

Voting February 2023

REPORTING PERIOD: 01/02/2023 to 28/02/2023

Voting Statistics

	Total	Percent
Votable Meetings	29	
Meetings Voted	29	100.00%
Meetings with One or More Votes Against Management	7	24.14%
Votable Ballots	120	
Ballots Voted	120	100.00%

Note: A meeting is votable when one or more ballots are eligible to vote at the meeting, and differences in votable meetings and ballots occurs when multiple ballots are available to vote for the same meeting.

	Management Proposals		Shareholder Proposals		All Proposals	
	Total	Percent	Total	Percent	Total	Percent
Votable Proposals	371		1		372	
Proposals Voted	371	100.00%	1	100.00%	372	100.00%
FOR Votes	359	96.77%	1	100.00%	360	96.77%
AGAINST Votes	9	2.43%	0	0.00%	9	2.42%
ABSTAIN Votes	1	0.27%	0	0.00%	1	0.27%
WITHHOLD Votes	0	0.00%	0	0.00%	0	0.00%
Votes WITH Management	361	97.30%	1	100.00%	362	97.31%
Votes AGAINST Management	10	2.70%	0	0.00%	10	2.69%

Note: Where management does not make a vote recommendation, these votes are not included in either votes WITH or AGAINST Management. In cases where different votes are submitted across different accounts for a given meeting, votes cast are distinctly counted hence total votes submitted may be higher than unique proposals voted.

Accenture Plc

Meeting Date: 01/02/2023

Country: Ireland

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Jaime Ardila	For	For
1b	Elect Director Nancy McKinstry	For	For
1c	Elect Director Beth E. Mooney	For	For
1d	Elect Director Gilles C. Pelisson	For	For
1e	Elect Director Paula A. Price	For	For
1f	Elect Director Venkata (Murthy) Renduchintala	For	For
1g	Elect Director Arun Sarin	For	For
1h	Elect Director Julie Sweet	For	For
1i	Elect Director Tracey T. Travis	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

Accenture Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Advisory Vote on Say on Pay Frequency	One Year	One Year
<i>Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.</i>			
4	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
5	Renew the Board's Authority to Issue Shares Under Irish Law	For	For
6	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	For	For
7	Determine Price Range for Reissuance of Treasury Shares	For	For

Imperial Brands Plc

Meeting Date: 01/02/2023

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Re-elect Stefan Bomhard as Director	For	For
5	Re-elect Susan Clark as Director	For	For
6	Re-elect Ngozi Edozien as Director	For	For
7	Re-elect Therese Esperdy as Director	For	For
8	Re-elect Alan Johnson as Director	For	For
9	Re-elect Robert Kunze-Concewitz as Director	For	For
10	Re-elect Lukas Paravicini as Director	For	For
11	Re-elect Diane de Saint Victor as Director	For	For
12	Re-elect Jonathan Stanton as Director	For	For
13	Reappoint Ernst & Young LLP as Auditors	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
15	Approve Share Matching Scheme	For	For
16	Authorise UK Political Donations and Expenditure	For	For

Imperial Brands Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
17	Authorise Issue of Equity	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	For	For
19	Authorise Market Purchase of Ordinary Shares	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

The Sage Group plc

Meeting Date: 02/02/2023

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Elect Maggie Jones as Director	For	For
5	Re-elect Andrew Duff as Director	For	For
6	Re-elect Sangeeta Anand as Director	For	For
7	Re-elect John Bates as Director	For	For
8	Re-elect Jonathan Bewes as Director	For	For
9	Re-elect Annette Court as Director	For	For
10	Re-elect Drummond Hall as Director	For	For
11	Re-elect Derek Harding as Director	For	For
12	Re-elect Steve Hare as Director	For	For
13	Re-elect Jonathan Howell as Director	For	For
14	Reappoint Ernst & Young LLP as Auditors	For	For
15	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For
16	Authorise UK Political Donations and Expenditure	For	For
17	Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors	For	For
18	Amend 2019 Restricted Share Plan	For	For
19	Approve Colleague Share Purchase Plan	For	For

