

Voting June 2021

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Voting Statistics

	Total	Percent
Votable Meetings	159	
Meetings Voted	157	98.74%
Votable Ballots	567	
Ballots Voted	557	98.24%

			Management Proposals		Shareholder Proposals	
	Total	Percent	Total	Percent	Total	Percent
Votable Proposals	1913		1866		47	
Proposals Voted	1881	98.33%	1835	98.34%	46	97.87%
FOR Votes	1711	89.44%	1679	89.98%	32	68.09%
AGAINST Votes	120	6.27%	110	5.89%	10	21.28%
ABSTAIN Votes	13	0.68%	9	0.48%	4	8.51%
WITHHOLD Votes	35	1.83%	35	1.88%	0	0.00%
Votes WITH Management	1728	90.33%	1693	90.73%	35	74.47%
Votes AGAINST Management	154	8.05%	143	7.66%	11	23.40%

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

NCC Group Plc

Meeting Date: 01/06/2021

Country: United Kingdom

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Acquisition of the Intellectual Property Management Business of Iron Mountain	For	For

PagSeguro Digital Ltd.

Meeting Date: 01/06/2021

Country: Cayman Islands

Meeting Type: Annual

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Reporting Period: 01/06/2021 to 30/06/2021

PagSeguro Digital Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Consolidated Financial Statements and Statutory Reports	For	For
2.1	Elect Director Luis Frias	For	For
2.2	Elect Director Maria Judith de Brito	For	For
2.3	Elect Director Eduardo Alcaro	For	For
2.4	Elect Director Noemia Mayumi Fukugauti Gushiken	For	For
2.5	Elect Director Cleveland Prates Teixeira	For	For
2.6	Elect Director Marcia Nogueira de Mello	For	For
2.7	Elect Director Ricardo Dutra da Silva	For	For
3	Amend Restricted Stock Plan	For	For
4	Authorize Board to Ratify and Execute Approved Resolutions	For	For

Rosneft Oil Co.

Meeting Date: 01/06/2021

Country: Russia

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Annual Report	For	For
2	Approve Financial Statements	For	For
3	Approve Allocation of Income	For	For
4	Approve Dividends of RUB 6.94 per Share	For	For
5	Approve Remuneration of Directors	For	For
6	Approve Remuneration of Members of Audit Commission	For	For
8.1	Elect Olga Andrianova as Member of Audit Commission	For	For
8.2	Elect Pavel Buchnev as Member of Audit Commission	For	For
8.3	Elect Aleksei Kulagin as Member of Audit Commission	For	For

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Rosneft Oil Co.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
8.4	Elect Sergei Poma as Member of Audit Commission	For	For
8.5	Elect Zakhar Sabantsev as Member of Audit Commission	For	For
9	Ratify Ernst and Young as Auditor	For	Against

Blended Rationale: The company has not provided information on this proposal:- The audit fees actually paid to the auditor are not disclosed. As such, it cannot be determined if the non-audit fees are excessive.

Artisan Partners Asset Management Inc.

Meeting Date: 02/06/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Jennifer A. Barbetta	For	For
1.2	Elect Director Matthew R. Barger	For	For
1.3	Elect Director Eric R. Colson	For	For
1.4	Elect Director Tench Coxé	For	Withhold
<i>Blended Rationale: A vote withhold is warranted due to concerns over poor corporate governance practices: - Withhold votes are warranted for compensation committee members Tench Coxé, Stephanie DiMarco, and Jeffrey Joerres for paying excessive discretionary cash bonuses to the NEOs.</i>			
1.5	Elect Director Stephanie G. DiMarco	For	Withhold
<i>Blended Rationale: Refer to Item 1.4.</i>			
1.6	Elect Director Jeffrey A. Joerres	For	Withhold
<i>Blended Rationale: Refer to Item 1.4.</i>			
1.7	Elect Director Andrew A. Ziegler	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditor	For	For

Chegg, Inc.

Meeting Date: 02/06/2021

Country: USA

Meeting Type: Annual

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Chegg, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Marne Levine	For	For
1.2	Elect Director Richard Sarnoff	For	For
1.3	Elect Director Paul LeBlanc	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:- Performance measurement period is set to one year (FY2020).</i>			
3	Ratify Deloitte & Touche LLP as Auditors	For	For

Clean Harbors, Inc.

Meeting Date: 02/06/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Alan S. McKim	For	Withhold
<i>Blended Rationale: A vote withhold is warranted as the nominee serves as the Company's CEO and Chairman and there is evidence of a poor approach on executive pay.</i>			
1.2	Elect Director John T. Preston	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:- Performance period is set to two years (FY2020-2021)A vote against is warranted because payments in the event of change of control are excessive:- Problematic modified single-trigger severance in existing agreement. The company has legacy arrangements with its NEOs (excluding the CEO) that provide for a severance payment if the executive voluntarily terminates his or her employment with the company for any reason within 30 days after a change in control. Change-in-control severance should provide a cushion to executives that experience an involuntary job loss and not a windfall to executives that voluntarily resign. Given that the problematic provision is contained in an existing arrangement that was not modified in the last fiscal year; this remains a legacy concern.</i>			
3	Amend Executive Incentive Bonus Plan	For	For
4	Ratify Deloitte & Touche LLP as Auditors	For	For

Comcast Corporation

Meeting Date: 02/06/2021

Country: USA

Meeting Type: Annual

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Comcast Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Kenneth J. Bacon	For	For
1.2	Elect Director Madeline S. Bell	For	For
1.3	Elect Director Naomi M. Bergman	For	For
1.4	Elect Director Edward D. Breen	For	For
1.5	Elect Director Gerald L. Hassell	For	For
1.6	Elect Director Jeffrey A. Honickman	For	For
1.7	Elect Director Maritza G. Montiel	For	For
1.8	Elect Director Asuka Nakahara	For	For
1.9	Elect Director David C. Novak	For	For
1.10	Elect Director Brian L. Roberts	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Deloitte & Touche LLP as Auditors	For	For

Hess Corporation

Meeting Date: 02/06/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Terrence J. Checki	For	For
1b	Elect Director Leonard S. Coleman, Jr.	For	For
1c	Elect Director Joaquin Duato	For	For
1d	Elect Director John B. Hess	For	For
1e	Elect Director Edith E. Holiday	For	For
1f	Elect Director Marc S. Lipschultz	For	For
1g	Elect Director David McManus	For	For
1h	Elect Director Kevin O. Meyers	For	For
1i	Elect Director Karyn F. Ovelmen	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Hess Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1j	Elect Director James H. Quigley	For	For
1k	Elect Director William G. Schrader	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Ernst & Young LLP as Auditors	For	For
4	Amend Omnibus Stock Plan	For	For

OMV AG

Meeting Date: 02/06/2021

Country: Austria

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 1.85 per Share	For	For
3	Approve Discharge of Management Board for Fiscal Year 2020	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	For
5	Approve Remuneration of Supervisory Board Members	For	For
6	Ratify Ernst & Young as Auditors for Fiscal Year 2021	For	For
7	Approve Remuneration Report	For	Against
<i>Blended Rationale: A vote against is warranted because the performance conditions have been amended retrospectively: - The adjustments made to the annual bonus for FY 2020 were justified with fluctuations in oil prices and currency exchange rates over which the management board does not have control. Adjustments based on exogenous factors might therefore blur the lines between pay and performance, which might be of concern to some shareholders. The adjustments triggered an increase in the overall target achievement from 30 percent to 55.8 percent. The overall target achievement led to a total annual bonus payout of 61.4 percent of the amount granted.</i>			
8.1	Approve Long Term Incentive Plan 2021 for Key Employees	For	For
8.2	Approve Equity Deferral Plan	For	For
9	Elect Saeed Al Mazrouei as Supervisory Board Member	For	For
10	Approve Use of Repurchased Shares for Long Term Incentive Plans, Deferrals or Other Stock Ownership Plans	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Penumbra, Inc.

Meeting Date: 02/06/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Adam Elsesser	For	Withhold
<i>Blended Rationale: A vote withhold is warranted as the nominee serves as the Company's CEO and Chairman and there is evidence of a poor approach on executive pay. A senior independent director has not been appointed. A vote withhold is warranted due to concerns over poor corporate governance practices:- Withhold votes are warranted for director nominees Adam Elsesser and Harpreet Grewal 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, each of which adversely impacts shareholder rights.</i>			
1.2	Elect Director Harpreet Grewal	For	Withhold
<i>Blended Rationale: Refer to Item 1.1.</i>			
2	Ratify Deloitte & Touche LLP as Auditors	For	For
3	Amend Omnibus Stock Plan	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
<i>Blended Rationale: A vote FOR is warranted. Although equity award arrangements provide for automatic accelerated vesting upon a change-in-control, support for this proposal is warranted as pay and performance are reasonably aligned at this time. The CEO took a 70% pay cut in 2020, has not taken a bonus or LTIP for 6 years and none of the board has received a bonus or equity.</i>			

Aker Carbon Capture AS

Meeting Date: 03/06/2021

Country: Norway

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Notice of Meeting and Agenda	For	For
3	Approve Conversion of the Company into a Norwegian Public Limited Liability Company	For	For
4	Elect Linda Litlekalsøy Aase as New Director	For	For
5	Elect Ingebret G. Hisdal (Chairman) and Svein Oskar Stoknes as Members of Nominating Committee	For	For
6	Approve Instructions for Nominating Committee	For	For
7	Adopt New Articles of Association	For	For

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Reporting Period: 01/06/2021 to 30/06/2021

Booking Holdings Inc.

Meeting Date: 03/06/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Timothy M. Armstrong	For	For
1.2	Elect Director Glenn D. Fogel	For	For
1.3	Elect Director Mirian M. Graddick-Weir	For	For
1.4	Elect Director Wei Hopeman	For	For
1.5	Elect Director Robert J. Mylod, Jr.	For	For
1.6	Elect Director Charles H. Noski	For	For
1.7	Elect Director Nicholas J. Read	For	For
1.8	Elect Director Thomas E. Rothman	For	For
1.9	Elect Director Bob van Dijk	For	For
1.10	Elect Director Lynn M. Vojvodich	For	For
1.11	Elect Director Vanessa A. Wittman	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against

Blended Rationale: A vote against is warranted because awards are not subject to performance conditions:- Long-term incentives were entirely time-based. Equity incentives typically consisted of performance share units (PSUs) measured against compensation EBITDA and compensation revenue targets over a three-year period. However, much like the annual incentive plan, due to the COVID-19 outbreak early in FY20, the committee decided it was not possible to set meaningful performance targets. Instead, the committee awarded time-based restricted stock units (RSUs) to the CEO and one other NEO in lieu of performance units.

3	Amend Omnibus Stock Plan	For	For
4	Ratify Deloitte & Touche LLP as Auditors	For	For
5	Provide Right to Act by Written Consent	For	For
6	Provide Right to Act by Written Consent	Against	For

Blended Rationale: Artemis supports proposals that enhance shareholder rights.

7	Report on Annual Climate Transition	Against	For
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Blended Rationale: Artemis supports proposals for additional disclosure where this is likely to enhance or protect shareholder value in both the short and long term.

BRP Inc.

Meeting Date: 03/06/2021

Country: Canada

Meeting Type: Annual

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

BRP Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Pierre Beaudoin	For	For
1.2	Elect Director Joshua Bekenstein	For	For
1.3	Elect Director Jose Boisjoli	For	Withhold
<i>Blended Rationale: A vote withhold is warranted as the nominee serves as the Company's CEO and Chairman and no suitable explanation has been given.</i>			
1.4	Elect Director Charles Bombardier	For	For
1.5	Elect Director Michael Hanley	For	For
1.6	Elect Director Ernesto M. Hernandez	For	For
1.7	Elect Director Katherine Kountze	For	For
1.8	Elect Director Louis Laporte	For	For
1.9	Elect Director Estelle Metayer	For	For
1.10	Elect Director Nicholas Nomicos	For	For
1.11	Elect Director Edward Philip	For	For
1.12	Elect Director Barbara Samardzich	For	For
2	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
3	Advisory Vote on Executive Compensation Approach	For	For

Compagnie de Saint-Gobain SA

Meeting Date: 03/06/2021

Country: France

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Allocation of Income and Dividends of EUR 1.33 per Share	For	For
4	Elect Benoit Bazin as Director	For	For
5	Reelect Pamela Knapp as Director	For	For

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Compagnie de Saint-Gobain SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6	Reelect Agnes Lemarchand as Director	For	For
7	Reelect Gilles Schnepf as Director	For	For
8	Reelect Sibylle Daunis as Representative of Employee Shareholders to the Board	For	For
9	Approve Compensation of Pierre-Andre de Chalendar, Chairman and CEO	For	Against
<i>Blended Rationale: A vote against is warranted because the performance conditions have been amended retrospectively: - In the context of the covid-19 health crisis, the board decided to modify the ROCE performance criteria for 2020 attached to the 2017, 2018 and 2019 performance shares plans, for all beneficiaries. Although we note the counterbalances brought forward by the company, and that losing the 2018 and 2019 LTIP because of the Covid-19 crisis affects the incentive objective of long-term remuneration schemes, the company does not disclose the impact of the derogation on the achievement rate of the 2020 ROCE objective. This makes it impossible to assess precisely the effect of the derogation on the remuneration schemes, which is considered problematic. This creates a risk of disconnecting the performance shares plans with the company's performance.</i>			
10	Approve Compensation of Benoit Bazin, Vice-CEO	For	Against
<i>Blended Rationale: A vote against is warranted because the performance conditions have been amended retrospectively: - In the context of the covid-19 health crisis, the board decided to modify the ROCE performance criteria for 2020 attached to the 2017, 2018 and 2019 performance shares plans, for all beneficiaries. Although we note the counterbalances brought forward by the company, and that losing the 2018 and 2019 LTIP because of the Covid-19 crisis affects the incentive objective of long-term remuneration schemes, the company does not disclose the impact of the derogation on the achievement rate of the 2020 ROCE objective. This makes it impossible to assess precisely the effect of the derogation on the remuneration schemes, which is considered problematic. This creates a risk of disconnecting the performance shares plans with the company's performance.</i>			
11	Approve Compensation of Corporate Officers	For	For
12	Approve Remuneration Policy of Chairman and CEO Until 30 June 2021	For	For
13	Approve Remuneration Policy of Vice-CEO Until 30 June 2021	For	For
14	Approve Remuneration Policy of CEO Since 1 July 2021	For	For
15	Approve Remuneration Policy of Chairman of the Board Since 1 July 2021	For	For
16	Approve Remuneration Policy of Directors	For	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 426 Million	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 213 Million	For	For
20	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 213 Million	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Compagnie de Saint-Gobain SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For	For
22	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For
23	Authorize Capitalization of Reserves of Up to EUR 106 Million for Bonus Issue or Increase in Par Value	For	For
24	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
27	Authorize Filing of Required Documents/Other Formalities	For	For

Informa Plc

Meeting Date: 03/06/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Re-elect John Rishton as Director	For	For
2	Re-elect Stephen Carter as Director	For	For
3	Re-elect Stephen Davidson as Director	For	For
<i>Blended Rationale: Given item 11 a vote FOR is warranted</i>			
4	Re-elect David Flaschen as Director	For	For
5	Re-elect Mary McDowell as Director	For	For
6	Elect Patrick Martell as Director	For	For
7	Re-elect Helen Owers as Director	For	For
8	Re-elect Gill Whitehead as Director	For	For
9	Re-elect Gareth Wright as Director	For	For
10	Accept Financial Statements and Statutory Reports	For	For

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Reporting Period: 01/06/2021 to 30/06/2021

Informa Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
11	Approve Remuneration Report	For	For
	<i>Blended Rationale: A vote FOR is warranted. The company has given appropriate rationale as to the remuneration arrangements and responded to shareholder engagement by incorporating an additional performance underpin. While, in general it is difficult to support amending performance targets for current long term incentive plans, the outcome on this occasion was justified as we believe overall compensation is fair.</i>		
12	Reappoint Deloitte 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 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

KWG Group Holdings Limited

Meeting Date: 03/06/2021

Country: Cayman Islands

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 Kong Jianmin as Director	For	For
3b	Elect Cai Fengjia as Director	For	For
3c	Elect Lee Ka Sze, Carmelo as Director	For	For
3d	Authorize Board to Fix Remuneration of Directors	For	For
4	Approve Ernst & Young as Auditor and Authorize Board to Fix Their Remuneration	For	For

Vote Summary Report

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KWG Group Holdings 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.- The company has not specified the discount limit.</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.- The company has not specified the discount limit.</i>			

NetDragon Websoft Holdings Limited

Meeting Date: 03/06/2021

Country: Cayman Islands

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 Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	For	For
4A	Elect Liu Luyuan as Director	For	For
4B	Elect Zheng Hui as Director	For	For
4C	Elect Lee Kwan Hung, Eddie as Director	For	Against
<i>Blended Rationale: A vote against is warranted due to concerns over the number of directorships held by the nominee:- Eddie Lee Kwan Hung also sits on the board of seven other companies as a regular director.</i>			
4D	Authorize Board to Fix Remuneration of Directors	For	For
5A	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.- The company has not specified the discount limit.</i>			
5B	Authorize Repurchase of Issued Share Capital	For	For
5C	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.- The company has not specified the discount limit.</i>			

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Netflix, Inc.

Meeting Date: 03/06/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Richard N. Barton	For	Withhold
<i>Blended Rationale: A vote withhold is warranted due to concerns over the number of directorships held by the nominee:- Richard Barton serves on more than three public boards while serving as a CEO of an outside company.A vote withhold is warranted due to concerns over poor corporate governance practices:- The board's transparency on its corporate governance philosophy and shareholder engagement efforts do not rise to a level that meaningfully addresses years of inaction on the part of the board on critical governance issues.</i>			
1b	Elect Director Rodolphe Belmer	For	Withhold
<i>Blended Rationale: A vote withhold is warranted due to concerns over poor corporate governance practices:- The board's transparency on its corporate governance philosophy and shareholder engagement efforts do not rise to a level that meaningfully addresses years of inaction on the part of the board on critical governance issues.- Withhold votes are further warranted for compensation committee member Rodolphe Belmer, due to poor responsiveness to low support for last year's say-on-pay proposal.</i>			
1c	Elect Director Bradford L. Smith	For	Withhold
<i>Blended Rationale: A vote withhold is warranted due to concerns over poor corporate governance practices:- The board's transparency on its corporate governance philosophy and shareholder engagement efforts do not rise to a level that meaningfully addresses years of inaction on the part of the board on critical governance issues.</i>			
1d	Elect Director Anne M. Sweeney	For	Withhold
<i>Blended Rationale: A vote withhold is warranted due to concerns over poor corporate governance practices:- The board's transparency on its corporate governance philosophy and shareholder engagement efforts do not rise to a level that meaningfully addresses years of inaction on the part of the board on critical governance issues.- Withhold votes are further warranted for compensation committee member Anne Sweeney, due to poor responsiveness to low support for last year's say-on-pay proposal.</i>			
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<i>Blended Rationale: A vote against is warranted because payments in the event of change of control are excessive:- Single-trigger cash severance arrangements (legacy). The company maintains change-in-control severance arrangements that are payable without requiring a qualifying termination (i.e. single trigger). Severance is only appropriate for involuntary or constructive terminations, and not merely for the occurrence of a change in control. Given that the problematic provision is contained in an existing agreement that was not modified in the last fiscal year, this remains a legacy concern.A vote against is warranted because awards are not subject to performance conditions:- The lack of time- or performance-vesting criteria on incentive pay makes the company an outlier, and eliminates the at-risk nature of pay and diminishes its incentive value.A vote against is warranted because the vesting period is less than 3 years:- NEO equity awards are fully vested at grant. As in prior years, NEOs received fully-vested stock option grants as equity compensation; NEOs determine their own cash vs. option award split. After the board has determined an NEO's allocatable compensation, the NEO elects his or her own cash versus option awards within that allocation. The fully-vested options are granted in monthly installments and have a ten-year term.</i>			
4	Report on Political Contributions	Against	For
<i>Blended Rationale: Artemis supports proposals for additional disclosure where this is likely to enhance or protect shareholder value in both the short and long term.</i>			
5	Adopt Simple Majority Vote	Against	For
<i>Blended Rationale: Artemis supports proposals that enhance shareholder rights.</i>			

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Netflix, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6	Improve the Executive Compensation Philosophy	Against	Against
1a	Elect Director Richard N. Barton <i>Blended Rationale: A vote withhold is warranted due to concerns over the number of directorships held by the nominee:- Richard Barton serves on more than three public boards while serving as a CEO of an outside company.A vote withhold is warranted due to concerns over poor corporate governance practices:- The board's transparency on its corporate governance philosophy and shareholder engagement efforts do not rise to a level that meaningfully addresses years of inaction on the part of the board on critical governance issues.</i>	For	Withhold
1b	Elect Director Rodolphe Belmer <i>Blended Rationale: A vote withhold is warranted due to concerns over poor corporate governance practices:- The board's transparency on its corporate governance philosophy and shareholder engagement efforts do not rise to a level that meaningfully addresses years of inaction on the part of the board on critical governance issues.- Withhold votes are further warranted for compensation committee member Rodolphe Belmer; due to poor responsiveness to low support for last year's say-on-pay proposal.</i>	For	Withhold
1c	Elect Director Bradford L. Smith <i>Blended Rationale: A vote withhold is warranted due to concerns over poor corporate governance practices:- The board's transparency on its corporate governance philosophy and shareholder engagement efforts do not rise to a level that meaningfully addresses years of inaction on the part of the board on critical governance issues.</i>	For	Withhold
1d	Elect Director Anne M. Sweeney <i>Blended Rationale: A vote withhold is warranted due to concerns over poor corporate governance practices:- The board's transparency on its corporate governance philosophy and shareholder engagement efforts do not rise to a level that meaningfully addresses years of inaction on the part of the board on critical governance issues.- Withhold votes are further warranted for compensation committee member Anne Sweeney; due to poor responsiveness to low support for last year's say-on-pay proposal.</i>	For	Withhold
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation <i>Blended Rationale: An abstention is warranted. The company maintains change-in-control severance arrangements that are payable without requiring a qualifying termination (i.e. single trigger). Severance is only appropriate for involuntary or constructive terminations, and not merely for the occurrence of a change in control. Given that the problematic provision is contained in an existing agreement that was not modified in the last fiscal year, this remains a legacy concern.</i>	For	Abstain
4	Report on Political Contributions <i>Blended Rationale: Artemis supports proposals for additional disclosure where this is likely to enhance or protect shareholder value in both the short and long term.</i>	Against	For
5	Adopt Simple Majority Vote <i>Blended Rationale: Artemis supports proposals that enhance shareholder rights.</i>	Against	For
6	Improve the Executive Compensation Philosophy	Against	Against

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

NVIDIA Corporation

Meeting Date: 03/06/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Robert K. Burgess	For	For
1b	Elect Director Tench Coxé	For	For
1c	Elect Director John O. Dabiri	For	For
1d	Elect Director Persis S. Drell	For	For
1e	Elect Director Jen-Hsun Huang	For	For
1f	Elect Director Dawn Hudson	For	For
1g	Elect Director Harvey C. Jones	For	For
1h	Elect Director Michael G. McCaffery	For	For
1i	Elect Director Stephen C. Neal	For	For
1j	Elect Director Mark L. Perry	For	For
1k	Elect Director A. Brooke Seawell	For	For
1l	Elect Director Aarti Shah	For	For
1m	Elect Director Mark A. Stevens	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
4	Increase Authorized Common Stock	For	For

Synnex Technology International Corp.

