

Voting June 2024

REPORTING PERIOD: 01/06/2024 to 30/06/2024

Voting Statistics

	Total	Percent
Votable Meetings	133	
Meetings Voted	133	100.00%
Meetings with One or More Votes Against Management	61	45.86%
Votable Ballots	450	
Ballots Voted	450	100.00%

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

	Management Proposals		Shareholder Proposals		All Proposals	
	Total	Percent	Total	Percent	Total	Percent
Votable Proposals	1644		77		1721	
Proposals Voted	1644	100.00%	77	100.00%	1721	100.00%
FOR Votes	1522	92.58%	38	49.35%	1560	90.64%
AGAINST Votes	97	5.90%	39	50.65%	136	7.90%
ABSTAIN Votes	4	0.24%	0	0.00%	4	0.23%
WITHHOLD Votes	21	1.28%	0	0.00%	21	1.22%
Votes WITH Management	1522	92.58%	57	74.03%	1579	91.75%
Votes AGAINST Management	122	7.42%	20	25.97%	142	8.25%

*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.*

Hostmore Plc

Meeting Date: 03/06/2024 Country: United Kingdom
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
	<i>Blended Rationale: A vote FOR is warranted. Although the Executive Directors received discretionary bonus and awards during the year, we accept the company's explanation and note the awards were in shares and of modest value.</i>		
2	Approve Remuneration Report	For	For
	<i>Blended Rationale: A vote FOR is warranted. Although the Executive Directors received discretionary bonus and awards during the year, we accept the company's explanation and note the awards were in shares and of modest value.</i>		
3	Approve Remuneration Policy	For	For
4	Elect Julie McEwan as Director	For	For
5	Elect Helena Feltham as Director	For	For
6	Elect Celia Pronto as Director	For	For
7	Elect Matthew Bibby as Director	For	For
8	Re-elect Stephen Welker as Director	For	For
9	Re-elect Andrew Blurton as Director	For	For

Hostmore Plc

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

UnitedHealth Group Incorporated

Meeting Date: 03/06/2024

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Charles Baker	For	For
1b	Elect Director Timothy Flynn	For	For
1c	Elect Director Paul Garcia	For	For
1d	Elect Director Kristen Gil	For	For
1e	Elect Director Stephen Hemsley	For	For
1f	Elect Director Michele Hooper	For	For
1g	Elect Director F. William McNabb, III	For	For
1h	Elect Director Valerie Montgomery Rice	For	For
1i	Elect Director John Noseworthy	For	For
1j	Elect Director Andrew Witty	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Deloitte & Touche LLP as Auditors	For	For

UnitedHealth Group Incorporated

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Report on Congruency of Political Spending with Company Values and Priorities	Against	For
Blended Rationale: A vote FOR this proposal is warranted, as a report assessing 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.			

Builders FirstSource, Inc.

Meeting Date: 04/06/2024 Country: USA
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Cleveland A. Christophe	For	For
1.2	Elect Director W. Bradley Hayes	For	For
1.3	Elect Director Brett N. Milgrim	For	For
1.4	Elect Director David E. Rush	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Blended Rationale: A vote FOR is warranted as pay and performance were reasonably aligned for the year in review.			
3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

Evonik Industries AG

Meeting Date: 04/06/2024 Country: Germany
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 1.17 per Share	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	For	For
Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.			
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	For	For
Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.			

Evonik Industries AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2024, for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024 and for the Review of Interim Financial Statements Until 2025 AGM	For	For
5.2	Ratify KPMG AG as Auditor for the Sustainability Reporting for Fiscal Year 2024	For	For
6	Approve Remuneration Report	For	Against
<i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company:- The ex-post disclosures provided to explain non-financial performance achievements under the STI remain limited. Moreover, the disclosure of performance results under the LTI is also somewhat unclear. A vote against is warranted because the performance conditions have been amended retrospectively:- The performance threshold for outstanding LTI tranches was removed. For the completed 2020-2023 performance cycle, this enabled increased vesting despite significant underperformance.</i>			
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For
8	Approve Remuneration Policy for the Supervisory Board	For	For

General Motors Company

Meeting Date: 04/06/2024

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Mary T. Barra	For	For
1b	Elect Director Wesley G. Bush	For	For
1c	Elect Director Joanne C. Crevoiserat	For	For
1d	Elect Director Linda R. Gooden	For	For
1e	Elect Director Joseph Jimenez	For	For
1f	Elect Director Jonathan McNeill	For	For
1g	Elect Director Judith A. Miscik	For	For
1h	Elect Director Patricia F. Russo	For	For
1i	Elect Director Thomas M. Schoewe	For	For
1j	Elect Director Mark A. Tatum	For	For
1k	Elect Director Jan E. Tighe	For	For
1l	Elect Director Devin N. Wenig	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For

General Motors Company

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Report on the Use of Child Labor in Connection with Electric Vehicles	Against	Against
5	Eliminate EV Targets from Incentive Compensation Programs	Against	Against
6	Report on the Company's Use of Deep-Sea Mined Minerals in its Production and Supply Chains	Against	Against
7	Report on Sustainability Risk in the Company's Supply Chain	Against	Against

Mytilineos SA

Meeting Date: 04/06/2024

Country: Greece

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
Blended Rationale: A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.			
2	Approve Allocation of Income and Dividends	For	For
3	Advisory Vote on Remuneration Report	For	Against
Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - There is insufficient disclosure about the calculation of LTI awards, which in the end exceed opportunity initially provided. The LTI award to the CEO is considered high for the Greek market. Referred due to excessive salary increase.			
6	Approve Management of Company and Grant Discharge to Auditors	For	For
7	Approve Auditors and Fix Their Remuneration	For	For
8	Amend Share Distribution Plans Previously Approved	For	Against
Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - Ex-ante vesting schedule of the relative TSR component is not disclosed, and it seems that the plan provisions keep giving discretion to the board to set terms of the plan. Moreover, by analysing the implementation of this plan, concerns were raised about the disclosure regarding the calculation of the awards, as well as about their levels.			
9	Change Company Name	For	Against
Blended Rationale: A vote against is warranted because the company has not provided information on this proposal.			
10	Elect Independent Director	For	For

Mytilineos SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
11	Approve Special Reserve Account	For	For

Taiwan Semiconductor Manufacturing Co., Ltd.

Meeting Date: 04/06/2024Country: Taiwan
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	For	For
2	Approve Amendments to Articles of Association	For	For
3	Approve Issuance of Restricted Stocks	For	For
4.1	Elect C.C. Wei, with SHAREHOLDER NO.370885, as Non-Independent Director	For	For
4.2	Elect F.C. Tseng, with SHAREHOLDER NO.104, as Non-Independent Director	For	For
4.3	Elect Ming Hsin Kung, a REPRESENTATIVE of National Development Fund, Executive Yuan, with SHAREHOLDER NO.1, as Non-Independent Director	For	For
4.4	Elect Sir Peter L. Bonfield, with SHAREHOLDER NO.577470XXX, as Independent Director	For	For
4.5	Elect Michael R. Splinter, with SHAREHOLDER NO.674701XXX, as Independent Director	For	For
4.6	Elect Moshe N. Gavrielov, with SHAREHOLDER NO.A04480XXX, as Independent Director	For	For
4.7	Elect L. Rafael Reif, with SHAREHOLDER NO.545784XXX, as Independent Director	For	For
4.8	Elect Ursula M. Burns, with SHAREHOLDER NO.568069XXX, as Independent Director	For	For
4.9	Elect Lynn L. Elsenhans, with SHAREHOLDER NO.561527XXX, as Independent Director	For	For
4.10	Elect Chuan Lin, with SHAREHOLDER NO.550387, as Independent Director	For	For

Taiwan Semiconductor Manufacturing Co., Ltd.

Meeting Date: 04/06/2024Country: 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 Amendments to Articles of Association	For	For
3	Approve Issuance of Restricted Stocks	For	For
4.1	Elect C.C. Wei, with SHAREHOLDER NO.370885, as Non-Independent Director	For	For
4.2	Elect F.C. Tseng, with SHAREHOLDER NO.104, as Non-Independent Director	For	For
4.3	Elect Ming Hsin Kung, a REPRESENTATIVE of National Development Fund, Executive Yuan, with SHAREHOLDER NO.1, as Non-Independent Director	For	For
4.4	Elect Sir Peter L. Bonfield, with SHAREHOLDER NO.577470XXX, as Independent Director	For	For
4.5	Elect Michael R. Splinter, with SHAREHOLDER NO.674701XXX, as Independent Director	For	For
4.6	Elect Moshe N. Gavrielov, with SHAREHOLDER NO.A04480XXX, as Independent Director	For	For
4.7	Elect L. Rafael Reif, with SHAREHOLDER NO.545784XXX, as Independent Director	For	For
4.8	Elect Ursula M. Burns, with SHAREHOLDER NO.568069XXX, as Independent Director	For	For
4.9	Elect Lynn L. Elsenhans, with SHAREHOLDER NO.561527XXX, as Independent Director	For	For
4.10	Elect Chuan Lin, with SHAREHOLDER NO.550387, as Independent Director	For	For

The TJX Companies, Inc.

Meeting Date: 04/06/2024Country: USAMeeting Type: Annual

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

The TJX Companies, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1d	Elect Director David T. Ching	For	For
1e	Elect Director C. Kim Goodwin	For	For
1f	Elect Director Ernie Herrman	For	For
1g	Elect Director Amy B. Lane	For	For
1h	Elect Director Carol Meyrowitz	For	For
1i	Elect Director Jackwyn L. Nemerov	For	For
1j	Elect Director Charles F. Wagner, Jr.	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Report on Effectiveness of Social Compliance Efforts in Supply Chain	Against	Against

Datadog, Inc.

Meeting Date: 05/06/2024Country: USAMeeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Alexis Le-Quoc	For	Withhold
Blended Rationale: A vote withhold is warranted due to concerns over poor corporate governance practices:- Withhold votes are warranted for incumbent director nominees Alexis Le-Quoc and Michael Callahan given the board's failure to remove, or subject to a sunset requirement, the multi-class capital structure, the supermajority vote requirement to enact certain changes to the governing documents, and the classified board structure, each of which adversely impacts shareholder rights.			
1b	Elect Director Michael Callahan	For	Withhold
Blended Rationale: A vote withhold is warranted due to concerns over poor corporate governance practices:- Withhold votes are warranted for incumbent director nominees Alexis Le-Quoc and Michael Callahan given the board's failure to remove, or subject to a sunset requirement, the multi-class capital structure, the supermajority vote requirement to enact certain changes to the governing documents, and the classified board structure, each of which adversely impacts shareholder rights.			
2	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:- The PSUs vest based on the satisfaction of both a four-year service based vesting condition and a one-year performance condition.			
3	Ratify Deloitte & Touche LLP as Auditors	For	For

Ebro Foods SA

Meeting Date: 05/06/2024Country: SpainMeeting 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	Ratify Appointment of and Elect Elena Segura Quijada as Director	For	For
6	Approve Remuneration Policy	For	Against
<i>Blended Rationale: A vote against is warranted because the performance period is less than 3 years:- In 2025 the company intends to implement a deferred annual bonus scheme that will follow the same structure as the one in force (2022-2024 LTIP). Similar concerns are raised as previous iteration of the policy, which is the short-term nature of the LTIP with 75 percent of the total plan being measured on the basis of annual performance.</i>			
7	Advisory Vote on Remuneration Report	For	Against
<i>Blended Rationale: A vote against is warranted because the performance period is less than 3 years:- Continued concern is raised with respect to the design of the LTI plan, which is particularly measuring short-term performance (i.e. 75 percent is measured over 1-year periods).A vote against is warranted as the company showed poor responsiveness to the high dissent received on remuneration-related proposals:- Similar to previous years, the board considers that the positive vote outturn above two thirds of votes cast does not trigger any reassessment of the company's remuneration practices. Yet, the dissent is present and the board has not addressed the matter in the 2023 annual account. 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>			
8	Renew Appointment of Ernst & Young as Auditor	For	For
9	Authorize Donations to Fundacion Ebro Foods	For	For
10	Authorize Company to Call EGM with 15 Days' Notice	For	For
11	Authorize Board to Ratify and Execute Approved Resolutions	For	For

Fidelity National Information Services, Inc.

Meeting Date: 05/06/2024Country: USAMeeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Lee Adrean	For	For
1b	Elect Director Mark D. Benjamin	For	For
1c	Elect Director Stephanie L. Ferris	For	For

Fidelity National Information Services, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1d	Elect Director Jeffrey A. Goldstein	For	For
1e	Elect Director Lisa A. Hook	For	For
1f	Elect Director Kenneth T. Lamneck	For	For
1g	Elect Director Gary L. Lauer	For	For
1h	Elect Director James B. Stallings, Jr.	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:- Kehoe received a one-time replacement sign-on cash bonus of \$1.2 million and a relocation bonus of \$0.5 million. Referred due to the payment of a success or transaction bonus or one-off retention award during the year under review.</i>			
3	Ratify KPMG LLP as Auditors	For	For

Penumbra, Inc.

Meeting Date: 05/06/2024 Country: USA
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Adam Elsesser	For	Withhold
<i>Blended Rationale: A vote withhold is warranted due to concerns over poor corporate governance practices: - WITHHOLD votes are warranted for director nominees Adam Elsesser and Harpreet Grewal given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. 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 corporate governance and executive pay.</i>			
1.2	Elect Director Harpreet Grewal	For	Withhold
<i>Blended Rationale: A vote withhold is warranted due to concerns over poor corporate governance practices: - WITHHOLD votes are warranted for director nominees Adam Elsesser and Harpreet Grewal given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i>			
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 equity awards are not pro-rated upon change in control, or subject to single-trigger/auto-acceleration: - Single-trigger equity vesting acceleration. Equity award arrangements provide for automatic accelerated vesting upon a change-in-control. Such single-trigger vesting may result in an economic windfall to the executive without an accompanying termination of employment. A vote against is warranted because awards are not subject to performance conditions: - Lack of preset performance criteria. The company does not disclose any pre-set metrics and goals for the NEOs' (other than the CEO) equity awards. Although this has not resulted in a pay-for-performance misalignment for the year in review, shareholders prefer incentive compensation to be linked to objective performance criteria.</i>			

PetroChina Company Limited

Meeting Date: 05/06/2024 Country: China
Meeting Type: Annual

PetroChina Company Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	For	Against
<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>			
2	Approve Report of the Supervisory Committee	For	For
<i>Blended Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.</i>			
3	Approve Financial Report	For	For
<i>Blended Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.</i>			
4	Approve Profit Distribution Plan	For	For
5	Approve Authorization to the Board to Determine Interim Profit Distribution Plan	For	For
6	Approve Guarantee Scheme	For	Against
<i>Blended Rationale: A vote AGAINST this resolution is warranted as the company has failed to disclose pertinent details regarding this proposal.</i>			
7	Approve PricewaterhouseCoopers Zhong Tian LLP and PricewaterhouseCoopers as Domestic and International Auditors and Authorize Board to Fix Their Remuneration	For	For
8	Elect Zhou Song as Supervisor	For	For
9	Approve Grant of General Mandate to the Board to Determine and Deal with the Issue of Debt Financing Instruments	For	For
10	Amend of Articles of Association and Rules of Procedures of the General Meeting	For	For

Walmart Inc.

Meeting Date: 05/06/2024Country: USAMeeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Cesar Conde	For	For
1b	Elect Director Timothy P. Flynn	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1c	Elect Director Sarah J. Friar	For	For
1d	Elect Director Carla A. Harris	For	For
1e	Elect Director Thomas W. Horton	For	For
<i>Blended Rationale: A vote 'FOR' is warranted because the company has set SBTi-approved emissions reduction targets – to achieve zero emissions across Walmart's global operations by 2040, reducing absolute scopes 1 and 2 GHG emissions by 35% by 2025 and by 65% by 2030 vs 2015.</i>			
1f	Elect Director Marissa A. Mayer	For	For
1g	Elect Director C. Douglas McMillon	For	For
1h	Elect Director Brian Niccol	For	For
1i	Elect Director Gregory B. Penner	For	For
1j	Elect Director Randall L. Stephenson	For	For
1k	Elect Director Steuart L. Walton	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<i>Blended Rationale: A vote AGAINST is warranted because the LTIP is measured annually rather than requiring sustained performance over a multi-year period and the STI and LTI use the same sales metric, resulting in the CEO potentially being paid twice for the same achievement. The Say on Pay vote received significant dissent at the last AGM (receiving only 79.4% support), partly for these issues, which haven't been addressed this year.</i>			
3	Ratify Ernst & Young LLP as Auditors	For	For
4	Publish Targets for Transitioning from Gestation Crates in Pork Supply Chain	Against	For
<i>Blended Rationale: A vote FOR this resolution is warranted. In light of regulatory developments and the company's lack of targets, shareholders would benefit from more information on the company's progress related to reducing or eliminating the use of gestation crates in its pork supply chain.</i>			
5	Conduct and Report a Third-Party Racial Equity Audit	Against	For
<i>Blended Rationale: A vote FOR this resolution is warranted, as such disclosure would allow shareholders to better assess the racial equity impacts and effectiveness of the company's policies and practices.</i>			
6	Publish Human Rights Risk Assessment on the Impacts of Walmart's Supply Chain	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted. The company has not committed to make public the results of its human rights impact assessment and greater disclosure would allow shareholders to better evaluate the company's human rights efforts, and this proposal is not considered to be particularly burdensome.</i>			
7	Establish a Company Compensation Policy of Paying a Living Wage	Against	Against
8	Report on a Civil Rights and Non-Discrimination Audit	Against	Against

Walmart Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
9	Commission a Third Party Audit on Workplace Safety and Violence	Against	For
Blended Rationale: A vote FOR this proposal is warranted as an independent audit would help shareholders evaluate the effectiveness of the company's workplace safety policies, practices, and management of potential risks.			
10	Establish a Board Committee on Corporate Financial Sustainability	Against	Against

Chipotle Mexican Grill, Inc.

