

Voting June 2023

REPORTING PERIOD: 01/06/2023 to 30/06/2023

Voting Statistics

	Total	Percent
Votable Meetings	128	
Meetings Voted	127	99.22%
Meetings with One or More Votes Against Management	64	50.00%
Votable Ballots	461	
Ballots Voted	460	99.78%

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	1597		49		1646	
Proposals Voted	1579	98.87%	49	100.00%	1628	98.91%
FOR Votes	1415	88.60%	24	48.98%	1439	87.42%
AGAINST Votes	118	7.39%	25	51.02%	143	8.69%
ABSTAIN Votes	8	0.50%	0	0.00%	8	0.49%
WITHHOLD Votes	15	0.94%	0	0.00%	15	0.91%
Votes WITH Management	1438	90.04%	31	63.27%	1469	89.25%
Votes AGAINST Management	142	8.89%	18	36.73%	160	9.72%

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.

Gartner, Inc.

Meeting Date: 01/06/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Peter E. Bisson	For	For
1b	Elect Director Richard J. Bressler	For	For
1c	Elect Director Raul E. Cesan	For	For
1d	Elect Director Karen E. Dykstra	For	For
1e	Elect Director Diana S. Ferguson	For	For
1f	Elect Director Anne Sutherland Fuchs	For	For
1g	Elect Director William O. Grabe	For	For
1h	Elect Director Jose M. Gutierrez	For	For
1i	Elect Director Eugene A. Hall	For	For
1j	Elect Director Stephen G. Pagliuca	For	For
1k	Elect Director Eileen M. Serra	For	For
1l	Elect Director James C. Smith	For	For

Gartner, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<i>Blended Rationale: A vote against is warranted because the performance period is less than 3 years:- The number of earned PSUs is determined at the end of a one-year measurement period based on FY22 contract value (CV), and any earned awards vest ratably over four years.</i>			
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	Amend Omnibus Stock Plan	For	Against
<i>Blended Rationale: A vote against is warranted because the performance period is less than 3 years.</i>			
5	Ratify KPMG LLP as Auditors	For	For

Mytilineos SA

Meeting Date: 01/06/2023

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	Against
<i>Blended Rationale: A vote AGAINST this item is warranted because the pay package of the chair/CEO is particularly high relative to European peers and Greek market practices, a misalignment that will be significantly exacerbated by the EUR141 million extraordinary payment made in 2023.</i>			
6	Approve Management of Company and Grant Discharge to Auditors	For	For
7	Approve Auditors and Fix Their Remuneration	For	For
8	Elect Christos Gavalas as Director	For	For

NetDragon Websoft Holdings Limited

Meeting Date: 01/06/2023

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

NetDragon Websoft Holdings Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	For	For
4A	Elect Chen Hongzhan as Director	For	For
4B	Elect Lin Dongliang as Director	For	For
4C	Elect Liu Sai Keung, Thomas as Director	For	For
4D	Elect Sing Chung Matthias Li as Director	For	For
4E	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 the general share issuance mandate is warranted given that the company has not specified the discount limit for issuance for cash and non-cash consideration. A vote AGAINST the share reissuance request is warranted given the reissuance of repurchase share would cause the aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration and the company has not specified the discount limit for issuance for cash and non-cash consideration.</i>			
5B	Authorize Repurchase of Issued Share Capital	For	For
5C	Authorize Reissuance of Repurchased Shares	For	Against
<i>Blended Rationale: A vote AGAINST the general share issuance mandate is warranted given that the company has not specified the discount limit for issuance for cash and non-cash consideration. A vote AGAINST the share reissuance request is warranted given the reissuance of repurchase share would cause the aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration and the company has not specified the discount limit for issuance for cash and non-cash consideration.</i>			
6	Approve Amendments to the Memorandum and Articles of Association and Adopt the Amended and Restated Memorandum and Articles of Association and Related Transactions	For	For

Netflix, Inc.

Meeting Date: 01/06/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Mathias Dopfner	For	For
1b	Elect Director Reed Hastings	For	For
1c	Elect Director Jay C. Hoag	For	For
1d	Elect Director Ted Sarandos	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For

Netflix, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<p><i>Blended Rationale: A vote against is warranted because awards are not subject to performance conditions: - NEOs received only fully-vested options under their compensation allocation elections for FY22. As in prior years, NEOs choose their pay mix of base salary and stock options for their annual allocatable compensation. Options are the only form of equity granted by the company. - The absence of performance vesting criteria means that the overall pay program continues to lack a clear and strong linkage to long-term goals. A vote against is warranted because payments in the event of change of control are excessive: - Single-trigger cash severance arrangements (legacy). The company maintains change-in-control severance arrangements that are payable without requiring a qualifying termination (i.e. single trigger). Severance is only appropriate for involuntary or constructive terminations, and not merely for the occurrence of a change in control. Given that the problematic provision is contained in an existing agreement that was not modified in the last fiscal year, this remains a legacy concern. A vote against is warranted because the vesting period is less than 3 years: - Options are granted monthly, are fully vested at the grant date, and have a 10-year term.</i></p>			
4	Advisory Vote on Say on Pay Frequency	One Year	One Year
<p><i>Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.</i></p>			
5	Amend Right to Call Special Meeting	Against	For
<p><i>Blended Rationale: Artemis supports proposals that enhance shareholder rights.</i></p>			
6	Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Any Other Company	Against	Against
7	Report on Climate Risk in Retirement Plan Options	Against	Against
8	Adopt and Disclose a Freedom of Association and Collective Bargaining Policy	Against	For
<p><i>Blended Rationale: A vote FOR this proposal is warranted, as this policy may benefit shareholders by improving the company's management of related risks.</i></p>			

SolarEdge Technologies, Inc.

Meeting Date: 01/06/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Marcel Gani	For	For
1b	Elect Director Tal Payne	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<p><i>Blended Rationale: A vote against is warranted because the performance period is less than 3 years.- The performance shares are based on TSR relative to the S&P 500 Index constituents and consist of three tranches 25 percent based on one-year performance, 25 percent based on two-year performance, and 50 percent based on three-year performance.</i></p>			
4	Advisory Vote on Say on Pay Frequency	One Year	One Year
<p><i>Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.</i></p>			
5	Declassify the Board of Directors	For	For

SolarEdge Technologies, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6	Eliminate Supermajority Vote Requirement	For	For
7	Amend Certificate of Incorporation to Add Federal Forum Selection Provision	For	For

Trimble Inc.

Meeting Date: 01/06/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director James C. Dalton	For	For
1.2	Elect Director Borje Ekholm	For	For
1.3	Elect Director Ann Fandozzi	For	For
1.4	Elect Director Kaigham (Ken) Gabriel	For	For
1.5	Elect Director Meaghan Lloyd	For	For
1.6	Elect Director Sandra MacQuillan	For	For
1.7	Elect Director Robert G. Painter	For	For
1.8	Elect Director Mark S. Peek	For	For
1.9	Elect Director Thomas Sweet	For	For
1.10	Elect Director Johan Wibergh	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	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	Ratify Ernst & Young LLP as Auditors	For	For

Absa Group Ltd.

Meeting Date: 02/06/2023

Country: South Africa

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Reappoint KPMG inc as Auditors with Heather Berrange as the Designated Auditor	For	For

Absa Group Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Reappoint PricewaterhouseCoopers Inc. as Auditors with John Bennett as the Designated Auditor	For	For
3.1	Re-elect Alex Darko as Director	For	For
3.2	Re-elect Francis Okomo-Okello as Director	For	For
3.3	Re-elect Jason Quinn as Director	For	For
3.4	Re-elect Nonhlanhla Mjoli-Mncube as Director	For	For
3.5	Re-elect Tasneem Abdool-Samad as Director	For	For
4.1	Re-elect Alex Darko as Member of the Group Audit and Compliance Committee	For	For
4.2	Re-elect Daisy Naidoo as Member of the Group Audit and Compliance Committee	For	For
4.3	Re-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>			
4.4	Re-elect Swithin Munnyantwali as Member of the Group Audit and Compliance Committee	For	For
4.5	Re-elect Tasneem Abdool-Samad as Member of the Group Audit and Compliance Committee	For	For
5	Place Authorised but Unissued Shares under Control of Directors	For	For
6	Approve Remuneration Policy	For	For
7	Approve Remuneration Implementation Report	For	For
8	Approve Remuneration of Non-Executive Directors	For	For
9	Authorise Repurchase of Issued Share Capital	For	For
10	Approve Financial Assistance in Terms of Section 45 of the Companies Act	For	For

Absa Group Ltd.

Meeting Date: 02/06/2023

Country: South Africa

Meeting Type: Special

Absa Group Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Increase in Authorised Ordinary Share Capital	For	For
2	Amend Memorandum of Incorporation	For	For
3	Approve Financial Assistance in Terms of Section 44 of the Companies Act	For	For
4	Authorise Issue of Shares in Terms of Section 41(1) of the Companies Act	For	For
1	Approve Specific Issue of Subscription Shares	For	For
2	Authorise Ratification of Approved Resolutions	For	For

Alphabet Inc.

Meeting Date: 02/06/2023

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	Against
<i>Blended Rationale: A vote against is warranted due to concerns over poor corporate governance practices: - Votes AGAINST governance committee members John Hennessy and Frances Arnold are warranted, due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to a reasonable time-based sunset.</i>			
1e	Elect Director Frances H. Arnold	For	Against
<i>Blended Rationale: A vote against is warranted due to concerns over poor corporate governance practices: - Votes AGAINST governance committee members John Hennessy and Frances Arnold are warranted, due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to a reasonable time-based sunset.</i>			
1f	Elect Director R. Martin "Marty" Chavez	For	For
1g	Elect Director L. John Doerr	For	For
1h	Elect Director Roger W. Ferguson, Jr.	For	For
1i	Elect Director Ann Mather	For	For
1j	Elect Director K. Ram Shriram	For	For
1k	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	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: - CEO Pichai receives equity grants as part of a three-year cycle. The performance portion was based on TSR relative to the S&P 100 Index over two- and three-year performance periods, each equally weighted. A vote against is warranted due to a lack of disclosure provided by the company: - The company instituted a bonus program that consists entirely of environmental and social metrics. No pre-set goals are disclosed, and payout appears entirely based on the compensation committee's subjective assessment of performance, though the annual bonus payout was decreased based on the committee's discretion.</i>		
5	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>		
6	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>		
7	Publish Congruency Report on Partnerships with Globalist Organizations and Company Fiduciary Duties	Against	Against
8	Report on Framework to Assess Company Lobbying Alignment with Climate Goals	Against	For
	<i>Blended Rationale: A vote FOR this proposal is warranted. The request is not considered overly onerous or prescriptive, and shareholders would benefit from greater transparency of the company's framework for addressing misalignments between its climate goals and direct and indirect lobbying, and how the company would plan to mitigate any risks that might be identified.</i>		
9	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	Against	Against
10	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>		
11	Publish Independent Human Rights Impact Assessment of Targeted Advertising Technology	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 its targeted advertising policies and practices.</i>		
12	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>		
13	Report on Alignment of YouTube Policies With Online Safety Regulations	Against	For
	<i>Blended Rationale: A vote FOR this proposal is warranted, as increased reporting would provide shareholders with more information on the company's management of related risks.</i>		
14	Report on Content Governance and Censorship	Against	Against
15	Commission Independent Assessment of Effectiveness of Audit and Compliance Committee	Against	Against

Alphabet Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
16	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against	Against
17	Adopt Share Retention Policy For Senior Executives	Against	For
<i>Blended Rationale: Artemis supports proposals for best practice regarding director pay.</i>			
18	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>			

Foxconn Industrial Internet Co., Ltd.

Meeting Date: 02/06/2023

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 and Summary	For	For
4	Approve Financial Statements	For	For
5	Approve Profit Distribution	For	For
6	Approve Related Party Transaction	For	For
7	Approve to Appoint Auditor	For	For
8	Approve Completion of Raised Funds Investment Projects and Use of Excess Funds to Replenish Working Capital as well as Adjustment, Change and Extension of Raised Funds Investment Projects	For	For
9	Approve Company's Eligibility for Corporate Bond Issuance	For	For
10.1	Approve Issue Scale	For	For
10.2	Approve Par Value and Issue Price	For	For
10.3	Approve Issue Type and Maturity	For	For
10.4	Approve Bond Interest Rate, Method of Determination, Principal and Interest Repayment	For	For
10.5	Approve Issue Manner	For	For
10.6	Approve Target Parties and Arrangement of Placing to Shareholders	For	For

Foxconn Industrial Internet Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
10.7	Approve Use of Proceeds	For	For
10.8	Approve Redemption Terms or Sell-back Terms	For	For
10.9	Approve Creditworthiness and Debt Repayment Guarantee Measures	For	For
10.10	Approve Underwriting Method and Listing Arrangement	For	For
10.11	Approve Resolution Validity Period	For	For
11	Approve Authorization of the Board to Handle All Related Matters	For	For
12	Approve Provision of Guarantee	For	For
13.1	Elect Zhang Wei as Supervisor	For	For

NN Group NV

Meeting Date: 02/06/2023

Country: Netherlands

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Approve Remuneration Report	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: - Annemiek van Melick has been granted a cash sign-on award of EUR 175,000 as part of her commission contract. This was offered for a combination of reasons, including the specific position and market value of Annemiek van Melick, given the special circumstances of her transition and commencement of employment with NN Group. She resigned from her position as CFO of ASR Netherlands with immediate effect as of October 12, 2021, without receiving any severance pay.</i>		
4.A	Adopt Financial Statements and Statutory Reports	For	For
4.C	Approve Dividends	For	For
5.A	Approve Discharge of Executive Board	For	For
5.B	Approve Discharge of Supervisory Board	For	For
7	Amend the Level of the Fixed Annual fee for Supervisory Board Members	For	For
8.A.1	Grant Board Authority to Issue Ordinary Shares Up To 10 Percent of Issued Capital	For	For
8.A.2	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For
8.B	Grant Board Authority to Issue Shares Up To 20 Percent of Issued Capital in Connection with a Rights Issue	For	For
9	Authorize Repurchase of Shares	For	For
10	Approve Reduction in Share Capital through Cancellation of Shares	For	For

WillScot Mobile Mini Holdings Corp.

Meeting Date: 02/06/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Mark S. Bartlett	For	For
1.2	Elect Director Erika T. Davis	For	For
1.3	Elect Director Gerard E. Holthaus	For	For
1.4	Elect Director Erik Olsson	For	For
1.5	Elect Director Rebecca L. Owen	For	For
1.6	Elect Director Jeff Sagansky	For	For
1.7	Elect Director Bradley L. Soultz	For	For
1.8	Elect Director Michael W. Upchurch	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

Healthcare Realty Trust, Inc.

Meeting Date: 05/06/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Todd J. Meredith	For	For
1.2	Elect Director John V. Abbott	For	For
1.3	Elect Director Nancy H. Agee	For	For
1.4	Elect Director W. Bradley Blair, II	For	For
1.5	Elect Director Vicki U. Booth	For	For
1.6	Elect Director Edward H. Braman	For	For
1.7	Elect Director Ajay Gupta	For	For
1.8	Elect Director James J. Kilroy	For	For
1.9	Elect Director Jay P. Leupp	For	For
1.10	Elect Director Peter F. Lyle, Sr.	For	For
1.11	Elect Director Constance B. Moore	For	For
1.12	Elect Director John Knox Singleton	For	For
1.13	Elect Director Christann M. Vasquez	For	For

Healthcare Realty Trust, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Ratify BDO USA, 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: - Perf. measurement period 2021 FFO/FAD awards (29,562 shares): One year (FY2021), subject to five-year cliff vesting period</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>			

UnitedHealth Group Incorporated

Meeting Date: 05/06/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Timothy Flynn	For	For
1b	Elect Director Paul Garcia	For	For
1c	Elect Director Kristen Gil	For	For
1d	Elect Director Stephen Hemsley	For	For
1e	Elect Director Michele Hooper	For	For
1f	Elect Director F. William McNabb, III	For	For
1g	Elect Director Valerie Montgomery Rice	For	For
1h	Elect Director John Noseworthy	For	For
1i	Elect Director Andrew Witty	For	For
2	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:- In connection with his hiring, Bondy received a cash bonus of \$2 million to compensate him for the forfeited cash and other incentives at his prior employment. This cash bonus is subject to a prorated repayment if he quits without "good reason" or is terminated for "cause" within 24 months of hire.</i>			
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	Ratify Deloitte & Touche LLP as Auditors	For	For
5	Report on Third-Party Racial Equity Audit	Against	Against
6	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 the company's value alignment with political expenditures would enable shareholders to have a greater understanding of how the company oversees and manages risks related to its political affiliations.</i>			

UnitedHealth Group Incorporated

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
7	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	For

Blended Rationale: Artemis supports proposals for best practice regarding director pay.

