

# Voting February 2024

REPORTING PERIOD: 01/02/2024 to 29/02/2024

## Voting Statistics

	Total	Percent
Votable Meetings	24	
Meetings Voted	24	100.00%
Meetings with One or More Votes Against Management	5	20.83%
Votable Ballots	102	
Ballots Voted	102	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	200		9		209	
Proposals Voted	200	100.00%	9	100.00%	209	100.00%
FOR Votes	190	95.00%	2	22.22%	192	91.87%
AGAINST Votes	10	5.00%	7	77.78%	17	8.13%
ABSTAIN Votes	0	0.00%	0	0.00%	0	0.00%
WITHHOLD Votes	0	0.00%	0	0.00%	0	0.00%
Votes WITH Management	190	95.00%	7	77.78%	197	94.26%
Votes AGAINST Management	10	5.00%	2	22.22%	12	5.74%

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.

## The Sage Group plc

Meeting Date: 01/02/2024

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 Roisin Donnelly 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 Maggie Jones as Director	For	For
10	Re-elect Annette Court as Director	For	For
11	Re-elect Derek Harding as Director	For	For
12	Re-elect Steve Hare as Director	For	For

## The Sage Group plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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	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

## Banco do Brasil SA

**Meeting Date:** 02/02/2024

**Country:** Brazil

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve 2-for-1 Stock Split and Amend Article 7 Accordingly	For	For
2	Amend Articles	For	For
3	In the Event of a Second Call, Can the Voting Instructions Contained in this Proxy Card Be Considered Valid for the Second Call?	None	For

## Compania de Distribucion Integral Logista Holdings, SA

**Meeting Date:** 02/02/2024

**Country:** Spain

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Approve Standalone Financial Statements	For	For

# Compania de Distribucion Integral Logista Holdings, SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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	Change Company Name and Amend Article 1 Accordingly	For	For
6.1	Ratify Appointment of and Elect David Michael Tillekeratne 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>			
6.2	Ratify Appointment of and Elect Julia Lefevre as Director	For	For
6.3	Ratify Appointment of and Elect Teresa Paz-Ares Rodriguez as Director	For	For
6.4	Elect Manuel Gonzalez Cid as Director	For	For
6.5	Reelect Inigo Meiras Amusco as Director	For	For
6.6	Reelect Maria Echenique Moscoso del Prado as Director	For	For
6.7	Reelect Pilar Platero Sanz as Director	For	For
6.8	Reelect Richard Guy Hathaway as Director	For	For
7	Approve Remuneration Policy	For	For
8	Approve Long-Term Incentive Plan	For	For
9	Advisory Vote on Remuneration Report	For	For
11	Authorize Board to Ratify and Execute Approved Resolutions	For	For

# Powszechna Kasa Oszczednosci Bank Polski SA

**Meeting Date:** 02/02/2024

**Country:** Poland

**Meeting Type:** Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Elect Meeting Chairman	For	For
4	Approve Agenda of Meeting	For	For
5.1	Recall Supervisory Board Member	None	Against

*Blended Rationale: Votes AGAINST the shareholder proposals are warranted because: - The proponent has failed to disclose the names of the director to be recalled and the nominee to be elected; - The shareholder has not provided any sound justification behind the proposed changes to the supervisory board composition.*

# Powszechna Kasa Oszczednosci Bank Polski SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5.2	Elect Supervisory Board Member	None	Against
<i>Blended Rationale: Votes AGAINST the shareholder proposals are warranted because: - The proponent has failed to disclose the names of the director to be recalled and the nominee to be elected; - The shareholder has not provided any sound justification behind the proposed changes to the supervisory board composition.</i>			
6	Approve Collective Suitability Assessment of Supervisory Board Members	None	Against
<i>Blended Rationale: A vote AGAINST this item is warranted in line with the negative vote recommendations to the shareholders' proposals under Items 5.1, 5.2, and 6.</i>			
7	Approve Decision on Covering Costs of Convocation of EGM	None	Against
<i>Blended Rationale: A vote AGAINST this item is warranted in line with the negative vote recommendations to the shareholders' proposals under Items 5.1, 5.2, and 6.</i>			

## QinetiQ Group plc

**Meeting Date:** 06/02/2024

**Country:** United Kingdom

**Meeting Type:** Special

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

## Future Plc

**Meeting Date:** 07/02/2024

**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	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 Penny Ladkin-Brand 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 Ivana Kirkbride 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	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