Meeting Date: 06/06/2024Country: USAMeeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Albert S. Baldocchi	For	For
1.2	Elect Director Matthew A. Carey	For	For
1.3	Elect Director Gregg L. Engles	For	For
1.4	Elect Director Patricia Fili-Krushel	For	For
1.5	Elect Director Laura Fuentes	For	For
1.6	Elect Director Mauricio Gutierrez	For	For
1.7	Elect Director Robin Hickenlooper	For	For
1.8	Elect Director Scott Maw	For	For
1.9	Elect Director Brian Niccol	For	For
1.10	Elect Director Mary Winston	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Ernst & Young LLP as Auditors	For	For
4	Approve 50:1 Stock Split	For	For
5	Amend Certificate of Incorporation	For	For
6	Commission a Third Party Audit on Working Conditions	Against	For
Blended Rationale: A vote FOR this proposal is warranted, as a third-party audit on the well-being and safety of the company's employees would help shareholders better evaluate the effectiveness of the company's human capital management strategy, particularly its efforts to comply with laws around scheduling and benefits, child labour, and workplace violence.			
7	Adopt Policy to Not Interfere with Freedom of Association Rights	Against	Against
8	Report on Adoption of Automation	Against	For
Blended Rationale: A vote FOR this proposal is warranted, as additional disclosure would help the company in its worker retention and recruitment efforts, and help shareholders understand how it is addressing labour related risks.			

Chipotle Mexican Grill, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
9	Report on Harassment and Discrimination Statistics	Against	Against

Chroma Ate, Inc.

Meeting Date: 06/06/2024 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	Amend Procedures for Endorsement and Guarantees	For	For

Compagnie de Saint-Gobain SA

Meeting Date: 06/06/2024 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 2.10 per Share	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	For	For
5	Reelect Jean-Francois Cirelli as Director	For	For
6	Elect Sophie Brochu as Director	For	For
7	Elect Helene de Tissot as Director	For	For
8	Elect Geoffroy Roux de Bezieux as Director	For	For
9	Approve Compensation of Pierre-Andre de Chalendar, Chairman of the Board	For	For
10	Approve Compensation of Benoit Bazin, CEO	For	For
11	Approve Compensation Report of Corporate Officers	For	For

Compagnie de Saint-Gobain SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
12	Approve Remuneration Policy of Chairman of the Board from January 1, 2024 to June 6, 2024	For	For
13	Approve Remuneration Policy of CEO from January 1, 2024 to June 6, 2024	For	For
14	Approve Remuneration Policy of Chairman and CEO from June 7, 2024 to December 31, 2024	For	For
<i>Blended Rationale: A vote FOR is warranted. The proposed policy for the second part of the year includes a 30 percent increase of Mr. Bazin's base salary. The company explains that his salary was not revised for the past three years and remained from the beginning below the CAC40 and CAC40 Industriel benchmarks, while the peers' salaries increased by 15 percent on average over the period. It further explains that Mr. Bazin showed good performance in this period to transform the company, and that the chair of the board implies additional duties. The company explains that the proposed salary of EUR 1,300,000 is in line with the remuneration of the combined Chair/CEOs of the CAC40 (EUR 1,275,000 median) and the CAC40 Industriel (EUR 1,300,000 median).</i>			
15	Approve Remuneration Policy of Directors	For	For
16	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,600,000	For	For
17	Renew Appointment of KPMG SA as Auditor	For	For
18	Appoint Deloitte & Associates as Auditor for the Sustainability Reporting	For	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
20	Amend Articles 11, 16 and 18 of Bylaws Re: Lead Director	For	For
21	Authorize Filing of Required Documents/Other Formalities	For	For

CoStar Group, Inc.

Meeting Date: 06/06/2024

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Michael R. Klein	For	For
1b	Elect Director Andrew C. Florance	For	For
1c	Elect Director Angelique G. Brunner	For	For
1d	Elect Director John W. Hill	For	For
1e	Elect Director Laura Cox Kaplan	For	For
1f	Elect Director Robert W. Musslewhite	For	For
1g	Elect Director Christopher J. Nassetta	For	For
1h	Elect Director Louise S. Sams	For	For

CoStar Group, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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 equity awards are not pro-rated upon change in control, or subject to single-trigger/auto-acceleration:- Problematic modified single-trigger severance in existing agreement. The company has legacy arrangements with CEO Florance that provide for a severance payment if he voluntarily terminates his employment with the company, with or without good reason, within one year after a change in control. A vote against is warranted because the performance period is less than 3 years:- PRSUs were conditioned on prior-year (FY22) net income and vest ratably over three years after the grant date.			

Gartner, Inc.

Meeting Date: 06/06/2024Country: USAMeeting 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	Against
Blended Rationale: A vote against is warranted as there are ongoing issues with remuneration.			
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
2	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:- The PSUs continue to be measured over a one-year performance period which the committee believes allows the company to consider changes in market conditions, while a three-year performance period might be less aggressive if business cycle risks were factored into long-term goals.			
3	Ratify KPMG LLP as Auditors	For	For

Jiangxi Copper Company Limited

Meeting Date: 06/06/2024Country: ChinaMeeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Extension of Validity Period of the Authorization to the Board and Its Authorized Persons to Deal with Matters in Relation to the Spin-Off and Listing of Jiangxi JCC Copper Foil Technology Company Limited	For	For
2	Approve Report of the Board	For	For
3	Approve Report of the Supervisory Committee	For	For
4	Approve Audited Financial Report and the Annual Report and Its Summary	For	For
5	Approve Profit Distribution Proposal	For	For
6	Approve Ernst & Young Hua Ming LLP as Domestic Financial Auditor and Internal Control Auditor and Ernst & Young as Overseas Financial Auditor and Authorize Board to Fix Their Remuneration	For	For
7.1	Approve Annual Remuneration with the Salary for the Previous Year (Tax Inclusive) and Subject to an Annual Adjustment Rate Determined by the Remuneration Committee for Each of the Internal Executive Director	For	For
7.2	Approve Annual Remuneration of RMB 250,000 (Tax Inclusive) for Each of the Internal Executive Director	For	For
7.3	Approve Annual Travel Allowances of RMB 150,000 (Tax Inclusive) for Each of the Independent Non-Executive Director	For	For
8	Approve Annual Remuneration Scheme for All of the Supervisors and Authorize the Supervisory Committee to Determine and Approve the Payment of the Annual Remuneration	For	For
9.1	Elect Zheng Gaoqing as Director and Authorize Any One Executive Director to Enter into a Service Contract with Him	For	For
9.2	Elect Zhou Shaobing as Director and Authorize Any One Executive Director to Enter into a Service Contract with Him	For	For
9.3	Elect Gao Jian-min as Director and Authorize Any One Executive Director to Enter into a Service Contract with Him	For	For
9.4	Elect Liang Qing as Director and Authorize Any One Executive Director to Enter into a Service Contract with Him	For	For

Jiangxi Copper Company Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
9.5	Elect Liu Fangyun as Director and Authorize Any One Executive Director to Enter into a Service Contract with Him	For	For
10.1	Elect Wang Feng as Director and Authorize Any One Executive Director to Enter into a Service Contract with Him	For	For
10.2	Elect Li Shuidi as Director and Authorize Any One Executive Director to Enter into a Service Contract with Him	For	For
10.3	Elect Lai Dan as Director and Authorize Any One Executive Director to Enter into a Service Contract with Her	For	For
10.4	Elect Liu Shuying as Director and Authorize Any One Executive Director to Enter into a Service Contract with Her	For	For
11.1	Elect Zha Keping as Supervisor and Authorize Any One Executive Director to Enter into a Service Contract with Him	For	For
11.2	Elect Li Si as Supervisor and Authorize Any One Executive Director to Enter into a Service Contract with Him	For	For
11.3	Elect Cai Lisi as Supervisor and Authorize Any One Executive Director to Enter into a Service Contract with Her	For	For

lululemon athletica inc.

Meeting Date: 06/06/2024

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Calvin McDonald	For	For
1b	Elect Director Isabel Mahe	For	For
1c	Elect Director Martha (Marti) Morfitt	For	For
1d	Elect Director Emily White	For	For
1e	Elect Director Shane Grant	For	For
1f	Elect Director Teri List	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

lululemon athletica inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Report on Risks from Company's Use of Animal-Derived Materials	Against	Against

R.E.A. Holdings Plc

Meeting Date: 06/06/2024	Country: United Kingdom
	Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Remuneration Policy	For	For
4	Re-elect David Blackett as Director	For	For
5	Re-elect Mieke Djalil as Director	For	For
6	Re-elect Carol Gysin as Director	For	For
7	Re-elect John Oakley as Director	For	For
8	Re-elect Richard Robinow as Director	For	For
9	Re-elect Rizal Satar as Director	For	For
10	Re-elect Michael St Clair-George as Director	For	For
11	Reappoint MHA as Auditors	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
13	Authorise Market Purchase of Ordinary Shares	For	For
14	Authorise Issue of Equity	For	For
15	Authorise Issue of Preferred Shares	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Samsonite International S.A.

Meeting Date: 06/06/2024	Country: Luxembourg
	Meeting Type: Annual

Samsonite International S.A.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Allocation of Results	For	For
3	Approve Cash Distribution	For	For
4	Elect Jerome Squire Griffith as Director	For	For
5	Elect Ying Yeh as Director	For	For
6	Renew Mandate Granted to KPMG Luxembourg as Statutory Auditor and Authorize Board Fix Their Remuneration	For	For
7	Approve KPMG LLP as External Auditor and Authorize Board Fix Their Remuneration	For	For
8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	For
9	Authorize Repurchase of Issued Share Capital	For	For
10	Approve Discharge Granted to the Directors	For	For
11	Approve Discharge Granted to the Statutory Auditor	For	For
12	Approve Remuneration of Directors	For	For
13	Approve Grant of Restricted Share Units to Kyle Francis Gendreau Pursuant to the Share Award Scheme	For	Against

Blended Rationale: A vote against is warranted because the performance period is less than 3 years:- At the end of each year, the extent to which the annual growth target has been achieved will be determined in respect of one-third of the total PRSUs granted. A vote against is warranted because equity awards are not pro-rated upon change in control, or subject to single-trigger/auto-acceleration:- All outstanding awards will immediately become exercisable, vested, or payable.

Samsonite International S.A.

Meeting Date: 06/06/2024 **Country:** Luxembourg
Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Renewal of Authorization Granted to the Board of Directors to Issue Shares, Grant Options and Restricted Share Units and Grant Subscription Rights	For	For
2	Approve Modification of Article 13.1 of the Articles of Incorporation	For	For

Samsonite International S.A.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Approve Modification of Article 13.17 of the Articles of Incorporation	For	For
4	Approve Modification of Article 19.1 of the Articles of Incorporation	For	For

Alphabet Inc.

Meeting Date: 07/06/2024

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
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.			
1e	Elect Director Frances H. Arnold	For	Against
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.			
1f	Elect Director R. Martin "Marty" Chavez	For	For
1g	Elect Director L. John Doerr	For	Against
Blended Rationale: A vote against is warranted due to concerns over poor corporate governance practices.- Votes Against incumbent compensation committee members John Doerr, K. Ram Shriram, and Robin Washington are warranted due to executive compensation concerns, in the absence of a say-on-pay proposal on the ballot.			
1h	Elect Director Roger W. Ferguson, Jr.	For	For
Blended Rationale: A vote FOR the Director Roger W. Ferguson is warranted as no concerns have been identified.			
1i	Elect Director K. Ram Shriram	For	Against
Blended Rationale: A vote against is warranted due to concerns over poor corporate governance practices.- Votes Against incumbent compensation committee members John Doerr, K. Ram Shriram, and Robin Washington are warranted due to executive compensation concerns, in the absence of a say-on-pay proposal on the ballot.			

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1j	Elect Director Robin L. Washington	For	Against
<i>Blended Rationale: A vote against is warranted due to concerns over poor corporate governance practices. - Votes Against incumbent compensation committee members John Doerr, K. Ram Shriram, and Robin Washington are warranted due to executive compensation concerns, in the absence of a say-on-pay proposal on the ballot.</i>			
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Amend Bylaw regarding Stockholder Approval of Director Compensation	Against	Against
4	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	Against	Against
5	Report on Electromagnetic Radiation and Wireless Technologies Risks	Against	Against
6	Adopt Policy to Require Board of Directors Members to Disclose their Political and Charitable Donations	Against	Against
7	Report on Climate Risk in Retirement Plan Options	Against	Against
8	Report on Lobbying Payments and Policy	Against	For
<i>Blended Rationale: A vote FOR this resolution is warranted, as shareholders would benefit from increased disclosure to evaluate the company's lobbying efforts.</i>			
9	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>			
10	Report on Reproductive Healthcare Misinformation Risks	Against	Against
11	Amend Audit and Compliance Committee Charter to Include Artificial Intelligence Oversight	Against	Against
12	Report on Risks Related to AI Generated Misinformation and Disinformation	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from greater transparency on mis/disinformation related to generative AI in order to assess how the company is managing associated risks.</i>			
13	Publish Human Rights Risk Assessment on the AI-Driven Targeted Ad Policies	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted because an independent human rights assessment on the impacts 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>			

Alphabet Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
14	Adopt Targets Evaluating YouTube Child Safety Policies	Against	For
Blended Rationale: A vote FOR this proposal is warranted, as additional disclosure on how the company measures and tracks metrics related to child safety on the company's platforms would give shareholders more information on how well the company is managing related risks.			