Ebro Foods SA

Meeting Date: 06/06/2023

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 Consolidated and Standalone Management Reports	For	For
1.3	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	Reelect Marc Thomas Murtra Millar as Director	For	For
<i>Blended Rationale: A vote FOR is warranted as although the nominee is a non-independent non-executive director and the board is not 50% independent, the Spanish government owns a stake in most publicly quoted vehicles. In addition, an area where the board has been flagged as lacking insight/experience is in cyber security which Mr Millar has very good understanding of.</i>			
6	Amend Article 28 Re: Board Committees	For	For
7	Amend Remuneration Policy	For	For
<i>Blended Rationale: A vote FOR is warranted as the reduction in the maximum annual bonus from 150% of the salary to 100% salary reflects the fact that the salary is relatively high. Although the vesting period is less than 3 years, this is for the annual bonus which is separate to the 3 year LTIP scheme.</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. A vote against is warranted due to a lack of disclosure provided by the company:- There is still no disclosure with regards to STI and LTI performance outcomes.</i>			
9	Renew Appointment of Ernst & Young as Auditor	For	For
10	Authorize Donations to Fundacion Ebro Foods	For	For

Ebro Foods SA

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

Freeport-McMoRan, Inc.

Meeting Date: 06/06/2023

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
<i>Blended Rationale: A vote FOR is warranted as we are comfortable with dual CEO/chair role for US companies where this is a common structure.</i>			
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 Kathleen L. Quirk	For	For
1.11	Elect Director John J. Stephens	For	For
1.12	Elect Director Frances Fragos Townsend	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
<i>Blended Rationale: A vote FOR is warranted as the make whole payments seem justified as part of the recruitment process for these executives, and we feel the disclosure on the payments is sufficient.</i>			
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	Ratify Ernst & Young LLP as Auditors	For	For

Hostess Brands, Inc.

Meeting Date: 06/06/2023

Country: USA

Meeting Type: Annual

Hostess Brands, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Jerry D. Kaminski	For	For
1.2	Elect Director Andrew P. Callahan	For	For
1.3	Elect Director Olu Beck	For	For
1.4	Elect Director Laurence Bodner	For	For
1.5	Elect Director Gretchen R. Crist	For	For
1.6	Elect Director Rachel P. Cullen	For	For
1.7	Elect Director Hugh G. Dineen	For	For
1.8	Elect Director Ioannis Skoufalos	For	For
1.9	Elect Director Craig D. Steeneck	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify KPMG LLP as Auditors	For	For

Taiwan Semiconductor Manufacturing Co., Ltd.

Meeting Date: 06/06/2023

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 Issuance of Restricted Stocks	For	For
3	Amend Procedures for Endorsement and Guarantees	For	Against
<i>Blended Rationale: A vote AGAINST is warranted because the proposed endorsement and guarantee provision may expose the company to unnecessary risks and the company has failed to provide a compelling rationale for such changes.</i>			
4	Amend the Name of Audit Committee in the Policies (I)Procedures for Acquisition or Disposal of Assets (II)Procedures for Financial Derivatives Transactions (III)Procedures for Lending Funds to Other Parties (IV)Procedures for Endorsement and Guarantee	For	For

Taiwan Semiconductor Manufacturing Co., Ltd.

Meeting Date: 06/06/2023

Country: Taiwan

Meeting Type: Annual

Taiwan Semiconductor Manufacturing Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	For	For
2	Approve Issuance of Restricted Stocks	For	For
3	Amend Procedures for Endorsement and Guarantees	For	Against
<i>Blended Rationale: A vote AGAINST is warranted because the proposed endorsement and guarantee provision may expose the company to unnecessary risks and the company has failed to provide a compelling rationale for such changes.</i>			
4	Amend the Name of Audit Committee in the Policies (I)Procedures for Acquisition or Disposal of Assets (II)Procedures for Financial Derivatives Transactions (III)Procedures for Lending Funds to Other Parties (IV)Procedures for Endorsement and Guarantee	For	For

Air France-KLM SA

Meeting Date: 07/06/2023

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 Treatment of Losses	For	For
4	Approve Transaction Re: Super-Subordinated Notes	For	For
5	Approve Transaction with CMA CGM Air Cargo and CMA CGM Re: Commercial Cooperation Agreement	For	For
6	Reelect Benjamin Smith as Director	For	For
7	Ratify Appointment of Pascal Bouchiat as Director	For	For
8	Reelect Pascal Bouchiat as Director	For	For
9	Ratify Appointment of CMA CGM as Director	For	For
10	Reelect Cees't Hart 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>			
11	Elect Yann Leriche as Director	For	For

Air France-KLM SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
12	Approve Compensation Report of Corporate Officers	For	For
13	Approve Compensation of Anne-Marie Couderc, Chairwoman of the Board	For	For
14	Approve Compensation of Benjamin Smith, CEO	For	For
15	Approve Remuneration Policy of Non-Executive Corporate Officers	For	For
16	Approve Remuneration Policy of Chairwoman of the Board	For	For
17	Approve Remuneration Policy of CEO	For	For
18	Authorize Repurchase of Up to 5 Percent of Issued Share Capital	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 1285 Million	For	For
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights with a Binding Priority Right up to Aggregate Nominal Amount of EUR 1285 Million	For	For
21	Authorize Issuance of Equity or Equity-Linked Instruments without Preemptive Rights up to Aggregate Nominal Amount of EUR 514 Million	For	For
22	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 514 Million	For	For
23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 19 to 22	For	For
24	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For
25	Authorize Capitalization of Reserves of Up to EUR 1285 Million for Bonus Issue or Increase in Par Value	For	For
26	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 643 Million, Including in the Event of a Public Tender Offer	For	Against

Blended Rationale: Although the proposed volumes under Items 26 to 31 and 33 respect the recommended guidelines for issuances with and without preemptive rights (and with a binding priority right), votes AGAINST these authorizations are warranted as they could be used in the event of public tender offer. Such anti-takeover mechanisms therefore do not merit support.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
27	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights with a Binding Priority Right up to Aggregate Nominal Amount of EUR 643 Million, Including in the Event of a Public Tender Offer	For	Against
<p><i>Blended Rationale: Although the proposed volumes under Items 26 to 31 and 33 respect the recommended guidelines for issuances with and without preemptive rights (and with a binding priority right), votes AGAINST these authorizations are warranted as they could be used in the event of public tender offer. Such anti-takeover mechanisms therefore do not merit support.</i></p>			
28	Authorize Issuance of Equity or Equity-Linked Instruments without Preemptive Rights up to Aggregate Nominal Amount of EUR 257 Million, During Public Tender Offer	For	Against
<p><i>Blended Rationale: Although the proposed volumes under Items 26 to 31 and 33 respect the recommended guidelines for issuances with and without preemptive rights (and with a binding priority right), votes AGAINST these authorizations are warranted as they could be used in the event of public tender offer. Such anti-takeover mechanisms therefore do not merit support.</i></p>			
29	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 257 Million, Including in the Event of a Public Tender Offer	For	Against
<p><i>Blended Rationale: Although the proposed volumes under Items 26 to 31 and 33 respect the recommended guidelines for issuances with and without preemptive rights (and with a binding priority right), votes AGAINST these authorizations are warranted as they could be used in the event of public tender offer. Such anti-takeover mechanisms therefore do not merit support.</i></p>			
30	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 26 to 29	For	Against
<p><i>Blended Rationale: Although the proposed volumes under Items 26 to 31 and 33 respect the recommended guidelines for issuances with and without preemptive rights (and with a binding priority right), votes AGAINST these authorizations are warranted as they could be used in the event of public tender offer. Such anti-takeover mechanisms therefore do not merit support.</i></p>			
31	Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind, Including in the Event of a Public Tender Offer	For	Against
<p><i>Blended Rationale: Although the proposed volumes under Items 26 to 31 and 33 respect the recommended guidelines for issuances with and without preemptive rights (and with a binding priority right), votes AGAINST these authorizations are warranted as they could be used in the event of public tender offer. Such anti-takeover mechanisms therefore do not merit support.</i></p>			
32	Authorize Capitalization of Reserves of Up to EUR 643 Million for Bonus Issue or Increase in Par Value, Including in the Event of a Public Tender Offer	For	For
33	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	For	Against
<p><i>Blended Rationale: Although the proposed volumes under Items 26 to 31 and 33 respect the recommended guidelines for issuances with and without preemptive rights (and with a binding priority right), votes AGAINST these authorizations are warranted as they could be used in the event of public tender offer. Such anti-takeover mechanisms therefore do not merit support.</i></p>			

Air France-KLM SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
34	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
35	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	For
36	Approve 1-for-10 Reverse Stock Split	For	For
37	Approve Reduction in Share Capital Through Reduction of Par Value and Amend Bylaws Accordingly	For	For
38	Amend Article 18 of Bylaws Re: Directors Length of Term	For	For
39	Amend Article 26 of Bylaws Re: Age Limit of Corporate Officers	For	For
40	Authorize Filing of Required Documents/Other Formalities	For	For

China Resources Land Limited

Meeting Date: 07/06/2023

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 Li Xin as Director	For	For
3.2	Elect Zhang Dawei as Director	For	For
3.3	Elect Guo Shiqing as Director	For	For
3.4	Elect Andrew Y. Yan as Director	For	For
3.5	Elect Wan Kam To, Peter as Director	For	For
3.6	Authorize Board to Fix Remuneration of Directors	For	For
4	Approve KPMG 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 for issuance for cash and non-cash consideration. - The company has not specified the discount limit for issuance for cash and non-cash consideration.

China Resources Land Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
7	Authorize Reissuance of Repurchased Shares	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 for issuance for cash and non-cash consideration. - The company has not specified the discount limit for issuance for cash and non-cash consideration.

Hostmore Plc

Meeting Date: 07/06/2023

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Remuneration Policy	For	For
4	Elect Stephen Welker as Director	For	For
<i>Blended Rationale: A vote FOR is warranted as there has been a lot of change at the company and in our view, Mr Walker knows the company well. Whilst we recognise that Mr Walker is a non-independent non-executive director, we believe he will act in the best interests for all shareholders in helping to turn around the company.</i>			
5	Re-elect Andrew Blurton as Director	For	For
6	Re-elect Alan Clark as Director	For	For
7	Re-elect David Lis as Director	For	For
8	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
9	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For
10	Authorise UK Political Donations and Expenditure	For	For
11	Authorise Issue of Equity	For	For
12	Authorise Issue of Equity without Pre-emptive Rights	For	For
13	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
14	Authorise Market Purchase of Ordinary Shares	For	For
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

LARGAN Precision Co., Ltd.

Meeting Date: 07/06/2023

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

Qualys, Inc.

Meeting Date: 07/06/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Wendy M. Pfeiffer	For	For
1.2	Elect Director John Zangardi	For	For
2	Ratify Grant Thornton LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against

Blended Rationale: A vote against is warranted because the performance period is less than 3 years:- Approximately \$4.0 million, or 38 percent of his total equity grants, consists of PRSUs divided into three tranches with one-year performance periods covering calendar years 2023, 2024, and 2025.

Telekom Austria AG

Meeting Date: 07/06/2023

Country: Austria

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 0.32 per Share	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	For	For
5	Approve Remuneration of Supervisory Board Members	For	For

Telekom Austria AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6.1	Elect Edith Hlawati as Supervisory Board Member	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is a non-independent NED and serves on the Remuneration Committee, which is not majority independent. A vote against is warranted as the nominee is a member of the Nomination/Governance Committee, which is not majority independent.</i>			
6.2	Elect Karin Exner-Woehrer as Supervisory Board Member	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is a non-independent non-executive director and the board does not comprise a majority of independent directors excluding employee representatives.</i>			
6.3	Elect Stefan Fuernsinn as Supervisory Board Member	For	For
6.4	Elect Carlos Elizondo as Supervisory Board Member	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. A vote against is warranted as the nominee is a non-independent NED and serves on the Remuneration Committee, which is not majority independent. A vote against is warranted as the nominee is a member of the Nomination/Governance Committee, which is not majority independent.</i>			
6.5	Elect Alejandro Jimenez as Supervisory Board Member	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is a member of the Nomination/Governance Committee, which is not majority independent.</i>			
6.6	Elect Oscar Von Hauske Solis as Supervisory Board Member	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. A vote against is warranted as the nominee is a non-independent NED and serves on the Remuneration Committee, which is not majority independent. A vote against is warranted as the nominee is a member of the Nomination/Governance Committee, which is not majority independent. A vote against is warranted as there is a lack of diversity on the board.</i>			
7	Ratify Ernst & Young as Auditors for Fiscal Year 2023	For	For
8	Approve Remuneration Report	For	For

Azelis Group NV

Meeting Date: 08/06/2023

Country: Belgium

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 0.29 per Share	For	For
5	Approve Remuneration Report	For	Against
<i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company.- Insufficient disclosure under the STIP, as the company only provided achievement levels on financial metrics and no further disclosure on non-financial metrics or metrics' targets. This does not allow shareholders to assess the stringency of the pay for performance alignment.</i>			
6	Approve Revised Remuneration Policy	For	For
7	Approve Discharge of Directors	For	For

Azelis Group NV

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
8	Approve Discharge of Auditors	For	For
9	Approve Co-optation of Thomas Edward (Tom) Hallam as Independent Director	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>			
10.1	Approve Change-of-Control Clause Re: Schuldschein Loan Agreements	For	For
10.2	Approve Change-of-Control Clause Re: Senior Unsecured Notes due 2028	For	For
11	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	For	For

Energy Recovery, Inc.