The Sage Group plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
20	Authorise Issue of Equity	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
23	Authorise Market Purchase of Ordinary Shares	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Aramark

Meeting Date: 03/02/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Susan M. Cameron	For	For
1b	Elect Director Greg Creed	For	For
1c	Elect Director Bridgette P. Heller	For	For
1d	Elect Director Paul C. Hilal	For	For
1e	Elect Director Kenneth M. Keverian	For	For
1f	Elect Director Karen M. King	For	For
1g	Elect Director Patricia E. Lopez	For	For
1h	Elect Director Stephen I. Sadove	For	For
1i	Elect Director Kevin G. Wills	For	For
1j	Elect Director Arthur B. Winkleblack	For	For
1k	Elect Director John J. Zillmer	For	For
2	Ratify Deloitte & Touche LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Approve Omnibus Stock Plan	For	For

Crestchic Plc

Meeting Date: 06/02/2023

Country: United Kingdom

Meeting Type: Court

Crestchic Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Scheme of Arrangement	For	For

Crestchic Plc

Meeting Date: 06/02/2023 **Country:** United Kingdom
Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Matters Relating to the Recommended Cash Offer for Crestchic plc by Aggreko Limited	For	For

Cazoo Group Ltd

Meeting Date: 07/02/2023 **Country:** Cayman Islands
Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Reverse Stock Split	For	For
2	Increase Authorized Common Stock	For	For

Numis Corp. Plc

Meeting Date: 07/02/2023 **Country:** United Kingdom
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3	Re-elect Andrew Holloway as Director	For	For
4	Elect Richard Hennity as Director	For	For
5	Elect Kathryn Gray as Director	For	For

Numis Corp. Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
7	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
8	Authorise UK Political Donations and Expenditure	For	For
9	Authorise Issue of Equity	For	For
10	Authorise Issue of Equity without Pre-emptive Rights	For	For
11	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
12	Authorise Market Purchase of Ordinary Shares	For	For

Future Plc

Meeting Date: 08/02/2023

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3	Approve Remuneration Policy	For	For
4	Approve Remuneration Report	For	For
5	Re-elect Richard Huntingford as Director	For	For
6	Re-elect Zillah Byng-Thorne as Director	For	For
7	Re-elect Meredith Amdur as Director	For	For
8	Re-elect Mark Brooker as Director	For	For
9	Re-elect Hugo Drayton as Director	For	For
10	Re-elect Rob Hattrell as Director	For	For
11	Re-elect Penny Ladkin-Brand as Director	For	For
12	Re-elect Alan Newman as Director	For	For
13	Re-elect Anglea Seymour-Jackson as Director	For	For
14	Reappoint Deloitte LLP as Auditors	For	For
15	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For

Future Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
16	Authorise Issue of Equity	For	For
17	Authorise UK Political Donations and Expenditure	For	For
18	Approve Performance Share Plan	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
22	Approve Capitalisation of Merger Reserve	For	For
23	Approve Creation of B Ordinary Shares	For	For
24	Authorise Cancellation of the B Ordinary Shares	For	For
25	Approve Cancellation of the Share Premium Account	For	For

Mitchells & Butlers Plc

Meeting Date: 08/02/2023

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	Against
<i>Blended Rationale: A vote against is warranted because the performance conditions have been amended retrospectively: - Bonus targets were amended in respect of in-flight bonuses for the year under review. The decision to amend targets is a significant concern. The payment of bonuses is also questionable in the context of the material uncertainty regarding going concern status, and the continued suspension of the dividend.</i>			
3	Elect Amanda Brown as Director	For	For
4	Re-elect Keith Browne as Director	For	For
5	Re-elect Dave Coplin as Director	For	For
6	Re-elect Eddie Irwin as Director	For	For
7	Re-elect Bob Ivell as Director	For	Against
<i>Blended Rationale: A vote against is warranted as there is a lack of diversity on the board.</i>			
8	Re-elect Tim Jones as Director	For	For
9	Re-elect Josh Levy as Director	For	For
10	Re-elect Jane Moriarty as Director	For	For

Mitchells & Butlers Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
11	Re-elect Phil Urban as Director	For	For
12	Reappoint KPMG LLP as Auditors	For	For
13	Authorise Board to Fix Remuneration of Auditors	For	For
14	Authorise UK Political Donations and Expenditure	For	For
15	Approve Sharesave Plan	For	For
16	Approve Share Incentive Plan	For	For
17	Approve Short Term Deferred Incentive Share Plan	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Pinduoduo Inc.

