

Voting July 2023

REPORTING PERIOD: 01/07/2023 to 31/07/2023

Voting Statistics

	Total	Percent
Votable Meetings	43	
Meetings Voted	43	100.00%
Meetings with One or More Votes Against Management	14	32.56%
Votable Ballots	193	
Ballots Voted	192	99.48%

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	555		1		556	
Proposals Voted	555	100.00%	1	100.00%	556	100.00%
FOR Votes	530	95.50%	0	0.00%	530	95.32%
AGAINST Votes	24	4.32%	1	100.00%	25	4.50%
ABSTAIN Votes	1	0.18%	0	0.00%	1	0.18%
WITHHOLD Votes	0	0.00%	0	0.00%	0	0.00%
Votes WITH Management	532	95.86%	1	100.00%	533	95.86%
Votes AGAINST Management	25	4.50%	0	0.00%	25	4.50%

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.

Airtel Africa Plc

Meeting Date: 04/07/2023

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 Remuneration Policy	For	Against
<p><i>Blended Rationale: A vote AGAINST this item is considered warranted because the proposed policy would allow for considerable increases to the quantum of ED remuneration packages. Namely, the maximum LTIP award level is to increase from 200% for all EDs to 300% of base salary for the CEO and 250% for the CFO. Additionally, the proposed policy introduces a facility for a one-off exceptional award opportunity, capped at 100% of base salary, to incentivise a strategic initiative. The remuneration policy also includes non-performance based restricted units within the compensation mix. Performance shares are also featured, which runs counter to best market practice.</i></p>			
4	Amend Long-Term Incentive Plan	For	Against
<p><i>Blended Rationale: In line with the recommendation on Item 3, a vote AGAINST the proposal to allow for special awards to be granted to selected individuals is considered warranted.</i></p>			
5	Approve Final Dividend	For	For
6	Re-elect Sunil Bharti Mittal as Director	For	Against

Blended Rationale: A vote against is warranted as there is a lack of diversity on the board.

Airtel Africa Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
7	Re-elect Olusegun Ogunsanya as Director	For	For
8	Re-elect Jaideep Paul as Director	For	For
9	Re-elect Andrew Green as Director	For	For
10	Re-elect Awuneba Ajumogobia as Director	For	For
11	Re-elect Douglas Baillie as Director	For	For
12	Re-elect John Danilovich as Director	For	For
13	Re-elect Tsega Gebreyes as Director	For	For
14	Re-elect Annika Poutiainen as Director	For	For
15	Re-elect Ravi Rajagopal as Director	For	For
16	Re-elect Kelly Rosmarin as Director	For	For
17	Re-elect Akhil Gupta as Director	For	For
18	Re-elect Shravin Bharti Mittal as Director	For	For
19	Reappoint Deloitte LLP as Auditors	For	For
20	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For
21	Authorise UK Political Donations and Expenditure	For	For
22	Authorise Issue of Equity	For	For
23	Authorise Issue of Equity without Pre-emptive Rights	For	For
24	Authorise Market Purchase of Ordinary Shares	For	For
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
26	Approve Capital Reduction by Cancellation of All Deferred Shares	For	For

AdvancedAdvT Ltd.

Meeting Date: 05/07/2023

Country: Virgin Isl (UK)

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Elect Vin Murria as Director	For	Against

AdvancedAdvT Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
<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. A vote against is warranted as the nominee serves as the Company's CEO and Chair and no suitable explanation has been given. A lead/senior independent director should also be appointed. Note that: the Company has not made its Annual Report and Accounts for the year ended 30 June 2023 available on the website at the time of this report. The information on this analysis was mainly based on the Company's website and corporate documents previously published by the Company.</i>			
2	Elect Gavin Hugill as Director	For	For
3	Elect Karen Chandler as Director	For	For
4	Elect Mark Watts as Director	For	For
5	Ratify Baker Tilly Channel Islands Limited as Auditors	For	For
6	Authorise Board to Fix Remuneration of Auditors	For	Against
<i>Blended Rationale: A vote against is warranted because the company has not provided information on this proposal:- Information on the fees paid to the auditors in respect of the year under review is not currently available. This information is essential to shareholders to assist in their judgement of the extent to which the auditors provide audit services to the Company.</i>			

Jumbo SA

Meeting Date: 05/07/2023

Country: Greece

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
4	Approve Allocation of Income and Distribution of Dividends	For	For
5	Approve Management of Company and Grant Discharge to Auditors	For	For
6	Approve Remuneration of Board Members	For	For
7	Advisory Vote on Remuneration Report	For	For
8	Approve Remuneration Policy	For	For
9.1	Elect Apostolos Evangelos Vakakis as Director	For	For
9.2	Elect Konstantina Demiri as Director	For	For
9.3	Elect Polys Polycarpou as Director	For	For
9.4	Elect Sofia Vakaki as Director	For	For
9.5	Elect Dimitrios Kerameus as Director	For	For
9.6	Elect Nikolaos Velissariou as Director	For	For
9.7	Elect Evanthia Andrianou as Independent Director	For	For