Meeting Date: 03/06/2021

Country: Taiwan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements	For	For
2	Approve Plan on Profit Distribution	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Synnex Technology International Corp.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Approve Amendments to Rules and Procedures Regarding Shareholder's General Meeting	For	For
4.1	Elect Miao, Matthew Feng Chiang, a Representative of Mei-Feng Inc, with SHAREHOLDER NO.249508, as Non-independent Director	For	For
4.2	Elect Tu Shu-Wu, with SHAREHOLDER NO.99, as Non-independent Director	For	For
4.3	Elect Chou The-Chien, a Representative of Mitac Inc., with SHAREHOLDER NO.2, as Non-independent Director	For	For
4.4	Elect Yang Hsiang-Yun, a Representative of Mitac Inc., with SHAREHOLDER NO.2, as Non-independent Director	For	For
4.5	Elect Hsuan Chien-Shen, with SHAREHOLDER NO.A102948XXX as Independent Director	For	For
4.6	Elect Yeh Kuang-Shih, with SHAREHOLDER NO.U101317XXX as Independent Director	For	For
4.7	Elect Ling-Long Shen, with SHAREHOLDER NO.X100005XXX as Independent Director	For	For
5	Approve Release of Restrictions of Competitive Activities of Directors	For	For

T-Mobile US, Inc.

Meeting Date: 03/06/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Marcelo Claire	For	Withhold
	<i>Blended Rationale: A vote withhold is warranted as the nominee is a non-independent non-executive director and the board is not 50% independent. A vote withhold is warranted as the nominee is a non-independent NED and serves on the Remuneration Committee, which is not majority independent. A vote withhold is warranted due to concerns over poor corporate governance practices:- Withhold votes are further warranted for compensation committee members Christian Illek, Marcelo Claire, Raphael Kubler, and Kelvin Westbrook, in the absence of a say-on-pay proposal on the ballot, due to an unmitigated pay-for-performance misalignment. CEO Sievert and NEO Ray each received a large one-time equity award, for which the goals are not particularly rigorous or certain forward-looking goals are not disclosed. In addition, the relative TSR metric under the LTI program targets median performance. Further, the FY20 STI program was modified, resulting in above-target payouts.</i>		
1.2	Elect Director Srikant M. Datar	For	For
1.3	Elect Director Bavan M. Holloway	For	For
1.4	Elect Director Timotheus Hottges	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

T-Mobile US, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.5	Elect Director Christian P. Illek	For	Withhold
<i>Blended Rationale: A vote withhold is warranted as the nominee is a non-independent NED and serves on the Remuneration Committee, which is not majority independent. A vote withhold is warranted due to concerns over poor corporate governance practices:- Withhold votes are further warranted for compensation committee members Christian Illek, Marcelo Claure, Raphael Kubler, and Kelvin Westbrook, in the absence of a say-on-pay proposal on the ballot, due to an unmitigated pay-for-performance misalignment. CEO Sievert and NEO Ray each received a large one-time equity award, for which the goals are not particularly rigorous or certain forward-looking goals are not disclosed. In addition, the relative TSR metric under the LTI program targets median performance. Further, the FY20 STI program was modified, resulting in above-target payouts.</i>			
1.6	Elect Director Raphael Kubler	For	Withhold
<i>Blended Rationale: A vote withhold is warranted as the nominee is a non-independent NED and serves on the Remuneration Committee, which is not majority independent. A vote withhold is warranted due to concerns over poor corporate governance practices:- Withhold votes are further warranted for compensation committee members Christian Illek, Marcelo Claure, Raphael Kubler, and Kelvin Westbrook, in the absence of a say-on-pay proposal on the ballot, due to an unmitigated pay-for-performance misalignment. CEO Sievert and NEO Ray each received a large one-time equity award, for which the goals are not particularly rigorous or certain forward-looking goals are not disclosed. In addition, the relative TSR metric under the LTI program targets median performance. Further, the FY20 STI program was modified, resulting in above-target payouts.</i>			
1.7	Elect Director Thorsten Langheim	For	For
1.8	Elect Director Dominique Leroy	For	For
1.9	Elect Director G. Michael (Mike) Sievert	For	For
1.10	Elect Director Teresa A. Taylor	For	For
1.11	Elect Director Omar Tazi	For	For
1.12	Elect Director Kelvin R. Westbrook	For	Withhold
<i>Blended Rationale: A vote withhold is warranted due to concerns over poor corporate governance practices:- Withhold votes are further warranted for compensation committee members Christian Illek, Marcelo Claure, Raphael Kubler, and Kelvin Westbrook, in the absence of a say-on-pay proposal on the ballot, due to an unmitigated pay-for-performance misalignment. CEO Sievert and NEO Ray each received a large one-time equity award, for which the goals are not particularly rigorous or certain forward-looking goals are not disclosed. In addition, the relative TSR metric under the LTI program targets median performance. Further, the FY20 STI program was modified, resulting in above-target payouts.</i>			
1.13	Elect Director Michael Wilkens	For	Withhold
<i>Blended Rationale: A vote withhold is warranted as the nominee is a non-independent NED and serves on the Remuneration Committee, which is not majority independent.</i>			
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

Trane Technologies Plc

Meeting Date: 03/06/2021

Country: Ireland

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Kirk E. Arnold	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Trane Technologies Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1b	Elect Director Ann C. Berzin	For	For
1c	Elect Director John Bruton	For	For
1d	Elect Director Jared L. Cohon	For	For
1e	Elect Director Gary D. Forsee	For	For
1f	Elect Director Linda P. Hudson	For	For
1g	Elect Director Michael W. Lamach	For	For
1h	Elect Director Myles P. Lee	For	For
1i	Elect Director April Miller Boise	For	For
1j	Elect Director Karen B. Peetz	For	For
1k	Elect Director John P. Surma	For	For
1l	Elect Director Tony L. White	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
4	Authorize Issue of Equity	For	For
5	Renew Directors' Authority to Issue Shares for Cash	For	For
6	Authorize Reissuance of Repurchased Shares	For	For

Vonage Holdings Corp.

Meeting Date: 03/06/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Hamid Akhavan	For	For
1b	Elect Director Jeffrey A. Citron	For	For
1c	Elect Director Stephen Fisher	For	For
1d	Elect Director Jan Hauser	For	For
1e	Elect Director Priscilla Hung	For	For
1f	Elect Director Carolyn Katz	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Vonage Holdings Corp.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1g	Elect Director Michael J. McConnell	For	For
1h	Elect Director Rory Read	For	For
1i	Elect Director John J. Roberts	For	For
1j	Elect Director Tien Tzuo	For	For
2	Ratify Deloitte and Touche, LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against

Blended Rationale: A vote AGAINST this proposal is warranted. Significant concerns are raised regarding CEO Read's new-hire pay arrangements, as his sign-on cash bonus and RSU awards are large in magnitude and lack performance conditions. Investors generally expect such one-time awards to be based on rigorous goals with a reasonable magnitude.

Absa Group Ltd.

Meeting Date: 04/06/2021

Country: South Africa

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Reappoint Ernst & Young Inc as Auditors with Ranesh Hariparsad as the Designated Auditor	For	For
2	Appoint KPMG Inc as Auditors with Heather Berrange as the Designated Auditor	For	For
3.1	Re-elect Alex Darko as Director	For	For
3.2	Re-elect Daisy Naidoo as Director	For	For
3.3	Re-elect Francis Okomo-Okello as Director	For	For
3.4	Re-elect Siphon Pityana as Director	For	For
3.5	Re-elect Tasneem Abdool-Samad as Director	For	For
4.1	Elect Fulvio Tonelli as Director	For	For
4.2	Re-elect Rene van Wyk as Director	For	For
4.3	Elect Nonhlanhla Mjoli-Mncube as Director	For	For
5.1	Re-elect Alex Darko as Member of the Group Audit and Compliance Committee	For	For
5.2	Re-elect Daisy Naidoo as Member of the Group Audit and Compliance Committee	For	For
5.3	Re-elect Tasneem Abdool-Samad as Member of the Group Audit and Compliance Committee	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Absa Group Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5.4	Re-elect Swithin Munyantwali as Member of the Group Audit and Compliance Committee	For	For
6	Place Authorised but Unissued Shares under Control of Directors	For	For
7	Approve Remuneration Policy	For	For
8	Approve Remuneration Implementation Report	For	For
9	Approve Remuneration of Non-executive Directors	For	For
10	Authorise Repurchase of Issued Share Capital	For	For
11	Approve Financial Assistance in Terms of Section 45 of the Companies Act	For	For

WEX Inc.

Meeting Date: 04/06/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Nancy Altobello	For	For
1.2	Elect Director Bhavana Bartholf	For	For
1.3	Elect Director Derrick Roman	For	For
1.4	Elect Director Regina O. Sommer	For	For
1.5	Elect Director Jack VanWoerkom	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<i>Blended Rationale: A vote against is warranted because the performance conditions have been amended retrospectively:- In response to COVID-related impacts, the compensation committee made changes to long-term performance equity granted in 2019, along with mid-year changes to the 2020 STI and LTI programs. Investors have expressed a degree of flexibility regarding modest changes to short-term pay programs in light of the pandemic; however, retroactive modifications to long-term incentives (particularly those granted before 2020) coupled with sizable additional equity awards are viewed as problematic reactions to COVID-related impacts. Also note that: NEOs received special equity awards in 2020; while the awards are primarily performance conditioned, their magnitude effectively doubled the value of most executives' target LTI awards. Although the revised STI program was primarily based on objective metrics and the maximum payout decreased, the target payout opportunity remained unchanged even though goals were measured based on a six-month performance period, and the CEO's payout remained above target after the committee's downward discretion. Alterations to previously granted long-term incentives (particularly those granted before 2020) coupled with sizable additional equity awards are viewed as a problematic reaction to COVID-related impacts.</i>			
3	Amend Omnibus Stock Plan	For	For
4	Declassify the Board of Directors	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

WEX Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5	Ratify Deloitte & Touche LLP as Auditors	For	For

Powszechna Kasa Oszczednosci Bank Polski SA

Meeting Date: 07/06/2021

Country: Poland

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Elect Meeting Chairman	For	For
4	Approve Agenda of Meeting	For	For
9.a	Approve Financial Statements	For	For
9.b	Approve Management Board Report on Expenses Related to Representation, Legal Services, Marketing Services, Public Relations Services, Social Communication Services, and Management Advisory Services	For	For
9.c	Approve Consolidated Financial Statements	For	For
9.d	Approve Supervisory Board Report	For	For
9.e	Approve Treatment of Net Loss	For	For
9.f	Approve Allocation of Income from Previous Years	For	For
9.g	Approve Remuneration Report	For	Against
<i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company:- The short-term lacks disclosure on targets and all maximum award limits, as well as applicable level of performance metrics achievement;- The company has failed to disclose targets and performance conditions applicable to deferred remuneration.</i>			
9.h1	Approve Discharge of Zbigniew Jagiello (CEO)	For	For
9.h2	Approve Discharge of Rafal Antczak (Deputy CEO)	For	For
9.h3	Approve Discharge of Rafal Kozlowski (Deputy CEO)	For	For
9.h4	Approve Discharge of Maks Kraczkowski (Deputy CEO)	For	For
9.h5	Approve Discharge of Mieczyslaw Krol (Deputy CEO)	For	For
9.h6	Approve Discharge of Adam Marciniak (Deputy CEO)	For	For
9.h7	Approve Discharge of Piotr Mazur (Deputy CEO)	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Powszechna Kasa Oszczednosci Bank Polski SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
9.h8	Approve Discharge of Jakub Papierski (Deputy CEO)	For	For
9.h9	Approve Discharge of Jan Rosciszewski (Deputy CEO)	For	For
9.i1	Approve Discharge of Zbigniew Hajlasz (Supervisory Board Chairman)	For	For
9.i2	Approve Discharge of Marcin Izdebski (Supervisory Board Deputy Chairman)	For	For
9.i3	Approve Discharge of Grazyna Ciuzyńska (Supervisory Board Secretary)	For	For
9.i4	Approve Discharge of Mariusz Andrzejewski (Supervisory Board Member)	For	For
9.i5	Approve Discharge of Grzegorz Chlopek (Supervisory Board Member)	For	For
9.i6	Approve Discharge of Wojciech Jasinski (Supervisory Board Member)	For	For
9.i7	Approve Discharge of Andrzej Kisielewicz (Supervisory Board Member)	For	For
9.i8	Approve Discharge of Rafal Kos (Supervisory Board Member)	For	For
9.i9	Approve Discharge of Krzysztof Michalski (Supervisory Board Member)	For	For
9.i10	Approve Discharge of Piotr Sadownik (Supervisory Board Member)	For	For
9.i11	Approve Discharge of Miroslaw Barszcz (Supervisory Board Member)	For	For
9.i12	Approve Discharge of Adam Budnikowski (Supervisory Board Member)	For	For
9.i13	Approve Discharge of Dariusz Gorski (Supervisory Board Member)	For	For
9.i14	Approve Discharge of Elzbieta Maczynska-Ziemacka (Supervisory Board Member)	For	For
9.j	Approve Company's Compliance with Best Practice for WSE Listed Companies 2021	For	For
9.k	Amend June 25, 2015, AGM, Resolution Re: Approve Shareholders' Consent with Corporate Governance Principles for Supervised Institutions adopted by Polish Financial Supervision Authority	For	For
9.l	Amend August 26, 2020, AGM, Resolution Re: Approve Policy on Assessment of Suitability of Supervisory Board Members	For	For
10.1	Recall Supervisory Board Member	For	Against

Blended Rationale: The company has not provided information on this proposal:- The name of director to be recalled has not been disclosed.

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Powszechna Kasa Oszczednosci Bank Polski SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
10.2	Elect Supervisory Board Member	For	Against
<i>Blended Rationale: The company has not provided information on this proposal:- The company has failed to disclose the nominee name.</i>			
11	Approve Individual Suitability of Supervisory Board Member	For	Against
<i>Blended Rationale: The company has not provided information on this proposal:- The company did not disclose the name of the supervisory board member whose suitability should be approved.</i>			
12	Approve Collective Suitability of Supervisory Board Members	For	Against
<i>Blended Rationale: The company has not provided information on this proposal:- The composition of supervisory board after this AGM is unknown.</i>			

ServiceNow, Inc.

Meeting Date: 07/06/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Susan L. Bostrom	For	For
1b	Elect Director Jonathan C. Chadwick	For	For
1c	Elect Director Lawrence J. Jackson, Jr.	For	For
1d	Elect Director Frederic B. Luddy	For	For
1e	Elect Director Jeffrey A. Miller	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 company utilizes an annual performance period for equity award (1-yr Net new annual contract value for 2020).</i>			
3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
4	Provide Right to Call Special Meeting	For	For
5	Approve Omnibus Stock Plan	For	Against
<i>Blended Rationale: A vote against is warranted because the performance period is less than 3 years:- One-year performance period.</i>			
6	Amend Qualified Employee Stock Purchase Plan	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

UnitedHealth Group Incorporated

Meeting Date: 07/06/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Richard T. Burke	For	For
1b	Elect Director Timothy P. Flynn	For	For
1c	Elect Director Stephen J. Hemsley	For	For
1d	Elect Director Michele J. Hooper	For	For
1e	Elect Director F. William McNabb, III	For	For
1f	Elect Director Valerie C. Montgomery Rice	For	For
1g	Elect Director John H. Noseworthy	For	For
1h	Elect Director Gail R. Wilensky	For	For
1i	Elect Director Andrew Witty	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against

Blended Rationale: A vote against is warranted because severance payment is excessive:- Former CEO David Wichmann's employment with the company ended March 31, 2021, after a transition period of just under two months. The Form 8-K announcing the CEO transition characterized Wichmann's departure as a retirement, and noted that due to his tenure with the company he had met the definition of retirement set forth in his previously granted equity awards, which will continue to vest in accordance with their terms. In addition, pursuant to the terms of his employment agreement, Wichmann will receive payments approximating his most recent base salary and non-equity incentive award for a two-year period, during which he is subject to restrictive covenants including non-competition and non-solicitation provisions.

3	Ratify Deloitte & Touche LLP as Auditors	For	For
4	Amend Qualified Employee Stock Purchase Plan	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	Against

Blended Rationale: A vote against is warranted. The newly-adopted reduction in the threshold to 15 percent allows shareholders to call a special meeting in appropriate circumstances. Governance arrangements are in general aligned with best practice.

Veracyte, Inc.

Meeting Date: 07/06/2021

Country: USA

Meeting Type: Annual

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Veracyte, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Muna Bhanji	For	For
1.2	Elect Director John L. Bishop	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Abstain

Blended Rationale: An abstention is warranted. The company did not require vesting of long-term awards on achievement of performance goals for awards granted in the most recent fiscal year. Although this has not resulted in a pay-for-performance misalignment for the year in review, shareholders prefer that the majority of long-term awards only vest on the achievement of rigorous performance criteria.

Amedisys, Inc.

Meeting Date: 08/06/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Vickie L. Capps	For	For
1b	Elect Director Molly J. Coye	For	For
1c	Elect Director Julie D. Klapstein	For	For
1d	Elect Director Teresa L. Kline	For	For
1e	Elect Director Paul B. Kusserow	For	Withhold
<i>Blended Rationale: A vote withhold is warranted as the nominee serves as the Company's CEO and Chairman and there is evidence of a poor approach on executive pay.</i>			
1f	Elect Director Richard A. Lechleiter	For	For
1g	Elect Director Bruce D. Perkins	For	For
1h	Elect Director Jeffrey A. Rideout	For	For
1i	Elect Director Ivanetta Davis Samuels	For	For
2	Ratify KPMG LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against

Blended Rationale: A vote against is warranted because the performance period is less than 3 years:- Performance period is set to one year (2020).

