

Voting July 2024

REPORTING PERIOD: 01/07/2024 to 31/07/2024

Voting Statistics

	Total	Percent
Votable Meetings	48	
Meetings Voted	48	100.00%
Meetings with One or More Votes Against Management	13	27.08%
Votable Ballots	174	
Ballots Voted	174	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	694		7		701	
Proposals Voted	694	100.00%	7	100.00%	701	100.00%
FOR Votes	664	95.68%	6	85.71%	670	95.58%
AGAINST Votes	26	3.75%	1	14.29%	27	3.85%
ABSTAIN Votes	3	0.43%	0	0.00%	3	0.43%
WITHHOLD Votes	1	0.14%	0	0.00%	1	0.14%
Votes WITH Management	672	96.83%	2	28.57%	674	96.15%
Votes AGAINST Management	22	3.17%	5	71.43%	27	3.85%

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.

Marks & Spencer Group Plc

Meeting Date: 02/07/2024Country: 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 Archie Norman as Director	For	For
5	Re-elect Stuart Machin as Director	For	For
6	Re-elect Evelyn Bourke as Director	For	For
7	Re-elect Fiona Dawson as Director	For	For
8	Re-elect Ronan Dunne as Director	For	For
9	Re-elect Tamara Ingram as Director	For	For
10	Re-elect Justin King as Director	For	For
11	Re-elect Cheryl Potter as Director	For	For
12	Re-elect Sapna Sood as Director	For	For

Marks & Spencer Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
13	Reappoint Deloitte LLP as Auditors	For	For
14	Authorise the Audit & 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
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

Midea Group Co. Ltd.

Meeting Date: 02/07/2024

Country: China

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve the Repurchase and Cancellation of Performance Shares under the 2018 Performance Shares Incentive Plan	For	For
2	Approve the Repurchase and Cancellation of Performance Shares under the 2019 Performance Shares Incentive Plan	For	For
3	Approve the Repurchase and Cancellation of Performance Shares under the 2021 Performance Shares Incentive Plan	For	For
4	Approve the Repurchase and Cancellation of Performance Shares under the 2022 Performance Shares Incentive Plan	For	For
5	Approve the Repurchase and Cancellation of Performance Shares under the 2023 Performance Shares Incentive Plan	For	For
6	Approve Adjustment Provision of Guarantees to Controlled Subsidiaries	For	Against

Blended Rationale: A vote AGAINST is warranted because the level of guarantee to be provided to some of its subsidiaries is disproportionate to the level of ownership in the said subsidiaries. The company has failed to provide any justifications in the meeting circular.

Midea Group Co. Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
7	Approve Asset Pool and Provision of Guarantee	For	Against
Blended Rationale: A vote AGAINST is warranted because the level of guarantee to be provided to some of its subsidiaries is disproportionate to the level of ownership in the said subsidiaries. The company has failed to provide any justifications in the meeting circular.			
8	Approve Provision of Guarantees to Shenzhen Kelu Electronic Technology Co., Ltd. and Its Subsidiary	For	Against
Blended Rationale: A vote AGAINST is warranted because the level of guarantee to be provided to its subsidiaries is disproportionate to the level of ownership in the said subsidiaries. The company has failed to provide valid justifications in the meeting circular.			
9	Approve Allowance Standard for Independent Directors	For	For
10	Approve Amendments to Articles of Association	For	For
11.1	Elect Fang Hongbo as Director	For	Against
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. A lead/senior independent director should also be appointed.			
11.2	Elect Zhao Jun as Director	For	For
11.3	Elect Wang Jianguo as Director	For	For
11.4	Elect Fu Yongjun as Director	For	For
11.5	Elect Gu Yanmin as Director	For	For
11.6	Elect Guan Jinwei as Director	For	For
12.1	Elect Xiao Geng as Director	For	For
12.2	Elect Xu Dingbo as Director	For	For
12.3	Elect Liu Qiao as Director	For	For
12.4	Elect Qiu Lili as Director	For	For
13.1	Elect Dong Wentao as Supervisor	For	For
13.2	Elect Ren Lingyan as Supervisor	For	For

Snowflake Inc.

Meeting Date: 02/07/2024	Country: USA
	Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Benoit Dageville	For	For

Snowflake Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1b	Elect Director Mark S. Garrett	For	Withhold
<i>Blended Rationale: A vote withhold is warranted due to concerns over poor corporate governance practices: - Withhold votes are warranted for Governance Committee member Mark Garrett given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board structure, each of which adversely impacts shareholder rights.</i>			
1c	Elect Director Jayshree V. Ullal	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<i>Blended Rationale: A vote against is warranted because the performance period is less than 3 years: - The PRSUs have an annual performance period and vest on the achievement of total revenue (40 percent weighting), non-GAAP adjusted free cash flow (30 percent weighting), and non-GAAP operating margin (30 percent weighting). Upon achievement of target performance, 25 percent of earned PRSUs vested in March 2024 and the remainder in 6.25 percent increments quarterly thereafter. Referred due to excessive salary increase.</i>			
3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
4	Declassify the Board of Directors	Against	For
<i>Blended Rationale: Artemis supports electing directors annually.</i>			

BPER Banca SpA

Meeting Date: 03/07/2024 Country: Italy
Meeting Type: Ordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Amend Remuneration Policy	For	For
2	Amend Long-Term Incentive Plan 2022-2025	For	For