Jumbo SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
9.8	Elect Fotios Tzigkos as Independent Director	For	For
9.9	Elect Marios Lasanianos as Independent Director	For	For
9.10	Elect Savvas Kaouras as Independent Director	For	For
9.11	Elect Charalampos (Babis) Pandis as Independent Director	For	For
9.12	Elect Argyro Athanasiou as Independent Director	For	For
9.13	Elect Efthymia Deli as Independent Director	For	For
10	Approve Type, Term and Composition of the Audit Committee	For	For
11	Approve Auditors and Fix Their Remuneration	For	For

Workspace Group Plc

Meeting Date: 06/07/2023

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 Graham Clemett as Director	For	For
6	Re-elect David Benson as Director	For	For
7	Re-elect Rosie Shapland as Director	For	For
8	Re-elect Lesley-Ann Nash as Director	For	For
9	Re-elect Duncan Owen as Director	For	For
10	Re-elect Manju Malhotra as Director	For	For
11	Re-elect Nick Mackenzie as Director	For	For
12	Reappoint KPMG LLP as Auditors	For	For
13	Authorise Board to Fix Remuneration of Auditors	For	For
14	Authorise Issue of Equity	For	For
15	Authorise UK Political Donations and Expenditure	For	For

Workspace Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
16	Authorise Issue of Equity without Pre-emptive Rights	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

Foxconn Industrial Internet Co., Ltd.

Meeting Date: 07/07/2023

Country: China

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Zheng Hongmeng as Director	For	For
1.2	Elect Li Junqi as Director	For	For
1.3	Elect Liu Junjie as Director	For	For
1.4	Elect Ding Zhaobang as Director	For	For
2.1	Elect Li Xin as Director	For	For
2.2	Elect Li Dan as Director	For	For
2.3	Elect Liao Cuiping as Director	For	For
3.1	Elect Zhang Zhanwu as Supervisor	For	For
3.2	Elect Chen Zihua as Supervisor	For	For

Burberry Group Plc

Meeting Date: 12/07/2023

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 Gerry Murphy as Director	For	For
6	Re-elect Jonathan Akeroyd as Director	For	For
7	Re-elect Orna NiChionna as Director	For	For

Burberry Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
8	Re-elect Fabiola Arredondo as Director	For	For
9	Re-elect Sam Fischer as Director	For	For
10	Re-elect Ron Frasch as Director	For	For
11	Re-elect Danuta Gray as Director	For	For
12	Re-elect Debra Lee as Director	For	For
13	Re-elect Antoine de Saint-Affrique as Director	For	For
14	Elect Alan Stewart as Director	For	For
15	Reappoint Ernst & Young LLP as Auditors	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
17	Authorise UK Political Donations and Expenditure	For	For
18	Authorise Issue of Equity	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	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

C&C Group Plc

Meeting Date: 13/07/2023

Country: Ireland

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
3a	Re-elect Patrick McMahon as Director	For	For
3b	Re-elect Ralph Findlay as Director	For	For
3c	Re-elect Vineet Bhalla as Director	For	For
3d	Re-elect Jill Caseberry as Director	For	For
3e	Re-elect Vincent Crowley as Director	For	For
3f	Elect John Gibney as Director	For	For
4	Authorise Board to Fix Remuneration of Auditors	For	For
5	Approve Remuneration Report	For	For

C&C Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6	Authorise Issue of Equity	For	For
7	Authorise Issue of Equity without Pre-emptive Rights	For	For
8	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
9	Authorise Market Purchase of Ordinary Shares	For	For
10	Authorise the Company to Determine the Price Range at which Treasury Shares may be Re-issued Off-Market	For	For

Dr. Martens Plc

Meeting Date: 13/07/2023

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 Andrew Harrison as Director	For	For
5	Re-elect Paul Mason as Director	For	For
6	Re-elect Kenny Wilson as Director	For	For
7	Re-elect Jon Mortimore as Director	For	For
8	Re-elect Ian Rogers as Director	For	For
9	Re-elect Ije Nworie as Director	For	For
10	Re-elect Lynne Weedall as Director	For	For
11	Re-elect Robyn Perriss as Director	For	For
12	Re-elect Tara Alhadeff as Director	For	For
13	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
14	Authorise the Audit and Risk Committee 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

Dr. Martens Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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	Approve Waiver of Rule 9 of the Takeover Code	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