China Resources Land Limited

Meeting Date: 07/06/2024 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 Chen Wei as Director	For	For
3.2	Elect Dou Jian as Director	For	For
3.3	Elect Cheng Hong as Director	For	For
3.4	Elect Huang Ting as Director	For	Against
Blended Rationale: A vote against is warranted as the nominee is a non-independent NED and serves on the Audit Committee, which is not fully independent.			
3.5	Elect Zhong Wei as Director	For	For
3.6	Elect Sun Zhe as Director	For	For
3.7	Elect Frank Chan Fan as Director	For	For
3.8	Elect Leong Kwok-kuen, Lincoln as Director	For	For
3.9	Elect Qin Hong as Director	For	For
3.10	Authorize Board to Fix Remuneration of Directors	For	For
3.11	Elect Wei Chenglin as Director	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
<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>			
8	Amend Existing Memorandum of Association and Articles of Association and Adopt Amended Memorandum of Association and Articles of Association	For	For

China Suntien Green Energy Corporation Limited

Meeting Date: 07/06/2024Country: ChinaMeeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Amend Articles of Association and Change of Legal Representative	For	For
2	Amend Rules of Procedure of General Meetings	For	For
3	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	Against
<i>Blended Rationale: A vote AGAINST this resolution is warranted for the following:- The share issuance limit is greater than 10 percent of the relevant class of shares 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>			
4	Approve Registration of the Issuance of Perpetual Medium-Term Notes	For	For
5	Approve Report of the Board of Directors	For	For
6	Approve Report of the Board of Supervisors	For	For
7	Approve Financial Report	For	For
8	Approve Report of the Final Accounts	For	For
9	Approve Profit Distribution Proposal	For	For
10	Approve Annual Report	For	For
11	Approve Plan for Distribution of Dividends to Shareholders	For	For
12	Approve Ernst & Young Hua Ming LLP as Auditor and Internal Control Auditor and Authorize Board to Fix Their Remuneration	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Audited Financial Statements, Independent Auditors' Report and Report of the Directors	For	For
2	Elect Wang Dongjin as Director	For	Against
<i>Blended Rationale: A vote AGAINST the election of Dongjin Wang, Chair of the board and the strategy and sustainability committee, and Zhi Zhong Qiu, non-executive director and member of the strategy and sustainability committee, is warranted due to the fact that the company is a significant greenhouse gas (GHG) emitter, and it is not considered to be taking the minimum steps needed to understand, assess, and mitigate risks related to climate change to the company and the larger economy. A vote against is warranted as the company has not set mid-term GHG emission reductions targets for scopes 1 and 2 AND the company has not set an ambition to achieve net-zero GHG emissions by 2050 for scopes 1 and 2. A vote against is warranted as the company has not provided adequate disclosure in accordance with a recognised climate-related disclosure framework.</i>			
3	Elect Qiu Zhi Zhong as Director	For	Against
<i>Blended Rationale: A vote AGAINST the election of Dongjin Wang, Chair of the board and the strategy and sustainability committee, and Zhi Zhong Qiu, non-executive director and member of the strategy and sustainability committee, is warranted due to the fact that the company is a significant greenhouse gas (GHG) emitter, and it is not considered to be taking the minimum steps needed to understand, assess, and mitigate risks related to climate change to the company and the larger economy.</i>			
4	Authorize Board to Fix Remuneration of Directors	For	For
5	Approve Ernst & Young Hua Ming LLP (Special General Partnership) as Domestic Auditors and Ernst & Young as Overseas Independent Auditors and Authorize Board to Fix Their Remuneration	For	For
6	Approve Final Dividend	For	For
7	Authorize Board to Determine the Declaration Plan of the Interim Dividend	For	For
8	Authorize Repurchase of Issued Share Capital	For	For
9	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>			
10	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>			
11	Adopt Amended Articles of Association and Related Transactions	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for H Shares	For	Against
Blended Rationale: A vote AGAINST this resolution is warranted for the following: - The share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. - The company has not specified the discount limit for issuance for cash and non-cash consideration.			
2	Authorize Repurchase of Issued H Share Capital	For	For
3	Approve Updated Mandate of the Issuance of Debt Financing Instruments	For	For
4	Approve Estimated Guarantees	For	Against
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.			
5	Amend Articles of Association	For	For
6	Approve Work Report of the Board	For	For
7	Approve Work Report of the Supervisory Committee	For	For
8	Approve Final Financial Accounts Report	For	For
9	Approve Annual Report and Its Summary	For	For
10	Approve Financial Budget	For	For
11	Approve Profit Distribution Plan	For	For
12	Approve Grant of Authorization to the Board to Decide on the Interim Profit Distribution Plan	For	For
13	Approve ShineWing Certified Public Accountants LLP as Auditor for Financial Reports and Internal Control and Authorize Board to Fix Their Remuneration	For	For
14	Approve Provision of a Loan To a Holding Subsidiary	For	For
15	Approve Renewal of Liability Insurance for Directors, Supervisors and Senior Management Members	For	For
16	Amend Internal Policies	For	For
17.1	Elect Wang Xiufeng as Director	For	For
17.2	Elect Song Rong as Director	For	For
17.3	Elect Liu Zhenhua as Director	For	For

Sinotrans Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
17.4	Elect Luo Li as Director	For	For
17.5	Elect Yu Zhiliang as Director	For	For
17.6	Elect Tao Wu as Director	For	For
17.7	Elect Jerry Hsu as Director	For	For
18.1	Elect Wang Xiaoli as Director	For	For
18.2	Elect Ning Yaping as Director	For	For
18.3	Elect Cui Xinjian as Director	For	For
18.4	Elect Cui Fan as Director	For	For
19.1	Elect Fu Bulin as Supervisor	For	For
19.2	Elect Zhou Fangsheng as Supervisor	For	For
19.3	Elect Fan Zhaoping as Supervisor	For	For

Sinotrans Limited

Meeting Date: 07/06/2024 Country: China
Meeting Type: Special

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

WillScot Mobile Mini Holdings Corp.

Meeting Date: 07/06/2024 Country: USA
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Mark S. Bartlett	For	For
1b	Elect Director Erika T. Davis	For	For
1c	Elect Director Gerard E. Holthaus	For	For
Blended Rationale: A vote FOR Director Gerard E. Holthaus is warranted as no material issues have been identified.			
1d	Elect Director Natalia N. Johnson	For	For
1e	Elect Director Erik Olsson	For	For
1f	Elect Director Rebecca L. Owen	For	For
1g	Elect Director Jeff Sagansky	For	For

WillScot Mobile Mini Holdings Corp.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1h	Elect Director Bradley L. Soultz	For	For
1i	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
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	For	For

Ebiquity Plc

Meeting Date: 11/06/2024 **Country:** United Kingdom
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
<i>Blended Rationale: A vote FOR is warranted as neither the restatement nor the transaction related bonus seem material enough to warrant a vote against.</i>			
2	Elect Sue Farr as Director	For	For
3	Re-elect Julia Hubbard as Director	For	For
4	Re-elect Lara Izlan as Director	For	For
5	Re-elect Richard Nichols as Director	For	For
6	Re-elect Nick Waters as Director	For	For
7	Re-elect Rob Woodward as Director	For	For
8	Reappoint Deloitte LLP as Auditors	For	For
9	Authorise Board to Fix Remuneration of Auditors	For	For
10	Authorise Issue of Equity	For	For
11	Authorise Issue of Equity without Pre-emptive Rights	For	For
12	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
13	Authorise Market Purchase of Ordinary Shares	For	For

Freeport-McMoRan, Inc.

Meeting Date: 11/06/2024 **Country:** USA
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director David P. Abney	For	For
1.2	Elect Director Richard C. Adkerson	For	For
1.3	Elect Director Marcela E. Donadio	For	For
1.4	Elect Director Robert W. Dudley	For	For
1.5	Elect Director Hugh Grant	For	For
1.6	Elect Director Lydia H. Kennard	For	For
1.7	Elect Director Ryan M. Lance	For	For
1.8	Elect Director Sara Grootwassink Lewis	For	For
1.9	Elect Director Dustan E. McCoy	For	For
1.10	Elect Director 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
3	Ratify Ernst & Young LLP as Auditors	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	For	For

Rubis SCA

Meeting Date: 11/06/2024Country: FranceMeeting Type: Annual

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 1.98 per Share	For	For
4	Reelect Nils Christian Bergene as Supervisory Board Member	For	For
5	Reelect Laure Grimonpret-Tahon as Supervisory Board Member	For	For
6	Elect Michel Delville as Supervisory Board Member	For	For
7	Elect Benoit Luc as Supervisory Board Member	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
8	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	For	For
9	Approve Compensation Report of Corporate Officers	For	For
10	Approve Compensation of Gilles Gobin, General Manager	For	For
11	Approve Compensation of Sorgema SARL, General Manager	For	For
12	Approve Compensation of Agena SAS, General Manager	For	For
13	Approve Compensation of Olivier Heckenroth, Chairman of the Supervisory Board until July 27, 2023	For	For
14	Approve Compensation of Nils Christian Bergene, Chairman of the Supervisory Board since July 27, 2023	For	For
15	Approve Remuneration Policy of General Management	For	For
16	Approve Remuneration Policy of Supervisory Board Members	For	For
17	Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 330,000	For	For
18	Approve Auditors' Special Report on Related-Party Transactions	For	For
19	Approve Transaction with Rubis Photosol SAS Re: Assistance Agreement	For	For
20	Ratify Renewal of Transaction with Rubis Photosol SAS Re: Assistance Agreement	For	For
21	Renew Transaction with RT Invest SA Re: Assistance Agreement	For	For
22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
23	Elect Isabelle Muller as Supervisory Board Member	For	For
24	Authorize Filing of Required Documents/Other Formalities	For	For
A	Dismiss Olivier Heckenroth as Supervisory Board Member	Against	Against
B	Dismiss Chantal Mazzacurati as Supervisory Board Member	Against	Against
C	Dismiss Alberto Pedrosa as Supervisory Board Member	Against	Against
D	Elect Patrick Molis as Supervisory Board Member	Against	Against
E	Elect Philippe Berterottiere as Supervisory Board Member	Against	Against
F	Elect Pierre d Harcourt as Supervisory Board Member	Against	Against

Rubis SCA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
G	Elect Nathalie Laverne as Supervisory Board Member	Against	Against
H	Elect Ronald Samann as Supervisory Board Member	For	For

SAF-HOLLAND SE

Meeting Date: 11/06/2024 Country: Germany
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 0.85 per Share	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	For	For
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	For	For
5.2	Ratify PricewaterhouseCoopers GmbH as Auditors for the Sustainability Reporting for Fiscal Year 2024	For	For
6.1	Elect Matthias Arleth to the Supervisory Board	For	For
6.2	Elect Ingrid Jaegering to the Supervisory Board	For	For
6.3	Elect Jurate Keblyte to the Supervisory Board	For	For
6.4	Elect Martin Kleinschmitt to the Supervisory Board	For	For
6.5	Elect Carsten Reinhardt to the Supervisory Board	For	For
7	Approve Remuneration Report	For	Against

Blended Rationale: A vote against is warranted because equity awards are not pro-rated upon change in control, or subject to single-trigger/auto-acceleration:- Former executives' variable pay was subject to accelerated vesting without a detailed and compelling explanation.

8	Approve Creation of EUR 9 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	For
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 350 Million; Approve Creation of EUR 9.1 Million Pool of Capital to Guarantee Conversion Rights	For	For

SAF-HOLLAND SE

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
10	Approve Affiliation Agreement with SAF-HOLLAND GmbH	For	For
11	Amend Articles Re: Proof of Entitlement	For	For

Aegon Ltd.

Meeting Date: 12/06/2024Country: Bermuda
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2.3	Approve Remuneration Report	For	For
2.4	Approve Final Dividend	For	For
3.1	Approve Remuneration Policy of Board of Directors	For	For
4.1	Ratify Ernst & Young Accountants LLP as Auditors	For	For
5.1	Amend Bye-Laws	For	For
6.1	Reelect Lard Friese as Executive Director (CEO)	For	For
6.2	Reelect Corien Wortmann-Kool as Non-Executive Director	For	For
6.3	Reelect Caroline Ramsay as Non-Executive Director	For	For
6.4	Reelect Thomas Wellauer as Non-Executive Director	For	For
6.5	Elect Albert Benchimol as Non-Executive Director	For	For
7.1	Authorize Board to Exclude Preemptive Rights in Connection with Issuance of Common Shares	For	For
7.2	Authorize Board to Exclude Preemptive Rights in Connection with a Rights Issue	For	For
7.3	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For

Gaztransport & Technigaz SA

Meeting Date: 12/06/2024Country: 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 4.36 per Share	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For
5	Reelect Carolle Foissaud as Director	For	For
6	Ratify Appointment of Domitille Doat Le Bigot as Director Following Resignation of Sandra Roche-Vu Quang	For	For
<i>Blended Rationale: Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 5 and 6).</i>			
7	Appoint Ernst & Young Audit as Auditor for the Sustainability Reporting	For	For
8	Approve Compensation Report	For	For
9	Approve Compensation of Philippe Berterottiere, Chairman and CEO	For	For
10	Approve Remuneration Policy of Chairman and CEO from January 1, 2024 to June 12, 2024	For	For
11	Approve Remuneration Policy of CEO since June 12, 2024	For	For
12	Approve Remuneration Policy of Chairman of the Board since June 12, 2024	For	For
13	Approve Remuneration Policy of Directors	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
16	Authorize Filing of Required Documents/Other Formalities	For	For

Natera, Inc.

Meeting Date: 12/06/2024Country: USAMeeting Type: Annual

Natera, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Roelof F. Botha	For	Withhold
Blended Rationale: A vote withhold is warranted due to concerns over poor corporate governance practices. - Withhold votes are warranted for Governance Committee member Roelof Botha 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.			
1.2	Elect Director Steven L. Chapman	For	For
1.3	Elect Director Matthew Rabinowitz	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Blended Rationale: A vote FOR this proposal is warranted given the performance of the company and management's strategic execution.			
4	Amend Omnibus Stock Plan	For	For

Roper Technologies, Inc.

Meeting Date: 12/06/2024

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Shellye L. Archambeau	For	For
Blended Rationale: A vote FOR Director Shellye L. Archambeau is warranted as no material concerns have been identified.			
1.2	Elect Director Amy Woods Brinkley	For	For
1.3	Elect Director Irene M. Esteves	For	For
1.4	Elect Director L. Neil Hunn	For	For
1.5	Elect Director Robert D. Johnson	For	For
1.6	Elect Director Thomas P. Joyce, Jr.	For	For
1.7	Elect Director John F. Murphy	For	For
1.8	Elect Director Laura G. Thatcher	For	For
1.9	Elect Director Richard F. Wallman	For	For
1.10	Elect Director Christopher Wright	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

Roper Technologies, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Adopt Simple Majority Vote	None	For
Blended Rationale: Artemis supports a simple majority vote standard.			

Target Corporation

Meeting Date: 12/06/2024 Country: USA
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director David P. Abney	For	For
1b	Elect Director Douglas M. Baker, Jr.	For	For
1c	Elect Director George S. Barrett	For	For
1d	Elect Director Gail K. Boudreaux	For	For
1e	Elect Director Brian C. Cornell	For	For
1f	Elect Director Robert L. Edwards	For	For
1g	Elect Director Donald R. Knauss	For	For
1h	Elect Director Christine A. Leahy	For	For
1i	Elect Director Monica C. Lozano	For	For
1j	Elect Director Grace Puma	For	For
1k	Elect Director Derica W. Rice	For	For
1l	Elect Director Dmitri L. Stockton	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Require Independent Board Chair	Against	For
Blended Rationale: Artemis supports the separation of Chairman and CEO.			
5	Report on Animal Pain Management	Against	Against
6	Establish a Company Compensation Policy of Paying a Living Wage	Against	Against
7	Report on Congruency of Political Spending with Company Stated Values	Against	Against
8	Report on Charitable Contributions	Against	Against

Veeva Systems Inc.

Meeting Date: 12/06/2024 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
Blended Rationale: A vote against is warranted due to concerns over the number of directorships held by the nominee: - A vote AGAINST Paul Sekhri is warranted for serving on more than three public boards while serving as a CEO of an outside company.			
1j	Elect Director Matthew J. Wallach	For	For
2	Ratify KPMG LLP as Auditors	For	For
3	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against

Blended Rationale: A vote against is warranted because awards are not subject to performance conditions: - NEOs' long-term incentive plan is entirely time-based. Equity incentives are entirely time-based options.

Weatherford International plc

Meeting Date: 12/06/2024
Country: Ireland
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Benjamin C. Duster, IV	For	For
1b	Elect Director Neal P. Goldman	For	Abstain
Blended Rationale: An abstention is warranted as there is a lack of diversity on the board.			
1c	Elect Director Jacqueline C. Mutschler	For	For
1d	Elect Director Girishchandra K. Saligram	For	For
1e	Elect Director Charles M. Sledge	For	For

Weatherford International plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Ratify the Appointment of KPMG LLP as Auditor and KPMG Chartered Accountants, Dublin as Statutory Auditor under Irish Law, and Authorize the Board to Fix Their Remuneration	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
<i>Blended Rationale: A vote FOR is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>			
4	Authorize Board to Issue of Shares under Irish Law	For	For
5	Authorize the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	For	For

Azelis Group NV

Meeting Date: 13/06/2024

Country: Belgium

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 0.22 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. A vote against is warranted as the company showed poor responsiveness to the high dissent received on remuneration-related proposals: - The company failed to provide a response to the significant dissent on the vote of last year's remuneration report. They have since made no improvement regarding the concerns raised on the report.</i>			
6	Approve Discharge of Directors	For	For
7	Approve Discharge of Auditors	For	For
8.a	Approve Co-optation of AU-R-ORA BV, Permanently Represented by Anna Bertona, as Director	For	For
8.b	Elect Kare Schultz as Independent Director	For	For
8.c	Indicate Kare Schultz as Independent Director	For	For
8.d	Elect Melanie Maas-Brunner as Independent Director	For	For
8.e	Indicate Melanie Maas-Brunner as Independent Director	For	For
8.f	Approve Increase in Remuneration of Chairman of the Board of Directors	For	For
9.a	Approve Auditors' Remuneration	For	For

Azelis Group NV

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
9.b	Ratify PricewaterhouseCoopers, Permanently Represented by Peter Van den Eynde, as Auditors	For	For
10	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	For	For

Azelis Group NV

Meeting Date: 13/06/2024 **Country:** Belgium
Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Change Date of Annual Meeting and Amend Article 34 Accordingly	For	For

Jadestone Energy Plc

Meeting Date: 13/06/2024 **Country:** United Kingdom
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Reappoint Deloitte Ireland LLP as Auditors	For	For
3	Authorise Board to Fix Remuneration of Auditors	For	For
4	Elect Adel Chaouch as Director	For	For
5	Re-elect Alexander Blakeley as Director	For	For
6	Re-elect Bert-Jaap Dijkstra as Director	For	For
7	Elect Linda Beal as Director	For	For
8	Elect Joanne Williams as Director	For	For
9	Re-elect Cedric Fontenit as Director	For	For
<i>Blended Rationale: A vote FOR the re-election of Cedric Fontenit is warranted, although it is not without concern. A potential independence issue has been identified and he currently sits on the Audit and Remuneration Committees. The composition of these Committees does not adhere to UK best practice recommendations for a company of this size.</i>			
10	Elect Gunter Waldner as Director	For	For

Jadestone Energy Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
11	Re-elect David Neuhauser as Director	For	For
Blended Rationale: A vote FOR the re-election of David Neuhauser is warranted because no significant concerns have been identified.			
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

Mears Group Plc

Meeting Date: 13/06/2024	Country: United Kingdom
Meeting Type: Annual	

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Appoint PricewaterhouseCoopers LLP as Auditors	For	For
4	Authorise Board to Fix Remuneration of Auditors	For	For
5	Approve Final Dividend	For	For
6	Re-elect Jim Clarke as Director	For	For
7	Re-elect Lucas Critchley as Director	For	For
8	Re-elect Andrew Smith as Director	For	For
9	Re-elect Julia Unwin as Director	For	For
10	Re-elect Angela Lockwood as Director	For	For
11	Elect Nick Wharton as Director	For	For
12	Authorise Issue of Equity	For	For
13	Authorise Issue of Equity without Pre-emptive Rights	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

Monolithic Power Systems, Inc.

