

**Invesco Votes against management - October to December 2020**

Company Name	Meeting Type	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Instruction	Voting Policy Rationale
Commonwealth Bank of Australia	Annual	13/10/2020	Management	3	Approve Remuneration Report	For	Against	
The Procter & Gamble Company	Annual	13/10/2020	Share Holder	5	Report on Efforts to Eliminate Deforestation	Against	Abstain	Invesco will generally ABSTAIN from this type of environmental and social shareholder resolution.
The Procter & Gamble Company	Annual	13/10/2020	Share Holder	6	Publish Annually a Report Assessing Diversity and Inclusion Efforts	Against	For	Invesco will generally ABSTAIN from this type of environmental and social shareholder resolution.
BHP Group Limited	Annual	14/10/2020	Share Holder	24	Adopt Interim Cultural Heritage Protection Measures	Against	Abstain	
BHP Group Limited	Annual	14/10/2020	Share Holder	25	Approve Suspension of Memberships of Industry Associations where COVID-19 Related Advocacy is Inconsistent with Paris Agreement Goals	Against	Abstain	
Magellan Financial Group Ltd.	Annual	22/10/2020	Management	3b	Elect Robert Fraser as Director	For	Against	
Seagate Technology plc	Annual	22/10/2020	Management	3	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	For	Abstain	
Sino Land Company Limited	Annual	28/10/2020	Management	3.1	Elect Robert Ng Chee Siong as Director	For	Against	
Sino Land Company Limited	Annual	28/10/2020	Management	3.2	Elect Adrian David Li Man-kiu as Director	For	Against	
Sino Land Company Limited	Annual	28/10/2020	Management	3.3	Elect Thomas Tang Wing Yung as Director	For	Against	
Sino Land Company Limited	Annual	28/10/2020	Management	5.2	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	Against	
Sino Land Company Limited	Annual	28/10/2020	Management	5.3	Authorize Reissuance of Repurchased Shares	For	Against	
Lam Research Corporation	Annual	03/11/2020	Management	1.1	Elect Director Sohail U. Ahmed	For	Withhold	
Lam Research Corporation	Annual	03/11/2020	Management	1.2	Elect Director Timothy M. Archer	For	Withhold	
Lam Research Corporation	Annual	03/11/2020	Management	1.3	Elect Director Eric K. Brandt	For	Withhold	
Lam Research Corporation	Annual	03/11/2020	Management	1.4	Elect Director Michael R. Cannon	For	Withhold	
Lam Research Corporation	Annual	03/11/2020	Management	1.7	Elect Director Abhijit Y. Talwalkar	For	Withhold	
Lam Research Corporation	Annual	03/11/2020	Management	1.8	Elect Director Lih Shyng (Rick L.) Tsai	For	Withhold	
Lam Research Corporation	Annual	03/11/2020	Management	3	Ratify Ernst & Young LLP as Auditors	For	Abstain	
Cardinal Health, Inc.	Annual	04/11/2020	Management	1b	Elect Director Calvin Darden	For	Against	
Cardinal Health, Inc.	Annual	04/11/2020	Management	1c	Elect Director Bruce L. Downey	For	Against	
Cardinal Health, Inc.	Annual	04/11/2020	Management	1e	Elect Director David C. Evans	For	Against	
Cardinal Health, Inc.	Annual	04/11/2020	Management	1h	Elect Director Michael C. Kaufmann	For	Against	
Cardinal Health, Inc.	Annual	04/11/2020	Management	1i	Elect Director Gregory B. Kenny	For	Against	
Cardinal Health, Inc.	Annual	04/11/2020	Management	1k	Elect Director J. Michael Losh	For	Against	