RS Group Plc

Meeting Date: 13/07/2023

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 the remuneration report is warranted because shareholders may question the Remuneration Committee's use of discretion to allow the former CFO and Acting CEO, David Egan, to receive his 2020 LTIP, deferred bonus awards and the cash element of his FY2022/23 bonus, given that the Company has not characterised him as a 'good leaver'. Given the nature and circumstances surrounding his resignation, the use of discretion appears controversial and there is a lack of sufficiently compelling rationale to help explain how it has been applied. The Company's Remuneration Policy received significant shareholder dissent at the 2022 AGM (c. 39% against), which has been attributed to concerns in connection with the one-off J2G award proposed under the 2022 policy. Despite the level of dissent recorded, no material actions have been taken to address the underlying concerns raised and the Company has recently made an award to the new CEO under the J2G on materially unchanged terms.</i>			
3	Approve Final Dividend	For	For
4	Re-elect Alex Baldock as Director	For	For
5	Re-elect Louisa Burdett as Director	For	For
6	Re-elect Rona Fairhead as Director	For	For
7	Re-elect Navneet Kapoor as Director	For	For
8	Re-elect Bessie Lee as Director	For	For
9	Re-elect Simon Pryce as Director	For	For
10	Re-elect David Sleath as Director	For	For
11	Re-elect Joan Wainwright 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

RS Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Suedzucker AG

Meeting Date: 13/07/2023

Country: Germany

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 0.70 per Share	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022/23	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022/23	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2023/24 and for the Review of Interim Financial Statements	For	For
6	Elect Claudia Suessenbacher to the Supervisory Board	For	For
7	Approve Remuneration Report	For	Against
<p><i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company. - There is only limited ex-post disclosure to explain the evolution of variable payouts versus company performance. - No disclosure is provided for fiscal 2022/23 (the year under review), which deviates from common market practice and from SRD II stating that granted and earned remuneration should be reported on. Furthermore, specific underlying performance conditions to assess and determine the strategic modifier under the 2021 remuneration system are not disclosed. - Kirchberg has been receiving a transitional allowance that is limited to 24 months. No further information has been provided, such as the amounts to be paid nor why such an allowance was deemed necessary given that his contract merely expired. The lack of disclosure surrounding these undisclosed allowances raises concerns.</i></p>			
8	Approve Remuneration Policy	For	Against
<p><i>Blended Rationale: A vote against is warranted because the performance period is less than 3 years: - Performance conditions assessed over 12-36 months</i></p>			
9	Approve Creation of EUR 20 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	For

Suedzucker AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
10	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 500 Million; Approve Creation of EUR 15 Million Pool of Capital to Guarantee Conversion Rights	For	For
11	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For
12	Authorize Use of Financial Derivatives when Repurchasing Shares	For	For
13	Amend Articles Re: Transactions Requiring Approval	For	For
14.1	Approve Remuneration of Audit Committee	For	For
14.2	Approve Company Car for Supervisory Board Chair	For	For
14.3	Amend Articles Re: Prorating of Supervisory Board Remuneration	For	For
14.4	Approve Remuneration of Supervisory Board	For	For
15	Approve Virtual-Only Shareholder Meetings Until 2026	For	For
16	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	For

NetDragon Websoft Holdings Limited

Meeting Date: 14/07/2023

Country: Cayman Islands

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Merger Agreement and Related Transactions	For	For

ChargePoint Holdings, Inc.

Meeting Date: 18/07/2023

Country: USA

Meeting Type: Annual

ChargePoint Holdings, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Pasquale Romano	For	For
1.2	Elect Director Elaine L. Chao	For	For
1.3	Elect Director Bruce Chizen	For	For
<i>Blended Rationale: A vote FOR is warranted given that the company only came into the market last year.</i>			
1.4	Elect Director Michael Linse	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Abstain
<i>Blended Rationale: An abstention is warranted because although salaries and bonuses are relatively low, restricted stock grants remain significant. Stock is either time-based or performance-based but vesting will begin in June 2024 which is less than 3 years.</i>			
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	For	For

Nationwide Building Society

Meeting Date: 19/07/2023

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	Reappoint Ernst & Young LLP as Auditors	For	For
4	Elect Tracey Graham as Director	For	For
5	Elect Sally Orton as Director	For	For
6	Re-elect Debbie Crosbie as Director	For	For
7	Re-elect Albert Hitchcock as Director	For	For
8	Re-elect Alan Keir as Director	For	For
9	Re-elect Debbie Klein as Director	For	For
10	Re-elect Kevin Parry as Director	For	For
11	Re-elect Tamara Rajah as Director	For	For
12	Re-elect Chris Rhodes as Director	For	For
13	Re-elect Gillian Riley as Director	For	For
14	Re-elect Phil Rivett as Director	For	For