Meeting Date: 08/02/2023

Country: Cayman Islands

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Elect Director Lei Chen	For	For
2	Elect Director Anthony Kam Ping Leung	For	For
3	Elect Director Haifeng Lin	For	For
4	Elect Director Qi Lu	For	For
5	Elect Director George Yong-Boon Yeo	For	Against
<i>Blended Rationale: A vote against is warranted as there is a lack of diversity on the board.</i>			
6	Change Company Name to PDD Holdings Inc.	For	For
7	Amend Memorandum and Articles of Association	For	For

easyJet Plc

Meeting Date: 09/02/2023

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For

easyJet Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Remuneration Report	For	For
3	Re-elect Stephen Hester as Director	For	For
4	Re-elect Johan Lundgren as Director	For	For
5	Re-elect Kenton Jarvis as Director	For	For
6	Re-elect Catherine Bradley as Director	For	For
7	Re-elect Sheikh Mansurah Tal-At Mannings as Director	For	For
8	Re-elect David Robbie as Director	For	For
9	Elect Ryanne van der Eijk as Director	For	For
10	Elect Harald Eisenacher as Director	For	For
11	Elect Detlef Trefzger as Director	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
14	Authorise UK Political Donations and Expenditure	For	For
15	Authorise Issue of Equity	For	Abstain
<i>Blended Rationale: An abstention is warranted. The company is seeking general authority to issue shares up to the maximum permissible limits including under the new guidelines of the pre-emption Group. In our view, this flexibility is not required given the company's strong balance sheet position following a rights issue in September 2021.</i>			
16	Authorise Issue of Equity without Pre-emptive Rights	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
18	Authorise Market Purchase of Ordinary Shares	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Siemens AG

Meeting Date: 09/02/2023

Country: Germany

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 4.25 per Share	For	For
3.1	Approve Discharge of Management Board Member Roland Busch for Fiscal Year 2021/22	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3.2	Approve Discharge of Management Board Member Cedrik Neike for Fiscal Year 2021/22	For	For
3.3	Approve Discharge of Management Board Member Matthias Rebellius for Fiscal Year 2021/22	For	For
3.4	Approve Discharge of Management Board Member Ralf Thomas for Fiscal Year 2021/22	For	For
3.5	Approve Discharge of Management Board Member Judith Wiese for Fiscal Year 2021/22	For	For
4.1	Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal Year 2021/22	For	For
4.2	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal Year 2021/22	For	For
4.3	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2021/22	For	For
4.4	Approve Discharge of Supervisory Board Member Tobias Baeumler for Fiscal Year 2021/22	For	For
4.5	Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2021/22	For	For
4.6	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2021/22	For	For
4.7	Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal Year 2021/22	For	For
4.8	Approve Discharge of Supervisory Board Member Harald Kern for Fiscal Year 2021/22	For	For
4.9	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2021/22	For	For
4.10	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal Year 2021/22	For	For
4.11	Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal Year 2021/22	For	For
4.12	Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal Year 2021/22	For	For
4.13	Approve Discharge of Supervisory Board Member Kasper Roersted for Fiscal Year 2021/22	For	For
4.14	Approve Discharge of Supervisory Board Member Nemat Shafik for Fiscal Year 2021/22	For	For

