

Voting
May 2021

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Voting Statistics

	Total	Percent
Votable Meetings	247	
Meetings Voted	235	95.14%
Votable Ballots	1098	
Ballots Voted	1057	96.27%

			Management Proposals		Shareholder Proposals	
	Total	Percent	Total	Percent	Total	Percent
Votable Proposals	3635		3511		124	
Proposals Voted	3447	94.83%	3345	95.27%	102	82.26%
FOR Votes	3215	88.45%	3130	89.15%	85	68.55%
AGAINST Votes	177	4.87%	161	4.59%	16	12.90%
ABSTAIN Votes	18	0.50%	18	0.51%	0	0.00%
WITHHOLD Votes	30	0.83%	29	0.83%	1	0.81%
Votes WITH Management	3163	87.02%	3123	88.95%	40	32.26%
Votes AGAINST Management	259	7.13%		5.61%		50.00%

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

Berkshire Hathaway Inc.

Meeting Date: 01/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Warren E. Buffett	For	For
1.2	Elect Director Charles T. Munger	For	For
1.3	Elect Director Gregory E. Abel	For	For
1.4	Elect Director Howard G. Buffett	For	For
1.5	Elect Director Stephen B. Burke	For	For
1.6	Elect Director Kenneth I. Chenault	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Berkshire Hathaway Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.7	Elect Director Susan L. Decker	For	Withhold
<i>Blended Rationale: A vote withhold is warranted due to concerns over poor corporate governance practices:- Withhold votes are warranted for compensation committee members Susan (Sue) Decker, David Gottesman, Walter Scott Jr., and Meryl Witmer in the absence of a management say-on-pay proposal. CEO Buffett's compensation continues to be minimal, but two NEOs each continue to receive base salaries of \$16.0 million, which are some of the largest base salaries paid to any executive at a U.S. public company, and overall executive pay lacks a measurable link to company performance. Pay disclosure continues to be minimal, leaving shareholders with little information to assess decisions regarding, or committee oversight of, compensation determinations for executives.</i>			
1.8	Elect Director David S. Gottesman	For	Withhold
<i>Blended Rationale: Please refer to Item 1.7.</i>			
1.9	Elect Director Charlotte Guyman	For	For
1.10	Elect Director Ajit Jain	For	For
1.11	Elect Director Thomas S. Murphy	For	For
1.12	Elect Director Ronald L. Olson	For	For
1.13	Elect Director Walter Scott, Jr.	For	Withhold
<i>Blended Rationale: Please refer to Item 1.7.</i>			
1.14	Elect Director Meryl B. Witmer	For	Withhold
<i>Blended Rationale: Please refer to Item 1.7.</i>			
2	Report on Climate-Related Risks and Opportunities	Against	For
<i>Blended Rationale: Artemis supports proposals for additional disclosure where this is likely to enhance or protect shareholder value in both the short and long term.</i>			
3	Publish Annually a Report Assessing Diversity and Inclusion Efforts	Against	For
<i>Blended Rationale: Artemis supports proposals for additional disclosure where this is likely to enhance or protect shareholder value in both the short and long term.</i>			

Goosehead Insurance, Inc.

Meeting Date: 03/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Mark E. Jones	For	Withhold
<i>Blended Rationale: A vote withhold is warranted as the nominee serves as the Company's CEO and Chairman and there is evidence of a poor approach on executive pay.</i>			
1.2	Elect Director Robyn Jones	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Goosehead Insurance, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.3	Elect Director Peter Lane	For	For
1.4	Elect Director Mark Miller	For	For
1.5	Elect Director James Reid	For	For
2	Ratify Deloitte & Touche LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<i>Blended Rationale: A vote against is warranted because awards are not subject to performance conditions:- Equity awards are granted every two years and are entirely time-vesting. Long-term equity awards are granted every two years and are delivered entirely in time-vesting options. Options vest over a four-year period, with one-third vesting in each the second, third, and fourth anniversary of the grant date.</i>			
4	Advisory Vote on Say on Pay Frequency	One Year	One Year
<i>Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.</i>			

Planet Fitness, Inc.

Meeting Date: 03/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Christopher Rondeau	For	Withhold
<i>Blended Rationale: A vote withhold is warranted due to concerns over poor corporate governance practices:- The board failed to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i>			
1.2	Elect Director Frances Rathke	For	Withhold
<i>Blended Rationale: Refer to Item 1.1.</i>			
1.3	Elect Director Bernard Acoca	For	For
2	Ratify KPMG LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

Ally Financial Inc.

Meeting Date: 04/05/2021

Country: USA

Meeting Type: Annual

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Ally Financial Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Franklin W. Hobbs	For	For
1b	Elect Director Kenneth J. Bacon	For	For
1c	Elect Director Katryn (Trynka) Shineman Blake	For	For
1d	Elect Director Maureen A. Breakiron-Evans	For	For
1e	Elect Director William H. Cary	For	For
1f	Elect Director Mayree C. Clark	For	For
1g	Elect Director Kim S. Fennebresque	For	For
1h	Elect Director Marjorie Magner	For	For
1i	Elect Director Brian H. Sharples	For	For
1j	Elect Director John J. Stack	For	For
1k	Elect Director Michael F. Steib	For	For
1l	Elect Director Jeffrey J. Brown	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Advisory Vote on Say on Pay Frequency	One Year	One Year
<i>Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.</i>			
4	Amend Omnibus Stock Plan	For	For
5	Amend Non-Employee Director Omnibus Stock Plan	For	For
6	Amend Qualified Employee Stock Purchase Plan	For	For
7	Ratify Deloitte & Touche LLP as Auditors	For	For

American Express Company

Meeting Date: 04/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Thomas J. Baltimore	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

American Express Company

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1b	Elect Director Charlene Barshefsky	For	For
1c	Elect Director John J. Brennan	For	For
1d	Elect Director Peter Chernin	For	For
1e	Elect Director Ralph de la Vega	For	For
1f	Elect Director Michael O. Leavitt	For	For
1g	Elect Director Theodore J. Leonsis	For	For
1h	Elect Director Karen L. Parkhill	For	For
1i	Elect Director Charles E. Phillips	For	For
1j	Elect Director Lynn A. Pike	For	For
1k	Elect Director Stephen J. Squeri	For	For
1l	Elect Director Daniel L. Vasella	For	For
1m	Elect Director Lisa W. Wardell	For	For
1n	Elect Director Ronald A. Williams	For	For
1o	Elect Director Christopher D. Young	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Provide Right to Act by Written Consent	Against	For
<i>Blended Rationale: Artemis supports proposals that enhance shareholder rights.</i>			
5	Publish Annually a Report Assessing Diversity, Equity, and Inclusion Efforts	Against	For
<i>Blended Rationale: Artemis supports proposals for additional disclosure where this is likely to enhance or protect shareholder value in both the short and long term.</i>			

Barrick Gold Corporation

Meeting Date: 04/05/2021

Country: Canada

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director D. Mark Bristow	For	For
1.2	Elect Director Gustavo A. Cisneros	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Barrick Gold Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.3	Elect Director Christopher L. Coleman	For	For
1.4	Elect Director J. Michael Evans	For	For
1.5	Elect Director Brian L. Greenspun	For	For
1.6	Elect Director J. Brett Harvey	For	For
1.7	Elect Director Anne N. Kabagambe	For	For
1.8	Elect Director Andrew J. Quinn	For	For
1.9	Elect Director M. Loreto Silva	For	For
1.10	Elect Director John L. Thornton	For	For
2	Approve Pricewaterhousecoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
3	Advisory Vote on Executive Compensation Approach	For	For
4	Approve Reduction in Stated Capital	For	For

Bristol-Myers Squibb Company

Meeting Date: 04/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1A	Elect Director Peter J. Arduini	For	For
1B	Elect Director Michael W. Bonney	For	For
1C	Elect Director Giovanni Caforio	For	For
1D	Elect Director Julia A. Haller	For	For
1E	Elect Director Paula A. Price	For	For
1F	Elect Director Derica W. Rice	For	For
1G	Elect Director Theodore R. Samuels	For	For
1H	Elect Director Gerald L. Storch	For	For
1I	Elect Director Karen H. Vousden	For	For
1J	Elect Director Phyllis R. Yale	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Bristol-Myers Squibb Company

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Approve Omnibus Stock Plan	For	For
4	Ratify Deloitte & Touche LLP as Auditors	For	For
5	Reduce Ownership Threshold for Special Shareholder Meetings to 15%	For	For
6	Require Independent Board Chair	Against	For
<i>Blended Rationale: Artemis supports the separation of Chairman and CEO.</i>			
7	Provide Right to Act by Written Consent	Against	For
<i>Blended Rationale: Artemis supports proposals that enhance shareholder rights.</i>			
8	Reduce Ownership Threshold for Special Shareholder Meetings to 10%	Against	For
<i>Blended Rationale: Artemis supports proposals that enhance shareholder rights.</i>			

Hermes International SCA

Meeting Date: 04/05/2021

Country: France

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Discharge of General Managers	For	For
4	Approve Allocation of Income and Dividends of EUR 4.55 per Share	For	For
5	Approve Auditors' Special Report on Related-Party Transactions	For	Abstain
<i>Blended Rationale: An abstention is warranted. Further information regarding the consulting agreement entered into with Studio des Fleurs and the transactions with RDAI could have been provided.</i>			
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	Against
<i>Blended Rationale: This resolution warrants a vote AGAINST as the share repurchase program can be continued during a takeover period.</i>			
7	Approve Compensation of Corporate Officers	For	Abstain
<i>Blended Rationale: An abstention is warranted because discretionary power to set executives' remuneration could be used by the general partner, which is also has links to the general managers. This could create a conflict of interest.</i>			

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Hermes International SCA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
8	Approve Compensation of Axel Dumas, General Manager	For	Abstain
<i>Blended Rationale: See item 7.</i>			
9	Approve Compensation of Emile Hermes SARL, General Manager	For	Abstain
<i>Blended Rationale: See item 7.</i>			
10	Approve Compensation of Eric de Seynes, Chairman of the Supervisory Board	For	For
11	Approve Remuneration Policy of General Managers	For	Abstain
<i>Blended Rationale: See item 7.</i>			
12	Approve Remuneration Policy of Supervisory Board Members	For	For
13	Reelect Matthieu Dumas as Supervisory Board Member	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is a non-independent non-executive director and the board does not meet best practice criteria with regard to independence.</i>			
14	Reelect Blaise Guerrand as Supervisory Board Member	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is a non-independent non-executive director and the board does not meet best practice criteria with regard to independence.</i>			
15	Reelect Olympia Guerrand as Supervisory Board Member	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is a non-independent non-executive director and the board does not meet best practice criteria with regard to independence.</i>			
16	Reelect Alexandre Viros as Supervisory Board Member	For	For
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
18	Authorize Capitalization of Reserves of up to 40 Percent of Issued Capital for Bonus Issue or Increase in Par Value	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital	For	Against
<i>Blended Rationale: Votes AGAINST Items 19, 20, 22, and 23 are warranted as the resolutions explicitly allow share issuances during takeover periods.</i>			
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 40 Percent of Issued Capital	For	Against
<i>Blended Rationale: Votes AGAINST the authorizations under Items 20 and 22 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. Votes AGAINST Items 19, 20, 22, and 23 are warranted as the resolutions explicitly allow share issuances during takeover periods.</i>			
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Hermes International SCA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
22	Approve Issuance of Equity or Equity-Linked Securities up to 20 Percent of Issued Capital Per Year for Private Placements	For	Against
<i>Blended Rationale: Votes AGAINST the authorizations under Items 20 and 22 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. Votes AGAINST Items 19, 20, 22, and 23 are warranted as the resolutions explicitly allow share issuances during takeover periods.</i>			
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	Against
<i>Blended Rationale: Votes AGAINST Items 19, 20, 22, and 23 are warranted as the resolutions explicitly allow share issuances during takeover periods.</i>			
24	Delegate Powers to the Management Board to Implement Spin-Off Agreements	For	Abstain
<i>Blended Rationale: An abstention is warranted. Notwithstanding these proposals result from the 2019 PACTE Law which introduced the possibility for companies to delegate powers "with regard to mergers, demergers and partial demergers" we have some concerns that this proposal reduces shareholders' powers.</i>			
25	Delegate Powers to the Management Board to Issue Shares in Connection with Item 24 Above	For	Abstain
<i>Blended Rationale: See item 24.</i>			
26	Amend Articles of Bylaws Re. Change of Corporate Form of Emile Hermes SARL	For	For
27	Authorize Filing of Required Documents/Other Formalities	For	For

Omnicom Group Inc.

Meeting Date: 04/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director John D. Wren	For	For
1.2	Elect Director Mary C. Choksi	For	For
1.3	Elect Director Leonard S. Coleman, Jr.	For	For
1.4	Elect Director Susan S. Denison	For	For
1.5	Elect Director Ronnie S. Hawkins	For	For
1.6	Elect Director Deborah J. Kissire	For	For
1.7	Elect Director Gracia C. Martore	For	For
1.8	Elect Director Linda Johnson Rice	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Omnicom Group Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.9	Elect Director Valerie M. Williams	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify KPMG LLP as Auditors	For	For
4	Approve Omnibus Stock Plan	For	For
5	Report on Political Contributions and Expenditures	Against	For

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

Plus500 Ltd.

Meeting Date: 04/05/2021

Country: Israel

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Re-elect David Zruia as Director	For	For
2	Re-elect Elad Even-Chen as Director	For	For
3	Re-elect Steven Baldwin as Director	For	For
4	Elect Sigalia Heifetz as Director	For	For
5	Elect Jacob Frenkel as Director	For	For
6	Reappoint Kesselman & Kesselman as Auditors	For	For
7	Authorise Board to Fix Remuneration of Auditors	For	For
8	Authorise Issue of Equity without Pre-emptive Rights	For	For
9	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
10	Authorise Market Purchase of Ordinary Shares	For	For
11	Approve Remuneration Policy	For	For
12	Approve Fees Payable to Jacob Frenkel	For	For
13	Approve Remuneration Terms of David Zruia	For	For
14	Approve Remuneration Terms of Elad Even-Chen	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Plus500 Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
15	Approve Tax Bonus Payment to Elad Even-Chen	For	For
16	Approve Remuneration Report	For	For

Blended Rationale: A vote FOR is warranted. Overall compensation is reasonable and the the company has provided a reasonable explanation for the CEO exit arrangements.

Pool Corporation

Meeting Date: 04/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Peter D. Arvan	For	For
1b	Elect Director Timothy M. Graven	For	For
1c	Elect Director Debra S. Oler	For	For
1d	Elect Director Manuel J. Perez de la Mesa	For	For
1e	Elect Director Harlan F. Seymour	For	For
1f	Elect Director Robert C. Sledd	For	For
1g	Elect Director John E. Stokely	For	Abstain

Blended Rationale: An abstention is warranted as there is a lack of diversity on the board.

1h	Elect Director David G. Whalen	For	For
2	Ratify Ernst & Young LLP as Auditor	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

Teradata Corporation

Meeting Date: 04/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Lisa R. Bacus	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Teradata Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1b	Elect Director Timothy C.K. Chou	For	For
1c	Elect Director John G. Schwarz	For	For
1d	Elect Director Stephen McMillan	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Amend Omnibus Stock Plan	For	For
4	Amend Qualified Employee Stock Purchase Plan	For	For
5	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

Wienerberger AG

Meeting Date: 04/05/2021

Country: Austria

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 0.60 Per Share	For	For
3	Approve Discharge of Management Board for Fiscal 2020	For	For
4	Approve Discharge of Supervisory Board for Fiscal 2020	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal 2021	For	For
6.1	Approve Decrease in Size of Capital Representatives to Seven Members	For	For
6.2	Elect David Davies as Supervisory Board Member	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is the Chair of the Audit Committee which is not fully independent.</i>			
6.3	Elect Peter Johnson as Supervisory Board Member	For	For
6.4	Elect Kati Ter Horst as Supervisory Board Member	For	For
7	Approve Remuneration Report	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Anglo American Plc

Meeting Date: 05/05/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3	Elect Elisabeth Brinton as Director	For	For
4	Elect Hilary Maxson as Director	For	For
5	Re-elect Ian Ashby as Director	For	For
6	Re-elect Marcelo Bastos as Director	For	For
7	Re-elect Stuart Chambers as Director	For	For
8	Re-elect Mark Cutifani as Director	For	For
9	Re-elect Byron Grote as Director	For	For
10	Re-elect Hixonia Nyasulu as Director	For	For
11	Re-elect Nonkululeko Nyembezi as Director	For	For
12	Re-elect Tony O'Neill as Director	For	For
13	Re-elect Stephen Pearce as Director	For	For
14	Re-elect Anne Stevens as Director	For	For
15	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
16	Authorise Board to Fix Remuneration of Auditors	For	For
17	Approve Remuneration Report	For	For
18	Authorise Issue of Equity	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	For	For
20	Authorise Market Purchase of Ordinary Shares	For	For
21	Adopt New Articles of Association	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Anglo American Plc

Meeting Date: 05/05/2021

Country: United Kingdom

Meeting Type: Court

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

Anglo American Plc

Meeting Date: 05/05/2021

Country: United Kingdom

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Matters Relating to the Demerger of Thungela Resources Limited	For	For

Barclays Plc

Meeting Date: 05/05/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Elect Julia Wilson as Director	For	For
4	Re-elect Mike Ashley as Director	For	For
5	Re-elect Tim Breedon as Director	For	For
6	Re-elect Mohamed A. El-Erian as Director	For	For
7	Re-elect Dawn Fitzpatrick as Director	For	For
8	Re-elect Mary Francis as Director	For	For
9	Re-elect Crawford Gillies as Director	For	For
10	Re-elect Brian Gilvary as Director	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Barclays Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
11	Re-elect Nigel Higgins as Director	For	For
12	Re-elect Tushar Morzaria as Director	For	For
13	Re-elect Diane Schueneman as Director	For	For
14	Re-elect James Staley as Director	For	For
15	Reappoint KPMG LLP as Auditors	For	For
16	Authorise the Board 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 Issue of Equity in Relation to the Issuance of Contingent Equity Conversion Notes	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issuance of Contingent Equity Conversion Notes	For	For
23	Authorise Market Purchase of Ordinary Shares	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
25	Approve Long Term Incentive Plan	For	For
26	Amend Share Value Plan	For	For
27	Approve Scrip Dividend Program	For	For
28	Adopt New Articles of Association	For	For
29	Approve Market Forces Requisitioned Resolution	Against	Against

Discover Financial Services

Meeting Date: 05/05/2021

Country: USA

Meeting Type: Annual

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Discover Financial Services

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Jeffrey S. Aronin	For	For
1.2	Elect Director Mary K. Bush	For	For
1.3	Elect Director Gregory C. Case	For	For
1.4	Elect Director Candace H. Duncan	For	For
1.5	Elect Director Joseph F. Eazor	For	For
1.6	Elect Director Cynthia A. Glassman	For	For
1.7	Elect Director Roger C. Hochschild	For	For
1.8	Elect Director Thomas G. Maheras	For	For
1.9	Elect Director Michael H. Moskow	For	For
1.10	Elect Director David L. Rawlinson, II	For	For
1.11	Elect Director Mark A. Thierer	For	For
1.12	Elect Director Jennifer L. Wong	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Deloitte & Touche LLP as Auditors	For	For

Franco-Nevada Corporation

Meeting Date: 05/05/2021

Country: Canada

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director David Harquail	For	For
1.2	Elect Director Paul Brink	For	For
1.3	Elect Director Tom Albanese	For	For
1.4	Elect Director Derek W. Evans	For	For
1.5	Elect Director Catharine Farrow	For	For
1.6	Elect Director Louis Gignac	For	For
1.7	Elect Director Maureen Jensen	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Franco-Nevada Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.8	Elect Director Jennifer Maki	For	For
1.9	Elect Director Randall Oliphant	For	For
1.10	Elect Director Elliott Pew	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
3	Advisory Vote on Executive Compensation Approach	For	Against

Blended Rationale: A vote against is warranted because payments in the event of change of control are excessive:- In the event that the vesting of outstanding equity awards is accelerated in connection with a change in control, all unvested performance-based awards would vest at target or above regardless of actual performance up to the time of the change-in-control. By disregarding their performance vesting criteria, this provision disregards the purpose for which performance-based equity awards were granted.

GlaxoSmithKline Plc

Meeting Date: 05/05/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Re-elect Sir Jonathan Symonds as Director	For	For
4	Re-elect Dame Emma Walmsley as Director	For	For
5	Re-elect Charles Bancroft as Director	For	For
6	Re-elect Vindi Banga as Director	For	For
7	Re-elect Dr Hal Barron as Director	For	For
8	Re-elect Dr Vivienne Cox as Director	For	For
9	Re-elect Lynn Elsenhans as Director	For	For
10	Re-elect Dr Laurie Glimcher as Director	For	For
11	Re-elect Dr Jesse Goodman as Director	For	For
12	Re-elect Iain Mackay as Director	For	For
13	Re-elect Urs Rohner as Director	For	For
14	Reappoint Deloitte LLP as Auditors	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

GlaxoSmithKline Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
15	Authorise Board to Fix Remuneration of Auditors	For	For
16	Authorise UK Political Donations and Expenditure	For	For
17	Authorise Issue of Equity	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
20	Authorise Market Purchase of Ordinary Shares	For	For
21	Approve the Exemption from Statement of the Name of the Senior Statutory Auditor in Published Copies of the Auditors' Reports	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Johnson Service Group Plc

Meeting Date: 05/05/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Elect Jock Lennox as Director	For	For
4	Re-elect Peter Egan as Director	For	For
5	Re-elect Yvonne Monaghan as Director	For	For
6	Re-elect Chris Girling as Director	For	For
7	Re-elect Nick Gregg as Director	For	For
8	Appoint Grant Thornton UK LLP as Auditors	For	For
9	Authorise the Audit Committee 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

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Johnson Service Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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

LPL Financial Holdings Inc.

Meeting Date: 05/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Dan H. Arnold	For	For
1b	Elect Director Edward C. Bernard	For	For
1c	Elect Director H. Paulett Eberhart	For	For
1d	Elect Director William F. Glavin, Jr.	For	For
1e	Elect Director Allison H. Mnookin	For	For
1f	Elect Director Anne M. Mulcahy	For	For
1g	Elect Director James S. Putnam	For	For
1h	Elect Director Richard P. Schifter	For	For
1i	Elect Director Corey E. Thomas	For	For
2	Ratify Deloitte & Touche LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Approve Omnibus Stock Plan	For	For
5	Approve Qualified Employee Stock Purchase Plan	For	For

LT Group, Inc.

Meeting Date: 05/05/2021

Country: Philippines

Meeting Type: Annual

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

LT Group, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Call to Order	For	For
2	Secretary's Proof of Notice of Meeting/Certification of Quorum	For	For
3	Approve Minutes of the 2020 Annual Stockholders' Meeting held on June 30, 2020	For	For
4	Approve Management Report	For	For
5	Ratify All Acts, Transactions, and Resolutions by the Board of Directors and Management in 2020	For	For
6.1	Elect Lucio C. Tan as Director	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee serves as the Company's CEO and Chairman and no suitable explanation has been given. A lead/senior independent director should also be appointed.</i>			
6.2	Elect Carmen K. Tan as Director	For	For
6.3	Elect Karlu T. Say as Director	For	Against
<i>Blended Rationale: The company has not provided information on this proposal:- The company has not disclosed the director profile of Karlu T. Say. The absence of information on her related experience hinders shareholders from assessing whether the nominee is fit to become a director of the company.</i>			
6.4	Elect Michael G. Tan as Director	For	For
6.5	Elect Lucio C. Tan III as Director	For	For
6.6	Elect Vivienne K. Tan as Director	For	For
6.7	Elect Juanita T. Tan Lee as Director	For	For
6.8	Elect Johnip G. Cua as Director	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is the Chair of the Audit Committee which is not fully independent.</i>			
6.9	Elect Mary G. Ng as Director	For	For
6.10	Elect Wilfrido E. Sanchez as Director	For	For
6.11	Elect Florencia G. Tarriela as Director	For	For
7	Approve Amendment of the By-Laws of the Corporation	For	For
8	Appoint External Auditor	For	For
9	Adjournment	For	For

Philip Morris International Inc.

Meeting Date: 05/05/2021

Country: USA

Meeting Type: Annual

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Philip Morris International Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Brant Bonin Bough	For	For
1b	Elect Director Andre Calantzopoulos	For	For
1c	Elect Director Michel Combes	For	For
1d	Elect Director Juan Jose Daboub	For	For
1e	Elect Director Werner Geissler	For	For
1f	Elect Director Lisa A. Hook	For	For
1g	Elect Director Jun Makihara	For	For
1h	Elect Director Kalpana Morparia	For	For
1i	Elect Director Lucio A. Noto	For	For
1j	Elect Director Jacek Olczak	For	For
1k	Elect Director Frederik Paulsen	For	For
1l	Elect Director Robert B. Polet	For	For
1m	Elect Director Shlomo Yanai	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify PricewaterhouseCoopers SA as Auditor	For	For

S&P Global Inc.