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Cardinal Health, Inc.	Annual	04/11/2020	Management	1l	Elect Director Dean A. Scarborough	For	Against	
Cardinal Health, Inc.	Annual	04/11/2020	Management	1m	Elect Director John H. Weiland	For	Against	
Cardinal Health, Inc.	Annual	04/11/2020	Management	2	Ratify Ernst & Young LLP as Auditors	For	Abstain	
Cardinal Health, Inc.	Annual	04/11/2020	Share Holder	5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	Invesco will vote FOR this proposal.
Cardinal Health, Inc.	Annual	04/11/2020	Share Holder	6	Require Independent Board Chair	Against	For	Invesco will vote FOR this proposal.
KLA Corporation	Annual	04/11/2020	Share Holder	4	Adopt Proxy Access Right	Against	For	Invesco will vote FOR this proposal.
Oracle Corporation	Annual	04/11/2020	Management	1.1	Elect Director Jeffrey S. Berg	For	Withhold	
Oracle Corporation	Annual	04/11/2020	Management	1.2	Elect Director Michael J. Boskin	For	Withhold	
Oracle Corporation	Annual	04/11/2020	Management	1.4	Elect Director Bruce R. Chizen	For	Withhold	
Oracle Corporation	Annual	04/11/2020	Management	1.5	Elect Director George H. Conrades	For	Withhold	
Oracle Corporation	Annual	04/11/2020	Management	1.6	Elect Director Lawrence J. Ellison	For	Withhold	
Oracle Corporation	Annual	04/11/2020	Management	1.9	Elect Director Renee J. James	For	Withhold	
Oracle Corporation	Annual	04/11/2020	Management	1.10	Elect Director Charles W. Moorman, IV	For	Withhold	
Oracle Corporation	Annual	04/11/2020	Management	1.11	Elect Director Leon E. Panetta	For	Withhold	
Oracle Corporation	Annual	04/11/2020	Management	1.12	Elect Director William G. Parrett	For	Withhold	
Oracle Corporation	Annual	04/11/2020	Management	1.13	Elect Director Naomi O. Seligman	For	Withhold	
Oracle Corporation	Annual	04/11/2020	Management	1.14	Elect Director Vishal Sikka	For	Withhold	
Oracle Corporation	Annual	04/11/2020	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	The company made significant improvements to its disclosure surrounding shareholders' concerns and the board's contemplation of them. In addition, the board made a commitment to maintain the existing terms of the outstanding front-loaded awards despite no vesting of any tranches to date, in response to recent shareholder feedback. While the committee demonstrated sufficient responsiveness, pay-for-performance concerns remain at the company for the year in review. Specifically, there are ongoing concerns with the use of a discretionary bonus structure and entirely time-vesting equity awards for certain NEOs. Accordingly, the pay-for-performance misalignment is not mitigated and a vote AGAINST this proposal is warranted.
Oracle Corporation	Annual	04/11/2020	Share Holder	5	Report on Gender Pay Gap	Against	For	Invesco will vote FOR this proposal.
Oracle Corporation	Annual	04/11/2020	Share Holder	6	Require Independent Board Chair	Against	For	Invesco will vote FOR this proposal.
Automatic Data Processing, Inc.	Annual	11/11/2020	Management	1a	Elect Director Peter Bisson	For	Against	
Automatic Data Processing, Inc.	Annual	11/11/2020	Management	1b	Elect Director Richard T. Clark	For	Against	
Automatic Data Processing, Inc.	Annual	11/11/2020	Management	1d	Elect Director John P. Jones	For	Against	
Automatic Data Processing, Inc.	Annual	11/11/2020	Management	1g	Elect Director Thomas J. Lynch	For	Against	
Automatic Data Processing, Inc.	Annual	11/11/2020	Management	1h	Elect Director Scott F. Powers	For	Against	
Automatic Data Processing, Inc.	Annual	11/11/2020	Management	1i	Elect Director William J. Ready	For	Against	

