

Voting June 2022

VOTE SUMMARY REPORT

REPORTING PERIOD: 01/06/2022 to 30/06/2022

Voting Statistics

	Total	Percent
Votable Meetings	143	
Meetings Voted	142	99.30%
Meetings with One or More Votes Against Management	77	53.85%
Votable Ballots	555	
Ballots Voted	550	99.10%

Note: A meeting is votable when one or more ballots are eligible to vote at the meeting, and differences in votable meetings and ballots occurs when multiple ballots are available to vote for the same meeting.

	Management Proposals		Shareholder Proposals		All Proposals	
	Total	Percent	Total	Percent	Total	Percent
Votable Proposals	1834		63		1897	
Proposals Voted	1811	98.75%	63	100.00%	1874	98.79%
FOR Votes	1661	90.57%	31	49.21%	1692	89.19%
AGAINST Votes	102	5.56%	33	52.38%	135	7.12%
ABSTAIN Votes	6	0.33%	0	0.00%	6	0.32%
WITHHOLD Votes	39	2.13%	0	0.00%	39	2.06%
Votes WITH Management	1665	90.79%	36	57.14%	1701	89.67%
Votes AGAINST Management	146	7.96%	28	44.44%	174	9.17%

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

Alphabet Inc.

Meeting Date: 01/06/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Larry Page	For	For
1b	Elect Director Sergey Brin	For	For
1c	Elect Director Sundar Pichai	For	For
1d	Elect Director John L. Hennessy	For	For
1e	Elect Director Frances H. Arnold	For	For
1f	Elect Director L. John Doerr	For	For
1g	Elect Director Roger W. Ferguson, Jr.	For	For
1h	Elect Director Ann Mather	For	For
1i	Elect Director K. Ram Shriram	For	For
1j	Elect Director Robin L. Washington	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Amend Omnibus Stock Plan	For	For

Alphabet Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Increase Authorized Common Stock	For	For
5	Report on Lobbying Payments and Policy	Against	For
<i>Blended Rationale: A vote FOR this resolution is warranted, as additional reporting on the company's lobbying-related practices and policies, such as its trade association memberships and payments, would benefit shareholders in assessing its management of related risks.</i>			
6	Report on Climate Lobbying	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted. The company and its shareholders are likely to benefit from a review of how the company's and its trade associations' lobbying positions align with Paris Agreement, in light of risks to the company caused by climate change and the company's public position.</i>			
7	Report on Physical Risks of Climate Change	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure regarding how the company is assessing and managing climate change risks.</i>			
8	Report on Metrics and Efforts to Reduce Water Related Risk	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure regarding how the company is managing climate-related water risks.</i>			
9	Oversee and Report a Third-Party Racial Equity Audit	Against	For
<i>Blended Rationale: A vote FOR this resolution is warranted, as an independent racial equity audit would help shareholders better assess the effectiveness of Alphabet's efforts to address the issue of any inequality in its workforce and its management of related risks.</i>			
10	Report on Risks Associated with Use of Concealment Clauses	Against	Against
11	Approve Recapitalization Plan for all Stock to Have One-vote per Share	Against	For
<i>Blended Rationale: Artemis supports the adoption of a one-share one-vote structure.</i>			
12	Report on Government Takedown Requests	Against	Against
13	Report on Risks of Doing Business in Countries with Significant Human Rights Concerns	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure regarding how the company is managing human rights-related risks in high-risk countries.</i>			
14	Report on Managing Risks Related to Data Collection, Privacy and Security	Against	Against
15	Disclose More Quantitative and Qualitative Information on Algorithmic Systems	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted, as the company has faced scrutiny over biases in its algorithmic systems and increased reporting would assist shareholders in assessing progress and management of related risks.</i>			
16	Commission Third Party Assessment of Company's Management of Misinformation and Disinformation Across Platforms	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted because an independent human rights assessment would help shareholders better evaluate the company's management of risks related to the human rights impacts of disinformation and misinformation.</i>			
17	Report on External Costs of Misinformation and Impact on Diversified Shareholders	Against	Against
18	Report on Steps to Improve Racial and Gender Board Diversity	Against	Against
19	Establish an Environmental Sustainability Board Committee	Against	Against

Alphabet Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
20	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	Against	Against
21	Report on Policies Regarding Military and Militarized Policing Agencies	Against	Against

Chegg, Inc.

Meeting Date: 01/06/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director John (Jed) York	For	For
1.2	Elect Director Melanie Whelan	For	For
1.3	Elect Director Sarah Bond	For	For
1.4	Elect Director Marcela Martin	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Deloitte & Touche LLP as Auditors	For	For

China Yongda Automobiles Services Holdings Limited

Meeting Date: 01/06/2022

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	Elect Cheung Tak On as Director	For	For
4	Elect Tang Liang as Director	For	For
5	Elect Zhu Anna Dezhen as Director	For	For
6	Elect Mu Binrui as Director	For	For
7	Authorize Board to Fix Remuneration of Directors	For	For
8	Approve Deloitte Touche Tohmatsu as Auditor and Authorize Board to Fix Their Remuneration	For	For

China Yongda Automobiles Services Holdings Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
9A	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>			
9B	Authorize Repurchase of Issued Share Capital	For	For
9C	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>			
10A	Adopt Share Award Scheme	For	Against
<i>Blended Rationale: A vote against is warranted because the vesting period is less than 3 years: - Vesting period is set to 12 months.</i>			
10B	Approve Grant of Specific Mandate to Issue New Shares Pursuant to the Share Award Scheme	For	Against
<i>Blended Rationale: A vote against is warranted because the vesting period is less than 3 years: - Vesting period is set to 12 months.</i>			

Coinbase Global, Inc.

Meeting Date: 01/06/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Frederick Ernest Ehram, III	For	Withhold
<i>Blended Rationale: A vote withhold is warranted due to concerns over poor corporate governance practices:- Withhold votes are warranted for incumbent directors Fred Wilson and Frederick (Fred) Ehram III given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure, the pop-up classified board, and supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.</i>			
1.2	Elect Director Tobias Lutke	For	For
1.3	Elect Director Fred Wilson	For	Withhold
<i>Blended Rationale: Refer to Item 1.1.</i>			
2	Ratify Deloitte & Touche LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Advisory Vote on Say on Pay Frequency	Three Years	One Year
<i>Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.</i>			

Comcast Corporation

Meeting Date: 01/06/2022

Country: USA

Meeting Type: Annual

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 Edward D. Breen	For	For
1.4	Elect Director Gerald L. Hassell	For	For
1.5	Elect Director Jeffrey A. Honickman	For	For
1.6	Elect Director Maritza G. Montiel	For	For
1.7	Elect Director Asuka Nakahara	For	For
1.8	Elect Director David C. Novak	For	For
1.9	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
4	Report on Charitable Contributions	Against	Against
5	Oversee and Report a Racial Equity Audit	Against	Against
6	Report on Omitting Viewpoint and Ideology from EEO Policy	Against	Against
7	Conduct Audit and Report on Effectiveness of Sexual Harassment Policies	Against	Against
8	Report on Retirement Plan Options Aligned with Company Climate Goals	Against	Against

Olaplex Holdings, Inc.

Meeting Date: 01/06/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Deirdre Findlay	For	For
1.2	Elect Director Tiffany Walden	For	For
1.3	Elect Director Michael White	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 Audit Committee, which is not fully independent.</i>			
1.4	Elect Director Paula Zusi	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 Audit Committee, which is not fully independent.</i>			

Olaplex Holdings, Inc.

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

Penumbra, Inc.

Meeting Date: 01/06/2022 **Country:** USA
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Don Kassing	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 Don Kassing, Janet Leeds, and Thomas Wilder III 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 Thomas Wilder	For	Withhold
<i>Blended Rationale: Refer to Item 1.1.</i>			
1.3	Elect Director Janet Leeds	For	Withhold
<i>Blended Rationale: Refer to Item 1.1.</i>			
2	Ratify Deloitte & Touche LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
<i>Blended Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time, although a concern is noted. Compensation and CEO pay is also conservative.</i>			

Secure Income REIT PLC

Meeting Date: 01/06/2022 **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 Company's Dividend Policy	For	For
3	Re-elect Martin Moore as Director	For	For
4	Re-elect Mike Brown as Director	For	For
5	Re-elect Leslie Ferrar as Director	For	For

Secure Income REIT PLC

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6	Re-elect Sandy Gumm as Director	For	For
7	Re-elect Jonathan Lane as Director	For	For
8	Re-elect Nick Leslau as Director	For	For
9	Re-elect Ian Marcus as Director	For	For
10	Reappoint BDO LLP as Auditors	For	For
11	Authorise Board to Fix Remuneration of Auditors	For	For
12	Authorise Issue of Equity	For	For
13	Authorise Market Purchase of Ordinary Shares	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	For	For

Sopra Steria Group SA

Meeting Date: 01/06/2022

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 3.20 per Share	For	For
4	Approve Compensation Report of Corporate Officers	For	For
5	Approve Compensation of Pierre Pasquier, Chairman of the Board	For	For
6	Approve Compensation of Vincent Paris, CEO	For	For
7	Approve Remuneration Policy of Chairman of the Board	For	For
8	Approve Remuneration Policy of CEO	For	For
9	Approve Remuneration Policy of Directors	For	For
10	Approve Remuneration of Directors in the Aggregate Amount of EUR 500,000	For	For
11	Reelect Andre Einaudi as Director	For	For
12	Reelect Michael Gollner as Director	For	For
13	Reelect Noelle Lenoir as Director	For	For
14	Reelect Jean-Luc Placet as Director	For	For
15	Elect Yves de Talhouet as Director	For	For

Sopra Steria Group SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
16	Renew Appointment of ACA Nexia as Auditor	For	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 50 Percent of Issued Capital	For	For
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 20 Percent of Issued Capital	For	For
21	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to 10 Percent of Issued Capital	For	For
22	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	For	For
23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For	For
24	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For
25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Exchange Offers	For	For
26	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	For	For
27	Authorize up to 1.1 Percent of Issued Capital for Use in Restricted Stock Plans	For	For
28	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
29	Authorize Filing of Required Documents/Other Formalities	For	For

UserTesting, Inc.

Meeting Date: 01/06/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Andrew Braccia	For	Withhold

Blended Rationale: A vote withhold is warranted due to concerns over poor corporate governance practices: - Withhold votes are warranted for incumbent director nominees Andrew (Andy) MacMillan, Andrew Braccia, and Cynthia (Cindy) Russo given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impact shareholder rights.

UserTesting, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.2	Elect Director Andrew (Andy) MacMillan	For	Withhold
	<i>Blended Rationale: Refer to Item 1.1</i>		
1.3	Elect Director Cynthia Russo	For	Withhold
	<i>Blended Rationale: Refer to Item 1.1</i>		
2	Ratify Ernst & Young LLP as Auditors	For	For

Walmart Inc.

Meeting Date: 01/06/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Cesar Conde	For	For
1b	Elect Director Timothy P. Flynn	For	For
1c	Elect Director Sarah J. Friar	For	For
1d	Elect Director Carla A. Harris	For	For
1e	Elect Director Thomas W. Horton	For	For
1f	Elect Director Marissa A. Mayer	For	For
1g	Elect Director C. Douglas McMillon	For	For
1h	Elect Director Gregory B. Penner	For	For
1i	Elect Director Randall L. Stephenson	For	For
1j	Elect Director S. Robson Walton	For	For
1k	Elect Director Steuart L. Walton	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: - PSUs vest based on one-year performance goals pertaining to constant currency ROI and sales.</i>		
3	Ratify Ernst & Young LLP as Auditors	For	For
4	Report on Animal Welfare Policies and Practices in Food Supply Chain	Against	For
	<i>Blended Rationale: A vote FOR this resolution is warranted because shareholders would benefit from additional disclosure about steps the company is taking to mitigate risks related to animal welfare in its pork supply chain.</i>		
5	Create a Pandemic Workforce Advisory Council	Against	For
	<i>Blended Rationale: A vote FOR this resolution is warranted due to controversies related to employees health and safety concerns during the COVID-19 pandemic, and an apparent lack of sufficient management and board oversight. It may also help the company address the transition to COVID-19 being endemic.</i>		

Walmart Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6	Report on Impacts of Restrictive Reproductive Healthcare Legislation	Against	For
<i>Blended Rationale: A vote FOR this resolution is warranted, as additional information on the potential risks and costs associated with proposed or enacted state policies that restrict reproductive healthcare, would allow shareholders to assess how the company is managing such risks.</i>			
7	Report on Alignment of Racial Justice Goals and Starting Wages	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from further disclosure on how the company's hourly wages align with its commitments to diversity, equality, and racial justice, particularly given the significant controversies and related risks.</i>			
8	Report on a Civil Rights and Non-Discrimination Audit	Against	Against
9	Report on Charitable Contributions	Against	Against
10	Report on Lobbying Payments and Policy	Against	Against

Compagnie de Saint-Gobain SA

Meeting Date: 02/06/2022

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 1.63 per Share	For	For
4	Reelect Pierre-Andre de Chalandar as Director	For	For
5	Ratify Appointment of Lina Ghotmeh as Director	For	For
6	Elect Thierry Delaporte as Director	For	For
7	Approve Compensation of Pierre-Andre de Chalendar, Chairman and CEO Until 30 June 2021	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 discretionarily modify the ROCE performance criteria for 2020 attached to the 2017, 2018 and 2019 performance shares plans, for all beneficiaries. - The company now discloses the exact impact of the derogation on the achievement rate of the 2020 ROCE objective: the use of discretion brings the achievement of the criterion from 66.7% to 100% and of the total plan from 53.3% to 75%.</i>			
8	Approve Compensation of Benoit Bazin, Vice-CEO Until 30 June 2021	For	For
9	Approve Compensation of Pierre-Andre de Chalendar, Chairman of the Board Since 1 July 2021	For	For
10	Approve Compensation of Benoit Bazin, CEO Since 1 July 2021	For	For

Compagnie de Saint-Gobain SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
11	Approve Compensation Report of Corporate Officers	For	For
12	Approve Remuneration Policy of Chairman of the Board	For	For
13	Approve Remuneration Policy of CEO	For	For
14	Approve Remuneration Policy of Directors	For	For
15	Appoint Deloitte & Associates as Auditor	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
17	Authorize up to 1.5 Percent of Issued Capital for Use in Stock Option Plans	For	For
18	Authorize up to 1.2 Percent of Issued Capital for Use in Restricted Stock Plans	For	For
19	Authorize Filing of Required Documents/Other Formalities	For	For

Mytilineos SA

Meeting Date: 02/06/2022

Country: Greece

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Allocation of Income and Dividends	For	For
3	Advisory Vote on Remuneration Report	For	For
6	Approve Management of Company and Grant Discharge to Auditors	For	For
7	Approve Auditors and Fix Their Remuneration	For	For
8.1	Elect Evangelos Mytilineos as Director	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee serves as the Company's CEO and Chair and no suitable explanation has been given.</i>			
8.2	Elect Spyridon Kasdas as Director	For	For
8.3	Elect Evangelos Chrysafis as Director	For	For
8.4	Elect Dimitrios Papadopoulos as Director	For	For
8.5	Elect Panagiota Antonakou as Independent Director	For	For
8.6	Elect Emmanouil Kakaras as Independent Director	For	For
8.7	Elect Konstantina Mavraki as Independent Director	For	For

Mytilineos SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
8.8	Elect Anthony Bartzokas as Independent Director	For	For
8.9	Elect Natalia Nikolaidi as Independent Director	For	For
8.10	Elect Ioannis Petrides as Independent Director	For	Against
<i>Blended Rationale: A vote against is warranted as there is a lack of diversity on the board.</i>			
8.11	Elect Alexios Pilavios as Independent Director	For	For

NetDragon Websoft Holdings Limited

Meeting Date: 02/06/2022

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 Dejian as Director	For	For
4B	Elect Leung Lim Kin, Simon as Director	For	For
4C	Elect Chao Guowei, Charles as Director	For	For
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>			

Netflix, Inc.

Meeting Date: 02/06/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Timothy Haley	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 Timothy Haley, Leslie Kilgore and Ann Mather, due to poor stewardship of the compensation program and repeated failures to address shareholders' concerns expressed through low say-on-pay support.</i>		
1b	Elect Director Leslie Kilgore	For	Withhold
	<i>Blended Rationale: Refer to Item 1a.</i>		
1c	Elect Director Strive Masiyiwa	For	For
1d	Elect Director Ann Mather	For	Withhold
	<i>Blended Rationale: Refer to Item 1a.</i>		
2	Declassify the Board of Directors	For	For
3	Eliminate Supermajority Voting Provisions	For	For
4	Provide Right to Call Special Meeting	For	For
5	Ratify Ernst & Young LLP as Auditors	For	For
6	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. 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: - Pay almost entirely consists of base salaries and grants of fully-vested option awards, the specific allocation of which is at the individual's election. The lack of time- or performance-vesting incentives makes the company an outlier, and is highly problematic because it 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: - Options are the only form of equity granted by the company. NEO equity awards are fully vested at grant: options are granted monthly, are fully vested at the grant date, and have a 10-year term.</i>		
7	Adopt Simple Majority Vote	Against	For
	<i>Blended Rationale: Artemis supports proposals that enhance shareholder rights.</i>		
8	Report on Lobbying Payments and Policy	Against	For
	<i>Blended Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's state level lobbying, indirect lobbying-related expenditures and board oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i>		

NVIDIA Corporation

Meeting Date: 02/06/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Robert K. Burgess	For	For

NVIDIA Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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
5	Amend Omnibus Stock Plan	For	For

Trane Technologies Plc

Meeting Date: 02/06/2022

Country: Ireland

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Kirk E. Arnold	For	For
1b	Elect Director Ann C. Berzin	For	For
1c	Elect Director April Miller Boise	For	For
1d	Elect Director John Bruton	For	For
1e	Elect Director Jared L. Cohon	For	For
1f	Elect Director Gary D. Forsee	For	For
1g	Elect Director Linda P. Hudson	For	For
1h	Elect Director Myles P. Lee	For	For
1i	Elect Director David S. Regnery	For	For
1j	Elect Director John P. Surma	For	For
1k	Elect Director Tony L. White	For	For

Trane Technologies Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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	Authorize Issue of Equity without Pre-emptive Rights	For	For
6	Authorize Reissuance of Repurchased Shares	For	For

Unity Software Inc.