Banco Bilbao Vizcaya Argentaria SA

Meeting Date: 04/07/2024 Country: Spain
Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Issuance of Shares in Connection with the Acquisition of Banco de Sabadell SA	For	For
2	Authorize Board to Ratify and Execute Approved Resolutions	For	For

J Sainsbury Plc

Meeting Date: 04/07/2024

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 Blathnaid Bergin as Director	For	For
5	Re-elect Jo Bertram as Director	For	For
6	Re-elect Brian Cassin as Director	For	For
7	Re-elect Jo Harlow as Director	For	For
8	Re-elect Adrian Hennah as Director	For	For
9	Re-elect Tanuj Kapilashrami as Director	For	For
10	Re-elect Simon Roberts as Director	For	For
11	Re-elect Martin Scicluna as Director	For	For
12	Re-elect Keith Weed as Director	For	For
13	Reappoint Ernst & Young LLP as Auditors	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
15	Authorise Issue of Equity	For	For
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	Approve Long Term Incentive Plan	For	For
21	Approve Reduction of Capital Redemption Reserve	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Harbour Energy Plc

Meeting Date: 05/07/2024

Country: United Kingdom

Meeting Type: Special

Harbour Energy Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Proposed Acquisition of Target Portfolio	For	For
2	Approve Waiver of Rule 9 of the Takeover Code	For	For
3	Authorise Issue of Equity in Connection with the Acquisition	For	For

Talen Energy Corporation

Meeting Date: 05/07/2024 Country: USA
Meeting Type: Written Consent

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Stephen Schaefer	For	For
1.2	Elect Director Gizman Abbas	For	For
1.3	Elect Director Karen Hyde	For	For
1.4	Elect Director Christine Benson Schwartzstein	For	For
1.5	Elect Director Mark "Mac" McFarland	For	For
1.6	Elect Director Anthony Horton	For	For
1.7	Elect Director Joseph Nigro	For	For

Industria de Diseno Textil SA

Meeting Date: 09/07/2024 Country: Spain
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.a	Approve Standalone Financial Statements	For	For
1.b	Approve Discharge of Board	For	For
2	Approve Consolidated Financial Statements	For	For
3	Approve Non-Financial Information Statement	For	For
4	Approve Allocation of Income and Dividends	For	For

Industria de Diseno Textil SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5.a	Amend Article 9 Re: Transfer of Shares	For	For
5.b	Amend Articles Re: General Meetings	For	For
5.c	Amend Articles Re: Board of Directors	For	For
5.d	Amend Article 36 Re: Approval of Accounts and Allocation of Income	For	For
5.e	Amend Article 40 Re: Liquidation	For	For
6	Amend Articles of General Meeting Regulations	For	For
7.a	Elect Flora Perez Marcote as Director	For	For
7.b	Elect Belen Romana Garcia as Director	For	For
7.c	Reelect Denise Patricia Kingsmill as Director	For	For
8	Advisory Vote on Remuneration Report	For	For
9	Authorize Company to Call EGM with 15 Days' Notice	For	For
10	Authorize Board to Ratify and Execute Approved Resolutions	For	For

MYCELX Technologies Corporation

Meeting Date: 09/07/2024 Country: USA
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Re-elect Tom Lamb as Director	For	For
2	Re-elect Connie Mixon as Director	For	For
3	Re-elect Haluk Alper as Director	For	For
4	Re-elect Andre Schnabl as Director	For	For
5	Reappoint Deloitte and Touche LLP as Auditors	For	For

Jiangxi Copper Company Limited

Meeting Date: 10/07/2024 Country: China
Meeting Type: Extraordinary Shareholders

Jiangxi Copper Company Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Amend Rules for Independent Directors	For	For
2	Elect Yu Minxin as Director and Authorize Board to Fix His Remuneration and Enter into Service Contract or Letter of Appointment with Him and Related Transactions	For	For

Koninklijke Ahold Delhaize NV

Meeting Date: 10/07/2024 **Country:** Netherlands
Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Elect Claude Sarrailh to Management Board	For	For

National Grid Plc

Meeting Date: 10/07/2024 **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 Paula Reynolds as Director	For	For
4	Re-elect John Pettigrew as Director	For	For
5	Re-elect Andy Agg as Director	For	For
6	Elect Jacqui Ferguson as Director	For	For
7	Re-elect Ian Livingston as Director	For	For
8	Re-elect Iain Mackay as Director	For	For
9	Re-elect Anne Robinson as Director	For	For
10	Re-elect Earl Shipp as Director	For	For
11	Re-elect Jonathan Silver as Director	For	For
12	Re-elect Tony Wood as Director	For	For

National Grid Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
13	Re-elect Martha Wyrsh as Director	For	For
14	Reappoint Deloitte LLP as Auditors	For	For
15	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	For	For
16	Approve Remuneration Report	For	For
17	Approve Climate Transition Plan	For	For
18	Authorise UK Political Donations and Expenditure	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
22	Authorise Market Purchase of Ordinary Shares	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