Meeting Date: 13/06/2024

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Eugen Elmiger	For	For
1.2	Elect Director Eileen Wynne	For	For
1.3	Elect Director Jeff Zhou	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Declassify the Board of Directors	Against	For
Blended Rationale: Artemis supports electing directors annually.			

Smurfit Kappa Group Plc

Meeting Date: 13/06/2024

Country: Ireland

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Proposed Combination of Smurfit Kappa and WestRock	For	For
2	Approve Matters Relating to the Scheme of Arrangement	For	For
3	Approve Transfer of the Company's Category of Listing from a Premium Listing to a Standard Listing	For	For
4	Amend Articles of Association	For	For
5	Approve Share Capital Reduction of Smurfit WestRock	For	For

Smurfit Kappa Group Plc

Meeting Date: 13/06/2024

Country: Ireland

Meeting Type: Court

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

Sweetgreen, Inc.

Meeting Date: 13/06/2024 Country: USA
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Neil Blumenthal	For	For
1.2	Elect Director Julie Bornstein	For	Withhold
Blended Rationale: A vote withhold is warranted due to concerns over poor corporate governance practices:- WITHHOLD votes are warranted for Governance Committee members Valerie Jarrett, Julie Bornstein, and Youngme Moon for maintaining a multi-class structure with disparate voting rights that is not subject to a reasonable time-based sunset provision.			
1.3	Elect Director Cliff Burrows	For	For
1.4	Elect Director Nicolas Jammet	For	Withhold
Blended Rationale: A vote withhold is warranted due to concerns over poor corporate governance practices:- WITHHOLD votes are warranted for Jonathan (Jon) Neman, Nicolas Jammet, and Nathaniel Ru as their collective ownership of the supervoting shares provide them with voting power control of the company.			
1.5	Elect Director Valerie Jarrett	For	Withhold
Blended Rationale: A vote withhold is warranted due to concerns over poor corporate governance practices:- WITHHOLD votes are warranted for Governance Committee chair Valerie Jarrett 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 which adversely impacts shareholder rights.- WITHHOLD votes are warranted for Governance Committee members Valerie Jarrett, Julie Bornstein, and Youngme Moon for maintaining a multi-class structure with disparate voting rights that is not subject to a reasonable time-based sunset provision.			
1.6	Elect Director Youngme Moon	For	Withhold
Blended Rationale: Refer to Item 1.2.			
1.7	Elect Director Jonathan Neman	For	Withhold
Blended Rationale: A vote withhold is warranted due to concerns over poor corporate governance practices:- WITHHOLD votes are warranted for Jonathan (Jon) Neman, Nicolas Jammet, and Nathaniel Ru as their collective ownership of the supervoting shares provide them with voting power control of the company. 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 corporate governance.			
1.8	Elect Director Nathaniel Ru	For	Withhold
Blended Rationale: Refer to Item 1.4.			
1.9	Elect Director Bradley Singer	For	For
2	Ratify Deloitte & Touche LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

TRATON SE

Meeting Date: 13/06/2024 Country: Germany
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 1.50 per Share	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	For	For
5.1	Ratify EY GmbH & Co. KG as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	For	For
5.2	Ratify EY GmbH & Co. KG as Auditors for a Possible Review of Additional Financial Information until the 2025 AGM	For	For
6	Approve Remuneration Report	For	For
7	Approve Remuneration Policy for the Management Board	For	For
8	Approve Remuneration Policy for the Supervisory Board	For	For
9.1	Elect Hans Poetsch to 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>			
9.2	Elect Oedgaerd Andersson to the Supervisory Board	For	For
9.3	Elect Manfred Doess to the Supervisory Board	For	For
9.4	Elect Gunnar Kilian to 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>			
9.5	Elect Albert Kirchmann to the Supervisory Board	For	For
9.6	Elect Julia Kuhn-Piech to 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.</i>			
9.7	Elect Nina Macpherson to the Supervisory Board	For	For
9.8	Elect Christian Porsche to 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>			
9.9	Elect Wolf-Michael Schmid to the Supervisory Board	For	For

TRATON SE

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
9.10	Elect Frank Witter to the Supervisory Board	For	For
10	Amend Articles of Association	For	For

APi Group Corporation

Meeting Date: 14/06/2024Country: USAMeeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Martin E. Franklin	For	For
1b	Elect Director James E. Lillie	For	For
1c	Elect Director Ian G.H. Ashken	For	Against
Blended Rationale: A vote against is warranted due to concerns over poor corporate governance practices: - A vote AGAINST audit committee members Ian Ashken, Paula Loop, and Carrie Wheeler is warranted for failing to address the material weaknesses in the company's internal controls in consecutive years. A vote against is warranted as the company has not provided adequate disclosure in accordance with a recognised climate-related disclosure framework. A vote against is warranted as the company has not set mid-term GHG emission reductions targets for scopes 1 and 2 and the company has not set an ambition to achieve net-zero GHG emissions by 2050 for scopes 1 and 2.			
1d	Elect Director Russell A. Becker	For	For
1e	Elect Director Paula D. Loop	For	Against
Blended Rationale: A vote against is warranted due to concerns over poor corporate governance practices: - A vote AGAINST audit committee members Ian Ashken, Paula Loop, and Carrie Wheeler is warranted for failing to address the material weaknesses in the company's internal controls in consecutive years.			
1f	Elect Director Anthony E. Malkin	For	For
1g	Elect Director Thomas V. Milroy	For	For
1h	Elect Director Cyrus D. Walker	For	Against
Blended Rationale: A vote against is warranted due to concerns over poor corporate governance practices: - A vote AGAINST governance committee chair Cyrus Walker is warranted given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights.			
1i	Elect Director Carrie A. Wheeler	For	Against
Blended Rationale: A vote against is warranted due to concerns over poor corporate governance practices: - A vote AGAINST audit committee members Ian Ashken, Paula Loop, and Carrie Wheeler is warranted for failing to address the material weaknesses in the company's internal controls in consecutive years.			
2	Ratify KPMG LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

KEYENCE Corp.

Meeting Date: 14/06/2024Country: JapanMeeting 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
3.1	Appoint Statutory Auditor Indo, Hiroji	For	For
3.2	Appoint Statutory Auditor Daiho, Masaji	For	For
4	Appoint Alternate Statutory Auditor Yamamoto, Masaharu	For	For

Meituan

Meeting Date: 14/06/2024Country: Cayman IslandsMeeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Elect Wang Xing as Director	For	Against
Blended Rationale: A vote against is warranted as the nominee serves as the Company's CEO and Chair and no suitable explanation has been given. A lead/senior independent director should also be appointed. A vote against is warranted due to concerns over poor corporate governance practices: - A vote AGAINST the election of Wang Xing and Mu Rongjun is warranted given that their failure to ensure the company's compliance with relevant laws and regulations raise serious concerns on their ability to fulfil their fiduciary duties in the company.			
3	Elect Mu Rongjun as Director	For	Against
Blended Rationale: A vote against is warranted due to concerns over poor corporate governance practices: - A vote AGAINST the election of Wang Xing and Mu Rongjun is warranted given that their failure to ensure the company's compliance with relevant laws and regulations raise serious concerns on their ability to fulfil their fiduciary duties in the company.			
4	Authorize Board to Fix Remuneration of Directors	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Class B Shares	For	For

Meituan

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6	Authorize Repurchase of Issued Share Capital	For	For
7	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	For	For
8	Amend Existing Articles of Association and Adopt Eighth Amended and Restated Memorandum of Association and Articles of Association	For	For

Tesco Plc

Meeting Date: 14/06/2024	Country: United Kingdom
	Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Elect Dame Carolyn Fairbairn as Director	For	For
5	Elect Gerry Murphy as Director	For	For
6	Re-elect Melissa Bethell as Director	For	For
7	Re-elect Bertrand Bodson as Director	For	For
8	Re-elect Thierry Garnier as Director	For	For
9	Re-elect Stewart Gilliland as Director	For	For
10	Re-elect Ken Murphy as Director	For	For
11	Re-elect Imran Nawaz as Director	For	For
12	Re-elect Alison Platt as Director	For	For
13	Re-elect Caroline Silver 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

Tesco Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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

Bank of Georgia Group Plc

Meeting Date: 17/06/2024

Country: United Kingdom

Meeting Type: Annual

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

Bank of Georgia Group Plc

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

Lao Feng Xiang Co., Ltd.

Meeting Date: 17/06/2024 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 Financial Statements and Financial Budget Report	For	For
4	Approve Profit Distribution	For	For
5	Approve Appointment of Financial Auditor and Internal Control Auditor	For	For
6	Approve Provision of Guarantees	For	Against
Blended Rationale: A vote AGAINST is warranted because the level of guarantee to be provided to some of its subsidiaries is disproportionate to the level of ownership in the said subsidiaries. The company has failed to provide valid justifications in the meeting circular.			
7	Approve Entrusted Financial Management	For	For
8	Approve Report of the Independent Directors	For	For
9	Amend Working System for Independent Directors	For	Against
Blended Rationale: A vote against is warranted because the company has not provided information on this proposal. - The company has not specified the details and the provisions covered under the proposed amendments.			
10	Approve Report of the Board of Supervisors	For	For
11	Amend Articles of Association	For	For
12.1	Elect Chen Yi as Supervisor	For	For

Mastercard Incorporated

Meeting Date: 18/06/2024 Country: USA
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Merit E. Janow	For	For
<i>Blended Rationale: A vote for is warranted as the company has set an ambition to achieve net zero GHG emissions by 2040 for scopes 1, 2 and 3, and interim SBTi-approved targets to reduce scope 1 and 2 emissions by 38% by 2025 and scope 3 by 20%, from a 2016 base year.</i>			
1b	Elect Director Candido Bracher	For	For
1c	Elect Director Richard K. Davis	For	Against
<i>Blended Rationale: A vote against is warranted as there are ongoing issues with remuneration.</i>			
1d	Elect Director Julius Genachowski	For	For
1e	Elect Director Choon Phong Goh	For	For
1f	Elect Director Oki Matsumoto	For	For
1g	Elect Director Michael Miebach	For	For
1h	Elect Director Youngme Moon	For	For
1i	Elect Director Rima Qureshi	For	For
1j	Elect Director Gabrielle Sulzberger	For	For
1k	Elect Director Harit Talwar	For	For
1l	Elect Director Lance Uggla	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 conditioned on adjusted EPS growth and adjusted net revenue growth over three one-year performance periods. Financial performance is averaged over the three-year period and subjected to a three-year relative TSR modifier versus the S&P 500 Index. EPS and revenue metrics can be achieved up to 150 percent of target, and relative TSR can increase or decrease the payout by up to 50 percent with a maximum overall payout of 200 percent of target.</i>			
3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
4	Report on Lobbying Payments and Policy	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's 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>			
5	Amend Director Election Resignation Bylaw	Against	Against
6	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	Against	Against
7	Report on Congruency of Company's Human Rights Statement with Charitable Contributions and Voluntary Partnerships	Against	Against

Mastercard Incorporated

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
8	Report on Gender-Based Compensation and Benefits Inequities	Against	Against

Powszechny Zaklad Ubezpieczen SA

Meeting Date: 18/06/2024

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	Approve Management Board Report on Expenses Related to Representation, Legal Services, Marketing Services, Public Relations Services, Social Communication Services, and Management Advisory Services	For	For
10	Approve Financial Statements	For	For
11	Approve Consolidated Financial Statements	For	For
12	Approve Management Board Report on Company's, Group's Operations, and Non-Financial Information	For	For
13	Approve Supervisory Board Report	For	For
14	Approve Allocation of Income and Dividends of PLN 4.34 per Share	For	For
15.1	Approve Discharge of Ernest Bejda (Management Board Member)	For	For
15.2	Approve Discharge of Malgorzata Kot (Management Board Member)	For	For
15.3	Approve Discharge of Beata Kozłowska-Chyla (CEO)	For	For
15.4	Approve Discharge of Krzysztof Kozłowski (Management Board Member)	For	For
15.5	Approve Discharge of Tomasz Kulik (Management Board Member)	For	For
15.6	Approve Discharge of Piotr Nowak (Management Board Member)	For	For
15.7	Approve Discharge of Maciej Rapkiewicz (Management Board Member)	For	For
15.8	Approve Discharge of Malgorzata Sadurska (Management Board Member)	For	For

Powszechny Zakład Ubezpieczeń SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
16.1	Approve Discharge of Marcin Chludzinski (Supervisory Board Member)	For	For
16.2	Approve Discharge of Pawel Gorecki (Supervisory Board Deputy Chairman)	For	For
16.3	Approve Discharge of Agata Gornicka (Supervisory Board Secretary and Member)	For	For
16.4	Approve Discharge of Robert Jastrzebski (Supervisory Board Chairman)	For	For
16.5	Approve Discharge of Marcin Kubicza (Supervisory Board Member)	For	For
16.6	Approve Discharge of Elzbieta Maczynska-Ziemacka (Supervisory Board Member)	For	For
16.7	Approve Discharge of Krzysztof Opolski (Supervisory Board Member)	For	For
16.8	Approve Discharge of Radoslaw Sierpinski (Supervisory Board Member)	For	For
16.9	Approve Discharge of Robert Snitko (Supervisory Board Member and Secretary)	For	For
16.10	Approve Discharge of Piotr Wachowiak (Supervisory Board Member)	For	For
16.11	Approve Discharge of Jozef Wierzbowski (Supervisory Board Member)	For	For
16.12	Approve Discharge of Maciej Zaborowski (Supervisory Board Member)	For	For
17.1	Approve Discharge of Przemyslaw Dabrowski (Management Board Member)	For	For
17.2	Approve Discharge of Rafal Grodzicki (Management Board Member)	For	For
17.3	Approve Discharge of Witold Jaworski (Management Board Member)	For	For
17.4	Approve Discharge of Andrzej Klesyk (CEO)	For	For
17.5	Approve Discharge of Dariusz Krzewina (CEO and Management Board Member)	For	For
17.6	Approve Discharge of Tomasz Tarkowski (Management Board Member)	For	For
17.7	Approve Discharge of Ryszard Trepczynski (Management Board Member)	For	For
17.8	Approve Discharge of Zbigniew Cwiakalski (Supervisory Board Chairman and Deputy Chairman)	For	For

Powszechny Zakład Ubezpieczeń SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
17.9	Approve Discharge of Zbigniew Derdziuk (Supervisory Board Member)	For	For
17.10	Approve Discharge of Dariusz Filar (Supervisory Board Member and Secretary)	For	For
17.11	Approve Discharge of Dariusz Kacprzyk (Supervisory Board Member)	For	For
17.12	Approve Discharge of Jakub Karnowski (Supervisory Board Member)	For	For
17.13	Approve Discharge of Aleksandra Magaczewska (Supervisory Board Chairwoman and Member)	For	For
17.14	Approve Discharge of Tomasz Zganiacz (Supervisory Board Member and Secretary)	For	For
18.1	Approve Individual Suitability of Anita Elzanowska (Supervisory Board Member)	For	For
18.2	Approve Individual Suitability of Andrzej Kaleta (Supervisory Board Member)	For	For
18.3	Approve Individual Suitability of Anna Machnikowska (Supervisory Board Secretary)	For	For
18.4	Approve Individual Suitability of Adam Uszpolewicz (Supervisory Board Member)	For	For
18.5	Approve Individual Suitability of Filip Gorczyca (Supervisory Board Member)	For	For
18.6	Approve Individual Suitability of Marcin Kubicza (Supervisory Board Chairman)	For	For
18.7	Approve Individual Suitability of Malgorzata Kurzynoga (Supervisory Board Deputy Chairwoman)	For	For
18.8	Approve Individual Suitability of Michal Bernaczyk (Supervisory Board Member)	For	For
18.9	Approve Individual Suitability of Michal Jonczynski (Supervisory Board Member)	For	For
18.10	Approve Individual Suitability of Wojciech Olejniczak (Supervisory Board Member)	For	For
18.11	Approve Collective Suitability of Supervisory Board Members	For	For
19	Amend Policy of Suitability of Supervisory Board and Audit Committee Members	For	For
20.1	Recall Supervisory Board Member	For	Against

Blended Rationale: A vote against is warranted because the company has not provided information on this proposal:- The name of the director to be recalled and the name of the candidate to be elected have not been disclosed by the company.