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Aperam SA

Meeting Date: 08/06/2021

Country: Luxembourg

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
I	Approve Consolidated Financial Statements	For	For
II	Approve Financial Statements	For	For
III	Approve Remuneration of Directors	For	For
IV	Approve Dividends of EUR 1.75 Per Share	For	For
V	Approve Allocation of Income	For	For
VI	Approve Remuneration Report	For	For
VII	Approve Annual Fees Structure of the Board and Remuneration of CEO	For	For
VIII	Approve Discharge of Directors	For	For
IX	Elect Sandeep Jalan as Director	For	For
X	Appoint PricewaterhouseCoopers as Auditor	For	For
XI	Approve Share Plan Grant Under the Leadership Team Performance Share Unit Plan	For	For

ArcelorMittal SA

Meeting Date: 08/06/2021

Country: Luxembourg

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
I	Approve Consolidated Financial Statements	For	For
II	Approve Financial Statements	For	For
III	Approve Dividends of USD 0.30 Per Share	For	For
IV	Approve Allocation of Income	For	For
V	Approve Remuneration Policy	For	For
VI	Approve Remuneration Report	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

ArcelorMittal SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
VII	Approve Remuneration of the Directors, Members and Chairs of the Audit and Risk Committee and Members and Chairs of the Other Committee	For	For
VIII	Approve Discharge of Directors	For	For
IX	Reelect Karyn Ovelmen as Director	For	For
X	Reelect Tye Burt as Director	For	For
XI	Elect Clarissa Lins as Director	For	For
XII	Approve Share Repurchase	For	For
XIII	Renew Appointment of Deloitte Audit as Auditor	For	For
XIV	Approve Share Plan Grant, Restricted Share Unit Plan and Performance Unit Plan under the Executive Office PSU Plan and ArcelorMittal Equity Plan	For	For
I	Approve Reduction in Share Capital through Cancellation of Shares and Amend Articles 5.1 and 5.2 of the Articles of Association	For	For

Freeport-McMoRan Inc.

Meeting Date: 08/06/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director David P. Abney	For	For
1.2	Elect Director Richard C. Adkerson	For	For
1.3	Elect Director Robert W. Dudley	For	For
1.4	Elect Director Lydia H. Kennard	For	For
1.5	Elect Director Dustan E. McCoy	For	For
1.6	Elect Director John J. Stephens	For	For
1.7	Elect Director Frances Fragos Townsend	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Jiangxi Copper Company Limited

Meeting Date: 08/06/2021

Country: China

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Amend Rules and Procedures Regarding General Meetings of Shareholders	For	For
2	Amend Rules and Procedures Regarding Meetings of Board of Directors	For	For
3	Amend Rules and Procedures Regarding Meetings of Independent Directors	For	For
4	Approve Report of the Board of Directors	For	For
5	Approve Report of the Supervisory Committee	For	For
6	Approve Audited Financial Report and Annual Report and Its Summary	For	For
7	Approve Profit Distribution	For	For
8	Approve Ernst & Young Hua Ming LLP as Domestic and Internal Auditors and Ernst & Young as Overseas Auditors and Authorize Board to Fix Their Remuneration	For	For
9	Approve Remuneration Scheme of Directors	For	For
10	Approve Remuneration Scheme of Supervisors	For	For
11.1	Elect Zheng Gaoqing as Director	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee serves as the Company's CEO and Chairman and no suitable explanation has been given. A lead/senior independent director should also be appointed.</i>			
11.2	Elect Wang Bo as Director	For	For
11.3	Elect Gao Jian-min as Director	For	For
11.4	Elect Liang Qing as Director	For	For
11.5	Elect Liu Fangyun as Director	For	For
11.6	Elect Yu Tong as Director	For	For
12.1	Elect Liu Erh Fei as Director	For	For
12.2	Elect Liu Xike as Director	For	For
12.3	Elect Zhu Xingwen as Director	For	For
12.4	Elect Wang Feng as Director	For	For
13.1	Elect Guan Yongmin as Supervisor	For	For
13.2	Elect Wu Donghua as Supervisor	For	For
13.3	Elect Zhang Jianhua as Supervisor	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Taiwan Semiconductor Manufacturing Co., Ltd.

Meeting Date: 08/06/2021

Country: Taiwan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	For	For
2	Approve Amendment to Rules and Procedures for Election of Directors	For	For
3	Approve Issuance of Restricted Stocks	For	For
4.1	Elect Mark Liu, with Shareholder No. 10758, as Non-independent Director	For	For
4.2	Elect C.C. Wei, with Shareholder No. 370885, as Non-independent Director	For	For
4.3	Elect F.C. Tseng, with Shareholder No. 104, as Non-independent Director	For	For
4.4	Elect Ming Hsin Kung, a Representative of National Development Fund, Executive Yuan, with Shareholder No. 1, as Non-independent Director	For	For
4.5	Elect Peter L. Bonfield, with Shareholder No. 504512XXX, as Independent Director	For	For
4.6	Elect Kok Choo Chen, with Shareholder No. A210358XXX, as Independent Director	For	For
4.7	Elect Michael R. Splinter, with Shareholder No. 488601XXX, as Independent Director	For	For
4.8	Elect Moshe N. Gavriolov, with Shareholder No. 505930XXX, as Independent Director	For	For
4.9	Elect Yancey Hai, with Shareholder No. D100708XXX, as Independent Director	For	For
4.10	Elect L. Rafael Reif, with Shareholder No. 545784XXX, as Independent Director	For	For

Taiwan Semiconductor Manufacturing Co., Ltd.

Meeting Date: 08/06/2021

Country: Taiwan

Meeting Type: Annual

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Taiwan Semiconductor Manufacturing Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	For	For
2	Approve Amendment to Rules and Procedures for Election of Directors	For	For
3	Approve Issuance of Restricted Stocks	For	For
4.1	Elect Mark Liu, with Shareholder No. 10758, as Non-independent Director	For	For
4.2	Elect C.C. Wei, with Shareholder No. 370885, as Non-independent Director	For	For
4.3	Elect F.C. Tseng, with Shareholder No. 104, as Non-independent Director	For	For
4.4	Elect Ming Hsin Kung, a Representative of National Development Fund, Executive Yuan, with Shareholder No. 1, as Non-independent Director	For	For
4.5	Elect Peter L. Bonfield, with Shareholder No. 504512XXX, as Independent Director	For	For
4.6	Elect Kok Choo Chen, with Shareholder No. A210358XXX, as Independent Director	For	For
4.7	Elect Michael R. Splinter, with Shareholder No. 488601XXX, as Independent Director	For	For
4.8	Elect Moshe N. Gavriellov, with Shareholder No. 505930XXX, as Independent Director	For	For
4.9	Elect Yancey Hai, with Shareholder No. D100708XXX, as Independent Director	For	For
4.10	Elect L. Rafael Reif, with Shareholder No. 545784XXX, as Independent Director	For	For

The TJX Companies, Inc.

Meeting Date: 08/06/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Zein Abdalla	For	For
1b	Elect Director Jose B. Alvarez	For	For
1c	Elect Director Alan M. Bennett	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

The TJX Companies, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1d	Elect Director Rosemary T. Berkery	For	For
1e	Elect Director David T. Ching	For	For
1f	Elect Director C. Kim Goodwin	For	For
1g	Elect Director Ernie Herrman	For	For
1h	Elect Director Michael F. Hines	For	For
1i	Elect Director Amy B. Lane	For	For
1j	Elect Director Carol Meyrowitz	For	For
1k	Elect Director Jackwyn L. Nemerov	For	For
1l	Elect Director John F. O'Brien	For	For
2	Ratify PricewaterhouseCoopers as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Report on Animal Welfare	Against	Against
5	Report on Pay Disparity	Against	Against

United Microelectronics Corp.

Meeting Date: 08/06/2021

Country: Taiwan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Business Report and Financial Statements	For	For
2	Approve Profit Distribution	For	For
3	Approve Issuance Plan of Private Placement for Common Shares, DRs or Euro/Domestic Convertible Bonds	For	Against
<i>Blended Rationale: A vote AGAINST is warranted because the associated dilution is excessive.</i>			
4.1	Elect Wenyi Chu with ID No. E221624XXX as Independent Director	For	For
4.2	Elect Lih J. Chen with ID No. J100240XXX as Independent Director	For	For
4.3	Elect Jyuo-Min Shyu with ID No. F102333XXX as Independent Director	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

United Microelectronics Corp.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4.4	Elect Kuang Si Shiu with ID No. F102841XXX as Independent Director	For	For
4.5	Elect Wen-Hsin Hsu with ID No. R222816XXX as Independent Director	For	For
4.6	Elect Ting-Yu Lin with Shareholder No. 5015 as Non-independent Director	For	For
4.7	Elect Stan Hung with Shareholder No. 111699 as Non-independent Director	For	For
4.8	Elect SC Chien, a Representative of Hsun Chieh Investment Co., Ltd. with Shareholder No. 195818 as Non-independent Director	For	For
4.9	Elect Jason Wang, a Representative of Silicon Integrated Systems Corp. with Shareholder No. 1569628 as Non-independent Director	For	For

Workday, Inc.

Meeting Date: 08/06/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Aneel Bhusri	For	Withhold
<i>Blended Rationale: A vote withhold is warranted as the nominee serves as the Company's CEO and Chairman and there is evidence of a poor approach on executive pay.</i>			
1.2	Elect Director Ann-Marie Campbell	For	For
1.3	Elect Director David A. Duffield	For	For
1.4	Elect Director Lee J. Styslinger, III	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<i>Blended Rationale: A vote against is warranted because awards are not subject to performance conditions:- Equity awards lack pre-set performance criteria. As in the previous year, long-term awards for FY21 were in the form of time-based RSUs that vest over four years.</i>			
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>			

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Caterpillar Inc.

Meeting Date: 09/06/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Kelly A. Ayotte	For	For
1.2	Elect Director David L. Calhoun	For	For
1.3	Elect Director Daniel M. Dickinson	For	For
1.4	Elect Director Gerald Johnson	For	For
1.5	Elect Director David W. MacLennan	For	For
1.6	Elect Director Debra L. Reed-Klages	For	For
1.7	Elect Director Edward B. Rust, Jr.	For	For
1.8	Elect Director Susan C. Schwab	For	For
1.9	Elect Director D. James Umpleby, III	For	For
1.10	Elect Director Miles D. White	For	For
1.11	Elect Director Rayford Wilkins, Jr.	For	For
2	Ratify PricewaterhouseCoopers as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Report on Climate Policy	Against	For
<i>Blended Rationale: Artemis supports proposals for additional disclosure where this is likely to enhance or protect shareholder value in both the short and long term.</i>			
5	Report on Diversity and Inclusion Efforts	Against	Against
6	Amend Certificate of Incorporate to become Public Benefit Corporation	Against	Against
7	Provide Right to Act by Written Consent	Against	For

Blended Rationale: Artemis supports proposals that enhance shareholder rights.

China Mobile Limited

Meeting Date: 09/06/2021

Country: Hong Kong

Meeting Type: Special

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

China Mobile Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve RMB Share Issue and the Specific Mandate	For	For
2	Authorize Board to Handle All Matters in Relation to the RMB Share Issue	For	For
3	Approve Plan for Distribution of Profits Accumulated Before the RMB Share Issue	For	For
4	Approve Price Stabilization Plan of RMB Shares for Three Years After the Proposed Issue of RMB Shares	For	For
5	Approve Shareholders Return Plan Within Three Years After RMB Share Issue	For	For
6	Approve Use of Proceeds from RMB Share Issue	For	For
7	Approve Remedial Measures for the Potential Dilution of Immediate Returns Resulting from the RMB Share Issue	For	For
8	Approve Undertakings and the Corresponding Binding Measures in Connection with the Proposed Issue of RMB Shares	For	For
9	Authorize Board to Handle All Matters in Relation to the Director and Senior Management Liability Insurance and A Share Prospectus Liability Insurance	For	For
10	Adopt Rules and Procedures Regarding General Meetings of Shareholders	For	For
11	Adopt Rules and Procedures Regarding Meetings of Board of Directors	For	For
12	Amend Articles of Association	For	For

China Resources Land Limited

Meeting Date: 09/06/2021

Country: Cayman Islands

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

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

China Resources Land Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3.1	Elect Chen Rong 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>		
3.2	Elect Wang Yan 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>		
3.3	Elect Li Xin as Director	For	For
3.4	Elect Guo Shiqing as Director	For	For
3.5	Elect Wan Kam To, Peter as Director	For	Against
	<i>Blended Rationale: A vote against is warranted due to concerns over the number of directorships held by the nominee:- Peter Wan Kam To also sits on the board of six public companies as a regular director.</i>		
3.6	Elect Yan Y. Andrew as Director	For	For
3.7	Authorize Board to Fix Remuneration of Directors	For	For
4	Approve Ernst & Young as Auditor and Authorize Board to Fix Their Remuneration	For	For
5	Authorize Repurchase of Issued Share Capital	For	For
6	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.- The company has not specified the discount limit.</i>		
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.- The company has not specified the discount limit.</i>		

DWS Group GmbH & Co. KGaA

Meeting Date: 09/06/2021

Country: Germany

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year 2020	For	For
2	Approve Allocation of Income and Dividends of EUR 1.81 per Share	For	For
3	Approve Discharge of Personally Liable Partner for Fiscal Year 2020	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

DWS Group GmbH & Co. KGaA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2021	For	For
6	Approve Remuneration Policy	For	For
7	Approve Remuneration of Supervisory Board	For	For
8	Amend Corporate Purpose	For	For

Expedia Group, Inc.

Meeting Date: 09/06/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Samuel Altman	For	For
1b	Elect Director Beverly Anderson	For	For
1c	Elect Director Susan Athey	For	For
1d	Elect Director Chelsea Clinton	For	Withhold
<i>Blended Rationale: A vote withhold is warranted due to concerns over poor corporate governance practices:- Withhold votes are warranted for compensation committee members Chelsea Clinton and Craig Jacobson for modifications to previously granted option awards reducing the at-risk nature of the awards, which is a problematic practice.</i>			
1e	Elect Director Barry Diller	For	For
1g	Elect Director Craig Jacobson	For	Withhold
<i>Blended Rationale: Refer to Item 1d.</i>			
1h	Elect Director Peter Kern	For	For
1i	Elect Director Dara Khosrowshahi	For	For
1j	Elect Director Patricia Menendez-Cambo	For	For
1k	Elect Director Greg Mondre	For	For
1m	Elect Director Alex von Furstenberg	For	For
1n	Elect Director Julie Whalen	For	For
2	Amend Qualified Employee Stock Purchase Plan	For	For
3	Ratify Ernst & Young LLP as Auditors	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Expedia Group, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Report on Political Contributions and Expenditures	Against	For

Blended Rationale: Artemis supports proposals for additional disclosure where this is likely to enhance or protect shareholder value in both the short and long term.

Hellenic Telecommunications Organization SA

Meeting Date: 09/06/2021

Country: Greece

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements, Statutory Reports and Income Allocation	For	For
3	Approve Management of Company and Grant Discharge to Auditors	For	For
4	Ratify Auditors	For	For
5	Approve Remuneration of Directors and Members of Committees	For	For
6	Approve Remuneration of Certain Board Members	For	For
7	Advisory Vote on Remuneration Report	For	Against

Blended Rationale: A vote against is warranted because the performance period is less than 3 years: - The group and company LTIPs do not measure management performance over a long-term period (at least three years).

8	Approve Director and Officer Liability Contracts	For	For
10	Approve Reduction in Issued Share Capital	For	For
11	Approve Suitability Policy for Directors	For	For
12.1	Elect Michael Tsamaz as Director	None	Abstain

Blended Rationale: An abstention is warranted as the nominee serves as the Company's CEO and Chairman and no suitable explanation has been given. A lead/senior independent director should also be appointed. Please note that against is not a valid vote option for this meeting, hence the abstain.

12.2	Elect Charalampos Mazarakis as Director	None	For
12.3	Elect Robert Hauber as Director	None	For
12.4	Elect Kyra Orth as Director	None	Abstain

Blended Rationale: An abstention is warranted as the nominee is a non-independent NED and serves on the Remuneration Committee, which is not majority independent. Please note that against is not a valid vote option for this meeting, hence the abstain.

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Hellenic Telecommunications Organization SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
12.5	Elect Dominique Leroy as Director	None	Abstain
<i>Blended Rationale: An abstention is warranted as the nominee is a non-independent NED and serves on the Remuneration Committee, which is not majority independent. Please note that against is not a valid vote option for this meeting, hence the abstain.</i>			
12.6	Elect Michael Wilkens as Director	None	For
12.7	Elect Gregory Zarifopoulos as Director	None	Abstain
<i>Blended Rationale: An abstention is warranted as the nominee is a non-independent non-executive director and the board does not meet best practice criteria with regard to independence. Please note that against is not a valid vote option for this meeting, hence the abstain.</i>			
12.8	Elect Eelco Blok as Independent Director	None	For
12.9	Elect Dimitris Georgoutsos as Independent Director	None	For
12.10	Elect Catherine Dorlodot as Independent Director	None	For
13	Approve Type, Composition and Tenure of the Audit Committee	None	For
14	Authorize Board to Participate in Companies with Similar Business Interests	For	For

ASUSTek Computer, Inc.

Meeting Date: 10/06/2021

Country: Taiwan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements	For	For
2	Approve Profit Distribution	For	For
3	Approve Amendments to Articles of Association	For	For
4	Approve Amendment to Rules and Procedures for Election of Directors	For	For

AU Optronics Corp.

Meeting Date: 10/06/2021

Country: Taiwan

Meeting Type: Annual

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

AU Optronics Corp.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Business Report and Financial Statements	For	For
2	Approve Profit Distribution	For	For
3	Approve Issuance of New Common Shares for Cash to Sponsor Issuance of the Overseas Depositary Shares and/or for Cash in Public Offering and/or for Cash in Private Placement and/or Issuance of Overseas or Domestic Convertible Bonds in Private Placement	For	For
4	Amend Procedures Governing the Acquisition or Disposal of Assets and Amend Procedures for Endorsement and Guarantees	For	For
5	Approve Release of Restrictions of Competitive Activities of Directors	For	For

Gamesys Group Plc

Meeting Date: 10/06/2021

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 this resolution is warranted. The Remuneration Committee exercised discretion to disapply time pro-rating for Neil Goulden's FY2020 bonus payout, which has not been supported by a sufficiently compelling rationale.</i>			
3	Approve Remuneration Policy	For	For
4	Reappoint BDO LLP as Auditors	For	For
5	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For
6	Approve Final Dividend	For	For
7	Re-elect Neil Goulden as Director	For	For
8	Re-elect Lee Fenton as Director	For	For
9	Re-elect Keith Laslop as Director	For	For
10	Elect Tina Southall as Director	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Gamesys Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
11	Re-elect Robeson Reeves as Director	For	For
12	Re-elect Nigel Brewster as Director	For	For
13	Re-elect Jim Ryan as Director	For	For
14	Re-elect Colin Sturgeon as Director	For	For
15	Re-elect Andria Vidler as Director	For	For
16	Re-elect Katie Vanneck-Smith as Director	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
21	Authorise Market Purchase of Ordinary Shares	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Kindred Group Plc

Meeting Date: 10/06/2021

Country: Malta

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
7	Authorize Share Repurchase Program	For	For
8	Approve Reduction in Share Capital via Share Cancellation	For	For

R.E.A. Holdings Plc

Meeting Date: 10/06/2021

Country: United Kingdom

Meeting Type: Annual

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

R.E.A. Holdings 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 Remuneration Policy	For	For
4	Re-elect David Blackett as Director	For	For
5	Re-elect Irene Chia as Director	For	For
6	Re-elect Carol Gysin as Director	For	For
7	Re-elect John Oakley as Director	For	For
8	Re-elect Richard Robinow as Director	For	For
9	Re-elect Rizal Satar as Director	For	For
10	Re-elect Michael St Clair-George as Director	For	For
11	Reappoint MHA MacIntyre Hudson as Auditors	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
13	Authorise Market Purchase of Ordinary Shares	For	For
14	Authorise Issue of Equity	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 the Company to Call General Meeting with Two Weeks' Notice	For	For

salesforce.com, inc.