Meeting Date: 05/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Marco Alvera	For	For
1.2	Elect Director William J. Amelio	For	For
1.3	Elect Director William D. Green	For	For
1.4	Elect Director Stephanie C. Hill	For	For
1.5	Elect Director Rebecca J. Jacoby	For	For
1.6	Elect Director Monique F. Leroux	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

S&P Global Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.7	Elect Director Ian P. Livingston	For	For
1.8	Elect Director Maria R. Morris	For	For
1.9	Elect Director Douglas L. Peterson	For	For
1.10	Elect Director Edward B. Rust, Jr.	For	For
1.11	Elect Director Kurt L. Schmoke	For	For
1.12	Elect Director Richard E. Thornburgh	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Ernst & Young LLP as Auditors	For	For
5	Amend Certificate of Incorporation to Become a Public Benefit Corporation	Against	Against

Archer-Daniels-Midland Company

Meeting Date: 06/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Michael S. Burke	For	For
1b	Elect Director Theodore Colbert	For	For
1c	Elect Director Terrell K. Crews	For	For
1d	Elect Director Pierre Dufour	For	For
1e	Elect Director Donald E. Felsing	For	For
1f	Elect Director Suzan F. Harrison	For	For
1g	Elect Director Juan R. Luciano	For	For
1h	Elect Director Patrick J. Moore	For	For
1i	Elect Director Francisco J. Sanchez	For	For
1j	Elect Director Debra A. Sandler	For	For
1k	Elect Director Lei Z. Schlitz	For	For
1l	Elect Director Kelvin R. Westbrook	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Archer-Daniels-Midland Company

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Amend Proxy Access Right	Against	For
<i>Blended Rationale: Artemis supports proposals that enhance shareholder rights.</i>			

Ascential Plc

Meeting Date: 06/05/2021 **Country:** United Kingdom
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Policy	For	Against
<i>Blended Rationale: A vote AGAINST the remuneration policy is considered warranted. The Company is proposing to replace its current LTIP with a bespoke Ten-Year Equity Plan and material concerns are raised with the structure of the Plan. It is highlighted that no part of the award will be subject to pro-rating if the Executive Director leaves between the first quarter of 2026 and the first quarter of 2031. Furthermore, the award is not subject to any traditional performance conditions, and aside from the tranche of 40% which may be adjusted by a TSR "performance-based clawback", the four 15% award tranches do not have any performance-linked clawback provisions attached.</i>			
3	Approve Remuneration Report	For	For
4	Approve Ten-Year Equity Plan	For	Against
<i>Blended Rationale: See item 2.</i>			
5	Re-elect Rita Clifton as Director	For	For
6	Re-elect Scott Forbes as Director	For	For
7	Re-elect Mandy Gradden as Director	For	For
8	Re-elect Paul Harrison as Director	For	For
9	Re-elect Gillian Kent as Director	For	For
10	Re-elect Duncan Painter as Director	For	For
11	Re-elect Judy Vezmar as Director	For	For
12	Elect Suzanne Baxter as Director	For	For
13	Elect Joanne Harris as Director	For	For
14	Elect Funke Ighodaro as Director	For	For
15	Elect Charles Song as Director	For	For
16	Reappoint KPMG LLP as Auditors	For	For
17	Authorise Board to Fix Remuneration of Auditors	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Ascential Plc

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

Aviva Plc

Meeting Date: 06/05/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Remuneration Policy	For	For
5	Approve Final Dividend	For	For
6	Elect Mohit Joshi as Director	For	For
7	Elect Pippa Lambert as Director	For	For
8	Elect Jim McConville as Director	For	For
9	Re-elect Amanda Blanc as Director	For	For
10	Re-elect Patricia Cross as Director	For	For
11	Re-elect George Culmer as Director	For	For
12	Re-elect Patrick Flynn as Director	For	For
13	Re-elect Belen Romana Garcia as Director	For	For
14	Re-elect Michael Mire as Director	For	For
15	Re-elect Jason Windsor as Director	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Aviva Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
16	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
18	Authorise UK Political Donations and Expenditure	For	For
19	Authorise Issue of Equity	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
22	Authorise Issue of Equity in Relation to Any Issuance of SII Instruments	For	For
23	Authorise Issue of Equity without Pre-emptive Rights in Relation to Any Issuance of SII Instruments	For	For
24	Approve Annual Bonus Plan	For	For
25	Approve Long Term Incentive Plan	For	For
26	Approve All-Employee Share Plan	For	For
27	Authorise Market Purchase of Ordinary Shares	For	For
28	Authorise Market Purchase of 8 3/4 % Preference Shares	For	For
29	Authorise Market Purchase of 8 3/8 % Preference Shares	For	For
30	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Cameco Corporation

Meeting Date: 06/05/2021

Country: Canada

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
A1	Elect Director Leontine Atkins	For	For
A2	Elect Director Ian Bruce	For	For
A3	Elect Director Daniel Camus	For	For
A4	Elect Director Donald Deranger	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Cameco Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
A5	Elect Director Catherine Gignac	For	For
A6	Elect Director Tim Gitzel	For	For
A7	Elect Director Jim Gowans	For	For
A8	Elect Director Kathryn (Kate) Jackson	For	For
A9	Elect Director Don Kayne	For	For
B	Ratify KPMG LLP as Auditors	For	For
C	Advisory Vote on Executive Compensation Approach	For	For

China Hongqiao Group Limited

Meeting Date: 06/05/2021

Country: Cayman Islands

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2.1	Elect Zhang Bo as Director	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee serves as the Company's CEO and Chairman and no suitable explanation has been given. A lead/senior independent director should also be appointed.</i>			
2.2	Elect Zheng Shuliang as Director	For	For
2.3	Elect Zhang Ruilian as Director	For	For
2.4	Elect Yang Congsen as Director	For	For
2.5	Elect Zhang Jinglei as Director	For	For
2.6	Elect Li Zimin (Zhang Hao) as Director	For	For
2.7	Elect Sun Dongdong as Director	For	For
2.8	Elect Wen Xianjun as Director	For	For
2.9	Elect Xing Jian as Director	For	For
2.10	Elect Han Benwen as Director	For	For
2.11	Elect Dong Xinyi as Director	For	For
2.12	Authorize Board to Fix Remuneration of Directors	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

China Hongqiao Group Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Approve Shinewing (HK) CPA Limited as Auditors and Authorize Board to Fix Their Remuneration	For	For
4	Approve Final Dividend	For	For
5	Authorize Repurchase of Issued Share Capital	For	For
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	Against
<i>Blended Rationale: A vote against these resolutions is warranted for the following:-The aggregate share issuance limit is greater than 10 percent of the relevant class of shares.-The company has not specified the discount limit.</i>			
7	Authorize Reissuance of Repurchased Shares	For	Against
<i>Blended Rationale: A vote against these resolutions is warranted for the following:-The aggregate share issuance limit is greater than 10 percent of the relevant class of shares.-The company has not specified the discount limit.</i>			

Costain Group Plc

Meeting Date: 06/05/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Re-elect Dr Paul Golby as Director	For	For
4	Re-elect Alex Vaughan as Director	For	For
5	Elect Helen Willis as Director	For	For
6	Elect Bishoy Azmy as Director	For	For
7	Re-elect Jacqueline de Rojas as Director	For	For
8	Elect Tony Quinlan as Director	For	For
9	Re-elect Alison Wood as Director	For	For
10	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
11	Authorise Board to Fix Remuneration of Auditors	For	For
12	Authorise UK Political Donations and Expenditure	For	For
13	Authorise Issue of Equity	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Costain Group Plc

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

Deutsche Post AG

Meeting Date: 06/05/2021

Country: Germany

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 1.35 per Share	For	For
3	Approve Discharge of Management Board for Fiscal Year 2020	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	For	For
6.1	Elect Ingrid Deltenre to the Supervisory Board	For	For
6.2	Elect Katja Windt to the Supervisory Board	For	For
6.3	Elect Nikolaus von Bomhard to the Supervisory Board	For	For
7	Approve Creation of EUR 130 Million Pool of Capital without Preemptive Rights	For	For
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For
9	Authorize Use of Financial Derivatives when Repurchasing Shares	For	For
10	Approve Remuneration Policy	For	For
11	Approve Remuneration of Supervisory Board	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Eastman Chemical Company

Meeting Date: 06/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Humberto P. Alfonso	For	For
1.2	Elect Director Vanessa L. Allen Sutherland	For	For
1.3	Elect Director Brett D. Begemann	For	For
1.4	Elect Director Mark J. Costa	For	For
1.5	Elect Director Edward L. Doheny, II	For	For
1.6	Elect Director Julie F. Holder	For	For
1.7	Elect Director Renee J. Hornbaker	For	For
1.8	Elect Director Kim Ann Mink	For	For
1.9	Elect Director James J. O'Brien	For	For
1.10	Elect Director David W. Raisbeck	For	For
1.11	Elect Director Charles K. Stevens, III	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Approve Omnibus Stock Plan	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
5	Provide Right to Act by Written Consent	Against	For

Blended Rationale: Artemis supports proposals that enhance shareholder rights.

Electricite de France SA

Meeting Date: 06/05/2021

Country: France

Meeting Type: Annual/Special

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

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Electricite de France SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of EUR 0.21 per Share	For	For
A	Proposition Not to Distribute the Dividend	Against	Against
4	Approve Stock Dividend Program for Interim Distributions	For	For
5	Approve Transaction with French State RE: OCEANES	For	For
6	Approve Auditors' Special Report on Related-Party Transactions	For	For
7	Approve Compensation of Jean-Bernard Levy, Chairman and CEO	For	For
8	Approve Compensation Report of Corporate Officers	For	For
9	Approve Remuneration Policy of Chairman and CEO	For	For
10	Approve Remuneration Policy of Directors	For	For
11	Approve Remuneration of Directors in the Aggregate Amount of EUR 440,000	For	For
12	Reelect Marie-Christine Lepetit as Director	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is a non-independent NED and serves on the Audit Committee, which is not fully independent.</i>			
13	Reelect Colette Lewiner as Director	For	For
14	Reelect Michèle Rousseau as Director	For	For
15	Reelect François Delattre as Director	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
19	Authorize Filing of Required Documents/Other Formalities	For	For

EMIS Group Plc

Meeting Date: 06/05/2021

Country: United Kingdom

Meeting Type: Annual

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

EMIS Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Elect JP Rangaswami as Director	For	For
5	Re-elect Patrick De Smedt as Director	For	Abstain
<i>Blended Rationale: An abstention is warranted as there is a lack of diversity on the board.</i>			
6	Re-elect Andy Thorburn as Director	For	For
7	Re-elect Peter Southby as Director	For	For
8	Re-elect Andy McKeon as Director	For	For
9	Re-elect Kevin Boyd as Director	For	For
10	Re-elect Jen Byrne as Director	For	For
11	Reappoint KPMG LLP as Auditors	For	For
12	Authorise Board to Fix Remuneration of Auditors	For	For
13	Authorise Issue of Equity	For	For
14	Authorise UK Political Donations and Expenditure	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
17	Authorise Market Purchase of Ordinary Shares	For	For
18	Approve Share Option Plan	For	For

Great-West Lifeco Inc.

Meeting Date: 06/05/2021

Country: Canada

Meeting Type: Annual/Special

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Great-West Lifeco Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Decrease in Size of Board from 22 to 19	For	For
2.1	Elect Director Michael R. Amend	For	For
2.2	Elect Director Deborah J. Barrett	For	For
2.3	Elect Director Robin A. Bienfait	For	For
2.4	Elect Director Heather E. Conway	For	For
2.5	Elect Director Marcel R. Coutu	For	For
2.6	Elect Director Andre Desmarais	For	For
2.7	Elect Director Paul Desmarais, Jr.	For	Withhold
<i>Blended Rationale: A vote withhold is warranted as the director's attendance has been unsatisfactory over the last two years without a reasonable explanation.</i>			
2.8	Elect Director Gary A. Doer	For	For
2.9	Elect Director David G. Fuller	For	For
2.10	Elect Director Claude Genereux	For	For
2.11	Elect Director Elizabeth C. Lempres	For	For
2.12	Elect Director Paula B. Madoff	For	For
2.13	Elect Director Paul A. Mahon	For	For
2.14	Elect Director Susan J. McArthur	For	For
2.15	Elect Director R. Jeffrey Orr	For	For
2.16	Elect Director T. Timothy Ryan	For	For
2.17	Elect Director Gregory D. Tretiak	For	For
2.18	Elect Director Siim A. Vanaselja	For	For
2.19	Elect Director Brian E. Walsh	For	For
3	Ratify Deloitte LLP as Auditors	For	For
4	Advisory Vote on Executive Compensation Approach	For	For
5	Amend Stock Option Plan	For	For
6	Amend By-Laws	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

HeidelbergCement AG

Meeting Date: 06/05/2021

Country: Germany

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 2.20 per Share	For	For
3.1	Approve Discharge of Management Board Member Bernd Scheifele for Fiscal Year 2020	For	For
3.2	Approve Discharge of Management Board Member Dominik von Achten for Fiscal Year 2020	For	For
3.3	Approve Discharge of Management Board Member Lorenz Naeger for Fiscal Year 2020	For	For
3.4	Approve Discharge of Management Board Member Kevin Gluskie for Fiscal Year 2020	For	For
3.5	Approve Discharge of Management Board Member Hakan Gurdal for Fiscal Year 2020	For	For
3.6	Approve Discharge of Management Board Member Ernest Jelito for Fiscal Year 2020	For	For
3.7	Approve Discharge of Management Board Member Jon Morrish for Fiscal Year 2020	For	For
3.8	Approve Discharge of Management Board Member Christopher Ward for Fiscal Year 2020	For	For
4.1	Approve Discharge of Supervisory Board Member Fritz-Juergen Heckmann for Fiscal Year 2020	For	For
4.2	Approve Discharge of Supervisory Board Member Heinz Schmitt for Fiscal Year 2020	For	For
4.3	Approve Discharge of Supervisory Board Member Barbara Breuninger for Fiscal Year 2020	For	For
4.4	Approve Discharge of Supervisory Board Member Birgit Jochens for Fiscal Year 2020	For	For
4.5	Approve Discharge of Supervisory Board Member Ludwig Merckle for Fiscal Year 2020	For	For
4.6	Approve Discharge of Supervisory Board Member Tobias Merckle for Fiscal Year 2020	For	For
4.7	Approve Discharge of Supervisory Board Member Luka Mucic for Fiscal Year 2020	For	For
4.8	Approve Discharge of Supervisory Board Member Ines Ploss for Fiscal Year 2020	For	For
4.9	Approve Discharge of Supervisory Board Member Peter Riedel for Fiscal Year 2020	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

HeidelbergCement AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4.10	Approve Discharge of Supervisory Board Member Werner Schraeder for Fiscal Year 2020	For	For
4.11	Approve Discharge of Supervisory Board Member Margret Suckale for Fiscal Year 2020	For	For
4.12	Approve Discharge of Supervisory Board Member Marion Weissenberger-Eibl for Fiscal Year 2020	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	For	For
6	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For
7	Approve Remuneration Policy	For	For
8	Approve Remuneration of Supervisory Board	For	For
9	Amend Articles Re: Proof of Entitlement	For	For
10	Amend Articles Re: Dividend in Kind	For	For
11	Amend Articles Re: Supervisory Board Term of Office	For	For
12	Amend Affiliation Agreement with HeidelbergCement International Holding GmbH	For	For

Howden Joinery Group Plc

Meeting Date: 06/05/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Elect Paul Hayes as Director	For	For
5	Re-elect Karen Caddick as Director	For	For
6	Re-elect Andrew Cripps as Director	For	For
7	Re-elect Geoff Drabble as Director	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Howden Joinery Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
8	Re-elect Louise Fowler as Director	For	For
9	Re-elect Andrew Livingston as Director	For	For
10	Re-elect Richard Pennycook as Director	For	For
11	Re-elect Debbie White as Director	For	For
12	Reappoint Deloitte 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 Market Purchase of Ordinary Shares	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Indivior Plc

Meeting Date: 06/05/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
<i>Blended Rationale: A vote FOR is warranted. The company has provided a reasonable explanation, in our view as to the exit arrangements of the former CEO and the legal advice received regarding the application of clawback.</i>			
3	Approve Remuneration Policy	For	For
4	Elect Jerome Lande as Director	For	For
<i>Blended Rationale: A vote FOR is warranted. Although the nominee's appointment to the audit committee is not in line with the the local governance code he has extensive, relevant investment, financial and sector expertise which is valued by the board.</i>			
5	Elect Joanna Le Couilliard as Director	For	For
6	Elect Ryan Preblich as Director	For	For
7	Elect Mark Stejbach as Director	For	For
8	Elect Juliet Thompson as Director	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Indivior Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
9	Re-elect Peter Bains as Director	For	For
10	Re-elect Mark Crossley as Director	For	For
11	Re-elect Graham Hetherington as Director	For	For
12	Re-elect Thomas McLellan as Director	For	For
13	Re-elect Lorna Parker as Director	For	For
14	Re-elect Daniel Phelan as Director	For	For
<i>Blended Rationale: A vote FOR is warranted given our view that the company has provided a reasonable explanation as to the exit arrangements for the former CEO.</i>			
15	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
17	Authorise UK Political Donations and Expenditure	For	For
18	Authorise Issue of Equity	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
21	Authorise Market Purchase of Ordinary Shares	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Jupiter Fund Management plc

Meeting Date: 06/05/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Remuneration Policy	For	For
4	Approve Final Dividend	For	For
5	Elect Chris Parkin as Director	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Jupiter Fund Management plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6	Re-elect Andrew Formica as Director	For	For
7	Re-elect Wayne Mephram as a Director	For	For
8	Re-elect Nichola Pease as a Director	For	For
9	Re-elect Karl Sternberg as Director	For	For
10	Re-elect Polly Williams as Director	For	For
11	Re-elect Roger Yates as Director	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
13	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For
14	Authorise Issue of Equity	For	For
15	Authorise UK Political Donations and Expenditure	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	For	For
17	Authorise Market Purchase of Ordinary Shares	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
19	Adopt New Articles of Association	For	For

Loomis AB

Meeting Date: 06/05/2021

Country: Sweden

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Elect Chairman of Meeting	For	For
2.a	Designate Elisabet Jamal Bergstrom as Inspector of Minutes of Meeting	For	For
2.b	Designate Jacob Lundgren as Inspector of Minutes of Meeting	For	For
3	Prepare and Approve List of Shareholders	For	For
4	Approve Agenda of Meeting	For	For
5	Acknowledge Proper Convening of Meeting	For	For
7a	Accept Financial Statements and Statutory Reports	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Loomis AB

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
7b	Approve Allocation of Income and Dividends of SEK 6.00 Per Share	For	For
7c	Approve May 10, 2021 as Record Date for Dividend Payment	For	For
7d1	Approve Discharge of Board Chairman Alf Goransson	For	For
7d2	Approve Discharge of Board Member Jeanette Almberg	For	For
7d3	Approve Discharge of Board Member Lars Blecko	For	For
7d4	Approve Discharge of Board Member Cecilia Daun Wennborg	For	For
7d5	Approve Discharge of Board Member Johan Lundberg	For	For
7d6	Approve Discharge of Board Member Jan Svensson	For	For
7d7	Approve Discharge of Board Member and Employee Representative Sofie Norden	For	For
7d8	Approve Discharge of Deputy Board Member and Employee Representative Jasmina Petrovic	For	For
7d9	Approve Discharge of Former Board Member Ingrid Bonde	For	For
7d10	Approve Discharge of Former Deputy Board Member and Employee Representative Janna Astrom	For	For
7d11	Approve Discharge of CEO and Former Board Member Patrik Andersson	For	For
8	Determine Number of Members (6) and Deputy Members of Board (0)	For	For
9	Approve Remuneration of Directors in the Amount of SEK 1.05 Million for Chairman and SEK 445,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	For	For
10	Reelect Alf Goransson (Chairman), Jeanette Almberg, Lars Blecko, Cecilia Daun Wennborg and Johan Lundberg as Directors; Elect Liv Forhaug as New Director	For	Against
<i>Blended Rationale: A vote AGAINST this proposal is warranted. Shareholders have been asked to vote on a single slate of directors and both Alf Goransson and Cecilia Wennborg have multiple director roles at other firms and are therefore considered overboarded.</i>			
11	Ratify Deloitte as Auditors	For	For
12	Approve Remuneration Report	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Loomis AB

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
13	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	For
14	Approve Performance Share Plan (LTIP 2021)	For	Against
<i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company:- The company has not disclosed performance targets for the proposed LTIP.</i>			
15	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
16	Amend Articles Re: Proxies and Postal Voting	For	For

Melrose Industries Plc

Meeting Date: 06/05/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Re-elect Christopher Miller as Director	For	For
5	Re-elect David Roper as Director	For	For
6	Re-elect Simon Peckham as Director	For	For
7	Re-elect Geoffrey Martin as Director	For	For
8	Re-elect Justin Dowley as Director	For	For
9	Re-elect Liz Hewitt as Director	For	For
10	Re-elect David Lis as Director	For	For
11	Re-elect Archie Kane as Director	For	For
12	Re-elect Charlotte Twynning as Director	For	For
13	Re-elect Funmi Adegoke as Director	For	For
14	Elect Peter Dilnot as Director	For	For
15	Reappoint Deloitte LLP as Auditors	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Melrose Industries Plc

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

Melrose Industries Plc

Meeting Date: 06/05/2021

Country: United Kingdom

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Disposal of Nortek Air Management	For	For

Morgan Sindall Group plc

Meeting Date: 06/05/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Re-elect Michael Findlay as Director	For	For
5	Re-elect John Morgan as Director	For	For
6	Re-elect Steve Crummett as Director	For	For
7	Re-elect Malcolm Cooper as Director	For	For
8	Re-elect Tracey Killen as Director	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Morgan Sindall Group plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
9	Re-elect David Lowden as Director	For	For
10	Re-elect Jen Tippin as Director	For	For
11	Appoint Ernst & Young LLP as Auditors	For	For
12	Authorise Board 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
19	Adopt New Articles of Association	For	For

Ping Identity Holding Corp.

Meeting Date: 06/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Rod Aliabadi	For	For
1.2	Elect Director Diane Gherson	For	For
1.3	Elect Director Andre Durand	For	For
1.4	Elect Director Paul Martin	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
3	Advisory Vote on Say on Pay Frequency	One Year	One Year

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

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Reach Plc

Meeting Date: 06/05/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Policy	For	For
3	Approve Remuneration Report	For	For
4	Approve Final Dividend	For	For
5	Re-elect Nick Prettejohn as Director	For	For
6	Re-elect Jim Mullen as Director	For	For
7	Re-elect Simon Fuller as Director	For	For
8	Re-elect Anne Bulford as Director	For	For
9	Re-elect Steve Hatch as Director	For	For
10	Re-elect Dr David Kelly as Director	For	For
11	Re-elect Helen Stevenson as Director	For	For
12	Re-elect Olivia Streatfeild as Director	For	For
13	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
14	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For
15	Authorise Issue of Equity	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
18	Authorise Market Purchase of Ordinary Shares	For	For
19	Authorise UK Political Donations and Expenditure	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
21	Approve SAYE Scheme	For	For
22	Approve Long Term Incentive Plan	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

The Kraft Heinz Company

Meeting Date: 06/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Gregory E. Abel	For	For
1b	Elect Director Alexandre Behring	For	For
1c	Elect Director John T. Cahill	For	For
1d	Elect Director Joao M. Castro-Neves	For	For
1e	Elect Director Lori Dickerson Fouche	For	For
1f	Elect Director Timothy Kenesey	For	For
1g	Elect Director Elio Leoni Sceti	For	For
1h	Elect Director Susan Mulder	For	For
1i	Elect Director Miguel Patricio	For	For
1j	Elect Director John C. Pope	For	For
1k	Elect Director Alexandre Van Damme	For	For
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:- Although CEO pay normalized in FY20 following the prior year's large, front-loaded equity awards, concerns are noted particularly regarding the compensation of other top-level executives. NEOs' annual-cycle equity awards were entirely time based in FY20, and while PSUs are being introduced to the FY21 LTI program, the annual-cycle awards will remain primarily time based. Especially at large-cap companies, investors increasingly expect the majority of NEO equity awards to require achievement of rigorous performance goals. A vote against is warranted due to a lack of disclosure provided by the company. - The targets for special sign-on and merit/retention PSU awards are undisclosed, making it difficult for investors to assess the goal rigor, and the performance period is rather short, although earned units vest over multiple years.</i>			
3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

The Vitec Group Plc

Meeting Date: 06/05/2021

Country: United Kingdom

Meeting Type: Annual

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

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

The Vitec Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Remuneration Report	For	Against
	<i>Blended Rationale: A vote AGAINST is warranted. For the second year the LTIP grant is at elevated levels (200% salary) with targets that we do not believe are sufficiently stretching.</i>		
3	Approve Final Dividend	For	For
4	Re-elect Ian McHoul as Director	For	Abstain
	<i>Blended Rationale: An abstention is warranted as there is a lack of diversity on the board.</i>		
5	Re-elect Stephen Bird as Director	For	For
6	Re-elect Martin Green as Director	For	For
7	Re-elect Christopher Humphrey as Director	For	For
8	Re-elect Duncan Penny as Director	For	For
9	Re-elect Caroline Thomson as Director	For	For
10	Re-elect Richard Tyson as Director	For	For
11	Reappoint Deloitte LLP as Auditors	For	For
12	Authorise Board to Fix Remuneration of Auditors	For	For
13	Authorise Issue of Equity	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	For	For
15	Authorise Market Purchase of Ordinary Shares	For	For
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
17	Authorise UK Political Donations and Expenditure	For	For

AbbVie Inc.

Meeting Date: 07/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Roxanne S. Austin	For	For
1.2	Elect Director Richard A. Gonzalez	For	For
1.3	Elect Director Rebecca B. Roberts	For	For
1.4	Elect Director Glenn F. Tilton	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

AbbVie 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	For
4	Amend Omnibus Stock Plan	For	For
5	Amend Nonqualified Employee Stock Purchase Plan	For	For
6	Eliminate Supermajority Vote Requirement	For	For
7	Report on Lobbying Payments and Policy	Against	For
<i>Blended Rationale: Artemis supports proposals for additional disclosure where this is likely to enhance or protect shareholder value in both the short and long term.</i>			
8	Require Independent Board Chair	Against	For
<i>Blended Rationale: Artemis supports the separation of Chairman and CEO.</i>			

Angang Steel Company Limited

Meeting Date: 07/05/2021

Country: China

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Elect Wang Baojun as Director	For	For
2	Elect Shen Changchun as Supervisor	For	For

Buzzi Unicem SpA

Meeting Date: 07/05/2021

Country: Italy

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Allocation of Income	For	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Buzzi Unicem SpA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4.1	Approve Remuneration Policy	For	For
4.2	Approve Second Section of the Remuneration Report	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	None	Against

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

China Telecom Corporation Limited

Meeting Date: 07/05/2021

Country: China

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve 2020 Profit Distribution Plan and Final Dividend Payment	For	For
3	Approve PricewaterhouseCoopers and PricewaterhouseCoopers Zhong Tian LLP as the International Auditor and Domestic Auditor and Authorize Board to Fix Their Remuneration	For	For
4	Approve Issuance of Debentures, Authorize Board to Issue Debentures and Determine Specific Terms, Conditions and Other Matters of the Debentures and Approve Centralized Registration of Debentures	For	Against
5	Approve Issuance of Company Bonds in the People's Republic of China, Authorize Board to Issue Company Bonds and Determine Specific Terms, Conditions and Other Matters of the Company Bonds in the People's Republic of China	For	For
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Domestic Shares and H Shares and Approve Amendments to Articles of Association to Reflect Changes in the Registered Capital of the Company	For	Against

Blended Rationale: The company has not provided information on this proposal:- There is a lack of disclosed information relating to the terms and use of proceeds of the issue of debentures and the potential dilution associated with the convertible bonds that may be issued under this mandate.

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

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

ConvaTec Group Plc

Meeting Date: 07/05/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Re-elect Dr John McAdam as Director	For	For
5	Re-elect Karim Bitar as Director	For	For
6	Re-elect Frank Schulkes as Director	For	For
7	Re-elect Margaret Ewing as Director	For	For
8	Re-elect Brian May as Director	For	For
9	Re-elect Rick Anderson as Director	For	For
10	Re-elect Dr Regina Benjamin as Director	For	For
11	Re-elect Sten Scheibye as Director	For	For
12	Elect Heather Mason as Director	For	For
13	Elect Constantin Coussios as Director	For	For
14	Reappoint Deloitte LLP as Auditors	For	For
15	Authorise Board to Fix Remuneration of Auditors	For	For
16	Authorise UK Political Donations and Expenditure	For	For
17	Authorise Issue of Equity	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
20	Authorise Market Purchase of Ordinary Shares	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Man Group Plc (Jersey)

Meeting Date: 07/05/2021

Country: Jersey

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Policy	For	For
3	Approve Remuneration Report	For	For
4	Approve Final Dividend	For	For
5	Re-elect Dame Katharine Barker as Director	For	For
6	Re-elect Lucinda Bell as Director	For	For
7	Re-elect Richard Berliand as Director	For	For
8	Re-elect Zoe Cruz as Director	For	For
9	Re-elect John Cryan as Director	For	For
10	Re-elect Luke Ellis as Director	For	For
11	Re-elect Mark Jones as Director	For	For
12	Re-elect Cecelia Kurzman as Director	For	For
13	Re-elect Dev Sanyal as Director	For	For
14	Re-elect Anne Wade as Director	For	For
15	Reappoint Deloitte LLP as Auditors	For	For
16	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For
17	Authorise 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	Amend Articles of Association	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Ryder System, Inc.

Meeting Date: 07/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Robert J. Eck	For	For
1b	Elect Director Robert A. Hagemann	For	For
1c	Elect Director Michael F. Hilton	For	For
1d	Elect Director Tamara L. Lundgren	For	For
1e	Elect Director Luis P. Nieto, Jr.	For	For
1f	Elect Director David G. Nord	For	For
1g	Elect Director Robert E. Sanchez	For	For
1h	Elect Director Abbie J. Smith	For	For
1i	Elect Director E. Follin Smith	For	For
1j	Elect Director Dmitri L. Stockton	For	For
1k	Elect Director Hansel E. Tookes, II	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Amend Omnibus Stock Plan	For	For
5	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent	Against	For

Blended Rationale: Artemis supports proposals that enhance shareholder rights.

