Approve the Remuneration Report		✓		Above remuneration threshold
			4	Approve Participation of Nicholas Moore in the Macquarie Group Employee Retained Equity Plan		✓		Above remuneration threshold
			5	Approve Issuance of Macquarie Group Capital Notes	✓			
27	14/9/2018	SUN	1	Approve Remuneration Report		✓		Above remuneration threshold
			2	Approve Grant of Performance Rights to Michael Cameron		✓		Above remuneration threshold
			3a-d	Elect Director x 4	✓			
28	11/10/2018	AMC	2a-b	Elect Director x 2	✓			
			3	Approve Grant of Options and Performance Shares to Ron Delia	✓			
			4	Approve Grant of Share Rights to Ron Delia	✓			
			5	Approve the Remuneration Report	✓			
29	16/10/2018	TCL		Resolutions for Transurban Holdings Limited and Transurban International Limited			✓	
			2a-b	Elect Director x 2	✓			
			3	Approve the Remuneration Report		✓		Above remuneration threshold
				Resolution for Transurban Holdings Limited, Transurban International Limited, and Transurban Holding Trust			✓	
30	16/10/2018	TLS	3a-c	Elect Director x 3	✓			
			4	Approve the Remuneration Report		✓		Above remuneration threshold
31	17/10/2018	CSL	2a-2c	Elect Director x 3	✓			
			3	Approve the Remuneration Report		✓		Above remuneration threshold
			4	Approve Grant of Performance Share Units to Paul Perreault		✓		Above remuneration threshold
			5	Approve Renewal of Global Employee Share Plan	✓			
			6	Approve Renewal of Performance Rights Plan	✓			
			7	Approve Renewal of Proportional Takeover Provisions in the Constitution	✓			
32	17/10/2018	TRS	2	Approve Remuneration Report	✓			
			3-4	Elect Director x 2	✓			
			5	Approve Grant of Performance Rights to Ross Sudano	✓			

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				For	Against	Abstain		
33	19/10/2018	PHIA (Netherlands)		Special meeting agenda				
			1	Elect Director x 1	✓			
			2	Approve Remuneration of Supervisory Board		✓		Above remuneration threshold
34	22/10/2018	TJX	1	Increase Authorized Common Stock	✓			
35	23/10/2018	SXL	1-2	Elect director x 2		✓		Fails gender diversity target
			3	Approve Grant of Performance Rights to Grant Blackley	✓			
			4	Approve Remuneration Report	✓			
36	24/10/2018	DXS	1	Approve the Remuneration Report		✓		Above remuneration threshold
			2	Approve Grant of Performance Rights to Darren Steinberg		✓		Above remuneration threshold
			3.1-3.3	Elect Director x 3	✓			
			4	Approve Amendments to the Constitution	✓			
37	24/10/2018	SGP	2-3	Elect Director x 2	✓			
			4	Approve Remuneration Report		✓		Above remuneration threshold
			5	Approve Grant of Performance Rights to Mark Steinert		✓		Above remuneration threshold
38	25/10/2018	GUD	2.1-2.2	Elect Director x 2	✓	✓		Fails gender diversity threshold
			2	Approve Remuneration Report	✓			
			4	Approve Grant of Performance Rights to Graeme Whickman	✓			
39	25/10/2018	JBH	2	Approve Remuneration Report		✓		Above remuneration threshold
			3.a-3.b	Elect Director x 2		✓		Fails gender diversity threshold
40	26/10/2018	CAR	2	Approve Remuneration Report	✓			
			3-4	Elect Director x 2		✓		Fails gender diversity threshold
			5a	Approve Grant of Deferred Short Term Incentive Performance Rights to Cameron McIntyre	✓			
			5b	Approve Grant of Deferred Long Term Incentive Options and Performance Rights to Cameron McIntyre	✓			
41	26/10/2018	CGF	2.a-2.e	Elect Director x 5	✓	✓		Vote for F, against M, fails gender diversity threshold
			3	Approve Remuneration Report		✓		Above remuneration threshold
42	30/10/2018	BLD	2.1-2.2	Elect Director x 2	✓			
			3	Approve Remuneration Report		✓		Above remuneration threshold
			4	Approve Grant of LTI Rights and Deferred STI Rights to Mike Kane	✓			