Meeting Date: 02/06/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Egon Durban	For	Withhold
	<i>Blended Rationale: A vote withhold is warranted due to concerns over the number of directorships held by the nominee:- Egon Durban is the chairman of Endeavor Group Holdings, Inc. He also sits on the board of Qualtrics International, Inc., Dell Technologies, Inc., Motorola Solutions, Inc., Twitter, Inc., and VMware, Inc as a regular director. A vote withhold is warranted due to concerns over poor corporate governance practices: - Withhold votes are warranted for incumbent director nominee Egon Durban given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.</i>		
1.2	Elect Director Barry Schuler	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 nominee Egon Durban given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.</i>		
1.3	Elect Director Robynne Sisco	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 nominee Egon Durban given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.</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 awards are not subject to performance conditions:- Long-term awards for FY21 were entirely time-based options and RSUs. The company targets an LTI mix of 50 percent time-based RSUs and 50 percent stock options by value. None of the awards are tied to performance conditions. A vote against is warranted because recruitment awards are not awarded in the form of shares or are not subject to performance criteria:- Two new NEOs received sizable sign-on awards of RSUs, resulting in these NEOs being higher paid than the CEO for FY21. The company does not provide a rationale for the magnitude of the awards, nor are the awards tied to any performance conditions.</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>		

Meeting Date: 03/06/2022

Country: South Africa

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Reappoint KPMG SA as Auditors with Heather Berrange as the Designated Auditor	For	For
2	Appoint PwC South Africa as Auditors with John Bennett as the Designated Auditor	For	For
3.1	Re-elect Rose Keanly as Director	For	For
3.2	Re-elect Swithin Munyantwali as Director	For	For
3.3	Re-elect Ihron Rensburg as Director	For	For
3.4	Re-elect Fulvio Tonelli as Director	For	For
3.5	Re-elect Rene van Wyk 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>			
4.1	Elect John Cummins as Director	For	For
4.2	Elect Sello Moloko as Director	For	For
4.3	Elect Arrie Rautenbach 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
5.4	Re-elect Swithin Munyantwali as Member of the Group Audit and Compliance Committee	For	For
5.5	Elect Rene van Wyk as Member of the Group Audit and Compliance Committee	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	Place Authorised but Unissued Shares under Control of Directors	For	For
7	Approve Remuneration Policy	For	For
8	Approve Remuneration Implementation Report	For	Against
<i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - Shareholder attention is drawn to the ex-gratia payment of ZAR 16.5 million (c. USD 1 million) awarded to Daniel Mminele. Whilst the Company highlight that this award is in relation to his mutual separation payment, no further rationale has been provided regarding the appropriateness of such an award, or indeed the calculation of this cash payment. This significant termination payments without compelling rationale represent a deviation from best market practice and investor expectations. - Further, it remains unclear if the cash-equivalent award in lieu of Daniel Mminele's 2021 LTIP has been pro-rated for time and performance, in line with recommended market practice. - Arrie Rautenbach received an additional award of ZAR 4,500,000 pertaining to his appointment as CEO. The Company has not provided further details regarding this payment and it is worth noting that he was previously a prescribed officer of the Group, ruling out the potential payment of buyout awards.</i>			
9	Approve Remuneration of Non-Executive Directors	For	For

Absa Group Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
10	Authorise Repurchase of Issued Share Capital	For	For
11	Approve Financial Assistance in Terms of Section 45 of the Companies Act	For	For

BRP Inc.

Meeting Date: 03/06/2022

Country: Canada

Meeting Type: Annual

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 Chair and no suitable explanation has been given. A lead/senior independent director should also be appointed.</i>			
1.4	Elect Director Charles Bombardier	For	For
1.5	Elect Director Ernesto M. Hernandez	For	For
1.6	Elect Director Katherine Kountze	For	For
1.7	Elect Director Louis Laporte	For	For
1.8	Elect Director Estelle Metayer	For	For
1.9	Elect Director Nicholas Nomicos	For	For
1.10	Elect Director Edward Philip	For	Withhold
<i>Blended Rationale: A vote withhold is warranted as there are ongoing issues with remuneration.</i>			
1.11	Elect Director Barbara Samardzich	For	For
2	Ratify Deloitte LLP as Auditors	For	For
3	Advisory Vote on Executive Compensation Approach	For	Against
<i>Blended Rationale: A vote against is warranted because awards are not subject to performance conditions:- The company's equity compensation programs do not include any performance-based equity awards. It is generally believed that a percentage of CEO long-term equity compensation should be linked to the performance of the business, which may be measured on an absolute or relative basis.</i>			

DocuSign, Inc.

Meeting Date: 03/06/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Teresa Briggs	For	For
	<i>Blended Rationale: A vote FOR is warranted as shareholder rights are sufficient in US tech context. Equity grants which are the main component of exec compensation are generous and the CEO reportedly gives/gave his equity to charity. In terms of bonus, DocuSign have added an ESG multiplier that adjusts award up and down for climate, diversity targets and performance.</i>		
1.2	Elect Director Blake J. Irving	For	For
	<i>Blended Rationale: Refer to Item 1.1.</i>		
1.3	Elect Director Daniel D. Springer	For	For
	<i>Blended Rationale: Refer to Item 1.1.</i>		
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

Globaltrans Investment Plc

Meeting Date: 03/06/2022

Country: Cyprus

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Elect Sergey Foliforov as Director	For	Against
	<i>Blended Rationale: A vote against is warranted as the nominee is a non-independent non-executive director and the board is not 50% independent.</i>		

OMV AG

Meeting Date: 03/06/2022

Country: Austria

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 2.30 per Share	For	For
3	Approve Discharge of Management Board for Fiscal Year 2021	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5	Approve Remuneration of Supervisory Board Members	For	For
6	Ratify Ernst & Young as Auditors for Fiscal Year 2022	For	For
7	Approve Remuneration Report	For	Against
<i>Blended Rationale: A vote against is warranted because the performance conditions have been amended retrospectively: - As in 2020, the remuneration committee again made adjustments to STI outcomes based on unexpected and significant fluctuation in the oil and gas price and changes in the US Dollar exchange rate as well as impairments of Nitro, Rosier, and ELG. The adjustments resulted in the level of financial target achievement decreasing from 144.6 percent pre-adjustment to 107.1 percent post-adjustment.</i>			
8	Approve Remuneration Policy	For	For
9.1	Approve Long Term Incentive Plan 2022 for Key Employees	For	For
9.2	Approve Equity Deferral Plan	For	For
10.1	Elect Edith Hlawati as Supervisory Board Member	For	For
10.2	Elect Elisabeth Stadler as Supervisory Board Member	For	For
10.3	Elect Robert Stajic as Supervisory Board Member	For	For
10.4	Elect Jean-Baptiste Renard as Supervisory Board Member	For	For
10.5	Elect Stefan Doboczky as Supervisory Board Member	For	For
10.6	Elect Gertrude Tumpel-Gugerell as Supervisory Board Member	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is the Chair of the Audit Committee which is not fully independent.</i>			
11.1	New/Amended Proposals from Management and Supervisory Board	None	Against
<i>Blended Rationale: Details of other business not disclosed.</i>			
11.2	New/Amended Proposals from Shareholders	None	Against
<i>Blended Rationale: Details of other business not disclosed.</i>			

WillScot Mobile Mini Holdings Corp.

Meeting Date: 03/06/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Declassify the Board of Directors	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

WillScot Mobile Mini Holdings Corp.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4aa	Elect Director Mark S. Bartlett	For	For
4ab	Elect Director Erika T. Davis	For	For
4ac	Elect Director Sara R. Dial	For	For
4ad	Elect Director Jeffrey S. Goble	For	For
4ae	Elect Director Gerard E. Holthaus	For	For
4af	Elect Director Kimberly J. McWaters	For	For
4ag	Elect Director Erik Olsson	For	For
4ah	Elect Director Rebecca L. Owen	For	For
4ai	Elect Director Jeff Sagansky	For	For
4aj	Elect Director Bradley L. Soultz	For	For
4ak	Elect Director Michael W. Upchurch	For	For
4ba	Elect Director Erika T. Davis	For	For
4bb	Elect Director Jeffrey S. Goble	For	For
4bc	Elect Director Jeff Sagansky	For	For

UnitedHealth Group Incorporated

Meeting Date: 06/06/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Timothy P. Flynn	For	For
1b	Elect Director Paul R. Garcia	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 Andrew Witty	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Deloitte & Touche LLP as Auditors	For	For
4	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	Against

Blended Rationale: A vote AGAINST is warranted as shareholders are not in a position to negotiate salaries and employment contracts for directors when they join a firm nor have sight of them once signed. Therefore, we do not feel it is appropriate that severance decisions should be supervised by shareholders or that shareholders should be able to overrule management.

UnitedHealth Group Incorporated

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5	Report on Congruency of Political Spending with Company Values and Priorities	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted, as a report on how the company's political expenditures are aligned with its stated values would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political partnerships.</i>			

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Timothy P. Flynn	For	For
1b	Elect Director Paul R. Garcia	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 Andrew Witty	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Deloitte & Touche LLP as Auditors	For	For
4	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	For
<i>Blended Rationale: A vote FOR this item is warranted given that the proposal applies only to future severance arrangements, the current agreements will not be affected, and the proposal offers flexibility as to when the board may seek shareholder approval of a new or renewed severance arrangement, such as at the next annual meeting.</i>			
5	Report on Congruency of Political Spending with Company Values and Priorities	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted, as a report on how the company's political expenditures are aligned with its stated values would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political partnerships.</i>			

BIM Birlesik Magazalar AS

Meeting Date: 07/06/2022

Country: Turkey

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Open Meeting, Elect Presiding Council of Meeting and Authorize Presiding Council to Sign Minutes of Meeting	For	For
2	Accept Board Report	For	For
3	Accept Audit Report	For	For

BIM Birlesik Magazalar AS

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Accept Financial Statements	For	For
5	Approve Discharge of Board	For	For
6	Approve Allocation of Income	For	For
7	Amend Corporate Purpose	For	For
8	Elect Directors and Approve Their Remuneration	For	For
9	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	For	For
13	Ratify External Auditors	For	For

Centrica Plc

Meeting Date: 07/06/2022

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 Share Incentive Plan	For	For
5	Approve Long-Term Incentive Plan	For	For
6	Elect Nathan Bostock as Director	For	For
7	Elect Amber Rudd as Director	For	For
8	Re-elect Carol Arrowsmith as Director	For	For
9	Re-elect Heidi Mottram as Director	For	For
10	Re-elect Kevin O'Byrne as Director	For	For
11	Re-elect Chris O'Shea as Director	For	For
12	Re-elect Kate Ringrose as Director	For	For
13	Re-elect Scott Wheway as Director	For	For
14	Reappoint Deloitte LLP as Auditors	For	For
15	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For
16	Authorise UK Political Donations and Expenditure	For	For

Centrica Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
17	Approve Climate Transition Plan	For	For
18	Authorise Issue of Equity	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
21	Authorise Market Purchase of Ordinary Shares	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

First Foundation Inc.

Meeting Date: 07/06/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Max Briggs	For	For
1.2	Elect Director John Hakopian	For	For
1.3	Elect Director Scott F. Kavanaugh	For	For
1.4	Elect Director Ulrich E. Keller, Jr.	For	For
1.5	Elect Director David Lake	For	For
1.6	Elect Director Elizabeth A. Pagliarini	For	For
1.7	Elect Director Mitchell M. Rosenberg	For	Withhold
<i>Blended Rationale: A vote withhold is warranted as there are ongoing issues with remuneration.</i>			
1.8	Elect Director Diane M. Rubin	For	For
1.9	Elect Director Jacob Sonenshine	For	For
1.10	Elect Director Gary Tice	For	For
2	Ratify Eide Bailly LLP as Auditors	For	For
3	Increase Authorized Common Stock	For	For
4	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 (FY2021).</i>			

Fortive Corporation

Meeting Date: 07/06/2022

Country: USA

Meeting Type: Annual

Fortive Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Daniel L. Comas	For	For
1b	Elect Director Sharmistha Dubey	For	For
1c	Elect Director Rejji P. Hayes	For	For
1d	Elect Director Wright Lassiter, III	For	For
1e	Elect Director James A. Lico	For	For
1f	Elect Director Kate D. Mitchell	For	For
1g	Elect Director Jeannine Sargent	For	For
1h	Elect Director Alan G. Spoon	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Ernst & Young LLP as Auditors	For	For
4	Eliminate Supermajority Vote Requirements	For	For
5	Adopt Simple Majority Vote	Against	For

Blended Rationale: Artemis supports a simple majority vote standard.

GoPro, Inc.

Meeting Date: 07/06/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Nicholas Woodman	For	For
1.2	Elect Director Tyrone Ahmad-Taylor	For	For
1.3	Elect Director Kenneth Goldman	For	For
1.4	Elect Director Peter Gotcher	For	For
1.5	Elect Director Shaz Kahng	For	For
1.6	Elect Director James Lanzone	For	For
1.7	Elect Director Alexander Lurie	For	For
1.8	Elect Director Susan Lyne	For	For
1.9	Elect Director Frederic Welts	For	For
1.10	Elect Director Lauren Zalaznick	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

GoPro, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

Shopify Inc.

Meeting Date: 07/06/2022

Country: Canada

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1A	Elect Director Tobias Lutke	For	For
<i>Blended Rationale: A vote FOR all proposed nominees is warranted as no significant concerns have been identified at this time.</i>			
1B	Elect Director Robert Ashe	For	For
1C	Elect Director Gail Goodman	For	For
1D	Elect Director Colleen Johnston	For	For
1E	Elect Director Jeremy Levine	For	For
1F	Elect Director John Phillips	For	For
1G	Elect Director Fidji Simo	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
3	Authorize New Class of Common Stock and Issuance of Such Founder Share to the Founder and Chief Executive Officer	For	Against
<i>Blended Rationale: A vote against this resolution is warranted. We are not convinced by the rationale put forward for this multi-class share structure. While there are some safeguards these do not mitigate the significant control held by the CEO.</i>			
4	Approve Stock Split	For	For
5	Advisory Vote on Executive Compensation Approach	For	Against
<i>Blended Rationale: A vote against is warranted because payments in the event of change of control are excessive: - The CEO's legacy employment agreement provides for a single-trigger change-in-control severance payment, meaning that change in control payments are not contingent on the termination of the executive and hence will be paid out regardless of subsequent employment. A vote against is warranted because awards are not subject to performance conditions: - The company's equity compensation programs do not include any performance-based equity awards. A vote against is warranted because recruitment awards are not awarded in the form of shares or are not subject to performance criteria: - Leinwand received a one-time, lump sum signing bonus (cash) when he was hired in 2021.</i>			

ASUSTek Computer, Inc.

Meeting Date: 08/06/2022

Country: Taiwan

Meeting Type: Annual

ASUSTek Computer, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements	For	For
2	Approve Plan on Profit Distribution	For	For
3	Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets	For	For
4.1	Elect Jonney Shih, with Shareholder No. 00000071, as Non-independent Director	For	For
4.2	Elect Ted Hsu, with Shareholder No. 00000004, as Non-independent Director	For	For
4.3	Elect Jonathan Tsang, with Shareholder No. 00025370, as Non-independent Director	For	For
4.4	Elect S.Y. Hsu, with Shareholder No. 00000116, as Non-independent Director	For	For
4.5	Elect Samson Hu, with Shareholder No. 00255368, as Non-independent Director	For	For
4.6	Elect Eric Chen, with Shareholder No. 00000135, as Non-independent Director	For	For
4.7	Elect Joe Hsieh, with Shareholder No. A123222XXX, as Non-independent Director	For	For
4.8	Elect Jackie Hsu, with Shareholder No. 00067474, as Non-independent Director	For	For
4.9	Elect Tze-Kaing Yang, with Shareholder No. A102241XXX, as Non-independent Director	For	For
4.10	Elect Sandy Wei, with Shareholder No. 00000008, as Non-independent Director	For	For
4.11	Elect Chung-Hou Tai, with Shareholder No. J100192XXX, as Independent Director	For	For
4.12	Elect Ming-Yu Lee, with Shareholder No. F120639XXX, as Independent Director	For	For
4.13	Elect Chun-An Sheu, with Shareholder No. R101740XXX, as Independent Director	For	For
4.14	Elect Andy Guo, with Shareholder No. A123090XXX, as Independent Director	For	For
4.15	Elect Audrey Tseng, with Shareholder No. A220289XXX, as Independent Director	For	For

Devon Energy Corporation

Meeting Date: 08/06/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Barbara M. Baumann	For	For

Devon Energy Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.2	Elect Director John E. Bethancourt	For	For
1.3	Elect Director Ann G. Fox	For	For
1.4	Elect Director David A. Hager	For	For
1.5	Elect Director Kelt Kindick	For	For
1.6	Elect Director John Krenicki, Jr.	For	For
1.7	Elect Director Karl F. Kurz	For	For
1.8	Elect Director Robert A. Mosbacher, Jr.	For	For
1.9	Elect Director Richard E. Muncrief	For	For
1.10	Elect Director Duane C. Radtke	For	For
1.11	Elect Director Valerie M. Williams	For	For
2	Ratify KPMG LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Approve Omnibus Stock Plan	For	For

eBay, Inc.