BT Group Plc

Meeting Date: 11/07/2024	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 Adam Crozier as Director	For	For
5	Re-elect Allison Kirkby as Director	For	For
6	Re-elect Simon Lowth as Director	For	For
7	Re-elect Ruth Cairnie as Director	For	For
8	Re-elect Maggie Chan Jones as Director	For	For
9	Re-elect Steven Guggenheimer as Director	For	For
10	Re-elect Matthew Key as Director	For	For
11	Re-elect Sara Weller as Director	For	For
12	Elect Raphael Kubler as Director	For	For

BT Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
13	Elect Tushar Morzaria as Director	For	For
14	Reappoint KPMG LLP as Auditors	For	For
15	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	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
21	Authorise UK Political Donations and Expenditure	For	For

Dr. Martens Plc

Meeting Date: 11/07/2024

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 Remuneration Policy	For	For
4	Approve Final Dividend	For	For
5	Elect Giles Wilson as Director	For	For
6	Re-elect Paul Mason as Director	For	For
7	Re-elect Kenny Wilson as Director	For	For
8	Re-elect Andrew Harrison as Director	For	For
9	Re-elect Ian Rogers 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

Dr. Martens Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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
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

RS Group Plc

Meeting Date: 11/07/2024	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 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	Elect Kate Ringrose as Director	For	For
11	Re-elect David Sleath as Director	For	For
12	Re-elect Joan Wainwright as Director	For	For
13	Appoint Deloitte 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

RS Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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

Tyman Plc

Meeting Date: 12/07/2024	Country: United Kingdom
Meeting Type: Special	

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Matters Relating to the Recommended Cash and Share Offer for Tyman plc by Quanex Building Products Corporation	For	For

Tyman Plc

Meeting Date: 12/07/2024	Country: United Kingdom
Meeting Type: Court	

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

HashiCorp, Inc.

Meeting Date: 15/07/2024	Country: USA
Meeting Type: Special	

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Merger Agreement	For	For
2	Advisory Vote on Golden Parachutes	For	For

HashiCorp, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Adjourn Meeting	For	For

Burberry Group Plc

Meeting Date: 16/07/2024Country: 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
Blended Rationale: A vote against is warranted because recruitment awards are not awarded in the form of shares or are not subject to performance criteria: - CFO Kate Ferry joined the Board on 17 July 2023. She received cash incentives on a like-for-like basis to those forfeited on leaving her previous employer.			
3	Approve Final Dividend	For	For
4	Re-elect Gerry Murphy as Director	For	For
5	Re-elect Jonathan Akeroyd as Director	For	For
6	Re-elect Orna NiChionna as Director	For	For
7	Re-elect Fabiola Arredondo as Director	For	For
8	Re-elect Sam Fischer as Director	For	For
9	Re-elect Ron Frasch as Director	For	For
10	Re-elect Danuta Gray as Director	For	For
11	Re-elect Antoine de Saint-Affrique as Director	For	For
12	Re-elect Alan Stewart as Director	For	For
13	Elect Kate Ferry as Director	For	For
14	Elect Alessandra Cozzani 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 Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For

Burberry Group Plc

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

Intermediate Capital Group Plc

Meeting Date: 16/07/2024	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	Reappoint Ernst & Young LLP as Auditors	For	For
4	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
5	Approve Final Dividend	For	For
6	Re-elect William Rucker as Director	For	For
7	Re-elect David Bicarregui 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 Virginia Holmes as Director	For	For
11	Re-elect Rosemary Leith as Director	For	For
12	Re-elect Matthew Lester as Director	For	For
13	Re-elect Andrew Sykes as Director	For	For
14	Re-elect Stephen Welton as Director	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 the Company to Call General Meeting with Two Weeks' Notice	For	For

Constellation Brands, Inc.

Meeting Date: 17/07/2024

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Christopher J. Baldwin	For	For
1b	Elect Director Christy Clark	For	For
1c	Elect Director Jennifer M. Daniels	For	For
1d	Elect Director Nicholas I. Fink	For	For
1e	Elect Director William Giles	For	For
1f	Elect Director Ernesto M. Hernandez	For	For
1g	Elect Director Jose Manuel Madero Garza	For	For
1h	Elect Director Daniel J. McCarthy	For	For
1i	Elect Director William A. Newlands	For	For
1j	Elect Director Richard Sands	For	For
1k	Elect Director Robert Sands	For	For
1l	Elect Director Judy A. Schmeling	For	For
1m	Elect Director Luca Zaramella	For	For
2	Ratify KPMG LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Report on Supply Chain Water Risk Exposure	Against	For
Blended Rationale: A vote FOR this proposal is warranted, as additional disclosure on the company's efforts to reduce supply chain water usage would bring the company into alignment with standard practice, which would allow shareholders to better assess the company's management of related risks.			
5	Report on Efforts to Reduce GHG Emissions in Alignment with Paris Agreement Goals	Against	For
Blended Rationale: A vote FOR this proposal is warranted, as additional information on the company's efforts to reduce its carbon footprint and align its operations with Paris Agreement goals would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change-related risks.			
6	Report on Support for a Circular Economy for Packaging	Against	For
Blended Rationale: A vote FOR this proposal is warranted, as additional disclosure on the company's efforts to support a circular economy for packaging would allow shareholders to better assess the company's management of related risks.			