Siemens AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4.15	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2021/22	For	For
4.16	Approve Discharge of Supervisory Board Member Michael Sigmund for Fiscal Year 2021/22	For	For
4.17	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal Year 2021/22	For	For
4.18	Approve Discharge of Supervisory Board Member Grazia Vittadini for Fiscal Year 2021/22	For	For
4.19	Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal Year 2021/22	For	For
4.20	Approve Discharge of Supervisory Board Member Gunnar Zukunft for Fiscal Year 2021/22	For	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2022/23	For	For
6	Approve Remuneration Report	For	For
7.1	Elect Werner Brandt to the Supervisory Board	For	For
7.2	Elect Regina Dugan to the Supervisory Board	For	For
7.3	Elect Keryn Lee James to the Supervisory Board	For	For
7.4	Elect Martina Merz to the Supervisory Board	For	For
7.5	Elect Benoit Potier to the Supervisory Board	For	For
7.6	Elect Nathalie von Siemens to the Supervisory Board	For	For
7.7	Elect Matthias Zachert to the Supervisory Board	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2025	For	For
9	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	For
10	Amend Articles Re: Registration in the Share Register	For	For

CGN Power Co., Ltd.

Meeting Date: 10/02/2023

Country: China

Meeting Type: Extraordinary Shareholders

CGN Power Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Elect Feng Jian as Director	For	For
2	Approve Measures on Performance Evaluation of the Independent Directors (Trial)	For	For

Washington Federal, Inc.

Meeting Date: 14/02/2023 **Country:** USA
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Stephen M. Graham	For	For
1.2	Elect Director David K. Grant	For	For
1.3	Elect Director Randall H. Talbot	For	For
2	Approve Nonqualified Employee Stock Purchase Plan	For	For
3	Amend Deferred Compensation Plan	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<i>Blended Rationale: A vote against is warranted because payments in the event of change of control are excessive: - Equity award arrangements provide for automatic accelerated vesting upon a change-in-control. Such single-trigger vesting may result in an economic windfall to the executive without an accompanying termination of employment.</i>			
5	Ratify Deloitte & Touche LLP as Auditors	For	For

Infineon Technologies AG

Meeting Date: 16/02/2023 **Country:** Germany
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 0.32 per Share	For	For
3.1	Approve Discharge of Management Board Member Jochen Hanebeck for Fiscal Year 2022	For	For
3.2	Approve Discharge of Management Board Member Constanze Hufenbecher for Fiscal Year 2022	For	For

Infineon Technologies AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3.3	Approve Discharge of Management Board Member Sven Schneider for Fiscal Year 2022	For	For
3.4	Approve Discharge of Management Board Member Andreas Urschitz (from June 1, 2022) for Fiscal Year 2022	For	For
3.5	Approve Discharge of Management Board Member Rutger Wijburg (from April 1, 2022) for Fiscal Year 2022	For	For
3.6	Approve Discharge of Management Board Member Reinhard Ploss (until March 31, 2022) for Fiscal Year 2022	For	For
3.7	Approve Discharge of Management Board Member Helmut Gassel (until May 31, 2022) for Fiscal Year 2022	For	For
4.1	Approve Discharge of Supervisory Board Member Wolfgang Eder for Fiscal Year 2022	For	For
4.2	Approve Discharge of Supervisory Board Member Xiaoqun Clever for Fiscal Year 2022	For	For
4.3	Approve Discharge of Supervisory Board Member Johann Dechant for Fiscal Year 2022	For	For
4.4	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2022	For	For
4.5	Approve Discharge of Supervisory Board Member Annette Engelfried for Fiscal Year 2022	For	For
4.6	Approve Discharge of Supervisory Board Member Peter Gruber for Fiscal Year 2022	For	For
4.7	Approve Discharge of Supervisory Board Member Hans-Ulrich Holdenried for Fiscal Year 2022	For	For
4.8	Approve Discharge of Supervisory Board Member Susanne Lachenmann for Fiscal Year 2022	For	For
4.9	Approve Discharge of Supervisory Board Member Geraldine Picaud for Fiscal Year 2022	For	For
4.10	Approve Discharge of Supervisory Board Member Manfred Puffer for Fiscal Year 2022	For	For
4.11	Approve Discharge of Supervisory Board Member Melanie Riedl for Fiscal Year 2022	For	For
4.12	Approve Discharge of Supervisory Board Member Juergen Scholz for Fiscal Year 2022	For	For
4.13	Approve Discharge of Supervisory Board Member Ulrich Spiesshofer for Fiscal Year 2022	For	For