Fuller, Smith & Turner Plc

Meeting Date: 20/07/2023

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 Report	For	For
4	Elect Dawn Browne as Director	For	For
5	Re-elect Helen Jones as Director	For	For
6	Re-elect Robin Rowland as Director	For	For
7	Re-elect Juliette Stacey as Director	For	For
8	Reappoint Ernst & Young LLP as Auditors	For	For
9	Authorise Board to Fix Remuneration of Auditors	For	For
10	Authorise Issue of Equity	For	For
11	Authorise Issue of Equity without Pre-emptive Rights	For	For
12	Authorise Market Purchase of A Ordinary Shares	For	For
13	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

GB Group Plc

Meeting Date: 20/07/2023

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 Richard Longdon as Director	For	For
4	Re-elect Christopher Clark as Director	For	For
5	Re-elect Natalie Gammon as Director	For	For

GB Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6	Approve Remuneration Report	For	Against
<i>Blended Rationale: A vote against is warranted because the performance conditions have been amended retrospectively: - During the year, the Remuneration Committee removed the performance conditions on the second and third tranches of the CFO's Compensatory Options. The retrospective amendment of performance criteria linked to in-flight LTIP awards is not considered in line with recommended best practice, notwithstanding the Company's rationale. Due to this amendment, the second tranche of the options vested in full on 17 May 2023.</i>			
7	Appoint PWC as Auditors	For	For
8	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	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

Halma Plc

Meeting Date: 20/07/2023

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 Report	For	For
4	Elect Steve Gunning as Director	For	For
5	Re-elect Dame Louise Makin as Director	For	For
6	Re-elect Marc Ronchetti as Director	For	For
7	Re-elect Jennifer Ward as Director	For	For
8	Re-elect Carole Cran as Director	For	For
9	Re-elect Jo Harlow as Director	For	For
10	Re-elect Dharmash Mistry as Director	For	For
11	Re-elect Sharmila Nebhrajani as Director	For	For
12	Re-elect Tony Rice as Director	For	For
13	Re-elect Roy Twite as Director	For	For

Halma Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
14	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
15	Authorise Board to Fix Remuneration of Auditors	For	For
16	Authorise Issue of Equity	For	For
17	Authorise UK Political Donations and Expenditure	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

Intermediate Capital Group Plc

Meeting Date: 20/07/2023

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 Remuneration Policy	For	For
<i>Blended Rationale: A vote FOR this item is considered warranted, although it is not without concern for shareholders. The remuneration framework is weighted towards achievement of single year targets and allows for potentially substantial variable award opportunity. The maximum opportunities are being amended from absolute amounts to multiples of salary, which draws concerns on future salary increases. The main reasons for support are that the variable pay scheme continues to incorporate significant deferral requirements; the proposed salary increases, during this policy life, do not translate into material increases in the revised limits on comparable terms; and that no other changes are proposed to the remuneration policy.</i>			
4	Reappoint Ernst & Young LLP as Auditors	For	For
5	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
6	Approve Final Dividend	For	For
7	Elect William Rucker as Director	For	For
8	Re-elect Benoit Durteste as Director	For	For
9	Re-elect Antje Hensel-Roth as Director	For	For
10	Re-elect Andrew Sykes as Director	For	For
11	Re-elect Virginia Holmes as Director	For	For

Intermediate Capital Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
12	Re-elect Rosemary Leith as Director	For	For
13	Re-elect Matthew Lester as Director	For	For
14	Re-elect Michael Nelligan as Director	For	For
15	Re-elect Amy Schioldager as Director	For	For
16	Re-elect Stephen Welton as Director	For	For
17	Elect David Bicarregui as Director	For	For
18	Authorise Issue of Equity	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 Market Purchase of Ordinary Shares	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Lenovo Group Limited

Meeting Date: 20/07/2023

Country: Hong Kong

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
3a	Elect Yang Yuanqing as Director	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee serves as the Company's CEO and Chair and no suitable explanation has been given.</i>			
3b	Elect Zhu Linan as Director	For	For
3c	Elect William O. Grabe as Director	For	For
3d	Elect Yang Lan as Director	For	For
3e	Approve Directors' Fees	For	For
4	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	For	For

Lenovo Group Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	Against
<i>Blended Rationale: A vote AGAINST these resolutions is warranted for the following: - The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. - The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>			
6	Authorize Repurchase of Issued Share Capital	For	For
7	Authorize Reissuance of Repurchased Shares	For	Against
<i>Blended Rationale: A vote AGAINST these resolutions is warranted for the following: - The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. - The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>			

Northern Trust Global - The US Dollar Fund

Meeting Date: 20/07/2023 **Country:** Ireland
Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Amendments to the Constitution of the Company	For	For

Northern Trust Global Funds Plc - Sterling Fund (the)