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Automatic Data Processing, Inc.	Annual	11/11/2020	Management	1j	Elect Director Carlos A. Rodriguez	For	Against	
Fortescue Metals Group Ltd.	Annual	11/11/2020	Management	6	Approve Grant of Performance Rights to Elizabeth Gaines	For	Against	
Sonic Healthcare Limited	Annual	12/11/2020	Management	12	Approve the Conditional Spill Resolution	Against	For	
Jack Henry & Associates, Inc.	Annual	17/11/2020	Management	1.1	Elect Director Matthew C. Flanigan	For	Withhold	
Jack Henry & Associates, Inc.	Annual	17/11/2020	Management	1.2	Elect Director John F. Prim	For	Withhold	
Jack Henry & Associates, Inc.	Annual	17/11/2020	Management	1.3	Elect Director Thomas H. Wilson, Jr.	For	Withhold	
Jack Henry & Associates, Inc.	Annual	17/11/2020	Management	1.5	Elect Director Thomas A. Wimsett	For	Withhold	
Jack Henry & Associates, Inc.	Annual	17/11/2020	Management	1.8	Elect Director Wesley A. Brown	For	Withhold	
Jack Henry & Associates, Inc.	Annual	17/11/2020	Management	1.9	Elect Director David B. Foss	For	Withhold	
UBS Group AG	Special	19/11/2020	Management	2	Transact Other Business (Voting)	For	Against	
Shimachu Co., Ltd.	Annual	26/11/2020	Management	1.1	Elect Director Okano, Takaaki	For	Against	
Shimachu Co., Ltd.	Annual	26/11/2020	Management	1.2	Elect Director Kushida, Shigeyuki	For	Against	
Shimachu Co., Ltd.	Annual	26/11/2020	Management	1.3	Elect Director Oshima, Koichiro	For	Against	
Shimachu Co., Ltd.	Annual	26/11/2020	Management	1.4	Elect Director Hosokawa, Tadahiro	For	Against	
Shimachu Co., Ltd.	Annual	26/11/2020	Management	1.5	Elect Director Orimoto, Kazuya	For	Against	
Microsoft Corporation	Annual	02/12/2020	Share Holder	4	Report on Employee Representation on the Board of Directors	Against	For	
Coloplast A/S	Annual	03/12/2020	Management	7.1	Reelect Lars Soren Rasmussen as Director	For	Abstain	
Coloplast A/S	Annual	03/12/2020	Management	7.2	Reelect Niels Peter Louis-Hansen as Director	For	Abstain	
Coloplast A/S	Annual	03/12/2020	Management	7.4	Reelect Carsten Hellmann as Director	For	Abstain	
Cisco Systems, Inc.	Annual	10/12/2020	Management	1b	Elect Director Wesley G. Bush	For	Against	
Cisco Systems, Inc.	Annual	10/12/2020	Management	1c	Elect Director Michael D. Capellas	For	Against	
Cisco Systems, Inc.	Annual	10/12/2020	Management	1d	Elect Director Mark Garrett	For	Against	
Cisco Systems, Inc.	Annual	10/12/2020	Management	1f	Elect Director Roderick C. McGeary	For	Against	
Cisco Systems, Inc.	Annual	10/12/2020	Management	1g	Elect Director Charles H. Robbins	For	Against	
Cisco Systems, Inc.	Annual	10/12/2020	Management	1i	Elect Director Brenton L. Saunders	For	Against	The nominee is a CEO and sits on more than 2 public company boards (withhold only at outside boards).
Cisco Systems, Inc.	Annual	10/12/2020	Share Holder	6	Require Independent Board Chair	Against	For	Invesco will vote FOR this proposal.
Medtronic plc	Annual	11/12/2020	Management	1a	Elect Director Richard H. Anderson	For	Against	
Medtronic plc	Annual	11/12/2020	Management	1b	Elect Director Craig Arnold	For	Against	
Medtronic plc	Annual	11/12/2020	Management	1c	Elect Director Scott C. Donnelly	For	Against	
Medtronic plc	Annual	11/12/2020	Management	1e	Elect Director Randall J. Hogan, III	For	Against	
Medtronic plc	Annual	11/12/2020	Management	1f	Elect Director Michael O. Leavitt	For	Against	

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Medtronic plc	Annual	11/12/2020	Management	1g	Elect Director James T. Lenehan	For	Against	
Medtronic plc	Annual	11/12/2020	Management	1h	Elect Director Kevin E. Lofton	For	Against	
Medtronic plc	Annual	11/12/2020	Management	1i	Elect Director Geoffrey S. Martha	For	Against	
Medtronic plc	Annual	11/12/2020	Management	1l	Elect Director Kendall J. Powell	For	Against	