Meeting Date: 10/06/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Marc Benioff	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

salesforce.com, inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1b	Elect Director Craig Conway	For	For
1c	Elect Director Parker Harris	For	For
1d	Elect Director Alan Hassenfeld	For	For
1e	Elect Director Neelie Kroes	For	For
1f	Elect Director Colin Powell	For	For
1g	Elect Director Sanford Robertson	For	For
1h	Elect Director John V. Roos	For	For
1i	Elect Director Robin Washington	For	For
1j	Elect Director Maynard Webb	For	For
1k	Elect Director Susan Wojcicki	For	For
2	Amend Omnibus Stock Plan	For	For
3	Ratify Ernst & Young LLP as Auditors	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
5	Amend Certificate of Incorporation to Become a Public Benefit Corporation	Against	Against

Shift4 Payments, Inc.

Meeting Date: 10/06/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Jared Isaacman	For	Withhold

Blended Rationale: A vote WITHHOLD is warranted as the nominee serves as the Company's CEO and Chairman and there is evidence of a poor approach on corporate governance and risk oversight. A senior independent director has not been appointed. A vote WITHHOLD is warranted due to concerns over poor corporate governance practices:- WITHHOLD votes are warranted for non-independent director nominees Jared Isaacman and Andrew Frey for failing to establish a board on which a majority of the directors are independent and for serving as non-independent members of certain key board committees. - WITHHOLD votes are further warranted for Jared Isaacman and Andrew Frey for concerns regarding risk oversight in light of the pledging of a significant amount of the company's stock.- WITHHOLD votes are further warranted for governance committee member Jared Isaacman given the board's failure to remove, or subject to a sunset requirement, the classified board structure, which adversely impacts shareholder rights. - WITHHOLD votes are further warranted for Jared Isaacman and Andrew Frey given the board's failure to remove, or subject to a sunset requirement, the multi-class capital structure with unequal voting rights.

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Shift4 Payments, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.2	Elect Director Andrew Frey	For	Withhold
<i>Blended Rationale: A vote WITHHOLD is warranted as the nominee is a non-independent non-executive director and the board is not 50% independent. A vote WITHHOLD is warranted due to concerns over poor corporate governance practices:- WITHHOLD votes are warranted for non-independent director nominees Jared Isaacman and Andrew Frey for failing to establish a board on which a majority of the directors are independent and for serving as non-independent members of certain key board committees. - WITHHOLD votes are further warranted for Jared Isaacman and Andrew Frey for concerns regarding risk oversight in light of the pledging of a significant amount of the company's stock.- WITHHOLD votes are further warranted for Jared Isaacman and Andrew Frey given the board's failure to remove, or subject to a sunset requirement, the multi-class capital structure with unequal voting rights.</i>			
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

Sinopharm Group Co. Ltd.

Meeting Date: 10/06/2021

Country: China

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	For	For
2	Approve Report of the Supervisory Committee	For	For
3	Approve Audited Financial Statements of the Company and Its Subsidiaries and the Auditors' Report	For	For
4	Approve Profit Distribution Plan and Payment of Final Dividend	For	For
5	Authorize Board to Fix Remuneration of Directors	For	For
6	Authorize Supervisory Committee to Fix Remuneration of Supervisors	For	For
7	Approve Ernst & Young Hua Ming LLP as Domestic Auditors and Ernst & Young as International Auditors and Authorize Audit Committee of the Board to Fix Their Remuneration	For	For
8	Approve Provision of Guarantees	For	Against
<i>Blended Rationale: A vote AGAINST this resolution is warranted given that granting of a blanket authority to provide guarantees may unnecessarily increase the company's risks.</i>			
9	Elect Li Dongjiu as Director, Authorize Board to Fix His Remuneration and Enter into a Service Contract with Him	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.

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Sinopharm Group Co. Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
10	Elect Guan Xiaohui as Supervisor, Authorize Supervisory Committee to Fix Her Remuneration and Enter into a Service Contract with Her	For	For
11	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Domestic Shares and/or H Shares	For	Against
<i>Blended Rationale: A vote AGAINST this resolution is warranted for the following:- The share issuance limit is greater than 10 percent of the relevant class of shares.- The company has not specified the discount limit.</i>			
12	Approve Grant of General Mandate to the Board to Repurchase H Shares	For	For

Sinopharm Group Co. Ltd.

Meeting Date: 10/06/2021

Country: China

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Grant of General Mandate to the Board to Repurchase H Shares	For	For

Sinotrans Limited

Meeting Date: 10/06/2021

Country: China

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	Against
<i>Blended Rationale: A vote AGAINST this resolution is warranted for the following:- The share issuance limit is greater than 10 percent of the relevant class of shares.- The company has not specified the discount limit.</i>			
2	Authorize Repurchase of Issued H Share Capital	For	For
3	Approve Updated Mandate of the Issue of Debt Financing Instruments	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Sinotrans Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Approve Estimated Guarantees of the Company	For	Against
<i>Blended Rationale: A vote AGAINST this resolution is warranted since the company will be taking in a disproportionate amount of risk relative to its ownership stake without compelling justification.</i>			
5	Approve 2020 Work Report of the Board of Directors	For	For
6	Approve 2020 Work Report of the Supervisory Committee	For	For
7	Approve 2020 Work Report of Independent Non-Executive Directors	For	For
8	Approve 2020 Final Financial Accounts Report	For	For
9	Approve 2020 Annual Report and Its Summary	For	For
10	Approve 2021 Financial Budget	For	For
11	Approve 2020 Profit Distribution Plan	For	For
12	Approve ShineWing Certified Public Accountants LLP as Auditor	For	For
13	Approve Remuneration of Directors	For	For
14	Approve Renewal of Liability Insurance for Directors, Supervisors and Senior Management Members	For	For
15	Approve Adjustment of Business Scope	For	For
16	Approve Amendments to Articles of Association	For	For
17.1	Elect Li Guanpeng as Director	For	For
17.2	Elect Song Rong as Director	For	For
17.3	Elect Song Dexing as Director	For	For
17.4	Elect Liu Weiwu as Director	For	For
17.5	Elect Xiong Xianliang as Director	For	For
17.6	Elect Jiang Jian as Director	For	For
17.7	Elect Jerry Hsu as Director	For	Against
<i>Blended Rationale: A vote against is warranted as the director's attendance has been unsatisfactory over the last two years without a reasonable explanation.</i>			
18.1	Elect Wang Taiwen as Director	For	For
18.2	Elect Meng Yan as Director	For	For
18.3	Elect Song Haiqing as Director	For	For
18.4	Elect Li Qian as Director	For	For
19.1	Elect Liu Yingjie as Supervisor	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Sinotrans Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
19.2	Elect Zhou Fangsheng as Supervisor	For	For
19.3	Elect Fan Zhaoping as Supervisor	For	For

Sinotrans Limited

Meeting Date: 10/06/2021

Country: China

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Authorize Repurchase of Issued H Share Capital	For	For

Stelco Holdings Inc.

Meeting Date: 10/06/2021

Country: Canada

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Monty Baker	For	For
1.2	Elect Director Michael W. Dees	For	For
1.3	Elect Director Alan E. Goldberg	For	For
1.4	Elect Director Alan Kestenbaum	For	Withhold
<i>Blended Rationale: A vote withhold is warranted as the nominee serves as the Company's CEO and Chairman and no suitable explanation has been given.</i>			
1.5	Elect Director Jacob Lew	For	For
1.6	Elect Director Michael Mueller	For	For
1.7	Elect Director Heather Ross	For	For
1.8	Elect Director Indira Samarasekera	For	For
1.9	Elect Director Daryl Wilson	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Stelco Holdings Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Approve Advance Notice Requirement	For	Against

Blended Rationale: A vote against is warranted as shareholder rights are, or could be reduced.

BioXcel Therapeutics, Inc.

Meeting Date: 11/06/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Vimal Mehta	For	For
1.2	Elect Director Peter Mueller	For	For

Blended Rationale: A vote FOR is warranted. Time-vesting stock options are generally considered to be more strongly performance-based at clinical-stage biopharmaceutical firms as stock price performance is more strongly dependent on individual company performance, rather than driven by broader sector or market performance. We do not have any material concerns with structure of executive remuneration and the nominee is a member of the remuneration committee. We will keep the lack of a sunset clause on the classified board structure under review given the company is relatively young.

2	Ratify Ernst & Young LLP as Auditors	For	For
3	Increase Authorized Common Stock	For	For
4	Adjourn Meeting	For	For

Cathay Financial Holdings Co. Ltd.

Meeting Date: 11/06/2021

Country: Taiwan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	For	For
2	Approve Plan on Profit Distribution	For	For
3	Approve Amendments to Rules and Procedures Regarding Shareholder's General Meeting	For	For
4	Approve Amendment to Rules and Procedures for Election of Directors	For	For
5	Approve to Raise Long-term Capital	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Fubon Financial Holding Co., Ltd.

Meeting Date: 11/06/2021

Country: Taiwan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Business Report and Financial Statements	For	For
2	Approve Plan on Profit Distribution	For	For
3	Approve the Issuance of New Shares by Capitalization of Capital Reserve	For	For
4	Approve Plan to Raise Long-term Capital	For	For
5	Approve Amendments to Rules and Procedures Regarding Shareholders' General Meeting	For	For

KEYENCE Corp.

Meeting Date: 11/06/2021

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 100	For	For
2.1	Elect Director Takizaki, Takemitsu	For	For
2.2	Elect Director Nakata, Yu	For	For
2.3	Elect Director Yamaguchi, Akiji	For	For
2.4	Elect Director Miki, Masayuki	For	For
2.5	Elect Director Yamamoto, Hiroaki	For	For
2.6	Elect Director Yamamoto, Akinori	For	For
2.7	Elect Director Taniguchi, Seiichi	For	For
2.8	Elect Director Suenaga, Kumiko	For	For
3	Appoint Alternate Statutory Auditor Yamamoto, Masaharu	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Novolipetsk Steel

Meeting Date: 11/06/2021

Country: Russia

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Interim Dividends for First Quarter of Fiscal 2021	For	For
2.1	Approve New Edition of Charter	For	For
2.2	Approve New Edition of Regulations on Management	For	For

Tabula Rasa HealthCare, Inc.

Meeting Date: 11/06/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Samira Beckwith	For	Withhold
	<i>Blended Rationale: A withhold vote is warranted due to concerns over poor corporate governance practices:- 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, each of which adversely impacts shareholder rights.</i>		
1.2	Elect Director Dennis Helling	For	Withhold
	<i>Blended Rationale: Refer to Item 1.1.</i>		
1.3	Elect Director Pamela Schweitzer	For	Withhold
	<i>Blended Rationale: Refer to Item 1.1.</i>		
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Abstain
	<i>Blended Rationale: An abstention is warranted. The company did not require vesting of long-term awards on achievement of performance goals for awards granted in the most recent fiscal year. Although this has not resulted in a pay-for-performance misalignment for the year in review, shareholders prefer that the majority of long-term awards are conditioned on the achievement of rigorous performance criteria.</i>		
3	Ratify KPMG LLP as Auditors	For	For
4	Approve Qualified Employee Stock Purchase Plan	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Taiwan Cement Corp.

Meeting Date: 11/06/2021

Country: Taiwan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Business Report and Financial Statements	For	For
2	Approve Profit Distribution	For	For
3.1	Elect Chang, An-Ping, a Representative of Chia Hsin R.M.C Corp., with Shareholder No. 20048715, as Non-Independent Director	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee serves as the Company's CEO and Chairman and no suitable explanation has been given. A lead/senior independent director should also be appointed.</i>			
3.2	Elect Li, Jong-Peir, a Representative of C. F. Koo Foundation, with Shareholder No. 20178935, as Non-Independent Director	For	For
3.3	Elect Chang Kang-Lung, Jason, a Representative of Chia Hsin Cement Corp, with Shareholder No. 20016949, as Non-Independent Director	For	For
3.4	Elect Lo, C.M. Kenneth, a Representative of International CSRC Investment Holdings Co., Ltd., with Shareholder No. 20055830, as Non-Independent Director	For	For
3.5	Elect Wang, Por-Yuan, a Representative of Fu Pin Investment Co., Ltd., with Shareholder No. 20420701, as Non-Independent Director	For	For
3.6	Elect Koo, Kung-Yi, a Representative of Tai Ho Farming Co., Ltd., with SHAREHOLDER NO.20040219, as Non-Independent Director	For	For
3.7	Elect Chen, Chi-Te, a Representative of Chia Hsin Cement Corp., with SHAREHOLDER NO.20016949, as Non-Independent Director	For	For
3.8	Elect Hsieh, Chi-Chia, a Representative of Fu Pin Investment Co., Ltd., with SHAREHOLDER NO.20420701, as Non-Independent Director	For	For
3.9	Elect Wen, Chien, a Representative of Heng Qiang Investment Co., Ltd., with SHAREHOLDER NO.20420700, as Non-Independent Director	For	For
3.10	Elect Tsai, Chih-Chung, a Representative of Heng Qiang Investment Co., Ltd., with SHAREHOLDER NO.20420700, as Non-Independent Director	For	For
3.11	Elect Chiao, Yu-Cheng with ID No. A120667XXX as Independent Director	For	Against

Blended Rationale: A vote against is warranted due to concerns over the number of directorships held by the nominee:- Chiao Yu-Cheng is also the chair of two public companies and sits on the boards of four public companies as a regular director.

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Taiwan Cement Corp.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3.12	Elect Wang, Victor with ID No. Q100187XXX as Independent Director	For	Against
<i>Blended Rationale: A vote against is warranted due to concerns over the number of directorships held by the nominee: - Victor Wang also sits on the boards of six public companies as a regular director.</i>			
3.13	Elect Chou, Ling-Tai Lynette (Chou Ling Tai), with SHAREHOLDER NO.20180174 as Independent Director	For	For
3.14	Elect Lin, Mei-Hwa, with ID No. F201284XXX as Independent Director	For	For
3.15	Elect Lin, Shiou-Ling, with ID No. A202924XXX as Independent Director	For	For
4	Amend Procedures Governing the Acquisition or Disposal of Assets	For	For
5	Approve Amendments to Rules and Procedures Regarding Shareholder's General Meeting	For	For
6	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors	For	For

WillScot Mobile Mini Holdings Corp.

Meeting Date: 11/06/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Sara R. Dial	For	For
1b	Elect Director Gerard E. Holthaus	For	For
1c	Elect Director Gary Lindsay	For	For
1d	Elect Director Kimberly J. McWaters	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Declassify the Board of Directors	For	For

General Motors Company

Meeting Date: 14/06/2021

Country: USA

Meeting Type: Annual

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

General Motors Company

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Mary T. Barra	For	For
1b	Elect Director Wesley G. Bush	For	For
1c	Elect Director Linda R. Gooden	For	For
1d	Elect Director Joseph Jimenez	For	For
1e	Elect Director Jane L. Mendillo	For	For
1f	Elect Director Judith A. Miscik	For	For
1g	Elect Director Patricia F. Russo	For	For
1h	Elect Director Thomas M. Schoewe	For	For
1i	Elect Director Carol M. Stephenson	For	For
1j	Elect Director Mark A. Tatum	For	For
1k	Elect Director Devin N. Wenig	For	For
1l	Elect Director Margaret C. Whitman	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Ernst & Young LLP as Auditors	For	For
4	Provide Right to Act by Written Consent	Against	For
<i>Blended Rationale: Artemis supports proposals that enhance shareholder rights.</i>			
5	Link Executive Pay to Social Criteria	Against	Against

Revolution Bars Group Plc

Meeting Date: 14/06/2021

Country: United Kingdom

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Authorise Issue of Equity in Relation to Fundraising	For	For
2	Authorise Issue of Equity without Pre-emptive Rights in Relation to Fundraising	For	For
3	Authorise Issue of Equity	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Revolution Bars Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Authorise Issue of Equity without Pre-emptive Rights	For	For
5	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For

Trinseo S.A.

Meeting Date: 14/06/2021

Country: Luxembourg

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Merger Agreement	For	For
2	Approve Increase in Size of Board	For	For
3	Approve the Irish PLC Constitution	For	For
4a	Approve Changes in Share Capital	For	Against
<i>Blended Rationale: A vote against is warranted as it is proposed to create authorised capital that is considered to be excessive in volume.</i>			
4b	Approve Change in Board's Discretion to Issue Shares	For	Against
<i>Blended Rationale: See item 4a.</i>			
4c	Approve Change in Advance Notice Requirements for Shareholder Proposals	For	For
5	Approve Creation of Distributable Reserves	For	For
6a	Elect Director K'lynn Johnson	For	For
6b	Elect Director Joseph Alvarado	For	For
6c	Elect Director Frank A. Bozich	For	For
6d	Elect Director Jeffrey J. Cote	For	For
6e	Elect Director Pierre-Marie De Leener	For	For
6f	Elect Director Sandra Beach Lin	For	For
6g	Elect Director Jeanmarie Desmond	For	For
6h	Elect Director Matthew Farrell	For	For
6i	Elect Director Philip R. Martens	For	For
6j	Elect Director Donald T. Misheff	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Trinseo S.A.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6k	Elect Director Henri Steinmetz	For	For
6l	Elect Director Mark Tomkins	For	For
7	Elect Director Victoria Brifo	For	For
8	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
9	Advisory Vote on Say on Pay Frequency	One Year	One Year
10	Approve Changes to Director Compensation Program	For	For
11	Approve Consolidated Financial Statements and Statutory Reports	For	For
12	Approve Allocation of Income and Dividends	For	For
13	Approve Discharge of Directors and Auditors	For	For
14	Ratify PricewaterhouseCoopers Societe cooperative as Internal Statutory Auditor	For	For
15	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

eBay Inc.

Meeting Date: 15/06/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Anthony J. Bates	For	For
1b	Elect Director Adriane M. Brown	For	For
1c	Elect Director Diana Farrell	For	For
1d	Elect Director Logan D. Green	For	For
1e	Elect Director Bonnie S. Hammer	For	For
1f	Elect Director E. Carol Hayles	For	For
1g	Elect Director Jamie Iannone	For	For
1h	Elect Director Kathleen C. Mitic	For	For
1i	Elect Director Matthew J. Murphy	For	For
1j	Elect Director Paul S. Pressler	For	For
1k	Elect Director Mohak Shroff	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

eBay Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1l	Elect Director Robert H. Swan	For	For
1m	Elect Director Perry M. Traquina	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Improve Principles of Executive Compensation Program	Against	Against
5	Provide Right to Act by Written Consent	Against	For

Blended Rationale: Artemis supports proposals that enhance shareholder rights.

EVRAZ Plc

Meeting Date: 15/06/2021

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	Re-elect Alexander Abramov as Director	For	For
4	Re-elect Alexander Frolov as Director	For	For
5	Re-elect Eugene Shvidler as Director	For	For
6	Re-elect Eugene Tenenbaum as Director	For	For
7	Re-elect Karl Gruber as Director	For	For
8	Re-elect Deborah Gudgeon as Director	For	For
9	Re-elect Alexander Izosimov as Director	For	Against
<i>Blended Rationale: A vote against is warranted as there is a lack of diversity on the board.</i>			
10	Re-elect Sir Michael Peat as Director	For	For
11	Elect Stephen Odell as Director	For	For
12	Elect James Rutherford as Director	For	For
13	Elect Sandra Stash as Director	For	For
14	Reappoint Ernst & Young LLP as Auditors	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

EVRAZ Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
15	Authorise the Audit 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

Five Below, Inc.

Meeting Date: 15/06/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Dinesh S. Lathi	For	For
1b	Elect Director Richard L. Markee	For	For
1c	Elect Director Thomas G. Vellios	For	For
1d	Elect Director Zuhairah S. Washington	For	For
2	Ratify KPMG LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against

Blended Rationale: A vote against is warranted because payments in the event of change of control are excessive:- Single-trigger equity vesting acceleration. Equity award arrangements provide for automatic accelerated vesting upon a change-in-control. Such single-trigger vesting may result in an economic windfall to the executive without an accompanying termination of employment. A vote against is warranted because the performance conditions have been amended retrospectively:- Originally, short-term incentives were linked to rigorous financial goals, and the equity awards were mostly performance-based with multi-year financial goals. However, the incentive awards were modified due to the COVID-19 pandemic. Although the resulting STI payouts were somewhat reasonable, the modifications to LTI awards and the vesting design of the off-cycle equity awards raise significant concerns. In particular, although the relative TSR metric targets outperformance, no vesting cap is disclosed for negative TSR performance, performance measurement periods are relatively short, and a portion of the performance shares were effectively replaced with time-based shares with a short vesting period. Such modifications to in-progress and closing-cycle equity awards are generally not viewed as an appropriate reaction to COVID-19 by many investors.

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

MetLife, Inc.