The Progressive Corporation

Meeting Date: 07/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Philip Bleser	For	For
1b	Elect Director Stuart B. Burgdoerfer	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

The Progressive Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1c	Elect Director Pamela J. Craig	For	For
1d	Elect Director Charles A. Davis	For	For
1e	Elect Director Roger N. Farah	For	For
1f	Elect Director Lawton W. Fitt	For	For
1g	Elect Director Susan Patricia Griffith	For	For
1h	Elect Director Devin C. Johnson	For	For
1i	Elect Director Jeffrey D. Kelly	For	For
1j	Elect Director Barbara R. Snyder	For	For
1k	Elect Director Jan E. Tighe	For	For
1l	Elect Director Kahina Van Dyke	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditor	For	For

ENN Energy Holdings Ltd.

Meeting Date: 10/05/2021

Country: Cayman Islands

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3a1	Elect Wang Yusuo as Director	For	For
3a2	Elect Zheng Hongtao as Director	For	For
3a3	Elect Wang Zizheng as Director	For	For
3a4	Elect Ma Zhixiang as Director	For	For
3a5	Elect Yuen Po Kwong as Director	For	For
3b	Authorize Board to Fix Remuneration of Directors	For	For
4	Approve Deloitte Touche Tohmatsu as Auditor and Authorize Board to Fix Their Remuneration	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

ENN Energy Holdings Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	For
6	Authorize Repurchase of Issued Share Capital	For	For

Stanley Black & Decker, Inc.

Meeting Date: 10/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Andrea J. Ayers	For	For
1b	Elect Director George W. Buckley	For	For
1c	Elect Director Patrick D. Campbell	For	For
1d	Elect Director Carlos M. Cardoso	For	For
1e	Elect Director Robert B. Coutts	For	For
1f	Elect Director Debra A. Crew	For	For
1g	Elect Director Michael D. Hankin	For	For
1h	Elect Director James M. Loree	For	For
1i	Elect Director Jane M. Palmieri	For	For
1j	Elect Director Mojdeh Poul	For	For
1k	Elect Director Dmitri L. Stockton	For	For
1l	Elect Director Irving Tan	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Ernst & Young LLP as Auditors	For	For
4	Provide Right to Act by Written Consent	For	For
5	Eliminate Supermajority Vote Requirement Applicable Under the Connecticut Business Corporation Act	For	For
6	Eliminate Supermajority Vote Requirement to Approve Certain Business Combinations	For	For
7	Adopt Majority Voting for Uncontested Election of Directors	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Uber Technologies, Inc.

Meeting Date: 10/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Ronald Sugar	For	For
1b	Elect Director Revathi Advaiti	For	For
1c	Elect Director Ursula Burns	For	For
1d	Elect Director Robert Eckert	For	For
1e	Elect Director Amanda Ginsberg	For	For
1f	Elect Director Dara Khosrowshahi	For	For
1g	Elect Director Wan Ling Martello	For	For
1h	Elect Director Yasir Al-Rumayyan	For	For
1i	Elect Director John Thain	For	For
1j	Elect Director David I. Trujillo	For	For
1k	Elect Director Alexander Wynaendts	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against

Blended Rationale: A vote against is warranted because payments in the event of change of control are excessive:- Single-trigger equity vesting acceleration. Equity award arrangements provide for automatic accelerated vesting upon a change-in-control. Such single-trigger vesting may result in an economic windfall to the executive without an accompanying termination of employment. Also note that: two NEOs received sizable one-time retention awards.

3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
4	Eliminate Supermajority Vote Requirement	For	For
5	Report on Lobbying Payments and Policy	Against	For

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

AstraZeneca Plc

Meeting Date: 11/05/2021

Country: United Kingdom

Meeting Type: Annual

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

AstraZeneca Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Dividends	For	For
3	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
4	Authorise Board to Fix Remuneration of Auditors	For	For
5a	Re-elect Leif Johansson as Director	For	For
5b	Re-elect Pascal Soriot as Director	For	For
5c	Re-elect Marc Dunoyer as Director	For	For
5d	Re-elect Philip Broadley as Director	For	For
5e	Elect Euan Ashley as Director	For	For
5f	Re-elect Michel Demare as Director	For	For
5g	Re-elect Deborah DiSanzo as Director	For	For
5h	Elect Diana Layfield as Director	For	For
5i	Re-elect Sheri McCoy as Director	For	For
5j	Re-elect Tony Mok as Director	For	For
5k	Re-elect Nazneen Rahman as Director	For	For
5l	Re-elect Marcus Wallenberg as Director	For	For
6	Approve Remuneration Report	For	For
7	Approve Remuneration Policy	For	For
8	Authorise UK Political Donations and Expenditure	For	For
9	Authorise Issue of Equity	For	For
10	Authorise Issue of Equity without Pre-emptive Rights	For	For
11	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
12	Authorise Market Purchase of Ordinary Shares	For	For
13	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
14	Amend Performance Share Plan	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

AstraZeneca Plc

Meeting Date: 11/05/2021

Country: United Kingdom

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Acquisition of Alexion Pharmaceuticals, Inc.	For	For

Darling Ingredients Inc.

Meeting Date: 11/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Randall C. Stuewe	For	For
1b	Elect Director Charles Adair	For	For
1c	Elect Director Beth Albright	For	For
1d	Elect Director Linda Goodspeed	For	For
1e	Elect Director Dirk Kloosterboer	For	For
1f	Elect Director Mary R. Korby	For	For
1g	Elect Director Gary W. Mize	For	For
1h	Elect Director Michael E. Rescoe	For	For
1i	Elect Director Nicole M. Ringenberg	For	For
2	Ratify KPMG LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

Edenred SA

Meeting Date: 11/05/2021

Country: France

Meeting Type: Annual/Special

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Edenred SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Allocation of Income and Dividends of EUR 0.75 per Share	For	For
4	Approve Stock Dividend Program	For	For
5	Reelect Sylvia Coutinho as Director	For	For
6	Reelect Françoise Gri as Director	For	For
7	Elect Angeles Garcia-Poveda as Director	For	For
8	Elect Monica Mondardini as Director	For	For
9	Elect Philippe Vallee as Director	For	For
10	Approve Remuneration Policy of Chairman and CEO	For	For
11	Approve Remuneration Policy of Directors	For	For
12	Approve Remuneration of Directors in the Aggregate Amount of EUR 800,000	For	For
13	Approve Compensation Report of Corporate Officers	For	For
14	Approve Compensation of Bertrand Dumazy, Chairman and CEO	For	Against
<i>Blended Rationale: A vote against is warranted because the performance conditions have been amended retrospectively:- The board decided to adjust the bonus performance criteria and targets. As such, the bonus' performance criteria are assessed under the revised objectives announced in July 2020 and taking into account the impact of the Covid-19 foreseen at that time. The payout against those revised objectives reached above target achievement and does not seem consistent with the company's performance as the effects of the Covid-19 crisis on the bonus payout are not fully reflected. A vote against is warranted due to a lack of disclosure provided by the company:- The company decides not to disclose the set targets for financial and operational quantifiable criteria for confidentiality reasons. This does not permit to assess the stringency of the performance conditions.</i>			
15	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
17	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans Under Performance Conditions Reserved for Employees, Corporate Officers and International Subsidiaries	For	For
18	Approve Change of Corporate Form to Societe Europeenne (SE) and Amend Bylaws Accordingly	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Edenred SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
19	Change Company Name to SE Edenred and Amend Article of Bylaws Accordingly	For	For
20	Authorize Filing of Required Documents/Other Formalities	For	For

GLI Finance Ltd.

Meeting Date: 11/05/2021

Country: Guernsey

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Re-elect Patrick Firth as Director	For	For
4	Re-elect Andrew Whelan as Director	For	For
5	Re-elect Emma Stubbs as Director	For	For
6	Ratify Deloitte LLP as Auditors	For	For
7	Authorise Board to Fix Remuneration of Auditors	For	For
8	Authorise Market Purchase of Ordinary Shares	For	For
9	Authorise Market Purchase of ZDP Shares	For	For
10	Authorise Issue of Equity without Pre-emptive Rights	For	Against
<i>Blended Rationale: A vote against this resolution is warranted because:- The proposed amount exceeds recommended limits of 10 percent of issued share capital.</i>			
11	Approve Change of Company Name to Sancus Lending Group Limited	For	For
12	Amend Articles of Incorporation	For	For

IWG Plc

Meeting Date: 11/05/2021

Country: Jersey

Meeting Type: Annual

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

IWG Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Ratify KPMG Ireland as Auditors	For	For
4	Authorise Board to Fix Remuneration of Auditors	For	For
5	Re-elect Mark Dixon as Director	For	For
6	Re-elect Laurie Harris as Director	For	For
7	Re-elect Nina Henderson as Director	For	For
8	Elect Glyn Hughes as Director	For	For
9	Re-elect François Pauly as Director	For	For
10	Re-elect Florence Pierre as Director	For	For
11	Re-elect Douglas Sutherland as Director	For	For
12	Authorise Issue of Equity	For	For
13	Authorise the Company to Hold as Treasury Shares Any Shares Purchased or Contracted to be Purchased by the Company Pursuant to the Authority Granted in Resolution 14	For	For
14	Authorise Market Purchase of Ordinary Shares	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Just Group Plc

Meeting Date: 11/05/2021

Country: United Kingdom

Meeting Type: Annual

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Just Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Elect John Hastings-Bass as Director	For	For
4	Elect Kalpana Shah as Director	For	For
5	Re-elect Paul Bishop as Director	For	For
6	Re-elect Ian Cormack as Director	For	For
7	Re-elect Michelle Cracknell as Director	For	For
8	Re-elect Steve Melcher as Director	For	For
9	Re-elect Keith Nicholson as Director	For	For
10	Re-elect Andy Parsons as Director	For	For
11	Re-elect David Richardson as Director	For	For
12	Re-elect Clare Spottiswoode as Director	For	For
13	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
15	Authorise UK Political Donations and Expenditure	For	For
16	Authorise Issue of Equity	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
19	Authorise Market Purchase of Ordinary Shares	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

MKS Instruments, Inc.

Meeting Date: 11/05/2021

Country: USA

Meeting Type: Annual

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

MKS Instruments, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Rajeev Batra	For	For
1.2	Elect Director Gerald G. Colella	For	For
1.3	Elect Director Elizabeth A. Mora	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:- One year (FY2020); followed by time-based vesting of one-third per year</i>			
3	Ratify PricewaterhouseCoopers LLP as Auditor	For	For

PacWest Bancorp

Meeting Date: 11/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Tanya M. Acker	For	For
1b	Elect Director Paul R. Burke	For	For
1c	Elect Director Craig A. Carlson	For	For
1d	Elect Director John M. Eggemeyer, III	For	For
1e	Elect Director C. William Hosler	For	For
1f	Elect Director Susan E. Lester	For	For
1g	Elect Director Roger H. Molvar	For	For
1h	Elect Director Daniel B. Platt	For	For
1i	Elect Director Robert A. Stine	For	For
1j	Elect Director Paul W. Taylor	For	For
1k	Elect Director Matthew P. Wagner	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Amend Omnibus Stock Plan	For	For
4	Ratify KPMG LLP as Auditors	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

T. Rowe Price Group, Inc.

Meeting Date: 11/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Mark S. Bartlett	For	For
1b	Elect Director Mary K. Bush	For	For
1c	Elect Director Dina Dublon	For	For
1d	Elect Director Freeman A. Hrabowski, III	For	For
1e	Elect Director Robert F. MacLellan	For	For
1f	Elect Director Olympia J. Snowe	For	For
1g	Elect Director Robert J. Stevens	For	For
1h	Elect Director William J. Stromberg	For	For
1i	Elect Director Richard R. Verma	For	For
1j	Elect Director Sandra S. Wijnberg	For	For
1k	Elect Director Alan D. Wilson	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify KPMG LLP as Auditors	For	For
4	Report on and Assess Proxy Voting Policies in Relation to Climate Change Position	Against	Against

The Gap, Inc.

Meeting Date: 11/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director John J. Fisher	For	For
1b	Elect Director Robert J. Fisher	For	For
1c	Elect Director William S. Fisher	For	For
1d	Elect Director Tracy Gardner	For	For
1e	Elect Director Isabella D. Goren	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

The Gap, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1f	Elect Director Bob L. Martin	For	For
1g	Elect Director Amy Miles	For	For
1h	Elect Director Jorge P. Montoya	For	For
1i	Elect Director Chris O'Neill	For	For
1j	Elect Director Mayo A. Shattuck, III	For	For
1k	Elect Director Elizabeth A. Smith	For	For
1l	Elect Director Salaam Coleman Smith	For	For
1m	Elect Director Sonia Syngal	For	For
2	Ratify Deloitte & Touche LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<i>Blended Rationale: A vote against is warranted because the performance conditions have been amended retrospectively:- The committee made pandemic-related modifications to equity awards that were granted under the legacy LTI program, which was originally based on performance over three annual periods. The committee determined to modify the closing (FY18-20) and ongoing (FY19-21) performance cycles such that the FY20 annual tranche would instead be based on six-month goals set halfway into the year. While the portion of the award pertaining to the initial six-month period was forfeited, the portion related to the 2nd half of FY20 paid out at maximum based on goals that were set well below achievements in the 2nd half of FY19. The FY20 tranche ultimately achieved 125 percent of target.</i>			
4	Amend Qualified Employee Stock Purchase Plan	For	For
5	Amend Omnibus Stock Plan	For	For

TransUnion

Meeting Date: 11/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director William P. (Billy) Bosworth	For	For
1b	Elect Director Suzanne P. Clark	For	For
1c	Elect Director Kermit R. Crawford	For	For
1d	Elect Director Russell P. Fradin	For	For
1e	Elect Director Pamela A. Joseph	For	For
1f	Elect Director Thomas L. Monahan, III	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

adidas AG

Meeting Date: 12/05/2021

Country: Germany

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 3.00 per Share	For	For
3	Approve Discharge of Management Board for Fiscal Year 2020	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	For
5	Elect Jackie Joyner-Kersey to the Supervisory Board	For	For
6	Approve Remuneration Policy	For	For
7	Approve Remuneration of Supervisory Board	For	For
8	Amend Articles Re: Information for Registration in the Share Register	For	For
9	Approve Creation of EUR 50 Million Pool of Capital with Preemptive Rights	For	For
10	Approve Creation of EUR 20 Million Pool of Capital without Preemptive Rights	For	For
11	Cancel Authorized Capital 2016	For	For
12	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For
13	Authorize Use of Financial Derivatives when Repurchasing Shares	For	For
14	Ratify KPMG AG as Auditors for Fiscal Year 2021	For	For

Agile Group Holdings Ltd.

Meeting Date: 12/05/2021

Country: Cayman Islands

Meeting Type: Annual

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

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Agile Group Holdings Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Elect Chen Zhuo Lin as Director	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee serves as the Company's CEO and Chairman and no suitable explanation has been given. A lead/senior independent director should also be appointed.</i>			
4	Elect Luk Sin Fong, Fion as Director	For	For
5	Elect Chan Cheuk Nam as Director	For	For
6	Elect Cheng Hon Kwan as Director	For	For
7	Authorize Board to Fix Remuneration of Directors	For	For
8	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	For	For
9A	Authorize Repurchase of Issued Share Capital	For	For
9B	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	Against
<i>Blended Rationale: A vote AGAINST these resolutions is warranted for the following:- The aggregate share issuance limit is greater than 10 percent of the relevant class of shares.- The company has not specified the discount limit.</i>			
9C	Authorize Reissuance of Repurchased Shares	For	Against
<i>Blended Rationale: A vote AGAINST these resolutions is warranted for the following:- The aggregate share issuance limit is greater than 10 percent of the relevant class of shares.- The company has not specified the discount limit.</i>			

Antofagasta Plc

Meeting Date: 12/05/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Re-elect Jean-Paul Luksic as Director	For	For
5	Re-elect Ollie Oliveira as Director	For	For
6	Re-elect Ramon Jara as Director	For	For
7	Re-elect Juan Claro as Director	For	For
8	Re-elect Andronico Luksic as Director	For	For
9	Re-elect Vivianne Blanlot as Director	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Antofagasta Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
10	Re-elect Jorge Bande as Director	For	For
11	Re-elect Francisca Castro as Director	For	For
12	Re-elect Michael Anglin as Director	For	For
13	Re-elect Tony Jensen as Director	For	For
14	Elect Director Appointed Between 24 March 2021 and 12 May 2021	For	For
15	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
16	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For
17	Authorise Issue of Equity	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
20	Authorise Market Purchase of Ordinary Shares	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
22	Adopt New Articles of Association	For	Against

Blended Rationale: A vote against is warranted as shareholder rights are, or could be reduced:- The New Articles will allow unlimited borrowing powers of the Company.

Antofagasta Plc

Meeting Date: 12/05/2021 **Country:** United Kingdom
Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Adopt New Articles of Association	For	Against

Blended Rationale: A vote against is warranted as shareholder rights are, or could be reduced:- The New Articles will allow unlimited borrowing powers of the Company.

Arrow Electronics, Inc.

Meeting Date: 12/05/2021 **Country:** USA
Meeting Type: Annual

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Arrow Electronics, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Barry W. Perry	For	For
1.2	Elect Director William F. Austen	For	For
1.3	Elect Director Steven H. Gunby	For	For
1.4	Elect Director Gail E. Hamilton	For	For
1.5	Elect Director Richard S. Hill	For	For
1.6	Elect Director M. F. (Fran) Keeth	For	For
1.7	Elect Director Andrew C. Kerin	For	For
1.8	Elect Director Laurel J. Krzeminski	For	For
1.9	Elect Director Michael J. Long	For	For
1.10	Elect Director Stephen C. Patrick	For	For
1.11	Elect Director Gerry P. Smith	For	For
2	Ratify Ernst & Young LLP as Auditor	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

Bayerische Motoren Werke AG

Meeting Date: 12/05/2021

Country: Germany

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 1.90 per Ordinary Share and EUR 1.92 per Preferred Share	For	For
3	Approve Discharge of Management Board for Fiscal Year 2020	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	For	For
6.1	Elect Marc Bitzer to the Supervisory Board	For	For
6.2	Elect Rachel Empey to the Supervisory Board	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Bayerische Motoren Werke AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6.3	Elect Christoph Schmidt to the Supervisory Board	For	For
7	Approve Remuneration Policy	For	For
8	Approve Remuneration of Supervisory Board	For	For
9.1	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	For
9.2	Amend Articles Re: Proof of Entitlement	For	For
9.3	Amend Articles Re: Participation and Voting Rights	For	For
10	Amend Affiliation Agreement with BMW Bank GmbH	For	For

BP Plc

Meeting Date: 12/05/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3.a	Elect Murray Auchincloss as Director	For	For
3.b	Elect Tushar Morzaria as Director	For	For
3.c	Elect Karen Richardson as Director	For	For
3.d	Elect Dr Johannes Teyssen as Director	For	For
3.e	Re-elect Bernard Looney as Director	For	For
3.f	Re-elect Pamela Daley as Director	For	For
3.g	Re-elect Helge Lund as Director	For	For
3.h	Re-elect Melody Meyer as Director	For	For
3.i	Re-elect Paula Reynolds as Director	For	For
3.j	Re-elect Sir John Sawers as Director	For	For
4	Reappoint Deloitte LLP as Auditors	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

BP Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
6	Authorise UK Political Donations and Expenditure	For	For
7	Approve Scrip Dividend Programme	For	For
8	Authorise Issue of Equity	For	For
9	Authorise Issue of Equity without Pre-emptive Rights	For	For
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
11	Authorise Market Purchase of Ordinary Shares	For	For
12	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
13	Approve Shareholder Resolution on Climate Change Targets	Against	Against

Centaur Media Plc

Meeting Date: 12/05/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Re-elect Colin Jones as Director	For	For
4	Re-elect Swagatam Mukerji as Director	For	For
5	Re-elect Simon Longfield as Director	For	For
6	Re-elect William Eccleshare as Director	For	For
7	Re-elect Carol Hosey as Director	For	For
8	Re-elect Leslie-Ann Reed as Director	For	For
9	Appoint Crowe U.K. LLP as Auditors	For	For
10	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
11	Authorise Issue of Equity	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Centaur Media Plc

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

Cimarex Energy Co.

Meeting Date: 12/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Kathleen A. Hogenson	For	For
1.2	Elect Director Lisa A. Stewart	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Amend Omnibus Stock Plan	For	For
4	Declassify the Board of Directors	For	For
5	Ratify KPMG LLP as Auditors	For	For

Colfax Corporation

Meeting Date: 12/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Mitchell P. Rales	For	For
1b	Elect Director Matthew L. Trerotola	For	For
1c	Elect Director Patrick W. Allender	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Colfax Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1d	Elect Director Thomas S. Gayner	For	Against
<i>Blended Rationale: A vote against is warranted due to concerns over the number of directorships held by the nominee.</i>			
1e	Elect Director Rhonda L. Jordan	For	For
1f	Elect Director Liam J. Kelly	For	For
1g	Elect Director Philip A. Okala	For	For
1h	Elect Director A. Clayton Perfall	For	For
1i	Elect Director Didier Teirlinck	For	For
1j	Elect Director Rajiv Vinnakota	For	For
1k	Elect Director Sharon Wienbar	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

Eni SpA

Meeting Date: 12/05/2021

Country: Italy

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Allocation of Income	For	For
3	Authorize Use of Available Reserves for Interim Dividend Distribution	For	For
4	Appoint Marcella Caradonna as Internal Statutory Auditor	None	For
5	Appoint Roberto Maglio as Alternate Internal Statutory Auditor	None	For
6	Authorize Share Repurchase Program	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Eni SpA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
7	Approve Second Section of the Remuneration Report	For	Against
<i>Blended Rationale: A vote against is warranted because severance payment exceed 24 months:- The company made termination payments in excess of 24 months' pay in 2020. Notably, the former CFO Massimo Mondazzi received a severance payment equal to three years of fixed plus short-term variable remuneration and the consideration for a one-year non-compete agreement, in addition to the indemnities provided for by law and by the national collective bargaining contract.A vote against is warranted because the performance conditions have been amended retrospectively:- Due to the Covid-19 pandemic, the board approved adjustments to the 2020 targets of the short-term incentive scheme with deferral. The changes mainly concerned the economic-financial indicators and the operational ones and led to the full achievement of the corresponding targets. Overall, the final performance score inherent to the CEO/GM annual scorecard resulted well above target and even higher than in 2019 despite the significant impact of the health crisis.</i>			
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	None	Against
<i>Blended Rationale: The company has not provided information on this proposal.</i>			

Floor & Decor Holdings, Inc.

Meeting Date: 12/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Norman H. Axelrod	For	For
1b	Elect Director Ryan Marshall	For	For
1c	Elect Director Richard L. Sullivan	For	For
1d	Elect Director Felicia D. Thornton	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Declassify the Board of Directors	For	For
5	Eliminate Supermajority Vote Requirements	For	For

Gilead Sciences, Inc.

Meeting Date: 12/05/2021

Country: USA

Meeting Type: Annual

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Gilead Sciences, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Jacqueline K. Barton	For	For
1b	Elect Director Jeffrey A. Bluestone	For	For
1c	Elect Director Sandra J. Horning	For	For
1d	Elect Director Kelly A. Kramer	For	For
1e	Elect Director Kevin E. Lofton	For	For
1f	Elect Director Harish Manwani	For	For
1g	Elect Director Daniel P. O'Day	For	For
1h	Elect Director Javier J. Rodriguez	For	For
1i	Elect Director Anthony Welters	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.

Just Eat Takeaway.com NV

Meeting Date: 12/05/2021

Country: Netherlands

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2.b	Approve Remuneration Report	For	For
2.c	Adopt Financial Statements and Statutory Reports	For	For
3.a	Approve Discharge of Management Board	For	For
3.b	Approve Discharge of Supervisory Board	For	For
4.a	Reelect Jitse Groen to Management Board	For	For
4.b	Reelect Brent Wissink to Management Board	For	For
4.c	Reelect Jorg Gerbig to Management Board	For	For
4.d	Reelect Matthew Maloney to Management Board	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Just Eat Takeaway.com NV

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5.a	Reelect Adriaan Nuhn to Supervisory Board	For	For
5.b	Reelect Corinne Vigreux to Supervisory Board	For	For
5.c	Reelect Ron Teerlink to Supervisory Board	For	For
5.d	Reelect Gwyn Burr to Supervisory Board	For	For
5.e	Reelect Jambu Palaniappan to Supervisory Board	For	For
5.f	Reelect Lloyd Frink to Supervisory Board	For	For
5.g	Reelect David Fisher to Supervisory Board	For	For
6	Ratify Deloitte Accountants B.V. as Auditors	For	For
7	Grant Board Authority to Issue Shares	For	For
8	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For

Kindred Group Plc

Meeting Date: 12/05/2021

Country: Malta

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
8	Approve Dividends	For	For
9	Accept Consolidated Financial Statements and Statutory Reports	For	For
10	Approve Remuneration Report	For	For
11	Fix Number of Directors	For	For
12	Approve Remuneration of Directors	For	For
13	Re-elect Peter Boggs as Director	For	For
14	Re-elect Gunnel Duveblad as Director	For	For
15	Re-elect Erik Forsberg as Director	For	For
16	Re-elect Carl-Magnus Mansson as Director	For	For
17	Elect Evert Carlsson as Director	For	For
18	Elect Fredrik Peyron as Director	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Kindred Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
19	Elect Heidi Skogster as Director	For	For
20	Appoint Evert Carlsson as Board Chair	For	For
21	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	For	For
22	Approve Guidelines on Electing Nomination Committee	For	For
23	Approve Remuneration Policy	For	For
24	Authorize Share Repurchase Program	For	For
25	Approve Reduction in Share Capital via Share Cancellation	For	For

National Express Group Plc

Meeting Date: 12/05/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	Against
<i>Blended Rationale: A vote against is warranted. Some of the the performance targets for the long term incentive plan do not appear to be appropriately challenging.</i>			
3	Approve Remuneration Policy	For	For
4	Re-elect Sir John Armitage as Director	For	For
5	Re-elect Jorge Cosmen as Director	For	For
6	Re-elect Matthew Crummack as Director	For	For
7	Re-elect Chris Davies as Director	For	For
8	Elect Ignacio Garat as Director	For	For
9	Re-elect Karen Geary as Director	For	For
10	Re-elect Ana de Pro Gonzalo as Director	For	For
11	Re-elect Mike McKeon as Director	For	For
12	Re-elect Ashley Steel as Director	For	For
13	Reappoint Deloitte LLP as Auditors	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

National Express Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
14	Authorise Board 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

Partners Group Holding AG

Meeting Date: 12/05/2021

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Allocation of Income and Dividends of CHF 27.50 per Share	For	For
3	Approve Discharge of Board and Senior Management	For	For
4	Amend Articles Re: External Mandates for Members of the Board of Directors and Executive Committee	For	For
5	Approve Remuneration Report	For	For
6.1	Approve Short-Term Remuneration of Directors in the Amount of CHF 3 Million	For	For
6.2	Approve Long-Term Remuneration of Directors in the Amount of CHF 3.8 Million	For	For
6.3	Approve Technical Non-Financial Remuneration of Directors in the Amount of CHF 10.1 Million	For	For
6.4	Approve Short-Term Remuneration of Executive Committee in the Amount of CHF 9 Million for Fiscal Year 2021	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Partners Group Holding AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6.5	Approve Short-Term Remuneration of Executive Committee in the Amount of CHF 9 Million for Fiscal Year 2022	For	For
6.6	Approve Long-Term Remuneration of Executive Committee in the Amount of CHF 15.1 Million	For	For
6.7	Approve Technical Non-Financial Remuneration of Executive Committee in the Amount of CHF 60,000	For	For
7.1.1	Elect Steffen Meister as Director and as Board Chairman	For	For
7.1.2	Elect Marcel Erni as Director	For	For
7.1.3	Elect Alfred Gantner as Director	For	For
7.1.4	Elect Lisa Hook as Director	For	For
7.1.5	Elect Joseph Landy as Director	For	For
7.1.6	Elect Grace del Rosario-Castano as Director	For	For
7.1.7	Elect Martin Strobel as Director	For	For
7.1.8	Elect Urs Wietlisbach as Director	For	For
7.2.1	Appoint Grace del Rosario-Castano as Member of the Nomination and Compensation Committee	For	For
7.2.2	Appoint Lisa Hook as Member of the Nomination and Compensation Committee	For	For
7.2.3	Appoint Martin Strobel as Member of the Nomination and Compensation Committee	For	For
7.3	Designate Hotz & Goldmann as Independent Proxy	For	For
7.4	Ratify KPMG AG as Auditors	For	For
8	Transact Other Business (Voting)	For	Against

Blended Rationale: Details of other business not disclosed.