Infineon Technologies AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4.14	Approve Discharge of Supervisory Board Member Margret Suckale for Fiscal Year 2022	For	For
4.15	Approve Discharge of Supervisory Board Member Mirco Synde (from June 1, 2023) for Fiscal Year 2022	For	For
4.16	Approve Discharge of Supervisory Board Member Diana Vitale for Fiscal Year 2022	For	For
4.17	Approve Discharge of Supervisory Board Member Kerstin Schulzendorf (until May 31, 2022) for Fiscal Year 2022	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Reports for the First Half of Fiscal Year 2023	For	For
6.1	Elect Herbert Diess to the Supervisory Board	For	For
6.2	Elect Klaus Helmrich to the Supervisory Board	For	For
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For
8	Authorize Use of Financial Derivatives when Repurchasing Shares	For	For
9.1	Amend Article Re: Location of Annual Meeting	For	For
9.2	Approve Virtual-Only Shareholder Meetings Until 2028	For	For
9.3	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	For
10	Approve Remuneration Policy	For	For
11	Approve Remuneration Report	For	For

SSP Group Plc

Meeting Date: 16/02/2023

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Elect Patrick Coveney as Director	For	For

SSP Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Re-elect Mike Clasper as Director	For	For
5	Re-elect Jonathan Davies as Director	For	For
6	Re-elect Carolyn Bradley as Director	For	For
7	Re-elect Tim Lodge as Director	For	For
8	Re-elect Judy Vezmar as Director	For	For
9	Re-elect Kelly Kuhn as Director	For	For
10	Re-elect Apurvi Sheth as Director	For	For
11	Reappoint KPMG LLP as Auditors	For	For
12	Authorise Board to Fix Remuneration of Auditors	For	For
13	Authorise UK Political Donations and Expenditure	For	For
14	Authorise Issue of Equity	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
17	Authorise Market Purchase of Ordinary Shares	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
19	Adopt New Articles of Association	For	For

Yangtze Optical Fibre and Cable Joint Stock Limited Company

Meeting Date: 17/02/2023

Country: China

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Proposed Caps for the Continuing Connected Transactions Contemplated Under the Optical Fibre Technology Cooperation Agreement and Related Transactions	For	For
2	Approve 2023-2025 Prysmian Purchase Framework Agreement, 2023-2025 Prysmian Sales Framework Agreement, Proposed Annual Caps and Related Transactions	For	For

Yangtze Optical Fibre and Cable Joint Stock Limited Company

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Approve 2023-2025 YOFC Shanghai Purchase Framework Agreement, 2023-2025 YOFC Shanghai Sales Framework Agreement, Proposed Annual Caps and Related Transactions	For	For
4	Approve 2023-2025 China Huaxin Framework Agreement, Proposed Annual Caps and Related Transactions	For	For
5	Approve 2023-2025 Shanghai Nokia Purchase Framework Agreement, Proposed Revised Annual Caps and Related Transactions	For	For
6	Approve the Estimates of the 2023 to 2025 Annual Transaction Amounts for The Related Party Transactions to be Carried Out in The Ordinary and Usual Course of Business and Related Transactions	For	For

Virgin Money UK Plc

Meeting Date: 21/02/2023

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Policy	For	For
3	Approve Remuneration Report	For	For
4	Approve Final Dividend	For	For
5	Re-elect Clifford Abrahams as Director	For	For
6	Re-elect David Bennett as Director	For	For
7	Re-elect David Duffy as Director	For	For
8	Re-elect Geeta Gopalan as Director	For	For
9	Re-elect Elena Novokreshchenova as Director	For	For
10	Re-elect Darren Pope as Director	For	For
11	Re-elect Tim Wade as Director	For	For
12	Elect Sara Weller as Director	For	For
13	Reappoint Ernst & Young LLP as Auditors	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
15	Authorise Issue of Equity	For	For