Powszechny Zaklad Ubezpieczen SA

Meeting Date: 18/07/2024

Country: Poland

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Approve Discharge of Ernest Bejda (Management Board Member)	None	Against
1.2	Approve Discharge of Malgorzata Kot (Management Board Member)	None	Against
1.3	Approve Discharge of Beata Kozłowska-Chyla (CEO)	None	Against
1.4	Approve Discharge of Krzysztof Kozłowski (Management Board Member)	None	Against
1.5	Approve Discharge of Tomasz Kulik (Management Board Member)	None	Against
1.6	Approve Discharge of Piotr Nowak (Management Board Member)	None	Against
1.7	Approve Discharge of Maciej Rapkiewicz (Management Board Member)	None	Against
1.8	Approve Discharge of Malgorzata Sadurska (Management Board Member)	None	Against
2.1	Approve Discharge of Marcin Chludzinski (Supervisory Board Member)	For	For
2.2	Approve Discharge of Pawel Gorecki (Supervisory Board Deputy Chairman)	For	For
2.3	Approve Discharge of Agata Gornicka (Supervisory Board Secretary and Member)	For	For
2.4	Approve Discharge of Robert Jastrzebski (Supervisory Board Chairman)	For	For
2.5	Approve Discharge of Marcin Kubicza (Supervisory Board Member)	For	For
2.6	Approve Discharge of Elzbieta Maczynska-Ziemacka (Supervisory Board Member)	For	For
2.7	Approve Discharge of Krzysztof Opolski (Supervisory Board Member)	For	For
2.8	Approve Discharge of Radoslaw Sierpinski (Supervisory Board Member)	For	For
2.9	Approve Discharge of Robert Snitko (Supervisory Board Member and Secretary)	For	For
2.10	Approve Discharge of Piotr Wachowiak (Supervisory Board Member)	For	For
2.11	Approve Discharge of Jozef Wierzbowski (Supervisory Board Member)	For	For
2.12	Approve Discharge of Maciej Zaborowski (Supervisory Board Member)	For	For

Powszechny Zakład Ubezpieczeń SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3.1	Approve Discharge of Przemysław Dąbrowski (Management Board Member)	For	For
3.2	Approve Discharge of Rafał Grodzicki (Management Board Member)	For	For
3.3	Approve Discharge of Witold Jaworski (Management Board Member)	For	For
3.4	Approve Discharge of Andrzej Klesyk (CEO)	For	For
3.5	Approve Discharge of Dariusz Krzewina (CEO and Management Board Member)	For	For
3.6	Approve Discharge of Tomasz Tarkowski (Management Board Member)	For	For
3.7	Approve Discharge of Ryszard Trępczyński (Management Board Member)	For	For
3.8	Approve Discharge of Zbigniew Cwiakalski (Supervisory Board Chairman and Deputy Chairman)	For	For
3.9	Approve Discharge of Zbigniew Derdziuk (Supervisory Board Member)	For	For
3.10	Approve Discharge of Dariusz Filar (Supervisory Board Member and Secretary)	For	For
3.11	Approve Discharge of Dariusz Kacprzyk (Supervisory Board Member)	For	For
3.12	Approve Discharge of Jakub Karnowski (Supervisory Board Member)	For	For
3.13	Approve Discharge of Aleksandra Magaczewska (Supervisory Board Chairwoman and Member)	For	For
3.14	Approve Discharge of Tomasz Zganiacz (Supervisory Board Member and Secretary)	For	For
4.1	Approve Individual Suitability of Anita Elżanowska (Supervisory Board Member)	For	For
4.2	Approve Individual Suitability of Andrzej Kaleta (Supervisory Board Member)	For	For
4.3	Approve Individual Suitability of Anna Machnikowska (Supervisory Board Secretary)	For	For
4.4	Approve Individual Suitability of Adam Uszpolewicz (Supervisory Board Member)	For	For
4.5	Approve Individual Suitability of Filip Gorczyca (Supervisory Board Member)	For	For
4.6	Approve Individual Suitability of Marcin Kubicza (Supervisory Board Chairman)	For	For

Powszechny Zakład Ubezpieczeń SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4.7	Approve Individual Suitability of Malgorzata Kurzynoga (Supervisory Board Deputy Chairwoman)	For	For
4.8	Approve Individual Suitability of Michal Bernaczyk (Supervisory Board Member)	For	For
4.9	Approve Individual Suitability of Michal Jonczynski (Supervisory Board Member)	For	For
4.10	Approve Individual Suitability of Wojciech Olejniczak (Supervisory Board Member)	For	For
4.11	Approve Collective Suitability of Supervisory Board Members	For	For
5	Amend Policy of Suitability of Supervisory Board and Audit Committee Members	For	For
6.1	Recall Supervisory Board Member	For	Against
Blended Rationale: A vote against is warranted because the company has not provided information on this proposal: - The name of the director to be recalled and the name of the candidate to be elected have not been disclosed by the company.			
6.2	Elect Supervisory Board Member	For	Against
Blended Rationale: A vote against is warranted because the company has not provided information on this proposal: - The name of the director to be recalled and the name of the candidate to be elected have not been disclosed by the company.			
7	Approve Assessment of Supervisory Board Suitability	For	Against
Blended Rationale: A vote against is warranted because the company has not provided information on this proposal: - The company has not disclosed the name of the supervisory board member to be elected.			
8	Approve Remuneration Report	For	Against
Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company. - The remuneration report does not provide sufficient information for shareholders to assess the alignment between pay and performance at the company. Referred due to excessive salary increase.			