Meeting Date: 08/06/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Adriane M. Brown	For	For
1b	Elect Director Logan D. Green	For	For
1c	Elect Director E. Carol Hayles	For	For
1d	Elect Director Jamie Iannone	For	For
1e	Elect Director Kathleen C. Mitic	For	For
1f	Elect Director Paul S. Pressler	For	For
1g	Elect Director Mohak Shroff	For	For
1h	Elect Director Robert H. Swan	For	For
1i	Elect Director Perry M. Traquina	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

eBay, 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 recruitment awards are not awarded in the form of shares or are not subject to performance criteria: - NEOs Boone and Loeger received new-hire cash and RSUs awards. Boone and Loeger received \$2.3 million and \$1.2 million in new-hire cash payments, respectively. A vote against is warranted because the performance period is less than 3 years: - PBRsUs have a two-year performance period. In addition, for 2022, the committee modified the performance periods for the two PBRsU financial measures from a two-year period to a series of three one-year periods.</i>			
4	Amend Qualified Employee Stock Purchase Plan	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For
<i>Blended Rationale: Artemis supports proposals that enhance shareholder rights.</i>			

Taiwan Semiconductor Manufacturing Co., Ltd.

Meeting Date: 08/06/2022

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 Amendments to Articles of Association	For	For
3	Amend Procedures Governing the Acquisition or Disposal of Assets	For	For
4	Approve Issuance of Restricted Stocks	For	For

Target Corporation

Meeting Date: 08/06/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director David P. Abney	For	For
1b	Elect Director Douglas M. Baker, Jr.	For	For
1c	Elect Director George S. Barrett	For	For
1d	Elect Director Gail K. Boudreaux	For	For
1e	Elect Director Brian C. Cornell	For	For
1f	Elect Director Robert L. Edwards	For	For

Target Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1g	Elect Director Melanie L. Healey	For	For
1h	Elect Director Donald R. Knauss	For	For
1i	Elect Director Christine A. Leahy	For	For
1j	Elect Director Monica C. Lozano	For	For
1k	Elect Director Derica W. Rice	For	For
1l	Elect Director Dmitri L. Stockton	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Amend Proxy Access Right	Against	For

Blended Rationale: Artemis supports proposals that enhance shareholder rights.

Tellurian Inc.

Meeting Date: 08/06/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Charif Souki	For	For
1b	Elect Director Brooke A. Peterson	For	For
1c	Elect Director Don A. Turkleson	For	Against

Blended Rationale: A vote against is warranted due to concerns over poor corporate governance practices: - A vote against audit committee member Don Turkleson is warranted given the board's risk oversight failure of the material risks represented by significant pledging activity by insiders that previously led to forced sales, which had an adverse impact on the share price. - A vote against compensation committee member Don Turkleson is further warranted due to a pay-for-performance misalignment. The STI and LTI cash payouts were determined similarly using subjective metrics, resulting in above-target payouts. The LTI cash plan also utilizes annual measurement periods. Lastly, the executive chairman's total compensation was considerably higher than total CEO pay.

2	Ratify Deloitte & Touche LLP as Auditors	For	For
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Azelis Group NV

Meeting Date: 09/06/2022

Country: Belgium

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 0.03 per Share	For	For

Azelis Group NV

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5	Approve Remuneration Report	For	Against
<i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - The proposed remuneration is below par in relation to market standards, particularly with regard to disclosure of short term bonus criteria and short term bonus caps. This raises concerns as the company currently does not have any caps for its STI award, leading to 2021 STI awards beyond 200 percent of base salary. - The company failed to provide disclosure on the achievement of performance metrics, which does not allow shareholders to assess the stringency of target setting and actual achievement.</i>			
6	Approve Remuneration Policy	For	For
7	Approve Discharge of Directors	For	For
8	Approve Discharge of Auditors	For	For
9	Approve Change-of-Control Clause Re : Long-term Incentive Plan	For	For
10	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	For	For

Booking Holdings Inc.

Meeting Date: 09/06/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Timothy 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 Sumit Singh	For	For
1.10	Elect Director Lynn Vojvodich Radakovich	For	For
1.11	Elect Director Vanessa A. Wittman	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: - Committee discretionarily adjusted payouts for 2018 and 2019 PSUs in early 2021. For the CEO this resulted in reported values of \$18.6 million for the 2018 PSUs and \$5.5 million for the 2019 PSUs. The discretionary adjustments severely weakened the link between payouts and achievement of pre-set performance goals.</i>			
3	Ratify Deloitte & Touche LLP as Auditors	For	For

Booking Holdings Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For
<i>Blended Rationale: Artemis supports proposals that enhance shareholder rights.</i>			
5	Report on Climate Change Performance Metrics Into Executive Compensation Program	Against	Against

Brenntag SE

Meeting Date: 09/06/2022

Country: Germany

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 1.45 per Share	For	For
3	Approve Discharge of Management Board for Fiscal Year 2021	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022	For	For
6	Approve Remuneration Report	For	For
7.1	Elect Wijnand Donkers to the Supervisory Board	For	For
7.2	Elect Ulrich Harnacke to the Supervisory Board	For	For
8	Approve Creation of EUR 35 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	For
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billion; Approve Creation of EUR 15.5 Million Pool of Capital to Guarantee Conversion Rights	For	For
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For

China State Construction International Holdings Limited

Meeting Date: 09/06/2022

Country: Cayman Islands

Meeting Type: Annual

China State Construction International Holdings Limited

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 Yan Jianguo as Director	For	For
3B	Elect Chen Xiaofeng as Director	For	For
3C	Elect Zhou Hancheng as Director	For	For
3D	Elect Hung Cheung Shew as Director	For	For
3E	Elect Wong Wai Ching as Director	For	For
4	Authorize Board to Fix Remuneration of Directors	For	For
5	Approve Ernst & Young as Auditor and Authorize Board to Fix Their Remuneration	For	For
6A	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>			
6B	Authorize Repurchase of Issued Share Capital	For	For
6C	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>			

Dignity Plc

Meeting Date: 09/06/2022

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	Re-elect Gary Channon as Director	For	Abstain
<i>Blended Rationale: An abstain vote for this resolution is warranted as this resolution has been withdrawn by the Company. Gary Channon will step down from the Board at the AGM.</i>			
5	Re-elect Dean Moore as Director	For	For
6	Elect Kate Davidson as Director	For	For
7	Elect Graham Ferguson as Director	For	For

Dignity Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
8	Elect Kartina Tahir Thomson as Director	For	For
9	Elect John Castagno as Director	For	For
10	Reappoint Ernst & Young LLP as Auditors	For	For
11	Authorise Board to Fix Remuneration of Auditors	For	For
12	Authorise Issue of Equity	For	For
13	Authorise Issue of Equity without Pre-emptive Rights	For	For
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
15	Authorise Market Purchase of Ordinary Shares	For	For
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Freeport-McMoRan Inc.

Meeting Date: 09/06/2022

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 Marcela E. Donadio	For	For
1.4	Elect Director Robert W. Dudley	For	For
1.5	Elect Director Hugh Grant	For	For
1.6	Elect Director Lydia H. Kennard	For	For
1.7	Elect Director Ryan M. Lance	For	For
1.8	Elect Director Sara Grootwassink Lewis	For	For
1.9	Elect Director Dustan E. McCoy	For	For
1.10	Elect Director John J. Stephens	For	For
1.11	Elect Director Frances Fragos Townsend	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Ernst & Young LLP as Auditors	For	For

Jackson Financial Inc.

Meeting Date: 09/06/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Lily Fu Claffee	For	For
1.2	Elect Director Gregory T. Durant	For	For
1.3	Elect Director Steven A. Kandarian	For	For
1.4	Elect Director Derek G. Kirkland	For	For
1.5	Elect Director Drew E. Lawton	For	For
1.6	Elect Director Martin J. Lippert	For	For
1.7	Elect Director Russell G. Noles	For	For
1.8	Elect Director Laura L. Prieskorn	For	For
1.9	Elect Director Esta E. Stecher	For	For
2	Ratify KPMG LLP as Auditors	For	For
3	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>			
4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
5	Eliminate Class B Common Stock	For	For

LifeSpeak Inc.

Meeting Date: 09/06/2022

Country: Canada

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Michael Held	For	For
1b	Elect Director Nolan Bederman	For	For
1c	Elect Director Sanjiv Samant	For	For
1d	Elect Director Anne Fitzgerald	For	For
1e	Elect Director Caroline Starner Dadras	For	For
1f	Elect Director Kevin Smith	For	For
1g	Elect Director Mario Di Pietro	For	For
2	Approve MNP LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For

Northbridge Industrial Services Plc

Meeting Date: 09/06/2022

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3	Re-elect Nitin Kaul as Director	For	For
4	Re-elect Iwan Phillips as Director	For	For
5	Elect Nicholas Mills as Director	For	For
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
10	Approve Change of Company Name to Crestchic Plc	For	For

R.E.A. Holdings Plc

Meeting Date: 09/06/2022

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 David Blackett as Director	For	For
4	Re-elect Carol Gysin as Director	For	For
5	Re-elect John Oakley as Director	For	For
6	Re-elect Richard Robinow as Director	For	For
7	Re-elect Rizal Satar as Director	For	For
8	Re-elect Michael St Clair-George as Director	For	For
9	Reappoint MHA MacIntyre Hudson as Auditors	For	For
10	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For

R.E.A. Holdings Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
11	Authorise Market Purchase of Ordinary Shares	For	For
12	Authorise Issue of Equity	For	For
13	Authorise Issue of Equity	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Worldline SA

Meeting Date: 09/06/2022

Country: France

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Amend Articles 25 and 28 of Bylaws To Comply With Legal Changes	For	For
2	Amend Article 16 of Bylaws Re: Length of Term of Representative of Employee Shareholders to the Board	For	For
3	Approve Financial Statements and Statutory Reports	For	For
4	Approve Consolidated Financial Statements and Statutory Reports	For	For
5	Approve Treatment of Losses	For	For
6	Approve Standard Accounting Transfers	For	For
7	Approve Transaction with Deutscher Sparkassen Verlag GmbH (DSV) Re: Business Combination Agreement	For	For
8	Reelect Mette Kamsvag as Director	For	For
9	Reelect Caroline Parot as Director	For	For
10	Reelect Georges Pauget as Director	For	For
11	Reelect Luc Remont as Director	For	For
12	Reelect Michael Stollarz as Director	For	For
13	Reelect Susan M. Tolson as Director	For	For
14	Renew Appointment of Johannes Dijsselhof as Censor	For	For
15	Renew Appointment of Deloitte & Associates as Auditor	For	For

Worldline SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
16	Acknowledge End of Mandate of BEAS as Alternate Auditor and Decision Not to Replace and Renew	For	For
17	Ratify Change Location of Registered Office to Puteaux 92800, 1 Place des Degres, Tour Voltaire and Amend Article 4 of Bylaws Accordingly	For	For
18	Approve Compensation Report of Corporate Officers	For	For
19	Approve Compensation of Bernard Bourigeaud, Chairman of the Board	For	For
20	Approve Compensation of Gilles Grapinet, CEO (and Chairman of the Board Until Separation of Functions)	For	Against
<p><i>Blended Rationale: A vote against is warranted. The Board of directors had used its discretion to adjust the achievement of the 2021 performance criteria attached to the 2019, 2020 and 2021 LTIPs. The 2019 plans had already benefitted from the board's discretionary power. This is within the context of a economy that had broadly recovered from the pandemic. While the Board made use of a moderating power to limit the number of awards to vest under 2019 plans we did not see any reason to use discretion for a further year.</i></p>			
21	Approve Compensation of Marc-Henri Desportes, Vice-CEO	For	Against
<p><i>Blended Rationale: See item 20.</i></p>			
22	Approve Remuneration Policy of Chairman of the Board	For	For
23	Approve Remuneration Policy of CEO	For	For
24	Approve Remuneration Policy of Vice-CEO	For	For
25	Approve Remuneration Policy of Directors	For	For
26	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
27	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
28	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 50 Percent of Issued Capital	For	For
29	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights with a Binding Priority Right up to 10 Percent of Issued Capital	For	For
30	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to 10 Percent of Issued Capital	For	For
31	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 28 to 30	For	For
32	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For
33	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	For	For

Worldline SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
34	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 650,000	For	For
35	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
36	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	For	For
37	Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	For	For
38	Authorize up to 0.7 Percent of Issued Capital for Use in Restricted Stock Plans With Performance Conditions Attached	For	For
39	Authorize Filing of Required Documents/Other Formalities	For	For

Amyris, Inc.

Meeting Date: 10/06/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director John Doerr	For	Withhold
<i>Blended Rationale: A vote withhold is warranted due to concerns over poor corporate governance practices:- Withhold votes are warranted for directors L. John Doerr and Lisa Qi due to the outsized PSU awards and due to concerns regarding the lack of disclosure and use of discretion under the annual incentive plan.</i>			
1.2	Elect Director Ryan Panchadsaram	For	For
1.3	Elect Director Lisa Qi	For	Withhold
<i>Blended Rationale: Refer to Item 1.1</i>			
2	Ratify Macias Gini & O'Connell LLP as Auditors	For	For
3	Increase Authorized Common Stock	For	For

KEYENCE Corp.

Meeting Date: 10/06/2022

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

KEYENCE Corp.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For
3.1	Elect Director Takizaki, Takemitsu	For	For
3.2	Elect Director Nakata, Yu	For	For
3.3	Elect Director Yamaguchi, Akiji	For	For
3.4	Elect Director Miki, Masayuki	For	For
3.5	Elect Director Yamamoto, Hiroaki	For	For
3.6	Elect Director Yamamoto, Akinori	For	For
3.7	Elect Director Taniguchi, Seiichi	For	For
3.8	Elect Director Suenaga, Kumiko	For	For
3.9	Elect Director Yoshioka, Michifumi	For	For
4	Appoint Alternate Statutory Auditor Yamamoto, Masaharu	For	For
5	Approve Compensation Ceiling for Directors	For	For

Fertiglobe Plc

Meeting Date: 13/06/2022

Country: United Arab Emirates

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Authorize Chairman of the Meeting to Appoint the Meeting Secretary and the Vote Collector	For	For
2	Approve Board Report on Company Operations and Financial Position for FY 2021	For	For
3	Approve Auditors' Report on Company Financial Statements for FY 2021	For	For
4	Accept Audited Financial Statements and Statutory Reports	For	For
5	Approve Interim Dividends of AED 0.15 per Share for FY 2021	For	For
6	Approve Remuneration of Directors for FY 2021	For	Against
<i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company.</i>			
7	Approve Discharge of Directors for FY 2021	For	For
8	Approve Discharge of Auditors for FY 2021	For	For
9	Ratify Auditors and Fix Their Remuneration for FY 2022	For	For

Stelco Holdings Inc.

Meeting Date: 13/06/2022

Country: Canada

Meeting Type: Annual

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

Five Below, Inc.

Meeting Date: 14/06/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Catherine E. Buggeln	For	For
1b	Elect Director Michael F. Devine, III	For	For
1c	Elect Director Bernard Kim	For	For
1d	Elect Director Ronald L. Sargent	For	For
2	Ratify KPMG LLP as Auditors	For	For
3	Approve Omnibus Stock Plan	For	For
<i>Blended Rationale: A vote FOR this proposal is warranted based on the Equity Plan Scorecard evaluation (EPSC).</i>			
4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
<i>Blended Rationale: A vote FOR is warranted. Although a concern is noted, pay and performance are reasonably aligned at this time.</i>			
5	Declassify the Board of Directors	For	For
6	Approve Increase in Size of Board	For	For

Laboratorios Farmaceuticos Rovi SA

Meeting Date: 14/06/2022

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 Allocation of Income and Dividends	For	For
4	Approve Discharge of Board	For	For
5	Ratify Appointment of and Elect Marina Del Corral Tellez as Director	For	For
6	Approve Annual Maximum Remuneration	For	For
7	Amend Remuneration Policy	For	For
8	Approve Reduction in Share Capital via Amortization of Treasury Shares	For	For
9	Renew Appointment of KPMG Auditores as Auditor	For	For
10	Authorize Board to Ratify and Execute Approved Resolutions	For	For
11	Advisory Vote on Remuneration Report	For	For

Somero Enterprises, Inc.