Date of Meeting	Company ASX code	Resolution No.	Purpose	Vote			No Action	Reason
				For	Against	Abstain		
		5	Approve the Proportional Takeover Provisions	✓				
43	1/11/2018	VCX	2 Approve Remuneration Report		✓			Above remuneration threshold
		3a-3d	Elect Director x 4	✓				
		4	Approve Grant of Performance Rights to Grant Kelley		✓			Above remuneration threshold
		5	Approve Insertion of Partial Takeovers Provisions in the Company Constitution	✓				
		6	Approve Insertion of Partial Takeovers Provisions in the Trust Constitution	✓				
44	7/11/2018	CAH (NYSE)	1.1-1.9 Elect Director x 9	✓				
		2	Ratify Ernst & Young LLP as Auditors	✓				
		3	Advisory Vote to Ratify Named Executive Officers' Compensation	✓				
		4	Policy to Not Exclude Legal and Compliance Costs for Purposes of Determining Executive Compensation		✓			Currently reports ex legal costs but overly prescriptive
		5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	✓				
45	7/11/2018	CBA	2a-2b Elect Director x 2	✓				
		3	Approve Remuneration Report	✓				
		4	Approve Grant of Rights to Matt Comyn	✓				
46	14/11/2018	BIN	1a-1b Elect Director x 2		✓			Fails gender diversity threshold
		2	Approve Remuneration Report	✓				
		3	Approve Grant of Short Term Incentive Performance Rights to Daniel Tartak	✓				
		4	Approve Grant of Long Term Incentive Performance Rights to Daniel Tartak	✓				
		5	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors		✓			Above remuneration threshold
47	14/11/2018	RHC	2 Approve Remuneration Report		✓			Above remuneration threshold
		3.1-4	Elect Director x 4	✓	✓			Fails gender diversity threshold
		5.1	Approve Grant of Performance Rights to Craig Ralph McNally	✓				
		5.2	Approve Grant of Performance Rights to Bruce Roger Soden	✓				
		6	Approve the Non-Executive Director Share Rights Plan and the Grant of Share Rights to Non-Executive Directors	✓				
48	15/11/2018	ABP	2 Approve the Remuneration Report	✓				
		3	Elect Mark Haberlin as Director	✓				
		4	Approve Grant of Security Acquisition Rights to Steven Sewell	✓				
49	15/11/2018	CHC	2.1-2.2 Elect Director x 2	✓				

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				For	Against	Abstain		
		3	Approve Remuneration Report	✓				
		4	Approve Issuance of Service Rights to David Harrison	✓				
		5	Approve Issuance of Performance Rights to David Harrison	✓				
50	15/11/2018	FMG	1 Approve Remuneration Report		✓			Above remuneration threshold
		2.3.4	Elect Director x 3	✓				
		5	Approve Performance Rights Plan	✓				
		6	Approve Grant of Performance Rights to Elizabeth Gaines		✓			Above remuneration threshold
51	15/11/2018	GMG	1 Appoint KPMG as Auditors of Goodman Logistics (HK) Limited and Authorize the Board to Fix Their Remuneration	✓				
		2-5.b	Elect director x 5	✓	✓			Fails gender diversity threshold
		6	Approve Remuneration Report		✓			Above remuneration threshold
		7	Approve Issuance of Performance Rights to Gregory Goodman		✓			Above remuneration threshold
		8	Approve Issuance of Performance Rights to Danny Peeters		✓			Above remuneration threshold
		9	Approve Issuance of Performance Rights to Anthony Rozic		✓			Above remuneration threshold
52	15/11/2018	RMD	1a-1c Elect Director x 3	✓				
		2	Ratify KPMG LLP as Auditors	✓				
		3	Amend Qualified Employee Stock Purchase Plan	✓				
		4	Advisory Vote to Ratify Named Executive Officers' Compensation		✓			Above remuneration threshold
53	15/11/2018	WES	2a-2b Elect Director x 2	✓				
		2b	Approve Remuneration Report	✓				
		3	Approve Grant of Restricted Shares and Performance Shares to Robert Scott	✓				
		4	Approve Capital Reduction	✓				
		1	Approve Potential Termination Benefits to Coles KMP	✓				
54	16/11/2018	LLC	2a-2b Elect Director x 2	✓				
		3	Approve Remuneration Report	✓				
		4	Approve Issuance of Performance Rights to Stephen McCann	✓				
		5	Approve Re-insertion of Proportional Takeover Provision	✓				
55	20/11/2018	A2M	1 Authorize Board to Fix Remuneration of the Auditors	✓				
		2,3,4	Elect Director x 3	✓	✓			Fails gender diversity threshold
		5	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors		✓			Above remuneration threshold

