

# Voting February 2025

REPORTING PERIOD: 01/02/2025 to 28/02/2025

Voting Statistics

	Total	Percent
Votable Meetings	23	
Meetings Voted	23	100.00%
Meetings with One or More Votes Against Management	8	34.78%
Votable Ballots	64	
Ballots Voted	64	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	337		5		342	
Proposals Voted	337	100.00%	5	100.00%	342	100.00%
FOR Votes	315	93.47%	1	20.00%	316	92.40%
AGAINST Votes	15	4.45%	4	80.00%	19	5.56%
ABSTAIN Votes	7	2.08%	0	0.00%	7	2.05%
WITHHOLD Votes	0	0.00%	0	0.00%	0	0.00%
Votes WITH Management	320	94.96%	5	100.00%	325	95.03%
Votes AGAINST Management	17	5.04%	0	0.00%	17	4.97%

*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.*

Future Plc

Meeting Date: 05/02/2025      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 Report	For	For
4	Re-elect Richard Huntingford as Director	For	For
5	Re-elect Jon Steinberg as Director	For	For
6	Re-elect Meredith Amdur as Director	For	For
7	Re-elect Mark Brooker as Director	For	For
8	Re-elect Rob Hattrell as Director	For	For
9	Re-elect Ivana Kirkbride as Director	For	For

## Future Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
10	Re-elect Alan Newman as Director	For	For
11	Re-elect Angela Seymour-Jackson as Director	For	For
12	Elect Sharjeel Suleman as Director	For	For
13	Reappoint Deloitte LLP as Auditors	For	For
14	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For
15	Authorise Issue of Equity	For	For
16	Authorise UK Political Donations and Expenditure	For	For
17	Approve Deferred Annual Bonus Plan	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
20	Authorise Market Purchase of Ordinary Shares	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

## Logista Integral SA

Meeting Date: 05/02/2025      Country: Spain  
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Approve Standalone Financial Statements	For	For
1.2	Approve Consolidated Financial Statements	For	For
2	Approve Non-Financial Information Statement	For	For
3	Approve Discharge of Board	For	For
4	Approve Allocation of Income and Dividends	For	For
5	Renew Appointment of Ernst & Young as Auditor	For	For

## Logista Integral SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6	Amend Article 11 Re: Board Term	For	For
7.1	Ratify Appointment of and Elect Celso Marciniuk as Director	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>			
7.2	Ratify Appointment of and Elect Cristina Ruiz Ortega as Director	For	For
7.3	Reelect Luis Isasi Fernandez de Bobadilla as Director	For	For
8	Approve Remuneration Policy	For	For
9	Advisory Vote on Remuneration Report	For	For
11	Authorize Board to Ratify and Execute Approved Resolutions	For	For

## TI Fluid Systems Plc

**Meeting Date:** 05/02/2025      **Country:** United Kingdom  
**Meeting Type:** Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Matters Relating to the Recommended Cash Acquisition of TI Fluid Systems plc by ABC Technologies Acquisitions Limited	For	For

## TI Fluid Systems Plc

**Meeting Date:** 05/02/2025      **Country:** United Kingdom  
**Meeting Type:** Court

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

# Accenture plc

**Meeting Date:** 06/02/2025

**Country:** Ireland

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Jaime Ardila	For	For
1b	Elect Director Martin Bruder Muller	For	For
1c	Elect Director Alan Jope	For	For
1d	Elect Director Nancy McKinstry	For	For
1e	Elect Director Jennifer Nason	For	For
1f	Elect Director Paula A. Price	For	For
1g	Elect Director Venkata (Murthy) Renduchintala	For	For
1h	Elect Director Arun Sarin	For	For
1i	Elect Director Julie Sweet	For	For
1j	Elect Director Tracey T. Travis	For	For
1k	Elect Director Masahiko Uotani	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify KPMG LLP as Auditors and Authorise Their Remuneration	For	For
4	Approve Capital Reduction of the Share Premium Account	For	For
5	Authorize Board to Issue Shares under Irish Law	For	For
6	Authorize the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	For	For
7	Determine Price Range for Reissuance of Treasury Shares	For	For