Meeting Date: 14/06/2022

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
<i>Blended Rationale: A vote FOR is warranted. Following engagement we have a better understanding of the rationale for the long term incentive award which is modest. In our view it is a good retention tool in a cyclical business and is applied across the executive team and senior management which aligns interests.</i>			
3	Re-elect John Yuncza as Director	For	For
4	Re-elect Robert Scheuer as Director	For	For
5	Reappoint Whitley Penn LLP as Auditors	For	For

Western Alliance Bancorporation

Meeting Date: 14/06/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Patricia L. Arvielo	For	For
1.2	Elect Director Bruce D. Beach	For	For
1.3	Elect Director Juan Figuereo	For	For
1.4	Elect Director Howard Gould	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 Bryan Segedi	For	For
1.10	Elect Director Donald Snyder	For	For
1.11	Elect Director Sung Won Sohn	For	For
1.12	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

888 Holdings Plc

Meeting Date: 15/06/2022

Country: Gibraltar

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 Jon Mendelsohn as Director	For	For
4	Re-elect Anne de Kerckhove as Director	For	For
5	Re-elect Mark Summerfield as Director	For	For
6	Re-elect Limor Ganot as Director	For	For
7	Re-elect Itai Pazner as Director	For	For
8	Re-elect Yariv Dafna as Director	For	For
9	Reappoint Ernst and Young LLP and EY Limited, Gibraltar as Auditors	For	For

888 Holdings Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
10	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
11	Authorise Issue of Equity	For	For
12	Approve 888 Holdings plc SAYE Option Plan	For	For
13	Authorise Market Purchase of Ordinary Shares	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For

China Resources Land Limited

Meeting Date: 15/06/2022

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
3.1	Elect Liu Xiaoyong as Director	For	For
3.2	Elect Zhang Liang as Director	For	For
3.3	Elect Dou Jian as Director	For	For
3.4	Elect Cheng Hong as Director	For	For
3.5	Elect Xie Ji as Director	For	For
3.6	Elect Wu Bingqi as Director	For	For
3.7	Elect Ho Hin Ngai, Bosco as Director	For	For
3.8	Elect Zhong Wei as Director	For	For
3.9	Elect Sun Zhe as Director	For	For
3.10	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

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.

China Resources Land Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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>			
8	Approve Amendments to the Existing Memorandum of Association and Articles of Association and Adopt Amended and Restated Memorandum of Association and Articles of Association	For	For

Guardant Health, Inc.

Meeting Date: 15/06/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Vijaya Gadde	For	Withhold
<i>Blended Rationale: A vote withhold is warranted due to concerns over poor corporate governance practices: - A withhold vote is warranted for incumbent compensation committee member Vijaya Gadde in light of the committee's limited response to last year's failed say-on-pay vote result.- A withhold vote is further warranted for Gadde 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>			
1b	Elect Director Myrtle Potter	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 recruitment awards are not awarded in the form of shares or are not subject to performance criteria: - NEOs Bell, Freeman, and Eagle each received sign-on grants in connection with joining the company during 2021. Bell's sign-on equity consisted of \$2 million in RSUs, \$2 million in options, and \$1 million in PSUs. Eagle and Freeman each received entirely time-based equity awards with aggregate values of \$4 million and \$5.25 million, respectively, targeted to be split evenly between RSUs and options. The proxy statement does not provide a rationale for the relatively large sign-on bonus.</i>			

IGas Energy Plc

Meeting Date: 15/06/2022

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 Amendments to the Company's Share Incentive Plans	For	For

IGas Energy Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Re-elect Philip Jackson as Director	For	For
5	Re-elect Tushar Kumar as Director	For	For
6	Elect Chris Hopkinson as Director	For	For
7	Elect Kate Coppinger as Director	For	For
8	Reappoint PricewaterhouseCoopers LLP as Auditors and Authorise Their Remuneration	For	For
9	Authorise Issue of Equity	For	For
10	Authorise Issue of Equity without Pre-emptive Rights	For	Against
<i>Blended Rationale: A vote against this resolution is warranted because: - The proposed amount exceeds the recommended limit of 10 percent of issued share capital for share issuances without pre-emptive rights.</i>			
11	Authorise Market Purchase of Ordinary Shares	For	For

International Consolidated Airlines Group SA

Meeting Date: 15/06/2022

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
5	Approve Transfer of Legal Reserves to Voluntary Reserves	For	For
6a	Re-elect Javier Ferran as Director	For	For
6b	Re-elect Luis Gallego as Director	For	For
6c	Re-elect Giles Agutter as Director	For	For
6d	Re-elect Peggy Bruzelius as Director	For	For
6e	Re-elect Eva Castillo as Director	For	For
6f	Re-elect Margaret Ewing as Director	For	For
6g	Re-elect Maurice Lam as Director	For	For
6h	Re-elect Heather McSharry as Director	For	For
6i	Re-elect Robin Phillips as Director	For	For
6j	Re-elect Emilio Saracho as Director	For	For
6k	Re-elect Nicola Shaw as Director	For	For

International Consolidated Airlines Group SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6l	Fix Number of Directors at 11	For	For
7	Approve Remuneration Report	For	For
8	Amend Remuneration Policy	For	For
9	Authorise Market Purchase of Shares	For	For
10	Authorise Issue of Equity	For	For
11	Authorise Issue of Convertible Bonds, Debentures, Warrants, and Other Debt Securities	For	For
12	Authorise Issue of Convertible Bonds, Debentures, Warrants, and Other Debt Securities without Pre-emptive Rights	For	For
13	Authorise Company to Call EGM with 15 Days' Notice	For	For
14	Authorise Ratification of Approved Resolutions	For	For

Kintetsu World Express, Inc.

Meeting Date: 15/06/2022

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 80	For	For
2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For
3.1	Elect Director Ueda, Kazuyasu	For	For
3.2	Elect Director Torii, Nobutoshi	For	For
3.3	Elect Director Tomiyama, Joji	For	For
3.4	Elect Director Takahashi, Katsufumi	For	For
3.5	Elect Director Hirosawa, Kiyoyuki	For	For
3.6	Elect Director Kobayashi, Tetsuya	For	For
3.7	Elect Director Tanaka, Sanae	For	For
3.8	Elect Director Yanai, Jun	For	For

Sonova Holding AG

Meeting Date: 15/06/2022

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	For
2	Approve Allocation of Income and Dividends of CHF 4.40 per Share	For	For
3	Approve Discharge of Board and Senior Management	For	For
4	Approve Increase in Minimum Size of Board to Five Members and Maximum Size to Ten Members	For	For
5.1.1	Reelect Robert Spoerry as Director and Board Chair	For	For
5.1.2	Reelect Stacy Seng as Director	For	For
5.1.3	Reelect Lynn Bleil as Director	For	For
5.1.4	Reelect Gregory Behar as Director	For	For
5.1.5	Reelect Lukas Braunschweiler as Director	For	For
5.1.6	Reelect Roland Diggelmann as Director	For	For
5.1.7	Reelect Ronald van der Vis as Director	For	For
5.1.8	Reelect Jinlong Wang as Director	For	For
5.1.9	Reelect Adrian Widmer as Director	For	For
5.2	Elect Julie Tay as Director	For	For
5.3.1	Reappoint Stacy Seng as Member of the Nomination and Compensation Committee	For	For
5.3.2	Reappoint Lukas Braunschweiler as Member of the Nomination and Compensation Committee	For	For
5.3.3	Reappoint Roland Diggelmann as Member of the Nomination and Compensation Committee	For	For
5.4	Ratify Ernst & Young AG as Auditors	For	For
5.5	Designate Keller KLG as Independent Proxy	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 3.5 Million	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 16 Million	For	For
7.1	Approve CHF 100,621.90 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	For	For
7.2	Approve Extension of Existing Authorized Capital Pool of CHF 305,798.59 with or without Exclusion of Preemptive Rights	For	For

Sonova Holding AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
8	Transact Other Business (Voting)	For	Against

Blended Rationale: Details of other business not disclosed.

T-Mobile US, Inc.

Meeting Date: 15/06/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Marcelo Claure	For	Withhold
<i>Blended Rationale: A withhold vote is warranted as the nominee is a non-independent non-executive director and the board is not 50% independent. A withhold vote is warranted as the nominee is a non-independent NED and serves on the Remuneration Committee, which is not majority independent.</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
1.5	Elect Director Christian P. Illek	For	Withhold
<i>Blended Rationale: A withhold vote is warranted as the nominee is a non-independent NED and serves on the Remuneration Committee, which is not majority independent.</i>			
1.6	Elect Director Raphael Kubler	For	Withhold
<i>Blended Rationale: A withhold vote is warranted as the nominee is a non-independent NED and serves on the Remuneration Committee, which is not majority independent.</i>			
1.7	Elect Director Thorsten Langheim	For	For
1.8	Elect Director Dominique Leroy	For	For
1.9	Elect Director Letitia A. Long	For	For
1.10	Elect Director G. Michael (Mike) Sievert	For	For
1.11	Elect Director Teresa A. Taylor	For	For
1.12	Elect Director Omar Tazi	For	For
1.13	Elect Director Kelvin R. Westbrook	For	For
2	Ratify Deloitte & Touche LLP as Auditors	For	For

Veracyte, Inc.

Meeting Date: 15/06/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Karin Eastham	For	For
<i>Blended Rationale: A vote FOR is warranted. Although there are ongoing issues with compensation of executives, in our view this does not warrant withdrawing support for the election of this director.</i>			
1b	Elect Director Jens Holstein	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 the performance period is less than 3 years. For FY2022 and FY2023 the specific performance thresholds/goals are not disclosed.</i>			

Whitbread Plc

Meeting Date: 15/06/2022 **Country:** United Kingdom
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Policy	For	For
3	Approve Remuneration Report	For	For
4	Approve Final Dividend	For	For
5	Elect Hemant Patel as Director	For	For
6	Re-elect David Atkins as Director	For	For
7	Re-elect Kal Atwal as Director	For	For
8	Re-elect Horst Baier as Director	For	For
9	Re-elect Alison Brittain as Director	For	For
10	Re-elect Fumbi Chima as Director	For	For
11	Re-elect Adam Crozier as Director	For	For
12	Re-elect Frank Fiskers as Director	For	For
13	Re-elect Richard Gillingwater as Director	For	For
14	Re-elect Chris Kennedy as Director	For	For
15	Reappoint Deloitte LLP as Auditors	For	For
16	Authorise Board to Fix Remuneration of Auditors	For	For
17	Authorise UK Political Donations and Expenditure	For	For

Whitbread Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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

Autodesk, Inc.

Meeting Date: 16/06/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Andrew Anagnost	For	For
1b	Elect Director Karen Blasing	For	For
1c	Elect Director Reid French	For	For
1d	Elect Director Ayanna Howard	For	For
1e	Elect Director Blake Irving	For	For
1f	Elect Director Mary T. McDowell	For	For
1g	Elect Director Stephen Milligan	For	For
1h	Elect Director Lorrie M. Norrington	For	For
1i	Elect Director Betsy Rafael	For	For
1j	Elect Director Stacy J. Smith	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Approve Omnibus Stock Plan	For	For

Blended Rationale: A vote FOR is warranted as overall the plan is reasonable.

Blackstone Mortgage Trust, Inc.

Meeting Date: 16/06/2022

Country: USA

Meeting Type: Annual

Blackstone Mortgage Trust, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Michael B. Nash	For	For
1.2	Elect Director Katharine A. Keenan	For	For
1.3	Elect Director Leonard W. Cotton	For	For
1.4	Elect Director Thomas E. Dobrowski	For	For
1.5	Elect Director Martin L. Edelman	For	For
1.6	Elect Director Nnenna Lynch	For	For
1.7	Elect Director Henry N. Nassau	For	For
<i>Blended Rationale: A vote FOR is warranted as there are no particular issues that would warrant withdrawing support for the election of this director.</i>			
1.8	Elect Director Jonathan L. Pollack	For	For
1.9	Elect Director Lynne B. Sagalyn	For	For
2	Ratify Deloitte & Touche LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
<i>Blended Rationale: A vote FOR is warranted. Many externally managed issuers provide little, if any, disclosure regarding the compensation arrangements between their executive officers and the external manager. In this case, however, the company disclosed details regarding aggregate compensation paid by the manager, the breakdown of fixed and variable pay, and certain incentive metrics used by the external manager. The company does not set performance goals for the vesting of long-term awards. However this has not resulted in a pay-for-performance misalignment for the year in review.</i>			
4	Approve Omnibus Stock Plan	For	For
5	Approve Omnibus Stock Plan	For	For

Delivery Hero SE

Meeting Date: 16/06/2022

Country: Germany

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Discharge of Management Board for Fiscal Year 2021	For	For
3.1	Approve Discharge of Supervisory Board Member Martin Enderle for Fiscal Year 2021	For	For
3.2	Approve Discharge of Supervisory Board Member Patrick Kolek for Fiscal Year 2021	For	For
3.3	Approve Discharge of Supervisory Board Member Jeanette Gorgas for Fiscal Year 2021	For	For
3.4	Approve Discharge of Supervisory Board Member Nils Engvall for Fiscal Year 2021	For	For

Delivery Hero SE

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3.5	Approve Discharge of Supervisory Board Member Gabriella Ardbo for Fiscal Year 2021	For	For
3.6	Approve Discharge of Supervisory Board Member Dimitrios Tsaousis for Fiscal Year 2021	For	For
3.7	Approve Discharge of Supervisory Board Member Gerald Taylor for Fiscal Year 2021	For	For
4	Ratify KPMG AG as Auditors for Fiscal Year 2022 and for the Review of Interim Financial Statements	For	For
5	Elect Dimitrios Tsaousis to the Supervisory Board as Employee Representative and Konstantina Vasioula as Substitute to Employee Representative	For	For
6	Approve Remuneration Report	For	Against
<p><i>Blended Rationale: A vote against is warranted because payments in the event of change of control are excessive: - Termination without cause or for good reason following a CIC: LTI awards become fully vested irrespective of the vesting periods of cliff provisions and will be immediately allocated. Also note that: concerns are raised with regard to the one-off cash payment granted without providing further background or a compelling justification.</i></p>			
7	Amend 2017 Stock Option Plan	For	For
8	Approve Creation of EUR 12.6 Million Pool of Authorized Capital 2022/I with or without Exclusion of Preemptive Rights	For	Against
<p><i>Blended Rationale: Votes AGAINST the proposed authorizations are warranted because:- The issuance requests, when combined with the existing authorizations, would allow for a capital increase without preemptive rights for up to 50 percent of the issued share capital.</i></p>			
9	Approve Creation of EUR 12.6 Million Pool of Authorized Capital 2022/II with or without Exclusion of Preemptive Rights	For	Against
<p><i>Blended Rationale: Votes AGAINST the proposed authorizations are warranted because:- The issuance requests, when combined with the existing authorizations, would allow for a capital increase without preemptive rights for up to 50 percent of the issued share capital.</i></p>			
10	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billion; Approve Creation of EUR 12.6 Million Pool of Conditional Capital 2022/I to Guarantee Conversion Rights	For	Against
<p><i>Blended Rationale: Votes AGAINST the proposed authorizations are warranted because:- The issuance requests, when combined with the existing authorizations, would allow for a capital increase without preemptive rights for up to 50 percent of the issued share capital.</i></p>			
11	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 12.6 Million Pool of Conditional Capital 2022/II to Guarantee Conversion Rights	For	Against
<p><i>Blended Rationale: Votes AGAINST the proposed authorizations are warranted because:- The issuance requests, when combined with the existing authorizations, would allow for a capital increase without preemptive rights for up to 50 percent of the issued share capital.</i></p>			
12	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For

Delivery Hero SE

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
13	Authorize Use of Financial Derivatives when Repurchasing Shares	For	For

Delta Air Lines, Inc.

Meeting Date: 16/06/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Edward H. Bastian	For	For
1b	Elect Director Francis S. Blake	For	For
1c	Elect Director Ashton B. Carter	For	For
1d	Elect Director Greg Creed	For	For
1e	Elect Director David G. DeWalt	For	For
1f	Elect Director William H. Easter, III	For	For
1g	Elect Director Leslie D. Hale	For	For
1h	Elect Director Christopher A. Hazleton	For	For
1i	Elect Director Michael P. Huerta	For	For
1j	Elect Director Jeanne P. Jackson	For	For
1k	Elect Director George N. Mattson	For	For
1l	Elect Director Sergio A. L. Rial	For	For
1m	Elect Director David S. Taylor	For	For
1n	Elect Director Kathy N. Waller	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against

Blended Rationale: A vote against is warranted because recruitment awards are not awarded in the form of shares or are not subject to performance criteria: - NEOs Bellemare and Janki received sign-on awards. Alain Bellemore joined the company as EVP & president International in January 2021. Daniel Janki joined the company as CFO in July 2021. In connection with their hiring, each were provided with a one-time cash signing bonus and initial equity award consisting of time-based restricted stock to replace forfeited opportunities and as an inducement to join the company. Bellemare received \$1 million in cash and a \$3 million equity award, and Janki received \$1.5 million in cash and a \$4.5 million equity award.

3	Ratify Ernst & Young LLP as Auditors	For	For
4	Report on Lobbying Payments and Policy	Against	For

Blended Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's state level lobbying, indirect lobbying-related expenditures and board oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.