## Jumbo SA

**Meeting Date:** 07/02/2024

**Country:** Greece

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Special Dividend	For	For

## easyJet Plc

**Meeting Date:** 08/02/2024

**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

## easyJet Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Re-elect Sir Stephen Hester as Director	For	For
5	Re-elect Johan Lundgren as Director	For	For
6	Re-elect Kenton Jarvis as Director	For	For
7	Re-elect Catherine Bradley as Director	For	For
8	Re-elect Rianne van der Eijk as Director	For	For
9	Re-elect Harald Eisenacher as Director	For	For
10	Re-elect Sheikh Mansurah Tal-At Mannings as Director	For	For
11	Re-elect David Robbie as Director	For	For
12	Re-elect Detlef Trefzger as Director	For	For
13	Elect Sue Clark as Director	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
15	Authorise the Audit 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 Market Purchase of Ordinary Shares	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

## Mears Group Plc

**Meeting Date:** 12/02/2024

**Country:** United Kingdom

**Meeting Type:** Special

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

## R.E.A. Holdings Plc

**Meeting Date:** 12/02/2024

**Country:** United Kingdom

**Meeting Type:** Special

## R.E.A. Holdings Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve the Proposed Further Investment by PT Dharma Satya Nusantara Tbk in PT REA Kaltim Plantations, the Potential Sale of PT Cipta Davia Mandiri and the Proposed Intra-Group Sale and Purchase of PT Prasetia Utama	For	For

## Carr's Group Plc

Meeting Date: 20/02/2024

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 Tim Jones as Director	For	For
4	Re-elect David White as Director	For	For
5	Elect Martin Rowland as Director	For	For
6	Re-elect Ian Wood as Director	For	For
7	Re-elect Shelagh Hancock as Director	For	For
8	Re-elect Stuart Lorimer as Director	For	For
9	Elect Gillian Watson as Director	For	For
10	Reappoint Grant Thornton UK LLP as Auditors	For	For
11	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
12	Approve Remuneration Report	For	For
13	Approve Remuneration Policy	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



# Infosys Limited

**Meeting Date:** 20/02/2024

**Country:** India

**Meeting Type:** Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Elect Nitin Keshav Paranjpe as Director	For	For
2	Reelect Chitra Nayak as Director	For	For

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

**Meeting Date:** 21/02/2024

**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 31/12/2023	For	For
2	Approve Auditors' Report on Company Financial Statements for Fiscal Year Ended 31/12/2023	For	For
3	Approve Internal Shariah Supervisory Committee Report for Fiscal Year Ended 31/12/2023	For	For
4	Accept Financial Statements and Statutory Reports for Fiscal Year Ended 31/12/2023	For	For
5	Approve Dividends of AED 1.20 per Share for Fiscal Year Ended 31/12/2023	For	For
6	Approve Remuneration of Directors for Fiscal Year Ended 31/12/2023	For	For
7	Approve Discharge of Directors for Fiscal Year Ended 31/12/2023	For	For
8	Approve Discharge of Auditors for Fiscal Year Ended 31/12/2023	For	For
9	Approve Appointment of Auditor and Fix His Remuneration for Fiscal 2024	For	For
10	Approve Board Proposal Re: Non-convertible Securities to be Issued by the Bank	For	For
11	Authorize Board and Any Authorized Person by the Board to Ratify and Execute Approved Resolutions	For	For

## RWS Holdings Plc

Meeting Date: 22/02/2024

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 Julie Southern 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 Frances Earl as Director	For	For
8	Re-elect Gordon Stuart as Director	For	For
9	Re-elect Ian El-Mokadem as Director	For	For
10	Re-elect Candida Davies as Director	For	For
11	Elect Paul Abbott as Director	For	For
12	Elect Graham Cooke 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
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

## Chemring Group Plc

Meeting Date: 23/02/2024

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

## Chemring Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Approve Final Dividend	For	For
4	Re-elect Carl-Peter Forster as Director	For	For
5	Elect Alpna Amar as Director	For	For
6	Re-elect Laurie Bowen as Director	For	For
7	Re-elect Andrew Davies 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	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	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