QinetiQ Group plc

Meeting Date: 18/07/2024 Country: United Kingdom
Meeting Type: Annual

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

QinetiQ Group plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Remuneration Report	For	Abstain
<i>Blended Rationale: An abstention is warranted as we do not have an issue with the CFO's restricted shares as a one-off joining award and we are pleased that the company has moved to 3 year targets. However, we do not feel that a revenue / EBIT growth target is optimal for the LTIP hence abstain.</i>			
3	Approve Final Dividend	For	For
4	Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors	For	For
5	Elect Dina Knight as Director	For	For
6	Elect Ross McEwan 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 Steve Mogford as Director	For	For
11	Re-elect Susan Searle as Director	For	For
<i>Blended Rationale: A vote FOR is warranted for the re-election of Susan Searle. Her independence can be questioned given her nine years of tenure alongside the CEO. The main reason for support is that the annual report has noted that she will step down as a NED, following the handover of the Remuneration Committee Chair role.</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	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

SSE Plc

Meeting Date: 18/07/2024

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 Lady Elish Angiolini as Director	For	For
5	Re-elect John Bason as Director	For	For
6	Re-elect Tony Cocker as Director	For	For
7	Re-elect Debbie Crosbie as Director	For	For
8	Re-elect Helen Mahy as Director	For	For
9	Re-elect Sir John Manzoni as Director	For	For
10	Elect Barry O'Regan 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	Elect Maarten Wetselaar as Director	For	For
16	Reappoint Ernst & Young LLP as Auditors	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
18	Approve Net Zero Transition Report	For	For
19	Authorise Issue of Equity	For	For
20	Approve Scrip Dividend Scheme	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
23	Authorise Market Purchase of Ordinary Shares	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

LondonMetric Property Plc

Meeting Date: 22/07/2024Country: United Kingdom
Meeting Type: Annual

LondonMetric Property 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	Reappoint Deloitte LLP as Auditors	For	For
4	Authorise Board to Fix Remuneration of Auditors	For	For
5	Re-elect Andrew Jones as Director	For	For
6	Re-elect Martin McGann as Director	For	For
7	Re-elect Alistair Elliott as Director	For	For
8	Re-elect Andrew Livingston as Director	For	For
9	Re-elect Suzanne Avery as Director	For	For
10	Re-elect Robert Fowlds as Director	For	For
11	Re-elect Katerina Patmore as Director	For	For
12	Re-elect Suzy Neubert as Director	For	For
13	Elect Nicholas Leslau as Director	For	For
14	Elect Sandra Gumm as Director	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 the Company to Call General Meeting with Two Weeks' Notice	For	For

B&M European Value Retail SA

Meeting Date: 23/07/2024

Country: Luxembourg

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Receive Board Reports	For	For
2	Receive Standalone and Consolidated Annual Accounts and Financial Statements and the Auditors' Reports Thereon	For	For

B&M European Value Retail SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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 Remuneration Policy	For	For
9	Approve Long Term Incentive Plan	For	For
10	Approve Discharge of Directors	For	For
11	Reelect Alejandro Russo as Director	For	For
12	Reelect Michael Schmidt as Director	For	For
13	Reelect Tiffany Hall as Director	For	For
14	Reelect Paula MacKenzie as Director	For	For
15	Reelect Oliver Tant as Director	For	For
16	Reelect Hounaida Lasry as Director	For	For
17	Reelect Nadia Shouraboura as Director	For	For
18	Approve Discharge of Auditors	For	For
19	Reappoint KPMG Audit Sarl as Auditors	For	For
20	Authorise Board to Fix Remuneration of Auditors	For	For
21	Authorise Market Purchase of Ordinary Shares	For	For

B&M European Value Retail SA

Meeting Date: 23/07/2024 **Country:** Luxembourg
Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights Up to 10 Percent of Issued Share Capital	For	For
2	Authorize Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
3	Amend Articles Re: Replace Article 6.1.1 and 6.1.2 by a Single Article 6.1.1	For	For

B&M European Value Retail SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Amend Articles Re: Remove References to Voluntary Dematerialisation, Registered Shares and Share Register from the Articles	For	For
5	Amend Articles Re: Move the Provisions of Article 9.2 under Article 5.1	For	For
6	Amend Articles 10.1 and 10.4 Re: Removing Arora Family's Rights to Propose Candidates to the Board	For	For
7	Amend Articles Re: Increase the Cap of Director Fees Payable to Non Executive Directors	For	For
8	Amend Articles Re: Remove All References to the Statutory Auditor	For	For
9	Amend Articles Re: Remove Article 24.3.3 from the Articles and the Need to Convene Shareholders' Meetings by Letter	For	For
10	Amend Articles Re: Renumber the Articles and Update Cross-References in the Articles further to the Approved Changes	For	For