Powszechny Zaklad Ubezpieczen SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
20.2	Elect Supervisory Board Member	For	Against
Blended Rationale: A vote against is warranted because the company has not provided information on this proposal.- The name of the director to be recalled and the name of the candidate to be elected have not been disclosed by the company.			
21	Approve Assessment of Supervisory Board Suitability	For	Against
Blended Rationale: A vote against is warranted because the company has not provided information on this proposal:- The company has not disclosed the name of the supervisory board member to be elected.			
22	Approve Remuneration Report	For	Against
Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company.- The remuneration report does not provide sufficient information for shareholders to assess the alignment between pay and performance at the company. Referred due to excessive salary increase.			

Somero Enterprises, Inc.

Meeting Date: 18/06/2024 Country: USA
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	Abstain
Blended Rationale: An abstention is warranted due to the lack of board diversity and independence which we have previously communicated in our engagement with the company.			
2	Approve Remuneration Report	For	Against
Blended Rationale: A vote against is warranted because the Executives were granted restricted shares, which are time-based instruments without performance conditions linked to the overall performance of the Company.			
3	Re-elect John Cooney as Director	For	For
4	Re-elect Howard Hohmann as Director	For	For
5	Elect Anne Ellis as Director	For	For
6	Reappoint Whitley Penn LLP as Auditors	For	For

Toyota Motor Corp.

Meeting Date: 18/06/2024 Country: Japan
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Toyoda, Akio	For	Against

Toyota Motor Corp.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
<i>Blended Rationale: A vote AGAINST this director nominee is warranted because:- As a long-time top executive, Toyoda should be considered ultimately accountable for a spate of certification irregularities within the Toyota Motor group. - Judging from the board members nominated, as well as the counter measures announced by the company, contrary to the company's assertions regarding changes to the corporate culture, the company's propensity to preserve its corporate culture is in fact suspected, and Toyoda should be held accountable for that.</i>			
1.2	Elect Director Hayakawa, Shigeru	For	For
1.3	Elect Director Sato, Koji	For	For
1.4	Elect Director Nakajima, Hiroki	For	For
1.5	Elect Director Miyazaki, Yoichi	For	For
1.6	Elect Director Simon Humphries	For	For
1.7	Elect Director Sugawara, Ikuro	For	For
1.8	Elect Director Sir Philip Craven	For	For
1.9	Elect Director Oshima, Masahiko	For	For
1.10	Elect Director Osono, Emi	For	For
2	Appoint Statutory Auditor Osada, Hiromi	For	For
3	Appoint Alternate Statutory Auditor Fujisawa, Kumi	For	For
4	Amend Articles to Report on Corporate Climate Lobbying Aligned with Paris Agreement	Against	For
<i>Blended Rationale: A vote FOR this shareholder proposal is recommended because:- Toyota doubled the number of industry organizations reviewed in the 2023 climate lobbying report, which is positive. However, although Toyota Motor this year retained a third-party appraiser, unlike in 2022 when the company itself conducted a review, the identity of the appraiser is not disclosed. - Particularly in light of the compliance concerns at Toyota group companies, the proposal would help restore trust through transparent disclosures aligned with the Paris Agreement. - An evaluation of how the company's lobbying activities align with the Paris Agreement goals would provide information that would allow shareholders to better evaluate the company's risk related to its lobbying activities.</i>			

Whitbread Plc

Meeting Date: 18/06/2024 Country: United Kingdom
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Elect Shelley Roberts as Director	For	For
5	Re-elect Kal Atwal as Director	For	For
6	Re-elect Horst Baier as Director	For	For
7	Re-elect Adam Crozier as Director	For	For

Whitbread Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
8	Re-elect Frank Fiskers as Director	For	For
9	Re-elect Richard Gillingwater as Director	For	For
10	Re-elect Karen Jones as Director	For	For
11	Re-elect Chris Kennedy as Director	For	For
12	Re-elect Hemant Patel as Director	For	For
13	Re-elect Dominic Paul as Director	For	For
14	Re-elect Cilla Snowball as Director	For	For
15	Reappoint Deloitte LLP as Auditors	For	For
16	Authorise Board to Fix Remuneration of Auditors	For	For
17	Authorise UK Political Donations and Expenditure	For	For
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

Delivery Hero SE

Meeting Date: 19/06/2024	Country: Germany
	Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Discharge of Management Board for Fiscal Year 2023	For	For
3.1	Approve Discharge of Supervisory Board Member Martin Enderle for Fiscal Year 2023	For	For
3.2	Approve Discharge of Supervisory Board Member Patrick Kolek for Fiscal Year 2023	For	For
3.3	Approve Discharge of Supervisory Board Member Jeanette Gorgas for Fiscal Year 2023	For	For
3.4	Approve Discharge of Supervisory Board Member Nils Engvall for Fiscal Year 2023	For	For

Delivery Hero SE

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3.5	Approve Discharge of Supervisory Board Member Gabriella Engaras for Fiscal Year 2023	For	For
3.6	Approve Discharge of Supervisory Board Member Dimitrios Tsaousis for Fiscal Year 2023	For	For
4.1	Elect Kristin Lund to the Supervisory Board	For	For
4.2	Elect Roger Rabalais to the Supervisory Board	For	For
<i>Blended Rationale: A vote FOR is warranted as we believe some representation from the largest shareholder is reasonable in this case and likely to be positive for shareholders.</i>			
4.3	Elect Martin Enderle to the Supervisory Board	For	For
4.4	Elect Gabriella Engaras to the Supervisory Board as Employee Representative	For	For
4.5	Elect Nils Engvall to the Supervisory Board as Employee Representative	For	For
4.6	Elect Isabel Poscherstnikov to the Supervisory Board as Employee Representative	For	For
4.7	Elect Camilla Wik to the Supervisory Board as Employee Representative Alternate	For	For
4.8	Elect Jonathan Hegbrant to the Supervisory Board as Employee Representative Alternate	For	For
4.9	Elect Sachka Stefanova-Behlert to the Supervisory Board as Employee Representative Alternate	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements	For	For
5.2	Ratify KPMG AG as Auditors for the Sustainability Reporting for Fiscal Year 2024	For	For
6	Approve Remuneration Report	For	Against
<i>Blended Rationale: A vote against is warranted because equity awards are not pro-rated upon change in control, or subject to single-trigger/auto-acceleration: - If a management board member steps down or is removed from the management board in the course of a change of control, all stock options granted under the LTIP shall become fully vested, irrespective of the vesting periods or cliff provisions and will be immediately allocated. After the expiry of the waiting period, the management board members are then entitled to exercise the stock options.</i>			
7	Approve Creation of EUR 12.6 Million Pool of Authorized Capital 2024/I for Employee Participation Plans	For	For
8	Approve Creation of EUR 800,000 Pool of Authorized Capital 2024/II for Executive Participation Plans	For	For

Delivery Hero SE

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
9	Approve Partial Cancellation of Conditional Capital 2017/II, Conditional Capital 2019/II, Conditional Capital 2021/II; Approve Cancellation Authorized Capital 2021	For	For
10	Amend Articles Re: Registration in the Share Register	For	For
11.1	Approve Affiliation Agreement with Delivery Hero Stores Holding GmbH	For	For
Blended Rationale: Votes FOR these proposals are warranted due to lack of concerns.			
11.2	Approve Affiliation Agreement with DH Financial Services Holding GmbH	For	For
Blended Rationale: Votes FOR these proposals are warranted due to lack of concerns.			
11.3	Approve Affiliation Agreement with Delivery Hero Kitchens Holding GmbH	For	For
Blended Rationale: Votes FOR these proposals are warranted due to lack of concerns.			
11.4	Approve Affiliation Agreement with Delivery Hero Innovations Hub GmbH	For	For
Blended Rationale: Votes FOR these proposals are warranted due to lack of concerns.			
12.1	Approve Domination Agreement with Delivery Hero Stores Holding GmbH	For	For
Blended Rationale: Votes FOR these proposals are warranted due to lack of concerns.			
12.2	Approve Domination Agreement with DH Financial Services Holding GmbH	For	For
Blended Rationale: Votes FOR these proposals are warranted due to lack of concerns.			
12.3	Approve Domination Agreement with Delivery Hero Kitchens Holding GmbH	For	For
Blended Rationale: Votes FOR these proposals are warranted due to lack of concerns.			
12.4	Approve Domination Agreement with Delivery Hero Innovations Hub GmbH	For	For
Blended Rationale: Votes FOR these proposals are warranted due to lack of concerns.			
13	Approve Remuneration Policy for the Supervisory Board	For	For
14	Approve Increase in Size of Board to Eight Members	For	For
15	Elect Scott Ferguson to the Supervisory Board, if Item 14 is Approved	For	For

Japan Post Holdings Co., Ltd.

Meeting Date: 19/06/2024

Country: Japan

Meeting Type: Annual

Japan Post Holdings Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Masuda, Hiroya	For	Against
Blended Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavourable ROE performance.			
1.2	Elect Director Iizuka, Atsushi	For	For
1.3	Elect Director Senda, Tetsuya	For	For
1.4	Elect Director Tanigaki, Kunio	For	For
1.5	Elect Director Kasama, Takayuki	For	For
1.6	Elect Director Okamoto, Tsuyoshi	For	For
1.7	Elect Director Koezuka, Miharuru	For	For
1.8	Elect Director Kaiami, Makoto	For	For
1.9	Elect Director Satake, Akira	For	For
1.10	Elect Director Suwa, Takako	For	For
1.11	Elect Director Ito, Yayoi	For	For
1.12	Elect Director Oeda, Hiroshi	For	For
1.13	Elect Director Kimura, Miyoko	For	For
1.14	Elect Director Shindo, Kosei	For	For
1.15	Elect Director Shiono, Noriko	For	For

Komatsu Ltd.

Meeting Date: 19/06/2024

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 95	For	For
2.1	Elect Director Ohashi, Tetsuji	For	For
2.2	Elect Director Ogawa, Hiroyuki	For	For
2.3	Elect Director Horikoshi, Takeshi	For	For
2.4	Elect Director Yokomoto, Mitsuko	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

Komatsu Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2.9	Elect Director Imayoshi, Takuya	For	For
3	Appoint Statutory Auditor Nakao, Mitsuo	For	For
4	Approve Compensation Ceilings for Directors and Statutory Auditors	For	For
5	Approve Trust-Type Equity Compensation Plan	For	For

Videndum Plc

Meeting Date: 19/06/2024 **Country:** United Kingdom
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Elect Stephen Harris as Director	For	For
4	Re-elect Stephen Bird as Director	For	For
5	Re-elect Andrea Rigamonti as Director	For	For
6	Re-elect Caroline Thomson as Director	For	For
7	Re-elect Richard Tyson as Director	For	For
8	Re-elect Anna Vikstrom Persson as Director	For	For
9	Elect Graham Oldroyd as Director	For	For
10	Appoint 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 Market Purchase of Ordinary Shares	For	For
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Aberforth Split Level Income Trust Plc

Meeting Date: 20/06/2024 **Country:** United Kingdom
Meeting Type: Special

Aberforth Split Level Income Trust Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Matters Relating to the Reclassification of Shares	For	For

Card Factory Plc

Meeting Date: 20/06/2024 Country: United Kingdom
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3	Re-elect Paul Moody as Director	For	Abstain
Blended Rationale: An abstention is warranted as there is a lack of diversity on the board.			
4	Re-elect Darcy Willson-Rymer as Director	For	For
5	Re-elect Matthias Seeger as Director	For	For
6	Re-elect Roger Whiteside as Director	For	For
7	Re-elect Nathan Lane as Director	For	For
8	Re-elect Robert McWilliam as Director	For	For
9	Re-elect Indira Thambiah as Director	For	For
10	Approve Remuneration Report	For	For
11	Approve Remuneration Policy	For	For
Blended Rationale: A vote FOR the remuneration policy is considered warranted, as no material concerns have been identified.			
12	Reappoint Mazars LLP as Auditors	For	For
13	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	For	For
14	Approve Long Term Incentive Plan	For	For
Blended Rationale: A vote FOR the renewal of the LTIP is considered warranted, as no material concerns have been identified.			
15	Approve Save As You Earn Scheme	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

Card Factory Plc

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

Cava Group, Inc.

Meeting Date: 20/06/2024Country: USAMeeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Philippe Amouyal	For	Withhold
Blended Rationale: A vote Withhold is warranted due to concerns over poor corporate governance practices. - WITHHOLD votes are warranted for governance committee members Philippe Amouyal and Lauri Shanahan 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.			
1b	Elect Director David Bosserman	For	For
1c	Elect Director Lauri Shanahan	For	Withhold
Blended Rationale: A vote Withhold is warranted due to concerns over poor corporate governance practices. - WITHHOLD votes are warranted for governance committee members Philippe Amouyal and Lauri Shanahan 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	Amend Omnibus Stock Plan	For	For
3	Ratify Deloitte & Touche LLP as Auditors	For	For

China CITIC Bank Corporation Limited

Meeting Date: 20/06/2024Country: ChinaMeeting 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 KPMG Huazhen LLP as Domestic Accounting Firm and KPMG as International Accounting Firm and Fix Their Fees	For	For

China CITIC Bank Corporation Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6	Approve Special Report of Related Party Transactions	For	For
7	Approve Report of the Board of Directors	For	For
8	Approve Report of the Board of Supervisors	For	For
9	Approve Director Remuneration Policy	For	For
10	Approve Supervisor Remuneration Policy	For	For
11.01	Elect Fang Heying as Director	For	For
11.02	Elect Liu Cheng as Director	For	For
11.03	Elect Hu Gang as Director	For	For
12.01	Elect Cao Guoqiang as Director	For	For
12.02	Elect Huang Fang as Director	For	For
12.03	Elect Wang Yankang as Director	For	For
13.01	Elect Liu Tsz Bun Bennett as Director	For	For
13.02	Elect Zhou Bowen as Director	For	For
13.03	Elect Wang Huacheng as Director	For	For
13.04	Elect Song Fangxiu as Director	For	For
14.01	Elect Wei Guobin as Supervisor	For	For
14.02	Elect Sun Qixiang as Supervisor	For	For
14.03	Elect Liu Guoling as Supervisor	For	For
15.01	Elect Li Rong as Supervisor	For	For
16	Approve Shareholder Return Plan for the Years 2024-2026	For	For
17	Approve Report of the Use of Proceeds from the Previous Issuance	For	For
18	Approve Extension of the Effective Period of the Resolutions in Relation to the Rights Issue	For	For

China CITIC Bank Corporation Limited

Meeting Date: 20/06/2024

Country: China

Meeting Type: Special

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

China Yangtze Power Co., Ltd.

Meeting Date: 20/06/2024 Country: China
Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Liu Weiping as Director	For	For

Hitachi Zosen Corp.