Primerica, Inc.

Meeting Date: 12/05/2021

Country: USA

Meeting Type: Annual

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Primerica, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director John A. Addison, Jr.	For	For
1b	Elect Director Joel M. Babbit	For	For
1c	Elect Director P. George Benson	For	For
1d	Elect Director C. Saxby Chambliss	For	For
1e	Elect Director Gary L. Crittenden	For	For
1f	Elect Director Cynthia N. Day	For	For
1g	Elect Director Sanjeev Dheer	For	For
1h	Elect Director Beatriz R. Perez	For	For
1i	Elect Director D. Richard Williams	For	For
1j	Elect Director Glenn J. Williams	For	For
1k	Elect Director Barbara A. Yastine	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify KPMG LLP as Auditor	For	For

PulteGroup, Inc.

Meeting Date: 12/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Brian P. Anderson	For	For
1b	Elect Director Bryce Blair	For	For
1c	Elect Director Richard W. Dreiling	For	For
1d	Elect Director Thomas J. Folliard	For	For
1e	Elect Director Cheryl W. Grise	For	For
1f	Elect Director Andre J. Hawaux	For	For
1g	Elect Director J. Phillip Holloman	For	For
1h	Elect Director Ryan R. Marshall	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

PulteGroup, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1i	Elect Director John R. Peshkin	For	For
1j	Elect Director Scott F. Powers	For	For
1k	Elect Director Lila Snyder	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

SAP SE

Meeting Date: 12/05/2021

Country: Germany

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 1.85 per Share	For	For
3	Approve Discharge of Management Board for Fiscal Year 2020	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2021	For	For
6.1	Elect Qi Lu to the Supervisory Board	For	For
6.2	Elect Rouven Westphal to the Supervisory Board	For	For
7	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 10 Billion; Approve Creation of EUR 100 Million Pool of Capital to Guarantee Conversion Rights	For	For
8	Amend Corporate Purpose	For	For
9	Amend Articles Re: Proof of Entitlement	For	For

Simon Property Group, Inc.

Meeting Date: 12/05/2021

Country: USA

Meeting Type: Annual

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Simon Property Group, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Glyn F. Aepfel	For	For
1b	Elect Director Larry C. Glasscock	For	For
1c	Elect Director Karen N. Horn	For	For
1d	Elect Director Allan Hubbard	For	For
1e	Elect Director Reuben S. Leibowitz	For	For
1f	Elect Director Gary M. Rodkin	For	For
1g	Elect Director Stefan M. Selig	For	For
1h	Elect Director Daniel C. Smith	For	For
1i	Elect Director J. Albert Smith, Jr.	For	For
1j	Elect Director Marta R. Stewart	For	For
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:- The LTI in 2020 was entirely time-vesting.</i>			
3	Ratify Ernst & Young LLP as Auditors	For	For

Syneos Health, Inc.

Meeting Date: 12/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Thomas Allen	For	For
1b	Elect Director Linda A. Harty	For	For
1c	Elect Director Alistair Macdonald	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Deloitte & Touche LLP as Auditors	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Balfour Beatty Plc

Meeting Date: 13/05/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Re-elect Philip Aiken as Director	For	For
5	Re-elect Dr Stephen Billingham as Director	For	For
6	Re-elect Stuart Doughty as Director	For	For
7	Re-elect Philip Harrison as Director	For	For
8	Re-elect Michael Lucki as Director	For	For
9	Re-elect Barbara Moorhouse as Director	For	For
10	Re-elect Leo Quinn as Director	For	For
11	Re-elect Anne Drinkwater as Director	For	For
12	Reappoint KPMG 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	Approve Performance Share Plan	For	For
17	Adopt New Articles of Association	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	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

China State Construction Engineering Corp. Ltd.

Meeting Date: 13/05/2021

Country: China

Meeting Type: Annual

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

China State Construction Engineering Corp. Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	For	For
2	Approve Report of the Independent Directors	For	For
3	Approve Report of the Board of Supervisors	For	For
4	Approve Financial Statements	For	For
5	Approve Profit Distribution	For	For
6	Approve Annual Report	For	For
7	Approve Financial Budget Report	For	For
8	Approve Implementation of Investment Budget in 2020 and Proposed Investment Budget in 2021	For	Against
<i>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 these subsidiaries. The company has failed to provide any justifications in the meeting circular.</i>			
9	Approve Appointment of Internal Control Auditor	For	For
10	Approve to Appoint Financial Auditor	For	For
11	Approve Provision of Guarantees	For	Against
12	Approve Domestic Bond Quota for 2021	For	For
13	Approve Purchase of Liability Insurance for Directors, Supervisors and Senior Management Members	For	For
14.1	Elect Zhou Naixiang as Director	For	For
14.2	Elect Zheng Xuexuan as Director	For	For
14.3	Elect Zhang Zhaoxiang as Director	For	For
15.1	Elect Xu Wenrong as Director	For	For
15.2	Elect Jia Chen as Director	For	For
15.3	Elect Sun Chengming as Director	For	For
15.4	Elect Li Ping as Director	For	For
16.1	Elect Shi Zhiping as Supervisor	For	For
16.2	Elect Li Jianbo as Supervisor	For	For
16.3	Elect Tian Shifang as Supervisor	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Conduit Holdings Ltd.

Meeting Date: 13/05/2021

Country: Bermuda

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Elect Neil Eckert as Director	For	For
3	Elect Trevor Carvey as Director	For	For
4	Elect Elaine Whelan as Director	For	For
5	Elect Sir Brian Williamson as Director	For	For
6	Elect Malcolm Furbert as Director	For	For
7	Elect Elizabeth Murphy as Director	For	For
8	Elect Dr Richard Sandor as Director	For	For
9	Elect Ken Randall as Director	For	For
10	Ratify KPMG Audit Limited 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 Common Shares	For	For

CVS Health Corporation

Meeting Date: 13/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Fernando Aguirre	For	For
1b	Elect Director C. David Brown, II	For	For
1c	Elect Director Alecia A. DeCoudreaux	For	For
1d	Elect Director Nancy-Ann M. DeParle	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

CVS Health Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1e	Elect Director David W. Dorman	For	For
1f	Elect Director Roger N. Farah	For	For
1g	Elect Director Anne M. Finucane	For	For
1h	Elect Director Edward J. Ludwig	For	For
1i	Elect Director Karen S. Lynch	For	For
1j	Elect Director Jean-Pierre Millon	For	For
1k	Elect Director Mary L. Schapiro	For	For
1l	Elect Director William C. Weldon	For	For
1m	Elect Director Tony L. White	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent	Against	For
<i>Blended Rationale: Artemis supports proposals that enhance shareholder rights.</i>			
5	Require Independent Board Chair	Against	For
<i>Blended Rationale: Artemis supports the separation of Chairman and CEO.</i>			

Direct Line Insurance Group Plc

Meeting Date: 13/05/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Re-elect Danuta Gray as Director	For	For
5	Re-elect Mark Gregory as Director	For	For
6	Re-elect Tim Harris as Director	For	For
7	Re-elect Penny James as Director	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Direct Line Insurance Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
8	Re-elect Sebastian James as Director	For	For
9	Elect Adrian Joseph as Director	For	For
10	Re-elect Fiona McBain as Director	For	For
11	Re-elect Gregor Stewart as Director	For	For
12	Re-elect Richard Ward as Director	For	For
13	Reappoint Deloitte LLP as Auditors	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
15	Authorise UK Political Donations and Expenditure	For	For
16	Authorise Issue of Equity	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
19	Authorise Market Purchase of Ordinary Shares	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
21	Authorise Issue of Equity in Relation to an Issue of RT1 Instruments	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Relation to an Issue of RT1 Instruments	For	For

Hiscox Ltd.

Meeting Date: 13/05/2021

Country: Bermuda

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Re-elect Robert Childs as Director	For	For
4	Re-elect Caroline Foulger as Director	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Hiscox Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5	Re-elect Michael Goodwin as Director	For	For
6	Re-elect Thomas Hurlimann as Director	For	For
7	Re-elect Hamayou Akbar Hussain as Director	For	For
8	Re-elect Colin Keogh as Director	For	For
9	Re-elect Anne MacDonald as Director	For	For
10	Re-elect Bronislaw Masojada as Director	For	For
11	Re-elect Constantinos Miranthis as Director	For	For
12	Re-elect Joanne Musselle as Director	For	For
13	Re-elect Lynn Pike as Director	For	For
14	Reappoint PricewaterhouseCoopers Ltd as Auditors	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
16	Authorise Issue of Equity	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
19	Authorise Market Purchase of Ordinary Shares	For	For

Moneysupermarket.com Group Plc

Meeting Date: 13/05/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Re-elect Robin Freestone as Director	For	For
5	Re-elect Sally James as Director	For	For
6	Re-elect Sarah Warby as Director	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Moneysupermarket.com Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
7	Re-elect Scilla Grimble as Director	For	For
8	Re-elect Caroline Britton as Director	For	For
9	Re-elect Supriya Uchil as Director	For	For
10	Re-elect James Bilefield as Director	For	For
11	Elect Peter Duffy as Director	For	For
12	Reappoint KPMG LLP as Auditors	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	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 UK Political Donations and Expenditure	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
20	Adopt New Articles of Association	For	For

Norfolk Southern Corporation

Meeting Date: 13/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Thomas D. Bell, Jr.	For	For
1b	Elect Director Mitchell E. Daniels, Jr.	For	For
1c	Elect Director Marcela E. Donadio	For	For
1d	Elect Director John C. Huffard, Jr.	For	For
1e	Elect Director Christopher T. Jones	For	For
1f	Elect Director Thomas C. Kelleher	For	For
1g	Elect Director Steven F. Leer	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Norfolk Southern Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1h	Elect Director Michael D. Lockhart	For	For
1i	Elect Director Amy E. Miles	For	For
1j	Elect Director Claude Mongeau	For	For
1k	Elect Director Jennifer F. Scanlon	For	For
1l	Elect Director James A. Squires	For	For
1m	Elect Director John R. Thompson	For	For
2	Ratify KPMG LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Amend Proxy Access Right	Against	For
<i>Blended Rationale: Artemis supports proposals that enhance shareholder rights.</i>			
5	Report on Corporate Climate Lobbying Aligned with Paris Agreement	Against	For
<i>Blended Rationale: Artemis supports proposals for additional disclosure where this is likely to enhance or protect shareholder value in both the short and long term.</i>			

Prudential Plc

Meeting Date: 13/05/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Elect Chua Sock Koong as Director	For	For
4	Elect Ming Lu as Director	For	For
5	Elect Jeanette Wong as Director	For	For
6	Re-elect Shriti Vadera as Director	For	For
7	Re-elect Jeremy Anderson as Director	For	For
8	Re-elect Mark Fitzpatrick as Director	For	For
9	Re-elect David Law as Director	For	For
10	Re-elect Anthony Nightingale as Director	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Prudential Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
11	Re-elect Philip Remnant as Director	For	For
12	Re-elect Alice Schroeder as Director	For	For
13	Re-elect James Turner as Director	For	For
14	Re-elect Thomas Watjen as Director	For	For
15	Re-elect Michael Wells as Director	For	For
16	Re-elect Fields Wicker-Miurin as Director	For	For
17	Re-elect Amy Yip as Director	For	For
18	Reappoint KPMG LLP as Auditors	For	For
19	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
20	Authorise UK Political Donations and Expenditure	For	For
21	Authorise Issue of Equity	For	For
22	Authorise Issue of Equity to Include Repurchased Shares	For	For
23	Authorise Issue of Equity without Pre-emptive Rights	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
25	Authorise Market Purchase of Ordinary Shares	For	For
26	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Quilter Plc

Meeting Date: 13/05/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Elect Tim Breedon as Director	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Quilter Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5	Elect Tazim Essani as Director	For	For
6	Re-elect Paul Feeney as Director	For	For
7	Re-elect Rosie Harris as Director	For	For
8	Re-elect Glyn Jones as Director	For	For
9	Re-elect Moira Kilcoyne as Director	For	For
10	Re-elect Ruth Markland as Director	For	For
11	Re-elect Paul Matthews as Director	For	For
12	Re-elect George Reid as Director	For	For
13	Re-elect Mark Satchel as Director	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
15	Authorise the Board Audit Committee to Fix Remuneration of Auditors	For	For
16	Authorise UK Political Donations and Expenditure	For	For
17	Authorise Market Purchase of Ordinary Shares	For	For
18	Authorise the Company to Enter into Contingent Purchase Contracts	For	For

Star Bulk Carriers Corp.

Meeting Date: 13/05/2021

Country: Marshall Isl

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Koert Erhardt	For	For
1.2	Elect Director Brian Laibow	For	For
1.3	Elect Director Sherman Lau	For	For
2	Ratify Deloitte Certified Public Accountants S.A as Auditors	For	For

Suofeiya Home Collection Co., Ltd.

Meeting Date: 13/05/2021

Country: China

Meeting Type: Annual

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Suofeiya Home Collection Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Supervisors	For	For
2	Approve Report of the Board of Directors	For	For
3	Approve Financial Statements	For	For
4	Approve Financial Budget Report	For	For
5	Approve Profit Distribution	For	For
6	Approve Shareholder Return Plan	For	For
7	Approve Annual Report and Summary	For	For
8	Approve to Appoint Auditor	For	For
9	Approve Daily Related Party Transaction	For	For
10	Approve Use of Own Funds to Purchase Capital Protected Bank Financial Products	For	For
11	Approve Use of Raised Funds to Purchase Capital Protected Bank Financial Products	For	For
12	Approve Amendments to Articles of Association	For	For
13	Amend Rules and Procedures Regarding General Meetings of Shareholders	For	Against
<i>Blended Rationale: The company has not provided information on this proposal.</i>			
14	Amend Rules and Procedures Regarding Meetings of Board of Directors	For	Against
<i>Blended Rationale: The company has not provided information on this proposal.</i>			
15	Amend Rules and Procedures Regarding Meetings of Board of Supervisors	For	Against
<i>Blended Rationale: The company has not provided information on this proposal.</i>			
16	Approve External Guarantee Management Regulations	For	Against
<i>Blended Rationale: The company has not provided information on this proposal.</i>			
17	Amend Related-Party Transaction Management System	For	Against
<i>Blended Rationale: The company has not provided information on this proposal.</i>			
18	Amend Code of Conduct of Directors, Supervisors and Senior Executives	For	Against
<i>Blended Rationale: The company has not provided information on this proposal.</i>			
19	Amend Dividend Distribution Policy	For	Against
<i>Blended Rationale: The company has not provided information on this proposal.</i>			

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Suofeiya Home Collection Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
20	Amend Management System for External Financial Assistance	For	Against
<i>Blended Rationale: The company has not provided information on this proposal.</i>			
21	Amend Securities Investment Management System and Abolition of Risk Investment Management System	For	Against
<i>Blended Rationale: The company has not provided information on this proposal.</i>			
22	Amend Working System for Independent Directors	For	Against
<i>Blended Rationale: The company has not provided information on this proposal.</i>			
23	Amend Code of Conduct for Controlling Shareholders and Ultimate Controller	For	Against
<i>Blended Rationale: The company has not provided information on this proposal.</i>			
24	Amend Implementing Rules for Cumulative Voting System	For	Against
<i>Blended Rationale: The company has not provided information on this proposal.</i>			
25	Approve Financing Amount	For	For
26	Approve External Guarantee	For	For

The Charles Schwab Corporation

Meeting Date: 13/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Walter W. Bettinger, II	For	For
1b	Elect Director Joan T. Dea	For	For
1c	Elect Director Christopher V. Dodds	For	For
1d	Elect Director Mark A. Goldfarb	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>			
1e	Elect Director Bharat B. Masrani	For	For
1f	Elect Director Charles A. Ruffel	For	For
2	Ratify Deloitte & Touche LLP as Auditors	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

The Charles Schwab Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<i>Blended Rationale: A vote against is warranted because payments in the event of change of control are excessive: - Single-trigger equity vesting acceleration: equity award arrangements provide for automatic accelerated vesting upon a change-in-control. Such single-trigger vesting may result in an economic windfall to the executive without an accompanying termination of employment.- Problematic modified single-trigger severance in existing agreement: the company has legacy arrangements that provide for a severance payment if the executive voluntarily terminates his or her employment with the company, with or without good reason, within a certain period of time after a change in control. Change-in-control severance should provide a cushion to executives that experience an involuntary job loss and not a windfall to executives that voluntarily resign. Given that the problematic provision is contained in an existing arrangement that was not modified in the last fiscal year, this remains a legacy concern.</i>			
4	Report on Lobbying Payments and Policy	Against	For
<i>Blended Rationale: Artemis supports proposals for additional disclosure where this is likely to enhance or protect shareholder value in both the short and long term.</i>			
5	Declassify the Board of Directors	Against	For
<i>Blended Rationale: Artemis supports electing directors annually.</i>			

Union Pacific Corporation

Meeting Date: 13/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Andrew H. Card, Jr.	For	For
1b	Elect Director William J. DeLaney	For	For
1c	Elect Director David B. Dillon	For	For
1d	Elect Director Lance M. Fritz	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee serves as the Company's CEO and Chairman and there is evidence of a poor approach on executive pay.</i>			
1e	Elect Director Deborah C. Hopkins	For	For
1f	Elect Director Jane H. Lute	For	For
1g	Elect Director Michael R. McCarthy	For	For
1h	Elect Director Thomas F. McLarty, III	For	For
1i	Elect Director Jose H. Villarreal	For	For
1j	Elect Director Christopher J. Williams	For	For
2	Ratify Deloitte & Touche LLP as Auditors	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Union Pacific Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<i>Blended Rationale: A vote against is warranted because the performance conditions have been amended retrospectively:- Second quarter performance excluded from annual incentives: the proxy notes that after the annual incentive results were reviewed, the board adjusted the annual incentive plan to exclude the second quarter as financial performance was "not reflective of the overall performance and accomplishments of the management team during 2020" due to heavily disrupted freight revenues as a result of the COVID-19 pandemic.</i>			
4	Approve Omnibus Stock Plan	For	For
5	Approve Nonqualified Employee Stock Purchase Plan	For	For
6	Report on EEO	Against	For
<i>Blended Rationale: Artemis supports proposals for additional disclosure where this is likely to enhance or protect shareholder value in both the short and long term.</i>			
7	Publish Annually a Report Assessing Diversity and Inclusion Efforts	Against	For
<i>Blended Rationale: Artemis supports proposals for additional disclosure where this is likely to enhance or protect shareholder value in both the short and long term.</i>			

China Resources Cement Holdings Ltd.

Meeting Date: 14/05/2021

Country: Cayman Islands

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3.1	Elect Li Fuli as Director	For	For
3.2	Elect Chen Ying as Director	For	For
3.3	Elect Wang Yan as Director	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is a non-independent NED and serves on the Audit Committee, which is not fully independent. A vote against is warranted as the director's attendance has been unsatisfactory over the last two years without a reasonable explanation:- A vote AGAINST Yan Wang is warranted for failing to attend at least 75 percent of board and committee meetings in the most recent fiscal year, without a satisfactory explanation.</i>			
3.4	Elect Wan Suet Fei as Director	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is a non-independent NED and serves on the Audit Committee, which is not fully independent.</i>			
3.5	Elect Jing Shiqing as Director	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

China Resources Cement Holdings Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3.6	Authorize Board to Fix Remuneration of Directors	For	For
4	Appoint Ernst and Young as Auditor and Authorize Board to Fix Their Remuneration	For	For
5	Authorize Repurchase of Issued Share Capital	For	For
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	Against
<i>Blended Rationale: A vote AGAINST these resolutions is warranted for the following:- The aggregate share issuance limit is greater than 10 percent of the relevant class of shares.- The company has not specified the discount limit.</i>			
7	Authorize Reissuance of Repurchased Shares	For	Against
<i>Blended Rationale: A vote AGAINST these resolutions is warranted for the following:- The aggregate share issuance limit is greater than 10 percent of the relevant class of shares.- The company has not specified the discount limit.</i>			

China Suntien Green Energy Corporation Limited

Meeting Date: 14/05/2021

Country: China

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve 2020 Annual Report	For	For
2	Approve 2020 Report of the Board of Directors	For	For
3	Approve 2020 Report of the Board of Supervisors	For	For
4	Approve 2020 Financial Report	For	For
5	Approve 2020 Final Accounts Report	For	For
6	Approve 2020 Profit Distribution Plan	For	For
7	Approve Appointment of Auditors	For	For
8	Approve Report on the Use of Proceeds Previously Raised	For	For
9	Approve Estimated Connected Transactions	For	Against
<i>Blended Rationale: A vote AGAINST this proposal is warranted because the proposed related-party transactions include financial services with the group finance company, which may expose the company to unnecessary risks.</i>			
10	Approve Purchase of Liability Insurance for Directors, Supervisors and Senior Management Members	For	For
11	Amend Articles of Association	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

China Suntien Green Energy Corporation Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
12	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	Against
<i>Blended Rationale: A vote AGAINST this resolution is warranted for the following:- The share issuance limit is greater than 10 percent of the relevant class of shares.- The company has not specified the discount limit.</i>			
13	Approve Provision of Guarantee for Hebei Suntien Guohua Gas Co., Ltd.	For	For

Kumba Iron Ore Ltd.

Meeting Date: 14/05/2021

Country: South Africa

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Reappoint PricewaterhouseCoopers Inc as Auditors with Sizwe Masondo as Individual Designated Auditor	For	For
2.1	Re-elect Mary Bomela as Director	For	For
2.2	Re-elect Ntombi Langa-Royds as Director	For	For
2.3	Re-elect Buyelwa Sonjica as Director	For	For
3.1	Re-elect Sango Ntsaluba as Member of the Audit Committee	For	For
3.2	Re-elect Terence Goodlace as Member of the Audit Committee	For	For
3.3	Re-elect Mary Bomela as Member of the Audit Committee	For	For
3.4	Re-elect Michelle Jenkins as Member of the Audit Committee	For	For
4.1	Approve Remuneration Policy	For	For
4.2	Approve Implementation of the Remuneration Policy	For	Against
<i>Blended Rationale: A vote AGAINST this item is warranted. The CEO Themba Mkhwanazi was awarded an additional payment of ZAR 4,330,000 (USD 292,933) for FY2020, which the Company states includes a long service award, leave encashment, and retention bonus payment. No rationale has been provided for this payment. In addition, both the CEO and CFO Bothwell Mazarura were granted significant salary increases during FY2020.</i>			
5	Place Authorised but Unissued Shares under Control of Directors	For	For
6	Authorise Ratification of Approved Resolutions	For	For
1	Authorise Board to Issue Shares for Cash	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Kumba Iron Ore Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Remuneration of Non-executive Directors	For	For
3	Approve Financial Assistance in Terms of Sections 44 and 45 of the Companies Act	For	For
4	Authorise Repurchase of Issued Share Capital	For	For
5	Approve Extension of Employee Share Ownership Scheme	For	For

Phoenix Group Holdings Plc

Meeting Date: 14/05/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Re-elect Alastair Barbour as Director	For	For
5	Re-elect Andy Briggs as Director	For	For
6	Re-elect Karen Green as Director	For	For
7	Elect Hiroyuki Iioka as Director	For	For
8	Re-elect Nicholas Lyons as Director	For	For
9	Re-elect Wendy Mayall as Director	For	For
10	Elect Christopher Minter as Director	For	For
11	Re-elect John Pollock as Director	For	For
12	Re-elect Belinda Richards as Director	For	For
13	Re-elect Nicholas Shott as Director	For	For
14	Re-elect Kory Sorenson as Director	For	For
15	Re-elect Rakesh Thakrar as Director	For	For
16	Re-elect Mike Tumilty as Director	For	For
17	Reappoint Ernst & Young LLP as Auditors	For	For
18	Authorise Board to Fix Remuneration of Auditors	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Phoenix Group Holdings Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
19	Authorise Issue of Equity	For	For
20	Authorise UK Political Donations and Expenditure	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
23	Authorise Market Purchase of Ordinary Shares	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Spectris Plc

Meeting Date: 14/05/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Re-elect Karim Bitar as Director	For	For
5	Re-elect Derek Harding as Director	For	For
6	Re-elect Andrew Heath as Director	For	For
7	Re-elect Ulf Quellmann as Director	For	For
8	Re-elect William (Bill) Seeger as Director	For	For
9	Re-elect Cathy Turner as Director	For	For
10	Re-elect Kjersti Wiklund as Director	For	For
11	Re-elect Mark Williamson as Director	For	For
12	Reappoint Deloitte LLP as Auditors	For	For
13	Authorise Board to Fix Remuneration of Auditors	For	For
14	Authorise Issue of Equity	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Spectris Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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
19	Adopt New Articles of Association	For	For

St. James's Place Plc

Meeting Date: 14/05/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3	Re-elect Andrew Croft as Director	For	For
4	Re-elect Ian Gascoigne as Director	For	For
5	Re-elect Craig Gentle as Director	For	For
6	Re-elect Emma Griffin as Director	For	For
7	Re-elect Rosemary Hilary as Director	For	For
8	Re-elect Simon Jeffreys as Director	For	For
9	Re-elect Roger Yates as Director	For	For
10	Elect Lesley-Ann Nash as Director	For	For
11	Elect Paul Manduca as Director	For	For
12	Approve Remuneration Report	For	For
13	Reappoint PricewaterhouseCoopers LLP (PwC) as Auditors	For	For
14	Authorise Board to Fix Remuneration of Auditors	For	For
15	Authorise Issue of Equity	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

St. James's Place Plc

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

Terminix Global Holdings, Inc.

Meeting Date: 17/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director David J. Frear	For	For
1b	Elect Director Brett T. Ponton	For	For
1c	Elect Director Stephen J. Sedita	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Advisory Vote on Say on Pay Frequency	One Year	One Year
<i>Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.</i>			
4	Ratify Deloitte & Touche LLP as Auditor	For	For

Vistry Group Plc

Meeting Date: 17/05/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Re-elect Ian Tyler as Director	For	For
5	Re-elect Margaret Browne as Director	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Vistry Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6	Re-elect Ralph Findlay as Director	For	For
7	Re-elect Nigel Keen as Director	For	For
8	Re-elect Michael Stansfield as Director	For	For
9	Re-elect Katherine Innes Ker as Director	For	For
10	Re-elect Gregory Fitzgerald as Director	For	For
11	Re-elect Earl Sibley as Director	For	For
12	Re-elect Graham Prothero as Director	For	For
13	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
14	Authorise Board to Fix Remuneration of Auditors	For	For
15	Authorise Issue of Equity	For	For
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	For	For
18	Authorise Market Purchase of Ordinary Shares	For	For

Amgen Inc.