Fuller, Smith & Turner Plc

Meeting Date: 23/07/2024

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	Against
<i>Blended Rationale: A vote AGAINST is warranted as we were not supportive of the original Recovery LTIP award and do not favour the changing of targets retrospectively. In our meeting with management in 2021, we mentioned our concern with the one-off award structure which could deliver award sizes of significant quantum, our dislike of EBITDA as a target and that the lower end of the target was set below consensus at the time. It is also worth noting that bonuses were paid at 98% of salary last year despite only just meeting PBT expectations. We are in agreement of the importance of retaining top talent and can sympathise with the management team over the impacts of the Covid-19 pandemic, but we do not support the use of discretion.</i>			
4	Approve Remuneration Policy	For	For
5	Re-elect Juliette Stacey as Director	For	For
6	Re-elect Robin Rowland as Director	For	For
7	Re-elect Simon Emeny as Director	For	For
8	Re-elect Fred Turner as Director	For	For

Fuller, Smith & Turner Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
9	Reappoint Ernst & Young LLP as Auditors	For	For
10	Authorise Board to Fix Remuneration of Auditors	For	For
11	Authorise Issue of Equity	For	For
12	Authorise Issue of Equity without Pre-emptive Rights	For	For
13	Authorise Market Purchase of A Ordinary Shares	For	For
14	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

GB Group Plc

Meeting Date: 23/07/2024

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 Richard Longdon as Director	For	For
4	Elect Dev Datt Dhiman as Director	For	For
5	Re-elect David Ward as Director	For	For
6	Re-elect Elizabeth Catchpole as Director	For	For
7	Elect Michelle Senecal de Fonseca as Director	For	For
8	Re-elect Bhavneet Singh as Director	For	For
9	Approve Remuneration Report	For	For
10	Reappoint PricewaterhouseCoopers 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

GB Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
16	Approve Cancellation of the Share Premium Account	For	For

ICON plc

Meeting Date: 23/07/2024	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 Julie O'Neill	For	For
1.6	Elect Director Eugene McCague	For	For
1.7	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 Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
7	Authorise Market Purchase of Ordinary Shares	For	For
8	Approve the Price Range for the Reissuance of Shares	For	For

MITIE Group Plc

Meeting Date: 23/07/2024	Country: United Kingdom
	Meeting Type: Annual

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

MITIE Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Remuneration Report	For	For
3a	Approve Remuneration Policy	For	For
3b	Approve Amendments to the Long Term Incentive Plan 2015 for the One-Off Award to be Granted to Phil Bentley	For	For
4	Approve Final Dividend	For	For
5	Re-elect Derek Mapp as Director	For	For
6	Re-elect Phil Bentley as Director	For	For
7	Re-elect Simon Kirkpatrick as Director	For	For
8	Re-elect Jennifer Duvalier as Director	For	For
9	Re-elect Chet Patel as Director	For	For
10	Re-elect Mary Reilly as Director	For	For
11	Re-elect Salma Shah as Director	For	For
12	Re-elect Roger Yates as Director	For	For
13	Elect Penny James as Director	For	For
14	Reappoint BDO 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 Market Purchase of Ordinary Shares	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Norcros Plc

Meeting Date: 24/07/2024	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 Steve Good as Director	For	For
5	Re-elect Alison Little as Director	For	For

Norcros Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6	Re-elect Stefan Allanson as Director	For	For
7	Re-elect Thomas Willcocks as Director	For	For
8	Re-elect James Eyre as Director	For	For
9	Elect Rebecca DeNiro 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

Halma Plc

Meeting Date: 25/07/2024	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	Approve Remuneration Policy	For	For
5	Elect Liam Condon as Director	For	For
6	Elect Giles Kerr as Director	For	For
7	Re-elect Dame Louise Makin as Director	For	For
8	Re-elect Marc Ronchetti as Director	For	For
9	Re-elect Steve Gunning as Director	For	For
10	Re-elect Jennifer Ward as Director	For	For
11	Re-elect Carole Cran as Director	For	For
12	Re-elect Jo Harlow as Director	For	For

Halma Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
13	Re-elect Dharmash Mistry as Director	For	For
14	Re-elect Sharmila Nebhrajani as Director	For	For
15	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
16	Authorise Board to Fix Remuneration of Auditors	For	For
17	Authorise Issue of Equity	For	For
18	Authorise UK Political Donations and Expenditure	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

National Bank of Greece SA

Meeting Date: 25/07/2024

Country: Greece

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Statutory Reports	For	For
2	Accept Financial Statements	For	For
4	Approve Management of Company and Grant Discharge to Auditors	For	For
5	Approve Auditors and Fix Their Remuneration	For	For
7	Approve Suitability Policy for Directors	For	For
8.1	Elect Gikas Hardouvelis as Director	For	For
8.2	Elect Pavlos Mylonas as Director	For	For
8.3	Elect Christina Theofilidi as Director	For	For
8.4	Elect Aikaterini Beritsi as Director	For	For
8.5	Elect Jayaprakasa (JP) Rangaswami as Director	For	For
8.6	Elect Claude Piret as Director	For	For
8.7	Elect Avraam Gounaris as Director	For	For

National Bank of Greece SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
8.8	Elect Wietze Reehoorn as Director	For	For
8.9	Elect Elena Ana Cernat as Director	For	For
8.10	Elect Anne Marion Bouchacourt as Director	For	For
8.11	Elect Matthieu Kiss as Director	For	For
8.12	Elect Athanasios Zarkalis as Director	For	For
8.13	Elect Periklis Drougkas 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>			
9	Approve Type, Term, Number of Members and Qualities of the Audit Committee	For	For
10	Approve Director Remuneration	For	For
11	Advisory Vote on Remuneration Report	For	Against
<i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - A vote AGAINST this item is warranted due to lack of sufficient disclosure (i.e., performance metrics and targets) on equity awards vested.</i>			
12	Approve Partial Resolution of Taxed Reserve and Distribution to Shareholders and Personnel	For	For
13	Amend Share Repurchase Program	For	Against
<i>Blended Rationale: A vote AGAINST this item is warranted because the share buyback will finance a stock award plan where problematic characteristics have been identified.</i>			