Meeting Date: 20/06/2024 Country: Japan
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 23	For	For
2	Amend Articles to Change Company Name - Amend Business Lines	For	For
3.1	Elect Director Mino, Sadao	For	For
3.2	Elect Director Kuwahara, Michi	For	For
3.3	Elect Director Kimura, Satoshi	For	For
3.4	Elect Director Hashizume, Munenobu	For	For
3.5	Elect Director Shoji, Tetsuya	For	For
3.6	Elect Director Sakata, Shinoi	For	For
3.7	Elect Director Horiguchi, Akiko	For	For
3.8	Elect Director Miyazaki, Maki	For	For
4.1	Appoint Statutory Auditor Yasuhara, Hirofumi	For	For
4.2	Appoint Statutory Auditor Inada, Koji	For	For
5	Approve Trust-Type Equity Compensation Plan	For	For

MINISO Group Holding Limited

Meeting Date: 20/06/2024 Country: Cayman Islands
Meeting Type: Annual

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

MINISO Group Holding Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2AI	Elect Director Ye Guofu	For	For
2AII	Elect Director Wang Yongping	For	Abstain
Blended Rationale: An abstention is warranted as there is a lack of diversity on the board.			
2B	Approve Remuneration of Directors	For	For
3	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	For	For
4A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	Against
Blended Rationale: A vote AGAINST Item 4A is warranted given that the company has not specified the discount limit for issuance for cash and non-cash consideration.			
4B	Authorize Repurchase of Issued Share Capital	For	For
4C	Authorize Reissuance of Repurchased Shares	For	Against
Blended Rationale: A vote AGAINST the share reissuance request in Item 4C is warranted given the following: - The reissuance of repurchased shares would cause the aggregate share issuance limit to exceed 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.			

The United Laboratories International Holdings Limited

Meeting Date: 20/06/2024 Country: Cayman Islands
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3	Approve Special Dividend	For	For
4a	Elect Leung Wing Hon as Director	For	For
4b	Elect Fang Yu Ping as Director	For	For
4c	Elect Fu Qiushi as Director	For	For
4d	Authorize Board to Fix Remuneration of Directors	For	For
5	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	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.			

The United Laboratories International Holdings Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
7	Authorize Repurchase of Issued Share Capital	For	For
8	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.			

Aon Plc

Meeting Date: 21/06/2024 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 Jose Antonio Alvarez	For	For
1.4	Elect Director Jin-Yong Cai	For	For
1.5	Elect Director Jeffrey C. Campbell	For	For
1.6	Elect Director Fulvio Conti	For	For
1.7	Elect Director Cheryl A. Francis	For	For
1.8	Elect Director Adriana Karaboutis	For	For
1.9	Elect Director Richard C. Notebaert	For	For
1.10	Elect Director Gloria Santona	For	For
1.11	Elect Director Sarah E. Smith	For	For
1.12	Elect Director Byron O. Spruell	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Blended Rationale: On balance, a FOR vote is warranted as pay and company performance are reasonably aligned for the year in review.			
3	Ratify Ernst & Young LLP as Auditors	For	For
4	Ratify Ernst & Young Chartered Accountants as Statutory Auditor	For	For
5	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
6	Authorise Issue of Equity	For	For
7	Authorise Issue of Equity without Pre-emptive Rights	For	For

Central Japan Railway Co.

Meeting Date: 21/06/2024

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 15	For	For
2.1	Elect Director Kaneko, Shin	For	For
2.2	Elect Director Niwa, Shunsuke	For	For
2.3	Elect Director Takeda, Kentaro	For	For
2.4	Elect Director Nakamura, Akihiko	For	For
2.5	Elect Director Mizuno, Takanori	For	For
2.6	Elect Director Suzuki, Hiroshi	For	For
2.7	Elect Director Tsuge, Koei	For	For
2.8	Elect Director Kasama, Haruo	For	For
2.9	Elect Director Oshima, Taku	For	For
2.10	Elect Director Nagano, Tsuyoshi	For	For
2.11	Elect Director Kiba, Hiroko	For	For
2.12	Elect Director Joseph Schmelzeis	For	For
3	Appoint Statutory Auditor Kinoshita, Shione	For	For

Corebridge Financial, Inc.

Meeting Date: 21/06/2024

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Chris Banthin	For	For
1b	Elect Director Adam Burk	For	For
1c	Elect Director Alan Colberg	For	For
1d	Elect Director Rose Marie Glazer	For	For
1e	Elect Director Jonathan Gray	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.			
1f	Elect Director Kevin Hogan	For	For
1g	Elect Director Deborah Leone	For	For
1h	Elect Director Christopher Lynch	For	For

Corebridge Financial, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1i	Elect Director Sabra Purtill	For	For
1k	Elect Director Amy Schioldager	For	For
1l	Elect Director Mia Tarpey	For	For
1m	Elect Director Peter Zaffino	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

Daiwa Securities Group, Inc.

Meeting Date: 21/06/2024 Country: Japan
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Nakata, Seiji	For	For
1.2	Elect Director Ogino, Akihiko	For	For
1.3	Elect Director Niizuma, Shinsuke	For	For
1.4	Elect Director Tashiro, Keiko	For	For
1.5	Elect Director Sato, Eiji	For	For
1.6	Elect Director Hanaoka, Sachiko	For	For
1.7	Elect Director Kawai, Eriko	For	For
1.8	Elect Director Nishikawa, Katsuyuki	For	For
1.9	Elect Director Iwamoto, Toshio	For	For
1.10	Elect Director Murakami, Yumiko	For	For
1.11	Elect Director Iki, Noriko	For	For
1.12	Elect Director Yunoki, Mami	For	For

DISCO Corp.

Meeting Date: 21/06/2024 Country: Japan
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 231	For	For

DISCO Corp.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2.1	Elect Director Sekiya, Kazuma	For	For
2.2	Elect Director Yoshinaga, Noboru	For	For
2.3	Elect Director Tamura, Takao	For	For
2.4	Elect Director Inasaki, Ichiro	For	For
2.5	Elect Director Tamura, Shinichi	For	For
2.6	Elect Director Yamaguchi, Yusei	For	For
2.7	Elect Director Tokimaru, Kazuyoshi	For	For
2.8	Elect Director Oki, Noriko	For	For
2.9	Elect Director Matsuo, Akiko	For	For
2.10	Elect Director Kobayashi, Etsuko	For	For
2.11	Elect Director Mogi, Miki	For	For

Informa Plc

Meeting Date: 21/06/2024	Country: United Kingdom
	Meeting Type: Annual

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

ITOCHU Corp.

Meeting Date: 21/06/2024	Country: Japan
	Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 80	For	For
2.1	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 Seto, Kenji	For	For
2.7	Elect Director Naka, Hiroyuki	For	For
2.8	Elect Director Kawana, Masatoshi	For	For
2.9	Elect Director Nakamori, Makiko	For	For
2.10	Elect Director Ishizuka, Kunio	For	For
2.11	Elect Director Ito, Akiko	For	For
3	Appoint Statutory Auditor Kyoda, Makoto	For	For
4	Approve Trust-Type Equity Compensation Plan	For	For

Toyota Tsusho Corp.

Meeting Date: 21/06/2024

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 155	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 Didier Leroy	For	For
2.6	Elect Director Inoue, Yukari	For	For
2.7	Elect Director Matsuda, Chieko	For	For
2.8	Elect Director Yamaguchi, Goro	For	For
3.1	Appoint Statutory Auditor Tanoue, Seishi	For	For
3.2	Appoint Statutory Auditor Beppu, Rikako	For	For
4	Approve Annual Bonus	For	For

Indus Towers Limited

Meeting Date: 22/06/2024

Country: India

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Elect Dinesh Kumar Mittal as Director	For	Against
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. A vote against is warranted as the nominee is a non-independent NED and serves on the Audit Committee, which is not fully independent.			

BAIC Motor Corporation Limited

Meeting Date: 24/06/2024

Country: China

Meeting Type: Annual

BAIC Motor Corporation Limited

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 Profits Distribution and Dividends Distribution Plan	For	For
5	Approve PricewaterhouseCoopers and PricewaterhouseCoopers Zhong Tian LLP as International and Domestic Auditor, Respectively, and Authorize Board to Fix Their Remuneration	For	For
6	Approve General Mandate for the Issuance of Bond Financing Instruments	For	For
7	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	Against
<i>Blended Rationale: A vote AGAINST this resolution is warranted for the following: - The share issuance limit is greater than 10 percent of the relevant class of shares 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>			
8	Authorize Repurchase of Issued Share Capital	For	For

BAIC Motor Corporation Limited

Meeting Date: 24/06/2024 Country: China
Meeting Type: Special

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

Laboratorios Farmaceuticos Rovi SA

Meeting Date: 24/06/2024 Country: Spain
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	For	For

Laboratorios Farmaceuticos Rovi SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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	Reelect Fatima Banez Garcia as Director	For	For
6	Approve Annual Maximum Remuneration	For	For
7	Approve Remuneration Policy	For	For
8	Approve Long-Term Incentive Plan for Executives	For	For
9	Approve Reduction in Share Capital via Cancellation of Treasury Shares	For	For
10	Renew Appointment of KPMG Auditores as Auditor	For	For
11	Authorize Board to Ratify and Execute Approved Resolutions	For	For
12	Advisory Vote on Remuneration Report	For	For

Nikon Corp.

Meeting Date: 24/06/2024

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 25	For	For
2	Amend Articles to Change Location of Head Office - Clarify Director Authority on Shareholder Meetings	For	For
3.1	Elect Director Umatate, Toshikazu	For	For
3.2	Elect Director Tokunari, Muneaki	For	For
3.3	Elect Director Omura, Yasuhiro	For	For
3.4	Elect Director Hiruta, Shiro	For	For
3.5	Elect Director Sumita, Makoto	For	For
3.6	Elect Director Tatsuoka, Tsuneyoshi	For	For
4.1	Elect Director and Audit Committee Member Kikuchi, Seiji	For	For
4.2	Elect Director and Audit Committee Member Murayama, Shigeru	For	For
4.3	Elect Director and Audit Committee Member Yamagami, Asako	For	For

Nikon Corp.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	For	For

Sompo Holdings, Inc.

Meeting Date: 24/06/2024Country: JapanMeeting 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 Okumura, Mikio	For	Against
Blended Rationale: A vote AGAINST this director nominee is warranted because:- Top management is responsible for the company's capital misallocation.- The nominee, as a top executive, should be considered accountable for the collusion incident over insurance premiums and Bigmotor Co.'s insurance fraud.			
2.2	Elect Director Hamada, Masahiro	For	For
2.3	Elect Director Hara, Shinichi	For	For
2.4	Elect Director Scott Trevor Davis	For	For
2.5	Elect Director Endo, Isao	For	Against
Blended Rationale: A vote AGAINST this director nominee is warranted because:- The nominee cannot be expected to fulfill the role of overseeing management effectively in the interests of shareholders in light of the low attendance rate.			
2.6	Elect Director Higashi, Kazuhiro	For	For
2.7	Elect Director Shibata, Misuzu	For	For
2.8	Elect Director Nawa, Takashi	For	For
2.9	Elect Director Yamada, Meyumi	For	For
2.10	Elect Director Ito, Kumi	For	For
2.11	Elect Director Waga, Masayuki	For	For
2.12	Elect Director Kajikawa, Toru	For	For
2.13	Elect Director Kasai, Satoshi	For	For

Brother Industries, Ltd.

Meeting Date: 25/06/2024Country: JapanMeeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Koike, Toshikazu	For	For

Brother Industries, Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.2	Elect Director Sasaki, Ichiro	For	For
1.3	Elect Director Ikeda, Kazufumi	For	For
1.4	Elect Director Ishiguro, Tadashi	For	For
1.5	Elect Director Kuwabara, Satoru	For	For
1.6	Elect Director Murakami, Taizo	For	For
1.7	Elect Director Takeuchi, Keisuke	For	For
1.8	Elect Director Shirai, Aya	For	For
1.9	Elect Director Uchida, Kazunari	For	For
1.10	Elect Director Hidaka, Naoki	For	For
1.11	Elect Director Miyaki, Masahiko	For	For
2	Appoint Statutory Auditor Obayashi, Keizo	For	For

HashiCorp, Inc.

Meeting Date: 25/06/2024Country: USAMeeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Armon Dadgar	For	Withhold
Blended Rationale: A vote withhold is warranted due to concerns over poor corporate governance practices: - WITHHOLD are warranted for all incumbent director nominees for failing to remove, or subject to a reasonable sunset requirement, the dual-class capital structure, the supermajority vote requirement to enact certain changes to the governing documents, and the classified board, each of which adversely impacts shareholder rights.			
1b	Elect Director David McJannet	For	Withhold
Blended Rationale: A vote withhold is warranted due to concerns over poor corporate governance practices: - WITHHOLD are warranted for all incumbent director nominees for failing to remove, or subject to a reasonable sunset requirement, the dual-class capital structure, the supermajority vote requirement to enact certain changes to the governing documents, and the classified board, each of which adversely impacts shareholder rights. 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.			
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
Blended Rationale: A vote against is warranted because awards are not subject to performance conditions: - Equity awards were entirely time-based. As in the previous year, equity awards consisted solely of RSUs, which will vest quarterly over four years. A vote against is warranted because recruitment awards are not awarded in the form of shares or are not subject to performance criteria: - Relatively large sign-on equity award granted to NEO. In June 2023, President of Worldwide Field Operations Susan St. Ledger was granted \$15.1 million in RSUs, in connection with her hiring. The RSUs vest quarterly over three years. NEO St. Ledger received total compensation of \$15.7 million in FY24.			
3	Ratify Deloitte & Touche LLP as Auditors	For	For

International Consolidated Airlines Group SA

Meeting Date: 25/06/2024

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	Reappoint KPMG Auditores SL as Auditors	For	For
5	Approve Treatment of Net Loss	For	For
6a	Re-elect Javier Ferran as Director	For	For
6b	Re-elect Luis Gallego as Director	For	For
6c	Re-elect Peggy Bruzelius as Director	For	For
6d	Re-elect Eva Castillo as Director	For	For
6e	Re-elect Margaret Ewing as Director	For	For
6f	Re-elect Maurice Lam as Director	For	For
6g	Re-elect Heather McSharry as Director	For	For
6h	Re-elect Robin Phillips as Director	For	For
6i	Re-elect Emilio Saracho as Director	For	For
6j	Re-elect Nicola Shaw as Director	For	For
6k	Elect Bruno Matheu as Director	For	For
7	Approve Remuneration Report	For	For
8	Approve Remuneration Policy	For	For
9	Approve Allotment of Shares for Share Awards under the Executive Share Plan	For	For
10	Authorise Market Purchase of Shares	For	For
11	Authorise Issue of Equity	For	For
12	Authorise Issue of Convertible Bonds, Debentures, Warrants, and Other Debt Securities	For	For
13a	Authorise Issue of Convertible Bonds, Debentures, Warrants, and Other Debt Securities without Pre-emptive Rights	For	For
13b	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
14	Authorise Ratification of Approved Resolutions	For	For

Kinden Corp.

Meeting Date: 25/06/2024

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 43	For	For
2.1	Elect Director Doi, Yoshihiro	For	For
2.2	Elect Director Uesaka, Takao	For	For
2.3	Elect Director Hayashi, Hiroyuki	For	For
2.4	Elect Director Nishimura, Hiroshi	For	For
2.5	Elect Director Sato, Moriyoshi	For	For
2.6	Elect Director Fukuda, Takashi	For	For
2.7	Elect Director Izaki, Koji	For	For
2.8	Elect Director Horikiri, Masanori	For	For
2.9	Elect Director Yoshimasu, Kenji	For	For
2.10	Elect Director Yamashita, Yasuhiro	For	For
2.11	Elect Director Toriyama, Hanroku	For	For
2.12	Elect Director Takamatsu, Keiji	For	For
2.13	Elect Director Morikawa, Keizo	For	For
2.14	Elect Director Sagara, Kazunobu	For	For
2.15	Elect Director Kokue, Haruko	For	For
2.16	Elect Director Musashi, Fumi	For	For
3.1	Appoint Statutory Auditor Nishikiori, Kazuaki	For	For
3.2	Appoint Statutory Auditor Tanaka, Hideo	For	For
3.3	Appoint Statutory Auditor Yoshioka, Masami	For	For
3.4	Appoint Statutory Auditor Kamakura, Toshimitsu	For	For
3.5	Appoint Statutory Auditor Osa, Isamu	For	For
4	Approve Additional Allocation of Income so that Final Dividend per Share Equals to JPY 86	Against	Against

Nissan Motor Co., Ltd.

Meeting Date: 25/06/2024

Country: Japan

Meeting Type: Annual

Nissan Motor Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 15	For	For
2.1	Elect Director Kimura, Yasushi	For	For
2.2	Elect Director Jean-Dominique Senard	For	For
2.3	Elect Director Bernard Delmas	For	For
2.4	Elect Director Ihara, Keiko	For	For
2.5	Elect Director Nagai, Moto	For	For
2.6	Elect Director Andrew House	For	For
2.7	Elect Director Brenda Harvey	For	For
2.8	Elect Director Asada, Teruo	For	For
2.9	Elect Director Tokuno, Mariko	For	For
2.10	Elect Director Pierre Fleuriot	For	For
2.11	Elect Director Uchida, Makoto	For	For
2.12	Elect Director Sakamoto, Hideyuki	For	For

Bank of Communications Co., Ltd.