Meeting Date: 20/07/2023 **Country:** Ireland
Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Amendments to the Constitution of the Company	For	For

QinetiQ Group plc

Meeting Date: 20/07/2023 **Country:** United Kingdom
Meeting Type: Annual

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

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Remuneration Report	For	Against
<i>Blended Rationale: A vote against is warranted because the performance period is less than 3 years: - Deferred share-based element is based on the satisfaction of pre-grant annual performance assessment.</i>			
3	Approve Remuneration Policy	For	For
4	Approve Final Dividend	For	For
5	Elect Steve Mogford as Director	For	For
6	Re-elect Carol Borg as Director	For	For
7	Re-elect Shonaid Jemmett-Page as Director	For	For
8	Re-elect Neil Johnson as Director	For	For
9	Re-elect Sir Gordon Messenger as Director	For	For
10	Re-elect Lawrence Prior III as Director	For	For
11	Re-elect Susan Searle as Director	For	Against
<i>Blended Rationale: A vote against is warranted as there are ongoing issues with remuneration.</i>			
12	Re-elect Steve Wadey as Director	For	For
13	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
15	Authorise UK Political Donations and Expenditure	For	For
16	Approve Annual Bonus Plan	For	For
17	Approve Long-Term Performance Award Plan	For	For
18	Authorise Issue of Equity	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 Market Purchase of Ordinary Shares	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

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

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Remuneration Report	For	For
<i>Blended Rationale: A vote FOR is warranted as although the quantum has increased, the proposed scheme is preferred to the previous one because it is based on long term performance.</i>			
3	Approve Remuneration Policy	For	For
4	Approve Final Dividend	For	For
5	Elect Steve Mogford as Director	For	For
6	Re-elect Carol Borg as Director	For	For
7	Re-elect Shonaid Jemmett-Page as Director	For	For
8	Re-elect Neil Johnson as Director	For	For
9	Re-elect Sir Gordon Messenger as Director	For	For
10	Re-elect Lawrence Prior III as Director	For	For
11	Re-elect Susan Searle as Director	For	For
<i>Blended Rationale: A vote FOR this director is warranted as no significant concerns have been identified.</i>			
12	Re-elect Steve Wadey as Director	For	For
13	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
15	Authorise UK Political Donations and Expenditure	For	For
16	Approve Annual Bonus Plan	For	For
17	Approve Long-Term Performance Award Plan	For	For
18	Authorise Issue of Equity	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 Market Purchase of Ordinary Shares	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

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 Gregor Alexander as Director	For	For
5	Re-elect Lady Elish Angiolini as Director	For	For
6	Re-elect John Bason as Director	For	For
7	Re-elect Tony Cocker as Director	For	For
8	Re-elect Debbie Crosbie as Director	For	For
9	Re-elect Helen Mahy as Director	For	For
10	Re-elect Sir John Manzoni as Director	For	For
11	Re-elect Alistair Phillips-Davies as Director	For	For
12	Re-elect Martin Pibworth as Director	For	For
13	Re-elect Melanie Smith as Director	For	For
14	Re-elect Dame Angela Strank as Director	For	For
15	Reappoint Ernst & Young LLP as Auditors	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
17	Approve Net Zero Transition Report	For	For
18	Authorise Issue of Equity	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 Market Purchase of Ordinary Shares	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

FirstGroup 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 Sally Cabrini as Director	For	For
5	Re-elect Myrtle Dawes as Director	For	For
6	Re-elect Anthony Green as Director	For	For
7	Re-elect Claire Hawkings as Director	For	For
8	Re-elect Jane Lodge as Director	For	For
9	Re-elect Peter Lynas as Director	For	For
10	Re-elect Ryan Mangold as Director	For	For
11	Re-elect David Martin as Director	For	For
12	Re-elect Graham Sutherland as Director	For	For
13	Reappoint PricewaterhouseCoopers 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
19	Authorise UK Political Donations and Expenditure	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

McKesson Corporation

Meeting Date: 21/07/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Richard H. Carmona	For	For

McKesson Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1b	Elect Director Dominic J. Caruso	For	For
1c	Elect Director W. Roy Dunbar	For	For
1d	Elect Director James H. Hinton	For	For
1e	Elect Director Donald R. Knauss	For	For
1f	Elect Director Bradley E. Lerman	For	For
1g	Elect Director Linda P. Mantia	For	For
1h	Elect Director Maria Martinez	For	For
1i	Elect Director Susan R. Salka	For	For
1j	Elect Director Brian S. Tyler	For	For
1k	Elect Director Kathleen Wilson-Thompson	For	For
2	Ratify Deloitte & Touche LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Advisory Vote on Say on Pay Frequency	One Year	One Year
<hr/> <i>Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.</i>			
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	Against