# The Sage Group plc.

**Meeting Date:** 06/02/2025

**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 Remuneration Policy	For	For
<i>Blended Rationale: A vote FOR is warranted as the Remuneration Policy and long-term incentive plan aim to make Sage's compensation packages more competitive, particularly for senior executives like the CEO and CFO, to attract and retain high-calibre talent in the technology sector. The proposals are designed to ensure that pay and incentives align with a global market, balancing shareholder interests with necessary compensation enhancements to remain competitive.</i>			
4	Approve Final Dividend	For	For
5	Re-elect Andrew Duff as Director	For	For
6	Re-elect John Bates as Director	For	For
7	Re-elect Jonathan Bewes as Director	For	For
8	Re-elect Maggie Chan Jones as Director	For	For
9	Re-elect Annette Court as Director	For	For
10	Re-elect Roisin Donnelly 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	Appoint KPMG 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 Long Term Incentive Plan	For	For
<i>Blended Rationale: Please see proposal 3.</i>			
18	Authorise Removal of Discretionary 5% Dilution Limit for Share Plans	For	For
19	Authorise Issue of Equity	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For

# The Sage Group plc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
22	Authorise Market Purchase of Ordinary Shares	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

# RWS Holdings Plc

Meeting Date: 11/02/2025	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
Blended Rationale: A vote FOR is warranted despite the concerns. We note the recent price weakness attributed to market fears regarding the new CEO and potential AI competition but this does not justify a vote against the Report at this time.			
3	Approve Final Dividend	For	For
4	Re-elect Paul Abbott as Director	For	For
5	Re-elect Andrew Brode as Director	For	For
6	Re-elect David Clayton as Director	For	For
7	Re-elect Graham Cooke as Director	For	For
8	Re-elect Candida Davies as Director	For	For
9	Re-elect Frances Earl as Director	For	For
10	Re-elect Julie Southern as Director	For	For
11	Re-elect Gordon Stuart as Director	For	For
12	Elect Benjamin Faes as Director	For	For
13	Reappoint Ernst & Young LLP as Auditors	For	For
14	Authorise Board to Fix Remuneration of Auditors	For	For
15	Authorise Issue of Equity	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	For	For

# RWS Holdings Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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

# easyJet Plc

Meeting Date: 13/02/2025	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
Blended Rationale: A vote FOR this item is considered warranted in the absence of material concerns.			
3	Approve Remuneration Report	For	For
4	Approve Final Dividend	For	For
5	Re-elect Sir Stephen Hester as Director	For	For
6	Re-elect Kenton Jarvis as Director	For	For
7	Re-elect Sue Clark as Director	For	For
8	Re-elect Catherine Bradley as Director	For	For
9	Re-elect Rianne van der Eijk as Director	For	For
10	Re-elect Harald Eisenacher as Director	For	For
11	Re-elect David Robbie as Director	For	For
12	Re-elect Detlef Trefzger as Director	For	For
13	Elect Jan De Raeymaeker as Director	For	For
14	Elect Julie Chakraverty as Director	For	For
15	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For



easyJet Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
17	Authorise UK Political Donations and Expenditure	For	For
18	Authorise Issue of Equity	For	For
19	Approve UK Sharesave Plan and International Sharesave Plan	For	For
20	Approve Share Incentive Plan and International Share Incentive Plan	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	For	For
22	Authorise Market Purchase of Ordinary Shares	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Capital One Financial Corporation

Meeting Date: 18/02/2025Country: USAMeeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Issue Shares in Connection with Merger	For	For
2	Adjourn Meeting	For	For