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				For	Against	Abstain		
56	21/11/2018	REA	2	Approve Remuneration Report	✓			
			3a-3c	Elect Director x 3	✓	✓		Fails gender diversity threshold
			4	Approve Grant of Performance Rights to Tracey Fellows	✓			
57	21/11/2018	SHL	1, 2	Elect Director x 2	✓	✓		Fails gender diversity threshold
			3	Approve Remuneration Report		✓		Above remuneration threshold
			4	Approve Grant of Long-term Incentives to Colin Goldschmidt	✓			
			5	Approve Grant of Long-term Incentives to Chris Wilks	✓			
58	22/11/2018	MVF	2	Approve Remuneration Report	✓			
			3a-3b	Elect Director x 2	✓			
59	23/11/2018	BSL	2	Approve Remuneration Report	✓			
			3	Elect Director x 1	✓			
			4	Approve Grant of Share Rights to Mark Vassella	✓			
			5	Approve Grant of Alignment Rights to Mark Vassella	✓			
			6	Approve Potential Termination Benefits	✓			
60	23/11/2018	QMS	2	Approve Remuneration Report	✓			
			3	Elect Director x 1		✓		Fails gender diversity threshold
			4	Approve Grant of Performance Rights to Barclay Nettlefold	✓			
61	27/11/2018	SEK	5	Approve Grant of Performance Rights to David Edmonds	✓			
			2	Approve the Remuneration Report		✓		Above remuneration threshold
			3a-3b	Elect Director x 2	✓			
			4	Approve the Grant of Equity Right to Andrew Bassat		✓		Above remuneration threshold
62	28/11/2018	APT	5	Approve the Grant of Wealth Sharing Plan Rights to Andrew Bassat		✓		Above remuneration threshold
			1	Approve Remuneration Report		✓		Above remuneration threshold
			2-3	Elect Director x 2	✓	✓		Fails gender diversity threshold
			4	Ratify Past Issuance of Shares to Institutional and Professional Investors	✓			
			6	Ratify Past Issuance of Convertible Notes to Matrix Partners X, L.P. and Weston & Co. X LLC	✓			
8	Approve Issuance of Options to David Hancock	7	Approve Afterpay US Inc. 2018 Equity Incentive Plan	✓				
		8	Approve Issuance of Options to David Hancock	✓				

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63	29/11/2018	CME	1 Eliminate All or Some of the Class B Election Rights	✓				
64	12/12/2018	WBC	2 Approve Remuneration Report		✓			Above remuneration threshold
			3 Approve Grant of Shares and Performance Share Rights to Brian Hartzler		✓			Above remuneration threshold
			4a-4c Elect Director x 3	✓				
65	19/12/2018	ANZ	2 Advisory Vote to Ratify Named Executive Officers' Compensation		✓			Above remuneration threshold
			3 Approve Share Plan Grant		✓			Above remuneration threshold
			4a-4b Elect Director x 2	✓				
			5 Amend Articles/Bylaws/Charter – Non-Routine	✓				
66	19/12/2018	NAB	2 Advisory Vote to Ratify Named Executive Officers' Compensation		✓			Above remuneration threshold, variable award problematic
			3 Approve Share Plan Grant		✓			Above remuneration threshold, variable award problematic
			4 Elect Director	✓				
			5a Approve Reduction in Share Capital	✓				
			5a Preferred Proposal	✓				
			5b Approve Reduction in Share Capital		✓			Against changing the terms of convertible preference shares.
			5b Preferred Proposal	✓				

- U Ethical remuneration threshold is 60 times Total Annual Average Earnings which currently approximates to A\$5million.
- U Ethical adopted a gender equity threshold for representation of women on boards of 30% in March 2016, and have voted against all male directors if below 30% threshold since March 2017 with exception made on a case-by-case basis in case of founders.