Meeting Date: 15/06/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Cheryl W. Grise	For	For
1b	Elect Director Carlos M. Gutierrez	For	For
1c	Elect Director Gerald L. Hassell	For	For
1d	Elect Director David L. Herzog	For	For
1e	Elect Director R. Glenn Hubbard	For	For
1f	Elect Director Edward J. Kelly, III	For	For
1g	Elect Director William E. Kennard	For	For
1h	Elect Director Michel A. Khalaf	For	For
1i	Elect Director Catherine R. Kinney	For	For
1j	Elect Director Diana L. McKenzie	For	For
1k	Elect Director Denise M. Morrison	For	For
1l	Elect Director Mark A. Weinberger	For	For
2	Ratify Deloitte & Touche LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

Northbridge Industrial Services Plc

Meeting Date: 15/06/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Re-elect Ian Gardner as Director	For	For
3	Re-elect Judith Aldersey-Williams as Director	For	For
4	Elect Stephen Yapp as Director	For	For
5	Elect Chris Caldwell as Director	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Northbridge Industrial Services Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6	Reappoint BDO LLP as Auditors and Authorise Their Remuneration	For	For
7	Authorise Issue of Equity	For	For
8	Authorise Issue of Equity without Pre-emptive Rights	For	For
9	Authorise Market Purchase of Ordinary Shares	For	For

Somero Enterprises, Inc.

Meeting Date: 15/06/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Elect Director John (Jack) Cooney	For	For
4	Elect Director Howard Hohmann	For	For
5	Ratify Whitley Penn LLP as Auditors	For	For

Sonova Holding AG

Meeting Date: 15/06/2021

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	For	For
1.2	Approve Remuneration Report (Non-Binding)	For	Against
<i>Blended Rationale: A vote against is warranted because the plan permits the re-testing of performance targets:- The performance period has been extended to April 1, 2025, given the impairment on the company's growth strategy caused by the pandemic, though the original performance targets remained unchanged. This amendment may be of concern to shareholders, as the extension of the performance period could be perceived as retesting to enable a higher attainment level.</i>			
2	Approve Allocation of Income and Dividends of CHF 3.20 per Share	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Sonova Holding AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Approve Discharge of Board and Senior Management	For	For
4.1.1	Reelect Robert Spoerry as Director and Board Chairman	For	For
4.1.2	Reelect Lynn Bleil as Director	For	For
4.1.3	Reelect Lukas Braunschweiler as Director	For	For
4.1.4	Reelect Stacy Seng as Director	For	For
4.1.5	Reelect Ronald van der Vis as Director	For	For
4.1.6	Reelect Jinlong Wang as Director	For	For
4.1.7	Reelect Adrian Widmer as Director	For	For
4.2.1	Elect Gregory Behar as Director	For	Against
<i>Blended Rationale: A vote against is warranted due to concerns over the number of directorships held by the nominee.</i>			
4.2.2	Elect Roland Diggelmann as Director	For	For
4.3	Reappoint Stacy Seng as Member of the Nomination and Compensation Committee	For	For
4.4.1	Appoint Lukas Braunschweiler as Member of the Nomination and Compensation Committee	For	For
4.4.2	Appoint Roland Diggelmann as Member of the Nomination and Compensation Committee	For	For
4.5	Ratify Ernst & Young AG as Auditors	For	For
4.6	Designate Keller KLG as Independent Proxy	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 3.1 Million	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 15.8 Million	For	For
6	Approve CHF 61,299 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	For	For
7	Transact Other Business (Voting)	For	Against
<i>Blended Rationale: Details of other business not disclosed:- This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and- The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i>			

Verallia SA

Meeting Date: 15/06/2021

Country: France

Meeting Type: Annual/Special

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Verallia SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Allocation of Income and Dividends of EUR 0.95 per Share	For	For
4	Ratify Appointment of BW Gestao de Investimentos Ltda. as Director	For	For
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For
6	Approve Compensation of Michel Giannuzzi, Chairman and CEO	For	Against
<i>Blended Rationale: A vote against is warranted because the vesting period is less than 3 years:- The performance and vesting periods of the LTIP granted during FY20 are not deemed long-term oriented enough (24 months).A vote against is warranted due to a lack of disclosure provided by the company:- The company does not provide details such as targets and vesting scales attached to the LTIP criteria granted under FY21.</i>			
7	Approve Remuneration Policy of Michel Giannuzzi, Chairman and CEO	For	For
8	Approve Compensation Report	For	For
9	Approve Remuneration Policy of Directors	For	For
10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
11	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
12	Authorize Capitalization of Reserves of Up to EUR 83 Million for Bonus Issue or Increase in Par Value	For	For
13	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 208 Million	For	For
14	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 83 Million	For	Against
<i>Blended Rationale: Votes AGAINST the authorizations under Items 14-17 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights</i>			
15	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 83 Million	For	Against

Blended Rationale: Votes AGAINST the authorizations under Items 14-17 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Verallia SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
16	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	For	Against
<i>Blended Rationale: Votes AGAINST the authorizations under Items 14-17 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights</i>			
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 13-15	For	Against
<i>Blended Rationale: Votes AGAINST the authorizations under Items 14-17 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights</i>			
18	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
20	Authorize Capital Issuances Reserved for Specific Beneficiaries	For	For
21	Amend Article 15 of Bylaws Re: Representative of Employee Shareholders to the Board	For	For
22	Authorize Filing of Required Documents/Other Formalities	For	For

Western Alliance Bancorp.

Meeting Date: 15/06/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Bruce Beach	For	For
1.2	Elect Director Juan Figuereo	For	For
1.3	Elect Director Howard Gould	For	For
1.4	Elect Director Steven Hilton	For	For
1.5	Elect Director Marianne Boyd Johnson	For	For
1.6	Elect Director Robert Latta	For	For
1.7	Elect Director Adriane McFetridge	For	For
1.8	Elect Director Michael Patriarca	For	For
1.9	Elect Director Robert Sarver	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Western Alliance Bancorp.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.10	Elect Director Bryan Segedi	For	For
1.11	Elect Director Donald Snyder	For	For
1.12	Elect Director Sung Won Sohn	For	For
1.13	Elect Director Kenneth A. Vecchione	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify RSM US LLP as Auditors	For	For

Ascendas Real Estate Investment Trust

Meeting Date: 16/06/2021

Country: Singapore

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Acquisition of 75 Percent of the Total Issued Share Capital of Ascendas Fusion 5 Pte. Ltd. as an Interested Person Transaction	For	For
2	Approve Issuance of Consideration Units	For	For

Augean Plc

Meeting Date: 16/06/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Re-elect Jim Meredith as Director	For	For
<i>Blended Rationale: A vote FOR is warranted. While the level of independence on the board and in committees does not conform to best practice, the nominee continues to make a considerable contribution to the company.</i>			
3	Re-elect Mark Fryer as Director	For	For
4	Elect John Rauch as Director	For	For
5	Re-elect John Grant as Director	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Augean Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6	Re-elect Roger McDowell as Director	For	Against
<i>Blended Rationale: A vote against is warranted as there is a lack of diversity on the board. A vote against is warranted due to concerns over the number of directorships held by the nominee:- Roger McDowell is also the chair of 4 public companies and sits on the boards of 3 public companies as a regular director.</i>			
7	Re-elect Christopher Mills as Director	For	Abstain
<i>Blended Rationale: An abstention is warranted. The nominee holds a number of other roles at other publically listed companies giving rise to potential issues of overboarding.</i>			
8	Reappoint BDO UK LLP as Auditors	For	For
9	Authorise Board to Fix Remuneration of Auditors	For	For
10	Authorise Issue of Equity	For	For
11	Authorise Market Purchase of Ordinary Shares	For	For
12	Authorise Issue of Equity without Pre-emptive Rights	For	For
13	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
14	Authorise UK Political Donations and Expenditure	For	For

Chipbond Technology Corp.

Meeting Date: 16/06/2021

Country: Taiwan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	For	For
2	Approve Plan on Profit Distribution	For	For
3	Approve Amendments to Articles of Association	For	For
4	Amend Procedures Governing the Acquisition or Disposal of Assets	For	Against
<i>Blended Rationale: A vote against is warranted as shareholder rights are, or could be reduced:- The proposed increase of caps in securities may expose the company to unnecessary risks; and- The company has failed to provide a compelling rationale for such changes.</i>			
5	Approve Amendments to Rules and Procedures Regarding Shareholder's General Meeting	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Chipbond Technology Corp.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6	Approve Capital Increase in Cash for Issuance of Shares via a Private Placement, Preferred A Shares and Preferred B Shares	For	Against

Blended Rationale: The company has not provided information on this proposal.

Delivery Hero SE

Meeting Date: 16/06/2021

Country: Germany

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Discharge of Management Board for Fiscal Year 2020	For	For
3.1	Approve Discharge of Supervisory Board Member Martin Enderle for Fiscal Year 2020	For	For
3.2	Approve Discharge of Supervisory Board Member Hilary Goshier for Fiscal Year 2020	For	For
3.3	Approve Discharge of Supervisory Board Member Patrick Kolek for Fiscal Year 2020	For	For
3.4	Approve Discharge of Supervisory Board Member Bjoern Ljungberg for Fiscal Year 2020	For	For
3.5	Approve Discharge of Supervisory Board Member Vera Stachowiak for Fiscal Year 2020	For	For
3.6	Approve Discharge of Supervisory Board Member Christian Graf von Hardenberg for Fiscal Year 2020	For	For
3.7	Approve Discharge of Supervisory Board Member Jeanette Gorgas for Fiscal Year 2020	For	For
3.8	Approve Discharge of Supervisory Board Member Nils Engvall for Fiscal Year 2020	For	For
3.9	Approve Discharge of Supervisory Board Member Gabriella Ardbo for Fiscal Year 2020	For	For
3.10	Approve Discharge of Supervisory Board Member Gerald Taylor for Fiscal Year 2020	For	For
4	Ratify KPMG AG as Auditors for Fiscal Year 2021	For	For
5	Approve Remuneration Policy	For	Abstain

Blended Rationale: An abstention is warranted. There are some structural issues with the long-term incentive plan, however we note that the overall compensation framework is broadly in line with market practice.

6	Approve Remuneration of Supervisory Board	For	For
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Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Delivery Hero SE

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
7	Approve Creation of EUR 13.7 Million Pool of Capital without Preemptive Rights	For	For
	<i>Blended Rationale: A vote FOR is warranted. While the request for authorisation to increase capital in total exceeds normal limits, we believe the management has a strong track record in capital management and therefore support giving management this additional flexibility.</i>		
8	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 3 Billion; Approve Creation of EUR 14 Million Pool of Capital to Guarantee Conversion Rights; Amend 2019 Resolution	For	For
	<i>Blended Rationale: See item 7.</i>		
9	Approve Creation of EUR 6.9 Million Pool of Capital for Employee Stock Purchase Plan	For	For
10	Approve Stock Option Plan for Key Employees; Approve Creation of EUR 5 Million Pool of Conditional Capital to Guarantee Conversion Rights	For	Abstain
	<i>Blended Rationale: See item 5.</i>		
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

International Consolidated Airlines Group SA

Meeting Date: 16/06/2021

Country: Spain

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	For	For
2	Approve Non-Financial Information Statement	For	For
3	Approve Discharge of Board	For	For
4	Approve Allocation of Income	For	For
5a	Re-elect Javier Ferran as Director	For	For
5b	Re-elect Luis Gallego as Director	For	For
5c	Re-elect Giles Agutter as Director	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

International Consolidated Airlines Group SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5d	Re-elect Margaret Ewing as Director	For	For
5e	Re-elect Robin Phillips as Director	For	For
5f	Re-elect Emilio Saracho as Director	For	For
5g	Re-elect Nicola Shaw as Director	For	For
5h	Re-elect Alberto Terol as Director	For	For
5i	Elect Peggy Bruzelius as Director	For	For
5j	Elect Eva Castillo Sanz as Director	For	For
5k	Elect Heather McSharry as Director	For	For
5l	Elect Maurice Lam as Director	For	For
6	Approve Remuneration Report	For	For
7	Approve Remuneration Policy	For	For
8	Approve Executive Share Plan	For	For
9	Approve Allotment of Shares of the Company for Share Awards Including the Awards to Executive Directors under the Executive Share Plan	For	For
10	Amend Article 13.2	For	For
12	Amend Article 44 Re: Board Committees	For	For
15	Authorise Market Purchase of Shares	For	For
16	Authorise Issue of Equity	For	For
17	Authorise Issue of Convertible Bonds, Debentures, Warrants, and Other Debt Securities	For	For
18	Authorise Issue of Convertible Bonds, Debentures, Warrants, and Other Debt Securities without Pre-emptive Rights	For	For
19	Authorise Company to Call EGM with 15 Days' Notice	For	For
20	Authorise Ratification of Approved Resolutions	For	For

Jadestone Energy Plc

Meeting Date: 16/06/2021

Country: United Kingdom

Meeting Type: Annual

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Jadestone Energy Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Reappoint Deloitte & Touche LLP as Auditors	For	For
3	Authorise Board to Fix Remuneration of Auditors	For	For
4	Re-elect Alexander Blakeley as Director	For	For
5	Re-elect Cedric Fontenit as Director	For	For
6	Re-elect Robert Lambert as Director	For	For
7	Re-elect Iain McLaren as Director	For	For
8	Re-elect Dennis McShane as Director	For	For
<i>Blended Rationale: A vote FOR is warranted. Although potential independence and structural board issues have been identified the business is going through a substantial corporate restructuring. We will keep these issues under review.</i>			
9	Re-elect David Neuhauser as Director	For	For
10	Re-elect Lisa Stewart as Director	For	For
11	Re-elect Dan Young as Director	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

Medica Group Plc

Meeting Date: 16/06/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For

Blended Rationale: A vote FOR is warranted as we have no material concerns with the implementation of remuneration policy.

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Medica Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Approve Remuneration Policy	For	For
4	Approve Final Dividend	For	For
5	Reappoint Grant Thornton UK LLP as Auditors	For	For
6	Authorise Board to Fix Remuneration of Auditors	For	For
7	Elect Richard Jones as Director	For	For
8	Elect Dr Junaid Bajwa as Director	For	For
9	Re-elect Roy Davis as Director	For	For
10	Re-elect Stuart Quin as Director	For	For
11	Re-elect Joanne Easton as Director	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 Another 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

Toyota Motor Corp.

Meeting Date: 16/06/2021

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Uchiyamada, Takeshi	For	For
1.2	Elect Director Hayakawa, Shigeru	For	For
1.3	Elect Director Toyoda, Akio	For	For
1.4	Elect Director Kobayashi, Koji	For	For
1.5	Elect Director James Kuffner	For	For
1.6	Elect Director Kon, Kenta	For	For
1.7	Elect Director Sugawara, Ikuro	For	For
1.8	Elect Director Sir Philip Craven	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Toyota Motor Corp.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.9	Elect Director Kudo, Teiko	For	For
2	Appoint Alternate Statutory Auditor Sakai, Ryuji	For	For
3	Amend Articles to Delete Provisions on Class AA Shares	For	For

Tripod Technology Corp.

Meeting Date: 16/06/2021

Country: Taiwan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements	For	For
2	Approve Profit Distribution	For	For
3	Amend Rules and Procedures Regarding Shareholder's General Meeting	For	For
4	Approve Amendments to Articles of Association	For	For
5.1	Elect Jing-Chun Wang, with Shareholder NO.1, as Non-Independent Director	For	For
5.2	Elect Jing-Xiu Hu, with Shareholder NO.167, as Non-Independent Director	For	For
5.3	Elect Chao-Kuei Hsu, with Shareholder NO.6, as Non-Independent Director	For	For
5.4	Elect Zheng-Ting Wang, Representative of Yun Jie Investment Ltd, with Shareholder NO.44224, as Non-Independent Director	For	For
5.5	Elect Zheng-Ming Wang, Representative of Yun An Investment Ltd, with Shareholder NO.44225, as Non-Independent Director	For	For
5.6	Elect Chao-Wei Hu, Representative of Chao Sheng Investment Co., Ltd, with Shareholder NO.24186, as Non-Independent Director	For	For
5.7	Elect Yong-Cheng Wu, with Shareholder NO.J120325XXX, as Independent Director	For	For
5.8	Elect Xing-Zheng Dai, with Shareholder NO.H101424XXX, as Independent Director	For	For
5.9	Elect Wei-Bin Tang, with Shareholder NO.S221305XXX, as Independent Director	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Tripod Technology Corp.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6	Approve Release of Restrictions on Competitive Activities of Newly Appointed Directors	For	For

Evercore Inc.

Meeting Date: 17/06/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Roger C. Altman	For	For
1.2	Elect Director Richard I. Beattie	For	For
1.3	Elect Director Pamela G. Carlton	For	For
1.4	Elect Director Ellen V. Futter	For	For
1.5	Elect Director Gail B. Harris	For	For
1.6	Elect Director Robert B. Millard	For	For
1.7	Elect Director Willard J. Overlock, Jr.	For	For
1.8	Elect Director Simon M. Robertson	For	For
1.9	Elect Director Ralph L. Schlosstein	For	Withhold
<i>Blended Rationale: A vote WITHHOLD is warranted as the nominee serves as the Company's CEO and Chairman and there is evidence of a poor approach on corporate executive pay.</i>			
1.10	Elect Director John S. Weinberg	For	Withhold
<i>Blended Rationale: A vote WITHHOLD is warranted as the nominee serves as the Company's CEO and Chairman and there is evidence of a poor approach on corporate executive pay.</i>			
1.11	Elect Director William J. Wheeler	For	For
1.12	Elect Director Sarah K. Williamson	For	For
1.13	Elect Director Kendrick R. Wilson, III	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against

Blended Rationale: A vote against is warranted because payments in the event of change of control are excessive:- Single-trigger equity vesting acceleration. Equity award arrangements provide for automatic accelerated vesting upon a change-in-control. A vote against is warranted because awards are not subject to performance conditions:- Lack of preset performance criteria. The company does not disclose any pre-set metrics and goals for the CEO's bonus and equity awards. - Similar to prior years, the NEOs were not subject to formulaic or other pre-established performance targets or personal compensation arrangements in 2020. Rather, bonus amounts were determined in the discretion of the compensation committee after considering the company's performance along with the NEO's individual contributions, the NEO's promotion of and adherence to core values, and other factors.

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Evercore Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Ratify Deloitte & Touche LLP as Auditors	For	For

Greek Organisation of Football Prognostics SA

Meeting Date: 17/06/2021

Country: Greece

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Management of Company and Grant Discharge to Auditors	For	For
3	Ratify Auditors	For	For
4	Approve Dividend Distribution	For	For
5	Approve Annual Bonus by Means of Profit Distribution to Executives and Key Personnel	For	For
6	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:- Disclosure is insufficient on the EUR 1.18 million 'exclusive' bonus received by former CEO in relation to 2019, reported in this year's remuneration report;- The c. 19 percent increase in the executive chairman's salary has not been explained.</i>			
7	Amend Remuneration Policy	For	Against
<i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company:- Salary levels have not been disclosed;- The policy significantly increases management's variable pay opportunity, without a compelling rationale.</i>			
8	Approve Suitability Policy for Directors	For	For
9.2.1	Elect Nicole Conrad-Forker as Independent Director	For	For
9.2.2	Elect Vasiliki Karagianni as Independent Director	For	For
10	Approve Type, Composition, and Term of the Audit Committee	For	For
11	Authorize Share Repurchase Program	For	For

JDE Peet's NV

Meeting Date: 17/06/2021

Country: Netherlands

Meeting Type: Annual

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

JDE Peet's NV

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2.b	Approve Remuneration Report	For	Against
<i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company:- Insufficient retrospective disclosure on the applicable performance metrics under the STI. The remuneration report does not provide compelling disclosure on the level of achievement against individual performance metrics. The remuneration report does not include disclosure on the applicable target for 2020, retrospectively. It is also to be noted that the company is not reporting on actual sales net of commodity inflation/deflation, making it difficult to assess performance against this measure.A vote against is warranted because awards are not subject to performance conditions:- The LTI plan is not performance based. The remuneration committee decided to grant RSUs equal to 300 percent of base salary (value of grant being EUR 3 million) whereas the vesting of these shares is not subject to performance, in deviation of market best practice.A vote against is warranted because severance payment exceed 24 months:- Kelly is eligible for a severance payment of EUR 666,666 (to be paid in 2021) whereas it appears from the annual report that Kelly submitted his resignation;- According to the remuneration report, he remained 'available' during which he was entitled to receive his base salary as CEO; which might be considered inappropriate considering the lack of information on what available means and that he was not in the function of CEO;- He received a total of EUR 1.75 million as compensation for the 2020 STI and for not receiving a 2020 LTI grant.Also note that: A one-off award of net EUR 10 million was awarded to the CEO (gross EUR 15.3 million) to compensate for forfeited awards at his previous employer JAB (controlling shareholder of the company). The award is considered excessive and may potentially double in value as the award was invested in the company's investment scheme that matches 1:1 the investment award after a five year period</i>			
2.c	Adopt Financial Statements	For	For
3.b	Approve Dividends of EUR 0.70 Per Share	For	For
4.a	Approve Discharge of Executive Directors	For	For
4.b	Approve Discharge of Non-Executive Directors	For	For
5	Ratify Deloitte Accountants B.V. as Auditors	For	For
6.a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
6.b	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	For	For
6.c	Grant Board Authority to Issue Shares Up To 40 Percent of Issued Capital in Connection with a Rights Issue	For	For

Quilter Plc

Meeting Date: 17/06/2021

Country: United Kingdom

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Sale of Quilter International	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Simplo Technology Co., Ltd.