Meeting Date: 08/06/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Alexander J. Buehler	For	For
1.2	Elect Director Joan K. Chow	For	For
1.3	Elect Director Arve Hanstveit	For	For
1.4	Elect Director Robert Yu Lang Mao	For	For
<i>Blended Rationale: A vote FOR is warranted as this is a new holding and there are no material concerns at this time.</i>			
1.5	Elect Director Pamela L. Tondreau	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Abstain
<i>Blended Rationale: An abstention is warranted because although awards are not subject to performance conditions, this is uncontroversial in scale. However, LTIP is all time-based so warrants an abstain.</i>			
3	Ratify Deloitte & Touche LLP as Auditors	For	For
4	Advisory Vote on Say on Pay Frequency	One Year	One Year
<i>Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.</i>			

Melrose Industries Plc

Meeting Date: 08/06/2023

Country: United Kingdom

Meeting Type: Annual

Melrose Industries Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Remuneration Policy	For	For
4	Re-elect Christopher Miller as Director	For	For
5	Re-elect Simon Peckham as Director	For	For
6	Re-elect Geoffrey Martin as Director	For	For
7	Re-elect Peter Dilnot as Director	For	For
8	Re-elect Justin Dowley as Director	For	For
9	Re-elect David Lis as Director	For	For
10	Re-elect Charlotte Twynning as Director	For	For
11	Re-elect Funmi Adegoke as Director	For	For
12	Re-elect Heather Lawrence as Director	For	For
13	Re-elect Victoria Jarman as Director	For	For
14	Reappoint Deloitte LLP as Auditors	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
16	Authorise Issue of Equity	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
19	Authorise Market Purchase of Ordinary Shares	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
21	Amend Articles of Association	For	For

PetroChina Company Limited

Meeting Date: 08/06/2023

Country: China

Meeting Type: Annual

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

PetroChina Company Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
<p><i>Blended Rationale: A vote AGAINST this item is warranted because the company is a significant greenhouse gas (GHG) emitter, and it is considered not to be taking the minimum steps needed to understand, assess, and mitigate risks related to climate change to the company and the larger economy. The company has not set any mid-term GHG emission reduction targets for its own operations and electricity consumption (Scopes 1 & 2) nor any 2050 GHG emission reduction targets for its own operations and electricity consumption (Scopes 1 & 2).</i></p>			
2	Approve Report of the Supervisory Committee	For	For
3	Approve Financial Report	For	For
4	Approve Profit Distribution Scheme	For	For
5	Authorize Board to Determine the Interim Profit Distribution Scheme	For	For
6	Approve Guarantee Scheme	For	Against
<p><i>Blended Rationale: A vote against is warranted because the company has not provided information on this proposal: - The company has failed to disclose pertinent details regarding this proposal.</i></p>			
7	Approve PricewaterhouseCoopers Zhong Tian LLP and PricewaterhouseCoopers as Domestic and International Auditors and Authorize Board to Fix Their Remuneration	For	For
8.1	Elect Dai Houliang as Director	For	For
8.2	Elect Hou Qijun as Director	For	For
8.3	Elect Duan Liangwei as Director	For	Against
<p><i>Blended Rationale: A vote against is warranted as the nominee is a non-independent NED and serves on the Remuneration Committee, which is not majority independent.</i></p>			
8.4	Elect Huang Yongzhang as Director	For	For
8.5	Elect Ren Lixin as Director	For	For
8.6	Elect Xie Jun as Director	For	Against
<p><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></p>			
9.1	Elect Cai Jinyong as Director	For	For
9.2	Elect Jiang, Simon X. as Director	For	For
9.3	Elect Zhang Laibin as Director	For	For
9.4	Elect Hung Lo Shan Lusan as Director	For	For
9.5	Elect Ho Kevin King Lun as Director	For	For
10.1	Elect Cai Anhui as Supervisor	For	For
10.2	Elect Xie Haibing as Supervisor	For	For
10.3	Elect Zhao Ying as Supervisor	For	For
10.4	Elect Cai Yong as Supervisor	For	For
10.5	Elect Jiang Shangjun as Supervisor	For	For
11	Approve Grant of General Mandate to the Board to Repurchase Shares	For	For

PetroChina Company Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
12	Approve Grant of General Mandate to the Board to Determine and Deal with the Issue of Debt Financing Instruments	For	For
13	Amend Rules and Procedures Regarding Meetings of Board of Directors	For	For

PetroChina Company Limited

Meeting Date: 08/06/2023

Country: China

Meeting Type: Special

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

R.E.A. Holdings Plc

Meeting Date: 08/06/2023

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Re-elect David Blackett as Director	For	For
4	Elect Mieke Djalil as Director	For	For
5	Re-elect Carol Gysin as Director	For	For
6	Re-elect John Oakley as Director	For	For
7	Re-elect Richard Robinow as Director	For	For
8	Re-elect Rizal Satar as Director	For	For
9	Re-elect Michael St Clair-George as Director	For	For
10	Reappoint MHA MacIntyre Hudson as Auditors	For	For
11	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
12	Authorise Market Purchase of Ordinary Shares	For	For

R.E.A. Holdings Plc

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

Rubis SCA

Meeting Date: 08/06/2023

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 1.92 per Share	For	For
4	Reelect Olivier Heckenroth as Supervisory Board Member	For	For
5	Approve Compensation Report of Corporate Officers	For	For
6	Approve Compensation of Gilles Gobin, General Manager	For	For
7	Approve Compensation of Sorgema SARL, General Manager	For	For
8	Approve Compensation of Agena SAS, General Manager	For	For
9	Approve Compensation of Olivier Heckenroth, Chairman of the Supervisory Board	For	For
10	Approve Remuneration Policy of General Management	For	For
11	Approve Remuneration Policy of Supervisory Board Members	For	For
12	Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 300,000	For	For
13	Approve Auditors' Special Report on Related-Party Transactions	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For

Rubis SCA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
16	Authorize Capitalization of Reserves of Up to EUR 10 Million for Bonus Issue or Increase in Par Value	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 38 Million	For	For
18	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 17	For	For
19	Authorize Capital Increase of up to EUR 10 Million for Contributions in Kind	For	For
20	Authorize Capital Increase of Up to EUR 10 Million for Future Exchange Offers	For	For
21	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 16 to 20 at 40 Percent of Issued Share Capital	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
23	Amend Article 20 of Bylaws Re: Age Limit of General Manager	For	For
24	Authorize Filing of Required Documents/Other Formalities	For	For

Salesforce, Inc.

Meeting Date: 08/06/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Marc Benioff	For	For
1b	Elect Director Laura Alber	For	For
1c	Elect Director Craig Conway	For	For
1d	Elect Director Arnold Donald	For	For
1e	Elect Director Parker Harris	For	For
1f	Elect Director Neelie Kroes	For	For
1g	Elect Director Sachin Mehra	For	For
1h	Elect Director G. Mason Morfit	For	For

Salesforce, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1i	Elect Director Oscar Munoz	For	For
1j	Elect Director John V. Roos	For	For
1k	Elect Director Robin Washington	For	For
1l	Elect Director Maynard Webb	For	For
1m	Elect Director Susan Wojcicki	For	For
2	Amend Omnibus Stock Plan	For	Against
<i>Blended Rationale: A vote against is warranted because payments in the event of change of control are excessive:- Unvested time-based equity awards would accelerate if not assumed.</i>			
3	Ratify Ernst & Young LLP as Auditors	For	For
4	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:- Unvested time-based equity awards would accelerate if not assumed.</i>			
5	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>			
6	Require Independent Board Chair	Against	For
<i>Blended Rationale: Artemis supports the separation of Chairman and CEO.</i>			
7	Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Any Other Company	Against	Against

Veracyte, Inc.

Meeting Date: 08/06/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Robert S. Epstein	For	For
1b	Elect Director Evan Jones	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: -The PSUs vest based upon the achievement of certain two-year and three-year performance goals related to revenue. The options vest 25 percent on the first anniversary of the grant date, and 1/48th vests monthly thereafter (until the fourth anniversary of the grant date). Also note that NEO Tina Nova received significant equity grants.</i>			
4	Approve Omnibus Stock Plan	For	Against
<i>Blended Rationale: A vote against is warranted because the performance period is less than 3 years: - Performance equity (perf. measurement period): 2.</i>			
5	Declassify the Board of Directors	For	For

Veracyte, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6	Amend Certificate of Incorporation to Permit the Exculpation of Officers	For	For

ENN Natural Gas Co., Ltd.

Meeting Date: 09/06/2023

Country: China

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Annual Report and Summary	For	For
2	Approve Report of the Board of Directors	For	For
3	Approve Report of the Board of Supervisors	For	For
4	Approve Financial Statements	For	For
5	Approve Profit Distribution	For	For
6	Approve Appointment of Auditor	For	For
7	Approve Remuneration of Directors	For	For
8	Approve Remuneration of Supervisors	For	For

Medica Group Plc

Meeting Date: 09/06/2023

Country: United Kingdom

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Matters Relating to the Recommended Cash Acquisition of Medica Group plc by Moonlight Bidco Limited	For	For

Medica Group Plc

Meeting Date: 09/06/2023

Country: United Kingdom

Meeting Type: Court

Medica Group Plc

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

Natera, Inc.

Meeting Date: 09/06/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Rowan Chapman	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 Rowan Chapman, Herman (Herm) Rosenman, and Jonathan Sheena given that the board failed 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 Herm Rosenman	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 Rowan Chapman, Herman (Herm) Rosenman, and Jonathan Sheena given that the board failed to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i>		
1.3	Elect Director Jonathan Sheena	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 Rowan Chapman, Herman (Herm) Rosenman, and Jonathan Sheena given that the board failed 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>		
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: - Perf. measurement period: Three one-year performance periods (FY2023-2025). PSUs vest based on three annual revenue goals.</i>		

Toyota Industries Corp.

Meeting Date: 09/06/2023

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Toyoda, Tetsuro	For	Against
	<i>Blended Rationale: A vote against is warranted as there is a lack of diversity on the board.</i>		

Toyota Industries Corp.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.2	Elect Director Onishi, Akira	For	Against
<i>Blended Rationale: A vote AGAINST this nominee is warranted because:- As the top executive, the nominee should be held responsible for the misconduct over forklift engines.</i>			
1.3	Elect Director Sumi, Shuzo	For	For
1.4	Elect Director Handa, Junichi	For	For
1.5	Elect Director Ito, Koichi	For	Against
<i>Blended Rationale: A vote against is warranted as there is a lack of diversity on the board.</i>			
1.6	Elect Director Kumakura, Kazunari	For	For
2	Appoint Statutory Auditor Tomozoe, Masanao	For	Against
<i>Blended Rationale: A vote AGAINST this nominee is warranted because:- The outside statutory auditor nominee's affiliation with the company could compromise independence.</i>			
3	Appoint Alternate Statutory Auditor Furusawa, Hitoshi	For	For

Zhejiang Expressway Co., Ltd.

Meeting Date: 09/06/2023

Country: China

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Elect Li Yuan as Supervisor	For	For
2	Authorize Board to Approve Service Contract of the Supervisor Representing Shareholders and Related Transactions	For	For
3	Approve Grant of Specific Mandate to the Board to Issue Conversion Shares upon Conversion of Zero Coupon Convertible Bonds	For	For

Stelco Holdings Inc.

Meeting Date: 12/06/2023

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

Stelco Holdings Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.3	Elect Director Alan Kestenbaum	For	For
1.4	Elect Director Michael Mueller	For	For
1.5	Elect Director Heather Ross	For	Against
<i>Blended Rationale: A vote against is warranted as there is a lack of diversity on the board.</i>			
1.6	Elect Director Indira Samarasekera	For	For
1.7	Elect Director Daryl Wilson	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For

Centrica Plc

Meeting Date: 13/06/2023

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Elect Chandereet Duggal as Director	For	For
5	Elect Russell O'Brien as Director	For	For
6	Re-elect Carol Arrowsmith as Director	For	For
7	Re-elect Nathan Bostock as Director	For	For
8	Re-elect Heidi Mottram as Director	For	For
9	Re-elect Kevin O'Byrne as Director	For	For
10	Re-elect Chris O'Shea as Director	For	For
11	Re-elect Amber Rudd as Director	For	For
12	Re-elect Scott Wheway as Director	For	For
13	Reappoint Deloitte LLP as Auditors	For	For
14	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For
15	Authorise UK Political Donations and Expenditure	For	For
16	Authorise Issue of Equity	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	For	For

Centrica Plc

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

Dollar Tree, Inc.

Meeting Date: 13/06/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Richard W. Dreiling	For	Against
	<i>Blended Rationale: A vote against is warranted as the nominee serves as the Company's CEO and Chair and there is evidence of a poor approach on executive pay.</i>		
1b	Elect Director Cheryl W. Grise	For	For
1c	Elect Director Daniel J. Heinrich	For	For
1d	Elect Director Paul C. Hilal	For	For
1e	Elect Director Edward J. Kelly, III	For	For
1f	Elect Director Mary A. Laschinger	For	For
1g	Elect Director Jeffrey G. Naylor	For	For
1h	Elect Director Winnie Y. Park	For	For
1i	Elect Director Bertram L. Scott	For	For
1j	Elect Director Stephanie P. Stahl	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 are based on three-year cumulative enterprise total sales and one-year enterprise adjusted EBITDA. A vote against is warranted because recruitment awards are not awarded in the form of shares or are not subject to performance criteria: - Outsized front-loaded sign-on award granted to new Executive Chairman (now CEO) Dreiling. The company entered into a five-year employment agreement with the Chairman and granted him a \$1.0 million salary, plus the option to purchase 252,587 shares of common stock (1 percent of outstanding shares) at an exercise price of \$157.17 per share. The options, valued by the company at \$135.6 million, vest over five years. - Sign-on awards granted to NEOs. On October 3, 2022, Jeffrey Davis was appointed CFO. He was awarded a sign-on award, which included a \$300,000 cash bonus and a \$2.0 million grant of RSUs. The RSUs will vest one-half each on the first and second anniversaries of the grant. Also on October 3, 2022, COO Creedon was granted a sign-on cash bonus of \$500,000 and a \$1.2 million grant of RSUs. The cash bonus will be paid half each on the six-month and one-year anniversaries of his employment date. The RSUs will vest one-third per year over three years.</i>		
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>		

Dollar Tree, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Ratify KPMG LLP as Auditors	For	For
5	Report on Economic and Social Risks of Compensation and Workforce Practices and Any Impact on Diversified Shareholders	Against	Against

Twilio Inc.

Meeting Date: 13/06/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Charles Bell	For	For
1.2	Elect Director Jeffrey Immelt	For	For
1.3	Elect Director Erika Rottenberg	For	Withhold

Blended Rationale: A vote withhold is warranted due to concerns over poor corporate governance practices. - 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.

2	Ratify KPMG LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against

Blended Rationale: A vote against is warranted because the performance period is less than 3 years. - PRSUs are based on three tranches of annualized performance goals: the 2022 tranche was based on organic one-year revenue growth, while the 2023 and 2024 tranches will be based on one-year organic revenue growth with a non-GAAP income from operations threshold goal. A vote against is warranted because recruitment awards are not awarded in the form of shares and are not subject to performance criteria. - One NEO received a very large new-hire grant that lacked pre-set performance criteria.

Altice USA, Inc.

Meeting Date: 14/06/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Alexandre Fonseca	For	Against

Blended Rationale: A vote against is warranted as the nominee is a non-independent non-executive director and the board is not 50% independent.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1b	Elect Director Patrick Drahi	For	Against
	<i>Blended Rationale: A vote against is warranted due to concerns over poor corporate governance practices: - A vote AGAINST incumbent director nominees Patrick Drahi, David Drahi, Dexter Goei, Mark Mullen, Dennis Okhuijsen, Susan Schnabel, Charles Stewart, and Raymond Svider is warranted for failure to remove, or subject to a time-based sunset provision, the dual-class capital structure. - A vote AGAINST Patrick Drahi is further warranted as his ownership of the supervoting shares provides him with voting power control of the company.</i>		
1c	Elect Director David Drahi	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. A vote against is warranted due to concerns over poor corporate governance practices: - A vote AGAINST incumbent director nominees Patrick Drahi, David Drahi, Dexter Goei, Mark Mullen, Dennis Okhuijsen, Susan Schnabel, Charles Stewart, and Raymond Svider is warranted for failure to remove, or subject to a time-based sunset provision, the dual-class capital structure.</i>		
1d	Elect Director Dexter Goei	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. A vote against is warranted due to concerns over poor corporate governance practices: - A vote AGAINST incumbent director nominees Patrick Drahi, David Drahi, Dexter Goei, Mark Mullen, Dennis Okhuijsen, Susan Schnabel, Charles Stewart, and Raymond Svider is warranted for failure to remove, or subject to a time-based sunset provision, the dual-class capital structure.</i>		
1e	Elect Director Mark Mullen	For	Against
	<i>Blended Rationale: A vote against is warranted due to concerns over poor corporate governance practices: - A vote AGAINST incumbent director nominees Patrick Drahi, David Drahi, Dexter Goei, Mark Mullen, Dennis Okhuijsen, Susan Schnabel, Charles Stewart, and Raymond Svider is warranted for failure to remove, or subject to a time-based sunset provision, the dual-class capital structure. - A vote AGAINST is warranted compensation committee chair Raymond Svider and committee members Mark Mullen and Susan Schnabel in the absence of a say-on-pay proposal on the ballot, due to an unmitigated pay-for-performance misalignment.</i>		
1f	Elect Director Dennis Okhuijsen	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. A vote against is warranted due to concerns over poor corporate governance practices: - A vote AGAINST incumbent director nominees Patrick Drahi, David Drahi, Dexter Goei, Mark Mullen, Dennis Okhuijsen, Susan Schnabel, Charles Stewart, and Raymond Svider is warranted for failure to remove, or subject to a time-based sunset provision, the dual-class capital structure.</i>		
1g	Elect Director Susan Schnabel	For	Against
	<i>Blended Rationale: A vote against is warranted due to concerns over poor corporate governance practices: - A vote AGAINST incumbent director nominees Patrick Drahi, David Drahi, Dexter Goei, Mark Mullen, Dennis Okhuijsen, Susan Schnabel, Charles Stewart, and Raymond Svider is warranted for failure to remove, or subject to a time-based sunset provision, the dual-class capital structure. - A vote AGAINST is warranted compensation committee chair Raymond Svider and committee members Mark Mullen and Susan Schnabel in the absence of a say-on-pay proposal on the ballot, due to an unmitigated pay-for-performance misalignment.</i>		
1h	Elect Director Charles Stewart	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. A vote against is warranted due to concerns over poor corporate governance practices: - A vote AGAINST incumbent director nominees Patrick Drahi, David Drahi, Dexter Goei, Mark Mullen, Dennis Okhuijsen, Susan Schnabel, Charles Stewart, and Raymond Svider is warranted for failure to remove, or subject to a time-based sunset provision, the dual-class capital structure.</i>		
1i	Elect Director Raymond Svider	For	Against
	<i>Blended Rationale: A vote against is warranted due to concerns over poor corporate governance practices: - A vote AGAINST incumbent director nominees Patrick Drahi, David Drahi, Dexter Goei, Mark Mullen, Dennis Okhuijsen, Susan Schnabel, Charles Stewart, and Raymond Svider is warranted for failure to remove, or subject to a time-based sunset provision, the dual-class capital structure. - A vote AGAINST is warranted compensation committee chair Raymond Svider and committee members Mark Mullen and Susan Schnabel in the absence of a say-on-pay proposal on the ballot, due to an unmitigated pay-for-performance misalignment.</i>		
2	Ratify KPMG LLP as Auditors	For	For

Builders FirstSource, Inc.