Siemens Energy AG

Meeting Date: 20/02/2025Country: GermanyMeeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Omission of Dividends	For	For
3.1	Approve Discharge of Management Board Member Christian Bruch for Fiscal Year 2023/24	For	For
3.2	Approve Discharge of Management Board Member Maria Ferraro for Fiscal Year 2023/24	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3.3	Approve Discharge of Management Board Member Karim Amin for Fiscal Year 2023/24	For	For
3.4	Approve Discharge of Management Board Member Tim Holt for Fiscal Year 2023/24	For	For
3.5	Approve Discharge of Management Board Member Anne-Laure Parrical de Chammard for Fiscal Year 2023/24	For	For
3.6	Approve Discharge of Management Board Member Vinod Philip for Fiscal Year 2023/24	For	For
4.1	Approve Discharge of Supervisory Board Member Joe Kaeser for Fiscal Year 2023/24	For	For
4.2	Approve Discharge of Supervisory Board Member Robert Kensbock for Fiscal Year 2023/24	For	For
4.3	Approve Discharge of Supervisory Board Member Hubert Lienhard for Fiscal Year 2023/24	For	For
4.4	Approve Discharge of Supervisory Board Member Guenter Augustat for Fiscal Year 2023/24	For	For
4.5	Approve Discharge of Supervisory Board Member Manfred Baereis for Fiscal Year 2023/24	For	For
4.6	Approve Discharge of Supervisory Board Member Manuel Bloemers for Fiscal Year 2023/24	For	For
4.7	Approve Discharge of Supervisory Board Member Christine Bortenlaenger for Fiscal Year 2023/24	For	For
4.8	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2023/24	For	For
4.9	Approve Discharge of Supervisory Board Member Andreas Feldmueller for Fiscal Year 2023/24	For	For
4.10	Approve Discharge of Supervisory Board Member Nadine Florian for Fiscal Year 2023/24	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4.11	Approve Discharge of Supervisory Board Member Sigmar Gabriel for Fiscal Year 2023/24	For	For
4.12	Approve Discharge of Supervisory Board Member Veronika Grimm (from Feb. 26, 2024) for Fiscal Year 2023/24	For	For
4.13	Approve Discharge of Supervisory Board Member Horst Hakelberg (until Feb. 26, 2024) for Fiscal Year 2023/24	For	For
4.14	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2023/24	For	For
4.15	Approve Discharge of Supervisory Board Member Simone Menne (from Feb. 26, 2024) for Fiscal Year 2023/24	For	For
4.16	Approve Discharge of Supervisory Board Member Hildegard Mueller for Fiscal Year 2023/24	For	For
4.17	Approve Discharge of Supervisory Board Member Laurence Mulliez for Fiscal Year 2023/24	For	For
4.18	Approve Discharge of Supervisory Board Member Thomas Pfann for Fiscal Year 2023/24	For	For
4.19	Approve Discharge of Supervisory Board Member Matthias Rebellius for Fiscal Year 2023/24	For	For
4.20	Approve Discharge of Supervisory Board Member Cornelia Schau (from Feb. 26, 2024) for Fiscal Year 2023/24	For	For
4.21	Approve Discharge of Supervisory Board Member Ralf Thomas (until Feb. 26, 2024) for Fiscal Year 2023/24	For	For
4.22	Approve Discharge of Supervisory Board Member Geisha Williams for Fiscal Year 2023/24	For	For
4.23	Approve Discharge of Supervisory Board Member Randy Zwirn (until Feb. 26, 2024) for Fiscal Year 2023/24	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2024/25	For	For
6	Approve Remuneration Report	For	For