Meeting Date: 26/06/2024 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	Elect Zhang Baojiang as Director	For	For
7	Elect Xiao Wei as Director	For	For
8	Approve KPMG as International Auditor and KPMG Huazhen LLP as Domestic Auditor and Authorize Board to Fix Their Remuneration	For	For
9	Approve Issuance Quota of Total Loss-Absorbing Capacity Non-Capital Bonds	For	For

Core & Main, Inc.

Meeting Date: 26/06/2024

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Robert M. Buck	For	Withhold
Blended Rationale: A vote withhold is warranted due to concerns over poor corporate governance practices: - Withhold votes are warranted for Governance Committee members Robert Buck and Kathleen Mazzearella given the board's failure to remove, or subject to a reasonable 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.			
1.2	Elect Director James G. Castellano	For	For
1.3	Elect Director Kathleen M. Mazzearella	For	Withhold
Blended Rationale: A vote withhold is warranted due to concerns over poor corporate governance practices: - Withhold votes are warranted for Governance Committee members Robert Buck and Kathleen Mazzearella given the board's failure to remove, or subject to a reasonable 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 PricewaterhouseCoopers LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Blended Rationale: A vote FOR is warranted as pay and performance are reasonably aligned. We will engage with the company regarding the inclusion of long term performance metrics.			

IHI Corp.

Meeting Date: 26/06/2024

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 Mitsuoka, Tsugio	For	Against
Blended Rationale: A vote AGAINST this director nominee is warranted because:- Top management is responsible for the company's unfavourable ROE performance.			
2.2	Elect Director Ide, Hiroshi	For	Against
Blended Rationale: A vote AGAINST this director nominee is warranted because:- Top management is responsible for the company's unfavourable ROE performance.			
2.3	Elect Director Tsuchida, Tsuyoshi	For	For
2.4	Elect Director Morita, Hideo	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2.5	Elect Director Seo, Akihiro	For	For
2.6	Elect Director Kobayashi, Jun	For	For
2.7	Elect Director Fukumoto, Yasuaki	For	For
2.8	Elect Director Morioka, Noriko	For	For
2.9	Elect Director Nakanishi, Yoshiyuki	For	For
2.10	Elect Director Matsuda, Chieko	For	For
2.11	Elect Director Usui, Minoru	For	For
2.12	Elect Director Uchiyama, Toshihiro	For	For
3.1	Appoint Statutory Auditor Hozoji, Tae	For	For
3.2	Appoint Statutory Auditor Sekine, Aiko	For	For

Indra Sistemas SA

Meeting Date: 26/06/2024Country: SpainMeeting 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
5.1	Reelect Marc Thomas Murtra Millar as Director	For	For
5.2	Elect Javier Escribano Ruiz as Director	For	For
6	Authorize Company to Call EGM with 15 Days' Notice	For	For
7	Approve 2024-2026 Medium-Term Incentive Plan	For	For
8	Amend Remuneration Policy	For	For
9	Approve Spin-Off of the Autonomous Economic Unit Formed by the Space Business of Indra Sistemas SA to Newly Created Company Indra Espacio SLU	For	For
10	Advisory Vote on Remuneration Report	For	For
11	Authorize Board to Ratify and Execute Approved Resolutions	For	For

Infosys Limited

Meeting Date: 26/06/2024

Country: India

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
Blended Rationale: While the auditors' report includes an emphasis of matter, their opinion remains unqualified. As such, a vote FOR this resolution is warranted.			
2	Approve Final Dividend and Special Dividend	For	For
3	Reelect Nandan M. Nilekani as Director	For	For

NetEase, Inc.

Meeting Date: 26/06/2024

Country: Cayman Islands

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect William Lei Ding as Director	For	For
1b	Elect Alice Yu-Fen Cheng as Director	For	For
1c	Elect Grace Hui Tang as Director	For	For
1d	Elect Joseph Tze Kay Tong as Director	For	For
1e	Elect Michael Man Kit Leung as Director	For	Against
Blended Rationale: A vote against is warranted due to concerns over poor corporate governance practices:-Based on review and evaluation of the company's disclosures and practices, a vote AGAINST the reelection of Michael Leung Man Kit in Item 1e is warranted due to concerns on his suitability to serve as a director of the company.			
2	Ratify Appointment of PricewaterhouseCoopers Zhong Tian LLP and PricewaterhouseCoopers as Auditors	For	For

NVIDIA Corporation

Meeting Date: 26/06/2024

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
Blended Rationale: A FOR vote is warranted for the Named Executive Officers' Compensation.			
1g	Elect Director Harvey C. Jones	For	For
1h	Elect Director Melissa B. Lora	For	For
1i	Elect Director Stephen C. Neal	For	For
Blended Rationale: There is no material concern with Director Neal. The company has set GHG reduction targets as set out in their 2023 Sustainability Report.			
1j	Elect Director A. Brooke Seawell	For	For
1k	Elect Director Aarti Shah	For	For
1l	Elect Director Mark A. Stevens	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Blended Rationale: A vote FOR this proposal is warranted as pay and performance are aligned and the CEO's equity awards are performance-based, with disclosed target goals.			
3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
4	Adopt Simple Majority Vote	None	For
Blended Rationale: Artemis supports a simple majority vote standard.			

Terumo Corp.

Meeting Date: 26/06/2024

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 22	For	For
2.1	Elect Director Takagi, Toshiaki	For	For
2.2	Elect Director Samejima, Hikaru	For	For
2.3	Elect Director Osada, Toshihiko	For	For
2.4	Elect Director Hirose, Kazunori	For	For
2.5	Elect Director Kunimoto, Norimasa	For	For
2.6	Elect Director Nishi, Hidenori	For	For
2.7	Elect Director Ozawa, Keiya	For	For

Terumo Corp.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2.8	Elect Director Kogiso, Mari	For	For
3.1	Elect Alternate Director and Audit Committee Member Sakaguchi, Koichi	For	For
3.2	Elect Alternate Director and Audit Committee Member Kosugi, Hiroaki	For	For

Warpaint London Plc

Meeting Date: 26/06/2024	Country: United Kingdom
	Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	Against
<i>Blended Rationale: A vote against is warranted because awards are not subject to performance conditions:-The options granted to CFO Neil Rodol and ED Sally Craig are not subject to the satisfaction of any performance criteria.</i>			
3	Elect Indira Thambiah as Director	For	For
4	Elect Sharon Daly as Director	For	For
5	Re-elect Eoin Macleod as Director	For	For
6	Re-elect Keith Sadler as Director	For	For
7	Reappoint BDO LLP as Auditors	For	For
8	Authorise Board to Fix Remuneration of Auditors	For	For
9	Approve Final Dividend	For	For
10	Authorise Issue of Equity	For	For
11	Authorise Issue of Equity without Pre-emptive Rights	For	For
12	Authorise Market Purchase of Ordinary Shares	For	For

3i Group PLC

Meeting Date: 27/06/2024	Country: United Kingdom
	Meeting Type: Annual

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

3i Group PLC

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

American Eagle Outfitters, Inc.

Meeting Date: 27/06/2024

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Janice E. Page	For	For
1.2	Elect Director David M. Sable	For	For
1.3	Elect Director Noel J. Spiegel	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For

American Eagle Outfitters, Inc.

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

BIM Birlesik Magazalar AS

Meeting Date: 27/06/2024 Country: Turkey
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Open Meeting, Elect Presiding Council of Meeting and Authorize Presiding Council to Sign Minutes of Meeting	For	For
2	Accept Board Report	For	For
3	Accept Audit Report	For	For
4	Accept Financial Statements	For	For
5	Ratify Director Appointments	For	For
6	Approve Discharge of Board	For	For
7	Approve Allocation of Income	For	For
8	Elect Directors and Approve Their Remuneration	For	For
9	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	For	For
12	Ratify External Auditors	For	For

BOC Hong Kong (Holdings) Limited

Meeting Date: 27/06/2024 Country: Hong Kong
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3a	Elect Lin Jingzhen as Director	For	For
3b	Elect Choi Koon Shum as Director	For	For

BOC Hong Kong (Holdings) Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3c	Elect Law Yee Kwan Quinn as Director	For	For
3d	Elect Lip Sai Wo as Director	For	For
3e	Elect Ma Si Hang Frederick as Director	For	For
4A	Approve PricewaterhouseCoopers for Provision of Professional Service of the 2024 Interim Financial Report Review and Authorize Board or Audit Committee to Fix Their Remuneration	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	For
6	Authorize Repurchase of Issued Share Capital	For	For

China Construction Bank Corporation

Meeting Date: 27/06/2024 Country: China
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	For	For
2	Approve Report of the Board of Supervisors	For	For
3	Approve Final Financial Accounts	For	For
4	Approve Profit Distribution Plan	For	For
5	Approve Interim Profit Distribution Arrangements	For	For
6	Approve Fixed Assets Investment Budget	For	For
7	Approve Ernst & Young Hua Ming LLP as Domestic Auditor and Ernst & Young as International Auditor and Authorize Board to Fix Their Remuneration	For	For
8	Elect Zhang Yi as Director	For	For
9	Elect Lin Zhijun as Director	For	For
10	Elect William Coen as Director	For	For
11	Elect Leung Kam Chung, Antony as Director	For	For
12	Approve Independent Directors Working System	For	For

Dell Technologies Inc.

Meeting Date: 27/06/2024

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Michael S. Dell	For	Withhold
Blended Rationale: A vote withhold is warranted due to concerns over poor corporate governance practices: - WITHHOLD votes are warranted for Michael Dell as his ownership of the supervoting shares provides him with voting power control of the company.			
1.2	Elect Director David W. Dorman	For	Withhold
Blended Rationale: A vote withhold is warranted due to concerns over poor corporate governance practices: - WITHHOLD votes are warranted for Governance Committee members Ellen Kullman and David Dorman for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision.			
1.3	Elect Director Egon Durban	For	For
1.4	Elect Director David Grain	For	For
1.5	Elect Director William D. Green	For	For
1.6	Elect Director Steven M. Mollenkopf	For	For
1.7	Elect Director Lynn Vojvodich Radakovich	For	For
1.8	Elect Director Ellen J. Kullman	For	Withhold
Blended Rationale: A vote withhold is warranted due to concerns over poor corporate governance practices: - WITHHOLD votes are warranted for Governance Committee members Ellen Kullman and David Dorman for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision.			
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Report on Charitable Contributions	Against	Against
5	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	Against	For
Blended Rationale: A vote FOR this resolution is warranted, as additional diversity-related disclosure would allow shareholders to better assess the effectiveness of the company's diversity initiatives and its management of any related risks.			

Mitsubishi Heavy Industries, Ltd.

Meeting Date: 27/06/2024

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 120	For	For
2.1	Elect Director Miyanaga, Shunichi	For	For
2.2	Elect Director Izumisawa, Seiji	For	For

Mitsubishi Heavy Industries, Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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	Elect Director and Audit Committee Member Fujisawa, Masayuki	For	For
4	Approve Trust-Type Equity Compensation Plan	For	For

Mitsubishi UFJ Financial Group, Inc.

Meeting Date: 27/06/2024Country: JapanMeeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 20.5	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
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.			
2.6	Elect Director Mari Elka Pangestu	For	For
2.7	Elect Director Shimizu, Hiroshi	For	Against
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.			
2.8	Elect Director David Sneider	For	For
2.9	Elect Director Tsuji, Koichi	For	For
2.10	Elect Director Miyanaga, Kenichi	For	For
2.11	Elect Director Shinke, Ryoichi	For	For
2.12	Elect Director Mike, Kanetsugu	For	Against
Blended Rationale: A vote AGAINST this director nominee is warranted because: - Top management is responsible for the company's capital misallocation.			
2.13	Elect Director Kamezawa, Hironori	For	Against
Blended Rationale: A vote AGAINST this director nominee is warranted because: - Top management is responsible for the company's capital misallocation.			

Mitsubishi UFJ Financial Group, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2.14	Elect Director Nagashima, Iwao	For	For
2.15	Elect Director Hanzawa, Junichi	For	For
2.16	Elect Director Kobayashi, Makoto	For	For
3	Amend Articles to Add Provision on Director Competencies to Manage Climate-Related Business Risks and Opportunities	Against	For
<i>Blended Rationale: A vote FOR this shareholder proposal is warranted because: - Disclosing information on how climate-related risks and opportunities are factored in the selection of outside directors and the board evaluation would be of value to MUFG shareholders given the climate risk and other environmental impacts of the company's current strategy.</i>			
4	Amend Articles to Add Provision on Assessment of Clients' Climate Change Transition Plans	Against	Against

Next 15 Group Plc

Meeting Date: 27/06/2024 **Country:** United Kingdom
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Re-elect Penny Ladkin-Brand as Director	For	For
5	Re-elect Jonathan Peachey as Director	For	For
6	Reappoint Deloitte LLP as Auditors	For	For
7	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For
8	Authorise Issue of Equity	For	For
9	Authorise Issue of Equity without Pre-emptive Rights	For	For
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
11	Authorise Market Purchase of Ordinary Shares	For	For

Nintendo Co., Ltd.

Meeting Date: 27/06/2024

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 131	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 Beppu, Yusuke	For	For
2.7	Elect Director Chris Meledandri	For	For
2.8	Elect Director Miyoko Demay	For	For
3.1	Elect Director and Audit Committee Member Yoshimura, Takuya	For	For
3.2	Elect Director and Audit Committee Member Umeyama, Katsuhiko	For	For
3.3	Elect Director and Audit Committee Member Shinkawa, Asa	For	For
3.4	Elect Director and Audit Committee Member Osawa, Eiko	For	For
3.5	Elect Director and Audit Committee Member Akashi, Keiko	For	For
4	Approve Fixed Cash Compensation Ceiling and Performance-Based Cash Compensation Ceiling for Directors Who Are Not Audit Committee Members	For	For

Nippon Television Holdings, Inc.

Meeting Date: 27/06/2024

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Amend Articles to Allow Virtual Only Shareholder Meetings	For	Against
Blended Rationale: A vote against is warranted as shareholder rights are, or could be reduced:- The passage of this proposal will authorize the company to hold virtual only meetings permanently, without further need to consult shareholders, and the proposed language fails to specify situations under which virtual meetings will be held.			

Nippon Television Holdings, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Amend Articles to Allow Distribution of Dividends to Foreign Shareholders and Other Shareholders, Who Are Not Listed on Shareholders' Registry	For	For
3	Approve Allocation of Income, With a Final Dividend of JPY 30	For	For
4.1	Elect Director Yamaguchi, Toshikazu	For	For
4.2	Elect Director Sugiyama, Yoshikuni	For	Against
<i>Blended Rationale: A vote against this director nominee is warranted because:- Top management is responsible for the company's unfavourable ROE performance.</i>			
4.3	Elect Director Ishizawa, Akira	For	Against
<i>Blended Rationale: A vote against this director nominee is warranted because:- Top management is responsible for the company's unfavourable ROE performance.</i>			
4.4	Elect Director Fukuda, Hiroyuki	For	For
4.5	Elect Director Watanabe, Tsuneo	For	For
4.6	Elect Director Sato, Ken	For	For
4.7	Elect Director Kakizoe, Tadao	For	For
4.8	Elect Director Manago, Yasushi	For	For
4.9	Elect Director Katsu, Eijiro	For	For
4.10	Elect Director Komoda, Masanobu	For	For
4.11	Elect Director Suwa, Takako	For	For
5	Appoint Statutory Auditor Matsuda, Yozo	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>			
6	Appoint Alternate Statutory Auditor Yoshida, Makoto	For	For
7	Appoint Ernst & Young ShinNihon LLC as New External Audit Firm	For	For

RH

Meeting Date: 27/06/2024

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Gary Friedman	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.</i>			
1.2	Elect Director Carlos Alberini	For	For
1.3	Elect Director Keith Belling	For	For

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 awards are not subject to performance conditions: - Lack of long-term performance metrics in most recent FY. The company did not condition vesting of long-term awards on achievement of performance goals for awards granted to the NEOs (other than the CEO) in the most recent fiscal year.</i>			
3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

Salesforce, Inc.