Meeting Date: 14/06/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Paul S. Levy	For	For
1.2	Elect Director Cory J. Boydston	For	For
1.3	Elect Director James O'Leary	For	For
1.4	Elect Director Craig A. Steinke	For	Abstain
<i>Blended Rationale: An abstention is warranted as there is a lack of diversity on the board.</i>			
2	Advisory Vote to Ratify Named Executive Officers' Compensation	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	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
5	Adopt Short, Medium, and Long-Term GHG Emissions Reduction Targets	Against	Against

Delivery Hero SE

Meeting Date: 14/06/2023

Country: Germany

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Discharge of Management Board for Fiscal Year 2022	For	For
3.1	Approve Discharge of Supervisory Board Member Martin Enderle for Fiscal Year 2022	For	For
3.2	Approve Discharge of Supervisory Board Member Patrick Kolek for Fiscal Year 2022	For	For
3.3	Approve Discharge of Supervisory Board Member Jeanette Gorgas for Fiscal Year 2022	For	For
3.4	Approve Discharge of Supervisory Board Member Nils Engvall for Fiscal Year 2022	For	For
3.5	Approve Discharge of Supervisory Board Member Gabriella Ardbo for Fiscal Year 2022	For	For

Delivery Hero SE

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3.6	Approve Discharge of Supervisory Board Member Dimitrios Tsaousis for Fiscal Year 2022	For	For
4	Ratify KPMG AG as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements	For	For
5	Approve Remuneration Report	For	For
6	Approve Virtual-Only Shareholder Meetings Until 2025	For	For
7	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	For
8	Amend Articles Re: Due Date for Supervisory Board Remuneration	For	For
9	Approve Creation of EUR 13.3 Million Pool of Authorized Capital 2023/I with or without Exclusion of Preemptive Rights	For	Against

Blended Rationale: Votes AGAINST the proposed authorizations are warranted because, when combined with the existing capital authorizations, they would allow for a capital increase without preemptive rights for up to 33.9 percent of the issued share capital.

10	Approve Creation of EUR 13.3 Million Pool of Authorized Capital 2023/II with or without Exclusion of Preemptive Rights	For	Against
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Blended Rationale: Votes AGAINST the proposed authorizations are warranted because, when combined with the existing capital authorizations, they would allow for a capital increase without preemptive rights for up to 33.9 percent of the issued share capital.

11	Approve Creation of EUR 7 Million Pool of Authorized Capital 2023/III for Employee Stock Purchase Plan	For	For
12	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 13.3 Million Pool of Conditional Capital 2023/I to Guarantee Conversion Rights	For	Against

Blended Rationale: Votes AGAINST the proposed authorizations are warranted because, when combined with the existing capital authorizations, they would allow for a capital increase without preemptive rights for up to 33.9 percent of the issued share capital.

Delivery Hero SE

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
13	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 13.3 Million Pool of Conditional Capital 2023/II to Guarantee Conversion Rights	For	Against
<i>Blended Rationale: Votes AGAINST the proposed authorizations are warranted because, when combined with the existing capital authorizations, they would allow for a capital increase without preemptive rights for up to 33.9 percent of the issued share capital.</i>			
14	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For
15	Authorize Use of Financial Derivatives when Repurchasing Shares	For	For
16	Approve Affiliation Agreement with Delivery Hero Finco Germany GmbH	For	For
17	Approve Affiliation Agreement with Foodpanda GmbH	For	For
18	Amend 2019 and 2021 Stock Option Plans	For	For
19	Approve Remuneration Policy	For	For

International Consolidated Airlines Group SA

Meeting Date: 14/06/2023

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 and Dividends	For	For
5a	Re-elect Javier Ferran as Director	For	For
5b	Re-elect Luis Gallego as Director	For	For
5c	Re-elect Giles Agutter as Director	For	For
5d	Re-elect Peggy Bruzelius as Director	For	For
5e	Re-elect Eva Castillo Sanz as Director	For	For
5f	Re-elect Margaret Ewing as Director	For	For

International Consolidated Airlines Group SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5g	Re-elect Maurice Lam as Director	For	For
5h	Re-elect Heather McSharry as Director	For	For
5i	Re-elect Robin Phillips as Director	For	For
5j	Re-elect Emilio Saracho as Director	For	For
5k	Re-elect Nicola Shaw as Director	For	For
6	Approve Remuneration Report	For	For
7	Approve Allotment of Shares for Share Awards under the Executive Share Plan	For	For
8	Authorise Market Purchase of Shares	For	For
9	Authorise Issue of Equity	For	For
10	Authorise Issue of Convertible Bonds, Debentures, Warrants, and Other Debt Securities	For	For
11a	Authorise Issue of Convertible Bonds, Debentures, Warrants, and Other Debt Securities without Pre-emptive Rights	For	For
11b	Authorise Issue of Convertible Bonds, Debentures, Warrants, and Other Debt Securities without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	For	For
12	Authorise Ratification of Approved Resolutions	For	For

KEYENCE Corp.

Meeting Date: 14/06/2023

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 150	For	For
2.1	Elect Director Takizaki, Takemitsu	For	For
2.2	Elect Director Nakata, Yu	For	For
2.3	Elect Director Yamaguchi, Akiji	For	For
2.4	Elect Director Yamamoto, Hiroaki	For	For
2.5	Elect Director Nakano, Tetsuya	For	For
2.6	Elect Director Yamamoto, Akinori	For	For
2.7	Elect Director Taniguchi, Seiichi	For	For
2.8	Elect Director Suenaga, Kumiko	For	For
2.9	Elect Director Yoshioka, Michifumi	For	For

KEYENCE Corp.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Appoint Statutory Auditor Komura, Koichiro	For	For
4	Appoint Alternate Statutory Auditor Yamamoto, Masaharu	For	For

Canadian Pacific Kansas City Limited

Meeting Date: 15/06/2023

Country: Canada

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Ratify Ernst & Young LLP as Auditors	For	For
2	Advisory Vote on Executive Compensation Approach	For	For
3	Management Advisory Vote on Climate Change	For	For
4.1	Elect Director John Baird	For	For
4.2	Elect Director Isabelle Courville	For	For
4.3	Elect Director Keith E. Creel	For	For
4.4	Elect Director Gillian H. Denham	For	For
4.5	Elect Director Antonio Garza	For	For
4.6	Elect Director David Garza-Santos	For	For
4.7	Elect Director Edward R. Hamberger	For	For
4.8	Elect Director Janet H. Kennedy	For	For
4.9	Elect Director Henry J. Maier	For	For
4.10	Elect Director Matthew H. Paull	For	For
4.11	Elect Director Jane L. Peverett	For	For
4.12	Elect Director Andrea Robertson	For	For
4.13	Elect Director Gordon T. Trafton	For	For

Compeq Manufacturing Co., Ltd.

Meeting Date: 15/06/2023

Country: Taiwan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	For	For
2	Approve Plan on Profit Distribution	For	For
3	Approve Amendments to Articles of Association	For	For
4	Amend Procedures for Lending Funds to Other Parties	For	Against
<i>Blended Rationale: A vote AGAINST is warranted because the proposed increase of caps in lending funds to others may expose the company to unnecessary risks and the company has failed to provide a compelling rationale for such changes.</i>			
5.1	Elect P.K.CHIANG, with SHAREHOLDER NO.00000261, as Non-Independent 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. A lead/senior independent director should also be appointed.</i>			
5.2	Elect K.S PENG, with SHAREHOLDER NO.00000005, as Non-Independent Director	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is a non-independent non-executive director and the board does not meet best practice criteria with regard to independence.</i>			
5.3	Elect CHARLES C.WU, a REPRESENTATIVE of CHANG-ZHI INVESTMENT CO., LTD., with SHAREHOLDER NO.00200983, as Non-Independent Director	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is a non-independent non-executive director and the board does not meet best practice criteria with regard to independence.</i>			
5.4	Elect VICTOR LU, a REPRESENTATIVE of CHANG-ZHI INVESTMENT CO., LTD., with SHAREHOLDER NO.00200983, as Non-Independent Director	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is a non-independent non-executive director and the board does not meet best practice criteria with regard to independence.</i>			
5.5	Elect P.Y. WU, a REPRESENTATIVE of POSITIVE BO INVESTMENT CO., LTD., with SHAREHOLDER NO.00301318, as Non-Independent Director	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is a non-independent non-executive director and the board does not meet best practice criteria with regard to independence.</i>			

Compeq Manufacturing Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5.6	Elect P.H. WU, a REPRESENTATIVE of XUE DAYTON INVESTMENT CO., LTD., with SHAREHOLDER NO.00294291, as Non-Independent Director	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is a non-independent non-executive director and the board does not meet best practice criteria with regard to independence.</i>			
5.7	Elect TZU KUAN CHIU, with ID NO.A202942XXX, as Independent Director	For	For
5.8	Elect TENG LING LIU, with SHAREHOLDER NO.00000028, as Independent Director	For	For
5.9	Elect Y.C. HUANG, with SHAREHOLDER NO.00000165, as Independent Director	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is a non-independent non-executive director and the board does not meet best practice criteria with regard to independence.</i>			
6	Approve Release of Restrictions on Competitive Activities of Newly Appointed Directors and Representatives	For	For

Delta Air Lines, Inc.

Meeting Date: 15/06/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Edward H. Bastian	For	For
1b	Elect Director Greg Creed	For	For
1c	Elect Director David G. DeWalt	For	For
1d	Elect Director William H. Easter, III	For	For
1e	Elect Director Leslie D. Hale	For	For
1f	Elect Director Christopher A. Hazleton	For	For
1g	Elect Director Michael P. Huerta	For	For
1h	Elect Director Jeanne P. Jackson	For	For
1i	Elect Director George N. Mattson	For	For
1j	Elect Director Vasant M. Prabhu	For	For
1k	Elect Director Sergio A. L. Rial	For	For
1l	Elect Director David S. Taylor	For	For
1m	Elect Director Kathy N. Waller	For	For

Delta Air Lines, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	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	Ratify Ernst & Young LLP as Auditors	For	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	For
<i>Blended Rationale: Artemis supports proposals for best practice regarding director pay.</i>			
6	Adopt and Disclose a Freedom of Association and Collective Bargaining Policy	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted, as this policy may benefit shareholders by improving the company's management of related risks.</i>			

Informa Plc

Meeting Date: 15/06/2023

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Elect Andrew Ransom as Director	For	For
2	Re-elect John Rishton as Director	For	For
3	Re-elect Stephen Carter as Director	For	For
4	Re-elect Gareth Wright as Director	For	For
5	Re-elect Mary McDowell as Director	For	For
6	Re-elect Gill Whitehead as Director	For	For
7	Re-elect Louise Smalley as Director	For	For
8	Re-elect David Flaschen as Director	For	For
9	Re-elect Joanne Wilson as Director	For	For
10	Re-elect Zheng Yin as Director	For	For
11	Re-elect Patrick Martell as Director	For	For
12	Accept Financial Statements and Statutory Reports	For	For
13	Approve Remuneration Report	For	For
14	Approve Final Dividend	For	For
15	Appoint PricewaterhouseCoopers LLP as Auditors	For	For

Informa Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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

LBG Media Plc

Meeting Date: 15/06/2023

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Re-elect Dave Wilson as Director	For	For
<i>Blended Rationale: A vote FOR is warranted as in our opinion, Mr Wilson is one of the finest finance directors we have interacted with and we feel that he is an asset to advise LBG.</i>			
3	Re-elect Alexander Solomou as Director	For	For
4	Re-elect Arian Kalantari as Director	For	For
5	Elect Richard Jarvis as Director	For	For
6	Re-elect Richard Flint as Director	For	For
7	Re-elect Carol Kane as Director	For	For
8	Re-elect Alexandra Jarvis as Director	For	For
9	Reappoint BDO LLP as Auditors	For	For
10	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
11	Authorise Issue of Equity	For	For
12	Authorise Issue of Equity without Pre-emptive Rights	For	For
13	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For

LBG Media Plc

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

Sinopharm Group Co. Ltd.

Meeting Date: 15/06/2023

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 and the Auditors' Report of the Company and Its Subsidiaries	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 PricewaterhouseCoopers Zhong Tian LLP as Domestic Auditors and PricewaterhouseCoopers as International Auditors and Authorize Audit Committee of the Board to Fix Their Remuneration	For	For
8	Approve Provision of Guarantees	For	Against
	<i>Blended Rationale: A vote AGAINST this resolution is warranted given that granting of a blanket authority to provide guarantees may unnecessarily increase the company's risks.</i>		
9	Elect Shi Shenghao as Director, Authorize Board to Fix His Remuneration, and Enter Into Service Contract with Him	For	For
10	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 for issuance for cash and non-cash consideration.- The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>		
11	Approve Grant of General Mandate to the Board to Repurchase H Shares	For	For
12	Approve Issuance of Corporate Bonds and Related Transactions	For	For

Sinopharm Group Co. Ltd.

Meeting Date: 15/06/2023

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

STAAR Surgical Company

Meeting Date: 15/06/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Stephen C. Farrell	For	For
1.2	Elect Director Thomas G. Frinzi	For	For
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>			
1.3	Elect Director Gilbert H. Kliman	For	For
1.4	Elect Director Aimee S. Weisner	For	For
1.5	Elect Director Elizabeth Yeu	For	For
1.6	Elect Director K. Peony Yu	For	For
2	Amend Omnibus Stock Plan	For	Abstain
<i>Blended Rationale: An abstention is warranted as the LTIP remains biased to time-based shares and option awards (70%) and the 30% that are performance shares begin to vest after 1 year.</i>			
3	Ratify BDO USA, LLP as Auditors	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Abstain
<i>Blended Rationale: An abstention is warranted as aggregate levels of compensation are quite generous and it is unclear why the new CEO received \$9m upfront. LTIP is mostly time-based and begins to vest after one year.</i>			
5	Advisory Vote on Say on Pay Frequency	One Year	One Year

Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.

UiPath, Inc.