Meeting Date: 18/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Wanda M. Austin	For	For
1b	Elect Director Robert A. Bradway	For	For
1c	Elect Director Brian J. Druker	For	For
1d	Elect Director Robert A. Eckert	For	For
1e	Elect Director Greg C. Garland	For	For
1f	Elect Director Charles M. Holley, Jr.	For	For
1g	Elect Director Tyler Jacks	For	For
1h	Elect Director Ellen J. Kullman	For	For
1i	Elect Director Amy E. Miles	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Amgen Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1j	Elect Director Ronald D. Sugar	For	For
1k	Elect Director R. Sanders Williams	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Ernst & Young LLP as Auditors	For	For

Baoshan Iron & Steel Co., Ltd.

Meeting Date: 18/05/2021

Country: China

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	For	For
2	Approve Report of the Board of Supervisors	For	For
3	Approve Annual Report and Summary	For	For
4	Approve Financial Statements	For	For
5	Approve Profit Distribution	For	For
6	Approve Financial Budget	For	For
7	Approve Related Party Transaction	For	Against
<i>Blended Rationale: A vote AGAINST is warranted because the benefit of the proposal is unclear and some of the proposed transactions may expose the company to unnecessary risks.</i>			
8	Approve Appointment of Independent Accountant and Internal Control Auditor	For	For
9	Approve Issuance of Bonds	For	For
10	Approve Remuneration of Directors, Supervisors and Senior Management Members	For	For
11	Approve Amendments to Articles of Association	For	For
12.1	Elect Zou Jixin as Director	For	For
12.2	Elect Hou Angui as Director	For	For
12.3	Elect Sheng Genghong as Director	For	For
12.4	Elect Yao Linlong as Director	For	For
12.5	Elect Zhou Xuedong as Director	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Baoshan Iron & Steel Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
12.6	Elect Luo Jianchuan as Director	For	For
<i>Blended Rationale: A vote FOR is warranted as we have no particularly concerns regarding the election of this nominee.</i>			
13.1	Elect Zhang Kehua as Director	For	For
13.2	Elect Lu Xiongwen as Director	For	For
13.3	Elect Xie Rong as Director	For	For
13.4	Elect Bai Yanchun as Director	For	For
13.5	Elect Tian Yong as Director	For	For
14.1	Elect Zhu Yonghong as Supervisor	For	For
14.2	Elect Yu Hansheng as Supervisor	For	For
14.3	Elect Zhu Hanming as Supervisor	For	For
14.4	Elect Wang Zhen as Supervisor	For	For

Bloomin' Brands, Inc.

Meeting Date: 18/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director David R. Fitzjohn	For	For
1.2	Elect Director John P. Gainor, Jr.	For	For
1.3	Elect Director John J. Mahoney	For	For
1.4	Elect Director R. Michael Mohan	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<i>Blended Rationale: A vote against is warranted because the performance conditions have been amended retrospectively: - The company adjusted the performance goals for the long-term incentive program that resulted to above target payouts.</i>			
4	Declassify the Board of Directors	For	For
5	Eliminate Supermajority Vote Requirement	Against	For
<i>Blended Rationale: Artemis supports proposals that enhance shareholder rights.</i>			

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Bloomin' Brands, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6	Report on Climate Change	Against	For

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

BNP Paribas SA

Meeting Date: 18/05/2021 **Country:** France
Meeting Type: Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Allocation of Income and Dividends of EUR 1.11 per Share	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	For	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
6	Reelect Pierre Andre de Chalendar as Director	For	For
7	Reelect Rajna Gibson Brandon as Director	For	For
8	Elect Christian Noyer as Director	For	For
9	Elect Juliette Brisac as Representative of Employee Shareholders to the Board	For	For
A	Elect Isabelle Coron as Representative of Employee Shareholders to the Board	Against	Against
B	Elect Cecile Besse Advani as Representative of Employee Shareholders to the Board	Against	Against
C	Elect Dominique Potier as Representative of Employee Shareholders to the Board	Against	Against
10	Approve Remuneration Policy of Directors	For	For
11	Approve Remuneration Policy of Chairman of the Board	For	For
12	Approve Remuneration Policy of CEO and Vice-CEO	For	For
13	Approve Compensation of Corporate Officers	For	For
14	Approve Compensation of Jean Lemierre, Chairman of the Board	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

BNP Paribas SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
15	Approve Compensation of Jean-Laurent Bonnafe, CEO	For	For
16	Approve Compensation of Philippe Bordenave, Vice-CEO	For	For
17	Approve the Overall Envelope of Compensation of Certain Senior Management, Responsible Officers and the Risk-takers	For	For
18	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.4 Million	For	For
19	Set Limit for the Variable Remuneration of Executives and Specific Employees	For	For
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
21	Authorize Filing of Required Documents/Other Formalities	For	For

JPMorgan Chase & Co.

Meeting Date: 18/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Linda B. Bammann	For	For
1b	Elect Director Stephen B. Burke	For	For
1c	Elect Director Todd A. Combs	For	For
1d	Elect Director James S. Crown	For	For
1e	Elect Director James Dimon	For	For
1f	Elect Director Timothy P. Flynn	For	For
1g	Elect Director Mellody Hobson	For	For
1h	Elect Director Michael A. Neal	For	For
1i	Elect Director Phebe N. Novakovic	For	For
1j	Elect Director Virginia M. Rometty	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Amend Omnibus Stock Plan	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

JPMorgan Chase & Co.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent	Against	For
<i>Blended Rationale: Artemis supports proposals that enhance shareholder rights.</i>			
6	Report on Racial Equity Audit	Against	Against
7	Require Independent Board Chair	Against	For
<i>Blended Rationale: Artemis supports the separation of Chairman and CEO.</i>			
8	Report on Congruency Political Analysis and Electioneering Expenditures	Against	For
<i>Blended Rationale: Artemis supports proposals for additional disclosure where this is likely to enhance or protect shareholder value in both the short and long term.</i>			

Quidel Corporation

Meeting Date: 18/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Douglas C. Bryant	For	For
1.2	Elect Director Kenneth F. Buechler	For	For
1.3	Elect Director Edward L. Michael	For	For
1.4	Elect Director Kathy P. Ordonez	For	For
1.5	Elect Director Mary Lake Polan	For	For
1.6	Elect Director Ann D. Rhoads	For	For
1.7	Elect Director Charles P. Slacik	For	For
1.8	Elect Director Matthew W. Strobeck	For	For
1.9	Elect Director Kenneth J. Widder	For	For
1.10	Elect Director Joseph D. Wilkins, Jr.	For	For
2	Ratify Ernst & Young LLP as Auditor	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Royal Dutch Shell Plc

Meeting Date: 18/05/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Elect Jane Lute as Director	For	For
4	Re-elect Ben van Beurden as Director	For	For
5	Re-elect Dick Boer as Director	For	For
6	Re-elect Neil Carson as Director	For	For
7	Re-elect Ann Godbehere as Director	For	For
8	Re-elect Euleen Goh as Director	For	For
9	Re-elect Catherine Hughes as Director	For	For
10	Re-elect Martina Hund-Mejean as Director	For	For
11	Re-elect Sir Andrew Mackenzie as Director	For	For
12	Elect Abraham Schot as Director	For	For
13	Re-elect Jessica Uhl as Director	For	For
14	Re-elect Gerrit Zalm as Director	For	For
15	Reappoint Ernst & Young LLP as Auditors	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
17	Authorise Issue of Equity	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	For	For
19	Authorise Market Purchase of Ordinary Shares	For	For
21	Request Shell to Set and Publish Targets for Greenhouse Gas (GHG) Emissions	Against	Against

Societe Generale SA

Meeting Date: 18/05/2021

Country: France

Meeting Type: Annual

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Societe Generale SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Consolidated Financial Statements and Statutory Reports	For	For
2	Approve Financial Statements and Statutory Reports	For	For
3	Approve Treatment of Losses and Dividends of EUR 0.55 per Share	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For
5	Approve Remuneration Policy of Chairman of the Board	For	For
6	Approve Remuneration Policy of CEO and Vice-CEOs	For	Against
<i>Blended Rationale: A vote against is warranted because payments in the event of change of control are excessive:- In cases of retirement or change in control, unvested shares would be granted in full and not be pro-rated to the time spent in the company. This is below market practice.</i>			
7	Approve Remuneration Policy of Directors	For	For
8	Approve Compensation Report of Corporate Officers	For	For
9	Approve Compensation of Lorenzo Bini Smaghi, Chairman of the Board	For	For
10	Approve Compensation of Frederic Oudea, CEO	For	For
11	Approve Compensation of Philippe Aymerich, Vice-CEO	For	For
12	Approve Compensation of Severin Cabannes, Vice-CEO	For	For
13	Approve Compensation of Philippe Heim, Vice-CEO	For	For
14	Approve Compensation of Diony Lebot, Vice-CEO	For	For
15	Approve the Aggregate Remuneration Granted in 2020 to Certain Senior Management, Responsible Officers, and Risk-Takers	For	For
16	Reelect William Connelly as Director	For	For
17	Reelect Lubomira Rochet as Director	For	For
18	Reelect Alexandra Schaapveld as Director	For	For
19	Elect Henri Poupart-Lafarge as Director	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Societe Generale SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
20	Elect Helene Crinquant as Representative of Employee Shareholders to the Board	None	Against
<i>Blended Rationale: A vote FOR the election of Sebastien Wetter (item 21) as representative of the employee shareholders is warranted. Therefore, the election of Mrs. Crinquant (item 20) warrants a vote AGAINST.</i>			
21	Elect Sebastien Wetter as Representative of Employee Shareholders to the Board	None	For
22	Authorize Repurchase of Up to 5 Percent of Issued Share Capital	For	For
23	Authorize Filing of Required Documents/Other Formalities	For	For

Standard Life Aberdeen Plc

Meeting Date: 18/05/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3	Reappoint KPMG LLP as Auditors	For	For
4	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
5	Approve Remuneration Report	For	For
6A	Re-elect Sir Douglas Flint as Director	For	For
6B	Re-elect Jonathan Asquith as Director	For	For
6C	Re-elect Stephanie Bruce as Director	For	For
6D	Re-elect John Devine as Director	For	For
6E	Re-elect Melanie Gee as Director	For	For
6F	Re-elect Brian McBride as Director	For	For
6G	Re-elect Martin Pike as Director	For	For
6H	Re-elect Cathleen Raffaelli as Director	For	For
6I	Re-elect Cecilia Reyes as Director	For	For
6J	Re-elect Jutta af Rosenberg as Director	For	For
7	Elect Stephen Bird as Director	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Standard Life Aberdeen Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
8	Authorise UK Political Donations and Expenditure	For	For
9	Authorise Issue of Equity	For	For
10	Authorise Issue of Equity without Pre-emptive Rights	For	For
11	Authorise Market Purchase of Ordinary Shares	For	For
12	Authorise Issue of Equity in Relation to the Issue of Convertible Bonds	For	For
13	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issue of Convertible Bonds	For	For
14	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
15	Adopt New Articles of Association	For	For

The AZEK Company Inc.

Meeting Date: 18/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Sallie B. Bailey	For	Withhold
<i>Blended Rationale: A vote withhold is warranted due to concerns over poor corporate governance practices:- Withhold votes are warranted for Sallie Bailey and Ashfaq Qadri for failure to remove, or subject to a sunset requirement, the pop-up supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i>			
1.2	Elect Director Ashfaq Qadri	For	Withhold
<i>Blended Rationale: A vote withhold is warranted due to concerns over poor corporate governance practices:- Withhold votes are warranted for Sallie Bailey and Ashfaq Qadri for failure to remove, or subject to a sunset requirement, the pop-up 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

Zendesk, Inc.

Meeting Date: 18/05/2021

Country: USA

Meeting Type: Annual

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Zendesk, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Archana Agrawal	For	For
1b	Elect Director Hilarie Koplow-McAdams	For	Against
<i>Blended Rationale: A vote against is warranted due to concerns over poor corporate governance practices:- There is 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>			
1c	Elect Director Michelle Wilson	For	Against
<i>Blended Rationale: A vote against is warranted due to concerns over poor corporate governance practices:- There is 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 Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<i>Blended Rationale: A vote against is warranted because awards are not subject to performance conditions:- The company did not condition vesting of long-term awards on achievement of performance goals for awards granted in the most recent fiscal year.</i>			

ageas SA/NV

Meeting Date: 19/05/2021

Country: Belgium

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2.1.3	Approve Financial Statements and Allocation of Income	For	For
2.2.1	Receive Information on Company's Dividend Policy	For	For
2.2.2	Approve Dividends of EUR 2.65 Per Share	For	For
2.3.1	Approve Discharge of Directors	For	For
2.3.2	Approve Discharge of Auditors	For	For
3	Approve Remuneration Report	For	For
4.1	Elect Jean-Michel Chatagny as Independent Director	For	For
4.2	Reelect Katleen Vandeweyer as Independent Director	For	For
4.3	Reelect Bart De Smet as Director	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

ageas SA/NV

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4.4	Ratify PwC as Auditors and Approve Auditors' Remuneration	For	For
5.1a	Amend Article 1 Re: Definitions	For	For
5.2.2	Amend Article 4 Re: Purpose	For	For
5.3	Approve Cancellation of Repurchased Shares	For	For
5.4.2	Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	For	For
5.5a	Amend Article 12 Re: Management of the Company	For	For
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For

Alliance Pharma Plc

Meeting Date: 19/05/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3	Re-elect David Cook as Director	For	For
4	Re-elect Peter Butterfield as Director	For	For
5	Re-elect Andrew Franklin as Director	For	For
6	Re-elect Jo LeCouilliard as Director	For	For
7	Re-elect Richard Jones as Director	For	For
8	Reappoint KPMG 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

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

ASR Nederland NV

Meeting Date: 19/05/2021

Country: Netherlands

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2.d	Approve Remuneration Report	For	For
3.a	Adopt Financial Statements and Statutory Reports	For	For
3.c	Approve Dividends of EUR 2.04 Per Share	For	For
4.a	Approve Discharge of Executive Board	For	For
4.b	Approve Discharge of Supervisory Board	For	For
5.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	For
5.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For
5.c	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
6.a	Approve Cancellation of Repurchased Shares	For	For
6.b	Amend Articles Re: Cancellation of Repurchased Shares	For	For

Burlington Stores, Inc.

Meeting Date: 19/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Michael Goodwin	For	For
1.2	Elect Director William P. McNamara	For	For
1.3	Elect Director Michael O'Sullivan	For	For
1.4	Elect Director Jessica Rodriguez	For	For
2	Ratify Deloitte & Touche LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Report on Pay Disparity	Against	Against

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Cerner Corporation

Meeting Date: 19/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Mitchell E. Daniels, Jr.	For	For
1b	Elect Director Elder Granger	For	For
1c	Elect Director John J. Greisch	For	For
1d	Elect Director Melinda J. Mount	For	For
2	Ratify KPMG LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<i>Blended Rationale: A vote against is warranted because payments in the event of change of control are excessive: - 50% would auto-accelerate, and 50% would vest only upon employment termination.</i>			
4	Eliminate Supermajority Vote Requirement	Against	For
<i>Blended Rationale: Artemis supports proposals that enhance shareholder rights.</i>			

Corbion NV

Meeting Date: 19/05/2021

Country: Netherlands

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Adopt Financial Statements and Statutory Reports	For	For
4	Approve Remuneration Report	For	For
<i>Blended Rationale: A vote FOR is warranted. Although there are some issues with the change in control payments in the first term overall the remuneration arrangements are broadly in line with market practice.</i>			
6	Approve Dividends of EUR 0.56 Per Share	For	For
7	Approve Discharge of Management Board	For	For
8	Approve Discharge of Supervisory Board	For	For
9	Reelect Eddy van Rhede van der Kloot to Management Board	For	For
10	Elect Dessi Temperley to Supervisory Board	For	For
11	Reelect Mathieu Vrijnsen to Supervisory Board	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Corbion NV

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
12	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital for General Purposes	For	For
13	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 12	For	For
14	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital in Case of Mergers, Acquisitions, or Strategic Alliances	For	Against
<i>Blended Rationale: A vote against is warranted because it is not in line with commonly used safeguards regarding volume as this is cumulative to the authorization as requested under Item 12 and 13 (i.e. the management board would be able to issue share up to 20 percent of the issued share capital in total).</i>			
15	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 14	For	Against
<i>Blended Rationale: A vote against is warranted because it is not in line with commonly used safeguards regarding volume as this is cumulative to the authorization as requested under Item 12 and 13 (i.e. the management board would be able to issue share up to 20 percent of the issued share capital in total).</i>			
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
17	Approve Cancellation of Repurchased Shares	For	For
18	Ratify KPMG Accountants N.V as Auditors	For	For

Deutsche Boerse AG

Meeting Date: 19/05/2021

Country: Germany

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 3.00 per Share	For	For
3	Approve Discharge of Management Board for Fiscal Year 2020	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	For
5.1	Elect Karl-Heinz Floether to the Supervisory Board	For	For
5.2	Elect Andreas Gottschling to the Supervisory Board	For	For
5.3	Elect Martin Jetter to the Supervisory Board	For	For
5.4	Elect Barbara Lambert to the Supervisory Board	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Deutsche Boerse AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5.5	Elect Michael Ruediger to the Supervisory Board	For	For
5.6	Elect Charles Stonehill to the Supervisory Board	For	For
5.7	Elect Clara-Christina Streit to the Supervisory Board	For	For
5.8	Elect Chong Lee Tan to the Supervisory Board	For	For
6	Approve Creation of EUR 19 Million Pool of Capital with Preemptive Rights	For	For
7	Approve Remuneration Policy	For	For
8	Amend Articles Re: AGM Location	For	For
9	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	For	For

Fidelity National Information Services, Inc.

Meeting Date: 19/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Ellen R. Alemany	For	For
1b	Elect Director Jeffrey A. Goldstein	For	For
1c	Elect Director Lisa A. Hook	For	For
1d	Elect Director Keith W. Hughes	For	For
1e	Elect Director Gary L. Lauer	For	For
1f	Elect Director Gary A. Norcross	For	For
1g	Elect Director Louise M. Parent	For	For
1h	Elect Director Brian T. Shea	For	For
1i	Elect Director James B. Stallings, Jr.	For	For
1j	Elect Director Jeffrey E. Stiefler	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify KPMG LLP as Auditors	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

HLA Group Corp. Ltd.

Meeting Date: 19/05/2021

Country: China

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Annual Report and Summary	For	For
2	Approve Report of the Board of Directors	For	For
3	Approve Report of the Board of Supervisors	For	For
4	Approve Financial Statements	For	For
5	Approve Profit Distribution	For	For
6	Approve to Appoint Financial Auditor and Internal Control Auditor and Authorization of the Board to Fix Their Remuneration	For	For
7	Approve Remuneration of Directors, Supervisors and Senior Management	For	For

ITT Inc.

Meeting Date: 19/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Orlando D. Ashford	For	For
1b	Elect Director Geraud Darnis	For	For
1c	Elect Director Donald DeFosset, Jr.	For	For
1d	Elect Director Nicholas C. Fanandakis	For	For
1e	Elect Director Richard P. Lavin	For	For
1g	Elect Director Rebecca A. McDonald	For	For
1h	Elect Director Timothy H. Powers	For	For
1i	Elect Director Luca Savi	For	For
1j	Elect Director Cheryl L. Shavers	For	For
1k	Elect Director Sabrina Soussan	For	For
2	Ratify Deloitte & Touche LLP as Auditor	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

ITT Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For

Blended Rationale: Artemis supports proposals that enhance shareholder rights.

Keller Group Plc

Meeting Date: 19/05/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Policy	For	For
3	Approve Remuneration Report	For	For
4	Approve Final Dividend	For	For
5	Reappoint Ernst & Young LLP as Auditors	For	For
6	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
7	Elect David Burke as Director	For	For
8	Re-elect Peter Hill as Director	For	For
9	Re-elect Paula Bell as Director	For	For
10	Re-elect Eva Lindqvist as Director	For	For
11	Re-elect Nancy Tuor Moore as Director	For	For
12	Re-elect Baroness Kate Rock as Director	For	For
13	Re-elect Michael Speakman as Director	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

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Keller Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
18	Authorise UK Political Donations and Expenditure	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Nexity SA

Meeting Date: 19/05/2021

Country: France

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	For	For
2	Approve Discharge of Directors	For	For
3	Approve Allocation of Income and Dividends of EUR 2.00 per Share	For	For
4	Approve Consolidated Financial Statements and Statutory Reports	For	For
5	Approve Auditors' Special Report on Related-Party Transactions	For	For
6	Reelect Soumia Belaidi-Malinbaum as Director	For	For
7	Elect Myriam El Khomri as Director	For	For
8	Elect Veronique Bedague-Hamilius as Director	For	For
9	Elect Credit Mutuel Arkea as Director	For	For
10	Approve Compensation Report	For	For
11	Approve Compensation of Alain Dinin, Chairman of the Board Until 24 April 2020 and Chairman and CEO Since 25 Avril 2020	For	For
12	Approve Compensation of Jean-Philippe Ruggieri, CEO Until 23 April 2020	For	For
13	Approve Compensation of Julien Carmona, Vice-CEO	For	Against
<i>Blended Rationale: A vote against is warranted because the performance conditions have been amended retrospectively:- Performance targets were adapted to the Covid-19 and its impact on company performance. The assessment of the performance conditions attached to the bonus fail to guarantee the alignment with performance. A 100% achievement of the EBITDA performance criteria for underperforming the previous year's results and the first guidance announced in February 2020 (+10%) cannot be considered sufficiently stringent to effectively align pay with performance.</i>			
14	Approve Remuneration Policy of Directors	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Nexity SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
15	Approve Remuneration Policy of Alain Dinin, Chairman and CEO Until 19 May 2021 and Chairman of the Board Since 19 May 2021	For	For
16	Approve Remuneration Policy of Veronique Bedague-Hamilius, CEO Since 19 May 2021	For	Against
<i>Blended Rationale: A vote against is warranted as no LTI scheme is in place:- The policy does not include any long-term component and the company does not disclose the level of shareholding of the new Vice-CEO that could align her pay with shareholders' interest. This is below market practice.</i>			
17	Approve Remuneration Policy of Julien Carmona, Vice-CEO	For	Against
<i>Blended Rationale: A vote against is warranted as no LTI scheme is in place:- The policy does not include any long-term component and the company does not disclose the level of shareholding of the new Vice-CEO that could align her pay with shareholders' interest. This is below market practice.</i>			
18	Approve Remuneration Policy of Jean-Claude Bassien Capsa, Vice-CEO Since 19 May 2021	For	Against
<i>Blended Rationale: A vote against is warranted as no LTI scheme is in place:- The policy does not include any long-term component and the company does not disclose the level of shareholding of the new Vice-CEO that could align her pay with shareholders' interest. This is below market practice.</i>			
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
21	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	For	For
22	Amend Article 2 of Bylaws Re: Corporate Purpose	For	For
23	Amend Article 12 of Bylaws Re: Chairman of the Board Age Limit	For	For
24	Amend Article 16 of Bylaws Re: CEO	For	For
25	Amend Articles of Bylaws to Comply with Legal Changes	For	For
26	Authorize Filing of Required Documents/Other Formalities	For	For

Old Dominion Freight Line, Inc.

Meeting Date: 19/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Sherry A. Aaholm	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Old Dominion Freight Line, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.2	Elect Director David S. Congdon	For	For
1.3	Elect Director John R. Congdon, Jr.	For	For
1.4	Elect Director Bradley R. Gabosch	For	For
1.5	Elect Director Greg C. Gantt	For	For
1.6	Elect Director Patrick D. Hanley	For	For
1.7	Elect Director John D. Kasarda	For	For
1.8	Elect Director Wendy T. Stallings	For	For
1.9	Elect Director Thomas A. Stith, III	For	For
1.10	Elect Director Leo H. Suggs	For	For
1.11	Elect Director D. Michael Wray	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Ernst & Young LLP as Auditors	For	For

Sampo Oyj

Meeting Date: 19/05/2021

Country: Finland

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
7	Accept Financial Statements and Statutory Reports	For	For
8	Approve Allocation of Income and Dividends of EUR 1.70 Per Share	For	For
9	Approve Discharge of Board and President	For	For
10	Approve Remuneration Report (Advisory Vote)	For	Against
<i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - Performance conditions for the annual bonus are too vaguely disclosed.</i>			
11	Approve Remuneration of Directors in the Amount of EUR 184,000 for Chairman and EUR 95,000 for Other Directors; Approve Remuneration for Committee Work	For	For
12	Fix Number of Directors at Eight	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Sampo Oyj

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
13	Reelect Christian Clausen, Fiona Clutterbuck, Georg Ehrnrooth, Jannica Fagerholm, Johanna Lamminen, Risto Murto and Bjorn Wahlroos as Directors; Elect Markus Rauramo as New Director	For	For
14	Approve Remuneration of Auditors	For	For
15	Ratify Deloitte as Auditors	For	For
16	Authorize Share Repurchase Program	For	For

Sanne Group Plc

Meeting Date: 19/05/2021

Country: Jersey

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	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
5	Authorise Board to Fix Remuneration of Auditors	For	For
6	Re-elect Rupert Robson as Director	For	For
7	Re-elect Nicola Palios as Director	For	For
8	Re-elect Mel Carvill as Director	For	For
9	Re-elect Julia Chapman as Director	For	For
10	Re-elect James Ireland as Director	For	For
11	Re-elect Yves Stein as Director	For	For
12	Re-elect Martin Schnaier as Director	For	For
13	Elect Sophie O'Connor as a Director	For	For
14	Elect Fernando Fanton as a Director	For	For
15	Authorise Issue of Equity	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Sanne Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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

Thermo Fisher Scientific Inc.

Meeting Date: 19/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Marc N. Casper	For	For
1b	Elect Director Nelson J. Chai	For	For
1c	Elect Director C. Martin Harris	For	For
1d	Elect Director Tyler Jacks	For	For
1e	Elect Director R. Alexandra Keith	For	For
1f	Elect Director Thomas J. Lynch	For	For
1g	Elect Director Jim P. Manzi	For	For
1h	Elect Director James C. Mullen	For	For
1i	Elect Director Lars R. Sorensen	For	For
1j	Elect Director Debora L. Spar	For	For
1k	Elect Director Scott M. Sperling	For	For
1l	Elect Director Dion J. Weisler	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditor	For	For
4	Provide Right to Call A Special Meeting	Against	For

Blended Rationale: Artemis supports proposals that enhance shareholder rights.

Vertex Pharmaceuticals Incorporated

Meeting Date: 19/05/2021

Country: USA

Meeting Type: Annual

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Vertex Pharmaceuticals Incorporated

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Sangeeta Bhatia	For	For
1.2	Elect Director Lloyd Carney	For	For
1.3	Elect Director Alan Garber	For	For
1.4	Elect Director Terrence Kearney	For	For
1.5	Elect Director Reshma Kewalramani	For	For
1.6	Elect Director Yuchun Lee	For	For
1.7	Elect Director Jeffrey Leiden	For	For
1.8	Elect Director Margaret McGlynn	For	For
1.9	Elect Director Diana McKenzie	For	For
1.10	Elect Director Bruce Sachs	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Report on Lobbying Payments and Policy	Against	For
<i>Blended Rationale: Artemis supports proposals for additional disclosure where this is likely to enhance or protect shareholder value in both the short and long term.</i>			
5	Report on Political Contributions and Expenditures	Against	For
<i>Blended Rationale: Artemis supports proposals for additional disclosure where this is likely to enhance or protect shareholder value in both the short and long term.</i>			

888 Holdings Plc

Meeting Date: 20/05/2021

Country: Gibraltar

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Remuneration Policy	For	For
4	Elect Jon Mendelsohn as Director	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

888 Holdings Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5	Re-elect Anne de Kerckhove as Director	For	For
6	Re-elect Mark Summerfield as Director	For	For
7	Elect Limor Ganot as Director	For	For
8	Re-elect Itai Pazner as Director	For	For
9	Elect Yariv Dafna as Director	For	For
10	Reappoint Ernst and Young LLP and EY Limited, Gibraltar as Auditors	For	For
11	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
12	Approve Final Dividend	For	For
13	Approve Additional One-Off Dividend	For	For
14	Authorise Issue of Equity	For	For
15	Authorise Market Purchase of Ordinary 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

Altria Group, Inc.