Expedia Group, Inc.

Meeting Date: 16/06/2022

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	Withhold
<i>Blended Rationale: A vote withhold is warranted due to concerns over poor corporate governance practices: - Withhold votes are warranted for incumbent compensation committee members Beverly Anderson, Chelsea Clinton, and Craig Jacobson, in light of egregious compensation-related decisions including an excessive time-vested equity award granted to the CEO with a grant-date value of over \$300 million.</i>			
1c	Elect Director Susan Athey	For	For
1d	Elect Director Chelsea Clinton	For	Withhold
<i>Blended Rationale: Refer to Item 1b.</i>			
1e	Elect Director Barry Diller	For	For
1f	Elect Director Craig Jacobson	For	Withhold
<i>Blended Rationale: Refer to Item 1b.</i>			
1g	Elect Director Peter Kern	For	For
1h	Elect Director Dara Khosrowshahi	For	Withhold
<i>Blended Rationale: A vote withhold is warranted due to concerns over the number of directorships held by the nominee: - Dara Khosrowshahi is the CEO Uber Technologies, Inc. He also sits on the board of Aurora Innovation, Inc. and Grab Holdings Ltd. (Singapore) as a regular director.</i>			
1i	Elect Director Patricia Menendez Cambo	For	For
1j	Elect Director Alex von Furstenberg	For	For
1k	Elect Director Julie Whalen	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For

Informa Plc

Meeting Date: 16/06/2022

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Elect Louise Smalley as Director	For	For
2	Elect Joanne Wilson as Director	For	For
3	Elect Zheng Yin as Director	For	For
4	Re-elect John Rishton as Director	For	For
5	Re-elect Stephen Carter as Director	For	For
6	Re-elect Gareth Wright as Director	For	For
7	Re-elect Patrick Martell as Director	For	For

Informa Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
8	Re-elect Mary McDowell as Director	For	For
9	Re-elect Helen Owers as Director	For	For
10	Re-elect Gill Whitehead as Director	For	For
11	Re-elect Stephen Davidson as Director	For	For
<i>Blended Rationale: See item 14.</i>			
12	Re-elect David Flaschen as Director	For	For
13	Accept Financial Statements and Statutory Reports	For	For
14	Approve Remuneration Report	For	For
<i>Blended Rationale: A vote FOR is warranted. We have engaged extensively with the board and the remuneration committee over many years and are supportive of the changes that have been made to the structure of remuneration, in particular over the recent very challenging operating environment through the pandemic. In our view attracting and retaining talent is a critical long-term success factor for this business and appropriately structured remuneration has a key part to play.</i>			
15	Reappoint Deloitte LLP as Auditors	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
17	Authorise UK Political Donations and Expenditure	For	For
18	Authorise Issue of Equity	For	For
19	Approve Remuneration Policy	For	For
20	Approve Updated Informa Long-Term Incentive Plan	For	For
21	Approve Updated Informa Deferred Share Bonus Plan	For	For
22	Approve Update to Historical LTIP Rules	For	For
23	Authorise Issue of Equity without Pre-emptive Rights	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
25	Authorise Market Purchase of Ordinary Shares	For	For
26	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Marqeta, Inc.

Meeting Date: 16/06/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Jason Gardner	For	Withhold

Marqeta, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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Blended Rationale: A vote withhold is warranted due to concerns over poor corporate governance practices: - Withhold votes are warranted for incumbent directors Jason Gardner and Arnon Dinur given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure, the classified board, and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.

1.2	Elect Director Arnon Dinur	For	Withhold
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Blended Rationale: Refer to Item 1.1.

2	Ratify Ernst & Young LLP as Auditors	For	For
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Splunk Inc.

Meeting Date: 16/06/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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1a	Elect Director Mark Carges	For	For
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1b	Elect Director Kenneth Hao	For	For
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1c	Elect Director Elisa Steele	For	For
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2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
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3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
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Blended Rationale: A vote against is warranted because the performance period is less than 3 years:- FY22 PSUs are earned over a single annual performance period based on two metrics: ARR (60 percent weight) and operating cash flow (40 percent).

4	Approve Omnibus Stock Plan	For	For
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STAAR Surgical Company

Meeting Date: 16/06/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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1.1	Elect Director Stephen C. Farrell	For	For
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1.2	Elect Director Thomas G. Frinzi	For	For
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1.3	Elect Director Gilbert H. Kliman	For	For
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1.4	Elect Director Caren Mason	For	For
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1.5	Elect Director Aimee S. Weisner	For	For
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1.6	Elect Director Elizabeth Yeu	For	For
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1.7	Elect Director K. Peony Yu	For	For
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STAAR Surgical Company

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Ratify BDO USA, LLP as Auditors	For	For
3	Approve Increased Annual Equity Grant for Non-Employee Directors	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Abstain

Blended Rationale: An abstention is warranted because awards are not subject to performance conditions: - Lack of long-term performance metrics in most recent FY. The company did not condition 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.

TBC Bank Group Plc

Meeting Date: 16/06/2022

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 Arne Berggren as Director	For	For
4	Re-elect Vakhtang Butskhrikidze as Director	For	For
5	Re-elect Maria Luisa Cicognani as Director	For	For
6	Re-elect Tsira Kemularia as Director	For	For
7	Re-elect Per Anders Fasth as Director	For	For
8	Re-elect Thymios Kyriakopoulos as Director	For	For
9	Re-elect Eran Klein as Director	For	For
10	Elect Venera Suknidze as Director	For	For
11	Elect Rajeev Sawhney as Director	For	For
12	Approve Final Dividend	For	For
13	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
15	Authorise Board to Offer Scrip Dividend	For	For
16	Authorise Issue of Equity	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	For	For
18	Authorise Market Purchase of Ordinary Shares	For	For

TBC Bank Group Plc

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

TURKCELL Iletisim Hizmetleri AS

Meeting Date: 16/06/2022

Country: Turkey

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Open Meeting and Elect Presiding Council of Meeting	For	For
2	Accept Board Report	For	For
3	Accept Audit Report	For	For
4	Accept Financial Statements	For	For
5	Approve Discharge of Board	For	For
6	Amend Company Articles 9, 17 and 19	For	For
7	Approve Upper Limit of Donations for 2022 and Receive Information on Donations Made in 2021	For	For
8	Ratify Director Appointments	For	Against
<i>Blended Rationale: A vote against is warranted because the company has not provided information on this proposal.</i>			
9	Approve Director Remuneration	For	Against
<i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company:- The company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.</i>			
10	Approve Working Principles of the General Assembly	For	For
11	Ratify External Auditors	For	For
12	Approve Allocation of Income	For	For
13	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	For	For

Cathay Financial Holdings Co. Ltd.

Meeting Date: 17/06/2022

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 Profit Distribution	For	For
3	Approve Amendments to Articles of Association	For	For
4	Approve Amendments to Rules and Procedures Regarding Shareholder's General Meeting	For	For
5	Amend Procedures Governing the Acquisition or Disposal of Assets	For	For
6	Approve to Raise Long-term Capital	For	For
7.1	Elect CHENG-TA TSAI, a Representative of CHIA YI CAPITAL CO., LTD., with SHAREHOLDER NO.572870, as Non-Independent Director	For	For
7.2	Elect HONG-TU TSAI, with SHAREHOLDER NO.1372, as Non-Independent Director	For	For
7.3	Elect CHENG-CHIU TSAI, a Representative of CHEN-SHENG INDUSTRIAL CO., LTD., with SHAREHOLDER NO.552922, as Non-Independent Director	For	For
7.4	Elect CHI-WEI JOONG, a Representative of CHIA YI CAPITAL CO., LTD., with SHAREHOLDER NO.572870, as Non-Independent Director	For	For
7.5	Elect ANDREW MING-JIAN KUO, a Representative of CATHAY UNITED BANK FOUNDATION, with SHAREHOLDER NO.579581, as Non-Independent Director	For	For
7.6	Elect TIAO-KUEI HUANG, a Representative of CATHAY LIFE INSURANCE CO., LTD. EMPLOYEES WELFARE COMMITTEE, with SHAREHOLDER NO.1237, as Non-Independent Director	For	For
7.7	Elect MING- HO HSIUNG, a Representative of CATHAY LIFE INSURANCE CO., LTD. EMPLOYEES WELFARE COMMITTEE, with SHAREHOLDER NO.1237, as Non-Independent Director	For	For
7.8	Elect CHANG-KEN LEE, a Representative of CATHAY LIFE INSURANCE CO., LTD. EMPLOYEES WELFARE COMMITTEE, with SHAREHOLDER NO.1237, as Non-Independent Director	For	For
7.9	Elect FENG-CHIANG MIAU, with ID NO.A131723XXX, 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.</i>			
7.10	Elect EDWARD YUNG DO WAY, with ID NO.A102143XXX, as Independent Director	For	Against

Blended Rationale: A vote against is warranted due to concerns over the number of directorships held by the nominee.

Cathay Financial Holdings Co. Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
7.11	Elect LI-LING WANG, with ID NO.M220268XXX, as Independent Director	For	For
7.12	Elect TANG-CHIEH WU, with ID NO.R120204XXX, as Independent Director	For	For
7.13	Elect PEI-PEI YU, with ID NO.F220938XXX, as Independent Director	For	For
8	Approve Release of Restrictions of Competitive Activities of Directors	For	For

Fubon Financial Holding Co., Ltd.

Meeting Date: 17/06/2022

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 Issuance of New Shares from Capital Reserves	For	For
4	Approve to Reflect JihSun Financial Holding Co., Ltd.'s Distribution of Year 2021 Earnings, the Company Plans to Adjust the Price of the Merger and to Execute an Amendment to the Merger Agreement with JihSun	For	For
5	Approve Plan to Raise Long-term Capital	For	For
6	Approve Amendments to Articles of Association	For	For
7	Approve Amendments to Rules and Procedures Regarding Shareholder's General Meeting	For	For
8	Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets	For	For
9	Approve Release of Restrictions of Competitive Activities of RICHARD M. TSAI	For	For
10	Approve Release of Restrictions of Competitive Activities of DANIEL M. TSAI	For	For
11	Approve Release of Restrictions of Competitive Activities of ALAN WANG	For	For
12	Approve Release of Restrictions of Competitive Activities of ERIC CHEN	For	For
13	Approve Release of Restrictions of Competitive Activities of JERRY HARN	For	For
14.1	Elect XIANG-WEI, LAI, with SHAREHOLDER NO.F120098XXX as Independent Director	For	For

Tesco Plc

Meeting Date: 17/06/2022

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Policy	For	For
3	Approve Remuneration Report	For	For
4	Approve Final Dividend	For	For
5	Re-elect John Allan as Director	For	For
6	Re-elect Melissa Bethell as Director	For	For
7	Re-elect Bertrand Bodson as Director	For	For
8	Re-elect Thierry Garnier as Director	For	For
9	Re-elect Stewart Gilliland as Director	For	For
10	Re-elect Byron Grote as Director	For	For
11	Re-elect Ken Murphy as Director	For	For
12	Re-elect Imran Nawaz as Director	For	For
13	Re-elect Alison Platt as Director	For	For
14	Re-elect Lindsey Pownall as Director	For	For
15	Re-elect Karen Whitworth as Director	For	For
16	Reappoint Deloitte 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	Authorise Issue of Equity	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
22	Authorise Market Purchase of Shares	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Bank of Georgia Group Plc

Meeting Date: 20/06/2022

Country: United Kingdom

Meeting Type: Annual

Bank of Georgia Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3	Approve Remuneration Report	For	For
4	Approve Remuneration Policy	For	For
5	Elect Mel Carvill as Director	For	For
6	Re-elect Alasdair Breach as Director	For	For
7	Re-elect Archil Gachechiladze as Director	For	For
8	Re-elect Tamaz Georgadze as Director	For	For
9	Re-elect Hanna Loikkanen as Director	For	For
10	Re-elect Veronique McCarroll as Director	For	For
11	Re-elect Mariam Megvinetukhutsesi as Director	For	For
12	Re-elect Jonathan Muir as Director	For	For
13	Re-elect Cecil Quillen as Director	For	For
14	Reappoint Ernst & Young LLP as Auditors	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
16	Authorise UK Political Donations and Expenditure	For	For
17	Authorise Issue of Equity	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
20	Authorise Market Purchase of Ordinary Shares	For	For

PICC Property and Casualty Company Limited

Meeting Date: 20/06/2022

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

PICC Property and Casualty Company Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Approve Audited Financial Statements and the Auditor's Report	For	For
4	Approve Profit Distribution Plan	For	For
5	Approve Remuneration Plan of Independent Directors and External Supervisors	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

SolarEdge Technologies, Inc.

Meeting Date: 20/06/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Betsy Atkins	For	Abstain
<i>Blended Rationale: An abstention is warranted 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. Dirk Hoke joined the board in April 2022 and should not be held accountable for these issues at this time.</i>			
1b	Elect Director Dirk Carsten Hoke	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Abstain
<i>Blended Rationale: An abstention is warranted because the performance period is less than 3 years:- The performance awards utilise only a one-year performance period; multi-year performance periods are preferable to shareholders. However the company has committed to increase the level of the award that is based on performance metrics.</i>			

Faes Farma SA

Meeting Date: 21/06/2022

Country: Spain

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements, Allocation of Income, and Discharge of Board	For	For
2	Approve Non-Financial Information Statement	For	For
3.1	Fix Number of Directors at 10	For	For

Faes Farma SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3.2	Reelect Carmen Basagoiti Pastor as Director	For	For
3.3	Reelect Mariano Ucar Angulo as Director	For	For
3.4	Reelect Gonzalo Fernandez de Valderrama Iribarnegaray 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>			
3.5	Reelect Belen Amatriain Corbi as Director	For	For
3.6	Elect Nuria Pascual Lapena as Director	For	For
3.7	Elect Enrique Linares Plaza as Director	For	For
4	Approve Scrip Dividends	For	For
5	Approve Long-Term Incentive Plan	For	For
6	Advisory Vote on Remuneration Report	For	For
7	Authorize Board to Ratify and Execute Approved Resolutions	For	For

Mastercard Incorporated

Meeting Date: 21/06/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Merit E. Janow	For	For
1b	Elect Director Candido Bracher	For	For
1c	Elect Director Richard K. Davis	For	For
1d	Elect Director Julius Genachowski	For	For
1e	Elect Director Choon Phong Goh	For	For
1f	Elect Director Oki Matsumoto	For	For
1g	Elect Director Michael Miebach	For	For
1h	Elect Director Youngme Moon	For	For
1i	Elect Director Rima Qureshi	For	For
1j	Elect Director Gabrielle Sulzberger	For	For
1k	Elect Director Jackson Tai	For	For
1l	Elect Director Harit Talwar	For	For
1m	Elect Director Lance Uggla	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

Mastercard Incorporated

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Provide Right to Call a Special Meeting at a 15 Percent Ownership Threshold	For	For
5	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	Against	For
<i>Blended Rationale: Artemis supports proposals that enhance shareholder rights.</i>			
6	Report on Political Contributions	Against	Against
7	Report on Charitable Contributions	Against	Against
8	Report on Risks Associated with Sale and Purchase of Ghost Guns	Against	Against

MetLife, Inc.

Meeting Date: 21/06/2022

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 Carla A. Harris	For	For
1d	Elect Director Gerald L. Hassell	For	For
1e	Elect Director David L. Herzog	For	For
1f	Elect Director R. Glenn Hubbard	For	For
1g	Elect Director Edward J. Kelly, III	For	For
1h	Elect Director William E. Kennard	For	For
1i	Elect Director Michel A. Khalaf	For	For
1j	Elect Director Catherine R. Kinney	For	For
1k	Elect Director Diana L. McKenzie	For	For
1l	Elect Director Denise M. Morrison	For	For
1m	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	Against

Blended Rationale: A vote against is warranted because the performance conditions have been amended retrospectively: - Plan funding performance factor adjusted for impact of COVID-19. The company states that at the time its 2021 business plan was prepared, COVID-19 was expected to diminish significantly in the second half of the year. However, this did not happen, and COVID-related catastrophe losses were well above those forecast in the business plan. The compensation committee, "focusing on the impact for MetLife's 24,000 [annual incentive plan] participants," decided to neutralize the impact of these above-plan losses for annual incentive plan funding purposes: had the committee not done so, the funding performance factor would have been 84.8 percent rather than 126.8 percent.

PT Vale Indonesia Tbk

Meeting Date: 21/06/2022

Country: Indonesia

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Annual Report, Financial Statements, and Statutory Reports	For	For
2	Approve Allocation of Income and Dividends	For	For
3	Approve Changes in Boards of the Company	None	For
4	Approve Remuneration of Directors and Commissioners	For	For
5	Approve Yusron Fauzan and KAP Tanudiredja, Wibisana, Rintis and Rekan as Auditors	For	For

Tokyo Electron Ltd.