Meeting Date: 15/06/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Daniel Dines	For	Withhold
	<i>Blended Rationale: A vote WITHHOLD is warranted as the nominee serves as the Company's CEO and Chair and there is evidence of a poor approach on executive pay. A vote WITHHOLD is warranted due to concerns over poor corporate governance practices: - WITHHOLD votes are warranted for Daniel Dines as his ownership of the supervoting shares provides him with voting power control of the company.</i>		
1b	Elect Director Philippe Botteri	For	Withhold
	<i>Blended Rationale: A vote WITHHOLD is warranted due to concerns over poor corporate governance practices: - WITHHOLD votes are warranted for incumbent governance members Philippe Botteri and Laela Sturdy for maintaining a multi-class capital structure with unequal voting rights that is not subject to a reasonable time-based sunset provision.</i>		
1c	Elect Director Michael Gordon	For	For
1d	Elect Director Daniel D. Springer	For	For
1e	Elect Director Laela Sturdy	For	Withhold
	<i>Blended Rationale: A vote WITHHOLD is warranted due to concerns over poor corporate governance practices: - WITHHOLD votes are warranted for incumbent governance members Philippe Botteri and Laela Sturdy for maintaining a multi-class capital structure with unequal voting rights that is not subject to a reasonable time-based sunset provision.</i>		
1f	Elect Director Karenann Terrell	For	For
1g	Elect Director Richard P. Wong	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
	<i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - Although the annual bonus was based entirely on pre-set financial metrics, the proxy did not disclose specific metric targets or actual performance. - Lack of risk mitigators. The company does not disclose a sufficient compensation clawback policy, sufficient stock ownership guidelines, or holding period requirements for executives. Such provisions are good governance practices and mitigate compensation-related risk. Adoption of these policies would be beneficial for shareholders. A vote against is warranted because awards are not subject to performance conditions: - Executives received annual and retention grants which were entirely in time-based equity. The committee determined to grant long term incentives in the form of RSUs. In June, NEOs Gupta, Brubaker, and Kummert each received annual RSU grants. A vote against is warranted because the vesting period is less than 3 years: - The committee determined to grant long term incentives in the form of RSUs. In June, NEOs Gupta, Brubaker, and Kummert each received annual RSU grants. The annual RSU grants vest quarterly over two years. A vote against is warranted because recruitment awards are not awarded in the form of shares or are not subject to performance criteria: - New co-CEO Enslin received a new-hire and a retention award. As described above, in connection with his hiring, co-CEO Enslin received 1,628,664 RSUs and 1,565,762 stock options, valued by the company at \$42 million. - New hire award to NEO Weber. In April 2022, Chris Weber joined the company and received an equity award of 1,535,761 RSUs, valued by ISS at \$35 million, and vesting in fourteen installments beginning January 1, 2023. Weber also received the retention grant, valued at \$7 million. Also note that: following restructuring at the company, the committee also awarded retention grants to all NEOs, including to Gupta, Brubaker, and Kummert, which vest quarterly beginning on Jan. 1, 2023. The total value of the equity grants to these NEOs, per ISS calculations, ranged from \$6.1 million to \$15.8 million.</i>		
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	Ratify KPMG LLP as Auditors	For	For

Universal Display Corporation

Meeting Date: 15/06/2023

Country: USA

Meeting Type: Annual

Universal Display Corporation

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
2	Approve Omnibus Stock Plan	For	Against
<i>Blended Rationale: A vote against is warranted because payments in the event of change of control are excessive: - Unvested time-based equity awards would accelerate if not assumed.</i>			
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Advisory Vote on Say on Pay Frequency	One Year	One Year
<i>Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.</i>			
5	Ratify KPMG LLP as Auditors	For	For

Aon plc

Meeting Date: 16/06/2023

Country: Ireland

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Lester B. Knight	For	For
1.2	Elect Director Gregory C. Case	For	For
1.3	Elect Director Jin-Yong Cai	For	For
1.4	Elect Director Jeffrey C. Campbell	For	For
1.5	Elect Director Fulvio Conti	For	For
1.6	Elect Director Cheryl A. Francis	For	For
1.7	Elect Director Adriana Karaboutis	For	For
1.8	Elect Director Richard C. Notebaert	For	For
1.9	Elect Director Gloria Santona	For	For
1.10	Elect Director Sarah E. Smith	For	For
1.11	Elect Director Byron O. Spruell	For	For

Aon plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.12	Elect Director Carolyn Y. Woo	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	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	Ratify Ernst & Young LLP as Auditors	For	For
5	Ratify Ernst & Young Chartered Accountants as Statutory Auditor	For	For
6	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
7	Amend Omnibus Plan	For	For

Gulf Keystone Petroleum Ltd.

Meeting Date: 16/06/2023

Country: Bermuda

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Ratify BDO LLP as Auditors and Authorise Their Remuneration	For	For
2	Re-elect Martin Angle as Director	For	For
3	Re-elect Kimberley Wood as Director	For	For
4	Elect Wanda Mwaura as Director	For	For
5	Re-elect David Thomas as Director	For	For
6	Re-elect Jon Harris as Director	For	For
7	Re-elect Ian Weatherdon as Director	For	For
8	Approve Remuneration Report	For	For
9	Authorise Market Purchase of Common Shares	For	For
10	Amend Bye-laws	For	For

Tesco Plc

Meeting Date: 16/06/2023

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Elect Caroline Silver as Director	For	For
5	Re-elect John Allan as Director (WITHDRAWN)	None	Abstain
<i>Blended Rationale: The item has been withdrawn.</i>			
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 Karen Whitworth 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 Shares	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

T-Mobile US, Inc.

Meeting Date: 16/06/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Andre Almeida	For	For
	<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.</i>		
1.2	Elect Director Marcelo Claire	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>		
1.3	Elect Director Srikant M. Datar	For	For
1.4	Elect Director Srinivasan Gopalan	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>		
1.5	Elect Director Timotheus Hottges	For	For
1.6	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>		
1.7	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>		
1.8	Elect Director Thorsten Langheim	For	For
1.9	Elect Director Dominique Leroy	For	For
1.10	Elect Director Letitia A. Long	For	For
1.11	Elect Director G. Michael Sievert	For	For
1.12	Elect Director Teresa A. Taylor	For	For
1.13	Elect Director Kelvin R. Westbrook	For	For
2	Ratify Deloitte & Touche LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Advisory Vote on Say on Pay Frequency	Three Years	One Year
	<i>Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.</i>		
5	Approve Omnibus Stock Plan	For	For
6	Amend Qualified Employee Stock Purchase Plan	For	For

Yadea Group Holdings Ltd.

Meeting Date: 16/06/2023

Country: Cayman Islands

Meeting Type: Annual

Yadea Group Holdings Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3A1	Elect Dong Jinggui as Director	For	For
3A2	Elect Qian Jinghong as Director	For	For
3B1	Elect Chen Mingyu as Director	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>			
3B2	Elect Ma Chenguang as Director	For	For
3B3	Elect Liang Qin as Director	For	For
3C	Authorize Board to Fix Remuneration of Directors	For	For
4	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	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 for issuance for cash and non-cash consideration. - The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>			
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 for issuance for cash and non-cash consideration. - The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>			

PICC Property and Casualty Company Limited

Meeting Date: 19/06/2023

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 and Auditor's Report	For	For
4	Approve Profit Distribution Plan	For	For

PICC Property and Casualty Company Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5	Approve PricewaterhouseCoopers as International Auditor and PricewaterhouseCoopers Zhong Tian LLP as Domestic Auditor and Authorize Board to Fix Their Remuneration	For	For
6	Approve Issuance of 10-Year Capital Supplementary Bonds and Related Transactions	For	For

Amadeus IT Group SA

Meeting Date: 20/06/2023

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	Advisory Vote on Remuneration Report	For	For
4	Approve Allocation of Income and Dividends	For	For
5	Approve Discharge of Board	For	For
6.1	Elect Frits Dirk van Paasschen as Director	For	For
6.2	Reelect William Connelly as Director	For	For
6.3	Reelect Luis Maroto Camino as Director	For	For
6.4	Reelect Pilar Garcia Ceballos-Zuniga as Director	For	For
6.5	Reelect Stephan Gemkow as Director	For	For
6.6	Reelect Peter Kuerpick as Director	For	For
6.7	Reelect Xiaoqun Clever as Director	For	For
7	Approve Remuneration of Directors	For	For
8	Authorize Board to Ratify and Execute Approved Resolutions	For	For

Curtis Banks Group Plc

Meeting Date: 20/06/2023

Country: United Kingdom

Meeting Type: Annual

Curtis Banks 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
<i>Blended Rationale: A vote FOR is warranted as there are no concerns at this point.</i>			
3	Elect David Barral as Director	For	For
<i>Blended Rationale: A vote FOR is warranted as there are no concerns at this point.</i>			
4	Elect Christopher Mills as Director	For	For
<i>Blended Rationale: A vote FOR is warranted as there are no concerns at this point.</i>			
5	Elect Alastair Clarkson as Director	For	For
6	Elect Susan McInnes as Director	For	For
7	Re-elect Bill Rattray as Director	For	For
8	Elect Peter Docherty as Director	For	For
9	Re-elect Dan Cowland as Director	For	For
10	Reappoint PricewaterhouseCoopers 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

MetLife, Inc.

Meeting Date: 20/06/2023

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

MetLife, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1g	Elect Director Jeh C. Johnson	For	For
1h	Elect Director Edward J. Kelly, III	For	For
1i	Elect Director William E. Kennard	For	For
1j	Elect Director Michel A. Khalaf	For	For
1k	Elect Director Catherine R. Kinney	For	For
1l	Elect Director Diana L. McKenzie	For	For
1m	Elect Director Denise M. Morrison	For	For
1n	Elect Director Mark A. Weinberger	For	For
2	Ratify Deloitte & Touche LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Advisory Vote on Say on Pay Frequency	One Year	One Year

Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.

Zegona Communications Plc

Meeting Date: 20/06/2023

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Re-elect Eamonn O'Hare as Director	For	For
<i>Blended Rationale: A vote FOR is warranted as the nominee is the founder of the company so not having him as a director makes little sense.</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 Remuneration Report	For	For

Zegona Communications Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
11	Authorise Issue of Equity	For	Against
<i>Blended Rationale: A vote AGAINST this resolution is warranted because:- The proposed amount exceeds the recommended limit of 33 percent of issued share capital.</i>			
12	Authorise Issue of Equity without Pre-emptive Rights	For	For
13	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
14	Authorise Market Purchase of Ordinary Shares	For	For
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Autodesk, Inc.

Meeting Date: 21/06/2023

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 Elizabeth (Betsy) Rafael	For	For
1j	Elect Director Rami Rahim	For	For
1k	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	Against

Blended Rationale: A vote against is warranted because the performance period is less than 3 years: - PSUs utilize a combination of annual and multi-year measurement periods. As in FY22, PSUs are earned based on total revenue (weighted 60 percent) and free cash flow (40 percent). Awards are granted in three annually set tranches. Financial goal funding is based on the two financial metrics (capped at 150 percent of target), with performance measured over a one-year period (FY23, FY24, and FY25). For each tranche, this result is then modified by Autodesk's relative TSR performance measured over the one-, two-, and three-year periods, potentially increasing or decreasing the award amount by up to 33 percent. Also note the promotional award granted to NEO Blum.

Autodesk, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Advisory Vote on Say on Pay Frequency	One Year	One Year

Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.

China CITIC Bank Corporation Limited

Meeting Date: 21/06/2023

Country: China

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Annual Report	For	For
2	Approve Financial Report	For	For
3	Approve Profit Distribution Plan	For	For
4	Approve Financial Budget Plan	For	For
5	Approve Special Report of Related Party Transactions	For	For
6.01	Approve Increase of the Cap of Credit Extension Related Party Transaction with CITIC Group and Its Associations	For	For
6.02	Approve Application for the Cap of Deposit Business Related Party Transaction with CITIC Group and Its Associations	For	For
7	Approve Report of the Board of Directors	For	For
8	Approve Report of the Board of Supervisors	For	For
9	Elect Song Fangxiu as Director	For	For
10	Approve Engagement of Accounting Firms and Their Fees	For	For
11	Approve Report of the Use of Proceeds from the Previous Issuance	For	For
12	Approve Extension of the Effective Period of the Resolutions in Relation to the Rights Issue	For	For

China CITIC Bank Corporation Limited

Meeting Date: 21/06/2023

Country: China

Meeting Type: Special

China CITIC Bank Corporation Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Extension of the Effective Period of the Resolutions in Relation to the Rights Issue	For	For

Daimler Truck Holding AG

Meeting Date: 21/06/2023

Country: Germany

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 1.30 per Share	For	For
3.1	Approve Discharge of Management Board Member Martin Daum for Fiscal Year 2022	For	For
3.2	Approve Discharge of Management Board Member Jochen Goetz for Fiscal Year 2022	For	For
3.3	Approve Discharge of Management Board Member Karl Deppen for Fiscal Year 2022	For	For
3.4	Approve Discharge of Management Board Member Andreas Gorbach for Fiscal Year 2022	For	For
3.5	Approve Discharge of Management Board Member Juergen Hartwig for Fiscal Year 2022	For	For
3.6	Approve Discharge of Management Board Member John O'Leary for Fiscal Year 2022	For	For
3.7	Approve Discharge of Management Board Member Karin Radstroem for Fiscal Year 2022	For	For
3.8	Approve Discharge of Management Board Member Stephan Unger for Fiscal Year 2022	For	For
4.1	Approve Discharge of Supervisory Board Member Joe Kaeser for Fiscal Year 2022	For	For
4.2	Approve Discharge of Supervisory Board Member Michael Brecht for Fiscal Year 2022	For	For
4.3	Approve Discharge of Supervisory Board Member Michael Brosnan for Fiscal Year 2022	For	For

Daimler Truck Holding AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4.4	Approve Discharge of Supervisory Board Member Bruno Buschbacher for Fiscal Year 2022	For	For
4.5	Approve Discharge of Supervisory Board Member Raymond Curry (from Nov. 22, 2022) for Fiscal Year 2022	For	For
4.6	Approve Discharge of Supervisory Board Member Harald Dorn (until Nov. 22, 2022) for Fiscal Year 2022	For	For
4.7	Approve Discharge of Supervisory Board Member Jacques Esculier for Fiscal Year 2022	For	For
4.8	Approve Discharge of Supervisory Board Member Akihiro Eto for Fiscal Year 2022	For	For
4.9	Approve Discharge of Supervisory Board Member Laura Ipsen for Fiscal Year 2022	For	For
4.10	Approve Discharge of Supervisory Board Member Renata Bruengger for Fiscal Year 2022	For	For
4.11	Approve Discharge of Supervisory Board Member Carmen Klitzsch-Mueller for Fiscal Year 2022	For	For
4.12	Approve Discharge of Supervisory Board Member Joerg Koehlinger for Fiscal Year 2022	For	For
4.13	Approve Discharge of Supervisory Board Member John Krafcik for Fiscal Year 2022	For	For
4.14	Approve Discharge of Supervisory Board Member Joerg Lorz for Fiscal Year 2022	For	For
4.15	Approve Discharge of Supervisory Board Member Claudia Peter (until Nov. 22, 2022) for Fiscal Year 2022	For	For
4.16	Approve Discharge of Supervisory Board Member Andrea Reith for Fiscal Year 2022	For	For
4.17	Approve Discharge of Supervisory Board Member Martin Richenhagen for Fiscal Year 2022	For	For
4.18	Approve Discharge of Supervisory Board Member Andrea Seidel (from Nov. 22, 2022) for Fiscal Year 2022	For	For
4.19	Approve Discharge of Supervisory Board Member Marie Wieck for Fiscal Year 2022	For	For
4.20	Approve Discharge of Supervisory Board Member Harald Wilhelm for Fiscal Year 2022	For	For
4.21	Approve Discharge of Supervisory Board Member Roman Zitzelsberger for Fiscal Year 2022	For	For

Daimler Truck Holding AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4.22	Approve Discharge of Supervisory Board Member Thomas Zwick for Fiscal Year 2022	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2023	For	For
5.2	Ratify KPMG AG as Auditors for a Review of Interim Financial Statements for Fiscal Year 2024 until the Next AGM	For	For
6	Approve Remuneration Policy	For	For
7	Approve Remuneration Report	For	For
8.1	Approve Virtual-Only Shareholder Meetings Until 2025	For	For
8.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	For

Komatsu Ltd.

Meeting Date: 21/06/2023

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, With a Final Dividend of JPY 75	For	For
2.1	Elect Director Ohashi, Tetsuji	For	For
2.2	Elect Director Ogawa, Hiroyuki	For	For
2.3	Elect Director Moriyama, Masayuki	For	For
2.4	Elect Director Horikoshi, Takeshi	For	For
2.5	Elect Director Kunibe, Takeshi	For	For
2.6	Elect Director Arthur M. Mitchell	For	For
2.7	Elect Director Saiki, Naoko	For	For
2.8	Elect Director Sawada, Michitaka	For	For
2.9	Elect Director Yokomoto, Mitsuko	For	For
3	Appoint Statutory Auditor Matsumura, Mariko	For	For

Perion Network Ltd.