Meeting Date: 27/06/2024Country: USAMeeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Marc Benioff	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 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
1i	Elect Director Oscar Munoz	For	For
1j	Elect Director John V. Roos	For	Against
<i>Blended Rationale: A vote against is warranted as there are ongoing issues with remuneration.</i>			
1k	Elect Director Robin Washington	For	For
1l	Elect Director Maynard Webb	For	For
1m	Elect Director Susan Wojcicki	For	For
2	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	For	For
3	Amend Omnibus Stock Plan	For	Against
<i>Blended Rationale: A vote against is warranted because unvested time-based equity awards would accelerate (i.e. not pro-rated for time lapsed) and performance would be settled at target.</i>			
4	Ratify Ernst & Young LLP as Auditors	For	For

Salesforce, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
Blended Rationale: A vote against is warranted because the performance period is less than 3 years.-Performance equity moved away from a true multi-year performance period, with a portion now based on one-year goals. The PRSU program added a non-GAAP operating margin metric, consisting of half the program. The metric utilizes three one-year periods, with the FY24 and FY25 targets established at grant, and the FY26 target established after FY24.A vote against is warranted because recruitment awards are not awarded in the form of shares or are not subject to performance criteria:- Newly hired NEO Niles received a one-time signing bonus of \$3 million, a pro-rata amount of which is required to be repaid if he should be terminated or he voluntarily resigns his employment within two years. Referred due to the payment of a success or transaction bonus or one-off retention award during the year under review.			
6	Require Independent Board Chair	Against	For
Blended Rationale: Artemis supports the separation of Chairman and CEO.			
7	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	Against
8	Report on Viewpoint Discrimination	Against	Against

Sumitomo Mitsui Financial Group, Inc.

Meeting Date: 27/06/2024Country: JapanMeeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 135	For	For
2	Amend Articles to Update Authorized Capital in Connection with Stock Split	For	For
3.1	Elect Director Kunibe, Takeshi	For	Against
Blended Rationale: A vote against this director nominee is warranted because:- Top management is responsible for the company's capital misallocation.			
3.2	Elect Director Nakashima, Toru	For	For
3.3	Elect Director Kudo, Teiko	For	For
3.4	Elect Director Ito, Fumihiko	For	For
3.5	Elect Director Isshiki, Toshihiro	For	For
3.6	Elect Director Gono, Yoshiyuki	For	For
3.7	Elect Director Yamazaki, Shozo	For	For
3.8	Elect Director Kadonaga, Sonosuke	For	For
3.9	Elect Director Tsutsui, Yoshinobu	For	For
3.10	Elect Director Shimbo, Katsuyoshi	For	For

Sumitomo Mitsui Financial Group, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3.11	Elect Director Sakurai, Eriko	For	For
3.12	Elect Director Charles D. Lake II	For	For
3.13	Elect Director Jenifer Rogers	For	For
4	Amend Articles to Add Provision on Director Competencies to Manage Climate-Related Business Risks and Opportunities	Against	For
<i>Blended Rationale: A vote for this shareholder proposal is warranted because:- Disclosing information on how climate-related risks and opportunities are factored in the selection of outside directors and the board evaluation would be of value to SMBC shareholders given the climate risk and other environmental impacts of the company's current strategy.</i>			
5	Amend Articles to Add Provision on Assessment of Clients' Climate Change Transition Plans	Against	Against

Toho Holdings Co., Ltd.

Meeting Date: 27/06/2024 Country: Japan
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Udo, Atsushi	For	For
1.2	Elect Director Edahiro, Hiromi	For	For
1.3	Elect Director Umada, Akira	For	For
1.4	Elect Director Matsutani, Takeo	For	For
1.5	Elect Director Tada, Masami	For	For
1.6	Elect Director Murakawa, Kentaro	For	For
2.1	Elect Director and Audit Committee Member Kamoya, Yoshiaki	For	Against
<i>Blended Rationale: A vote AGAINST this director nominee is warranted because:- This outside director candidate who will be an audit committee member lacks independence.</i>			
2.2	Elect Director and Audit Committee Member Kotani, Hidehito	For	For
2.3	Elect Director and Audit Committee Member Goto, Chie	For	For
3	Approve Restricted Stock Plan	For	For

Trainline Plc

Meeting Date: 27/06/2024 Country: United Kingdom
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Remuneration Policy	For	For
4	Re-elect Andy Phillipps as Director	For	For
5	Re-elect Brian McBride as Director	For	For
6	Re-elect Duncan Tatton-Brown as Director	For	For
7	Re-elect Jennifer Duvalier as Director	For	For
8	Re-elect Jody Ford as Director	For	For
9	Re-elect Peter Wood as Director	For	For
10	Re-elect Rakhi Goss-Custard as Director	For	For
11	Elect Marie Lalleman as Director	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
13	Authorise Board to Fix Remuneration of Auditors	For	For
14	Authorise UK Political Donations and Expenditure	For	For
15	Authorise Issue of Equity	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
18	Authorise Market Purchase of Ordinary Shares	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

WNS (Holdings) Limited

Meeting Date: 27/06/2024

Country: Jersey

Meeting Type: Annual

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

WNS (Holdings) Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Ratify Grant Thornton Bharat LLP as Auditors	For	For
3	Authorize Board to Fix Remuneration of Auditors	For	For
4	Reelect Jason Liberty as Director	For	For
5	Reelect Francoise Gri as Director	For	For
6	Reelect Judy Marlinski as Director	For	For
7	Approve Remuneration of Directors	For	For

Aberforth Split Level Income Trust Plc

Meeting Date: 28/06/2024 Country: United Kingdom
Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Matters Relating to the Voluntary Winding-Up of the Company	For	For
2	Approve Matters Relating to the Voluntary Winding-Up of the Company	For	For

Bank of China Limited

Meeting Date: 28/06/2024 Country: China
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Work Report of the Board of Directors	For	For
2	Approve Work Report of Board of Supervisors	For	For
3	Approve Annual Financial Report	For	For
4	Approve Profit Distribution Plan	For	For
5	Approve Interim Profit Distribution Arrangement	For	For
6	Approve Fixed Asset Investment Budget	For	For
7	Approve PricewaterhouseCoopers Zhong Tian LLP and PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	For	For

Bank of China Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
8	Elect Liu Jin as Director	For	For
9	Elect Lin Jingzhen as Director	For	For
10	Approve Remuneration Distribution Plan for External Supervisors	For	For
11	Approve Bond Issuance Plan	For	For

China Petroleum & Chemical Corp.

Meeting Date: 28/06/2024

Country: China

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors of Sinopec Corp.	For	For
2	Approve Report of the Board of Supervisory Committee of Sinopec Corp.	For	For
3	Approve Financial Reports	For	For
4	Approve Profit Distribution Plan of Sinopec Corp.	For	For
5	Approve Interim Profit Distribution Plan of Sinopec Corp.	For	For
6	Approve KPMG as External Auditors of Sinopec Corp. and Authorize Board to Fix Their Remuneration	For	For
7	Approve Change of Registered Capital and Amend Articles of Association, Rules and Procedures for the Board Meetings and Rules and Procedures for the Supervisory Committee Meeting	For	For
8	Authorize Board of Sinopec Corp. to Determine the Issuance of Debt Financing Instrument(s)	For	For
9	Approve Grant to the Board a General Mandate to Issue New Domestic Shares and/or Overseas-Listed Foreign Shares of Sinopec Corp.	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>			
10	Approve Grant to the Board a General Mandate to Buy Back Domestic Shares and/or Overseas-Listed Foreign Shares of Sinopec Corp.	For	For
11	Approve Service Contracts, Including Remuneration Terms, of Directors and Supervisory Committee	For	For

China Petroleum & Chemical Corp.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
12.01	Elect Ma Yongsheng as Director	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. A vote AGAINST the reelection of Yongsheng Ma, board chair, is warranted as the company is a significant greenhouse gas (GHG) emitter, and 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. A vote against is warranted as the company has not set mid-term GHG emission reductions targets for scopes 1 and 2 AND the company has not set an ambition to achieve net-zero GHG emissions by 2050 for scopes 1 and 2.</i>			
12.02	Elect Zhao Dong as Director	For	For
12.03	Elect Zhong Ren as Director	For	For
12.04	Elect Li Yonglin as Director	For	For
12.05	Elect Lv Lianggong as Director	For	For
12.06	Elect Niu Shuanwen as Director	For	For
12.07	Elect Wan Tao as Director	For	For
12.08	Elect Yu Baocai as Director	For	For
13.01	Elect Xu Lin as Director	For	For
13.02	Elect Zhang Liying as Director	For	For
13.03	Elect Liu Tsz Bun Bennett as Director	For	For
13.04	Elect Zhang Xiliang as Director	For	For
14.01	Elect Zhang Shaofeng as Supervisor	For	For
14.02	Elect Wang An as Supervisor	For	For
14.03	Elect Dai Liqi as Supervisor	For	For
14.04	Elect Tan Wenfang as Supervisor	For	For
14.05	Elect Yang Yanfei as Supervisor	For	For
14.06	Elect Zhou Meiyun as Supervisor	For	For

China Petroleum & Chemical Corp.

Meeting Date: 28/06/2024

Country: China

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Grant to the Board a General Mandate to Buy Back Domestic Shares and/or Overseas-Listed Foreign Shares of Sinopec Corp.	For	For

Gree Electric Appliances, Inc. of Zhuhai

Meeting Date: 28/06/2024

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 Report	For	For
5	Approve Profit Distribution	For	For
6	Approve Daily Related Party Transactions	For	For
7	Approve Appointment of Auditor	For	For
8	Approve Provision of Guarantee	For	For
9	Approve Bulk Material Futures Hedging Business	For	For
10	Approve Foreign Exchange Derivatives Hedging Business	For	For
11	Approve Bill Pool Business	For	Against

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

Industrial and Commercial Bank of China Limited

Meeting Date: 28/06/2024

Country: China

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Audited Accounts	For	For
2	Approve Profit Distribution Plan	For	For
3	Approve Relevant Arrangement for Interim Profit Distribution Plan	For	For
4	Approve Deloitte Touche Tohmatsu Certified Public Accountants LLP and Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	For	For
5	Approve Work Report of the Board of Directors	For	For
6	Approve Work Report of the Board of Supervisors	For	For

Industrial and Commercial Bank of China Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
7	Elect Liao Lin as Director	For	For
8	Elect Liu Jun as Director	For	For
9	Elect Zhong Mantao as Director	For	For

PICC Property and Casualty Company Limited

Meeting Date: 28/06/2024 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 Auditor's Report and Audited Financial Statements	For	For
4	Approve Profit Distribution Plan	For	For
5	Approve Ernst & Young as International Auditor and Ernst & Young Hua Ming LLP as Domestic Auditor and Authorize Board to Fix Their Remuneration	For	For
6	Approve Capital Planning Outline	For	For
7	Approve Issuance of 10-Year Capital Supplementary Bonds and Related Transactions	For	For

Piraeus Financial Holdings SA

Meeting Date: 28/06/2024 Country: Greece
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2.1	Approve Dividends	For	For
2.2	Approve Non-Distribution of Minimum Dividend	For	For
3	Approve Management of Company and Grant Discharge to Auditors	For	For
4	Approve Auditors and Fix Their Remuneration	For	For

Piraeus Financial Holdings SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
7	Approve Director Remuneration	For	For
8	Approve Distribution of Discretionary Reserves to Company Personnel	For	For
9	Advisory Vote on Remuneration Report	For	Against
<i>Blended Rationale: A vote against is warranted because the performance period is less than 3 years: - The company established in 2023 a LTI with annual performance periods, and where the board has the discretion to inflate the payments. A vote against is warranted due to a lack of disclosure provided by the company: - The company provided a one-off payment under the pension scheme where the respective amount was not disclosed. Referred due to the payment of a success or transaction bonus or one-off retention award during the year under review.</i>			
10	Amend Suitability Policy for Directors	For	For
11	Approve Remuneration Policy	For	Against
<i>Blended Rationale: A vote against is warranted because the performance period is less than 3 years: - The new policy introduces a LTIP where performance is measured annually. Awards will be made annually based on interim board assessment of the progress against business plan s targets. Up to 33 percent of the total LTIP amount may be awarded in Q2 of the year following the first performance year of the cycle; up to 66 percent of the total LTIP amount may be awarded cumulatively in Q2 of the year following the second performance year of the cycle (for amounts related only to Y1 and Y2); up to 100 percent of the total LTIP amount may be awarded in Q2 of the year following the third performance year of the cycle (cumulatively for amounts related to Y1, Y2 and Y3). Final evaluation of the LTIP award will take place at the end of the 3-year Business Plan period to define total pay for the period.</i>			
12	Elect Independent Director	For	For
13	Authorize Board to Participate in Companies with Similar Business Interests	For	For

Powszechna Kasa Oszczednosci Bank Polski SA

Meeting Date: 28/06/2024 **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

Powszechna Kasa Oszczednosci Bank Polski SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
9.f	Approve Allocation of Income and Dividends of PLN 2.59 per Share	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: - The report lacks disclosure on the STI targets, the minimum and maximum thresholds, and the level of achievement of each of the targets, as well as the corresponding payout and awards. As such, shareholders are not in position to assess the alignment between pay and performance and the appropriateness of the variable payout; - The terms of exit payments were not fully described for two directors, Mieczyslaw Krol and Maks Krackowski. Referred due to excessive salary increase.</i>			
11.1	Approve Discharge of Dariusz Szwed (Deputy CEO and CEO)	For	For
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 Pawel Gruza (Deputy CEO)	For	For
11.5	Approve Discharge of Wojciech Iwanicki (Deputy CEO)	For	For
11.6	Approve Discharge of Andrzej Kopyrski (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 Maks Krackowski (Deputy CEO)	For	For
11.10	Approve Discharge of Mieczyslaw Krol (Deputy CEO)	For	For
12.1	Approve Discharge of Robert Pietryszyn (Supervisory Board Chairman)	For	For
12.2	Approve Discharge of Wojciech Jasinski (Supervisory Board Deputy Chairman)	For	For
12.3	Approve Discharge of Dominik Kaczmarek (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 Maciej Lopinski (Supervisory Board Member)	For	For
12.9	Approve Discharge of Bogdan Szafranski (Supervisory Board Member)	For	For

Powszechna Kasa Oszczednosci Bank Polski SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
12.10	Approve Discharge of Agnieszka Winnik-Kalemba (Supervisory Board Member)	For	For
12.11	Approve Discharge of Krzysztof Michalski (Supervisory Board Member)	For	For
13	Approve Assessment of Suitability of Regulations on Supervisory Board	For	For
14	Amend Statute	For	For
15	Amend Jun. 25, 2015, AGM Re: Shareholders' Consent with Corporate Governance Principles for Supervised Institutions adopted by Polish Financial Supervision Authority	For	For
16	Approve Policy on Assessment of Suitability of Supervisory Board Members	For	For
17	Approve Terms of Assessment of Supervisory Board Suitability	For	For
18	Amend Remuneration Policy	For	Against
Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - The company does not disclose the exhaustive list of the performance metrics and weights; - Some contractual terms of company's executives, such as base salary, malus and clawback parameters, compensation as per non-compete agreement were not fully described by the company.			
19	Elect Supervisory Board Member	For	Against
Blended Rationale: A vote against is warranted because the company has not provided information on this proposal: - The company has failed to disclose the nominee's name.			
20	Approve Collective Suitability of Supervisory Board Members	For	Against
Blended Rationale: A vote against is warranted because the company has not provided information on this proposal: - The company has failed to indicate the name of the candidate proposed for election under Item 19.			

PT Indofood Sukses Makmur Tbk

Meeting Date: 28/06/2024	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

PT Indofood Sukses Makmur Tbk

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

Weichai Power Co., Ltd.

Meeting Date: 28/06/2024Country: China
Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Amend Articles of Association	For	For
2	Amend Rules of Procedure for General Meetings	For	For

Zhejiang Expressway Co., Ltd.

Meeting Date: 28/06/2024Country: China
Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Elect Yuan Yingjie as Director	For	For
2	Elect Wu Wei as Director	For	For
3	Elect Li Wei as Director	For	For
4	Elect Yang Xudong as Director	For	For
5	Elect Fan Ye as Director	For	Against
Blended Rationale: A vote against is warranted as the nominee is a non-independent NED and serves on the Audit Committee, which is not fully independent.			
6	Elect Huang Jianzhang as Director	For	Against
Blended Rationale: A vote against is warranted as the nominee is a non-independent NED and serves on the Audit Committee, which is not fully independent.			
7	Elect Pei Ker-Wei as Director	For	For
8	Elect Lee Wai Tsang, Rosa as Director	For	For
9	Elect Yu Mingyuan as Director	For	For
10	Approve Remuneration and Fees Package of Directors	For	For
11.1	Elect Lu Wenwei as Supervisor	For	For
11.2a	Elect He Meiyun as Supervisor	For	For
11.2b	Elect Wu Qingwang as Supervisor	For	For

Zhejiang Expressway Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
12	Authorize Board to Approve Service Contract of the Directors and Supervisors and Related Transactions	For	For

Source: Artemis, Institutional Shareholder Services (ISS)

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

6th Floor, Exchange Plaza
Edinburgh EH3 9BY

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