Meeting Date: 21/06/2022

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Amend Articles to Amend Business Lines - Disclose Shareholder Meeting Materials on Internet	For	For
2.1	Elect Director Kawai, Toshiki	For	For
2.2	Elect Director Sasaki, Sadao	For	For
2.3	Elect Director Nunokawa, Yoshikazu	For	For
2.4	Elect Director Sasaki, Michio	For	For
2.5	Elect Director Eda, Makiko	For	For
2.6	Elect Director Ichikawa, Sachiko	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

Astro Malaysia Holdings Berhad

Meeting Date: 22/06/2022

Country: Malaysia

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Final Dividend	For	For
2	Elect Simon Cathcart as Director	For	For
3	Elect Mazita binti Mokty as Director	For	For
4	Elect Rossana Annizah binti Ahmad Rashid as Director	For	For
5	Elect Ali Redhauddin Ibni Tuanku Muhriz as Director	For	For
6	Elect Nicola Mary Bamford as Director	For	For
7	Approve Directors' Fees and Benefits	For	For
8	Approve PricewaterhouseCoopers PLT as Auditors and Authorize Board to Fix Their Remuneration	For	For
9	Approve Offer, Issuance, Allotment and/or Transfer of Ordinary Shares to the Group Chief Executive Officer Under the Astro Malaysia Holdings Berhad Long Term Incentive Plan	For	Against
<p><i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - Performance conditions have not been disclosed. - Vesting period for restricted stock has not been disclosed.</i></p>			
10	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	For
11	Approve Issuance of Ordinary Shares Under the Dividend Reinvestment Plan	For	For
12	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions with Usaha Tegas Sdn Bhd and/or its Affiliates	For	For
13	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions with Maxis Berhad and/or its Affiliates	For	For
14	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions with MEASAT Global Berhad and/or its Affiliates	For	For
15	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions with Astro Holdings Sdn Bhd and/or its Affiliates	For	For
16	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions with Sun TV Network Limited and/or its Affiliates	For	For
17	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions with GS Home Shopping Inc. and/or its Affiliates	For	For

Astro Malaysia Holdings Berhad

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
18	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions with SRG Asia Pacific Sdn Bhd and/or its Affiliates	For	For
19	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
20	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions with Telekom Malaysia Berhad and/or its Affiliates	For	For

China Railway Group Limited

Meeting Date: 22/06/2022

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 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 Shareholders' Return Plan	For	For
7	Approve Profit Distribution Plan	For	For
8	Approve PricewaterhouseCoopers as International Auditor and PricewaterhouseCoopers Zhong Tian LLP as Domestic Auditor and Authorize Board to Fix Their Remuneration	For	For
9	Approve PricewaterhouseCoopers Zhong Tian LLP as Internal Control Auditor and Authorize Board to Fix Their Remuneration	For	For
10	Approve Remuneration of Directors and Supervisors	For	For
11	Approve Purchase of Liabilities Insurance for Directors, Supervisors and Senior Management of the Company	For	For

China Railway Group Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
12	Approve Provision of External Guarantee by the Company	For	Against
<i>Blended Rationale: A vote AGAINST this resolution 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 guarantee will be proportionate to the company's equity interest and if counter guarantees will be provided to the group.</i>			
13	Approve Amendments to the Rules for the Independent Directors of the Company	For	Against
<i>Blended Rationale: A vote against is warranted as shareholder rights are, or could be reduced: - This company, which can be identified as an SOE, has formed a Party Committee and is amending its articles and/or bylaws under Items 13, 17, and 19 in relation, among other things, to the committee. However, neither the proposed amendments nor the existing articles and bylaws are considered to have adequately provided for accountability and transparency to shareholders, as well as clear delineation of the roles, responsibilities and authorities between the Party Committee and the board or its key committees.</i>			
14	Approve Issuance of Domestic and Overseas Debt Financing Instruments	For	Against
<i>Blended Rationale: A vote AGAINST this resolution is warranted given the lack of disclosed information to assess the impact of the possible issue of convertible securities on shareholder rights' and value.</i>			
15	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights to the Board of Directors	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>			
16	Approve Increase in Registered Capital	For	For
17	Approve Amendments to Articles of Association	For	Against
<i>Blended Rationale: Please refer to Item 13.</i>			
18	Approve Amendments to the Procedural Rules for the Shareholders' Meetings of the Company	For	For
19	Approve Amendments to the Procedural Rules for the Board of the Company	For	Against
<i>Blended Rationale: Please refer to Item 13.</i>			

Indian Oil Corporation Limited

Meeting Date: 22/06/2022

Country: India

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Elect Ram Naresh Singh as Director	For	For

Indian Oil Corporation Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Issuance of Bonus Shares	For	For

Indra Sistemas SA

Meeting Date: 22/06/2022

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 Allocation of Income and Dividends	For	For
4	Approve Discharge of Board	For	For
5	Renew Appointment of Deloitte as Auditor	For	For
6.1	Ratify Appointment of and Elect Luis Abril Mazuelas as Director	For	For
6.2	Ratify Appointment of and Elect Francisco Javier Garcia Sanz as Director	For	For
6.3	Reelect Isabel Torremocha Ferrezuelo as Director	For	For
6.4	Reelect Antonio Cuevas Delgado as Director	For	For
6.5	Reelect Miguel Sebastian Gascon 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>			
6bis	Elect Jokin Aperribay Bedialauneta as Director	Against	Against
7	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	For	For
8	Authorize Issuance of Non-Convertible Bonds/Debentures and/or Other Debt Securities up to EUR 1 Billion	For	For
9	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 500 Million with Exclusion of Preemptive Rights up to 10 Percent of Capital	For	For
10	Advisory Vote on Remuneration Report	For	For
11	Authorize Board to Ratify and Execute Approved Resolutions	For	For

Secure Income REIT PLC

Meeting Date: 22/06/2022

Country: United Kingdom

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Matters Relating to the Merger of Secure Income REIT plc and LXi REIT plc	For	For
2	Amend Articles of Association	For	For
3	Approve Prestbury Acquisition for the Purposes of Rule 16 of the Takeover Code	For	For

Secure Income REIT PLC

Meeting Date: 22/06/2022

Country: United Kingdom

Meeting Type: Court

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

Card Factory Plc

Meeting Date: 23/06/2022

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 Paul Moody as Director	For	For
<i>Blended Rationale: A vote FOR is warranted. The board has faced significant challenges over the last 2 years and has re-financed the business. Overall, board composition does not cause specific concerns at this time.</i>			
3	Re-elect Darcy Willson-Rymer as Director	For	For
4	Re-elect Kristian Lee as Director	For	For
5	Re-elect Octavia Morley as Director	For	For
6	Re-elect Roger Whiteside as Director	For	For
7	Re-elect Nathan Lane as Director	For	For
8	Elect Robert McWilliam as Director	For	For
9	Approve Remuneration Report	For	For
10	Reappoint KPMG LLP as Auditors	For	For

Card Factory Plc

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

China Construction Bank Corporation

Meeting Date: 23/06/2022

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 Ernst & Young Hua Ming LLP as Domestic Auditor and Ernst & Young as International Auditor and Authorize Board to Fix Their Remuneration	For	For
6	Approve Fixed Assets Investment Budget	For	For
7	Elect Zhang Jinliang as Director	For	For
8	Elect Tian Bo as Director	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is a non-independent NED and serves on the Audit Committee, which is not fully independent.</i>			
9	Elect Xia Yang as Director	For	For
10	Elect Graeme Wheeler as Director	For	For
11	Elect Michel Madelain as Director	For	For
12	Elect Wang Yongqing as Supervisor	For	For
13	Elect Zhao Xijun as Supervisor	For	For
14	Approve Amendments to the Articles of Association	For	Against

Blended Rationale: A vote against is warranted as shareholder rights are, or could be reduced:- The proposed article amendments are not considered to adequately provide for accountability and transparency to shareholders.

China Railway Construction Corporation Limited

Meeting Date: 23/06/2022

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
6	Approve Remuneration of Directors and Supervisors	For	For
7	Approve Deloitte Touche Tohmatsu Certified Public Accountants LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
8	Approve Determination of the Caps for External Guarantees	For	Against
<i>Blended Rationale: A vote AGAINST is warranted given the company will be taking in a disproportionate amount of risk relative to its ownership stake without compelling justification.</i>			
9	Approve Provision of Guarantees	For	For
<i>Blended Rationale: A vote FOR is warranted considering the company's ownership stakes in entities being guaranteed, the potential reduction in the borrowing cost, and the operational needs. Further, the company's provision of guarantees is proportionate to its ownership stake and as such its risk exposure is proportionate to its equity interest.</i>			
10	Approve Increase in Issuance Size for Receivables Asset Securitization Business	For	For
11	Amend Rules and Procedures Regarding General Meetings of Shareholders	For	For
12	Amend Rules and Procedures Regarding Meetings of Board of Directors	For	Against
<i>Blended Rationale: A vote against is warranted as shareholder rights are, or could be reduced: - The proposed articles and/or bylaw amendments are not considered to adequately provide for accountability and transparency to shareholders.</i>			
13	Amend Articles of Association	For	Against
<i>Blended Rationale: A vote against is warranted as shareholder rights are, or could be reduced: - The proposed articles and/or bylaw amendments are not considered to adequately provide for accountability and transparency to shareholders.</i>			
14	Approve Increase of Issuance Size of Domestic and Overseas Bonds	For	Against
<i>Blended Rationale: A vote against is warranted because the company has not provided information on this proposal: - The proposal includes the issuance of convertible bonds. Most companies listed in Hong Kong typically provide more details for similar proposals, such as the conversion price of the convertible securities and the number of new shares that may potentially be issued. The absence of such relevant information would make it difficult for shareholders to assess the impact of this proposal on shareholder rights' and value.</i>			

China Railway Construction Corporation Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
15	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for A Shares and/or H Shares	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.

Industrial & Commercial Bank of China Limited

Meeting Date: 23/06/2022

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 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 Auditor and Deloitte Touche Tohmatsu as International External Auditor and Authorize Board to Fix Their Remuneration	For	For
7	Elect Chen Siqing as Director	For	For
8	Elect Norman Chan Tak Lam as Director	For	For
9	Elect Fred Zulu Hu as Director	For	For
10	Elect Liu Lanbiao as Supervisor	For	For
11	Amend Articles of Association	For	Against

Blended Rationale: A vote against is warranted as shareholder rights are, or could be reduced: - The proposed articles amendments are not considered to adequately provide for accountability and transparency to shareholders, and the bank has a track record of calling a shareholder meeting with short notice and the amendments would permit the company to call certain meetings with shorter notice period, thereby providing limited time for shareholders to review complex proposals.

Marvell Technology, Inc.

Meeting Date: 23/06/2022

Country: USA

Meeting Type: Annual

Marvell Technology, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Sara Andrews	For	For
1b	Elect Director W. Tudor Brown	For	For
1c	Elect Director Brad W. Buss	For	For
1d	Elect Director Edward H. Frank	For	For
1e	Elect Director Richard S. Hill	For	For
1f	Elect Director Marachel L. Knight	For	For
1g	Elect Director Matthew J. Murphy	For	For
1h	Elect Director Michael G. Strachan	For	For
1i	Elect Director Robert E. Switz	For	For
1j	Elect Director Ford Tamer	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Amend Qualified Employee Stock Purchase Plan	For	For
4	Ratify Deloitte & Touche LLP as Auditors	For	For

Sinopharm Group Co. Ltd.

Meeting Date: 23/06/2022

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

Sinopharm Group Co. Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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	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>			
10	Approve Grant of General Mandate to the Board to Repurchase H Shares	For	For
11	Approve Centralized Registration and Issuance of Debt Financing Instruments and Related Transactions	For	For

Sinopharm Group Co. Ltd.

Meeting Date: 23/06/2022

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

The Kroger Co.

Meeting Date: 23/06/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Nora A. Aufreiter	For	For
1.2	Elect Director Kevin M. Brown	For	For
1.3	Elect Director Elaine L. Chao	For	For
1.4	Elect Director Anne Gates	For	For
1.5	Elect Director Karen M. Hoguet	For	For
1.6	Elect Director W. Rodney McMullen	For	For
1.7	Elect Director Clyde R. Moore	For	For
1.8	Elect Director Ronald L. Sargent	For	For

The Kroger Co.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.9	Elect Director J. Amanda Sourry Knox (Amanda Sourry)	For	For
1.10	Elect Director Mark S. Sutton	For	For
1.11	Elect Director Ashok Vemuri	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify PricewaterhouseCoopers LLC as Auditor	For	For
4	Amend Omnibus Stock Plan	For	For
5	Report on Efforts to Reduce Plastic Use	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted, as additional disclosure on metrics and targets related to the use of plastic packaging would allow shareholders to better assess the company's management of associated financial, environmental, and reputational risks.</i>			
6	Report on Human Rights and Protection of Farmworkers	Against	Against
7	Report on Efforts to Eliminate HFCs in Refrigeration and Reduce GHG Emissions	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted, as investors would benefit from greater disclosure around the management of HFC emissions, especially in light of regulatory and competitive pressure.</i>			
8	Report on Risks to Business Due to Increased Labor Market Pressure	Against	Against

Universal Display Corporation

Meeting Date: 23/06/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Steven V. Abramson	For	For
1b	Elect Director Cynthia J. Comparin	For	For
1c	Elect Director Richard C. Elias	For	For
1d	Elect Director Elizabeth H. Gemmill	For	For
1e	Elect Director C. Keith Hartley	For	For
1f	Elect Director Celia M. Joseph	For	For
1g	Elect Director Lawrence Lacerte	For	For
1h	Elect Director Sidney D. Rosenblatt	For	For
1i	Elect Director Sherwin I. Seligsohn	For	For

Universal Display Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Abstain
<i>Blended Rationale: An abstention is warranted due to a lack of disclosure provided by the company. Although some improvements have been made to the structure of director pay since last year we still have concerns regarding the limited disclosure of the individual performance components. Neither forward-looking goals for performance based metrics nor performance results and vesting of closing-cycle awards are disclosed, which prevents investors assessing the link between pay and performance for equity awards of significant magnitude.</i>			
3	Ratify KPMG LLP as Auditors	For	For

China Conch Environment Protection Holdings Limited

Meeting Date: 24/06/2022

Country: Cayman Islands

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2a	Elect Guo Jingbin as Director	For	For
2b	Elect Shu Mao as Director	For	For
2c	Elect Wan Changbao as Director	For	For
2d	Elect Zhang Keke as Director	For	For
2e	Elect Ji Qinying as Director	For	For
2f	Elect Xiao Jiexiang as Director	For	For
2g	Elect Hao Jiming as Director	For	For
2h	Elect Cai Hongping as Director	For	For
2i	Elect Dai Xiaohu as Director	For	For
2j	Authorize Board to Fix Remuneration of Directors	For	For
3	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	For	For
4	Authorize Repurchase of Issued Share Capital	For	For
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 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>			

CKD Corp.

Meeting Date: 24/06/2022

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Amend Articles to Clarify Director Authority on Shareholder Meetings - Disclose Shareholder Meeting Materials on Internet - Indemnify Statutory Auditors	For	For
2.1	Elect Director Kajimoto, Kazunori	For	For
2.2	Elect Director Okuoka, Katsuhito	For	For
2.3	Elect Director Hirako, Yusuke	For	For
2.4	Elect Director Asai, Noriko	For	For
2.5	Elect Director Stefan Sacre	For	For
2.6	Elect Director Hayashi, Koichi	For	For
3.1	Appoint Statutory Auditor Miura, Kiyoshi	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>			
3.2	Appoint Statutory Auditor Takeuchi, Tsuyoshi	For	For

Entain Plc

Meeting Date: 24/06/2022

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	Re-elect David Satz as Director	For	For
6	Re-elect Robert Hoskin as Director	For	For
7	Re-elect Stella David as Director	For	For
8	Re-elect Vicky Jarman as Director	For	For
9	Re-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

Entain Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
12	Re-elect Barry Gibson as Director	For	For
13	Re-elect Pierre Bouchut as Director	For	For
14	Re-elect Virginia McDowell as Director	For	For
15	Approve Free Share Plan	For	For
16	Approve Employee Share Purchase Plan	For	For
17	Authorise Issue of Equity	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
20	Authorise Market Purchase of Ordinary Shares	For	For

Gulf Keystone Petroleum Ltd.

Meeting Date: 24/06/2022

Country: Bermuda

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Ratify Deloitte LLP as Auditors and Authorise Their Remuneration	For	For
2	Re-elect Jaap Huijskes as Director	For	Abstain
<i>Blended Rationale: An abstention is warranted as there is a lack of diversity on the board.</i>			
3	Re-elect Martin Angle as Director	For	For
4	Re-elect David Thomas as Director	For	For
5	Re-elect Kimberley Wood as Director	For	For
6	Re-elect Garrett Soden as Director	For	For
7	Re-elect Ian Weatherdon as Director	For	For
8	Re-elect Jon Harris as Director	For	For
9	Approve Remuneration Report	For	For
10	Approve Remuneration Policy	For	For
11	Approve Ordinary Dividend	For	For
12	Approve Special Dividend	For	For
13	Authorise Market Purchase of Common Shares	For	For

ITOCHU Corp.

Meeting Date: 24/06/2022

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 63	For	For
2	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Allow Virtual Only Shareholder Meetings	For	For
3.1	Elect Director Okafuji, Masahiro	For	For
3.2	Elect Director Ishii, Keita	For	For
3.3	Elect Director Kobayashi, Fumihiko	For	For
3.4	Elect Director Hachimura, Tsuyoshi	For	For
3.5	Elect Director Tsubai, Hiroyuki	For	For
3.6	Elect Director Naka, Hiroyuki	For	For
3.7	Elect Director Muraki, Atsuko	For	For
3.8	Elect Director Kawana, Masatoshi	For	For
3.9	Elect Director Nakamori, Makiko	For	For
3.10	Elect Director Ishizuka, Kunio	For	For
4	Appoint Statutory Auditor Chino, Mitsuru	For	For
5	Approve Compensation Ceiling for Directors	For	For
6	Approve Compensation Ceiling for Statutory Auditors	For	For

Marubeni Corp.