# Siemens Energy AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
7	Approve Remuneration Policy	For	For
8.1	Elect Anja-Isabel Dotzenrath to the Supervisory Board	For	For
8.2	Elect Sigmar Gabriel to the Supervisory Board	For	For
8.3	Elect Joe Kaeser to the Supervisory Board	For	For
8.4	Elect Hubert Lienhard to the Supervisory Board	For	For
8.5	Elect Laurence Mulliez to the Supervisory Board	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is the Chair of the Audit Committee which is not fully independent.</i>			
8.6	Elect Matthias Rebellius to the Supervisory Board	For	For
8.7	Elect Geisha Williams to the Supervisory Board	For	For
8.8	Elect Feiyu Xu to the Supervisory Board	For	For
9	Approve Supervisory Board Remuneration Policy	For	For
10	Approve Virtual-Only Shareholder Meetings Until 2027	For	Against
<i>Blended Rationale: A vote against is warranted as shareholder rights are, or could be reduced: - Shareholders are asked to extend the authorization of the management board to hold virtual-only shareholder meetings until 2027. - The company has never held an in-person AGM, and the justifications for holding virtual-only meetings particularly during the years 2023-2025 are not considered compelling. - Except for in the case of the 2026 AGM specifically, the company does not elaborate on the circumstances under which virtual-only meetings would be held in the future; rather, decisions will be made on a case-by-case basis at the discretion of the board.</i>			

# Artemis Funds (Lux) - Short-Dated Global High Yield Bond Fund

Meeting Date: 24/02/2025      Country: Luxembourg  
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Approve Financial Statements	For	For
4	Approve Allocation of Income	For	For
5	Approve Discharge of Directors	For	For
6	Re-elect Henry Kelly, Hanna Duer, Jerome Wigny, Sheenagh Dougall and Stewart Brown as Directors	For	For
7	Approve Remuneration of Directors	For	For

## Artemis Funds (Lux) - Short-Dated Global High Yield Bond Fund

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
8	Renew Appointment of Deloitte as Auditor	For	For
9	Transact Other Business (Voting)	For	Against

Blended Rationale: A vote against is warranted because details of other business are not disclosed.

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

Meeting Date: 24/02/2025      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 Fiscal Year Ended 31/12/2024	For	For
2	Approve Auditors' Report on Company Financial Statements for Fiscal Year Ended 31/12/2024	For	For
3	Approve Internal Shariah Supervisory Committee Report for Fiscal Year Ended 31/12/2024	For	For
4	Accept Financial Statements and Statutory Reports for Fiscal Year Ended 31/12/2024	For	For
5	Approve Dividends of AED 1 per Share for Fiscal Year Ended 31/12/2024	For	For
6	Approve Remuneration of Directors for Fiscal Year Ended 31/12/2024	For	For
7	Approve Discharge of Directors for Fiscal Year Ended 31/12/2024	For	For
8	Approve Discharge of Auditors for Fiscal Year Ended 31/12/2024	For	For
9	Approve Appointment of Auditor and Fix His Remuneration for Fiscal 2025	For	For
10	Approve Membership Renewal of the Internal Shariah Supervision Committee Members	For	For
11	Elect Directors	For	Against

Blended Rationale: A vote against is warranted because the company has not provided information on this proposal.

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

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
12	Approve Board Proposal Re: Non-convertible Securities to be Issued by the Bank, Subject to Obtaining to Approvals from the Relevant Regulatory Authorities	For	For
13	Authorize Board and Any Authorized Person by the Board to Ratify and Execute Approved Resolutions	For	For

## Apple Inc.

Meeting Date: 25/02/2025      Country: USA  
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Wanda Austin	For	For
1b	Elect Director Tim Cook	For	For
1c	Elect Director Alex Gorsky	For	For
1d	Elect Director Andrea Jung	For	For
1e	Elect Director Art Levinson	For	For
1f	Elect Director Monica Lozano	For	For
1g	Elect Director Ron Sugar	For	For
1h	Elect Director Sue Wagner	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Report on Ethical AI Data Acquisition and Usage	Against	Against
5	Report on Child Safety Online	Against	Against
6	Consider Abolishing DEI Policies, Programs, Departments, and Goals	Against	Against
7	Report on Discrimination in Charitable Contributions	Against	Against