Meeting Date: 17/06/2021

Country: Taiwan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	For	For
2	Approve Plan on Profit Distribution	For	For
3	Approve Amendment to Rules and Procedures for Election of Directors	For	For

Smartsheet Inc.

Meeting Date: 17/06/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Alissa Abdullah	For	For
1.2	Elect Director Brent Frei	For	Withhold
<i>Blended Rationale: A vote WITHHOLD is warranted due to concerns over poor corporate governance practices: - WITHHOLD votes are warranted for incumbent director nominees Brent Frei and Michael (Mike) Gregoire 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, each of which adversely impacts shareholder rights.</i>			
1.3	Elect Director Michael Gregoire	For	Withhold
<i>Blended Rationale: A vote WITHHOLD is warranted due to concerns over poor corporate governance practices: - WITHHOLD votes are warranted for incumbent director nominees Brent Frei and Michael (Mike) Gregoire 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, each of which adversely impacts shareholder rights.</i>			
1.4	Elect Director Rowan Trollope	For	For
2	Ratify Deloitte & Touche LLP as Auditors	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Smartsheet Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<i>Blended Rationale: A vote against is warranted because the performance conditions have been amended retrospectively: - In September 2020, due to the effects of the COVID-19 pandemic, the compensation committee revised the performance measures under the annual incentive plan by: (i) converting the combined year-over-year revenue growth and free cash flow margin component from a threshold gating mechanism to a decelerator based solely on free cash flow; (ii) maintaining the revenue component, but decreasing its threshold to allow more flexibility for lower percentage payouts; and (iii) adding a calculated billings component for the second half of the fiscal year. In connection with decreasing the revenue threshold, the maximum funding and the upper range amounts were reduced, and the company provided that achievement of plan at 100 percent would fund the bonus pool at 90 percent for the revenue component (from 100 percent in the original metrics). Like in the previous year, the company did not condition vesting of long-term awards on achievement of performance goals for awards granted in the most recent fiscal year.</i>			

Tokyo Electron Ltd.

Meeting Date: 17/06/2021

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Tsuneishi, Tetsuo	For	For
1.2	Elect Director Kawai, Toshiki	For	For
1.3	Elect Director Sasaki, Sadao	For	For
1.4	Elect Director Nunokawa, Yoshikazu	For	For
1.5	Elect Director Nagakubo, Tatsuya	For	For
1.6	Elect Director Sunohara, Kiyoshi	For	For
1.7	Elect Director Ikeda, Seisu	For	For
1.8	Elect Director Mitano, Yoshinobu	For	For
1.9	Elect Director Charles Ditmars Lake II	For	For
1.10	Elect Director Sasaki, Michio	For	For
1.11	Elect Director Eda, Makiko	For	For
1.12	Elect Director Ichikawa, Sachiko	For	For
2	Appoint Statutory Auditor Wagai, Kyosuke	For	For
3	Approve Annual Bonus	For	For
4	Approve Deep Discount Stock Option Plan	For	For
5	Approve Deep Discount Stock Option Plan	For	For
6	Approve Compensation Ceiling for Directors	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Dongfeng Motor Group Company Limited

Meeting Date: 18/06/2021

Country: China

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	For	For
2	Approve Report of the Supervisory Committee	For	For
3	Approve Independent Auditor's Report and Audited Financial Statements	For	For
4	Approve Profit Distribution Proposal and Authorize Board to Deal with Issues in Relation to the Distribution of Final Dividend	For	For
5	Authorize Board to Deal with All Issues in Relation to the Distribution of Interim Dividend	For	For
6	Approve PricewaterhouseCoopers as International Auditor and PricewaterhouseCoopers Zhong Tian LLP as Domestic Auditor and Authorize Board to Fix Their Remuneration	For	For
7	Authorize Board to Fix Remuneration of Directors and Supervisors	For	For
8	Elect Huang Wai as Director	For	For
9	Approve Re-Designation of Yang Qing from Non-Executive Director to Executive Director	For	For
10	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Domestic Shares and H Shares and Related Transactions	For	Against

Blended Rationale: A vote AGAINST this resolution is warranted for the following:- The share issuance limit is greater than 10 percent of the relevant class of shares.- The company has not specified the discount limit.

ITOCHEU Corp.

Meeting Date: 18/06/2021

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 44	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

ITOCHU Corp.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2.1	Elect Director Okafuji, Masahiro	For	For
2.2	Elect Director Suzuki, Yoshihisa	For	For
2.3	Elect Director Ishii, Keita	For	For
2.4	Elect Director Yoshida, Tomofumi	For	For
2.5	Elect Director Fukuda, Yuji	For	For
2.6	Elect Director Kobayashi, Fumihiko	For	For
2.7	Elect Director Hachimura, Tsuyoshi	For	For
2.8	Elect Director Muraki, Atsuko	For	For
2.9	Elect Director Kawana, Masatoshi	For	For
2.10	Elect Director Nakamori, Makiko	For	For
2.11	Elect Director Ishizuka, Kunio	For	For
3.1	Appoint Statutory Auditor Majima, Shingo	For	For
3.2	Appoint Statutory Auditor Kikuchi, Masumi	For	For

Komatsu Ltd.

Meeting Date: 18/06/2021

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 37	For	For
2.1	Elect Director Ohashi, Tetsuji	For	For
2.2	Elect Director Ogawa, Hiroyuki	For	For
2.3	Elect Director Moriyama, Masayuki	For	For
2.4	Elect Director Mizuhara, Kiyoshi	For	For
2.5	Elect Director Kigawa, Makoto	For	For
2.6	Elect Director Kunibe, Takeshi	For	For
2.7	Elect Director Arthur M. Mitchell	For	For
2.8	Elect Director Horikoshi, Takeshi	For	For
2.9	Elect Director Saiki, Naoko	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Komatsu Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3.1	Appoint Statutory Auditor Ono, Kotaro	For	For
3.2	Appoint Statutory Auditor Inagaki, Yasuhiro	For	For

Mitsui & Co., Ltd.

Meeting Date: 18/06/2021

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 45	For	For
2.1	Elect Director Yasunaga, Tatsuo	For	For
2.2	Elect Director Hori, Kenichi	For	For
2.3	Elect Director Uchida, Takakazu	For	For
2.4	Elect Director Fujiwara, Hirotatsu	For	For
2.5	Elect Director Omachi, Shinichiro	For	For
2.6	Elect Director Kometani, Yoshio	For	For
2.7	Elect Director Yoshikawa, Miki	For	For
2.8	Elect Director Uno, Motoaki	For	For
2.9	Elect Director Takemasu, Yoshiaki	For	For
2.10	Elect Director Kobayashi, Izumi	For	For
2.11	Elect Director Jenifer Rogers	For	For
2.12	Elect Director Samuel Walsh	For	For
2.13	Elect Director Uchiyamada, Takeshi	For	For
2.14	Elect Director Egawa, Masako	For	For
3	Appoint Statutory Auditor Mori, Kimitaka	For	For

Quanta Computer, Inc.

Meeting Date: 18/06/2021

Country: Taiwan

Meeting Type: Annual

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Quanta Computer, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Business Report and Financial Statements	For	For
2	Approve Profit Distribution	For	For
3	Amend Procedures for Lending Funds to Other Parties and Endorsements & Guarantees	For	Against

Blended Rationale: A vote AGAINST is warranted as the company has not disclosed compelling rationale for the increase in the cap to lending funds to other parties

Sany Heavy Industry Co., Ltd.

Meeting Date: 18/06/2021

Country: China

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Amendments to Articles of Association	For	For
2	Approve Issuance of Debt Financing Instruments	For	For
3	Approve Financial Leasing Business	For	For
4	Approve Provision of Financing Guarantee to Controlled Subsidiary and Related Transaction	For	For
5	Approve Provision of Guarantee to Wholly-owned Subsidiary	For	For
6	Approve Employee Share Purchase Plan and Its Summary	For	For
7	Approve Management Method of Employee Share Purchase Plan	For	For
8	Approve Authorization of the Board to Handle All Matters Related to Employee Share Purchase Plan	For	For
9	Approve Provision of Guarantee for Wholly-owned Overseas Subsidiary	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Sumitomo Corp.

Meeting Date: 18/06/2021

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 35	For	For
2.1	Elect Director Nakamura, Kuniharu	For	For
2.2	Elect Director Hyodo, Masayuki	For	For
2.3	Elect Director Nambu, Toshikazu	For	For
2.4	Elect Director Yamano, Hideki	For	For
2.5	Elect Director Seishima, Takayuki	For	For
2.6	Elect Director Shiomi, Masaru	For	For
2.7	Elect Director Ehara, Nobuyoshi	For	For
2.8	Elect Director Ishida, Koji	For	For
2.9	Elect Director Iwata, Kimie	For	For
2.10	Elect Director Yamazaki, Hisashi	For	For
2.11	Elect Director Ide, Akiko	For	For
3	Appoint Statutory Auditor Nagashima, Yukiko	For	For
4	Approve Performance Share Plan	For	For
5	Amend Articles to Disclose Plan Outlining Company's Business Strategy to Align Investments with Goals of Paris Agreement	Against	For

Blended Rationale: Artemis supports proposals for additional disclosure where this is likely to enhance or protect shareholder value in both the short and long term.

Zhongsheng Group Holdings Limited

Meeting Date: 18/06/2021

Country: Cayman Islands

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

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Zhongsheng Group Holdings Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Elect Li Guoqiang as Director	For	For
4	Elect Du Qingshan as Director	For	For
5	Elect Shen Jinjun as Director	For	For
6	Elect Chin Siu Wa Alfred as Director	For	For
7	Authorize Board to Fix Remuneration of Directors	For	For
8	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	For	For
9	Authorize Repurchase of Issued Share Capital	For	For
10	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.- The company has not specified the discount limit.</i>			
11	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.- The company has not specified the discount limit.</i>			

Infosys Limited

Meeting Date: 19/06/2021

Country: India

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	Reelect U.B. Pravin Rao as Director	For	For
4	Approve Buyback of Equity Shares	For	For
5	Reelect Michael Gibbs as Director	For	For
6	Elect Bobby Parikh as Director	For	For
7	Elect Chitra Nayak as Director	For	For
8	Approve Changing the Terms of Remuneration of U.B. Pravin Rao as Chief Operating Officer and Whole-time Director	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Activision Blizzard, Inc.

Meeting Date: 21/06/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Reveta Bowers	For	For
1b	Elect Director Robert Corti	For	For
1c	Elect Director Hendrik Hartong, III	For	For
1d	Elect Director Brian Kelly	For	For
1e	Elect Director Robert Kotick	For	For
1f	Elect Director Barry Meyer	For	For
1g	Elect Director Robert Morgado	For	For
1h	Elect Director Peter Nolan	For	For
1i	Elect Director Dawn Ostroff	For	For
1j	Elect Director Casey Wasserman	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

Credito Emiliano SpA

Meeting Date: 21/06/2021

Country: Italy

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Merger by Incorporation of Cassa di Risparmio di Cento SpA into Credito Emiliano SpA	For	For

Industrial & Commercial Bank of China Limited

Meeting Date: 21/06/2021

Country: China

Meeting Type: Annual

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Industrial & Commercial Bank of China Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Work Report of the Board of Directors	For	For
2	Approve Work Report of the Board of Supervisors	For	For
3	Approve Audited Accounts	For	For
4	Approve Profit Distribution Plan	For	For
5	Approve Fixed Asset Investment Budget	For	For
6	Approve Deloitte Touche Tohmatsu Certified Public Accountants LLP as Domestic External Auditors and Deloitte Touche Tohmatsu as International External Auditor	For	For
7	Approve Application for Authorization Limit for Special Donations for Poverty Alleviation	For	For
8	Elect Chen Yifang as Director	For	For
9	Approve Issuance of Eligible Tier 2 Capital Instruments	For	For
10	Approve Extension of Validity Period of Undated Capital Bonds	For	Against
<i>Blended Rationale: A vote AGAINST this proposal is warranted given the board is authorized to determine the possible conversion of the bonds, and the limited disclosure on the possible issuance of convertible bonds.</i>			
11	Approve Donation of Materials for Epidemic Prevention and Control in 2020	For	For

Dell Technologies Inc.

Meeting Date: 22/06/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Michael S. Dell	For	Withhold
<i>Blended Rationale: A vote withhold is warranted as the nominee serves as the Company's CEO and Chairman and there is evidence of a poor approach on executive pay. A senior independent director has not been appointed.</i>			
1.2	Elect Director David W. Dorman	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Dell Technologies Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.3	Elect Director Egon Durban	For	Withhold
<i>Blended Rationale: A vote withhold is warranted as the nominee is a non-independent NED and serves on the Remuneration Committee, which is not majority independent. A vote withhold is warranted as the nominee is a member of the Nomination Committee, which is not majority independent. A vote withhold is warranted due to concerns over the number of directorships held by the nominee:- Egon Durban serves on the boards of more than five publicly traded companies.</i>			
1.4	Elect Director William D. Green	For	For
1.5	Elect Director Simon Patterson	For	For
1.6	Elect Director Lynn M. Vojvodich	For	For
1.7	Elect Director Ellen J. Kullman	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<i>Blended Rationale: A vote against is warranted because payments in the event of change of control are excessive:- Single-trigger equity vesting acceleration. Equity award arrangements provide for automatic accelerated vesting upon a change-in-control. Such single-trigger vesting may result in an economic windfall to the executive without an accompanying termination of employment. Also note that: The committee determined to grant additional time-based RSUs in August 2020 to NEOs Clarke, Rothberg and Scannell in recognition of their efforts to "advance the Company's financial goals and strategic objectives in the face of challenges related to COVID-19, to ensure competitive compensation opportunities," and to retain their services in their current roles.</i>			

Denka Co., Ltd.

Meeting Date: 22/06/2021

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 65	For	For
2.1	Elect Director Yamamoto, Manabu	For	For
2.2	Elect Director Imai, Toshio	For	For
2.3	Elect Director Shimmura, Tetsuya	For	For
2.4	Elect Director Takahashi, Kazuo	For	For
2.5	Elect Director Fukuda, Yoshiyuki	For	For
3.1	Elect Director and Audit Committee Member Suzuki, Masaharu	For	For
3.2	Elect Director and Audit Committee Member Kinoshita, Toshio	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Denka Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3.3	Elect Director and Audit Committee Member Yamamoto, Akio	For	Against
<i>Blended Rationale: A vote AGAINST this director nominee is warranted because:- This outside director candidate who will be an audit committee member lacks independence.</i>			
3.4	Elect Director and Audit Committee Member Matoba, Miyuki	For	For

Mastercard Incorporated

Meeting Date: 22/06/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Ajay Banga	For	For
1b	Elect Director Merit E. Janow	For	For
1c	Elect Director Richard K. Davis	For	For
1d	Elect Director Steven J. Freiberg	For	For
1e	Elect Director Julius Genachowski	For	For
1f	Elect Director Choon Phong Goh	For	For
1g	Elect Director Oki Matsumoto	For	For
1h	Elect Director Michael Miebach	For	For
1i	Elect Director Youngme Moon	For	For
1j	Elect Director Rima Qureshi	For	For
1k	Elect Director Jose Octavio Reyes Lagunes	For	For
1l	Elect Director Gabrielle Sulzberger	For	For
1m	Elect Director Jackson Tai	For	For
1n	Elect Director Lance Uggla	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against

Blended Rationale: A vote against is warranted because the performance conditions have been amended retrospectively:- There are significant concerns regarding COVID-related compensation adjustments. Performance goals were adjusted for the annual incentive and the 2018 closing-cycle performance shares. Both awards would have been originally earned below target, but the modifications resulted in target payouts. Although some investors have expressed a degree of flexibility regarding adjustments to short-term awards, adjustments to closing-cycle equity awards are not viewed as an appropriate reaction to COVID-related disruptions.

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Mastercard Incorporated

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
4	Amend Omnibus Stock Plan	For	For
5	Amend Non-Employee Director Omnibus Stock Plan	For	For
6	Eliminate Supermajority Vote Requirement	For	For

Morses Club Plc

Meeting Date: 22/06/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	Against
<i>Blended Rationale: A vote against is warranted because the performance period is less than 3 years; - The TSR and the profit performance conditions attached to the deferred share awards will only be measured for one financial year.</i>			
3	Approve Final Dividend	For	For
4	Re-elect Stephen Karle as Director	For	For
5	Re-elect Sir Nigel Knowles as Director	For	For
6	Re-elect Joanne Lake as Director	For	For
7	Re-elect Peter Ward as Director	For	For
8	Re-elect Paul Smith as Director	For	For
9	Re-elect Andy Thomson as Director	For	For
10	Elect Graeme Campbell as Director	For	For
11	Elect Gary Marshall as Director	For	For
12	Elect Sheryl Lawrence as Director	For	For
13	Elect Michael Yeates as Director	For	For
14	Reappoint Deloitte LLP as Auditors	For	For
15	Authorise Board to Fix Remuneration of Auditors	For	For
16	Authorise Issue of Equity	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Morses Club Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
17	Authorise Issue of Equity without Pre-emptive Rights	For	For
18	Authorise Market Purchase of Ordinary Shares	For	For

Sony Group Corp.

Meeting Date: 22/06/2021

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Yoshida, Kenichiro	For	For
1.2	Elect Director Totoki, Hiroki	For	For
1.3	Elect Director Sumi, Shuzo	For	For
1.4	Elect Director Tim Schaaff	For	For
1.5	Elect Director Oka, Toshiko	For	For
1.6	Elect Director Akiyama, Sakie	For	For
1.7	Elect Director Wendy Becker	For	For
1.8	Elect Director Hatanaka, Yoshihiko	For	For
1.9	Elect Director Adam Crozier	For	For
1.10	Elect Director Kishigami, Keiko	For	For
1.11	Elect Director Joseph A. Kraft Jr	For	For
2	Approve Stock Option Plan	For	For

China Railway Group Limited

Meeting Date: 23/06/2021

Country: China

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	For	For
2	Approve Report of the Supervisory Committee	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

China Railway Group Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Approve Work Report of Independent Directors	For	For
4	Approve A Share Annual Report and the Abstract, H Share Annual Report and Results Announcement	For	For
5	Approve Audited Consolidated Financial Statements	For	For
6	Approve Profit Distribution Plan	For	For
7	Approve PricewaterhouseCoopers as International Auditor and PricewaterhouseCoopers Zhong Tian LLP as Domestic Auditor and Authorize Board to Fix Their Remuneration	For	For
8	Approve PricewaterhouseCoopers Zhong Tian LLP as Internal Control Auditor and Authorize Board to Fix Their Remuneration	For	For
9	Approve Remuneration of Directors and Supervisors	For	For
10	Approve Purchase of Liabilities Insurance for Directors, Supervisors and Senior Management of the Company	For	For
11	Approve Provision of External Guarantee by the Company	For	Against

Blended Rationale: The company has not provided information on this proposal:- The company has failed to disclose sufficient information on the ownership of the entities to be guaranteed by the group, and it is not specified whether the proposed guarantee is proportionate to the company's equity interest and if counter guarantees will be provided to the group.

Dignity Plc

Meeting Date: 23/06/2021

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	Re-elect Dean Moore as Director	For	For
4	Elect Andrew Judd as Director	For	For
5	Elect Gary Channon as Director	For	For
6	Reappoint Ernst & Young LLP as Auditors	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Dignity Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
7	Authorise Board to Fix Remuneration of Auditors	For	For
8	Authorise Issue of Equity	For	For
9	Authorise Issue of Equity without Pre-emptive Rights	For	For
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
11	Authorise Market Purchase of Ordinary Shares	For	For
12	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Harbour Energy plc

Meeting Date: 23/06/2021

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
<i>Blended Rationale: A vote against is warranted. The policy facilitates a significant one-off recruitment award proposed for the CFO, which vests subject to continued employment only.</i>			
4	Amend 2017 Long-Term Incentive Plan	For	For
5	Elect Blair Thomas as Director	For	For
6	Elect Linda Cook as Director	For	For
7	Elect Phil Kirk as Director	For	For
8	Elect Alexander Krane as Director	For	For
9	Elect Simon Henry as Director	For	For
10	Re-elect Anne Cannon as Director	For	For
11	Elect Steven Farris as Director	For	For
12	Elect Alan Ferguson as Director	For	For
13	Elect Andy Hopwood as Director	For	For
14	Elect Margareth Ovrum as Director	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Harbour Energy plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
15	Elect Anne Stevens 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	Authorise UK Political Donations and Expenditure	For	For
19	Approve Share Consolidation	For	For
20	Authorise Issue of Equity	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
23	Adopt New Articles of Association	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Hon Hai Precision Industry Co., Ltd.