Linde Plc

Meeting Date: 24/07/2023

Country: Ireland

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Stephen F. Angel	For	For
1b	Elect Director Sanjiv Lamba	For	For
1c	Elect Director Ann-Kristin Achleitner	For	For
1d	Elect Director Thomas Enders	For	For
1e	Elect Director Hugh Grant	For	For
1f	Elect Director Joe Kaeser	For	For
1g	Elect Director Victoria E. Ossadnik	For	For
1h	Elect Director Martin H. Richenhagen	For	For
1i	Elect Director Alberto Weisser	For	For
1j	Elect Director Robert L. Wood	For	For

Linde Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2a	Ratify PricewaterhouseCoopers as Auditors	For	For
2b	Authorise Board to Fix Remuneration of Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Reduce Supermajority Vote Requirement	For	For

Plus500 Ltd.

Meeting Date: 24/07/2023

Country: Israel

Meeting Type: Special

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

Zhejiang Expressway Co., Ltd.

Meeting Date: 24/07/2023

Country: China

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Approve Class and Nominal Value of Rights Shares	For	For
1.2	Approve Method of Issuance	For	For
1.3	Approve Basis, Subscription Ratio and Number of the Rights Shares to be Issued	For	For
1.4	Approve Underwriting Method	For	For
1.5	Approve Rights Issue Price	For	For
1.6	Approve Target Subscribers for the Rights Issue	For	For
1.7	Approve Arrangement for Accumulated Undistributed Profits of the Company Prior to the Rights Issue	For	For
1.8	Approve Time of Issuance	For	For
1.9	Approve Use of Proceeds	For	For
1.10	Approve Validity Period of the Resolutions	For	For

Zhejiang Expressway Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.11	Approve Listing and Lock-up Arrangement of the Shares to be Issued under the Rights Issue	For	For
1.12	Approve Authorization to the Board and Its Authorized Person to Deal with Matters Related to Rights Issue	For	For
1.13	Approve Change in Registered Capital and Amend Articles of Association Upon the Completion of the Rights Issue	For	For
2	Approve Shareholders' Return Plan	For	For

Zhejiang Expressway Co., Ltd.

Meeting Date: 24/07/2023

Country: China

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Approve Class and Nominal Value of Rights Shares	For	For
1.2	Approve Method of Issuance	For	For
1.3	Approve Basis, Subscription Ratio and Number of the Rights Shares to be Issued	For	For
1.4	Approve Underwriting Method	For	For
1.5	Approve Rights Issue Price	For	For
1.6	Approve Target Subscribers for the Rights Issue	For	For
1.7	Approve Arrangement for Accumulated Undistributed Profits of the Company Prior to the Rights Issue	For	For
1.8	Approve Time of Issuance	For	For
1.9	Approve Use of Proceeds	For	For
1.10	Approve Validity Period of the Resolutions	For	For
1.11	Approve Listing and Lock-up Arrangement of the Shares to be Issued under the Rights Issue	For	For
1.12	Approve Authorization to the Board and Its Authorized Person to Deal with Matters Related to Rights Issue	For	For
1.13	Approve Change in Registered Capital and Amend Articles of Association Upon the Completion of the Rights Issue	For	For

B&M European Value Retail SA

Meeting Date: 25/07/2023

Country: Luxembourg

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Receive Board Reports on the Annual Accounts and Financial Statements and on the Consolidated Annual Accounts and Financial Statements	For	For
2	Receive the Annual Accounts and Financial Statements, the Consolidated Annual Accounts and Financial Statements and the Auditors' Reports Thereon	For	For
3	Approve Annual Accounts and Financial Statements	For	For
4	Approve Consolidated Annual Accounts and Financial Statements	For	For
5	Approve Allocation of Income	For	For
6	Approve Dividends	For	For
7	Approve Remuneration Report	For	For
8	Approve Discharge of Directors	For	For
9	Re-elect Peter Bamford as Director	For	For
10	Re-elect Alejandro Russo as Director	For	For
11	Re-elect Michael Schmidt as Director	For	For
12	Re-elect Ron McMillan as Director	For	For
13	Re-elect Tiffany Hall as Director	For	For
14	Re-elect Paula MacKenzie as Director	For	For
15	Re-elect Oliver Tant as Director	For	For
16	Approve Discharge of Auditors	For	For
17	Reappoint KPMG Audit Sarl as Auditors	For	For
18	Authorise Board to Fix Remuneration of Auditors	For	For
19	Authorise Market Purchase of Ordinary Shares	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

B&M European Value Retail SA

Meeting Date: 25/07/2023

Country: Luxembourg

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Renewal of the Authorisation Granted to the Board of Directors to Issue New Shares and Amend Articles of Association	For	For