Meeting Date: 24/06/2022

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Amend Articles to Amend Business Lines - Disclose Shareholder Meeting Materials on Internet	For	For
2.1	Elect Director Kokubu, Fumiya	For	For
2.2	Elect Director Kakinoki, Masumi	For	For
2.3	Elect Director Terakawa, Akira	For	For
2.4	Elect Director Furuya, Takayuki	For	For
2.5	Elect Director Takahashi, Kyohei	For	For

Marubeni Corp.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2.6	Elect Director Okina, Yuri	For	For
2.7	Elect Director Hatchoji, Takashi	For	For
2.8	Elect Director Kitera, Masato	For	For
2.9	Elect Director Ishizuka, Shigeki	For	For
2.10	Elect Director Ando, Hisayoshi	For	For

Nippon Telegraph & Telephone Corp.

Meeting Date: 24/06/2022

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 60	For	For
2	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Allow Virtual Only Shareholder Meetings - Amend Provisions on Number of Statutory Auditors	For	For
3.1	Elect Director Sawada, Jun	For	For
3.2	Elect Director Shimada, Akira	For	For
3.3	Elect Director Kawazoe, Katsuhiko	For	For
3.4	Elect Director Hiroi, Takashi	For	For
3.5	Elect Director Kudo, Akiko	For	For
3.6	Elect Director Sakamura, Ken	For	For
3.7	Elect Director Uchinaga, Yukako	For	For
3.8	Elect Director Chubachi, Ryoji	For	For
3.9	Elect Director Watanabe, Koichiro	For	For
3.10	Elect Director Endo, Noriko	For	For
4.1	Appoint Statutory Auditor Yanagi, Keiichiro	For	For
4.2	Appoint Statutory Auditor Koshiyama, Kensuke	For	For

Toyota Tsusho Corp.

Meeting Date: 24/06/2022

Country: Japan

Meeting Type: Annual

Toyota Tsusho Corp.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 90	For	For
2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For
3.1	Elect Director Murakami, Nobuhiko	For	For
3.2	Elect Director Kashitani, Ichiro	For	For
3.3	Elect Director Tominaga, Hiroshi	For	For
3.4	Elect Director Iwamoto, Hideyuki	For	For
3.5	Elect Director Fujisawa, Kumi	For	For
3.6	Elect Director Komoto, Kunihito	For	For
3.7	Elect Director Didier Leroy	For	For
3.8	Elect Director Inoue, Yukari	For	For
4.1	Appoint Statutory Auditor Miyazaki, Kazumasa	For	For
4.2	Appoint Statutory Auditor Hayashi, Kentaro	For	For
4.3	Appoint Statutory Auditor Takahashi, Tsutomu	For	For
4.4	Appoint Statutory Auditor Tanoue, Seishi	For	For
5	Approve Annual Bonus	For	For

Infosys Limited

Meeting Date: 25/06/2022

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 Nandan M. Nilekani as Director	For	For
4	Approve Deloitte Haskins & Sells LLP, Chartered Accountants as Auditors and Authorize Board to Fix Their Remuneration	For	For
5	Reelect D. Sundaram as Director	For	For
6	Approve Reappointment and Remuneration of Salil S. Parekh as Chief Executive Officer and Managing Director	For	For

Medica Group Plc

Meeting Date: 27/06/2022

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	Amend Performance Share Plan	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	Re-elect Roy Davis as Director	For	For
8	Re-elect Joanne Easton as Director	For	For
9	Re-elect Junaid Bajwa as Director	For	For
10	Re-elect Stuart Quin as Director	For	For
11	Re-elect Richard Jones as Director	For	For
12	Elect Barbara Moorhouse as Director	For	For
13	Authorise Issue of Equity	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Another 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

Agile Group Holdings Limited

Meeting Date: 28/06/2022

Country: Cayman Islands

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Elect Chan Cheuk Hung as Director	For	For
3	Elect Huang Fengchao as Director	For	For

Agile Group Holdings Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Elect Hui Chiu Chung, Stephen as Director	For	Against
<i>Blended Rationale: A vote against is warranted due to concerns over the number of directorships held by the nominee: - Chiu Chung (Stephen) Hui serves on a total of more than six public company boards.</i>			
5	Elect Wong Shiu Hoi, Peter as Director	For	For
6	Authorize Board to Fix Remuneration of Directors	For	For
7	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	For	For
8A	Authorize Repurchase of Issued Share Capital	For	For
8B	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>			
8C	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>			

Airtel Africa Plc

Meeting Date: 28/06/2022

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 this item is considered warranted. The remuneration policy includes non-performance based restricted units within the compensation mix. Performance shares are also featured, which undermines the benefits typically associated with restricted shares regarding their simplicity.</i>			
4	Approve Final Dividend	For	For
5	Re-elect Sunil Bharti Mittal as Director	For	Against
<i>Blended Rationale: A vote against is warranted as there is a lack of diversity on the board.</i>			
6	Elect Olusegun Ogunsanya as Director	For	For
7	Re-elect Jaideep Paul as Director	For	For
8	Re-elect Andrew Green as Director	For	For
9	Re-elect Awuneba Ajumogobia as Director	For	For
10	Re-elect Douglas Baillie as Director	For	For
11	Re-elect John Danilovich as Director	For	For

Airtel Africa Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
12	Elect Tsega Gebreyes as Director	For	For
13	Re-elect Annika Poutiainen as Director	For	For
14	Re-elect Ravi Rajagopal as Director	For	For
15	Re-elect Kelly Rosmarin as Director	For	For
16	Re-elect Akhil Gupta as Director	For	For
17	Re-elect Shravin Bharti Mittal as Director	For	For
18	Reappoint Deloitte LLP as Auditors	For	For
19	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For
20	Authorise UK Political Donations and Expenditure	For	For
21	Authorise Issue of Equity	For	For
22	Authorise Issue of Equity without Pre-emptive Rights	For	For
23	Authorise Market Purchase of Ordinary Shares	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Bank of Communications Co., Ltd.

Meeting Date: 28/06/2022

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 KPMG as International Auditor and KPMG Huazhen LLP as Domestic Auditor and Authorize Board to Fix Their Remuneration	For	For
7.01	Elect Ren Deqi as Director	For	For
7.02	Elect Liu Jun as Director	For	For
7.03	Elect Li Longcheng as Director	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is a non-independent NED and serves on the Audit Committee, which is not fully independent.</i>			
7.04	Elect Wang Linping as Director	For	For

Bank of Communications Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
7.05	Elect Chang Baosheng as Director	For	Against
	<i>Blended Rationale: A vote against is warranted as the nominee is a non-independent NED and serves on the Audit Committee, which is not fully independent.</i>		
7.06	Elect Liao, Yi Chien David as Director	For	For
7.07	Elect Chan Siu Chung as Director	For	For
7.08	Elect Mu Guoxin as Director	For	For
7.09	Elect Chen Junkui as Director	For	Against
	<i>Blended Rationale: A vote against is warranted as the nominee is a non-independent NED and serves on the Audit Committee, which is not fully independent.</i>		
7.10	Elect Luo Xiaopeng as Director	For	For
7.11	Elect Woo Chin Wan, Raymond as Director	For	For
7.12	Elect Cai Haoyi as Director	For	For
7.13	Elect Shi Lei as Director	For	For
7.14	Elect Zhang Xiangdong as Director	For	For
7.15	Elect Li Xiaohui as Director	For	For
7.16	Elect Ma Jun as Director	For	For
8.01	Elect Xu Jiming as Supervisor	For	For
8.02	Elect Wang Xueqing as Supervisor	For	For
8.03	Elect Li Yao as Supervisor	For	For
8.04	Elect Chen Hanwen as Supervisor	For	For
8.05	Elect Su Zhi as Supervisor	For	For
9	Approve Extension of the Validity Period on the Capital Increase to Bank of Communications (Hong Kong) Limited and the Authorization	For	For

Citizen Watch Co., Ltd.

Meeting Date: 28/06/2022

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 9	For	For
2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For
3.1	Elect Director Sato, Toshihiko	For	For
3.2	Elect Director Furukawa, Toshiyuki	For	For
3.3	Elect Director Oji, Yoshitaka	For	For

Citizen Watch Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3.4	Elect Director Nakajima, Keiichi	For	For
3.5	Elect Director Shirai, Shinji	For	For
3.6	Elect Director Miyamoto, Yoshiaki	For	For
3.7	Elect Director Kuboki, Toshiko	For	For
3.8	Elect Director Osawa, Yoshio	For	For
3.9	Elect Director Yoshida, Katsuhiko	For	For
4.1	Appoint Statutory Auditor Akatsuka, Noboru	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>			
4.2	Appoint Statutory Auditor Yanagi, Kazunori	For	For
5	Amend Articles to Require Individual Compensation Disclosure for Directors	Against	For
<i>Blended Rationale: Artemis supports proposals for best practice regarding director pay: - Amending the articles to require disclosure of compensation of individual directors is in line with global standards of disclosure and compensation practices. The addition of the language to the articles will add credence to the company that it will have transparent compensation practices.</i>			
6	Amend Articles to Conduct Shareholder Meetings in Fair and Clear Way	Against	Against
7	Amend Articles to Separate Chairman of the Board and CEO, and Appoint Outside Director as Board Chair	Against	For
<i>Blended Rationale: Artemis supports the separation of Chair and CEO: - The addition of the language to the articles will add credence to the company that it will have a better governance structure as the roles of board chair and chief executive are separate.</i>			
8	Remove Incumbent Director Sato, Toshihiko	Against	Against
9	Remove Incumbent Director Miyamoto, Yoshiaki	Against	Against

HOYA Corp.

Meeting Date: 28/06/2022

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Urano, Mitsudo	For	For
1.2	Elect Director Kaihori, Shuzo	For	For
1.3	Elect Director Yoshihara, Hiroaki	For	For

HOYA Corp.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.4	Elect Director Abe, Yasuyuki	For	For
1.5	Elect Director Hasegawa, Takayo	For	For
1.6	Elect Director Nishimura, Mika	For	For
1.7	Elect Director Ikeda, Eiichiro	For	For
1.8	Elect Director Hiroka, Ryo	For	For
2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For

Petco Health and Wellness Company, Inc.

Meeting Date: 28/06/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Christy Lake	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 Christy Lake, Jennifer Pereira, Christopher Stadler, and R. Michael (Mike) Mohan given the board's failure to remove, or subject to a sunset requirement, the classified board and the pop-up supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.</i>			
1.2	Elect Director R. Michael (Mike) Mohan	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 Christy Lake, Jennifer Pereira, Christopher Stadler, and R. Michael (Mike) Mohan given the board's failure to remove, or subject to a sunset requirement, the classified board and the pop-up supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.</i>			
1.3	Elect Director Jennifer Pereira	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 Christy Lake, Jennifer Pereira, Christopher Stadler, and R. Michael (Mike) Mohan given the board's failure to remove, or subject to a sunset requirement, the classified board and the pop-up supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.</i>			
1.4	Elect Director Christopher J. Stadler	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 Christy Lake, Jennifer Pereira, Christopher Stadler, and R. Michael (Mike) Mohan given the board's failure to remove, or subject to a sunset requirement, the classified board and the pop-up supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.</i>			
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Ernst & Young LLP as Auditors	For	For

Sony Group Corp.

Meeting Date: 28/06/2022

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For
2.1	Elect Director Yoshida, Kenichiro	For	For
2.2	Elect Director Totoki, Hiroki	For	For
2.3	Elect Director Sumi, Shuzo	For	For
2.4	Elect Director Tim Schaaff	For	For
2.5	Elect Director Oka, Toshiko	For	For
2.6	Elect Director Akiyama, Sakie	For	For
2.7	Elect Director Wendy Becker	For	For
2.8	Elect Director Hatanaka, Yoshihiko	For	For
2.9	Elect Director Kishigami, Keiko	For	For
2.10	Elect Director Joseph A. Kraft Jr	For	For
3	Approve Stock Option Plan	For	For

Yangtze Optical Fibre and Cable Joint Stock Limited Company

Meeting Date: 28/06/2022

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 Annual Report	For	For
4	Approve Final Financial Report	For	For
5	Approve Profit Distribution Plan	For	For
6	Approve KPMG Huazhen LLP as Auditors	For	For
7	Approve Purchase of Liability Insurance for Directors, Supervisors and Senior Management	For	For
8	Approve Annual External Guarantee Amount and Related Transactions	For	For
9	Approve Bill Pool Business	For	For
10	Approve Proposed Mandate for Issuance of Debt Financing Instruments and Relevant Authorization	For	For

Zegona Communications Plc

Meeting Date: 28/06/2022

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 Kjersti 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
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	Approve Remuneration Policy	For	For
<i>Blended Rationale: See item 11.</i>			
13	Authorise Issue of Equity	For	For
14	Approve Renewal of Rights Attached to the Management Shares	For	For
<i>Blended Rationale: See item 11.</i>			
15	Authorise Issue of Equity without Pre-emptive Rights	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
17	Authorise Market Purchase of Ordinary Shares	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Banco do Brasil SA

Meeting Date: 29/06/2022

Country: Brazil

Meeting Type: Extraordinary Shareholders

Banco do Brasil SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Renato da Motta Andrade Neto as Fiscal Council Member	For	For
1.2	Elect Lincoln Moreira Jorge Junior as Alternate Fiscal Council Member	For	For
2	Amend Remuneration of Company's Management, Fiscal Council, Audit Committee, and Risk and Capital Committee for April 2022 to March 2023 Period	For	For
3	Amend Articles 36 and 37	For	For
4	Approve Remuneration of Personnel, Compensation, and Eligibility Committee, Technology and Innovation Committee, and Corporate Sustainability Committee for June 2022 to March 2023 Period	For	For
5	In the Event of a Second Call, the Voting Instructions Contained in this Remote Voting Card May Also be Considered for the Second Call?	None	For

Cazoo Group Ltd

Meeting Date: 29/06/2022

Country: Cayman Islands

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Increase Authorized Common Stock	For	For
2.1	Elect Director Alex Chesterman	For	For
2.2	Elect Director David Hobbs	For	For
2.3	Elect Director Moni Mannings	For	For
3	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For

China Galaxy Securities Co., Ltd.

Meeting Date: 29/06/2022

Country: China

Meeting Type: Annual

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

China Galaxy Securities Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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 and Authorize Board to Fix Their Remuneration	For	For
8	Approve Remuneration Plan for Chen Gongyan	For	For
9	Approve Remuneration Plan for Chen Jing	For	For
10	Approve Amendments to the Procedural Rules of the Supervisory Committee	For	For
11	Elect Wei Guoqiang as Supervisor	For	For
12	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	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.

CrowdStrike Holdings, Inc.

Meeting Date: 29/06/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Cary J. Davis	For	Withhold
<p><i>Blended Rationale: A vote WITHHOLD is warranted due to concerns over poor corporate governance practices: - WITHHOLD votes are warranted for director nominees George Kurtz, Cary Davis, and Laura Schumacher 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. - A WITHHOLD vote is warranted for compensation committee member Cary Davis given an unmitigated pay-for-performance misalignment. The CEO and CFO received special equity awards that, while performance-conditioned, were excessive. Further concerns exist with respect to the magnitude of NEOs' annual LTI awards, the structure of annual LTI grants, and a lack of disclosure surrounding annual bonuses.</i></p>			
1.2	Elect Director George Kurtz	For	Withhold
<p><i>Blended Rationale: A vote withhold is warranted due to concerns over poor corporate governance practices: - WITHHOLD votes are warranted for director nominees George Kurtz, Cary Davis, and Laura Schumacher 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></p>			
1.3	Elect Director Laura J. Schumacher	For	Withhold
<p><i>Blended Rationale: Refer to Item 1.2.</i></p>			
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

Daiwa House Industry Co., Ltd.

Meeting Date: 29/06/2022

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 71	For	For
2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For
3	Amend Articles to Allow Virtual Only Shareholder Meetings	For	For
4.1	Elect Director Yoshii, Keiichi	For	For
4.2	Elect Director Kosokabe, Takeshi	For	For
4.3	Elect Director Murata, Yoshiyuki	For	For
4.4	Elect Director Otomo, Hirotsugu	For	For
4.5	Elect Director Urakawa, Tatsuya	For	For
4.6	Elect Director Dekura, Kazuhito	For	For
4.7	Elect Director Ariyoshi, Yoshinori	For	For
4.8	Elect Director Shimonishi, Keisuke	For	For
4.9	Elect Director Ichiki, Nobuya	For	For
4.10	Elect Director Nagase, Toshiya	For	For
4.11	Elect Director Yabu, Yukiko	For	For
4.12	Elect Director Kuwano, Yukinori	For	For
4.13	Elect Director Seki, Miwa	For	For
4.14	Elect Director Yoshizawa, Kazuhiro	For	For
4.15	Elect Director Ito, Yujiro	For	For
5.1	Appoint Statutory Auditor Nakazato, Tomoyuki	For	For
5.2	Appoint Statutory Auditor Hashimoto, Yoshinori	For	For
6	Approve Annual Bonus	For	For
7	Approve Two Types of Restricted Stock Plans	For	For

DISCO Corp.