Meeting Date: 21/06/2023

Country: Israel

Meeting Type: Annual

Perion Network Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Reelect Joy Marcus as Director	For	For
1b	Reelect Michael Vorhaus as Director	For	For
2	Increase Authorized Share Capital and Amend Articles of Association Accordingly	For	For
3	Approve Amended Employment Terms of Tal Jacobson, CEO	For	For
4	Reappoint Kost Forer Gabbay & Kasierer as Auditors and Authorize Board to Fix Their Remuneration	For	For

Powszechna Kasa Oszczednosci Bank Polski SA

Meeting Date: 21/06/2023

Country: Poland

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Elect Meeting Chairman	For	For
4	Approve Agenda of Meeting	For	For
9.a	Approve Financial Statements	For	For
9.b	Approve Management Board Report on Company's and Group's Operations; and Report on Expenses Related to Representation, Legal Services, Marketing Services, Public Relations Services, Social Communication Services, and Management Advisory Services	For	For
9.c	Approve Consolidated Financial Statements	For	For
9.d	Approve Supervisory Board Report	For	For
9.e	Resolve Not to Allocate Income from Previous Years	For	For
9.f	Approve Allocation of Income and Dividends	For	For
10	Approve Remuneration Report	For	Against
<i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - Some contractual terms of the company's executives and terms of exit payments of former executives were not fully disclosed - The company has failed to disclose detailed performance conditions, targets and levels of achievement applicable to STI. Furthermore, short-term compensation component does not include a maximum award limit.</i>			
11.1	Approve Discharge of Pawel Gruza (Deputy CEO)	For	For

Powszechna Kasa Oszczednosci Bank Polski SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
11.2	Approve Discharge of Maciej Brzozowski (Deputy CEO)	For	For
11.3	Approve Discharge of Marcin Eckert (Deputy CEO)	For	For
11.4	Approve Discharge of Wojciech Iwanicki (Deputy CEO)	For	For
11.5	Approve Discharge of Maks Kraczkowski (Deputy CEO)	For	For
11.6	Approve Discharge of Mieczyslaw Krol (Deputy CEO)	For	For
11.7	Approve Discharge of Artur Kurcweil (Deputy CEO)	For	For
11.8	Approve Discharge of Piotr Mazur (Deputy CEO)	For	For
11.9	Approve Discharge of Iwona Duda (CEO and Deputy CEO)	For	For
11.10	Approve Discharge of Bartosz Drabikowski (Deputy CEO)	For	For
12.1	Approve Discharge of Maciej Lopinski (Supervisory Board Chairman)	For	For
12.2	Approve Discharge of Wojciech Jasinski (Supervisory Board Deputy Chairman)	For	For
12.3	Approve Discharge of Dominik Kaczmarski (Supervisory Board Secretary)	For	For
12.4	Approve Discharge of Mariusz Andrzejewski (Supervisory Board Member)	For	For
12.5	Approve Discharge of Andrzej Kisielewicz (Supervisory Board Member)	For	For
12.6	Approve Discharge of Rafal Kos (Supervisory Board Member)	For	For
12.7	Approve Discharge of Tomasz Kuczur (Supervisory Board Member)	For	For
12.8	Approve Discharge of Krzysztof Michalski (Supervisory Board Member)	For	For
12.9	Approve Discharge of Robert Pietryszyn (Supervisory Board Member)	For	For
12.10	Approve Discharge of Bogdan Szafranski (Supervisory Board Member)	For	For
12.11	Approve Discharge of Agnieszka Winnik-Kalembe (Supervisory Board Member)	For	For
12.12	Approve Discharge of Grzegorz Chlopek (Supervisory Board Member)	For	For
13	Approve Assessment of Suitability of Regulations on Supervisory Board	For	For

Powszechna Kasa Oszczednosci Bank Polski SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
14	Amend Statute	For	For
15	Approve Regulations on Supervisory Board	For	For
16	Approve Regulations on General Meetings	For	For
17	Approve Individual Suitability of Supervisory Board Members	For	Against
<i>Blended Rationale: A vote against is warranted because the company has not provided information on this proposal: - The company has failed to indicate the names of the supervisory board members.</i>			
18	Approve Collective Suitability of Supervisory Board Members	For	Against
<i>Blended Rationale: A vote against is warranted because the company has not provided information on this proposal: - The company has failed to indicate the names of the supervisory board members.</i>			

Splunk Inc.

Meeting Date: 21/06/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Patricia Morrison	For	For
1b	Elect Director David Tunnell	For	For
1c	Elect Director Dennis L. Via	For	For
1d	Elect Director Luis Visoso	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<i>Blended Rationale: A vote against is warranted because the performance period is less than 3 years. - New in FY23, PSUs are based entirely on TSR relative to SPDR S&P Software & Services ETF. The target goal is set at the 55th percentile, and no payout above target can be earned if absolute TSR is negative over the performance period. As the program transitions to a true three-year vesting schedule and performance periods, FY23 and FY24 grants will have smaller vesting opportunities over one- and two-year periods, with the FY25 grant solely utilizing a three-year performance period. The one- and two-year performance periods can only be earned at target, which vest at the end of the performance period. Per ISS valuation, CEO Steele's total equity grant value in FY23 was \$32.0 million. A vote against is warranted because the vesting period is less than 3 years: - For FY23, the LTI program was split between PSUs (60 percent of the target award grant value) and time-vested RSUs (40 percent). One-third of RSUs vest after one year, with the rest vesting quarterly over the next two years. New in FY23, PSUs are based entirely on TSR relative to SPDR S&P Software & Services ETF. The target goal is set at the 55th percentile, and no payout above target can be earned if absolute TSR is negative over the performance period. As the program transitions to a true three-year vesting schedule and performance periods, FY23 and FY24 grants will have smaller vesting opportunities over one- and two-year periods. A vote against is warranted because recruitment awards are not awarded in the form of shares or are not subject to performance criteria: - New CEO was hired in April 2022. Steele was eligible for time-vested RSU grant with a target value of \$12 million, vesting over four years and a new-hire signing bonus of \$8 million, repayable if he resigns without good reason or is terminated for cause within 12 months of the start date and partial repayment within 36 months of the start date. Also note that the company allowed a former NEO to retain a sizeable cash bonus they would have been contractually obligated to pay back upon a voluntary resignation.</i>			
4	Amend Omnibus Stock Plan	For	For

Veeva Systems Inc.

Meeting Date: 21/06/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Timothy S. Cabral	For	For
1b	Elect Director Mark Carges	For	For
1c	Elect Director Peter P. Gassner	For	For
1d	Elect Director Mary Lynne Hedley	For	For
1e	Elect Director Priscilla Hung	For	For
1f	Elect Director Tina Hunt	For	For
1g	Elect Director Marshall L. Mohr	For	For
1h	Elect Director Gordon Ritter	For	For
1i	Elect Director Paul Sekhri	For	Against
<i>Blended Rationale: A vote against is warranted due to concerns over the number of directorships held by the nominee.</i>			
1j	Elect Director Matthew J. Wallach	For	For
2	Ratify KPMG LLP as Auditors	For	For
3	Amend Certificate of Incorporation	For	For
4	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against	Against

Card Factory Plc

Meeting Date: 22/06/2023

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Re-elect Paul Moody 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 Darcy Willson-Rymer as Director	For	For
4	Elect Matthias Seeger as Director	For	For
5	Re-elect Roger Whiteside as Director	For	For
6	Re-elect Nathan Lane as Director	For	For
7	Re-elect Robert McWilliam as Director	For	For

Card Factory Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
8	Elect Indira Thambiah as Director	For	For
9	Approve Remuneration Report	For	For
10	Appoint Mazars LLP as Auditors	For	For
11	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	For	For
12	Authorise Issue of Equity	For	For
13	Authorise Issue of Equity without Pre-emptive Rights	For	For
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
15	Authorise Market Purchase of Ordinary Shares	For	For
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Majorel Group Luxembourg SA

Meeting Date: 22/06/2023

Country: Luxembourg

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Approve Financial Statements	For	For
4	Approve Allocation of Income and Dividend	For	For
5	Approve Consolidated Financial Statements	For	For
6	Approve Discharge of Management Board	For	For
7	Approve Discharge of Supervisory Board	For	For
8	Approve Cooptation and Appointment of Bettina Wulf as Class A Member of the Supervisory Board	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. A vote against is warranted as the nominee is a non-independent NED and serves on the Remuneration Committee, which is not majority independent. A vote against is warranted as the nominee is a member of the Nomination Committee, which is not majority independent.</i>			
9	Approve Cooptation and Appointment of Geoffroy Dedieu as Class B Member of the Supervisory Board	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is a non-independent NED and serves on the Remuneration Committee, which is not majority independent. A vote against is warranted as the nominee is a member of the Nomination Committee, which is not majority independent.</i>			

Majorel Group Luxembourg SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
10	Renew Appointment of KPMG Luxembourg SA as Auditor	For	For
11	Approve Remuneration Report	For	Against
<i>Blended Rationale: A vote against is warranted because the performance period is less than 3 years: - The company's LTI plan awards performance over a one year period.</i>			
12	Approve Increase of the Aggregate Annual Base Salary of the Management Board Members	For	Against
<i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - The company only provided disclosure on an aggregated level, which does not allow to assess to the increase per management board member and because of the lacking compelling justification for the proposed increase.</i>			
13	Approve Revised Remuneration Policy	For	Against
<i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - For the LTIP, the performance conditions for the restricted stock plan lack disclosure, specifically the ESG targets. A vote against is warranted because the performance period is less than 3 years: - The performance period for the restricted stock plan is only subject to a year.</i>			

Nippon Telegraph & Telephone Corp.

Meeting Date: 22/06/2023

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
2.1	Appoint Statutory Auditor Yanagi, Keiichiro	For	For
2.2	Appoint Statutory Auditor Takahashi, Kanae	For	For
2.3	Appoint Statutory Auditor Kanda, Hideki	For	For
2.4	Appoint Statutory Auditor Kashima, Kaoru	For	For

NVIDIA Corporation

Meeting Date: 22/06/2023

Country: USA

Meeting Type: Annual

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

NVIDIA Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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	Against
<i>Blended Rationale: A vote against is warranted because the performance period is less than 3 years: - The SY PSUs remained based on non-GAAP operating income measured over a one-year performance period.</i>			
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	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

Okta, Inc.

Meeting Date: 22/06/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Shellye Archambeau	For	Withhold
<i>Blended Rationale: A vote WITHHOLD is warranted due to concerns over poor corporate governance practices: - In the absence of governance committee members on ballot, WITHHOLD votes are warranted for incumbent director nominees Benjamin (Ben) Horowitz, Shellye Archambeau, and Robert Dixon Jr. given the board's failure to remove, or subject to a reasonable sunset requirement, the classified board structure, the supermajority vote requirement to enact certain changes to the governing documents, and the multi-class capital structure with disparate voting rights, each of which adversely impacts shareholder rights.</i>			
1.2	Elect Director Robert L. Dixon, Jr.	For	Withhold
<i>Blended Rationale: A vote WITHHOLD is warranted due to concerns over poor corporate governance practices: - In the absence of governance committee members on ballot, WITHHOLD votes are warranted for incumbent director nominees Benjamin (Ben) Horowitz, Shellye Archambeau, and Robert Dixon Jr. given the board's failure to remove, or subject to a reasonable sunset requirement, the classified board structure, the supermajority vote requirement to enact certain changes to the governing documents, and the multi-class capital structure with disparate voting rights, each of which adversely impacts shareholder rights.</i>			

Okta, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.3	Elect Director Benjamin Horowitz	For	Withhold
<p><i>Blended Rationale: A vote WITHHOLD is warranted due to concerns over poor corporate governance practices: - In the absence of governance committee members on ballot, WITHHOLD votes are warranted for incumbent director nominees Benjamin (Ben) Horowitz, Shellye Archambeau, and Robert Dixon Jr. given the board's failure to remove, or subject to a reasonable sunset requirement, the classified board structure, the supermajority vote requirement to enact certain changes to the governing documents, and the multi-class capital structure with disparate voting rights, each of which adversely impacts shareholder rights.</i></p>			
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<p><i>Blended Rationale: A vote against is warranted because the performance period is less than 3 years: - The PSU awards can be earned between 0-200 percent of the target number of units based on relative TSR compared to the Nasdaq Composite Index during three performance periods: a one-year, two-year and three-year performance period. A vote against is warranted because recruitment awards are not awarded in the form of shares or are not subject to performance criteria: - New NEO's sign-on award lacked performance criteria. On Sept. 22, 2022, NEO Ninan was awarded a \$3.5 million time-based RSU grant in connection with his appointment to Chief Accounting Officer. The award vests over four years.</i></p>			

PVH Corp.

Meeting Date: 22/06/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Ajay Bhalla	For	For
1b	Elect Director Michael M. Calbert	For	For
1c	Elect Director Brent Callinicos	For	For
1d	Elect Director George Cheeks	For	For
1e	Elect Director Stefan Larsson	For	For
1f	Elect Director G. Penny McIntyre	For	For
1g	Elect Director Amy McPherson	For	For
1h	Elect Director Allison Peterson	For	For
1i	Elect Director Edward R. Rosenfeld	For	For
1j	Elect Director Judith Amanda Sourry Knox	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<p><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: - NEO Coughlin received a sign-on award of 10,564 RSUs, which had a grant date value of \$789,870. Also note that NEO Holmes received a bonus of \$750,000 in connection with his role as interim CFO. He received \$250,000 in FY21, with the remaining paid during FY22. NEO Fuller received a deferred cash sign-on bonus of \$700,000 in connection with her commencement of employment with the company in September 2020, of which \$200,000 was paid in FY23.</i></p>			
3	Advisory Vote on Say on Pay Frequency	One Year	One Year
<p><i>Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.</i></p>			

PVH Corp.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Amend Certificate of Incorporation to Update the Exculpation Provision Under the Delaware General Corporation Law	For	For
5	Amend Omnibus Stock Plan	For	Against
<i>Blended Rationale: A vote against is warranted because payments in the event of change of control are excessive: - Unvested time-based equity awards would accelerate if not assumed; performance awards would be settled at target.</i>			
6	Ratify Ernst & Young LLP as Auditors	For	For

The Kroger Co.

Meeting Date: 22/06/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Nora A. Aufreiter	For	For
1b	Elect Director Kevin M. Brown	For	For
1c	Elect Director Elaine L. Chao	For	For
1d	Elect Director Anne Gates	For	For
1e	Elect Director Karen M. Hoguet	For	For
1f	Elect Director W. Rodney McMullen	For	For
1g	Elect Director Clyde R. Moore	For	For
1h	Elect Director Ronald L. Sargent	For	For
1i	Elect Director J. Amanda Sourry Knox (Amanda Sourry)	For	For
1j	Elect Director Mark S. Sutton	For	For
1k	Elect Director Ashok Vemuri	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	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	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
5	Report on Public Health Costs Due to Tobacco Product Sales and the Impact on Overall Market	Against	Against
6	Report on Charitable Contributions	Against	Against

The Kroger Co.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
7	Report on Efforts to Reduce Plastic Use	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted, as additional disclosure on the company's efforts to reduce its plastics use by shifting away from single-use packaging would allow shareholders to better assess the company's related risk management.</i>			
8	Report on Gender/Racial Pay Gap	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted, as shareholders could benefit from global median pay gap statistics that would allow them to compare and measure the progress of the company's diversity and inclusion initiatives.</i>			
9	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	Against	Against

Whitbread Plc

Meeting Date: 22/06/2023

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Elect Dominic Paul as Director	For	For
5	Elect Karen Jones as Director	For	For
6	Elect Cilla Snowball as Director	For	For
7	Re-elect David Atkins as Director	For	For
8	Re-elect Kal Atwal as Director	For	For
9	Re-elect Horst Baier 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	Re-elect Hemant Patel as Director	For	For
16	Reappoint Deloitte LLP as Auditors	For	For
17	Authorise Board to Fix Remuneration of Auditors	For	For
18	Authorise UK Political Donations and Expenditure	For	For

Whitbread Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
19	Authorise Issue of Equity	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
22	Authorise Market Purchase of Ordinary Shares	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
24	Amend Articles of Association Re: Articles 3A(B) and 3B(B)	For	For
25	Amend Articles of Association Re: Articles 1 to 3 and 4 to 133	For	For

ITOCHU Corp.