Meeting Date: 23/06/2021

Country: Taiwan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	For	For
2	Approve Plan on Profit Distribution	For	For
3	Approve Release of Restrictions of Competitive Activities of Directors	For	For

Astro Malaysia Holdings Berhad

Meeting Date: 24/06/2021

Country: Malaysia

Meeting Type: Annual

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Astro Malaysia Holdings Berhad

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Final Dividend	For	For
2	Elect Zaki bin Tun Azmi as Director	For	For
3	Elect Lim Ghee Keong 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>		
4	Elect Kenneth Shen as Director	For	For
5	Approve Directors' Fees and Benefits	For	For
6	Approve PricewaterhouseCoopers PLT as Auditors and Authorize Board to Fix Their Remuneration	For	For
7	Approve Zaki bin Tun Azmi to Continue Office as Independent Non-Executive Director	For	For
8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	For
9	Approve Issuance of Ordinary Shares Under the Dividend Reinvestment Plan	For	For
10	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions with Usaha Tegas Sdn Bhd and/or its Affiliates	For	For
11	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions with Maxis Berhad and/or its Affiliates	For	For
12	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions with MEASAT Global Berhad and/or its Affiliates	For	For
13	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions with Astro Holdings Sdn Bhd and/or its Affiliates	For	For
14	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions with Sun TV Network Limited and/or its Affiliates	For	For
15	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions with GS Home Shopping Inc. and/or its Affiliates	For	For
16	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions with SRG Asia Pacific Sdn Bhd and/or its Affiliates	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Astro Malaysia Holdings Berhad

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
17	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions with Ultimate Capital Sdn Bhd, Ultimate Technologies Sdn Bhd, Kotamar Holdings Sdn Bhd and/or Hussamuddin bin Haji Yaacob and/or Their Respective Affiliates	For	For

Borr Drilling Ltd.

Meeting Date: 24/06/2021

Country: Bermuda

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Reelect Pal Kibsgaard as Director	For	For
2	Reelect Tor Olav Troim as Director	For	For
3	Reelect Alexandra Blankenship as Director	For	For
4	Reelect Georgina Sousa as Director	For	Abstain
<i>Blended Rationale: An abstention is warranted given the number of other director roles the nominee holds.</i>			
5	Reelect Neil Glass as Director	For	For
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	Against
<i>Blended Rationale: A vote AGAINST this issuance authorization is warranted because the potential share capital increase is excessive.</i>			
7	Ratify PricewaterhouseCoopers as Auditor	For	For
8	Approve Remuneration of Directors	For	For

DOWA HOLDINGS Co., Ltd.

Meeting Date: 24/06/2021

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Yamada, Masao	For	For
1.2	Elect Director Sekiguchi, Akira	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

DOWA HOLDINGS Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.3	Elect Director Matsushita, Katsuji	For	For
1.4	Elect Director Kawaguchi, Jun	For	For
1.5	Elect Director Tobita, Minoru	For	For
1.6	Elect Director Sugawara, Akira	For	For
1.7	Elect Director Hosoda, Eiji	For	For
1.8	Elect Director Koizumi, Yoshiko	For	For
1.9	Elect Director Sato, Kimio	For	For
2	Appoint Statutory Auditor Fukuzawa, Hajime	For	Against
<i>Blended Rationale: A vote AGAINST this nominee is warranted because: - The outside statutory auditor nominee's affiliation with the company could compromise independence.</i>			
3	Appoint Alternate Statutory Auditor Oba, Koichiro	For	For

Marubeni Corp.

Meeting Date: 24/06/2021

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Kokubu, Fumiya	For	For
1.2	Elect Director Takahara, Ichiro	For	For
1.3	Elect Director Kakinoki, Masumi	For	For
1.4	Elect Director Terakawa, Akira	For	For
1.5	Elect Director Ishizuki, Mutsumi	For	For
1.6	Elect Director Oikawa, Kenichiro	For	For
1.7	Elect Director Furuya, Takayuki	For	For
1.8	Elect Director Kitabata, Takao	For	For
1.9	Elect Director Takahashi, Kyohei	For	For
1.10	Elect Director Okina, Yuri	For	For
1.11	Elect Director Hatchoji, Takashi	For	For
1.12	Elect Director Kitera, Masato	For	For
1.13	Elect Director Ishizuka, Shigeki	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Marubeni Corp.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2.1	Appoint Statutory Auditor Kida, Toshiaki	For	For
2.2	Appoint Statutory Auditor Yoneda, Tsuyoshi	For	For
3	Approve Two Types of Restricted Stock Plans	For	For

Mitsubishi Chemical Holdings Corp.

Meeting Date: 24/06/2021

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Kobayashi, Yoshimitsu	For	For
1.2	Elect Director Jean-Marc Gilson	For	For
1.3	Elect Director Date, Hidefumi	For	For
1.4	Elect Director Fujiwara, Ken	For	For
1.5	Elect Director Glenn H. Fredrickson	For	For
1.6	Elect Director Kobayashi, Shigeru	For	For
1.7	Elect Director Katayama, Hiroshi	For	For
1.8	Elect Director Hashimoto, Takayuki	For	For
1.9	Elect Director Hodo, Chikatomo	For	For
1.10	Elect Director Kikuchi, Kiyomi	For	For
1.11	Elect Director Yamada, Tatsumi	For	For
1.12	Elect Director Masai, Takako	For	For

Oil Co. LUKOIL PJSC

Meeting Date: 24/06/2021

Country: Russia

Meeting Type: Annual

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Oil Co. LUKOIL PJSC

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Annual Report, Financial Statements, and Allocation of Income, Including Dividends of RUB 213 per Share	For	For
2.1	Elect Vagit Alekperov as Director	None	Against
	<i>Blended Rationale: Votes FOR Toby Gati, Roger Munnings, Boris Porfirev, Pavel Teplukhin, Sergei Shatalov and Wolfgang Schuessel (Items 2.3, 2.5, 2.6, 2.7, 2.10 and 2.11) are warranted because these nominees can be classified as independent, making them the most likely of all the candidates to act in all shareholders' interest.</i>		
2.2	Elect Viktor Blazheev as Director	None	Against
	<i>Blended Rationale: Please refer to 2.1.</i>		
2.3	Elect Toby Trister Gati as Director	None	For
	<i>Blended Rationale: Please refer to 2.1.</i>		
2.4	Elect Ravil Maganov as Director	None	Against
	<i>Blended Rationale: Please refer to 2.1.</i>		
2.5	Elect Roger Munnings as Director	None	For
	<i>Blended Rationale: Please refer to 2.1.</i>		
2.6	Elect Boris Porfirev as Director	None	For
	<i>Blended Rationale: Please refer to 2.1.</i>		
2.7	Elect Pavel Teplukhin as Director	None	For
	<i>Blended Rationale: Please refer to 2.1.</i>		
2.8	Elect Leonid Fedun as Director	None	Against
	<i>Blended Rationale: Please refer to 2.1.</i>		
2.9	Elect Liubov Khoba as Director	None	Against
	<i>Blended Rationale: Please refer to 2.1.</i>		
2.10	Elect Sergei Shatalov as Director	None	For
	<i>Blended Rationale: Please refer to 2.1.</i>		
2.11	Elect Wolfgang Schuessel as Director	None	For
	<i>Blended Rationale: Please refer to 2.1.</i>		
3	Elect Vagit Alekperov as President	For	For
4.1	Approve Remuneration of Directors	For	For
4.2	Approve Remuneration of New Directors	For	For
5	Ratify KPMG as Auditor	For	For
6	Amend Charter	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Oil Co. LUKOIL PJSC

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
7	Approve Related-Party Transaction Re: Liability Insurance for Directors, Executives, and Companies	For	For

OMRON Corp.

Meeting Date: 24/06/2021

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 42	For	For
2.1	Elect Director Tateishi, Fumio	For	For
2.2	Elect Director Yamada, Yoshihito	For	For
2.3	Elect Director Miyata, Kiichiro	For	For
2.4	Elect Director Nitto, Koji	For	For
2.5	Elect Director Ando, Satoshi	For	For
2.6	Elect Director Kobayashi, Eizo	For	For
2.7	Elect Director Kamigama, Takehiro	For	For
2.8	Elect Director Kobayashi, Izumi	For	For
3.1	Appoint Statutory Auditor Tamaki, Shuji	For	For
3.2	Appoint Statutory Auditor Kunihiro, Tadashi	For	For
4	Appoint Alternate Statutory Auditor Watanabe, Toru	For	For
5	Approve Trust-Type Equity Compensation Plan	For	For

STAAR Surgical Company

Meeting Date: 24/06/2021

Country: USA

Meeting Type: Annual

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

STAAR Surgical Company

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Stephen C. Farrell	For	For
1.2	Elect Director Thomas G. Frinzi	For	For
1.3	Elect Director Gilbert H. Kliman	For	For
1.4	Elect Director Caren Mason	For	For
1.5	Elect Director Louis E. Silverman	For	For
1.6	Elect Director Elizabeth Yeu	For	For
1.7	Elect Director K. Peony Yu	For	For
2	Ratify BDO USA, LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Abstain

Blended Rationale: An abstention is warranted. The long term incentive plan starts to vest after only one year. However, pay and performance are reasonably aligned at this time.

Toyota Tsusho Corp.

Meeting Date: 24/06/2021

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 62	For	For
2.1	Elect Director Karube, Jun	For	For
2.2	Elect Director Kashitani, Ichiro	For	For
2.3	Elect Director Kondo, Takahiro	For	For
2.4	Elect Director Tominaga, Hiroshi	For	For
2.5	Elect Director Iwamoto, Hideyuki	For	For
2.6	Elect Director Fujisawa, Kumi	For	For
2.7	Elect Director Komoto, Kunihiro	For	For
2.8	Elect Director Didier Leroy	For	For
2.9	Elect Director Inoue, Yukari	For	For
3	Approve Annual Bonus	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Air Water Inc.

Meeting Date: 25/06/2021

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Toyoda, Masahiro	For	For
1.2	Elect Director Toyoda, Kikuo	For	For
1.3	Elect Director Imai, Yasuo	For	For
1.4	Elect Director Shirai, Kiyoshi	For	For
1.5	Elect Director Machida, Masato	For	For
1.6	Elect Director Karato, Yu	For	For
1.7	Elect Director Sakamoto, Yukiko	For	For
1.8	Elect Director Shimizu, Isamu	For	For
1.9	Elect Director Matsui, Takao	For	For

China Construction Bank Corporation

Meeting Date: 25/06/2021

Country: China

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	For	For
2	Approve Report of the Board of Supervisors	For	For
3	Approve Final Financial Accounts	For	For
4	Approve Profit Distribution Plan	For	For
5	Approve Budget for Fixed Assets Investment	For	For
6	Elect Kenneth Patrick Chung as Director	For	For
7	Elect Leung Kam Chung, Antony as Director	For	For
8	Approve Ernst & Young Hua Ming LLP as Domestic Auditor and Ernst & Young as International Auditor and Authorize Board to Fix Their Remuneration	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Daifuku Co., Ltd.

Meeting Date: 25/06/2021

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Geshiro, Hiroshi	For	For
1.2	Elect Director Honda, Shuichi	For	For
1.3	Elect Director Sato, Seiji	For	For
1.4	Elect Director Hayashi, Toshiaki	For	For
1.5	Elect Director Nobuta, Hiroshi	For	For
1.6	Elect Director Ozawa, Yoshiaki	For	For
1.7	Elect Director Sakai, Mineo	For	For
1.8	Elect Director Kato, Kaku	For	For
1.9	Elect Director Kaneko, Keiko	For	For

ENEOS Holdings, Inc.

Meeting Date: 25/06/2021

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 11	For	For
2.1	Elect Director Sugimori, Tsutomu	For	For
2.2	Elect Director Ota, Katsuyuki	For	For
2.3	Elect Director Yokoi, Yoshikazu	For	For
2.4	Elect Director Iwase, Junichi	For	For
2.5	Elect Director Yatabe, Yasushi	For	For
2.6	Elect Director Hosoi, Hiroshi	For	For
2.7	Elect Director Murayama, Seiichi	For	For
2.8	Elect Director Saito, Takeshi	For	For
2.9	Elect Director Ota, Hiroko	For	For
2.10	Elect Director Miyata, Yoshiiku	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

ENEOS Holdings, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2.11	Elect Director Kudo, Yasumi	For	For
3.1	Elect Director and Audit Committee Member Nishimura, Shingo	For	For
3.2	Elect Director and Audit Committee Member Mitsuya, Yuko	For	For

Entain Plc

Meeting Date: 25/06/2021

Country: Isle of Man

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	Ratify KPMG LLP as Auditors	For	For
4	Authorise Board to Fix Remuneration of Auditors	For	For
5	Elect David Satz as Director	For	For
6	Elect Robert Hoskin as Director	For	For
7	Elect Stella David as Director	For	For
8	Elect Vicky Jarman as Director	For	For
9	Elect Mark Gregory as Director	For	For
10	Re-elect Rob Wood as Director	For	For
11	Re-elect Jette Nygaard-Andersen as Director	For	For
12	Re-elect Barry Gibson as Director	For	For
13	Re-elect Peter Isola as Director	For	For
14	Re-elect Pierre Bouchut as Director	For	For
15	Re-elect Virginia McDowell as Director	For	For
16	Approve Increase in Aggregate Fees Payable to Non-executive Directors	For	For
17	Approve Increase in Size of Board	For	For
18	Authorise Issue of Equity	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Entain Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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 Shares	For	For

Tesco Plc

Meeting Date: 25/06/2021 **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	Re-elect John Allan as Director	For	For
6	Re-elect Melissa Bethell as Director	For	For
7	Re-elect Stewart Gilliland as Director	For	For
8	Re-elect Steve Golsby as Director	For	For
9	Re-elect Byron Grote as Director	For	For
10	Re-elect Ken Murphy as Director	For	For
11	Re-elect Simon Patterson as Director	For	For
12	Re-elect Alison Platt as Director	For	For
13	Re-elect Lindsey Pownall as Director	For	For
14	Elect Bertrand Bodson as Director	For	For
15	Elect Thierry Garnier as Director	For	For
16	Elect Imran Nawaz as Director	For	For
17	Elect Karen Whitworth as Director	For	For
18	Reappoint Deloitte LLP as Auditors	For	For
19	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Tesco Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
20	Authorise Issue of Equity	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
23	Authorise Market Purchase of Ordinary Shares	For	For
24	Authorise UK Political Donations and Expenditure	For	For
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
26	Approve Long-Term Incentive Plan	For	For
27	Approve Savings-Related Share Option Scheme	For	For
28	Adopt New Articles of Association	For	For

Xinjiang Goldwind Science & Technology Co., Ltd.

Meeting Date: 28/06/2021

Country: China

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Issuance of Bonds and Asset-backed Securities	For	For
1	Approve Report of the Board of Directors	For	For
2	Approve Report of the Supervisory Committee	For	For
3	Approve Audited Consolidated Financial Statements and Auditors' Report	For	For
4	Approve Final Dividend Distribution	For	For
5	Approve Annual Report	For	For
6	Approve Provision of Letter of Guarantee by the Company for the Benefit of its Subsidiaries	For	Against

Blended Rationale: The company has not provided information on this proposal: - A vote AGAINST these resolutions is warranted as the company has failed to disclose sufficient information on the ownership of the entities to be guaranteed by the group, and it is not specified whether the proposed guarantees are proportionate to the company's equity interest and if counter guarantees will be provided to the group.

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Xinjiang Goldwind Science & Technology Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
7	Approve Provision of New Guarantees by the Company for its Subsidiaries	For	Against
<i>Blended Rationale: The company has not provided information on this proposal: - A vote AGAINST these resolutions is warranted as the company has failed to disclose sufficient information on the ownership of the entities to be guaranteed by the group, and it is not specified whether the proposed guarantees are proportionate to the company's equity interest and if counter guarantees will be provided to the group.</i>			
8	Approve the Proposed Operation of Exchange Rate Hedging Business	For	For
9	Approve Shareholders' Return Plan for the Next Three Years (2021-2023)	For	For
10	Approve Deloitte Touche Tohmatsu Certified Public Accountants LLP as the PRC Auditors and Deloitte Touche Tohmatsu as the International Auditors and Authorize Board to Fix Their Remuneration	For	For
11	Approve Revision of Annual Caps (A Shares) for Transactions with Related Party	For	For
12	Approve Revision of Annual Caps (H Shares) for Transactions with Related Party under Product Sales Framework Agreement	For	For
13	Elect Wang Kaiguo as Director	For	For

Zhejiang Expressway Co., Ltd.

Meeting Date: 28/06/2021

Country: China

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Elect Yu Zhihong as Director	For	For
2	Elect Chen Ninghui as Director	For	For
3	Elect Yuan Yingjie as Director	For	For
4	Elect Jin Chaoyang as Director	For	For
5	Elect Fan Ye as Director	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is a non-independent NED and serves on the Audit Committee, which is not fully independent.</i>			
6	Elect Huang Jianzhang as Director	For	For
7	Elect Pei Ker-Wei as Director and Approve Continuous Appointment as Independent Non-Executive Director	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Zhejiang Expressway Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
8	Elect Lee Wai Tsang, Rosa as Director	For	For
9	Elect Chen Bin as Director	For	For
10	Approve Remuneration and Allowance Package of Directors	For	For
11.1	Elect Zheng Ruchun as Supervisor and Authorize Board to Fix His Remuneration	For	For
11.2a	Elect He Meiyun as Supervisor and Authorize Board to Fix Her Remuneration	For	For
11.2b	Elect Wu Qingwang as Supervisor and Authorize Board to Fix His Remuneration	For	For
12	Authorize Board to Approve the Directors' Service Contracts, Supervisors' Service Contracts and All Other Relevant Documents and Authorize Any Executive Director to Deal With All Related Matters	For	For

Bank of Communications Co., Ltd.

Meeting Date: 29/06/2021

Country: China

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	For	For
2	Approve Report of the Board of Supervisors	For	For
3	Approve Financial Report	For	For
4	Approve Profit Distribution Plan	For	For
5	Approve Fixed Assets Investment Plan	For	For
6	Approve PricewaterhouseCoopers as International Auditor and PricewaterhouseCoopers Zhong Tian LLP as Domestic Auditor and Authorize Board to Determine and Enter Into Respective Engagement with Them	For	For

China Everbright Bank Company Limited

Meeting Date: 29/06/2021

Country: China

Meeting Type: Annual

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

China Everbright Bank Company Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Work Report of the Board of Directors	For	For
2	Approve Work Report of the Board of Supervisors	For	For
3	Approve Budget Plan of Fixed Asset Investment	For	For
4	Approve Audited Accounts Report	For	For
5	Approve Profit Distribution Plan	For	For
6	Approve Appointment of Accounting Firm	For	For
7	Approve Remuneration of Directors	For	For
8	Approve Remuneration of Supervisors	For	For
9	Elect Li Wei as Director	For	For
1	Approve Issuance of Tier 2 Capital Bonds	For	For

China Galaxy Securities Co., Ltd.