## On The Beach Group Plc

Meeting Date: 25/02/2025      Country: United Kingdom  
Meeting Type: Annual

# On The Beach Group Plc

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 Richard Pennycook as Director	For	For
5	Re-elect Simon Cooper as Director	For	For
6	Re-elect Shaun Morton as Director	For	For
7	Re-elect Elaine O'Donnell as Director	For	For
8	Re-elect Justine Greening as Director	For	For
9	Re-elect Zoe Harris as Director	For	For
10	Re-elect Veronica Sharma as Director	For	For
11	Re-elect Jon Wormald as Director	For	For
12	Elect Victoria Self as Director	For	For
13	Reappoint Ernst & Young LLP as Auditors	For	For
14	Authorise Board to Fix Remuneration of Auditors	For	For
15	Authorise Issue of Equity	For	For
16	Authorise UK Political Donations and Expenditure	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	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

# Victorian Plumbing Group Plc

Meeting Date: 25/02/2025

Country: United Kingdom

Meeting Type: Annual

# Victorian Plumbing Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
<i>Blended Rationale: A vote FOR is warranted as we found the executive pay rises reasonable, considering they were previously set too low. Additionally, we approve the Chair's RSUs since they were a one-off occurrence during the IPO and have not been repeated.</i>			
2	Reappoint Ernst & Young LLP as Auditors	For	For
3	Authorise Board to Fix Remuneration of Auditors	For	For
4	Approve Remuneration Policy	For	Abstain
<i>Blended Rationale: An abstention is warranted due to our dissatisfaction with the soft EPS hurdle rates for the new LTIP, which have not been published and are below consensus, and governance structure concerns. We also note the lack of board diversity and intend to revisit this matter next year if no improvements are made.</i>			
5	Approve Final Dividend	For	For
6	Re-elect Philip Bowcock as Director	For	For
7	Re-elect Mark Radcliffe as Director	For	For
8	Re-elect Daniel Barton as Director	For	For
9	Re-elect Damian Sanders as Director	For	For
10	Re-elect Dianne Walker as Director	For	For
11	Authorise Issue of Equity	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

# Chemring Group Plc

**Meeting Date:** 26/02/2025

**Country:** United Kingdom

**Meeting Type:** Annual

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



# Chemring Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Remuneration Policy	For	For
3	Approve Remuneration Report	For	For
4	Approve Final Dividend	For	For
5	Elect Tony Wood as Director	For	For
6	Re-elect Alpna Amar as Director	For	For
7	Re-elect Laurie Bowen as Director	For	For
8	Re-elect Sarah Ellard as Director	For	For
9	Re-elect Stephen King as Director	For	For
10	Re-elect Fiona MacAulay as Director	For	For
11	Re-elect James Mortensen as Director	For	For
12	Re-elect Michael Ord as Director	For	For
13	Reappoint KPMG LLP as Auditors	For	For
14	Authorise Board to Fix Remuneration of Auditors	For	For
15	Authorise UK Political Donations and Expenditure	For	For
16	Authorise Issue of Equity	For	For
17	Approve Long Term Incentive Plan	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
20	Authorise Market Purchase of Ordinary Shares	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

# Hologic Inc.

Meeting Date: 26/02/2025

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Stephen P. MacMillan	For	For
1b	Elect Director Charles J. Dockendorff	For	For
1c	Elect Director Ludwig N. Hantson	For	For
1d	Elect Director Martin Madaus	For	For
1e	Elect Director Nanaz Mohtashami	For	For
1f	Elect Director Christiana Stamoulis	For	For
1g	Elect Director Stacey D. Stewart	For	For
1h	Elect Director Amy M. Wendell	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Ernst & Young LLP as Auditors	For	For
4	Adopt Simple Majority Vote	None	For

Blended Rationale: Artemis supports a simple majority vote standard.