Meeting Date: 23/06/2023

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, With a Final Dividend of JPY 75	For	For
2.1	Elect Director Okafuji, Masahiro	For	For
2.2	Elect Director Ishii, Keita	For	For
2.3	Elect Director Kobayashi, Fumihiko	For	For
2.4	Elect Director Hachimura, Tsuyoshi	For	For
2.5	Elect Director Tsubai, Hiroyuki	For	For
2.6	Elect Director Naka, Hiroyuki	For	For
2.7	Elect Director Kawana, Masatoshi	For	For
2.8	Elect Director Nakamori, Makiko	For	For
2.9	Elect Director Ishizuka, Kunio	For	For
2.10	Elect Director Ito, Akiko	For	For
3.1	Appoint Statutory Auditor Matoba, Yoshiko	For	For
3.2	Appoint Statutory Auditor Uryu, Kentaro	For	For
3.3	Appoint Statutory Auditor Fujita, Tsutomu	For	For
3.4	Appoint Statutory Auditor Kobayashi, Kumi	For	For

Marubeni Corp.

Meeting Date: 23/06/2023

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Amend Articles to Amend Business Lines - Indemnify Directors - Indemnify Statutory Auditors	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
2.6	Elect Director Okina, Yuri	For	For
2.7	Elect Director Kitera, Masato	For	For
2.8	Elect Director Ishizuka, Shigeki	For	For
2.9	Elect Director Ando, Hisayoshi	For	For
2.10	Elect Director Hatano, Mutsuko	For	For
3	Appoint Statutory Auditor Ando, Takao	For	For
4	Approve Fixed Cash Compensation Ceiling and Performance-Based Cash Compensation Ceiling for Directors and Two Types of Restricted Stock Plans	For	For
5	Approve Compensation Ceiling for Statutory Auditors	For	For

Mears Group Plc

Meeting Date: 23/06/2023

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Policy	For	For
3	Approve Remuneration Report	For	For
4	Reappoint Ernst & Young LLP as Auditors	For	For
5	Authorise Board to Fix Remuneration of Auditors	For	For

Mears Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6	Approve Final Dividend	For	For
7	Re-elect Chris Loughlin as Director	For	Against
<i>Blended Rationale: A vote AGAINST the re-election of the director is warranted as there is no share ownership, poor understanding of the business and a lack of engagement with us.</i>			
8	Re-elect David Miles as Director	For	For
9	Re-elect Andrew Smith as Director	For	For
10	Elect Lucas Critchley as Director	For	For
11	Re-elect Julia Unwin as Director	For	For
12	Re-elect Jim Clarke as Director	For	For
13	Re-elect Angela Lockwood as Director	For	For
14	Elect Hema Nar as Employee Director to the Board	For	For
15	Authorise Issue of Equity	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	For	For
17	Authorise Market Purchase of Ordinary Shares	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

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	Reappoint Ernst & Young LLP as Auditors	For	For
5	Authorise Board to Fix Remuneration of Auditors	For	For
6	Approve Final Dividend	For	For
7	Re-elect Chris Loughlin as Director	For	For
8	Re-elect David Miles as Director	For	For
9	Re-elect Andrew Smith as Director	For	For
10	Elect Lucas Critchley as Director	For	For
11	Re-elect Julia Unwin as Director	For	For
12	Re-elect Jim Clarke as Director	For	For
13	Re-elect Angela Lockwood as Director	For	For
14	Elect Hema Nar as Employee Director to the Board	For	For

Mears Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
15	Authorise Issue of Equity	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	For	For
17	Authorise Market Purchase of Ordinary Shares	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Nintendo Co., Ltd.

Meeting Date: 23/06/2023

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, With a Final Dividend of JPY 123	For	For
2.1	Elect Director Furukawa, Shuntaro	For	For
2.2	Elect Director Miyamoto, Shigeru	For	For
2.3	Elect Director Takahashi, Shinya	For	For
2.4	Elect Director Shibata, Satoru	For	For
2.5	Elect Director Shiota, Ko	For	For
2.6	Elect Director Chris Meledandri	For	For

PT Indofood Sukses Makmur Tbk

Meeting Date: 23/06/2023

Country: Indonesia

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Directors' Report on Company's Business Activities and Financial Performance	For	For
2	Approve Financial Statements	For	For
3	Approve Allocation of Income	For	For
4	Approve Changes in the Boards of the Company	For	For
5	Approve Remuneration of Directors and Commissioners	For	For
6	Approve Auditors and Authorize Board to Fix Their Remuneration	For	For

Suzuki Motor Corp.

Meeting Date: 23/06/2023

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 50	For	For
2.1	Elect Director Suzuki, Toshihiro	For	For
2.2	Elect Director Nagao, Masahiko	For	For
2.3	Elect Director Suzuki, Toshiaki	For	For
2.4	Elect Director Saito, Kinji	For	For
2.5	Elect Director Ishii, Naomi	For	For
2.6	Elect Director Domichi, Hideaki	For	For
2.7	Elect Director Egusa, Shun	For	For
2.8	Elect Director Takahashi, Naoko	For	For
3	Approve Compensation Ceiling for Directors	For	For

Toyota Tsusho Corp.

Meeting Date: 23/06/2023

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 106	For	For
2.1	Elect Director Murakami, Nobuhiko	For	For
2.2	Elect Director Kashitani, Ichiro	For	For
2.3	Elect Director Tominaga, Hiroshi	For	For
2.4	Elect Director Iwamoto, Hideyuki	For	For
2.5	Elect Director Komoto, Kunihiro	For	For
2.6	Elect Director Didier Leroy	For	For
2.7	Elect Director Inoue, Yukari	For	For
2.8	Elect Director Matsuda, Chieko	For	For
3	Approve Annual Bonus	For	For

BioXcel Therapeutics, Inc.

Meeting Date: 26/06/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Sandeep Laumas	For	Withhold
<i>Blended Rationale: A vote withhold is warranted due to concerns over poor corporate governance practices:- Withhold votes are warranted for Governance Committee member Sandeep (Steve) Laumas given the board's failure to remove, or subject to a sunset requirement, the classified board structure which adversely impacts shareholder rights.</i>			
1.2	Elect Director Michael Miller	For	For
1.3	Elect Director Michal Votruba	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For

Dino Polska SA

Meeting Date: 26/06/2023

Country: Poland

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Elect Meeting Chairman	For	For
4	Approve Agenda of Meeting	For	For
8.1	Approve Management Board Report on Company's and Group's Operations	For	For
8.2	Approve Financial Statements	For	For
8.3	Approve Consolidated Financial Statements	For	For
9	Approve Allocation of Income and Omission of Dividends	For	For
10.1	Approve Discharge of Michal Krauze (Management Board Member)	For	For
10.2	Approve Discharge of Michal Muskala (Management Board Member)	For	For
10.3	Approve Discharge of Izabela Biadala (Management Board Member)	For	For
10.4	Approve Discharge of Piotr Scigala (Management Board Member)	For	For
11.1	Approve Discharge of Tomasz Biernacki (Supervisory Board Chairman)	For	For
11.2	Approve Discharge of Eryk Bajer (Supervisory Board Member)	For	For
11.3	Approve Discharge of Slawomir Jakszuk (Supervisory Board Member)	For	For

Dino Polska SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
11.4	Approve Discharge of Piotr Nowjalis (Supervisory Board Member)	For	For
11.5	Approve Discharge of Maciej Polanowski (Supervisory Board Member)	For	For
12	Approve Remuneration Report	For	Against
<i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company:- The company has not provided explanation for a significant (+51 percent) increase of base salary of Michal Krazue.- The company does not disclose all the necessary performance criteria and their parameters for the STI. In particular, the target values of the performance criteria, the thresholds, caps, and the actual achievements are not disclosed. As such, the shareholders cannot evaluate the alignment between the pay and performance of the company's managers.- The employee / CEO pay ratio is not disclosed. The report contains only year to year percentage change of employees' salary, however exact amount of average remuneration is not disclosed.- The terms of exit payments provided to Michal Muskala were not disclosed by the company which makes it impossible to assess whether the company complied with the European market standards.</i>			
13.1	Amend Statute Re: General Meeting; Supervisory Board	For	For
13.2	Approve Consolidated Text of Statute	For	For

Panasonic Holdings Corp.

Meeting Date: 26/06/2023

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Tsuga, Kazuhiro	For	For
1.2	Elect Director Kusumi, Yuki	For	For
1.3	Elect Director Homma, Tetsuro	For	For
1.4	Elect Director Sato, Mototsugu	For	For
1.5	Elect Director Umeda, Hirokazu	For	For
1.6	Elect Director Matsui, Shinobu	For	For
1.7	Elect Director Noji, Kunio	For	For
1.8	Elect Director Sawada, Michitaka	For	For
1.9	Elect Director Toyama, Kazuhiko	For	For
1.10	Elect Director Tsutsui, Yoshinobu	For	For
1.11	Elect Director Miyabe, Yoshiyuki	For	For
1.12	Elect Director Shotoku, Ayako	For	For
1.13	Elect Director Nishiyama, Keita	For	For
2	Appoint Statutory Auditor Baba, Hidetoshi	For	For
3	Approve Restricted Stock Plan	For	For
4	Approve Compensation Ceiling for Statutory Auditors	For	For

Baidu, Inc.

Meeting Date: 27/06/2023

Country: Cayman Islands

Meeting Type: Annual

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

Bank of Communications Co., Ltd.

Meeting Date: 27/06/2023

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	Elect Wong Tin Chak as Director	For	For
8	Approve Issuance of Capital Instruments in 2023-2024 and Related Transactions	For	For

Mastercard Incorporated

Meeting Date: 27/06/2023

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

Mastercard Incorporated

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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 Harit Talwar	For	For
1l	Elect Director Lance Uggla	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<p><i>Blended Rationale: A vote against is warranted because the performance period is less than 3 years: - Perf. measurement period: Three one-year periods (FY22, FY23, FY24) averaged over three years (FY22-24). The revenue and EPS metrics will be measured with three individually set annual targets established at the onset of the three-year performance period expressed as a growth rate over the previous year's actual result (p. 79). If the three-year average of a financial metric yields an above-target payout while the CAGR goal for the metric is not achieved, the number of shares earned will be capped at target.</i></p>			
3	Advisory Vote on Say on Pay Frequency	One Year	One Year
<p><i>Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.</i></p>			
4	Approve Qualified Employee Stock Purchase Plan	For	For
5	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
6	Report on Overseeing Risks Related to Discrimination	Against	Against
7	Report on Establishing Merchant Category Code for Gun and Ammunition Stores	Against	Against
8	Report on Lobbying Payments and Policy	Against	For
<p><i>Blended Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's direct and indirect lobbying-related expenditures would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i></p>			
9	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against	Against
10	Report on Cost-Benefit Analysis of Diversity and Inclusion Efforts	Against	Against

Piraeus Financial Holdings SA

Meeting Date: 27/06/2023

Country: Greece

Meeting Type: Annual

Piraeus Financial Holdings SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Management of Company and Grant Discharge to Auditors	For	For
3	Approve Auditors and Fix Their Remuneration	For	For
6	Approve Director Remuneration	For	For
7	Advisory Vote on Remuneration Report	For	For
8	Elect Directors and Appoint Independent Directors (Bundled)	For	Against
<i>Blended Rationale: A vote AGAINST this item is warranted because the board composition would not comply with the 30-percentage requirement on gender diversity after this bundled election.</i>			
9	Approve Type, Term and Composition of the Audit Committee	For	For
10	Amend Suitability Policy for Directors	For	For
11	Approve Remuneration Policy	For	For
12	Approve Share Distribution Plan	For	Against
<i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - The performance conditions of this plan are unknown. The company only states that the said proposal aims to compensate executives and employees for their contribution to the achievement of the Group's strategic objectives and of specific financial and operational goals and/or in order to retain such and recruit new remarkable and capable executives, that serve and ensure the long term interests and the sustainability of the Company and its affiliates.</i>			
13	Authorize Share Repurchase Program	For	For
14	Approve Treatment of Net Loss	For	For
15	Authorize Board to Participate in Companies with Similar Business Interests	For	For

PT Media Nusantara Citra Tbk

Meeting Date: 27/06/2023

Country: Indonesia

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Directors' Report and Commissioners' Report	For	For
2	Approve Financial Statements and Discharge of Directors and Commissioners	For	For

PT Media Nusantara Citra Tbk

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Approve Allocation of Income	For	For
4	Approve Changes in the Boards of the Company	For	Against
<i>Blended Rationale: A vote against is warranted because the company has not provided information on this proposal.</i>			
5	Approve Auditors and Authorize Board to Fix Their Remuneration	For	For

PT Media Nusantara Citra Tbk

Meeting Date: 27/06/2023

Country: Indonesia

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Amend Article 20 Paragraph 6 of the Company's Articles of Association	For	For

BIPROGY Inc.

Meeting Date: 28/06/2023

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 40	For	For
2.1	Elect Director Hiraoka, Akiyoshi	For	For
2.2	Elect Director Saito, Noboru	For	For
2.3	Elect Director Katsuya, Koji	For	For
2.4	Elect Director Kanazawa, Takahito	For	For
2.5	Elect Director Sato, Chie	For	For
2.6	Elect Director Nalin Advani	For	For
2.7	Elect Director Ikeda, Yoshinori	For	For
2.8	Elect Director Osaki, Asako	For	For

China Railway Construction Corporation Limited

Meeting Date: 28/06/2023

Country: China

Meeting Type: Annual

China Railway Construction Corporation Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Work Report of the Board of Directors	For	For
2	Approve Work Report of the 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 Plan on External Guarantee Caps	For	Against
<i>Blended Rationale: A vote AGAINST this resolution is warranted since the company will be taking in a disproportionate amount of risk relative to its ownership stake without compelling justification.</i>			
9	Approve Increase in Issuance Size for Asset Securitization	For	For
10	Amend Decision-Making System for Related Party (Connected) Transactions	For	Against
<i>Blended Rationale: A vote against is warranted because the company has not provided information on this proposal.</i>			
11	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for A 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 for issuance for cash and non-cash consideration.- The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>			

China Railway Group Limited

Meeting Date: 28/06/2023

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

China Railway Group Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Approve Work Report of Independent Directors	For	For
4	Approve A Share Annual Report and the Abstract, H Share Annual Report and Results Announcement	For	For
5	Approve Audited Consolidated Financial Statements	For	For
6	Approve Profit Distribution Plan	For	For
7	Approve Budget Plan Proposal	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 Auditors and Authorize Board to Fix Their Remuneration	For	For
10	Approve Salary (Remuneration, Work Subsidy) of Directors and Supervisors	For	For
11	Approve Purchase of Liabilities Insurance for Directors, Supervisors and Senior Management	For	For
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 other 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 Provision of an Entrusted Loan by China Railway Communications Investment Group Co., Ltd. to China Merchants China Railway Holding Co., Ltd. and Its Subsidiaries	For	For

Infosys Limited

Meeting Date: 28/06/2023

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 Salil Parekh as Director	For	For
4	Elect Helene Auriol Potier as Director	For	For
5	Reelect Bobby Parikh as Director	For	For

3i Group PLC

Meeting Date: 29/06/2023

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Remuneration Policy	For	For
4	Approve Increase in Limit on the Aggregate Amount of Fees Payable to Directors	For	For
5	Approve Dividend	For	For
6	Re-elect Simon Borrows as Director	For	For
7	Re-elect Stephen Daintith as Director	For	For
8	Re-elect Jasi Halai as Director	For	For
9	Re-elect James Hatchley as Director	For	For
10	Re-elect David Hutchison as Director	For	For
11	Re-elect Lesley Knox as Director	For	For
12	Re-elect Coline McConville as Director	For	For
13	Re-elect Peter McKellar as Director	For	For
14	Re-elect Alexandra Schaapveld as Director	For	For
15	Reappoint KPMG LLP as Auditors	For	For
16	Authorise Board Acting Through the Audit and Compliance 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

China Construction Bank Corporation

Meeting Date: 29/06/2023

Country: China

Meeting Type: Annual

China Construction Bank Corporation

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 Tian Guoli as Director	For	For
8	Elect Shao Min as Director	For	For
9	Elect Liu Fang 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>		
10	Elect Lord Sassoon as Director	For	For
11	Elect Liu Huan as Supervisor	For	For
12	Elect Ben Shenglin as Supervisor	For	For
13	Approve Capital Planning for the Period from 2024 to 2026	For	For
14	Approve Issuance of Qualified Write-down Tier-2 Capital Instruments	For	For

DISCO Corp.