ICON plc

Meeting Date: 25/07/2023

Country: Ireland

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Ciaran Murray	For	For
1.2	Elect Director Steve Cutler	For	For
1.3	Elect Director Ronan Murphy	For	For
1.4	Elect Director John Climax	For	For
1.5	Elect Director Eugene McCague	For	For
1.6	Elect Director Joan Garahy	For	For
1.7	Elect Director Julie O'Neill	For	For
1.8	Elect Director Linda Grais	For	For
2	Accept Financial Statements and Statutory Reports	For	For
3	Authorise Board to Fix Remuneration of Auditors	For	For
4	Authorise Issue of Equity	For	For
5	Authorise Issue of Equity without Pre-emptive Rights	For	For
6	Authorize Share Repurchase Program	For	For
7	Approve the Price Range for the Reissuance of Shares	For	For

MITIE Group Plc

Meeting Date: 25/07/2023

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 Derek Mapp as Director	For	For
5	Re-elect Phil Bentley as Director	For	For
6	Re-elect Simon Kirkpatrick as Director	For	For
7	Re-elect Jennifer Duvalier as Director	For	For
8	Re-elect Mary Reilly as Director	For	For
9	Re-elect Roger Yates as Director	For	For
10	Re-elect Chet Patel as Director	For	For
11	Re-elect Salma Shah as Director	For	For
12	Reappoint BDO 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	For
16	Authorise Market Purchase of Ordinary Shares	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Turk Hava Yollari AO

Meeting Date: 25/07/2023

Country: Turkey

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Open Meeting and Elect Presiding Council of Meeting	For	For
2	Accept Board Report	For	For
3	Accept Audit Report	For	For
4	Accept Financial Statements	For	For
5	Approve Discharge of Board	For	For
6	Approve Allocation of Income	For	For

Turk Hava Yollari AO

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
7	Approve Director Remuneration	For	Against
<i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company.- The company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.</i>			
8	Elect Directors	For	For
9	Ratify External Auditors	For	Against
<i>Blended Rationale: A vote against is warranted because the company has not provided information on this proposal.- The name of the proposed auditor is not disclosed.</i>			
11	Approve Upper Limit of Donations for 2023 and Receive Information on Donations Made in 2022	For	Against
<i>Blended Rationale: A vote against is warranted because the company has not provided information on this proposal.</i>			

Booz Allen Hamilton Holding Corporation

Meeting Date: 26/07/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Ralph W. Shrader	For	For
1b	Elect Director Horacio D. Rozanski	For	For
1c	Elect Director Joan Lordi C. Amble	For	For
1d	Elect Director Melody C. Barnes	For	For
1e	Elect Director Michele A. Flournoy	For	For
1f	Elect Director Mark E. Gaumont	For	For
1g	Elect Director Ellen Jewett	For	For
1h	Elect Director Arthur E. Johnson	For	For
1i	Elect Director Gretchen W. McClain	For	For
1j	Elect Director Rory P. Read	For	For
1k	Elect Director Charles O. Rossotti	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	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>			
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	For	For

Booz Allen Hamilton Holding Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6	Approve Omnibus Stock Plan	For	Against
<i>Blended Rationale: A vote against is warranted because payments in the event of change of control are excessive: - Unvested time-based equity awards would accelerate if not assumed.</i>			

Norcros Plc

Meeting Date: 26/07/2023

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 Report	For	For
4	Approve Remuneration Policy	For	For
5	Re-elect Alison Littlely as Director	For	For
6	Elect Steve Good as Director	For	For
7	Elect Stefan Allanson as Director	For	For
8	Elect Thomas Willcocks as Director	For	For
9	Re-elect James Eyre as Director	For	For
10	Reappoint BDO LLP as Auditors	For	For
11	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For
12	Authorise Issue of Equity	For	For
13	Authorise Issue of Equity without Pre-emptive Rights	For	For
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
15	Authorise Market Purchase of Ordinary Shares	For	For
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
17	Approve Increase in Limit on the Aggregate Amount of Fees Payable to Directors	For	For

Lookers Plc

Meeting Date: 27/07/2023

Country: United Kingdom

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Matters Relating to the Recommended Cash Offer for Lookers plc by Global Auto Holdings Limited	For	For

Lookers Plc

Meeting Date: 27/07/2023

Country: United Kingdom

Meeting Type: Court

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

Singapore Airlines Limited

Meeting Date: 27/07/2023

Country: Singapore

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Adopt Financial Statements and Directors' and Auditors' Reports	For	For
2	Approve Final Dividend	For	For
3a	Elect Goh Choon Phong as Director	For	For
3b	Elect Dominic Ho Chiu Fai as Director	For	For
3c	Elect Lee Kim Shin as Director	For	For
4	Approve Directors' Emoluments	For	For
5	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
6	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	For	For