Abu Dhabi Commercial Bank

Meeting Date: 27/02/2025Country: United Arab Emirates  
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Board Report on Company Operations and Financial Position for FY 2024	For	For
2	Approve Auditors' Report on Company Financial Statements for FY 2024	For	For
3	Approve Internal Shariah Supervisory Committee Report for FY 2024	For	For
4	Appoint a Member to the Internal Shariah Supervisory Committee for a Period of Three Years	For	For

# Abu Dhabi Commercial Bank

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5	Approve Zakat per Share Calculated as per the Guidance of the Internal Shariah Supervisory Committee in Relation to the Shariah Compliant Business	For	For
6	Accept Financial Statements and Statutory Reports for FY 2024	For	For
7	Approve Dividends of AED 0.59 Per Share for FY 2024	For	For
8	Approve Remuneration of Directors Including Board Committees' Sitting Fees for FY 2024	For	For
9	Approve Discharge of Directors for FY 2024	For	For
10	Approve Discharge of Auditors for FY 2024	For	For
11	Ratify Auditors and Fix Their Remuneration for FY 2025	For	For
12.1	Ratify the Appointment of Khaldoun Al Mubarak as Director	For	Against
<i>Blended Rationale: A vote against is warranted because the company has not provided information on this proposal: - This lack of information with regards to candidates who are up for election, makes impossible the assessment of the level of independence of the future board composition and in turn does not warrant support for the ratification of the appointments of these directors.</i>			
12.2	Ratify the Appointment of Ahmed Al Mazrouee as Director	For	Against
<i>Blended Rationale: Refer to Resolution 12.1.</i>			
12.3	Ratify the Appointment of Carlos Obeed as Director	For	Against
<i>Blended Rationale: Refer to Resolution 12.1.</i>			
12.4	Ratify the Appointment of Saeed Al Mazrouee as Director	For	Against
<i>Blended Rationale: Refer to Resolution 12.1.</i>			
12.5	Ratify the Appointment of Khalid Al Suweedi as Director	For	Against
<i>Blended Rationale: Refer to Resolution 12.1.</i>			
12.6	Ratify the Appointment of Fatimah Al Naeemi as Director	For	Against
<i>Blended Rationale: Refer to Resolution 12.1.</i>			
12.7	Elect Zayid Al Nahayan as Director	None	Abstain
<i>Blended Rationale: A vote abstain is warranted because the company has not provided information on this proposal: - In the absence of sufficient information with regard to the candidates up for election, ABSTAIN votes for these proposals are warranted. Please note that against is not a valid vote option, hence the abstain.</i>			

# Abu Dhabi Commercial Bank

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
12.8	Elect Sultan Al Dhahiri as Director	None	Abstain
Blended Rationale: Refer to Resolution 12.7.			
12.9	Elect Ayshah Al Hallami as Director	None	Abstain
Blended Rationale: Refer to Resolution 12.7.			
12.10	Elect Huseen Al Nuwees as Director	None	Abstain
Blended Rationale: Refer to Resolution 12.7.			
12.11	Elect Khalid Khouri as Director	None	Abstain
Blended Rationale: Refer to Resolution 12.7.			
1	Authorize Renewal of the Bank's Debt Issuance Program and Create New Programs on Issuing Non-Convertible Securities into Shares Up to USD 8,000,000,000	For	For
2	Authorize Issuance of Debt Instrument on a Standalone Basis up to USD 2,000,000,000	For	For
3	Authorize Issuance of Debt Tier Capital instruments Including Additional Tier 1 Capital or Subordinated Tier 2 Capital with an Aggregate Face Amount of up to USD 2,000,000,000	For	For
4	Authorize Board, Committee Members, Officer or any Authorized Person to Issue Any Type of Sukuk/Non-Convertible Securities into Shares Up to USD 8,000,000,000, and to Determine the Terms of the Issuance	For	For