Meeting Date: 29/06/2023

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, With a Final Dividend of JPY 634	For	For
2	Amend Articles to Amend Business Lines	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

DISCO Corp.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3.5	Elect Director Tamura, Shinichi	For	For
3.6	Elect Director Mimata, Tsutomu	For	For
3.7	Elect Director Yamaguchi, Yusei	For	For
3.8	Elect Director Tokimaru, Kazuyoshi	For	For
3.9	Elect Director Oki, Noriko	For	For
3.10	Elect Director Matsuo, Akiko	For	For

EMIS Group Plc

Meeting Date: 29/06/2023

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Re-elect Patrick De Smedt as Director	For	For
5	Re-elect Andy Thorburn as Director	For	For
6	Re-elect Peter Southby as Director	For	For
7	Re-elect Kevin Boyd as Director	For	For
8	Re-elect Jen Byrne as Director	For	For
9	Re-elect JP Rangaswami as Director	For	For
10	Re-elect Denise Collis as Director	For	For
11	Reappoint KPMG LLP as Auditors	For	For
12	Authorise Board to Fix Remuneration of Auditors	For	For
13	Authorise Issue of Equity	For	For
14	Authorise UK Political Donations and Expenditure	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
17	Authorise Market Purchase of Ordinary Shares	For	For

Indra Sistemas SA

Meeting Date: 29/06/2023

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	Amend Article 21 Re: Increase in Board Size to 16	For	For
6.1	Fix Number of Directors at 16	For	For
6.2	Ratify Appointment of and Elect Jose Vicente de los Mozos Obispo as Director	For	For
6.3	Elect Maria Angeles Santamaria Martin as Director	For	For
6.4	Elect Elena Garcia Armada as Director	For	For
6.5	Elect Pablo Jimenez de Parga Maseda as Director	For	For
7.1	Approve Elimination of the Deferral of the Allocation of Shares of the Variable Annual Remuneration Accrued by Executive Directors	For	For
7.2	Amend 2021-2023 Medium-Term Incentive Plan	For	For
8	Approve Remuneration Policy	For	For
9	Approve Grant of Shares under the Variable Annual Remuneration	For	For
10	Advisory Vote on Remuneration Report	For	For
11	Authorize Board to Ratify and Execute Approved Resolutions	For	For

Industrial and Commercial Bank of China Limited

Meeting Date: 29/06/2023

Country: China

Meeting Type: Annual

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

Industrial and Commercial Bank of China Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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 Feng Weidong 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>		
8	Elect Cao Liqun 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	Authorize Board to Deal with All Matters Relating to Directors', Supervisors' and Senior Management Members' Liability Insurance	For	For

Mitsubishi Heavy Industries, Ltd.

Meeting Date: 29/06/2023

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 70	For	For
2.1	Elect Director Miyanaga, Shunichi	For	For
2.2	Elect Director Izumisawa, Seiji	For	For
2.3	Elect Director Kaguchi, Hitoshi	For	For
2.4	Elect Director Kozawa, Hisato	For	For
2.5	Elect Director Kobayashi, Ken	For	For
2.6	Elect Director Hirano, Nobuyuki	For	For
2.7	Elect Director Furusawa, Mitsuhiro	For	For
3.1	Elect Director and Audit Committee Member Tokunaga, Setsuo	For	For
3.2	Elect Director and Audit Committee Member Unora, Hiro	For	For
3.3	Elect Director and Audit Committee Member Morikawa, Noriko	For	For

Mitsubishi Heavy Industries, Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3.4	Elect Director and Audit Committee Member Ii, Masako	For	For
4	Elect Alternate Director and Audit Committee Member Oka, Nobuhiro	For	For

Mitsubishi UFJ Financial Group, Inc.

Meeting Date: 29/06/2023

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 16	For	For
2.1	Elect Director Fujii, Mariko	For	For
2.2	Elect Director Honda, Keiko	For	For
2.3	Elect Director Kato, Kaoru	For	For
2.4	Elect Director Kuwabara, Satoko	For	For
2.5	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>			
2.6	Elect Director David A. Sneider	For	For
2.7	Elect Director Tsuji, Koichi	For	For
2.8	Elect Director Tarisa Watanagase	For	For
2.9	Elect Director Miyanaga, Kenichi	For	For
2.10	Elect Director Shinke, Ryoichi	For	For
2.11	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>			
2.12	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>			
2.13	Elect Director Nagashima, Iwao	For	For
2.14	Elect Director Hanzawa, Junichi	For	For
2.15	Elect Director Kobayashi, Makoto	For	For
3	Amend Articles to Disclose Transition Plan to Align Lending and Investment Portfolios with Goals of Paris Agreement	Against	Against
4	Amend Articles to Prohibit Transactions with Defamatory Companies	Against	Against

Mitsubishi UFJ Financial Group, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5	Amend Articles to Carefully Carry Out Transactions with Male-Dominated Companies	Against	Against
6	Amend Articles to Prohibit Deletion of IR Contents from Company Websites	Against	Against

Morgan Advanced Materials Plc

Meeting Date: 29/06/2023

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Re-elect Jane Aikman as Director	For	For
5	Elect Richard Armitage as Director	For	For
6	Re-elect Helen Bunch as Director	For	For
7	Elect Ian Marchant as Director	For	For
8	Re-elect Laurence Mulliez as Director	For	For
9	Re-elect Pete Raby as Director	For	For
10	Re-elect Clement Woon as Director	For	For
11	Reappoint Deloitte LLP as Auditors	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
13	Authorise UK Political Donations and Expenditure	For	For
14	Authorise Issue of Equity	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
17	Authorise Market Purchase of Ordinary Shares	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Meeting Date: 29/06/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Hilary Krane	For	For
1.2	Elect Director Katie Mitic	For	For
1.3	Elect Director Ali Rowghani	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
4	Report on Procurement of Down Feathers from the Company's Suppliers	Against	Against

SMC Corp. (Japan)

Meeting Date: 29/06/2023

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 450	For	For
2.1	Elect Director Takada, Yoshiki	For	For
2.2	Elect Director Doi, Yoshitada	For	For
2.3	Elect Director Isoe, Toshio	For	For
2.4	Elect Director Ota, Masahiro	For	For
2.5	Elect Director Maruyama, Susumu	For	For
2.6	Elect Director Samuel Neff	For	For
2.7	Elect Director Ogura, Koji	For	For
2.8	Elect Director Kelley Stacy	For	For
2.9	Elect Director Kaizu, Masanobu	For	For
2.10	Elect Director Kagawa, Toshiharu	For	For
2.11	Elect Director Iwata, Yoshiko	For	For
2.12	Elect Director Miyazaki, Kyoichi	For	For
3.1	Appoint Statutory Auditor Chiba, Takemasa	For	For
3.2	Appoint Statutory Auditor Toyoshi, Arata	For	For

SMC Corp. (Japan)

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3.3	Appoint Statutory Auditor Uchikawa, Haruya	For	For
4	Appoint Ernst & Young ShinNihon LLC as New External Audit Firm	For	For
5	Approve Trust-Type Equity Compensation Plan	For	For

Sumitomo Mitsui Financial Group, Inc.

Meeting Date: 29/06/2023

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 125	For	For
2.1	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. - The nominee should be ultimately held responsible for the stock price manipulation incident at SMBC Nikko Securities and its consequences.</i>		
2.2	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. - The nominee should be ultimately held responsible for the stock price manipulation incident at SMBC Nikko Securities and its consequences.</i>		
2.3	Elect Director Fukutome, Akihiro	For	For
2.4	Elect Director Kudo, Teiko	For	For
2.5	Elect Director Ito, Fumihiko	For	For
2.6	Elect Director Isshiki, Toshihiro	For	For
2.7	Elect Director Gono, Yoshiyuki	For	For
2.8	Elect Director Kawasaki, Yasuyuki	For	Against
	<i>Blended Rationale: A vote AGAINST this nominee is warranted because: - The nominee should be held responsible for the stock price manipulation incident at SMBC Nikko Securities and its consequences.</i>		
2.9	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>		
2.10	Elect Director Yamazaki, Shozo	For	For
2.11	Elect Director Tsutsui, Yoshinobu	For	For
2.12	Elect Director Shimbo, Katsuyoshi	For	For
2.13	Elect Director Sakurai, Eriko	For	For
2.14	Elect Director Charles D. Lake II	For	For
2.15	Elect Director Jenifer Rogers	For	For

Sumitomo Mitsui Financial Group, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Amend Articles to Disclose Transition Plan to Align Lending and Investment Portfolios with Goals of Paris Agreement	Against	Against

Tongling Nonferrous Metals Group Co., Ltd.

Meeting Date: 29/06/2023 **Country:** China
Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Signing of Financial Services Agreement and Related Party Transactions	For	Against

Blended Rationale: A vote AGAINST is warranted since the proposed financial service agreement with the group finance company may expose the company to unnecessary risks.

Toppan, Inc.

Meeting Date: 29/06/2023 **Country:** Japan
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Adoption of Holding Company Structure and Transfer of Operations to Wholly Owned Subsidiary	For	For
2	Amend Articles to Change Company Name - Amend Business Lines	For	For
3.1	Elect Director Kaneko, Shingo	For	Abstain
<i>Blended Rationale: An abstention is warranted. Whilst capital allocation has historically been poor here, Toppan have more recently begun to move in the right direction (reducing cross shareholdings consistently over a few years, have bought in a listed sub, and have a stated ambition to trade at 1x book in their MTP). As a result, we would prefer to speak to the company and engage on capital allocation, rather than vote against.</i>			
3.2	Elect Director Maro, Hideharu	For	Abstain
<i>Blended Rationale: An abstention is warranted. Whilst capital allocation has historically been poor here, Toppan have more recently begun to move in the right direction (reducing cross shareholdings consistently over a few years, have bought in a listed sub, and have a stated ambition to trade at 1x book in their MTP). As a result, we would prefer to speak to the company and engage on capital allocation, rather than vote against.</i>			
3.3	Elect Director Sakai, Kazunori	For	For
3.4	Elect Director Kurobe, Takashi	For	For
3.5	Elect Director Saito, Masanori	For	For
3.6	Elect Director Soeda, Hideki	For	For

Toppan, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3.7	Elect Director Noma, Yoshinobu	For	For
3.8	Elect Director Toyama, Ryoko	For	For
3.9	Elect Director Nakabayashi, Mieko	For	For
4	Appoint Statutory Auditor Kubozono, Itaru	For	For

Alten SA

Meeting Date: 30/06/2023

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 1.50 per Share	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For
5	Reelect Emily Azoulay as Director	For	For
6	Reelect Jean-Philippe Collin as Director	For	For
7	Approve Remuneration Policy of Directors	For	For
8	Approve Remuneration Policy of Chairman and CEO	For	For
9	Approve Remuneration Policy of Vice-CEO	For	For
10	Approve Compensation Report	For	For
11	Approve Compensation of Simon Azoulay, Chairman and CEO	For	For
12	Approve Compensation of Gerald Attia, Vice-CEO	For	For
13	Authorize Repurchase of Up to 4.5 Percent of Issued Share Capital	For	For
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
15	Authorize Capitalization of Reserves of Up to 10 Percent of Issued Capital for Bonus Issue or Increase in Par Value	For	For

Alten SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 25 Percent of Issued Share Capital	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights and with Binding Priority Rights, but Including for Public Exchange Offers, up to 10 Percent of Issued Share Capital	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 10 Percent of Issued Share Capital	For	For
19	Approve Issuance of Equity-Linked Securities for up to 5 Percent of Issued Capital Per Year for Private Placements	For	For
20	Approve Issuance of Equity for up to 5 Percent of Issued Capital Per Year for Private Placements	For	For
21	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	For	For
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16-20 and 24	For	For
23	Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind	For	For
24	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 17-20 and 23 at 10 Percent of Issued Share Capital	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
26	Authorize up to 0.78 Percent of Issued Capital for Use in Restricted Stock Plans	For	For
27	Authorize Filing of Required Documents/Other Formalities	For	For

Bank of China Limited

Meeting Date: 30/06/2023

Country: China

Meeting Type: Annual

Bank of China Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Work Report of the Board of Directors	For	For
2	Approve Work Report of the Board of Supervisors	For	For
3	Approve Annual Financial Report	For	For
4	Approve Profit Distribution Plan	For	For
5	Approve PricewaterhouseCoopers Zhong Tian LLP as Domestic Auditor and External Auditor of Internal Control Audit and PricewaterhouseCoopers as International Auditor and Authorize Board to Fix Their Remuneration	For	For
6	Elect Shi Yongyan as Director	For	For
7	Elect Liu Hui as Director	For	For
8	Approve Bond Issuance Plan	For	For
9	Approve Issuance of Capital Instruments	For	For

Jadestone Energy Inc.

Meeting Date: 30/06/2023

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Reappoint Deloitte Ireland LLP as Auditors	For	For
3	Authorise Board to Fix Remuneration of Auditors	For	For
4	Re-elect Dennis McShane as Director	For	For
5	Re-elect Alexander Blakeley as Director	For	For
6	Elect Bert-Jaap Dijkstra as Director	For	For
7	Re-elect Robert Lambert as Director	For	For
<i>Blended Rationale: A vote FOR is warranted as we have had a meeting with the chair and are hopeful that there will be a number of improvements over the next 12 months.</i>			
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

Jadestone Energy Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
11	Re-elect David Neuhauser as Director	For	For
12	Re-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
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

KT Corp.

Meeting Date: 30/06/2023

Country: South Korea

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Amend Articles of Incorporation (Number of Directors)	For	For
1.2	Amend Articles of Incorporation (Abolition of the Multi-CEO System)	For	For
1.3	Amend Articles of Incorporation (Resolution Requirements for Election of CEO)	For	For
1.4	Amend Articles of Incorporation (Terms of Directors)	For	For
1.5	Amend Articles of Incorporation (CEO Qualifications)	For	For
1.6	Amend Articles of Incorporation (Committees)	For	For
2.1	Elect Gwak Woo-young as Outside Director	For	For
2.2	Elect Kim Seong-cheol as Outside Director	For	For
2.3	Elect Yoon Jong-su as Outside Director	For	For
2.4	Elect Lee Seung-hun as Outside Director	For	For
2.5	Elect Cho Seung-ah as Outside Director	For	For
2.6	Elect Choi Yang-hui as Outside Director	For	For
3	Elect Ahn Young-gyun as Outside Director to serve as Audit Committee Member	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4.1	Elect Lee Seung-hun as a Member of Audit Committee	For	For
4.2	Elect Cho Seung-ah as a Member of Audit Committee	For	For

Medica Group Plc

Meeting Date: 30/06/2023

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	Against
<p><i>Blended Rationale: A vote against is warranted because the performance conditions have been amended retrospectively:- The Remuneration Committee has made retrospective adjustments to the in-flight 2019 PSP awards, resulting in vesting of awards which would have otherwise lapsed.</i></p>			
3	Approve Final Dividend	For	For
4	Reappoint Grant Thornton UK LLP as Auditors	For	For
5	Authorise Board to Fix Remuneration of Auditors	For	For
6	Re-elect Roy Davis as Director	For	For
7	Re-elect Barbara Moorhouse 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	Authorise Issue of Equity	For	For
13	Authorise Issue of Equity without Pre-emptive Rights	For	For
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Another Capital Investment	For	For
15	Authorise Market Purchase of Ordinary Shares	For	For
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Tencent Music Entertainment Group

Meeting Date: 30/06/2023

Country: Cayman Islands

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	For	For

Yangtze Optical Fibre and Cable Joint Stock Limited Company

Meeting Date: 30/06/2023

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 Purchase of Liability Insurance for Directors, Supervisors and Senior Management	For	For
7	Approve Annual External Guarantee Amount and Related Transactions	For	For
8	Approve Asset Pool Business	For	For
9	Approve KPMG Huazhen LLP as Auditors	For	For
10	Amend Articles of Association	For	For
11	Amend Rules and Procedures Regarding General Meetings of Shareholders	For	For

Source: Artemis, Institutional Shareholder Services (ISS)

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