Virgin Money UK Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
16	Authorise Issue of Equity without Pre-emptive Rights	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
18	Authorise Issue of Equity in Connection with AT1 Securities	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with AT1 Securities	For	For
20	Authorise Market Purchase of Ordinary Shares	For	For
21	Authorise the Company to Enter into a Contingent Purchase Contract with Citigroup Global Markets Australia Pty Limited	For	For
22	Authorise the Company to Enter into a Contingent Purchase Contract with Goldman Sachs International	For	For
23	Authorise UK Political Donations and Expenditure	For	For

Emirates NBD Bank (P.J.S.C)

Meeting Date: 22/02/2023

Country: United Arab Emirates

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Board Report on Company Operations and Financial Statements	For	For
2	Approve Auditors' Report on Company Financial Statements	For	For
3	Approve Internal Shariah Supervisory Committee Report	For	For
4	Accept Financial Statements and Statutory Reports	For	For
5	Approve Dividends of AED 0.60 per Share	For	For
6	Approve Remuneration of Directors	For	For
7	Approve Discharge of Directors	For	For
8	Approve Discharge of Auditors	For	For
9	Ratify Auditors and Fix Their Remuneration	For	For
10	Approve Board Proposal Re: Non-convertible Securities to be Issued by the Company	For	For

Emirates NBD Bank (P.J.S.C)

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
11	Amend Articles of Bylaws	For	Against
<i>Blended Rationale: A vote against is warranted as shareholder rights are or could be reduced.</i>			
12	Approve Adding Financial Advisory Activity to the Company's License and Amend Association Memorandum and Articles of Bylaws	For	For
13	Authorize Board or Any Authorized Person to Ratify and Execute Approved Resolutions	For	For

RWS Holdings Plc

Meeting Date: 22/02/2023

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Re-elect Andrew Brode as Director	For	For
<i>Blended Rationale: A vote FOR is warranted. Despite concerns over the number of directorships held by the nominee, Mr Brode has already announced his plans to retire and has been a key part of building the RWS business.</i>			
5	Re-elect Lara Boro as Director	For	For
6	Re-elect Frances Earl as Director	For	For
7	Re-elect David Clayton as Director	For	For
8	Re-elect Gordon Stuart as Director	For	For
9	Re-elect Ian El-Mokadem as Director	For	For
10	Elect Candida Davies as Director	For	For
11	Elect Julie Southern as Director	For	For
12	Reappoint Ernst & Young LLP as Auditors	For	For
13	Authorise Board to Fix Remuneration of Auditors	For	For
14	Authorise Issue of Equity	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For

RWS Holdings Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
17	Authorise Market Purchase of Ordinary Shares	For	For

METRO AG

Meeting Date: 24/02/2023

Country: Germany

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Discharge of Management Board for Fiscal Year 2021/22	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2021/22	For	For
4	Ratify KPMG AG as Auditors for Fiscal Year 2022/23 and as Auditor for the Review of the Interim Financial Statements and Reports for Fiscal Year 2023/24	For	For
5.1	Elect Marco Arcelli to the Supervisory Board	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is a non-independent NED and serves on the Audit Committee, which is not fully independent.</i>			
5.2	Elect Gwyneth Burr to the Supervisory Board	For	For
5.3	Elect Jana Cejpkova to the Supervisory Board	For	For
5.4	Elect Edgar Ernst to the Supervisory Board	For	For
5.5	Elect Georg Vomhof to the Supervisory Board	For	For
6.1	Approve Virtual-Only Shareholder Meetings Until 2028	For	Against
<i>Blended Rationale: A vote against is warranted as shareholder rights are, or could be reduced: - It would allow for virtual-only shareholder meetings for the next five years, which is considered excessive as the company does not elaborate on the circumstances under which virtual-only meetings would be held.</i>			
6.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	For
7	Approve Remuneration Report	For	For
8	Approve Remuneration Policy	For	For