Singapore Airlines Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
7	Approve Grant of Awards and Issuance of Shares Under the SIA Performance Share Plan 2014 and/or the SIA Restricted Share Plan 2014	For	Against
<i>Blended Rationale: A vote against is warranted because the performance period is less than 3 years: - Performance period is one year wherein one-third of award vests and the balance vests equally over the subsequent two years with fulfillment of service requirements.</i>			
8	Approve Renewal of Mandate for Interested Person Transactions	For	For
9	Authorize Share Repurchase Program	For	For

Singapore Telecommunications Limited

Meeting Date: 28/07/2023

Country: Singapore

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Adopt Financial Statements and Directors' and Auditors' Reports	For	For
2	Approve Final Dividend	For	For
3	Elect Lee Theng Kiat as Director	For	For
4	Elect Tan Tze Gay 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>			
5	Elect Yong Ying-I as Director	For	For
6	Approve Directors' Fees	For	For
7	Approve Auditors and Authorize Board to Fix Their Remuneration	For	For
8	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	For	For
9	Approve Grant of Awards and Issuance of Shares Pursuant to the SingTel Performance Share Plan 2012	For	For
10	Authorize Share Repurchase Program	For	For
11	Approve Mandate for Transactions with Sembcorp Power Pte Ltd under the Conditional Power Purchase Agreement	For	For

Redington Limited

Meeting Date: 31/07/2023

Country: India

Meeting Type: Annual

Redington Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Standalone Financial Statements and Statutory Reports	For	For
2	Accept Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Final Dividend	For	For
4	Reelect Tu, Shu Chyuan as Director	For	For
5	Approve Deloitte & Touche LLP, Chartered Accountants as Branch Auditor	For	For
6	Approve Change in Designation of Tu, Shu Chyuan as Non-Executive Non-Independent Director	For	For
7	Approve Change in Designation of Chen, Yi-Ju as Non-Executive Non-Independent Director	For	For
8	Reelect B. Ramaratnam as Director	For	For
9	Approve Redington Limited- Share Based Employee Benefit Scheme, 2023 Restricted Stock Plan for Grant of Restricted Stock Units to Eligible Employees of the Company	For	Against
<i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - The exact performance conditions and targets for vesting have not been disclosed.</i>			
10	Approve Redington Limited- Share Based Employee Benefit Scheme, 2023 Restricted Stock Plan for Grant of Restricted Stock Units to Eligible Employees of the Subsidiary Company(ies)	For	Against
<i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - The exact performance conditions and targets for vesting have not been disclosed.</i>			
11	Approve Redington Limited- Share Based Employee Benefit Scheme, 2023 Restricted Stock Plan for Grant of Restricted Stock Units to Eligible Employees of the Group Company(ies) Including Associate Company	For	Against
<i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - The exact performance conditions and targets for vesting have not been disclosed.</i>			

Sinotrans Limited

Meeting Date: 31/07/2023

Country: China

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Wang Xiufeng as Director	For	For
1.2	Elect Yu Zhiliang as Director	For	For
1.3	Elect Tao Wu as Director	For	For
2	Elect Fu Bulin as Supervisor	For	For

Yangtze Optical Fibre and Cable Joint Stock Limited Company

Meeting Date: 31/07/2023

Country: China

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.01	Elect Ma Jie as Director and Authorize Board to Fix His Remuneration	For	For
1.02	Elect Guo Tao as Director and Authorize Board to Fix His Remuneration	For	For
1.03	Elect Zhuang Dan as Director and Authorize Board to Fix His Remuneration	For	For
1.04	Elect Philippe Claude Vanhille as Director and Authorize Board to Fix His Remuneration	For	For
1.05	Elect Pier Francesco Facchini as Director and Authorize Board to Fix His Remuneration	For	For
1.06	Elect Iuri Longhi as Director and Authorize Board to Fix His Remuneration	For	For
1.07	Elect Xiong Xiangfeng as Director and Authorize Board to Fix His Remuneration	For	For
1.08	Elect Mei Yong as Director and Authorize Board to Fix His Remuneration	For	For
1.09	Elect Bingsheng Teng as Director and Authorize Board to Fix His Remuneration	For	For
1.10	Elect Song Wei as Director and Authorize Board to Fix His Remuneration	For	For
1.11	Elect Wong Tin Yau as Director and Authorize Board to Fix His Remuneration	For	For

Yangtze Optical Fibre and Cable Joint Stock Limited Company

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.12	Elect Li Chang'ai as Director and Authorize Board to Fix Her Remuneration	For	For
2.01	Elect Li Ping as Supervisor and Authorize Board to Fix His Remuneration	For	For
2.02	Elect Li Zhuo as Supervisor and Authorize Board to Fix His Remuneration	For	For

Source: Artemis, Institutional Shareholder Services (ISS)

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