Oxford Instruments Plc

Meeting Date: 25/07/2024

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 Neil Carson as Director	For	For
5	Elect Richard Tyson as Director	For	For
6	Re-elect Gavin Hill as Director	For	For
7	Re-elect Alison Wood as Director	For	For
8	Re-elect Mary Waldner as Director	For	For
9	Re-elect Nigel Sheinwald as Director	For	For
10	Elect Hannah Nichols as Director	For	For

Oxford Instruments Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
11	Reappoint BDO LLP as Auditors	For	For
12	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For
13	Authorise UK Political Donations and Expenditure	For	For
14	Authorise Issue of Equity	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
17	Authorise Market Purchase of Ordinary Shares	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Workspace Group Plc

Meeting Date: 25/07/2024	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 Duncan Owen as Director	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 Manju Malhotra as Director	For	For
10	Re-elect Nick Mackenzie as Director	For	For
11	Elect David Stevenson as Director	For	For
12	Appoint BDO LLP as Auditors	For	For
13	Authorise Board to Fix Remuneration of Auditors	For	For
14	Authorise Issue of Equity	For	For

Workspace Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
15	Authorise UK Political Donations and Expenditure	For	For
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

FirstGroup Plc

Meeting Date: 26/07/2024 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 Policy	For	For
3	Approve Remuneration Report	For	For
4	Approve Final Dividend	For	For
5	Re-elect Sally Cabrini as Director	For	For
6	Re-elect Myrtle Dawes as Director	For	For
7	Re-elect Anthony Green as Director	For	For
8	Re-elect Claire Hawkings as Director	For	For
9	Re-elect Jane Lodge as Director	For	For
10	Re-elect Peter Lynas as Director	For	For
11	Re-elect Ryan Mangold as Director	For	For
12	Re-elect David Martin as Director	For	For
13	Re-elect Graham Sutherland as Director	For	For
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 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

FirstGroup Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
19	Authorise Market Purchase of Ordinary Shares	For	For
20	Authorise UK Political Donations and Expenditure	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Alliance Pharma Plc

Meeting Date: 29/07/2024

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
Blended Rationale: A vote FOR the Company's routine submission of the directors' report and financial statements is warranted, although it is not without concern for shareholders for the following reasons: The Company's AGM will be held in July 2024. This is beyond the normal requirement for UK-incorporated public companies to hold their AGMs within six months after the year end; and The Group's previous financial statements have been restated.			
2	Approve Remuneration Report	For	For
3	Elect Camillo Pane as Director	For	Abstain
Blended Rationale: An abstention is warranted as there is a lack of diversity on the board.			
4	Elect Richard McKenzie as Director	For	For
5	Elect Eva-Lotta Sjostedt as Director	For	For
6	Elect Nick Sedgwick as Director	For	For
7	Re-elect Andrew Franklin as Director	For	For
8	Re-elect Jeyan Heper as Director	For	For
9	Re-elect Richard Jones as Director	For	For
10	Re-elect Kristof Neiryndck as Director	For	For
11	Re-elect Martin Sutherland as Director	For	For
12	Reappoint Deloitte LLP as Auditors	For	For
13	Authorise Board to Fix Remuneration of Auditors	For	For
14	Authorise Issue of Equity	For	For
15	Authorise Issue of Equity in Connection with a Pre-emptive Offer	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

Dr. Reddy's Laboratories Limited

Meeting Date: 29/07/2024 Country: India
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Dividend	For	For
3	Reelect K Satish Reddy as Director	For	For
4	Approve Appointment of Vishal Reddy, a Related Party as an Entry Level Employee in Dr. Reddy's Laboratories Inc, USA	For	For
5	Approve Remuneration of Cost Auditors	For	For

Dr. Reddy's Laboratories Limited

Meeting Date: 29/07/2024 Country: India
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Dividend	For	For
3	Reelect K Satish Reddy as Director	For	For
4	Approve Appointment of Vishal Reddy, a Related Party as an Entry Level Employee in Dr. Reddy's Laboratories Inc, USA	For	For
5	Approve Remuneration of Cost Auditors	For	For

Linde Plc

Meeting Date: 30/07/2024 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

Linde Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1c	Elect Director Ann-Kristin Achleitner	For	For
1d	Elect Director Thomas Enders	For	For
Blended Rationale: A vote FOR is warranted as there are no material concerns with Director Enders. Linde has science-based 2035 absolute greenhouse gas reduction targets and 2050 climate neutrality ambition.			
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 Paula Rosput Reynolds	For	For
1i	Elect Director Alberto Weisser	For	For
1j	Elect Director Robert L. Wood	For	For
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	Determine Price Range for Reissuance of Treasury Shares	For	For