Carr's Group Plc

Meeting Date: 27/02/2023

Country: United Kingdom

Meeting Type: Annual

Carr's Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Override of Article 18.1 of the Company's Articles of Association in Connection with the Business to be Conducted at the Annual General Meeting	For	For
2	Elect Tim Jones as Director	For	For
<i>Blended Rationale: A vote FOR is warranted. Despite the lack of diversity on board, we have decided to support as we have engaged with management (including the Chair) on gender diversity and know that it is something that they are striving to address.</i>			
3	Elect David White as Director	For	For
4	Re-elect Peter Page as Director	For	For
5	Re-elect John Worby as Director	For	For
6	Re-elect Ian Wood as Director	For	For
7	Elect Shelagh Hancock as Director	For	For
8	Elect Stuart Lorimer as Director	For	For
9	Authorise Issue of Equity	For	For
10	Approve Long Term Incentive Plan	For	For
11	Approve Deferred Share Bonus Plan	For	For
12	Authorise Issue of Equity without Pre-emptive Rights	For	For
13	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
14	Authorise Market Purchase of Ordinary Shares	For	For
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Curtis Banks Group Plc

Meeting Date: 27/02/2023

Country: United Kingdom

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Matters Relating to the Recommended Cash Acquisition of Curtis Banks Group plc by Nucleus Clyde Acquisition Limited	For	For

Curtis Banks Group Plc

Meeting Date: 27/02/2023

Country: United Kingdom

Meeting Type: Court

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Scheme of Arrangement	For	For

Diversified Energy Co. Plc

Meeting Date: 27/02/2023

Country: United Kingdom

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Authorise Issue of Equity in Connection with the Conditional Capital Raise	For	For
2	Authorise Issue of Equity	For	For
3	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Conditional Capital Raise	For	For
4	Authorise Issue of Equity without Pre-emptive Rights	For	For

Gav-Yam Lands Corp. Ltd.

Meeting Date: 28/02/2023

Country: Israel

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Updated Compensation Policy for the Directors and Officers of the Company	For	Against
	<i>Blended Rationale: A vote against is warranted because awards are not subject to performance conditions:- Options are granted with an exercise price set equal to the higher of (i) NIS 34, and (ii) the average closing price of the shares during the 30 trading days prior to the grant date, plus 2 percent.</i>		
2	Issue Exemption Agreements to Directors/Officers who are among the Controllers or their Relatives	For	For

Gav-Yam Lands Corp. Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Approve Updated Employment Terms of Avraham Jacobovitz, CEO	For	Against
<i>Blended Rationale: A vote against is warranted because awards are not subject to performance conditions:- The RSUs would be granted without performance criteria attached. Accordingly, such awards may provide an immediate financial gain to the recipient on vesting, equal to the then market price, rather than needing to grow in value above a real purchase price paid by the recipient before any return is derived. Absent performance criteria, restricted stock may therefore provide a substantial return even when the share price has decreased substantially over the vesting period, thereby significantly reducing the incentivizing effects of such awards. A vote against is warranted because payments in the event of change of control are excessive:- The awards could be fully accelerated and vest in the event of a change-of-control.</i>			

Tetra Tech, Inc.

Meeting Date: 28/02/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1A	Elect Director Dan L. Batrack	For	For
1B	Elect Director Gary R. Birkenbeuel	For	For
1C	Elect Director Prashant Gandhi	For	For
1D	Elect Director Joanne M. Maguire	For	For
1E	Elect Director Christiana Obiaya	For	For
1F	Elect Director Kimberly E. Ritrievi	For	For
1G	Elect Director J. Kenneth Thompson	For	For
1H	Elect Director Kirsten M. Volpi	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Advisory Vote on Say on Pay Frequency	One Year	One Year
<i>Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.</i>			
4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

The AZEK Company Inc.

Meeting Date: 28/02/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Gary Hendrickson	For	For

The AZEK Company Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.2	Elect Director Howard Heckes	For	For
1.3	Elect Director Bennett Rosenthal	For	For
1.4	Elect Director Jesse Singh	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	For	For

Source: Artemis, Institutional Shareholder Services (ISS)

Artemis Investment Management LLP
Cassini House, 57 St James's Street
London SW1A 1LD

6th Floor, Exchange Plaza
Edinburgh EH3 9BY

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