

Vote Summary Report

Date range covered: 12/01/2020 to 12/31/2020
Location(s): All Locations
Institution Account(s): LEIA GROUP TRUST/EMERGING MARKETS FUND

Aspen Pharmacare Holdings Ltd.

Meeting Date: 12/09/2020	Country: South Africa	Primary Security ID: S0754A105	Meeting ID: 1482408
Record Date: 11/27/2020	Meeting Type: Annual	Ticker: APN	
Primary ISIN: ZAE000066692		Primary SEDOL: B09C0Z1	
Shares Voted: 36,100		Votable Shares: 36,100	
Voting Policy: ISS			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
	Ordinary Resolutions	Mgmt	No						
1	Accept Financial Statements and Statutory Reports for Year Ended 30 June 2020	Mgmt	Yes	For	For	For	No	No	No
2	Receive and Note the Social & Ethics Committee Report	Mgmt	Yes	For	For	For	No	No	No
3.1	Re-elect Linda de Beer as Director	Mgmt	Yes	For	For	For	No	No	No
3.2	Re-elect Chris Mortimer as Director	Mgmt	Yes	For	For	For	No	No	No
3.3	Re-elect David Redfern as Director	Mgmt	Yes	For	For	For	No	No	No
3.4	Re-elect Sindi Zilwa as Director	Mgmt	Yes	For	For	For	No	No	No
4	Appoint Ernst & Young Inc as Auditors with Derek Engelbrecht as the Individual Registered Auditor	Mgmt	Yes	For	For	For	No	No	No
5.1	Re-elect Linda de Beer as Member of the Audit & Risk Committee	Mgmt	Yes	For	For	For	No	No	No
5.2	Re-elect Ben Kruger as Member of the Audit & Risk Committee	Mgmt	Yes	For	For	For	No	No	No
5.3	Re-elect Babalwa Ngonyama as Member of the Audit & Risk Committee	Mgmt	Yes	For	For	For	No	No	No
6	Place Authorised but Unissued Shares under Control of Directors	Mgmt	Yes	For	For	For	No	No	No
7	Authorise Board to Issue Shares for Cash	Mgmt	Yes	For	For	For	No	No	No
8	Authorise Ratification of Approved Resolutions	Mgmt	Yes	For	For	For	No	No	No
	Non-binding Advisory Votes	Mgmt	No						
1	Approve Remuneration Policy	Mgmt	Yes	For	For	For	No	No	No
2	Approve Remuneration Implementation Report	Mgmt	Yes	For	Against	Against	Yes	No	No
	Special Resolutions	Mgmt	No						
1.1a	Approve Fees of the Board Chairman	Mgmt	Yes	For	For	For	No	No	No
1.1b	Approve Fees of the Board Members	Mgmt	Yes	For	For	For	No	No	No
1.2a	Approve Fees of the Audit & Risk Committee Chairman	Mgmt	Yes	For	For	For	No	No	No

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1.2b	Approve Fees of the Audit & Risk Committee Members	Mgmt	Yes	For	For	For	No	No	No
1.3a	Approve Fees of the Remuneration & Nomination Committee Chairman	Mgmt	Yes	For	For	For	No	No	No
1.3b	Approve Fees of the Remuneration & Nomination Committee Members	Mgmt	Yes	For	For	For	No	No	No
1.4a	Approve Fees of the Social & Ethics Committee Chairman	Mgmt	Yes	For	For	For	No	No	No
1.4b	Approve Fees of the Social & Ethics Committee Members	Mgmt	Yes	For	For	For	No	No	No
2	Approve Financial Assistance in Terms of Section 45 of the Companies Act	Mgmt	Yes	For	For	For	No	No	No
3	Authorise Repurchase of Issued Share Capital	Mgmt	Yes	For	For	For	No	No	No

PhosAgro PJSC

Meeting Date: 12/14/2020	Country: Russia	Primary Security ID: X65078101	Meeting ID: 1488044
Record Date: 11/20/2020	Meeting Type: Special	Ticker: PHOR	
	Primary ISIN: RU000A0JRK78	Primary SEDOL: B3ZQM29	
	Shares Voted: 33,600	Votable Shares: 33,600	
	Voting Policy: ISS		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
	Meeting for GDR Holders	Mgmt	No						
1	Approve Dividends of RUB 123 per Share	Mgmt	Yes	For	For	For	No	No	No

51job, Inc.

Meeting Date: 12/23/2020	Country: Cayman Islands	Primary Security ID: 316827104	Meeting ID: 1487660
Record Date: 11/20/2020	Meeting Type: Annual	Ticker: JOBS	
	Primary ISIN: US3168271043	Primary SEDOL: B02TT74	
	Shares Voted: 7,790	Votable Shares: 7,790	
	Voting Policy: ISS		

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
	Meeting for ADR Holders	Mgmt	No						
1	Elect Junichi Arai as Director	Mgmt	Yes	For	For	For	No	No	No

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51job, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2	Elect David K. Chao as Director	Mgmt	Yes	For	For	For	No	No	No
3	Elect Li-Lan Cheng as Director	Mgmt	Yes	For	For	For	No	No	No
4	Elect Eric He as Director	Mgmt	Yes	For	For	For	No	No	No
5	Elect Rick Yan as Director	Mgmt	Yes	For	For	For	No	No	No
6	Ratify the Appointment of PricewaterhouseCoopers Zhong Tian LLP as Independent Auditor	Mgmt	Yes	For	For	For	No	No	No