Meeting Date: 29/06/2021

Country: China

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	For	For
2	Approve Report of the Supervisory Committee	For	For
3	Approve Annual Report	For	For
4	Approve Final Accounts Plan	For	For
5	Approve Profit Distribution Plan	For	For
6	Approve Capital Expenditure Budget	For	For
7	Approve Ernst & Young Hua Ming LLP and Ernst & Young as External Auditors	For	For
8	Approve Remuneration Plan of Chen Gongyan	For	For
9	Approve Remuneration Plan of Chen Jing	For	For
10	Amend Rules and Procedures Regarding General Meetings of Shareholders	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

China Galaxy Securities Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
11	Amend Rules and Procedures Regarding Meetings of Board of Directors	For	For
12	Amend Rules and Procedures Regarding Meetings of Supervisory Committee	For	For
13	Approve Amendments to the Working Rules for Independent Directors	For	For
14	Approve Amendments to the Administrative Measures for Connected Transactions	For	For
15	Approve Amendments to the Administrative Measures for External Investment	For	For
16	Approve Amendments to the Administrative Measures for Provision of Guarantees to Third Parties	For	For
17	Amend Articles of Association	For	Against
<i>Blended Rationale: A vote against is warranted as shareholder rights are, or could be reduced.</i>			
18	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	Against
<i>Blended Rationale: A vote against this resolution is warranted for the following:- The share issuance limit is greater than 10 percent of the relevant class of shares.- The company has not specified the discount limit.</i>			
19.1	Elect Chen Gongyan as Director	For	For
19.2	Elect Chen Liang as Director	For	For
19.3	Elect Liu Dingping as Director	For	For
19.4	Elect Yang Tijun as Director	For	For
19.5	Elect Liu Chang as Director	For	For
19.6	Elect Liu Zhihong as Director	For	For
20.1	Elect Liu Ruizhong as Director	For	Against
<i>Blended Rationale: A vote against is warranted due to concerns over poor corporate governance practices:- A vote AGAINST audit committee members Cheuk Kin (Stephen) Law, Ruizhong Liu, Chun Liu, and Zhenjun Wang is warranted for failure to disclose a breakdown of the fees paid to the company's auditors.</i>			
20.2	Elect Wang Zhenjun as Director	For	Against
<i>Blended Rationale: Please refer to item 20.1.</i>			
20.3	Elect Liu Chun as Director	For	Against
<i>Blended Rationale: Please refer to item 20.1.</i>			
20.4	Elect Law Cheuk Kin Stephen as Director	For	Against
<i>Blended Rationale: Please refer to item 20.1.</i>			
21.1	Elect Chen Jing as Supervisor	For	For
21.2	Elect Tao Libin as Supervisor	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

China Galaxy Securities Co., Ltd.

Meeting Date: 29/06/2021

Country: China

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Amend Rules and Procedures Regarding General Meetings of Shareholders	For	For
2	Amend Articles of Association	For	Against

Blended Rationale: A vote against is warranted as shareholder rights are, or could be reduced.

China Longyuan Power Group Corporation Limited

Meeting Date: 29/06/2021

Country: China

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Elect Li Zhongjun as Director	For	For
2	Elect Tang Chaoxiong 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.

China Railway Construction Corporation Limited

Meeting Date: 29/06/2021

Country: China

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Work Report of the Board of Directors	For	For
2	Approve Work Report of the Supervisory Committee	For	For
3	Approve Audited Financial Statements	For	For
4	Approve Profit Distribution Plan	For	For
5	Approve Annual Report and Its Summary	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

China Railway Construction Corporation Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6	Approve Determination of the Caps for Guarantees for Wholly-Owned and Holding Subsidiaries of the Company	For	Against
<i>Blended Rationale: A vote AGAINST is warranted since the company will be taking a disproportionate amount of risk relative to its ownership stake without compelling justification.</i>			
7	Approve Provision of Guarantees	For	For
8	Approve Deloitte Touche Tohmatsu Certified Public Accountants LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
9	Approve Remuneration of Directors and Supervisors	For	For
10	Amend Rules and Procedures Regarding Meetings of Board of Directors	For	For
11	Amend Articles of Association	For	For
12	Approve Shareholders' Return Plan for the Next Three Years of 2021-2023	For	For
13	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	Against
<i>Blended Rationale: A vote AGAINST this resolution is warranted for the following:- The share issuance limit is greater than 10 percent of the relevant class of shares.- The company has not specified the discount limit.</i>			

Ebro Foods SA

Meeting Date: 29/06/2021

Country: Spain

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Approve Consolidated and Standalone Financial Statements	For	For
1.2	Approve Non-Financial Information Statement	For	For
2	Approve Discharge of Board	For	For
3	Approve Allocation of Income and Dividends	For	For
4	Approve Remuneration of Directors	For	For
5.1	Reelect Belen Barreiro Perez-Pardo as Director	For	For
5.2	Reelect Mercedes Costa Garcia as Director	For	For
6.1	Amend Article 5 Re: Registered Office	For	For
6.2	Amend Article 13 Re: Attendance	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Ebro Foods SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6.3	Amend Article 14 Re: Proxies	For	For
6.4	Amend Article 17 Re: Presiding Board, Information, Discussion and Voting, Voting and Representation by Remote Means	For	For
6.6	Amend Article 22 Re: Director Remuneration	For	For
6.7	Amend Article 28 Re: Executive Committee, Audit and Compliance Committee, Nomination and Remuneration Committee and Other Committees	For	For
6.8	Amend Article 34 Re: Approval of Accounts and Allocation of Profits	For	For
7.1	Amend Article 5 of General Meeting Regulations Re: Information on Company's Website	For	For
7.2	Amend Article 6 of General Meeting Regulations Re: Shareholders' Right to Information	For	For
7.3	Amend Article 7 of General Meeting Regulations Re: Right to Attend and Proxies	For	For
7.4	Amend Article 11 of General Meeting Regulations Re: Start of the Meeting and Shareholders' Requests for Intervention	For	For
7.5	Amend Article 12 of General Meeting Regulations Re: Shareholders' Participation	For	For
7.6	Amend Article 13 bis of General Meeting Regulations Re: Voting and Granting of Proxies by Remote Means	For	For
7.8	Amend Article 14 of General Meeting Regulations Re: Voting and Resolutions	For	For
8	Amend Remuneration Policy for FY 2019, 2020 and 2021	For	For
9	Approve Remuneration Policy for FY 2022, 2023 and 2024	For	Against
<p><i>Blended Rationale: A vote against is warranted because the vesting period is less than 3 years:- 24 months (unequal vesting).Also note that: the proposed policy is unchanged from the current policy although it received dissent above 20%.</i></p>			
10	Advisory Vote on Remuneration Report	For	Against
<p><i>Blended Rationale: A vote against is warranted because the performance period is less than 3 years:- Under the LTIP, most of performance objectives are measured over one year.A vote against is warranted because the vesting period is less than 3 years:- 24 months.A vote against is warranted due to a lack of disclosure provided by the company:- There is no disclosure with regards to STI and LTI performance outcomes.Also note that: the 19 percent YoY increase in the CEO's salary was not sufficiently substantiated by the board.</i></p>			
11	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 20 Percent	For	Against
<p><i>Blended Rationale: A vote AGAINST this item is warranted because the potential dilution exceeds 10 percent of currently issued capital.</i></p>			

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Ebro Foods SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
12	Authorize Donations to Fundacion Ebro Foods	For	For
13	Authorize Company to Call EGM with 15 Days' Notice	For	For
15	Authorize Board to Ratify and Execute Approved Resolutions	For	For

Mears Group Plc

Meeting Date: 29/06/2021

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	Appoint Ernst & Young LLP as Auditors	For	For
4	Authorise Board to Fix Remuneration of Auditors	For	For
5	Re-elect Kieran Murphy as Director	For	For
6	Re-elect David Miles as Director	For	For
7	Re-elect Andrew Smith as Director	For	For
8	Re-elect Alan Long as Director	For	For
9	Re-elect Julia Unwin as Director	For	For
10	Re-elect Jim Clarke as Director	For	For
11	Re-elect Chris Loughlin as Director	For	For
12	Elect Claire Gibbard as Employee Director to the Board	For	For
13	Authorise Issue of Equity	For	For
14	Adopt New Articles of Association	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	For	For
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Nintendo Co., Ltd.

Meeting Date: 29/06/2021

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 1410	For	For
2.1	Elect Director Furukawa, Shuntaro	For	For
2.2	Elect Director Miyamoto, Shigeru	For	For
2.3	Elect Director Takahashi, Shinya	For	For
2.4	Elect Director Shiota, Ko	For	For
2.5	Elect Director Shibata, Satoru	For	For
2.6	Elect Director Chris Meledandri	For	For

SMC Corp. (Japan)

Meeting Date: 29/06/2021

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 300	For	For
2.1	Elect Director Takada, Yoshiki	For	For
2.2	Elect Director Isoe, Toshio	For	For
2.3	Elect Director Ota, Masahiro	For	For
2.4	Elect Director Maruyama, Susumu	For	For
2.5	Elect Director Samuel Neff	For	For
2.6	Elect Director Doi, Yoshitada	For	For
2.7	Elect Director Kaizu, Masanobu	For	For
2.8	Elect Director Kagawa, Toshiharu	For	For
2.9	Elect Director Iwata, Yoshiko	For	For
2.10	Elect Director Miyazaki, Kyoichi	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Sportech Plc

Meeting Date: 29/06/2021

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	Re-elect Richard McGuire as Director	For	For
4	Re-elect Giles Vardey as Director	For	Abstain
<i>Blended Rationale: An abstention is warranted as there is an absence of independent representation on the Board; and the composition of the Audit and Remuneration Committees is not compliant with recommended guidelines.</i>			
5	Re-elect Thomas Hearne as Director	For	For
6	Re-elect Ben Warn as Director	For	For
7	Reappoint BDO LLP as Auditors	For	For
8	Authorise Board to Fix Remuneration of Auditors	For	For
9	Authorise UK Political Donations and Expenditure	For	For
10	Authorise Issue of Equity	For	For
11	Authorise Issue of Equity without Pre-emptive Rights	For	For
12	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
13	Authorise Market Purchase of Ordinary Shares	For	For
14	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Sportech Plc

Meeting Date: 29/06/2021

Country: United Kingdom

Meeting Type: Special

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Sportech Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Cancellation of Listing of Ordinary Shares on the Premium Segment of the Official List and Apply for Admission of the Ordinary Shares to Trading on AIM	For	For

Befesa SA

Meeting Date: 30/06/2021 **Country:** Luxembourg
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Consolidated Financial Statements	For	For
3	Approve Financial Statements	For	For
4	Approve Allocation of Income and Dividends of EUR 1.17 Per Share	For	For
5	Approve Discharge of Directors	For	For
6	Approve Fixed Remuneration of Directors	For	For
7	Approve Remuneration Report	For	Against
<i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company:- The level of disclosure is not sufficient for shareholders to assess the stringency of the short and long-term plans;- The company failed to provide feedback on last year vote on both remuneration policy and report which has a large amount of dissident vote.</i>			
8	Renew Appointment of KPMG Luxembourg as Auditor	For	For

Befesa SA

Meeting Date: 30/06/2021 **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 and Amend Article 6 of the Articles of Association	For	Against

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Befesa SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
<i>Blended Rationale: A vote AGAINST is warranted as the proposal would allow to issue shares and exclude preemptive rights for up to 47 percent of the issued share capital.</i>			
2	Amend Article 28 of the Articles of Association	For	For
3	Amend Article 29 of the Articles of Association	For	For
4	Amend Article 30 of the Articles of Association	For	For
5	Amend Article 32 of the Articles of Association	For	For

CrowdStrike Holdings, Inc.

Meeting Date: 30/06/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Roxanne S. Austin	For	Withhold
<i>Blended Rationale: A vote WITHHOLD is warranted due to concerns over poor corporate governance practices: - WITHHOLD votes are warranted for director nominees Gerhard Watzinger, Roxanne Austin, and Sameer Gandhi given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure, supermajority and "pop-up" supermajority vote requirements to enact certain changes to the governing documents, and the classified board, each of which adversely impacts shareholder rights.</i>			
1.2	Elect Director Sameer K. Gandhi	For	Withhold
<i>Blended Rationale: A vote WITHHOLD is warranted due to concerns over poor corporate governance practices: - WITHHOLD votes are warranted for director nominees Gerhard Watzinger, Roxanne Austin, and Sameer Gandhi given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure, supermajority and "pop-up" supermajority vote requirements to enact certain changes to the governing documents, and the classified board, each of which adversely impacts shareholder rights.</i>			
1.3	Elect Director Gerhard Watzinger	For	Withhold
<i>Blended Rationale: A vote WITHHOLD is warranted due to concerns over poor corporate governance practices: - WITHHOLD votes are warranted for director nominees Gerhard Watzinger, Roxanne Austin, and Sameer Gandhi given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure, supermajority and "pop-up" supermajority vote requirements to enact certain changes to the governing documents, and the classified board, each of which adversely impacts shareholder rights.</i>			
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - STI awards are primarily based on objective metrics with undisclosed targets. A vote against is warranted because the performance period is less than 3 years:- Performance is measured over only one year.</i>			

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

CrowdStrike Holdings, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Advisory Vote on Say on Pay Frequency <i>Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.</i>	Three Years	One Year
5	Amend Qualified Employee Stock Purchase Plan	For	For

Gamesys Group Plc

Meeting Date: 30/06/2021 **Country:** United Kingdom
Meeting Type: Court

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

Gamesys Group Plc

Meeting Date: 30/06/2021 **Country:** United Kingdom
Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Matters Relating to the Combination of Bally's Corporation with Gamesys Group plc	For	For

Inspired Energy Plc

Meeting Date: 30/06/2021 **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

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Inspired Energy Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Re-elect Richard Logan as Director	For	For
4	Elect Sarah Flannigan as Director	For	For
5	Appoint RSM UK Audit LLP as Auditors	For	For
6	Authorise Board to Fix Remuneration of Auditors	For	For
7	Authorise Issue of Equity	For	For
8	Approve Scrip Dividend Program	For	For
9	Authorise Issue of Equity without Pre-emptive Rights	For	For
10	Authorise Market Purchase of Ordinary Shares	For	For
11	Approve Change of Company Name to Inspired PLC	For	For

Kingfisher Plc

Meeting Date: 30/06/2021

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 Catherine Bradley as Director	For	For
5	Elect Tony Buffin as Director	For	For
6	Re-elect Claudia Arney as Director	For	For
7	Re-elect Bernard Bot as Director	For	For
8	Re-elect Jeff Carr as Director	For	For
9	Re-elect Andrew Cosslett as Director	For	For
10	Re-elect Thierry Garnier as Director	For	For
11	Re-elect Sophie Gasperment as Director	For	For
12	Re-elect Rakhi Goss-Custard as Director	For	For
13	Reappoint Deloitte LLP as Auditors	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Kingfisher Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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

Lookers Plc

Meeting Date: 30/06/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Elect Robin Churchouse as Director	For	For
2	Elect Duncan McPhee as Director	For	For
3	Elect Paul Van der Burgh as Director	For	For
4	Re-elect Philip White as Director	For	For
5	Re-elect Mark Raban as Director	For	For
6	Re-elect Victoria Mitchell as Director	For	For
7	Authorise Issue of Equity	For	For
8	Authorise Issue of Equity without Pre-emptive Rights	For	For
9	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
10	Authorise Market Purchase of Ordinary Shares	For	For
11	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

MYT Netherlands Parent BV

Meeting Date: 30/06/2021

Country: Germany

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Accept Financial Statements and Statutory Reports for Fiscal Year 2020	For	For
6.1	Approve Discharge of Management Board for Fiscal Year 2020	For	For
6.2	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	For
7	Ratify KPMG as Auditors for Fiscal Year 2021	For	For
8.1	Elect Nora Aufreiter to the Supervisory Board	For	For
8.2	Approve Remuneration of Supervisory Board Member Nora Aufreiter	For	For
8.3	Approve Remuneration of Supervisory Board Member Dennis Gies from July 1, 2021	For	For

Nomad Foods Limited

Meeting Date: 30/06/2021

Country: Virgin Isl (UK)

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Martin Ellis Franklin	For	For
1.2	Elect Director Noam Gottesman	For	For
1.3	Elect Director Ian G.H. Ashken	For	For
1.4	Elect Director Stefan Descheemaeker	For	For
1.5	Elect Director Golnar Khosrowshahi	For	For
1.6	Elect Director James E. Lillie	For	For
1.7	Elect Director Stuart M. MacFarlane	For	For
1.8	Elect Director Lord Myners of Truro	For	For
1.9	Elect Director Victoria Parry	For	Against
<i>Blended Rationale: A vote against is warranted due to concerns over the number of directorships held by the nominee:- Victoria Parry serves as a director on more than five public company boards.</i>			
1.10	Elect Director Melanie Stack	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Nomad Foods Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.11	Elect Director Samy Zekhout	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

Provident Financial Plc

Meeting Date: 30/06/2021

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	Re-elect Andrea Blance as Director	For	For
4	Re-elect Elizabeth Chambers as Director	For	For
5	Re-elect Robert East as Director	For	For
6	Re-elect Paul Hewitt as Director	For	For
7	Elect Margot James as Director	For	For
8	Re-elect Neeraj Kapur as Director	For	For
9	Re-elect Angela Knight as Director	For	For
10	Re-elect Malcolm Le May as Director	For	For
11	Re-elect Graham Lindsay as Director	For	For
12	Re-elect Patrick Snowball as Director	For	For
13	Reappoint 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
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

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Provident Financial Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
21	Approve Increase in Limit on Aggregate Fees Payable to Non-Executive Directors	For	For
22	Ratify Current and Former Directors' Fees	For	For

Surgutneftegas PJSC

Meeting Date: 30/06/2021

Country: Russia

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Annual Report	For	For
2	Approve Financial Statements	For	For
3	Approve Allocation of Income and Dividends	For	For
5	Approve Remuneration of Members of Audit Commission	For	For
6.1	Elect Aleksandr Agarev as Director	None	Against
<i>Blended Rationale: Votes FOR Valerii Egorov and Georgii Mukhamadeev (Items 6.5 and 6.9) are warranted because these nominees can be classified as independent, making them the most likely of all the candidates to act in all shareholders' interest.</i>			
6.3	Elect Aleksandr Bulanov as Director	None	Against
<i>Blended Rationale: Please refer to 6.1.</i>			
6.4	Elect Ivan Dinichenko as Director	None	Against
<i>Blended Rationale: Please refer to 6.1.</i>			
6.5	Elect Valerii Egorov as Director	None	For
<i>Blended Rationale: Please refer to 6.1.</i>			
6.6	Elect Vladimir Erokhin as Director	None	Against
<i>Blended Rationale: Please refer to 6.1.</i>			
6.7	Elect Viktor Krivosheev as Director	None	Against
<i>Blended Rationale: Please refer to 6.1.</i>			
6.8	Elect Nikolai Matveev as Director	None	Against
<i>Blended Rationale: Please refer to 6.1.</i>			

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Surgutneftegas PJSC

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6.9	Elect Georgii Mukhamadeev as Director	None	For
<i>Blended Rationale: Please refer to 6.1.</i>			
6.10	Elect Ildus Usmanov as Director	None	Against
<i>Blended Rationale: Please refer to 6.1.</i>			
7.1	Elect Valentina Musikhina as Member of Audit Commission	For	For
7.2	Elect Tamara Oleinik as Member of Audit Commission	For	For
7.3	Elect Liudmila Prishchepova as Member of Audit Commission	For	For
8	Ratify Auditor	For	Against
<i>Blended Rationale: The company has not provided information on this proposal:- The audit fees are not disclosed. As such, it cannot be determined if the non-audit fees are excessive, or not.</i>			

Zegona Communications Plc

Meeting Date: 30/06/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Re-elect Eamonn O'Hare as Director	For	For
<i>Blended Rationale: A vote FOR is warranted. The Company's corporate governance practices are in line with most of the best practice recommendations included in the UK Corporate Governance Code. While the combined CEO / Chair role is not ideal, we have no particular concerns regarding this issue at this time.</i>			
3	Re-elect Robert Samuelson as Director	For	For
4	Re-elect Richard Williams as Director	For	For
5	Re-elect Ashley Martin as Director	For	For
6	Re-elect Kjertsi Wiklund as Director	For	For
7	Re-elect Suzi Williams as Director	For	For
8	Reappoint KPMG LLP as Auditors	For	For
9	Authorise Board to Fix Remuneration of Auditors	For	For
10	Approve Interim Dividends	For	For

Vote Summary Report

Reporting Period: 01/06/2021 to 30/06/2021

Zegona Communications Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
11	Approve Remuneration Report	For	For
<i>Blended Rationale: A vote FOR is warranted. While there are some elements of the remuneration scheme that are not in line with best practice, overall we do not have any material concerns.</i>			
12	Authorise Issue of Equity	For	For
13	Approve Renewal of Rights Attached to the Management Shares	For	For
<i>Blended Rationale: See item 11.</i>			
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	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Zegona Communications Plc

Meeting Date: 30/06/2021

Country: United Kingdom

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Authorise Issue of Equity to Eamonn O'Hare, Robert Samuelson, Howard Kalika and Menno Kremer	For	For
2	Authorise Issue of Equity Pursuant to the Management Subscriptions	For	For
3	Authorise Issue of Equity without Pre-emptive Rights Pursuant to the Management Subscriptions	For	For

Source: Artemis, Institutional Shareholder Services (ISS)

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