Meeting Date: 20/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director John T. Casteen, III	For	For
1b	Elect Director Dinyar S. Devitre	For	For
1c	Elect Director William F. Gifford, Jr.	For	For
1d	Elect Director Debra J. Kelly-Ennis	For	For
1e	Elect Director W. Leo Kiely, III	For	For
1f	Elect Director Kathryn B. McQuade	For	For
1g	Elect Director George Munoz	For	For
1h	Elect Director Mark E. Newman	For	For
1i	Elect Director Nabil Y. Sakkab	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Altria Group, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1j	Elect Director Virginia E. Shanks	For	For
1k	Elect Director Ellen R. Strahlman	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditor	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Report on Underage Tobacco Prevention Policies and Marketing Practices	Against	For
<i>Blended Rationale: Artemis supports proposals for additional disclosure where this is likely to enhance or protect shareholder value in both the short and long term.</i>			
5	Report on Lobbying Payments and Policy	Against	For
<i>Blended Rationale: Artemis supports proposals for additional disclosure where this is likely to enhance or protect shareholder value in both the short and long term.</i>			

Bakkavor Group Plc

Meeting Date: 20/05/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Remuneration Policy	For	For
4	Approve Final Dividend	For	For
5	Elect Ben Waldron as Director	For	For
6	Elect Mike Edwards as Director	For	For
7	Elect Umran Beba as Director	For	For
8	Elect Jill Caseberry as Director	For	For
9	Re-elect Simon Burke as Director	For	For
10	Re-elect Agust Gudmundsson as Director	For	For
11	Re-elect Denis Hennequin as Director	For	For
12	Re-elect Jane Lodge as Director	For	For
13	Re-elect Lydur Gudmundsson as Director	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Bakkavor Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
14	Re-elect Patrick Cook as Director	For	Against
	<i>Blended Rationale: A vote against is warranted as the nominee is a non-independent non-executive director and the board is not 50% independent.</i>		
15	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
16	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For
17	Authorise Issue of Equity	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
20	Authorise Market Purchase of Ordinary Shares	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Bank of China Limited

Meeting Date: 20/05/2021

Country: China

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve 2020 Work Report of Board of Directors	For	For
2	Approve 2020 Work Report of Board of Supervisors	For	For
3	Approve 2020 Annual Financial Report	For	For
4	Approve 2020 Profit Distribution Plan	For	For
5	Approve 2021 Annual Budget for Fixed Assets Investment	For	For
6	Approve PricewaterhouseCoopers Zhong Tian LLP as Domestic and External Auditor and PricewaterhouseCoopers as International Auditor and Authorize Board to Fix Their Remuneration	For	For
7	Approve 2020 Remuneration Distribution Plan of Supervisors	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Bank of China Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
8	Elect Liu Liange as Director	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee serves as the Company's CEO and Chairman and no suitable explanation has been given. A lead/senior independent director should also be appointed.</i>			
9	Elect Liu Jin as Director	For	For
10	Elect Lin Jingzhen as Director	For	For
11	Elect Jiang Guohua as Director	For	For
12	Approve the Application for Provisional Authorization of Outbound Donations	For	For
13	Approve the Bond Issuance Plan	For	For
14	Approve the Issuance of Write-down Undated Capital Bonds	For	For
15	Approve the Issuance of Qualified Write-down Tier 2 Capital Instruments	For	For

Computacenter Plc

Meeting Date: 20/05/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4a	Re-elect Tony Conophy as Director	For	For
4b	Re-elect Rene Haas as Director	For	For
4c	Re-elect Philip Hulme as Director	For	For
4d	Re-elect Ljiljana Mitic as Director	For	For
4e	Re-elect Mike Norris as Director	For	For
4f	Re-elect Peter Ogden as Director	For	For
4g	Re-elect Minnow Powell as Director	For	For
4h	Re-elect Ros Rivaz as Director	For	For
4i	Re-elect Peter Ryan as Director	For	For
5	Reappoint KPMG LLP as Auditors	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Computacenter Plc

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

Equitable Holdings, Inc.

Meeting Date: 20/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Francis A. Hondal	For	For
1b	Elect Director Daniel G. Kaye	For	For
1c	Elect Director Joan Lamm-Tennant	For	For
1d	Elect Director Kristi A. Matus	For	Abstain
<i>Blended Rationale: An abstention is warranted. There have been some improvements in the governance arrangements, namely a move to a majority vote standard for director elections, however there remains a super majority vote requirement to change governing documents which is not subject to a sunset clause.</i>			
1e	Elect Director Ramon de Oliveira	For	For
1f	Elect Director Mark Pearson	For	For
1g	Elect Director Bertram L. Scott	For	Abstain
<i>Blended Rationale: See item 1d.</i>			
1h	Elect Director George Stansfield	For	For
1i	Elect Director Charles G.T. Stonehill	For	Abstain
<i>Blended Rationale: See item 1d.</i>			
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Fevertree Drinks Plc

Meeting Date: 20/05/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Re-elect William Ronald as Director	For	Abstain
<i>Blended Rationale: An abstention is warranted as there is a lack of diversity on the board.</i>			
5	Re-elect Timothy Warrillow as Director	For	For
6	Re-elect Andrew Branchflower as Director	For	For
7	Re-elect Coline McConville as Director	For	For
8	Re-elect Kevin Havelock as Director	For	For
9	Re-elect Jeff Popkin as Director	For	For
10	Re-elect Domenic De Lorenzo as Director	For	For
11	Reappoint BDO LLP as Auditors	For	For
12	Authorise Board to Fix Remuneration of Auditors	For	For
13	Authorise Issue of Equity	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	For	For
15	Authorise Market Purchase of Ordinary Shares	For	For
16	Amend Long Term Incentive Plan	For	For

H&T Group Plc

Meeting Date: 20/05/2021

Country: United Kingdom

Meeting Type: Annual

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

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

H&T Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Final Dividend	For	For
3	Elect Christopher Gillespie as Director	For	For
4	Re-elect James Thornton as Director	For	For
5	Appoint PKF Littlejohn LLP as Auditors	For	For
6	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
7	Authorise Issue of Equity	For	For
8	Authorise Issue of Equity without Pre-emptive Rights	For	For
9	Authorise Market Purchase of Ordinary Shares	For	For
10	Adopt New Articles of Association	For	For

Blended Rationale: A vote FOR is warranted as we do not have any specific concerns regarding the new articles of association.

Henry Boot Plc

Meeting Date: 20/05/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3	Approve Remuneration Report	For	For
4	Approve Remuneration Policy	For	For
5	Re-elect Timothy Roberts as Director	For	For
6	Re-elect Jamie Boot as Director	For	For
7	Re-elect Darren Littlewood as Director	For	For
8	Re-elect Joanne Lake as Director	For	For
9	Re-elect James Sykes as Director	For	For
10	Re-elect Peter Mawson as Director	For	Abstain

Blended Rationale: An abstention is warranted as there is a lack of diversity on the board.

11	Re-elect Gerald Jennings as Director	For	For
12	Reappoint Ernst & Young LLP as Auditors	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Henry Boot Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
13	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For
14	Authorise Issue of Equity	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	For	For
16	Authorise Market Purchase of Ordinary Shares	For	For

Legal & General Group Plc

Meeting Date: 20/05/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3	Elect Ric Lewis as Director	For	For
4	Elect Nilufer von Bismarck as Director	For	For
5	Re-elect Henrietta Baldock as Director	For	For
6	Re-elect Philip Broadley as Director	For	For
7	Re-elect Jeff Davies as Director	For	For
8	Re-elect Sir John Kingman as Director	For	For
9	Re-elect Lesley Knox as Director	For	For
10	Re-elect George Lewis as Director	For	For
11	Re-elect Toby Strauss as Director	For	For
12	Re-elect Nigel Wilson as Director	For	For
13	Reappoint KPMG LLP as Auditors	For	For
14	Authorise Board to Fix Remuneration of Auditors	For	For
15	Approve Remuneration Report	For	For
16	Authorise Issue of Equity	For	For
17	Authorise Issue of Equity in Connection with the Issue of Contingent Convertible Securities	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Legal & General Group Plc

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

Lloyds Banking Group Plc

Meeting Date: 20/05/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Elect Robin Budenberg as Director	For	For
3	Re-elect William Chalmers as Director	For	For
4	Re-elect Alan Dickinson as Director	For	For
5	Re-elect Sarah Legg as Director	For	For
6	Re-elect Lord Lupton as Director	For	For
7	Re-elect Amanda Mackenzie as Director	For	For
8	Re-elect Nick Prettejohn as Director	For	For
9	Re-elect Stuart Sinclair as Director	For	For
10	Re-elect Catherine Woods as Director	For	For
11	Approve Remuneration Report	For	For
12	Approve Final Dividend	For	For
13	Appoint Deloitte LLP as Auditors	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Lloyds Banking Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
14	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
15	Approve Deferred Bonus Plan	For	For
16	Authorise EU Political Donations and Expenditure	For	For
17	Authorise Issue of Equity	For	For
18	Authorise Issue of Equity in Relation to the Issue of Regulatory Capital Convertible Instruments	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 Issue of Equity without Pre-emptive Rights in Relation to the Issue of Regulatory Capital Convertible Instruments	For	For
22	Authorise Market Purchase of Ordinary Shares	For	For
23	Authorise Market Purchase of Preference Shares	For	For
24	Adopt New Articles of Association	For	For
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Morgan Stanley

Meeting Date: 20/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Elizabeth Corley	For	For
1b	Elect Director Alistair Darling	For	For
1c	Elect Director Thomas H. Glocer	For	For
1d	Elect Director James P. Gorman	For	For
1e	Elect Director Robert H. Herz	For	For
1f	Elect Director Nobuyuki Hirano	For	For
1g	Elect Director Hironori Kamezawa	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Morgan Stanley

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1h	Elect Director Shelley B. Leibowitz	For	For
1i	Elect Director Stephen J. Luczo	For	For
1j	Elect Director Jami Miscik	For	For
1k	Elect Director Dennis M. Nally	For	For
1l	Elect Director Mary L. Schapiro	For	For
1m	Elect Director Perry M. Traquina	For	For
1n	Elect Director Rayford Wilkins, Jr.	For	For
2	Ratify Deloitte & Touche LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Amend Omnibus Stock Plan	For	For

Next Plc

Meeting Date: 20/05/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Elect Tom Hall as Director	For	For
4	Re-elect Jonathan Bewes as Director	For	For
5	Re-elect Tristia Harrison as Director	For	For
6	Re-elect Amanda James as Director	For	For
7	Re-elect Richard Papp as Director	For	For
8	Re-elect Michael Roney as Director	For	For
9	Re-elect Jane Shields as Director	For	For
10	Re-elect Dame Dianne Thompson as Director	For	For
11	Re-elect Lord Wolfson as Director	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Next Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
13	Authorise the Audit Committee to Fix Remuneration of Auditors	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 Off-Market Purchase of Ordinary Shares	For	For
19	Adopt New Articles of Association	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

NextEra Energy, Inc.

Meeting Date: 20/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Sherry S. Barrat	For	For
1b	Elect Director James L. Camaren	For	For
1c	Elect Director Kenneth B. Dunn	For	For
1d	Elect Director Naren K. Gursahaney	For	For
1e	Elect Director Kirk S. Hachigian	For	For
1f	Elect Director Amy B. Lane	For	For
1g	Elect Director David L. Porges	For	For
1h	Elect Director James L. Robo	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee serves as the Company's CEO and Chairman and there is evidence of a poor approach on executive pay.</i>			
1i	Elect Director Rudy E. Schupp	For	For
1j	Elect Director John L. Skolds	For	For
1k	Elect Director Lynn M. Utter	For	For
1l	Elect Director Darryl L. Wilson	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

NextEra Energy, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Ratify Deloitte & Touche LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<i>Blended Rationale: A vote against is warranted because payments in the event of change of control are excessive:- Single-trigger equity vesting acceleration. Equity award arrangements provide for automatic accelerated vesting upon a change-in-control. Such single-trigger vesting may result in an economic windfall to the executive without an accompanying termination of employment.</i>			
4	Approve Omnibus Stock Plan	For	For
5	Provide Right to Act by Written Consent	Against	For
<i>Blended Rationale: Artemis supports proposals that enhance shareholder rights.</i>			

NN Group NV

Meeting Date: 20/05/2021

Country: Netherlands

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Approve Remuneration Report	For	For
4.A	Adopt Financial Statements and Statutory Reports	For	For
4.C	Approve Dividends of EUR 2.33 Per Share	For	For
5.A	Approve Discharge of Executive Board	For	For
5.B	Approve Discharge of Supervisory Board	For	For
6.A	Elect Cecilia Reyes to Supervisory Board	For	For
6.B	Elect Rob Lelieveld to Supervisory Board	For	For
6.C	Elect Inga Beale to Supervisory Board	For	For
7	Approve Increase Maximum Ratio Between Fixed and Variable Components of Remuneration	For	For
8.A.1	Grant Board Authority to Issue Ordinary Shares Up To 10 Percent of Issued Capital	For	For
8.A.2	Authorize Board to Exclude Preemptive Rights from Share Issuances Under Item 8.A.1	For	For
8.B	Grant Board Authority to Issue Shares Up To 20 Percent of Issued Capital in Connection with a Rights Issue	For	For
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

NN Group NV

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
10	Approve Reduction in Share Capital through Cancellation of Shares	For	For

NORMA Group SE

Meeting Date: 20/05/2021

Country: Germany

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 0.70 per Share	For	For
3.1	Approve Discharge of Management Board Member Michael Schneider for Fiscal Year 2020	For	For
3.2	Approve Discharge of Management Board Member Friedrich Klein for Fiscal Year 2020	For	For
3.3	Approve Discharge of Management Board Member Annette Stieve for Fiscal Year 2020	For	For
4.1	Approve Discharge of Supervisory Board Member Lars Berg for Fiscal Year 2020	For	For
4.2	Approve Discharge of Supervisory Board Member Rita Forst for Fiscal Year 2020	For	For
4.3	Approve Discharge of Supervisory Board Member Guenter Hauptmann for Fiscal Year 2020	For	For
4.4	Approve Discharge of Supervisory Board Member Knut Michelberger for Fiscal Year 2020	For	For
4.5	Approve Discharge of Supervisory Board Member Erika Schulte for Fiscal Year 2020	For	For
4.6	Approve Discharge of Supervisory Board Member Mark Wilhelms for Fiscal Year 2020	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	For	For
6	Approve Remuneration of Supervisory Board	For	For
7	Elect Miguel Borrego to the Supervisory Board	For	For
8	Amend Articles Re: Electronic Communication	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

SEB SA

Meeting Date: 20/05/2021

Country: France

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Allocation of Income and Dividends of EUR 2.14 per Share	For	For
4	Reelect Yseulys Costes as Director	For	For
5	Reelect PEUGEOT INVEST ASSETS as Director	For	For
6	Reelect Brigitte Forestier as Director	For	For
7	Appoint Deloitte & Associes and KPMG as Auditors	For	For
8	Approve Remuneration Policy of Executive Corporate Officers	For	For
9	Approve Remuneration Policy of Directors	For	For
10	Approve Compensation Report of Corporate Officers	For	For
11	Approve Compensation of Chairman and CEO	For	Against
<i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company:- The level of disclosure surrounding the bonus performance conditions and their achievement is limited;- The performance conditions attached to the granted LTIP are only vaguely disclosed; and- The company fails to disclose the achievement of the performance conditions attached to the LTIP that vested.</i>			
12	Approve Compensation of Vice-CEO	For	Against
<i>Blended Rationale: Refer to Item 11.</i>			
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	Against
<i>Blended Rationale: A vote AGAINST this item is warranted because the share buyback is authorized during a takeover period.</i>			
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 5.5 Million	For	Against

Blended Rationale: Votes AGAINST Items 15 to 17 are warranted as the possibility of use during a takeover period is not excluded.

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

SEB SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
16	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 5.5 Million	For	Against
<i>Blended Rationale: Votes AGAINST Items 15 to 17 are warranted as the possibility of use during a takeover period is not excluded.</i>			
17	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 5.5 Million	For	Against
<i>Blended Rationale: Votes AGAINST Items 15 to 17 are warranted as the possibility of use during a takeover period is not excluded. A vote AGAINST item 17 is also warranted as it exceeds the recommended 10% limit for issuances without preemptive rights when combined with item 16.</i>			
18	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 15-17 at EUR 11 Million	For	For
19	Authorize Capitalization of Reserves of Up to EUR 11 Million for Bonus Issue or Increase in Par Value	For	For
20	Authorize up to 220,000 Shares for Use in Restricted Stock Plans with Performance Conditions Attached	For	Against
<i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company:- The information on performance conditions is too vague.</i>			
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
22	Amend Article 8 of Bylaws Re: Shareholding Disclosure Thresholds	For	Against
<i>Blended Rationale: A vote against is warranted as shareholder rights are, or could be reduced:- This amendment would require lower disclosure thresholds and shareholders could undergo a temporary cancellation of their voting rights if they do not respect the obligation to notify this threshold.</i>			
23	Amend Bylaws to Comply with Legal Changes	For	For
24	Authorize Filing of Required Documents/Other Formalities	For	For

Secure Income REIT Plc

Meeting Date: 20/05/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Re-elect Martin Moore as Director	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Secure Income REIT Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Re-elect Mike Brown as Director	For	For
<i>Blended Rationale: A vote FOR the re-election of these Directors is warranted because no significant concerns have been identified.</i>			
4	Re-elect Leslie Ferrar as Director	For	For
5	Re-elect Sandy Gumm as Director	For	For
6	Re-elect Jonathan Lane as Director	For	For
7	Re-elect Nick Leslau as Director	For	For
<i>Blended Rationale: See item 3.</i>			
8	Re-elect Ian Marcus as Director	For	For
9	Reappoint BDO LLP as Auditors	For	For
10	Authorise Board to Fix Remuneration of Auditors	For	For
11	Authorise Issue of Equity	For	For
12	Authorise Market Purchase of Ordinary Shares	For	For
13	Authorise Issue of Equity without Pre-emptive Rights	For	For

Synchrony Financial

Meeting Date: 20/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Margaret M. Keane	For	For
1b	Elect Director Fernando Aguirre	For	For
1c	Elect Director Paget L. Alves	For	For
1d	Elect Director Arthur W. Coviello, Jr.	For	For
1e	Elect Director Brian D. Doubles	For	For
1f	Elect Director William W. Graylin	For	For
1g	Elect Director Roy A. Guthrie	For	For
1h	Elect Director Jeffrey G. Naylor	For	For
1i	Elect Director P.W. "Bill" Parker	For	For
1j	Elect Director Laurel J. Richie	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Synchrony Financial

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1k	Elect Director Olympia J. Snowe	For	For
1l	Elect Director Ellen M. Zane	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Advisory Vote on Say on Pay Frequency	One Year	One Year
<i>Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.</i>			
4	Ratify KPMG LLP as Auditors	For	For

The Home Depot, Inc.

Meeting Date: 20/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Gerard J. Arpey	For	For
1b	Elect Director Ari Bousbib	For	For
1c	Elect Director Jeffery H. Boyd	For	For
1d	Elect Director Gregory D. Brenneman	For	For
1e	Elect Director J. Frank Brown	For	For
1f	Elect Director Albert P. Carey	For	For
1g	Elect Director Helena B. Foulkes	For	For
1h	Elect Director Linda R. Gooden	For	For
1i	Elect Director Wayne M. Hewett	For	For
1j	Elect Director Manuel Kadre	For	For
1k	Elect Director Stephanie C. Linnartz	For	For
1l	Elect Director Craig A. Menear	For	For
2	Ratify KPMG LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Amend Shareholder Written Consent Provisions	Against	For

Blended Rationale: Artemis supports proposals that enhance shareholder rights.

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

The Home Depot, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5	Report on Political Contributions Congruency Analysis	Against	For
<i>Blended Rationale: Artemis supports proposals for additional disclosure where this is likely to enhance or protect shareholder value in both the short and long term.</i>			
6	Report on Prison Labor in the Supply Chain	Against	Against

The Mosaic Company

Meeting Date: 20/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Cheryl K. Beebe	For	For
1b	Elect Director Oscar P. Bernardes	For	For
1c	Elect Director Gregory L. Ebel	For	For
1d	Elect Director Timothy S. Gitzel	For	For
1e	Elect Director Denise C. Johnson	For	For
1f	Elect Director Emery N. Koenig	For	For
1g	Elect Director James 'Joc' C. O'Rourke	For	For
1h	Elect Director David T. Seaton	For	For
1i	Elect Director Steven M. Seibert	For	For
1j	Elect Director Luciano Siani Pires	For	For
1k	Elect Director Gretchen H. Watkins	For	For
1l	Elect Director Kelvin R. Westbrook	For	For
2	Ratify KPMG LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Provide Right to Act by Written Consent	Against	For

Blended Rationale: Artemis supports proposals that enhance shareholder rights.

Tyman Plc

Meeting Date: 20/05/2021

Country: United Kingdom

Meeting Type: Annual

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Tyman Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3	Approve Remuneration Report	For	For
4	Approve Remuneration Policy	For	For
5	Elect Nicky Hartery as Director	For	For
6	Re-elect Jo Hallas as Director	For	For
7	Re-elect Jason Ashton as Director	For	For
8	Re-elect Paul Withers as Director	For	For
9	Re-elect Pamela Bingham as Director	For	For
10	Re-elect Helen Clatworthy as Director	For	For
11	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
12	Authorise Board to Fix Remuneration of Auditors	For	For
13	Authorise UK Political Donations and Expenditure	For	For
14	Amend Long Term Incentive Plan	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

Worldline SA

Meeting Date: 20/05/2021

Country: France

Meeting Type: Annual/Special

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Worldline SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Treatment of Losses	For	For
4	Approve Transaction with SIX Group AG Re: Second Settlement Agreement and Lock-up Agreement	For	For
5	Approve Transaction with Deutscher Sparkassen Verlag GmbH Re: Amendment to the Business Combination Agreement	For	For
6	Reelect Agnes Audier as Director	For	For
7	Reelect Nazan Somer Ozelgin as Director	For	For
8	Reelect Danielle Lagarde as Director	For	For
9	Reelect Lorenz von Habsburg Lothringen as Director	For	For
10	Reelect Daniel Schmucki as Director	For	For
<i>Blended Rationale: A vote FOR the (re)election of this non-independent nominee is warranted given the satisfactory level of board independence.</i>			
11	Renew Appointment of Johannes Dijsselhof as Censor	For	For
<i>Blended Rationale: A vote FOR the appointment is warranted in the absence of any material concerns.</i>			
12	Approve Compensation Report of Corporate Officers	For	For
13	Approve Compensation of Gilles Grapinet, Chairman and CEO	For	Against
<i>Blended Rationale: A vote against is warranted because the performance conditions have been amended retrospectively:- The adjustment proposed under the 2018 2019 LTI plans decided by the board and intended under the 2020 LTI would erase entirely the effects of the Covid-19 crisis on the two years and enable a total acquisition of the performance shares and stock options 2018 plans. The long-term remuneration under these plans would therefore be in disconnection with the company's performance and shareholders' interests.</i>			
14	Approve Compensation of Marc-Henri Desportes, Vice-CEO	For	Against
<i>Blended Rationale: A vote against is warranted because the performance conditions have been amended retrospectively:- The adjustment proposed under the 2018 2019 LTI plans decided by the board and intended under the 2020 LTI would erase entirely the effects of the Covid-19 crisis on the two years and enable a total acquisition of the performance shares and stock options 2018 plans. The long-term remuneration under these plans would therefore be in disconnection with the company's performance and shareholders' interests.</i>			
15	Approve Remuneration Policy of Chairman and CEO	For	For
16	Approve Remuneration Policy of Vice-CEO	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Worldline SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
17	Approve Remuneration Policy of Chairman of the Board	For	For
18	Approve Remuneration Policy of Non-Executive Directors	For	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
20	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights Up to 50 Percent of Issued Capital	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights Up to 10 Percent of Issued Capital	For	For
22	Approve Issuance of Equity or Equity-Linked Securities for Up to 10 Percent of Issued Capital Per Year for Private Placements	For	For
23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 20-22	For	For
24	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For
25	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 1.5 Million	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	For	For
28	Authorize up to 1.40 Percent of Issued Capital for Use in Stock Option Plans	For	For
29	Authorize up to 0.50 Percent of Issued Capital for Use in Restricted Stock Plans	For	For
30	Approve Acquisition of Worldline France SAS, its Valuation and Remuneration	For	For
31	Authorize Filing of Required Documents/Other Formalities	For	For

Zoetis Inc.

Meeting Date: 20/05/2021

Country: USA

Meeting Type: Annual

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Zoetis Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Sanjay Khosla	For	For
1b	Elect Director Antoinette R. Leatherberry	For	For
1c	Elect Director Willie M. Reed	For	For
1d	Elect Director Linda Rhodes	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify KPMG LLP as Auditor	For	For
4	Adopt Simple Majority Vote	Against	For

Blended Rationale: Artemis supports proposals that enhance shareholder rights.

CNOOC Limited

Meeting Date: 21/05/2021

Country: Hong Kong

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
A1	Accept Financial Statements and Statutory Reports	For	For
A2	Approve Final Dividend	For	For
A3	Elect Wang Dongjin as Director	For	For
A4	Elect Li Yong as Director	For	For
A5	Elect Xu Keqiang as Director	For	For
A6	Elect Qiu Zhi Zhong as Director	For	For
A7	Authorize Board to Fix the Remuneration of Directors	For	For
A8	Approve Ernst & Young as Independent Auditors and Authorize Board to Fix Their Remuneration	For	For
B1	Authorize Repurchase of Issued Share Capital	For	For
B2	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	Against

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

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

CNOOC Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
B3	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.- The company has not specified the discount limit.