Redington Limited

Meeting Date: 30/07/2024Country: IndiaMeeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1i	Accept Standalone Financial Statements and Statutory Reports	For	For
1ii	Accept Consolidated Financial Statements and Statutory Reports	For	For
2	Approve Dividend	For	For
3	Reelect Chen Yi-Ju as Director	For	Against
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.			
4	Approve Deloitte & Touche LLP, Chartered Accountants as Auditors	For	For
5	Approve Payment of Remuneration to Non-Executive Directors	For	For
6	Increase Authorized Share Capital and Amend Memorandum of Association	For	For

Severfield Plc

Meeting Date: 30/07/2024

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 Alan Dunsmore as Director	For	For
5	Re-elect Derek Randall as Director	For	For
6	Re-elect Adam Semple as Director	For	For
7	Re-elect Louise Hardy as Director	For	For
8	Re-elect Mark Pegler as Director	For	For
9	Elect Charlie Cornish as Director	For	Abstain
Blended Rationale: An abstention is warranted as there is a lack of diversity on the board.			
10	Reappoint KPMG LLP as Auditors	For	For
11	Authorise the Audit 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

Tatton Asset Management Plc

Meeting Date: 30/07/2024

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
Blended Rationale: A vote FOR the Company's routine submission of the Directors' report and financial statements is warranted, although it is not without concern for shareholders for the following reason: There were errors identified in the Company's previous financial statements which were restated during the year under review.			

Tatton Asset Management Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Remuneration Report	For	For
3	Re-elect Roger Cornick as Director	For	For
4	Re-elect Paul Edwards as Director	For	For
5	Re-elect Paul Hogarth as Director	For	For
6	Re-elect Lothar Mentel as Director	For	For
7	Re-elect Christopher Poil as Director	For	For
8	Re-elect Lesley Watt as Director	For	For
9	Reappoint Deloitte LLP as Auditors and Authorise Their Remuneration	For	For
10	Approve Final Dividend	For	For
11	Authorise Issue of Equity	For	For
12	Authorise UK Political Donations and Expenditure	For	For
13	Authorise Capitalisation of Reserves	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
16	Authorise Market Purchase of Ordinary Shares	For	For
17	Ratify the Appropriation of Profits to the Payment of each Interim Dividend, Waive any Rights of the Company Against Past and Present Shareholders and Directors in Respect of each Interim Dividend and Approve the Company Entering Into Deeds of Release	For	For
18	Ratify the Appropriation of Profits to the Payment of the Final Dividend, Waive any Rights of the Company Against Past and Present Shareholders and Directors in Respect of the Final Dividend and Approve the Company Entering Into Deeds of Release	For	For

McKesson Corporation

Meeting Date: 31/07/2024

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 Deborah Dunsire	For	For
1e	Elect Director James H. Hinton	For	For
1f	Elect Director Donald R. Knauss	For	For
1g	Elect Director Bradley E. Lerman	For	For
1h	Elect Director Maria N. Martinez	For	For
1i	Elect Director Kevin M. Ozan	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	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	For	For
5	Require Independent Board Chair	Against	For
Blended Rationale: Artemis supports the separation of Chairman and CEO.			
6	Report on Potential Risks and Costs of Restrictive Reproductive Healthcare Legislation	Against	Against

monday.com Ltd.

Meeting Date: 31/07/2024 Country: Israel
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Reelect Jeff Horing as Director	For	For
1b	Reelect Avishai Abrahami as Director	For	For
2	Reappoint Brightman, Almagor and Zohar as Auditors and Authorize Board to Fix Their Remuneration	For	For

Tower Semiconductor Ltd.

Meeting Date: 31/07/2024 Country: Israel
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Amir Elstein as Director	For	For
1.2	Elect Russell Ellwanger as Director	For	For
1.3	Elect Kalman Kaufman as Director and Approve His Remuneration	For	For
1.4	Elect Dana Gross as Director and Approve Her Remuneration	For	For
1.5	Elect Ilan Flato as Director and Approve His Remuneration	For	For
1.6	Elect Yoav Chelouche as Director and Approve His Remuneration	For	For
1.7	Elect Iris Avner as Director and Approve Her Remuneration	For	For
1.8	Elect Michal Vakrat Wolkin as Director and Approve His Remuneration	For	For
1.9	Elect Avi Hasson as Director and Approve His Remuneration	For	For
1.10	Elect Sagi Ben Moshe as Director and Approve His Remuneration	For	For
2	Elect Amir Elstein as Chairman and Approve His Terms of Compensation (Subject to approval of his election as Director under Proposal 1)	For	For
3	Approve Compensation Policy for the Directors and Officers of the Company	For	Against
<i>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.</i>			
4	Approve Amended Compensation of Russell Ellwanger, CEO	For	For
5	Approve Grant of Equity to Russell Ellwanger, CEO	For	Against
<i>Blended Rationale: A vote against is warranted because the performance period is less than 3 years.</i>			
6	Approve Grant of Long-Term Equity to Russell Ellwanger, CEO	For	For
7	Approve Grant of Equity to Each Member of the Board (Excluding Amir Elstein and Russell Ellwanger) Subject to Approval of Each Such Director's Election	For	Against
<i>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.</i>			
8	Reappoint Brightman Almagor Zohar & Co. as Auditors and Authorize Board to Fix Their Remuneration	For	For

Source: Artemis, Institutional Shareholder Services (ISS)

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