Meeting Date: 29/06/2022

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 609	For	For
2	Amend Articles to Adopt Board Structure with Three Committees - Disclose Shareholder Meeting Materials on Internet - Reduce Directors' Term - Indemnify Directors - Authorize Board to Determine Income Allocation	For	For
3.1	Elect Director Sekiya, Kazuma	For	For
3.2	Elect Director Yoshinaga, Noboru	For	For
3.3	Elect Director Tamura, Takao	For	For
3.4	Elect Director Inasaki, Ichiro	For	For
3.5	Elect Director Tamura, Shinichi	For	For
3.6	Elect Director Mimata, Tsutomu	For	For
3.7	Elect Director Takayanagi, Tadao	For	For
3.8	Elect Director Yamaguchi, Yusei	For	For
3.9	Elect Director Tokimaru, Kazuyoshi	For	For
3.10	Elect Director Oki, Noriko	For	For

Ebro Foods SA**Meeting Date:** 29/06/2022**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	Amend Article 7 Re: Right of Attendance and Representation	For	For
5.2	Amend Article 13 bis Re: Voting and Proxies by Remote Means Prior to the Meeting	For	For
5.3	Amend Article 14 Re: Voting and Adoption of Resolutions	For	For

Ebro Foods SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6.1	Ratify Appointment of and Elect Marc Thomas Murtra Millar as Director	For	For
6.2	Ratify Appointment of and Elect Jordi Xucla Costa as Director	For	For
6.3	Reelect Antonio Hernandez Callejas as Director	For	For
<i>Blended Rationale: A vote FOR is warranted. There is strong independent representation on the board and the combined CEO/Chairman role does give us particular cause for concern at this time.</i>			
6.4	Reelect Fernando Castello Clemente as Director	For	For
7	Amend Remuneration Policy for FY 2022, 2023 and 2024	For	Against
<i>Blended Rationale: A vote against is warranted because the vesting period is less than 3 years. A vote against is warranted because the performance period is less than 3 years:- Performance is mostly measured over periods of one years under the LTIP, which makes this scheme insufficiently long-term oriented.</i>			
8	Advisory Vote on Remuneration Report	For	Against
<i>Blended Rationale: A vote against is warranted because the vesting period is less than 3 years. 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 only, which is not considered sufficiently long-term oriented. 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.</i>			
9	Authorize Donations to Fundacion Ebro Foods	For	For
10	Authorize Company to Call EGM with 15 Days' Notice	For	For
12	Authorize Board to Ratify and Execute Approved Resolutions	For	For

Mitsubishi Heavy Industries, Ltd.

Meeting Date: 29/06/2022

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 55	For	For
2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For
3.1	Elect Director Miyanaga, Shunichi	For	Against
<i>Blended Rationale: A vote AGAINST this director nominee is warranted because: - Top management is responsible for the company's capital misallocation.</i>			

Mitsubishi Heavy Industries, Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3.2	Elect Director Izumisawa, Seiji	For	Against
<i>Blended Rationale: A vote AGAINST this director nominee is warranted because: - Top management is responsible for the company's capital misallocation.</i>			
3.3	Elect Director Kozawa, Hisato	For	For
3.4	Elect Director Kaguchi, Hitoshi	For	For
3.5	Elect Director Shinohara, Naoyuki	For	For
3.6	Elect Director Kobayashi, Ken	For	For
3.7	Elect Director Hirano, Nobuyuki	For	For
4	Elect Director and Audit Committee Member Takayanagi, Ryutaro	For	For

Mitsubishi UFJ Financial Group, Inc.

Meeting Date: 29/06/2022

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 14.5	For	For
2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For
3.1	Elect Director Fujii, Mariko	For	For
3.2	Elect Director Honda, Keiko	For	For
3.3	Elect Director Kato, Kaoru	For	For
3.4	Elect Director Kuwabara, Satoko	For	For
3.5	Elect Director Toby S. Myerson	For	For
3.6	Elect Director Nomoto, Hirofumi	For	Against
<i>Blended Rationale: A vote AGAINST this director nominee is warranted because: - The board after this meeting will not be majority independent and this outside director nominee lacks independence.</i>			
3.7	Elect Director Shingai, Yasushi	For	For
3.8	Elect Director Tsuji, Koichi	For	For
3.9	Elect Director Tarisa Watanagase	For	For
3.10	Elect Director Ogura, Ritsuo	For	For
3.11	Elect Director Miyanaga, Kenichi	For	For
3.12	Elect Director Mike, Kanetsugu	For	Against
<i>Blended Rationale: A vote AGAINST this director nominee is warranted because: - Top management is responsible for the company's capital misallocation.</i>			

Mitsubishi UFJ Financial Group, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3.13	Elect Director Kamezawa, Hironori	For	Against
<i>Blended Rationale: A vote AGAINST this director nominee is warranted because: - Top management is responsible for the company's capital misallocation.</i>			
3.14	Elect Director Nagashima, Iwao	For	For
3.15	Elect Director Hanzawa, Junichi	For	For
3.16	Elect Director Kobayashi, Makoto	For	For
4	Amend Articles to Prohibit Loans to Companies Which Show Disregard for Personal Information	Against	Against
5	Amend Articles to Prohibit Loans to Companies Involved in Defamation	Against	Against
6	Amend Articles to Introduce Provision Concerning Learning from System Failures at Mizuho Financial Group	Against	Against

Nikon Corp.

Meeting Date: 29/06/2022

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 20	For	For
2	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Allow Virtual Only Shareholder Meetings - Amend Provisions on Director Titles	For	Against
<i>Blended Rationale: A vote against is warranted as shareholder rights are, or could be reduced: - The passage of this proposal will authorize the company to hold virtual only meetings permanently, without further need to consult shareholders, even after the current health crisis is resolved, and the proposed language fails to specify situations under which virtual meetings will be held.</i>			
3.1	Elect Director Ushida, Kazuo	For	For
3.2	Elect Director Umatate, Toshikazu	For	For
3.3	Elect Director Odajima, Takumi	For	For
3.4	Elect Director Tokunari, Muneaki	For	For
3.5	Elect Director Murayama, Shigeru	For	For
3.6	Elect Director Tatsuoka, Tsuneyoshi	For	For
4.1	Elect Director and Audit Committee Member Tsurumi, Atsushi	For	For
4.2	Elect Director and Audit Committee Member Hiruta, Shiro	For	For
4.3	Elect Director and Audit Committee Member Yamagami, Asako	For	For

Nikon Corp.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4.4	Elect Director and Audit Committee Member Sumita, Makoto	For	For
5	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	For	For
6	Approve Restricted Stock Plan and Performance Share Plan	For	For

Nintendo Co., Ltd.

Meeting Date: 29/06/2022

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	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For
3.1	Elect Director Furukawa, Shuntaro	For	For
3.2	Elect Director Miyamoto, Shigeru	For	For
3.3	Elect Director Takahashi, Shinya	For	For
3.4	Elect Director Shiota, Ko	For	For
3.5	Elect Director Shibata, Satoru	For	For
3.6	Elect Director Chris Meledandri	For	For
4.1	Elect Director and Audit Committee Member Yoshimura, Takuya	For	For
4.2	Elect Director and Audit Committee Member Umeyama, Katsuhiro	For	For
4.3	Elect Director and Audit Committee Member Yamazaki, Masao	For	For
4.4	Elect Director and Audit Committee Member Shinkawa, Asa	For	For
5	Approve Fixed Cash Compensation Ceiling and Performance-Based Cash Compensation Ceiling for Directors Who Are Not Audit Committee Members	For	For
6	Approve Restricted Stock Plan	For	For

Provident Financial Plc

Meeting Date: 29/06/2022

Country: United Kingdom

Meeting Type: Annual

Provident Financial 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 Deferred Bonus Plan	For	For
4	Approve Savings-Related Share Option Scheme	For	For
5	Approve Share Incentive Plan	For	For
6	Re-elect Andrea Blance as Director	For	For
7	Re-elect Elizabeth Chambers as Director	For	For
8	Re-elect Paul Hewitt as Director	For	For
9	Re-elect Margot James as Director	For	For
10	Re-elect Neeraj Kapur as Director	For	For
11	Re-elect Angela Knight as Director	For	For
12	Re-elect Malcolm Le May as Director	For	For
13	Re-elect Graham Lindsay as Director	For	For
14	Re-elect Patrick Snowball as Director	For	For
15	Reappoint Deloitte LLP as Auditors	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
17	Authorise UK Political Donations and Expenditure	For	For
18	Authorise Issue of Equity	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
21	Authorise Market Purchase of Ordinary Shares	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
23	Adopt New Articles of Association	For	For

Sumitomo Mitsui Financial Group, Inc.

Meeting Date: 29/06/2022

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 105	For	For
2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For
3.1	Elect Director Kunibe, Takeshi	For	Against
	<i>Blended Rationale: A vote AGAINST this director nominee is warranted because: - Top management is responsible for the company's capital misallocation.</i>		
3.2	Elect Director Ota, Jun	For	Against
	<i>Blended Rationale: A vote AGAINST this director nominee is warranted because: - Top management is responsible for the company's capital misallocation.</i>		
3.3	Elect Director Takashima, Makoto	For	For
3.4	Elect Director Nakashima, Toru	For	For
3.5	Elect Director Kudo, Teiko	For	For
3.6	Elect Director Inoue, Atsuhiko	For	For
3.7	Elect Director Isshiki, Toshihiro	For	For
3.8	Elect Director Kawasaki, Yasuyuki	For	For
3.9	Elect Director Matsumoto, Masayuki	For	Against
	<i>Blended Rationale: A vote AGAINST this director nominee is warranted because: - The board after this meeting will not be majority independent and this outside director nominee lacks independence.</i>		
3.10	Elect Director Arthur M. Mitchell	For	For
3.11	Elect Director Yamazaki, Shozo	For	For
3.12	Elect Director Kono, Masaharu	For	For
3.13	Elect Director Tsutsui, Yoshinobu	For	For
3.14	Elect Director Shimbo, Katsuyoshi	For	For
3.15	Elect Director Sakurai, Eriko	For	For
4	Amend Articles to Disclose Plan Outlining Company's Business Strategy to Align Investments with Goals of Paris Agreement	Against	Against
5	Amend Articles to Disclose Measures to be Taken to Make Sure that the Company's Lending and Underwriting are not Used for Expansion of Fossil Fuel Supply or Associated Infrastructure	Against	Against

3i Group PLC

Meeting Date: 30/06/2022

Country: United Kingdom

Meeting Type: Annual

3i Group PLC

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Dividend	For	For
4	Re-elect Caroline Banzsky as Director	For	For
5	Re-elect Simon Borrows as Director	For	For
6	Re-elect Stephen Daintith as Director	For	For
7	Elect Jasi Halai as Director	For	For
8	Elect James Hatchley as Director	For	For
9	Re-elect David Hutchison as Director	For	For
10	Elect Lesley Knox as Director	For	For
11	Re-elect Coline McConville as Director	For	For
12	Re-elect Peter McKellar as Director	For	For
13	Re-elect Alexandra Schaapveld as Director	For	For
14	Reappoint KPMG LLP as Auditors	For	For
15	Authorise Board Acting Through the Audit and Compliance Committee to Fix Remuneration of Auditors	For	For
16	Authorise UK Political Donations and Expenditure	For	For
17	Authorise Issue of Equity	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
20	Authorise Market Purchase of Ordinary Shares	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Bank of China Limited

Meeting Date: 30/06/2022

Country: China

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Work Report of Board of Directors	For	For

Bank of China Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Work Report of Board of Supervisors	For	For
3	Approve Annual Financial Report	For	For
4	Approve Profit Distribution Plan	For	For
5	Approve Annual Budget for Fixed Assets Investment	For	For
6	Approve PricewaterhouseCoopers Zhong Tian LLP as Domestic and External Auditor of Internal Control Audit and PricewaterhouseCoopers as International Auditor and Authorize Board to Fix Their Remuneration	For	For
7	Elect Martin Cheung Kong Liao as Director	For	For
8	Elect Chen Chunhua as Director	For	For
9	Elect Chui Sai Peng Jose as Director	For	For
10	Elect Chu Yiyun as Supervisor	For	For
11	Approve Additional Donation to the Tan Kah Kee Science Award Foundation	For	For
12	Approve Remuneration Distribution Plan for External Supervisors	For	For
13	Approve Plan for the Issuance of Non-capital Bonds	For	For
14	Approve Issuance of Write-down Undated Capital Bonds	For	For
15	Approve Issuance of Qualified Write-down Tier 2 Capital Instruments	For	For
16	Amend Articles of Association	For	Against
<i>Blended Rationale: A vote against is warranted as shareholder rights are, or could be reduced.- The proposed articles amendments are not considered to adequately provide for accountability and transparency to shareholders.</i>			
17	Elect Zhang Jiangan 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>			

Inspired Plc

Meeting Date: 30/06/2022

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3	Re-elect Paul Connor as Director	For	For

Inspired Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Elect Dianne Walker as Director	For	For
5	Elect Sangita Vadilal Manilal Shah as Director	For	Against
<i>Blended Rationale: A vote against is warranted due to concerns over the number of directorships held by the nominee:- In addition to her role as NED at Inspired Plc, Sangita Vadilal Manilal Shah has directorships at three other public company boards.</i>			
6	Reappoint RSM UK Audit LLP as Auditors	For	For
7	Authorise Board to Fix Remuneration of Auditors	For	For
8	Authorise Issue of Equity	For	For
9	Approve Scrip Dividend Program	For	For
10	Approve Remuneration Report	For	For
11	Authorise Issue of Equity without Pre-emptive Rights	For	For
12	Authorise Market Purchase of Ordinary Shares	For	For

Jadestone Energy Inc.

Meeting Date: 30/06/2022

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3	Appoint Deloitte Ireland LLP as Auditors	For	For
4	Authorise Board to Fix Remuneration of Auditors	For	For
5	Re-elect Dennis McShane as Director	For	For
6	Re-elect Alexander Blakeley as Director	For	For
7	Re-elect Robert Lambert as Director	For	For
8	Re-elect Iain McLaren as Director	For	For
9	Re-elect Lisa Stewart as Director	For	For
10	Re-elect Cedric Fontenit as Director	For	For
11	Re-elect David Neuhauser as Director	For	For
12	Elect Jenifer Thien as Director	For	For
13	Authorise Issue of Equity	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	For	For

Jadestone Energy Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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

Shenzhen Expressway Corporation Limited

Meeting Date: 30/06/2022

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 Accounts	For	For
4	Approve Distribution Scheme of Profits Including Declaration of Final Dividend	For	For
5	Approve Budget Report	For	Against
<i>Blended Rationale: A vote against is warranted because the company has not provided information on this proposal.</i>			
6	Approve Provision of Guarantee for Subsidiaries	For	Against
<i>Blended Rationale: A vote against is warranted because the company has not provided information on this proposal.</i>			
7	Approve Purchase of Liability Insurance for Directors	For	For
8	Elect Lu Da Wei as Director	For	For
9	Approve Deloitte Touche Tohmatsu Certified Public Accountants LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
10.01	Approve Issue Size	For	For
10.02	Approve Target Subscribers and Arrangement for Placement to Shareholders	For	For
10.03	Approve Type of the Debentures	For	For
10.04	Approve Maturity	For	For
10.05	Approve Interest Rate	For	For
10.06	Approve Use of Proceeds	For	For
10.07	Approve Listing	For	For
10.08	Approve Guarantee	For	For
10.09	Approve Validity of the Resolution	For	For
10.10	Approve Authorization Arrangement	For	For

Shenzhen Expressway Corporation Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
11	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for A Shares and/or H Shares	For	Against

Blended Rationale: A vote against this resolution 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.

Zhejiang Expressway Co., Ltd.

Meeting Date: 30/06/2022

Country: China

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Report of the Directors	For	For
2	Approve Report of the Supervisory Committee	For	For
3	Approve Audited Financial Statements	For	For
4	Approve Final Dividend	For	For
5	Approve Final Accounts and Financial Budget	For	Against

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

6	Approve Deloitte Touche Tohmatsu Certified Public Accountants Hong Kong as Hong Kong Auditor and Authorize Board to Fix Their Remuneration	For	For
7	Approve Pan China Certified Public Accountants as PRC Auditor and Authorize Board to Fix Their Remuneration	For	For
8	Approve Supplemental Agreement and Revised Annual Caps for the Deposit Services	For	Against

Blended Rationale: A vote AGAINST this proposal is warranted because the proposed related-party transactions include a financial service agreement with the group finance company, which may expose the company to unnecessary risks.

9	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for H Shares and Related Transactions	For	Against
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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.

10	Amend Articles of Association	For	For
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Zhejiang Expressway Co., Ltd.

Meeting Date: 30/06/2022

Country: China

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Amend Articles of Association	For	For

Source: Artemis, Institutional Shareholder Services (ISS)

Artemis Investment Management LLP
Cassini House, 57 St James's Street
London SW1A 1LD

6th Floor, Exchange Plaza
Edinburgh EH3 9BY

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