EssilorLuxottica SA

Meeting Date: 21/05/2021 **Country:** France
Meeting Type: Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Allocation of Income and Dividends of EUR 2.23 per Share	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	For	For
5	Approve Compensation Report of Corporate Officers	For	For
6	Approve Compensation of Leonardo Del Vecchio, Chairman and CEO Until Dec. 17, 2020 and Chairman of the Board Since Dec. 17, 2020	For	For
7	Approve Compensation of Hubert Sagnieres, Vice-Chairman and Vice-CEO Until Dec. 17, 2020 and Vice-Chairman of the Board Since Dec. 17, 2020	For	For
8	Approve Remuneration Policy of Corporate Officers, Since Jan. 1, 2020 Until the General Assembly	For	For
9	Approve Remuneration Policy of Corporate Officers, Since the General Assembly	For	Abstain
<i>Blended Rationale: An abstention is warranted. While there are some concerns as to the remuneration arrangements of the corporate officers, the company is only just coming through a complex merger where the governance responsibility is being re-defined.</i>			
10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
11	Amend Bylaws to Comply with Legal Changes	For	For
12	Amend Article 13 of Bylaws Re: Directors Length of Term	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

EssilorLuxottica SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
13	Amend Article 15, 16 and 23 of Bylaws Re: Board Deliberation	For	For
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
15	Authorize up to 2.5 Percent of Issued Capital for Use in Restricted Stock Plans	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 5 Percent of Issued Capital	For	For
17	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	For	For
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
19	Reelect Leonardo Del Vecchio as Director	For	For
20	Reelect Romolo Bardin as Director	For	For
<i>Blended Rationale: A vote FOR is warranted as we do not have any particular concerns regarding the election of this director. However improved disclosure as to the composition of key committees would be justified.</i>			
21	Reelect Juliette Favre as Director	For	For
22	Reelect Francesco Milleri as Director	For	For
23	Reelect Paul du Saillant as Director	For	For
24	Reelect Cristina Scocchia as Director	For	For
25	Elect Jean-Luc Biamonti as Director	For	For
26	Elect Marie-Christine Coisne as Director	For	For
27	Elect Jose Gonzalo as Director	For	For
28	Elect Swati Piramal as Director	For	For
29	Elect Nathalie von Siemens as Director	For	For
30	Elect Andrea Zappia as Director	For	For
31	Directors Length of Term, Pursuant Item 12	For	For
32	Authorize Filing of Required Documents/Other Formalities	For	For

Headlam Group Plc

Meeting Date: 21/05/2021

Country: United Kingdom

Meeting Type: Annual

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Headlam Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Re-elect Philip Lawrence as Director	For	For
4	Re-elect Steve Wilson as Director	For	For
5	Re-elect Chris Payne as Director	For	For
6	Re-elect Keith Edelman as Director	For	For
7	Re-elect Amanda Aldridge as Director	For	For
8	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
9	Authorise Board to Fix Remuneration of Auditors	For	For
10	Approve Sharesave Scheme	For	For
11	Authorise Issue of Equity	For	For
12	Authorise Issue of Equity without Pre-emptive Rights	For	For
13	Authorise Market Purchase of Ordinary Shares	For	For
14	Adopt New Articles of Association	For	For
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

InTechnology Plc

Meeting Date: 21/05/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Re-elect Peter Wilkins as Director	For	For
3	Re-elect Charles Scott as Director	For	For
4	Reappoint Saffery Champness LLP as Auditors	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

InTechnology Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5	Amend Articles of Association	For	For
6	Authorise Issue of Equity	For	For
7	Authorise Issue of Equity without Pre-emptive Rights	For	For

Severstal PAO

Meeting Date: 21/05/2021

Country: Russia

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Aleksei Mordashov as Director	None	For
1.2	Elect Aleksandr Shevelev as Director	None	For
1.3	Elect Aleksei Kulichenko as Director	None	For
1.4	Elect Anna Lvova as Director	None	For
1.5	Elect Agnes Anna Ritter as Director	None	For
1.6	Elect Philip John Dayer as Director	None	For
1.7	Elect David Alun Bowen as Director	None	For
1.8	Elect Veikko Sakari Tamminen as Director	None	For
1.9	Elect Vladimir Mau as Director	None	Against

Blended Rationale: A vote against is warranted as the director's attendance has been unsatisfactory over the last two years without a reasonable explanation.

1.10	Elect Aleksandr Auzan as Director	None	For
2	Approve Allocation of Income and Dividends of RUB 36.27 per Share	For	For
3	Approve Interim Dividends of RUB 46.77 per Share for First Quarter of Fiscal 2021	For	For
4	Ratify KPMG as Auditor	For	For

Country Garden Holdings Company Limited

Meeting Date: 24/05/2021

Country: Cayman Islands

Meeting Type: Annual

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Country Garden Holdings Company Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3a1	Elect Yeung Kwok Keung as Director	For	For
3a2	Elect Yang Ziying as Director	For	For
3a3	Elect Song Jun as Director	For	For
3a4	Elect Tong Wui Tung as Director	For	For
3a5	Elect Huang Hongyan as Director	For	For
3b	Authorize Board to Fix the Remuneration of Directors	For	For
4	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	Against
<i>Blended Rationale: A vote AGAINST these resolutions is warranted for the following:- The aggregate share issuance limit is greater than 10 percent of the relevant class of shares.- The company has not specified the discount limit.</i>			
6	Authorize Repurchase of Issued Share Capital	For	For
7	Authorize Reissuance of Repurchased Shares	For	Against
<i>Blended Rationale: A vote AGAINST these resolutions is warranted for the following:- The aggregate share issuance limit is greater than 10 percent of the relevant class of shares.- The company has not specified the discount limit.</i>			

Bank of Georgia Group Plc

Meeting Date: 25/05/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Re-elect Neil Janin as Director	For	For
4	Re-elect Alasdair Breach as Director	For	For
5	Re-elect Archil Gachechiladze as Director	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Bank of Georgia Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6	Re-elect Tamaz Georgadze as Director	For	For
7	Re-elect Hanna Loikkanen as Director	For	For
8	Re-elect Veronique McCarroll as Director	For	For
9	Elect Mariam Megvinetukhutsesi as Director	For	For
10	Re-elect Jonathan Muir as Director	For	For
11	Re-elect Cecil Quillen as Director	For	For
12	Reappoint Ernst & Young LLP as Auditors	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
14	Authorise UK Political Donations and Expenditure	For	For
15	Authorise Issue of Equity	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
18	Authorise Market Purchase of Ordinary Shares	For	For

China Petroleum & Chemical Corp.

Meeting Date: 25/05/2021

Country: China

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors of Sinopec Corp. (including the Report of the Board of Directors of for 2020)	For	For
2	Approve Report of the Board of Supervisors of Sinopec Corp. (including the Report of the Board of Supervisors for 2020)	For	For
3	Approve 2020 Audited Financial Reports of Sinopec Corp.	For	For
4	Approve 2020 Profit Distribution Plan of Sinopec Corp.	For	For
5	Approve 2021 Interim Profit Distribution Plan of Sinopec Corp.	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

China Petroleum & Chemical Corp.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6	Approve KPMG Huazhen (Special General Partnership) and KPMG as External Auditors of Sinopec Corp. and Authorize Board to Fix Their Remuneration	For	For
7	Authorize Board to Determine the Proposed Plan for Issuance of Debt Financing Instruments	For	Against
<i>Blended Rationale: A vote AGAINST this resolution is warranted given the limited disclosure regarding the proposed issuance of debt financing instruments.</i>			
8	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.- The company has not specified the discount limit.</i>			
9	Approve Service Contracts of Directors and Supervisors of Sinopec Corp.	For	For
10.01	Elect Zhang Yuzhuo as Director	For	For
10.02	Elect Ma Yongsheng as Director	For	For
10.03	Elect Zhao Dong as Director	For	For
10.04	Elect Yu Baocai as Director	For	For
10.05	Elect Liu Hongbin as Director	For	For
10.06	Elect Ling Yiqun as Director	For	For
10.07	Elect Li Yonglin as Director	For	For
11.01	Elect Cai Hongbin as Director	For	For
11.02	Elect Ng, Kar Ling Johnny as Director	For	For
11.03	Elect Shi Dan as Director	For	For
11.04	Elect Bi Mingjian as Director	For	For
12.01	Elect Zhang Shaofeng as Supervisor	For	For
12.02	Elect Jiang Zhenying as Supervisor	For	For
12.03	Elect Zhang Zhiguo as Supervisor	For	For
12.04	Elect Yin Zhaolin as Supervisor	For	For
12.05	Elect Guo Hongjin as Supervisor	For	For

Envista Holdings Corporation

Meeting Date: 25/05/2021

Country: USA

Meeting Type: Annual

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Envista Holdings Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Wendy Carruthers	For	For
1.2	Elect Director Scott Huennekens	For	For
1.3	Elect Director Christine Tsingos	For	For
2a	Declassify the Board of Directors	For	For
2b	Eliminate Supermajority Vote Requirements	For	For
3	Ratify Ernst & Young LLP as Auditors	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:- The company did not condition vesting of long-term awards on achievement of performance goals for awards granted in the most recent fiscal year.

First Foundation Inc.

Meeting Date: 25/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Max Briggs	For	For
1.2	Elect Director John Hakopian	For	For
1.3	Elect Director Scott F. Kavanaugh	For	For
1.4	Elect Director Ulrich E. Keller, Jr.	For	For
1.5	Elect Director David Lake	For	For
1.6	Elect Director Elizabeth A. Pagliarini	For	For
1.7	Elect Director Mitchell M. Rosenberg	For	For
1.8	Elect Director Diane M. Rubin	For	For
1.9	Elect Director Jacob Sonenshine	For	For
2	Ratify Eide Bailly LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against

Blended Rationale: A vote against is warranted because the performance period is less than 3 years.

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Harworth Group Plc

Meeting Date: 25/05/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3	Elect Lisa Scenna as Director	For	For
4	Elect Lynda Shillaw as Director	For	For
5	Elect Patrick O'Donnell Bourke as Director	For	For
6	Re-elect Alastair Lyons as Director	For	For
7	Re-elect Katerina Patmore as Director	For	For
8	Re-elect Angela Bromfield as Director	For	For
9	Re-elect Ruth Cooke as Director	For	For
10	Re-elect Steven Underwood as Director	For	For
11	Re-elect Martyn Bowes as Director	For	For
12	Approve Remuneration Report	For	For
13	Reappoint Ernst & Young LLP as Auditors	For	For
14	Authorise Board 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 Market Purchase of Ordinary Shares	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Hill & Smith Holdings Plc

Meeting Date: 25/05/2021

Country: United Kingdom

Meeting Type: Annual

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Hill & Smith Holdings Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Re-elect Alan Giddins as Director	For	For
5	Re-elect Tony Quinlan as Director	For	For
6	Re-elect Annette Kelleher as Director	For	For
7	Re-elect Mark Reckitt as Director	For	For
8	Re-elect Pete Raby as Director	For	For
9	Elect Leigh-Ann Russell as Director	For	For
10	Elect Paul Simmons as Director	For	For
11	Re-elect Hannah Nichols as Director	For	For
12	Reappoint Ernst & Young LLP as Auditors	For	For
13	Authorise Board to Fix Remuneration of Auditors	For	For
14	Authorise Issue of Equity	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	For	For
16	Authorise Market Purchase of Ordinary Shares	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
18	Authorise UK Political Donations and Expenditure	For	For

Merck & Co., Inc.

Meeting Date: 25/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Leslie A. Brun	For	For
1b	Elect Director Mary Ellen Coe	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Merck & Co., Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1c	Elect Director Pamela J. Craig	For	For
1d	Elect Director Kenneth C. Frazier	For	For
1e	Elect Director Thomas H. Glocer	For	For
1f	Elect Director Risa J. Lavizzo-Mourey	For	For
1g	Elect Director Stephen L. Mayo	For	For
1h	Elect Director Paul B. Rothman	For	For
1i	Elect Director Patricia F. Russo	For	For
1j	Elect Director Christine E. Seidman	For	For
1k	Elect Director Inge G. Thulin	For	For
1l	Elect Director Kathy J. Warden	For	For
1m	Elect Director Peter C. Wendell	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
4	Provide Right to Act by Written Consent	Against	For
<i>Blended Rationale: Artemis supports proposals that enhance shareholder rights.</i>			
5	Report on Access to COVID-19 Products	Against	For
<i>Blended Rationale: Artemis supports proposals for additional disclosure where this is likely to enhance or protect shareholder value in both the short and long term.</i>			

Nine Dragons Paper (Holdings) Limited

Meeting Date: 25/05/2021

Country: Bermuda

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Supplemental Agreement to the Recovered Paper and Recycled Pulp Agreement and Related Transactions	For	For

OneMain Holdings, Inc.

Meeting Date: 25/05/2021

Country: USA

Meeting Type: Annual

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

OneMain Holdings, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Lisa Green Hall	For	For
1.2	Elect Director Matthew R. Michelini	For	Withhold
<i>Blended Rationale: A vote withhold is warranted as the director's attendance has been unsatisfactory over the last two years without a reasonable explanation. A vote withhold is warranted due to concerns over poor corporate governance practices:- Withhold votes are warranted for incumbent director nominees Douglas (Doug) Shulman and Matthew Michelini given concerns regarding the audit committee's risk oversight function in light of the pledging of a significant amount of the company's common stock.</i>			
1.3	Elect Director Douglas H. Shulman	For	Withhold
<i>Blended Rationale: A vote withhold is warranted due to concerns over poor corporate governance practices:- Withhold votes are warranted for incumbent director nominees Douglas (Doug) Shulman and Matthew Michelini given concerns regarding the audit committee's risk oversight function in light of the pledging of a significant amount of the company's common stock.</i>			
2	Approve Qualified Employee Stock Purchase Plan	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

Open Lending Corporation

Meeting Date: 25/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Eric A. Feldstein	For	For
1.2	Elect Director Gene Yoon	For	Withhold
<i>Blended Rationale: A withhold vote is warranted due to concerns over poor corporate governance practices:- At the time of its business combination in June 2020, the company had in place a classified board structure and a supermajority vote requirement to enact certain changes to the governing documents. These provisions adversely impact shareholder rights and the board failed to remove or subject them to a sunset requirement.</i>			
1.3	Elect Director Brandon Van Buren	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For

Tenable Holdings, Inc.

Meeting Date: 25/05/2021

Country: USA

Meeting Type: Annual

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Tenable Holdings, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Arthur W. Coviello, Jr.	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 Arthur (Art) Coviello Jr., Kimberly (Kim) Hammonds, and Jerry Kennelly given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i>		
1.2	Elect Director Kimberly L. Hammonds	For	Withhold
	<i>Blended Rationale: Refer to Item 1.1.</i>		
1.3	Elect Director Jerry M. Kennelly	For	Withhold
	<i>Blended Rationale: Refer to Item 1.1.</i>		
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

The Restaurant Group Plc

Meeting Date: 25/05/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Re-elect Debbie Hewitt as Director	For	For
4	Re-elect Andy Hornby as Director	For	For
5	Re-elect Kirk Davis as Director	For	For
6	Re-elect Graham Clemett as Director	For	For
7	Re-elect Alison Digges as Director	For	For
8	Re-elect Zoe Morgan as Director	For	For
9	Elect Alex Gersh as Director	For	For
10	Reappoint Ernst & Young LLP as Auditors	For	For
11	Authorise Board to Fix Remuneration of Auditors	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

The Restaurant Group Plc

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

Amazon.com, Inc.

Meeting Date: 26/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Jeffrey P. Bezos	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee serves as the Company's CEO and Chairman and there is evidence of a poor approach on executive pay.</i>			
1b	Elect Director Keith B. Alexander	For	For
1c	Elect Director Jamie S. Gorelick	For	For
1d	Elect Director Daniel P. Huttenlocher	For	For
1e	Elect Director Judith A. McGrath	For	For
1f	Elect Director Indra K. Nooyi	For	For
1g	Elect Director Jonathan J. Rubinstein	For	For
1h	Elect Director Thomas O. Ryder	For	For
1i	Elect Director Patricia Q. Stonesifer	For	For
1j	Elect Director Wendell P. Weeks	For	For
2	Ratify Ernst & Young LLP as Auditor	For	For
3	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:- Executive compensation program does not include pre-set performance criteria. The company does not award annual incentives or utilize performance vesting criteria for NEOs' equity awards. The proxy statement explains that the compensation committee believes this could cause employees to focus solely on short-term returns at the expense of long-term growth and innovation. The committee believes it would not be appropriate to tie cash or equity compensation to performance goals as doing so would not be compatible with the company's culture.

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Amazon.com, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Report on Customers' Use of its Surveillance and Computer Vision Products Capabilities or Cloud Products Contribute to Human Rights Violations	Against	For
<i>Blended Rationale: Artemis supports proposals for additional disclosure where this is likely to enhance or protect shareholder value in both the short and long term.</i>			
5	Require Independent Board Chair	Against	For
<i>Blended Rationale: Artemis supports the separation of Chairman and CEO.</i>			
6	Report on Gender/Racial Pay Gap	Against	For
<i>Blended Rationale: Artemis supports proposals for additional disclosure where this is likely to enhance or protect shareholder value in both the short and long term.</i>			
7	Report on Promotion Data	Against	Against
8	Report on the Impacts of Plastic Packaging	Against	For
<i>Blended Rationale: Artemis supports proposals for additional disclosure where this is likely to enhance or protect shareholder value in both the short and long term.</i>			
9	Oversee and Report on a Civil Rights, Equity, Diversity and Inclusion Audit	Against	For
<i>Blended Rationale: Artemis supports proposals for additional disclosure where this is likely to enhance or protect shareholder value in both the short and long term.</i>			
10	Adopt a Policy to Include Hourly Employees as Director Candidates	Against	For
<i>Blended Rationale: Artemis supports proposals for additional disclosure where this is likely to enhance or protect shareholder value in both the short and long term.</i>			
11	Report on Board Oversight of Risks Related to Anti-Competitive Practices	Against	For
<i>Blended Rationale: Artemis supports proposals for additional disclosure where this is likely to enhance or protect shareholder value in both the short and long term.</i>			
12	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For
<i>Blended Rationale: Artemis supports proposals that enhance shareholder rights.</i>			
13	Report on Lobbying Payments and Policy	Against	For
<i>Blended Rationale: Artemis supports proposals for additional disclosure where this is likely to enhance or protect shareholder value in both the short and long term.</i>			
14	Report on Potential Human Rights Impacts of Customers' Use of Rekognition	Against	For
<i>Blended Rationale: Artemis supports proposals for additional disclosure where this is likely to enhance or protect shareholder value in both the short and long term.</i>			

Angang Steel Company Limited

Meeting Date: 26/05/2021

Country: China

Meeting Type: Annual

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Angang Steel Company Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve 2020 Report of the Board of Directors	For	For
2	Approve 2020 Report of the Supervisory Committee	For	For
3	Approve 2020 Annual Report and Its Extracts	For	For
4	Approve 2020 Audited Financial Report	For	For
5	Approve 2020 Profit Distribution Plan	For	For
6	Approve 2020 Remuneration of Directors and Supervisors	For	For
7	Approve ShineWing Certified Public Accountants LLP as Auditor and Authorize Board to Fix Their Remuneration	For	For
8	Approve Purchase of Liability Insurance for Directors, Supervisors and Senior Management	For	For

Anthem, Inc.

Meeting Date: 26/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Lewis Hay, III	For	For
1.2	Elect Director Antonio F. Neri	For	For
1.3	Elect Director Ramiro G. Peru	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Ernst & Young LLP as Auditors	For	For

BlackRock, Inc.

Meeting Date: 26/05/2021

Country: USA

Meeting Type: Annual

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

BlackRock, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Bader M. Alsaad	For	For
1b	Elect Director Pamela Daley	For	For
1c	Elect Director Jessica P. Einhorn	For	For
1d	Elect Director Laurence D. Fink	For	For
1e	Elect Director William E. Ford	For	For
1f	Elect Director Fabrizio Freda	For	For
1g	Elect Director Murry S. Gerber	For	For
1h	Elect Director Margaret 'Peggy' L. Johnson	For	For
1i	Elect Director Robert S. Kapito	For	For
1j	Elect Director Cheryl D. Mills	For	For
1k	Elect Director Gordon M. Nixon	For	For
1l	Elect Director Charles H. Robbins	For	For
1m	Elect Director Marco Antonio Slim Domit	For	For
1n	Elect Director Hans E. Vestberg	For	For
1o	Elect Director Susan L. Wagner	For	For
1p	Elect Director Mark Wilson	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Deloitte LLP as Auditors	For	For
4a	Provide Right to Call Special Meeting	For	For
4b	Eliminate Supermajority Vote Requirement	For	For
4c	Amend Charter to Eliminate Provisions that are No Longer Applicable and Make Other Technical Revisions	For	For
5	Amend Certificate of Incorporation to Become a Public Benefit Corporation	Against	Against

CGN Power Co., Ltd.

Meeting Date: 26/05/2021

Country: China

Meeting Type: Annual

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

CGN Power Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve 2020 Report of the Board of Directors	For	For
2	Approve 2020 Report of the Supervisory Committee	For	For
3	Approve 2020 Annual Report	For	For
4	Approve 2020 Audited Financial Report	For	For
5	Approve 2020 Profit Distribution Plan	For	For
6	Approve Dividend Distribution Plan (2021-2025)	For	For
7	Approve 2021 Investment Plan and Capital Expenditure Budget	For	For
8	Approve KPMG Huazhen LLP as Financial Report Auditor and Authorize Board to Fix their Remuneration	For	For
9	Approve Pan-China Certified Public Accountants LLP as Internal Control Auditor and Authorize Board to Fix their Remuneration	For	For
10	Elect Li Mingliang as Director	For	For
11	Elect Tang Chi Cheung as Director	For	For
12.1	Approve Remuneration of Yang Changli	For	For
12.2	Approve Remuneration of Gao Ligang	For	For
12.3	Approve Remuneration of Jiang Dajin	For	For
12.4	Approve Remuneration of Shi Bing	For	For
12.5	Approve Remuneration of Wang Wei	For	For
12.6	Approve Remuneration of Li Mingliang	For	For
12.7	Approve Remuneration of Gu Jian	For	For
12.8	Approve Remuneration of Li Fuyou	For	For
12.9	Approve Remuneration of Yang Jiayi	For	For
12.10	Approve Remuneration of Xia Ceming	For	For
12.11	Approve Remuneration of Chen Sui	For	For
12.12	Approve Remuneration of Hu Yaoqi	For	For
12.13	Approve Remuneration of Zhang Baishan	For	For
12.14	Approve Remuneration of Zhu Hui	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

CGN Power Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
12.15	Approve Remuneration of Wang Hongxin	For	For
13	Approve Remuneration of Tang Chi Cheung	For	For
14	Approve Major Transactions and Continuing Connected Transactions - 2021-2023 Financial Services Framework Agreement and Proposed Annual Caps	For	Against
<i>Blended Rationale: A vote AGAINST this proposal is warranted because the proposed related-party transactions include a financial service agreement with the group finance company, which may expose the company to unnecessary risks.</i>			
15	Amend Articles of Association	For	For
16	Approve Reformulation of Rules and Procedures Regarding Meetings of Board of Directors	For	For
17	Approve Application for Unified Registration of Multi-Type Debt Financing Instruments	For	For
18	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional A Shares and/or H Shares	For	Against
<i>Blended Rationale: A vote AGAINST this resolution is warranted for the following:- The share issuance limit is greater than 10 percent of the relevant class of shares.- The company has not specified the discount limit.</i>			
19	Approve Grant of General Mandate to the Board to Repurchase A Shares and/or H Shares	For	For

CGN Power Co., Ltd.

Meeting Date: 26/05/2021

Country: China

Meeting Type: Special

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

Dassault Systemes SA

Meeting Date: 26/05/2021

Country: France

Meeting Type: Annual/Special

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Dassault Systemes SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Allocation of Income and Dividends of EUR 0.56 per Share	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For
5	Approve Remuneration Policy of Corporate Officers	For	Against
<i>Blended Rationale: A vote against is warranted because the performance period is less than 3 years:- Performance period for half of the award is not considered long-term oriented: conditions are assessed over 24 and 48 months. This change in performance period has not been explained.A vote against is warranted because the vesting period is less than 3 years:- Vesting periods are 24 for the first tranche and 48 months for the second tranche.</i>			
6	Approve Compensation of Charles Edelstenne, Chairman of the Board	For	For
7	Approve Compensation of Bernard Charles, Vice Chairman of the Board and CEO	For	Against
<i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - The level of disclosure on bonus remains low; - Information on the performance achieved for LTIPs vested is low which is all the more problematic as the quantum is significant;- The alignment between performance and bonus outcome in connection with some quantitative criteria is unclear.</i>			
8	Approve Compensation Report of Corporate Officers	For	For
9	Reelect Odile Desforges as Director	For	For
10	Reelect Soumitra Dutta as Director	For	For
11	Ratify Appointment of Pascal Daloz as Interim Director	For	For
12	Authorize Repurchase of Up to 5 Million Issued Share Capital	For	For
13	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 12 Million	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 12 Million	For	For
16	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 12 Million	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Dassault Systemes SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 14-16	For	For
18	Authorize Capitalization of Reserves of Up to EUR 12 Million for Bonus Issue or Increase in Par Value	For	For
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For
20	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	For	Against
<i>Blended Rationale: A vote against is warranted because the performance and vesting periods are less than 3 years:-The performance condition will be assessed over an average period of 3 years. Half of the vesting will be possible after two years which cannot be considered long-term oriented.</i>			
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	For	For
23	Approve 5-for-1 Stock Split	For	For
24	Authorize Filing of Required Documents/Other Formalities	For	For

Equinix, Inc.

Meeting Date: 26/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Thomas Bartlett	For	For
1.2	Elect Director Nanci Caldwell	For	For
1.3	Elect Director Adaire Fox-Martin	For	For
1.4	Elect Director Gary Hromadko	For	For
1.5	Elect Director Irving Lyons, III	For	For
1.6	Elect Director Charles Meyers	For	For
1.7	Elect Director Christopher Paisley	For	For
1.8	Elect Director Sandra Rivera	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Equinix, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.9	Elect Director Peter Van Camp	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
4	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent	Against	For

Blended Rationale: Artemis supports proposals that enhance shareholder rights.

Exxon Mobil Corporation

Meeting Date: 26/05/2021

Country: USA

Meeting Type: Proxy Contest

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Gregory J. Goff	For	For
1.2	Elect Director Kaisa Hietala	For	For
1.3	Elect Director Alexander A. Karsner	For	For
1.4	Elect Director Anders Runevad	For	Withhold
<i>Blended Rationale: The dissident has made a compelling case for change. As such, support for three dissident nominees Gregory Goff, Kaisa Hietala, and Alexander Karsner is warranted as proposed by the dissident.</i>			
1.5	Management Nominee Michael J. Angelakis	For	For
1.6	Management Nominee Susan K. Avery	For	For
1.7	Management Nominee Angela F. Braly	For	For
1.8	Management Nominee Ursula M. Burns	For	For
1.9	Management Nominee Kenneth C. Frazier	For	For
1.10	Management Nominee Joseph L. Hooley	For	For
1.11	Management Nominee Jeffrey W. Ubben	For	For
1.12	Management Nominee Darren W. Woods	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Exxon Mobil Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	For
<i>Blended Rationale: A vote FOR is warranted. However, although the CEOs' pay significantly declined in FY20, disclosure and structural concerns regarding the incentive programs remain as bonuses and equity awards remain heavily influenced by compensation committee discretion. While FY20 bonuses were forfeited after the company reported negative earnings for the year, the plan design potentially allows for sizable bonuses next year, if earnings growth begins to rebound. Nevertheless, for the year in review, the structural concerns were mitigated by the significant decline in CEO pay, including the forfeited bonuses and smaller awards, and the alignment between pay and performance for the year in review.</i>			
4	Require Independent Board Chair	None	Against
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	None	For
6	Issue Audited Report on Financial Impacts of IEA's Net Zero 2050 Scenario	None	For
7	Report on Costs and Benefits of Environmental-Related Expenditures	None	Against
8	Report on Political Contributions	None	For
9	Report on Lobbying Payments and Policy	None	For
10	Report on Corporate Climate Lobbying Aligned with Paris Agreement	None	For

Facebook, Inc.