# Integrafin Holdings Plc

Meeting Date: 27/02/2025	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

# Integrafin Holdings Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Approve Remuneration Policy	For	For
<i>Blended Rationale: A vote FOR the Remuneration Policy and Combined Incentive Plan is considered warranted, although it is not without concern:• Under the Combined Incentive Plan, all awards will be subject to a one-year performance period, albeit with long-term underpins.• The Company is proposing to increase the maximum opportunity under the incentive plan from 100% to 200%. The main reasons for support are:• Performance is measured by long-term underpins, and by defined financial and non-financial targets, which makes the new plan less discretionary than the current incentive structure.• The overall time frame of the plan is five years, comprising the performance period, deferral period and a further holding period which aligns with market practice.• Importantly, the maximum opportunity is not high when compared to variable remuneration arrangements at other FTSE 250 constituents.• The plan features a high degree of share payment.</i>			
4	Approve Combined Incentive Plan	For	For
<i>Blended Rationale: Please see proposal 3.</i>			
5	Re-elect Richard Cranfield as Director	For	For
6	Re-elect Alexander Scott as Director	For	For
7	Re-elect Michael Howard as Director	For	For
8	Re-elect Euan Marshall as Director	For	For
9	Re-elect Caroline Banszky as Director	For	For
10	Re-elect Victoria Cochrane as Director	For	For
11	Elect Irene Brown as Director	For	For
12	Re-elect Rita Dhut as Director	For	For
13	Re-elect Charles Lister 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	Authorise Issue of Equity	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
20	Authorise Market Purchase of Ordinary Shares	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

# Quanex Building Products Corporation

Meeting Date: 27/02/2025      Country: USA  
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Susan F. Davis	For	Abstain
Blended Rationale: An abstention is warranted as there is a lack of diversity on the board.			
1.2	Elect Director Bradley E. Hughes	For	For
1.3	Elect Director Jason D. Lippert	For	For
1.4	Elect Director Donald R. Maier	For	For
1.5	Elect Director Manish M. Shah	For	For
1.6	Elect Director Amit Singhi	For	For
1.7	Elect Director William E. Waltz, Jr.	For	For
1.8	Elect Director George L. Wilson	For	Against
Blended Rationale: A vote against is warranted as the nominee serves as the Company's CEO and Chair and there is evidence of a poor approach on executive pay.			
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
Blended Rationale: A vote against is warranted because equity awards are not pro-rated upon change in control, or subject to single-trigger/auto-acceleration: - Single-trigger equity vesting acceleration. 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.			
3	Ratify Grant Thornton LLP as Auditors	For	For

# Tetra Tech, Inc.

Meeting Date: 27/02/2025      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 John M. Douglas	For	For
1D	Elect Director Prashant Gandhi	For	For
1E	Elect Director Christiana Obiaya	For	For

## Tetra Tech, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1F	Elect Director Kimberly E. Ritrievi	For	For
1G	Elect Director Kirsten M. Volpi	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

## Banco BPM SpA

Meeting Date: 28/02/2025Country: Italy  
Meeting Type: Ordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Authorizations Related to the Voluntary Tender Offer Launched by Banco BPM Vita	For	For

## The AZEK Company Inc.

Meeting Date: 28/02/2025Country: USA  
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Gary Hendrickson	For	For
1.2	Elect Director Jesse Singh	For	For
1.3	Elect Director Pamela Edwards	For	For
1.4	Elect Director Howard Heckes	For	For
1.5	Elect Director Vernon J. Nagel	For	For
1.6	Elect Director Harmit Singh	For	For
1.7	Elect Director Brian Spaly	For	For
1.8	Elect Director Fiona Tan	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

# The AZEK Company Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Amend Certificate of Incorporation to Eliminate Former Sponsors References	For	Against
<i>Blended Rationale: A vote against is warranted as shareholder rights are, or could be reduced: -the proposed amendments would continue to disallow shareholders the ability to act by written consent and to call for a special meeting.</i>			
5	Amend Certificate of Incorporation to Eliminate Sponsor Corporate Opportunity Waiver Provision	For	For
6	Amend Certificate of Incorporation to Eliminate Sponsor's Exemption from Certain Business Combination Restrictions	For	Against
<i>Blended Rationale: A vote against is warranted as shareholder rights are, or could be reduced: - Opting into Section 203 of the DGCL may discourage or limit takeover attempts and insulate management.</i>			



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

Authorised and Regulated by the Financial Conduct Authority