## Bank of China Limited

**Meeting Date:** 26/02/2024

**Country:** China

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Elect Zhang Yi as Director	For	For
2	Elect Lou Xiaohui as Director	For	For
3	Elect Liu Xiaolei as Director	For	For
4	Approve Issuance Quota and Issuance Arrangement of Total Loss-Absorbing Capacity Non-Capital Bonds	For	For

## LXI REIT PLC

**Meeting Date:** 27/02/2024

**Country:** United Kingdom

**Meeting Type:** Court

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

## LXI REIT PLC

**Meeting Date:** 27/02/2024

**Country:** United Kingdom

**Meeting Type:** Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Matters Relating to the All-Share Merger of LXi REIT Plc and LondonMetric Property Plc	For	For

## Apple Inc.

**Meeting Date:** 28/02/2024

**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 Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	Against	Against
5	Report on Standards and Procedures to Curate App Content	Against	Against

## Apple Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6	Report on Median Gender/Racial Pay Gap	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted, as median pay gap statistics would allow shareholders to better compare and measure the progress of the company's diversity and inclusion initiatives.</i>			
7	Report on Use of Artificial Intelligence	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted. The company's lack of disclosure regarding AI limits shareholders' ability to evaluate the risks associated with the use of AI or the actions the company is potentially taking to mitigate those risks. Improved transparency and the disclosure of an ethical guideline may alleviate shareholder concerns.</i>			
8	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	Against	Against

## Bank of Communications Co., Ltd.

**Meeting Date:** 28/02/2024

**Country:** China

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Amendments to the Authorization to the Board by the General Meeting	For	Against
<i>Blended Rationale: A vote against is warranted because the company has not provided information on this proposal.: - The bank has not specified the details and the provisions covered under the proposed amendments.</i>			
2	Approve Issuance Quota of Financial Bonds	For	For
3	Approve Remuneration Plan of the Directors	For	For
4	Approve Remuneration Plan of the Supervisors	For	For

## China Suntien Green Energy Corporation Limited

**Meeting Date:** 28/02/2024

**Country:** China

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve 2023 Restricted A Share Incentive Scheme of the Company (Draft) and Its Summary	For	Against
<i>Blended Rationale: A vote against is warranted because the vesting period is less than 3 years:- Vesting period is 24 months.</i>			

# China Suntien Green Energy Corporation Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Administrative Measures for the 2023 Restricted A Share Incentive Scheme of the Company <i>Blended Rationale: Refer to Item 1.</i>	For	Against
3	Approve Administrative Measures for the Appraisal for Implementation of the 2023 Restricted A Share Incentive Scheme of the Company <i>Blended Rationale: Refer to Item 1.</i>	For	Against
4	Authorize Board and Its Delegated Persons to Deal with All Matters in Relation to the Restricted Share Incentive Scheme <i>Blended Rationale: Refer to Item 1.</i>	For	Against
5	Elect Tan Jian Xin as Director	For	For
6	Elect Chan Yik Pun as Director	For	For

# China Suntien Green Energy Corporation Limited

**Meeting Date:** 28/02/2024

**Country:** China

**Meeting Type:** Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve 2023 Restricted A Share Incentive Scheme of the Company (Draft) and Its Summary <i>Blended Rationale: A vote against is warranted because the vesting period is less than 3 years:- Vesting period is 24 months.</i>	For	Against
2	Approve Administrative Measures for the 2023 Restricted A Share Incentive Scheme of the Company <i>Blended Rationale: Refer to Item 1.</i>	For	Against
3	Approve Administrative Measures for the Appraisal for Implementation of the 2023 Restricted A Share Incentive Scheme of the Company <i>Blended Rationale: Refer to Item 1.</i>	For	Against
4	Authorize Board and Its Delegated Persons to Deal with All Matters in Relation to the Restricted Share Incentive Scheme <i>Blended Rationale: Refer to Item 1.</i>	For	Against

# Industrial and Commercial Bank of China Limited

**Meeting Date:** 29/02/2024

**Country:** China

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Elect Zhang Wenwu as Director	For	For
2	Elect Murray Horn as Director	For	For
3	Approve Issuance Amount of Total Loss-Absorbing Capacity Non-Capital Debt Instruments	For	For
4	Approve Fixed Asset Investment Budget	For	For

# Tetra Tech, Inc.

**Meeting Date:** 29/02/2024

**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 Kirsten M. Volpi	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

Source: Artemis, Institutional Shareholder Services (ISS)

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