Meeting Date: 26/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Peggy Alford	For	For
1.2	Elect Director Marc L. Andreessen	For	Withhold
<i>Blended Rationale: A vote withhold is warranted due to concerns over poor corporate governance practices:- Withhold votes are warranted for incumbent compensation committee members Andrew Houston, Marc Andreessen, and Peter Thiel, in the absence of a say-on-pay proposal on the ballot, due to unmitigated concerns with respect to executive pay.</i>			
1.3	Elect Director Andrew W. Houston	For	Withhold
<i>Blended Rationale: Refer to Item 1.2.</i>			
1.4	Elect Director Nancy Killefer	For	For
1.5	Elect Director Robert M. Kimmitt	For	For
1.6	Elect Director Sheryl K. Sandberg	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Facebook, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.7	Elect Director Peter A. Thiel	For	Withhold
	<i>Blended Rationale: Refer to Item 1.2.</i>		
1.8	Elect Director Tracey T. Travis	For	For
1.9	Elect Director Mark Zuckerberg	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Amend Non-Employee Director Compensation Policy	For	Against
	<i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - The company's rationale falls short of the level of specificity necessary for shareholders to assess the reasonableness of the amendment. Further, the company does not provide sufficient details on the potential scope of the associated costs; there is no disclosure of an annual limit or even an estimation on the potential costs of the personal security fees and related tax gross-ups. Further, the proxy does not disclose whether an independent party assessed the need for the unusual director benefit.</i>		
4	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>		
5	Require Independent Board Chair	Against	For
	<i>Blended Rationale: Artemis supports the separation of Chairman and CEO.</i>		
6	Report on Online Child Sexual Exploitation	Against	For
	<i>Blended Rationale: Artemis supports proposals for additional disclosure where this is likely to enhance or protect shareholder value in both the short and long term.</i>		
7	Require Independent Director Nominee with Human and/or Civil Rights Experience	Against	Against
8	Report on Platform Misuse	Against	For
	<i>Blended Rationale: Artemis supports proposals for additional disclosure where this is likely to enhance or protect shareholder value in both the short and long term.</i>		
9	Amend Certificate of Incorporation to Become a Public Benefit Corporation	Against	Against

Illumina, Inc.

Meeting Date: 26/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1A	Elect Director Caroline D. Dorsa	For	For
1B	Elect Director Robert S. Epstein	For	For
1C	Elect Director Scott Gottlieb	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

illumina, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1D	Elect Director Gary S. Guthart	For	For
1E	Elect Director Philip W. Schiller	For	For
1F	Elect Director John W. Thompson	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

Legrand SA

Meeting Date: 26/05/2021

Country: France

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Allocation of Income and Dividends of EUR 1.42 per Share	For	For
4	Approve Compensation Report of Corporate Officers	For	For
5	Approve Compensation of Gilles Schnepf, Chairman of the Board Until 30 June 2020	For	For
6	Approve Compensation of Angeles Garcia-Poveda, Chairman of the Board Since 1 July 2020	For	For
7	Approve Compensation of Benoit Coquart, CEO	For	For
8	Approve Remuneration Policy of Chairman of the Board	For	For
9	Approve Remuneration Policy of CEO	For	For
10	Approve Remuneration Policy of Board Members	For	For
11	Reelect Annalisa Loustau Elia as Director	For	For
12	Elect Jean-Marc Chery as Director	For	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Legrand SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
15	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	For	For
16	Amend Article 12.4 of Bylaws Re: Vote Instructions	For	For
17	Authorize Filing of Required Documents/Other Formalities	For	For

M&G Plc

Meeting Date: 26/05/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Elect Clare Chapman as Director	For	For
4	Elect Fiona Clutterbuck as Director	For	For
5	Re-elect John Foley as Director	For	For
6	Re-elect Clare Bousfield as Director	For	For
7	Re-elect Clive Adamson as Director	For	For
8	Re-elect Clare Thompson as Director	For	For
9	Re-elect Massimo Tosato as Director	For	For
10	Reappoint KPMG LLP as Auditors	For	For
11	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
12	Authorise UK Political Donations and Expenditure	For	For
13	Authorise Issue of Equity	For	For
14	Authorise Issue of Equity in Connection with the Issue of Mandatory Convertible Securities	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

M&G Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Issue of Mandatory Convertible Securities	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

NXP Semiconductors N.V.

Meeting Date: 26/05/2021

Country: Netherlands

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Adopt Financial Statements and Statutory Reports	For	For
2	Approve Discharge of Board Members	For	For
3a	Reelect Kurt Sievers as Executive Director	For	For
3b	Reelect Peter Bonfield as Non-Executive Director	For	Against
<i>Blended Rationale: A vote against is warranted due to concerns over poor corporate governance practices: - Against votes are warranted for compensation committee members Peter Bonfield, Lena Olving, Peter Smitham, and Karl-Henrik Sundstrom due to limited responsiveness to last year's failed say-on-pay vote.</i>			
3c	Elect Annette Clayton as Non-Executive Director	For	For
3d	Elect Anthony Foxx as Non-Executive Director	For	For
3e	Reelect Kenneth A. Goldman as Non-Executive Director	For	For
3f	Reelect Josef Kaeser as Non-Executive Director	For	For
3g	Reelect Lena Olving as Non-Executive Director	For	Against
<i>Blended Rationale: Refer to Item 3b.</i>			
3h	Reelect Peter Smitham as Non-Executive Director	For	Against
<i>Blended Rationale: Refer to Item 3b.</i>			
3i	Reelect Julie Southern as Non-Executive Director	For	For
3j	Reelect Jasmin Staiblin as Non-Executive Director	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

NXP Semiconductors N.V.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3k	Reelect Gregory L. Summe as Non-Executive Director	For	For
3l	Reelect Karl-Henrik Sundström as Non-Executive Director	For	Against
<i>Blended Rationale: Refer to Item 3b.</i>			
4	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	For	For
5	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For
6	Authorize Share Repurchase Program	For	For
7	Approve Cancellation of Ordinary Shares	For	For
8	Approve Remuneration of the Non Executive Members of the Board	For	For
9	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<i>Blended Rationale: A vote AGAINST this proposal is warranted. Although there have been improvements in the structure of pay, following last year's failed say-on-pay vote, the compensation committee did not adequately respond to shareholder concerns. While the company engaged with shareholders, and disclosed certain pay decisions related to those concerns, the committee did not make any significant pay program changes or commitments in response to shareholders' concerns. Given the significant level of opposition to last year's say-on-pay proposal, shareholders would expect concrete actions and/or commitments taken in response to shareholders' expressed concerns and the ultimate say-on-pay vote result.</i>			

PayPal Holdings, Inc.

Meeting Date: 26/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Rodney C. Adkins	For	For
1b	Elect Director Jonathan Christodoro	For	For
1c	Elect Director John J. Donahoe	For	For
1d	Elect Director David W. Dorman	For	For
1e	Elect Director Belinda J. Johnson	For	For
1f	Elect Director Gail J. McGovern	For	For
1g	Elect Director Deborah M. Messemer	For	For
1h	Elect Director David M. Moffett	For	For
1i	Elect Director Ann M. Sarnoff	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

PayPal Holdings, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1j	Elect Director Daniel H. Schulman	For	For
1k	Elect Director Frank D. Yeary	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
4	Provide Right to Act by Written Consent	Against	For
<i>Blended Rationale: Artemis supports proposals that enhance shareholder rights.</i>			
5	Report on Whether Written Policies or Unwritten Norms Reinforce Racism in Company Culture	Against	Against

Sherborne Investors (Guernsey) C Ltd.

Meeting Date: 26/05/2021

Country: Guernsey

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Re-elect Talmay Morgan as Director	For	For
<i>Blended Rationale: A vote FOR is warranted as we do not have any material concerns regarding this nominee.</i>			
4	Re-elect Trevor Ash as Director	For	For
<i>Blended Rationale: A vote FOR is warranted as we do not have any material concerns regarding this nominee.</i>			
5	Re-elect Christopher Legge as Director	For	For
<i>Blended Rationale: A vote FOR is warranted as we do not have any material concerns regarding this nominee.</i>			
6	Re-elect Ian Brindle as Director	For	For
7	Ratify Deloitte LLP as Auditors	For	For
8	Authorise Board to Fix Remuneration of Auditors	For	For
9	Authorise Market Purchase of Ordinary Shares	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Shopify Inc.

Meeting Date: 26/05/2021

Country: Canada

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1A	Elect Director Tobias Luetke	For	For
1B	Elect Director Robert Ashe	For	For
1C	Elect Director Gail Goodman	For	For
1D	Elect Director Colleen Johnston	For	For
1E	Elect Director Jeremy Levine	For	For
1F	Elect Director John Phillips	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
3	Re-approve Stock Option Plan	For	Against
<i>Blended Rationale: A vote against is warranted because payments in the event of change of control are excessive: - The plan provides the board with the discretion to cause acceleration of vesting of time-based awards in the event of a change in control. A vote against is warranted because awards are not subject to performance conditions:- The plan does not appear to issue performance-based equity. - The CEO's compensation package does not include performance-based equity.</i>			
4	Re-approve Long Term Incentive Plan	For	Against
<i>Blended Rationale: A vote against is warranted because payments in the event of change of control are excessive: - The plan provides the board with the discretion to cause acceleration of vesting of time-based awards in the event of a change in control. A vote against is warranted because awards are not subject to performance conditions:- Although the plan provides for the issuance of performance-based equity, no such awards appear to have been issued in the most recent fiscal year.- The CEO's compensation package does not include performance-based equity.</i>			
5	Advisory Vote on Executive Compensation Approach	For	Against
<i>Blended Rationale: A vote against is warranted because payments in the event of change of control are excessive: - The CEO's employment agreement provides for a single-trigger change-in-control severance payment, meaning that change in control payments are not contingent on the termination of the executive and hence will be paid out regardless of subsequent employment. A vote against is warranted because awards are not subject to performance conditions:- The company's equity compensation programs do not include any performance-based equity awards, meaning awards which are issued based on or which vest contingent upon clearly disclosed metrics and goals. Standard time-vesting stock options and restricted share units that are not granted due to or contingent upon pre-set goals are not considered to be performance-based in this context. Also note that: The CEO received a stock option grant of US\$15 million in 2020 with a three-year vesting period, an increase of approximately 50% since 2019 and 275% since 2018. Institutional shareholders generally discourage the exclusive use of time-vested stock options, especially when used as a significant incentive and retention award.</i>			

Skillz, Inc.

Meeting Date: 26/05/2021

Country: USA

Meeting Type: Annual

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Skillz, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Andrew Paradise	For	Abstain
<i>Blended Rationale: An abstention is warranted as there is a lack of diversity on the board.</i>			
1b	Elect Director Casey Chafkin	For	For
1c	Elect Director Christopher S. Gaffney	For	For
1d	Elect Director Harry E. Sloan	For	Against
<i>Blended Rationale: A vote against is warranted due to concerns over the number of directorships held by the nominee:- Harry Sloan serves on more than three public boards while serving as a CEO of an outside company.</i>			
1e	Elect Director Jerry Bruckheimer	For	For
1f	Elect Director Kent Wakeford	For	Against
<i>Blended Rationale: A vote against is warranted due to concerns over poor corporate governance practices:- A vote against compensation committee members Vandana Mehta-Krantz and Kent Wakeford is warranted, in the absence of a say-on-pay proposal. The CEO's pay was very high at \$103.3 million primarily as a result of significant option awards granted prior to or in connection with the business combination. Significant concerns are raised with the size of the awards and the fact that the shares underlying the awards were supervoting shares; the grants to the CEO during fiscal 2020 alone represented more voting power than the voting power held by all Class A shareholders combined.</i>			
1g	Elect Director Vandana Mehta-Krantz	For	Against
<i>Blended Rationale: Refer to Item 1f.</i>			
2	Ratify Ernst & Young LLP as Auditors	For	For

Alliance Data Systems Corporation

Meeting Date: 27/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Ralph J. Andretta	For	For
1.2	Elect Director Roger H. Ballou	For	For
1.3	Elect Director John C. Gerspach, Jr.	For	For
1.4	Elect Director Karin J. Kimbrough	For	For
1.5	Elect Director Rajesh Natarajan	For	For
1.6	Elect Director Timothy J. Theriault	For	For
1.7	Elect Director Laurie A. Tucker	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Alliance Data Systems Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.8	Elect Director Sharen J. Turney	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:- 1 year (2020) for strategic objectives; 2 years (2020-2021) for relative TSR</i>			
3	Ratify Deloitte & Touche LLP as Auditors	For	For

Axon Enterprise, Inc.

Meeting Date: 27/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Richard H. Carmona	For	Withhold
<i>Blended Rationale: A withhold vote is warranted due to concerns over poor corporate governance practices:- Withhold votes are warranted for incumbent director nominees Richard Carmona, Julie Cullivan, and Caitlin Kalinowski for the board's failure to adequately respond to the majority supported board declassification proposal submitted at last year's annual meeting.</i>			
1.2	Elect Director Julie Cullivan	For	Withhold
<i>Blended Rationale: Refer to Item 1.1.</i>			
1.3	Elect Director Caitlin Kalinowski	For	Withhold
<i>Blended Rationale: Refer to Item 1.1.</i>			
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<i>Blended Rationale: A vote against is warranted because the performance conditions have been amended retrospectively:- The company made an adjustment to vesting performance equity with a performance period of FY18-FY20, resulting in additional reported compensation expense of \$2.5 million for CEO Smith. The total modification value for the four affected NEOs was \$5.2 million. The proxy also notes that the modification increased the amount that vested under the metric to 200 percent of target. A vote against is warranted because payments in the event of change of control are excessive:- Single-trigger equity vesting acceleration. Equity award arrangements provide for automatic accelerated vesting upon a change-in-control. Such single-trigger vesting may result in an economic windfall to the executive without an accompanying termination of employment.</i>			
3	Ratify Grant Thornton LLP as Auditors	For	For
4	Approve the Increase in the Maximum Number of Directors from Nine to Eleven	For	For
5	Require a Majority Vote for the Election of Directors	Against	For
<i>Blended Rationale: Artemis supports a simple majority vote standard.</i>			

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Bodycote Plc

Meeting Date: 27/05/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3	Re-elect Anne Quinn as Director	For	For
4	Re-elect Stephen Harris as Director	For	For
5	Re-elect Eva Lindqvist as Director	For	For
6	Re-elect Ian Duncan as Director	For	For
7	Re-elect Dominique Yates as Director	For	For
8	Re-elect Patrick Larmon as Director	For	For
9	Re-elect Lili Chahbazi as Director	For	For
10	Elect Kevin Boyd as Director	For	For
11	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
13	Approve Remuneration Report	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

Curtis Banks Group Plc

Meeting Date: 27/05/2021

Country: United Kingdom

Meeting Type: Annual

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Curtis Banks Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3	Elect Jill Lucas as Director	For	For
4	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
5	Authorise Board to Fix Remuneration of Auditors	For	For
6	Authorise Issue of Equity	For	For
<i>Blended Rationale: A vote FOR is warranted. The company consulted widely on its rationale for the approach to capital raising which took place in July 2020.</i>			
7	Authorise Issue of Equity without Pre-emptive Rights	For	For
<i>Blended Rationale: See item 6.</i>			
8	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
<i>Blended Rationale: See item 6.</i>			
9	Authorise Market Purchase of Ordinary Shares	For	For
<i>Blended Rationale: A vote FOR is warranted as we do not have any concerns regarding the level of disclosure on this item.</i>			

EVERTEC, Inc.

Meeting Date: 27/05/2021

Country: Puerto Rico

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Frank G. D'Angelo	For	For
1b	Elect Director Morgan M. Schuessler, Jr.	For	For
1c	Elect Director Kelly Barrett	For	For
1d	Elect Director Olga Botero	For	For
1e	Elect Director Jorge A. Junquera	For	For
1f	Elect Director Ivan Pagan	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

EVERTEC, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1g	Elect Director Aldo J. Polak	For	For
1h	Elect Director Alan H. Schumacher	For	For
1i	Elect Director Brian J. Smith	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Deloitte & Touche LLP as Auditors	For	For
4	Advisory Vote on Say on Pay Frequency	One Year	One Year

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

Ferrexpo Plc

Meeting Date: 27/05/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Remuneration Policy	For	For
4	Approve Final Dividend	For	For
5	Reappoint MHA MacIntyre Hudson as Auditors	For	For
6	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
7	Elect Ann-Christin Andersen as Director	For	For
8	Re-elect Graeme Dacomb as Director	For	For
9	Re-elect Lucio Genovese as Director	For	Against

Blended Rationale: A vote against is warranted due to concerns over poor corporate governance practices:- He was not considered independent at the time of his appointment as Board Chair, which is contrary to the recommendations of the UK Code. The Company has not presented a compelling rationale supporting his appointment. - Given his long tenure with the Group, he is less likely to bring an objective and dispassionate perspective to the Board. During his brief period of service as Board Chair, he has been unable to initiate meaningful change in the level of disclosures around key governance issues. - The Board appears to have ignored the reputational risks arising from Kostyantyn Zhevago's presence as NED. In addition, the Board continues to advocate strongly for Vitalii Lisovenko as SID despite the extraordinary shareholder dissent on his re-election proposals at the 2020 AGM and subsequent EGM. As the Chair, Lucio Genovese is held accountable for these decisions.

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Ferrexpo Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
10	Re-elect Vitalii Lisovenko as Director	For	Against
<i>Blended Rationale: A vote against is warranted due to concerns over poor corporate governance practices:- As the Senior Independent Director, he has a level of accountability for the Company's corporate governance and communication with shareholders and other stakeholders. - Given the recent appointment of a Board Chair who is not considered independent upon appointment and the presence of Zhevago as a controlling shareholder, the Board would benefit from a demonstrably independent SID to act as an advocate and liaison for minority shareholders. In view of the Company's lack of a cogent response to extraordinary levels of dissent from minority shareholders, particularly in relation to Lisovenko's own re-election to the Board, it does not appear that Vitalii Lisovenko is best suited to perform in this role.</i>			
11	Re-elect Fiona MacAulay as Director	For	For
12	Re-elect Kostyantyn Zhevago as Director	For	Against
<i>Blended Rationale: A vote against is warranted due to concerns over poor corporate governance practices:- Kostyantyn Zhevago has reportedly been indicted by the Ukrainian authorities for alleged money laundering and embezzlement in relation to one his former companies. His presence on the Board exposes the Company to increased reputational risks and scrutiny.</i>			
13	Elect Jim North as Director	For	For
14	Authorise Issue of Equity	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	For	For
16	Authorise Market Purchase of Ordinary Shares	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Ipsos SA

Meeting Date: 27/05/2021

Country: France

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Allocation of Income and Dividends of EUR 0.90 per Share	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	For	For
5	Reelect Anne Marion-Bouchacourt as Director	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Ipsos SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6	Approve Compensation of Didier Truchot, Chairman and CEO	For	Against
	<i>Blended Rationale: A vote against is warranted because the performance conditions have been amended retrospectively:- The adjustment proposed under the 2018 and 2019 LTI plans decided by the board would erase entirely the effects of the Covid-19 crisis on these two years and enable a total acquisition of the performance shares under the 2018 plan. The long-term remuneration under these plans would therefore be in disconnection with the company's performance and shareholders' interests.</i>		
7	Approve Compensation of Pierre Le Manh, Vice-CEO	For	Against
	<i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - The level of disclosure surrounding the bonus performance conditions is limited.A vote against is warranted because the performance conditions have been amended retrospectively:- The adjustment proposed under the 2018 and 2019 LTI plans decided by the board would erase entirely the effects of the Covid-19 crisis on these two years and enable a total acquisition of the performance shares under the 2018 plan. The long-term remuneration under these plans would therefore be in disconnection with the company's performance and shareholders' interests.</i>		
8	Approve Compensation of Laurence Stoclet, Vice-CEO	For	Against
	<i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - The level of disclosure surrounding the bonus performance conditions is limited.A vote against is warranted because the performance conditions have been amended retrospectively:- The adjustment proposed under the 2018 and 2019 LTI plans decided by the board would erase entirely the effects of the Covid-19 crisis on these two years and enable a total acquisition of the performance shares under the 2018 plan. The long-term remuneration under these plans would therefore be in disconnection with the company's performance and shareholders' interests.</i>		
9	Approve Compensation of Henri Wallard, Vice-CEO	For	Against
	<i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - The level of disclosure surrounding the bonus performance conditions is limited.A vote against is warranted because the performance conditions have been amended retrospectively:- The adjustment proposed under the 2018 and 2019 LTI plans decided by the board would erase entirely the effects of the Covid-19 crisis on these two years and enable a total acquisition of the performance shares under the 2018 plan. The long-term remuneration under these plans would therefore be in disconnection with the company's performance and shareholders' interests.</i>		
10	Approve Remuneration Policy for Chairman and CEO	For	For
11	Approve Remuneration Policy for CEO	For	Against
	<i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company:- The company fails to disclose the proposed salary for the new CEO. - The company fails to disclose a LTIP cap and performance conditions attached. This lies way below market practice and fails to avoid an excessive payout as well as an effective alignment of pay with performance.- The precise nature of the performance criteria attached to the bonus is not disclosed.</i>		
12	Approve Remuneration Policy of Didier Truchot, Chairman of the Board	For	For
13	Approve Remuneration Policy for Vice-CEOs	For	Against
	<i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company:- The precise base salaries for 2021 are not disclosed and increase without rationale;- The disclosure surrounding performance conditions attached to the bonus and the LTIP is vague.Also note that the Vice-CEOs are remunerated under working contracts.</i>		
14	Approve Remuneration Policy of Directors	For	For
15	Approve Compensation of Corporate Officers	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Ipsos SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
18	Authorize Filing of Required Documents/Other Formalities	For	For

Nanya Technology Corp.

Meeting Date: 27/05/2021

Country: Taiwan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements	For	For
2	Approve Profit Distribution	For	For
3	Approve Amendments to Articles of Association	For	For
4	Amend Rules and Procedures for Election of Directors	For	For
5	Amend Rules and Procedures Regarding Shareholder's General Meeting	For	For

OneSavings Bank Plc

Meeting Date: 27/05/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Remuneration Policy	For	For
4	Approve Maximum Ratio of Variable to Fixed Remuneration	For	For
5	Approve Final Dividend	For	For
6a	Re-elect John Allatt as Director	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

OneSavings Bank Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6b	Re-elect Noel Harwerth as Director	For	For
6c	Re-elect Sarah Hedger as Director	For	For
6d	Re-elect Rajan Kapoor as Director	For	For
6e	Re-elect Mary McNamara as Director	For	For
6f	Re-elect David Weymouth as Director	For	For
6g	Re-elect Andrew Golding as Director	For	For
6h	Re-elect April Talintyre as Director	For	For
7	Reappoint Deloitte LLP as Auditors	For	For
8	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
9	Authorise UK Political Donations and Expenditure	For	For
10	Authorise Issue of Equity	For	For
11	Authorise Issue of Equity in Relation to the Issue of Regulatory Capital Convertible Instruments	For	For
12	Authorise Issue of Equity without Pre-emptive Rights	For	For
13	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
14	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issue of Regulatory Capital Convertible Instruments	For	For
15	Authorise Market Purchase of Ordinary Shares	For	For
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Palomar Holdings, Inc.

Meeting Date: 27/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Richard H. Taketa	For	Withhold

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Palomar Holdings, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	<i>Blended Rationale: A withhold vote is warranted due to concerns over poor corporate governance practices:- The board failed to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.</i>		
1.2	Elect Director Catriona M. Fallon	For	Withhold
	<i>Blended Rationale: A withhold vote is warranted due to concerns over poor corporate governance practices:- The board failed to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.</i>		
2	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 disclose metrics used in the long-term incentive program. Although this has not resulted in a pay-for-performance misalignment for the year in review, shareholders prefer that the majority of long-term awards are conditioned on the achievement of rigorous performance criteria.</i>		
3	Advisory Vote on Say on Pay Frequency	One Year	One Year
	<i>Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.</i>		
4	Ratify Ernst & Young LLP as Auditors	For	For

Pinterest, Inc.

Meeting Date: 27/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Fredric Reynolds	For	Against
	<i>Blended Rationale: A vote against is warranted due to concerns over poor corporate governance practices:- A vote against incumbent director nominees Fredric Reynolds and Evan Sharp is warranted given the board's failure 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.</i>		
1b	Elect Director Evan Sharp	For	Against
	<i>Blended Rationale: Refer to Item 1a.</i>		
1c	Elect Director Andrea Wishom	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Restore Plc

Meeting Date: 27/05/2021

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
3	Authorise Board to Fix Remuneration of Auditors	For	For
4	Re-elect Charles Bligh as Director	For	For
5	Re-elect Neil Ritchie as Director	For	For
6	Re-elect Martin Towers as Director	For	For
7	Re-elect Sharon Baylay as Director	For	For
8	Re-elect Susan Davy as Director	For	For
9	Re-elect James Hopkins as Director	For	For
10	Authorise Issue of Equity	For	For
11	Authorise Issue of Equity without Pre-emptive Rights	For	For
12	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
13	Authorise Market Purchase of Ordinary Shares	For	For
14	Adopt New Articles of Association	For	For

Blended Rationale: This item was withdrawn by the company.

The Interpublic Group of Companies, Inc.

Meeting Date: 27/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Joceyln Carter-Miller	For	For
1.2	Elect Director Mary J. Steele Guilfoile	For	For
1.3	Elect Director Dawn Hudson	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

The Interpublic Group of Companies, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.4	Elect Director Philippe Krakowsky	For	For
1.5	Elect Director Jonathan F. Miller	For	For
1.6	Elect Director Patrick Q. Moore	For	For
1.7	Elect Director Michael I. Roth	For	For
1.8	Elect Director Linda S. Sanford	For	For
1.9	Elect Director David M. Thomas	For	For
1.10	Elect Director E. Lee Wyatt, Jr.	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For

Blended Rationale: Artemis supports proposals that enhance shareholder rights.

Vectura Group Plc

Meeting Date: 27/05/2021

Country: United Kingdom

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Special Dividend	For	For
2	Approve Share Consolidation	For	For
3	Authorise Market Purchase of Ordinary Shares	For	For

Vectura Group Plc

Meeting Date: 27/05/2021

Country: United Kingdom

Meeting Type: Annual

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

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Vectura Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Remuneration Report	For	For
3	Elect Jeanne Hecht as Director	For	For
4	Elect Jeanne Thoma as Director	For	For
5	Re-elect Dr Per-Olof Andersson as Director	For	For
6	Re-elect Bruno Angelici as Director	For	For
7	Re-elect William Downie as Director	For	For
8	Re-elect Juliet Thompson as Director	For	For
9	Re-elect Paul Fry as Director	For	For
10	Re-elect Dr Kevin Matthews as Director	For	For
11	Reappoint KPMG LLP as Auditors	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
13	Authorise UK Political Donations and Expenditure	For	For
14	Authorise Issue of Equity	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
17	Authorise Market Purchase of Ordinary Shares	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

WESCO International, Inc.

Meeting Date: 27/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director John J. Engel	For	Withhold
<i>Blended Rationale: A vote withhold is warranted as the nominee serves as the Company's CEO and Chairman and there is evidence of a poor approach on executive pay.</i>			
1.2	Elect Director Matthew J. Espe	For	For
1.3	Elect Director Bobby J. Griffin	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

WESCO International, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.4	Elect Director John K. Morgan	For	For
1.5	Elect Director Steven A. Raymund	For	For
1.6	Elect Director James L. Singleton	For	For
1.7	Elect Director Easwaran Sundaram	For	For
1.8	Elect Director Laura K. Thompson	For	For
1.9	Elect Director Lynn M. Utter	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<i>Blended Rationale: A vote against is warranted because payments in the event of change of control are excessive: - Single-trigger equity vesting acceleration. Equity award arrangements provide for automatic accelerated vesting upon a change-in-control. Such single-trigger vesting may result in an economic windfall to the executive without an accompanying termination of employment.</i>			
3	Approve Omnibus Stock Plan	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

Wingstop Inc.

Meeting Date: 27/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Charles R. Morrison	For	For
<i>Blended Rationale: A vote FOR is warranted as we do not have any concerns regarding the election of the nominee.</i>			
1.2	Elect Director Kate S. Lavelle	For	For
<i>Blended Rationale: A vote FOR is warranted as we do not have any concerns regarding the election of the nominee.</i>			
1.3	Elect Director Kilandigalu (Kay) M. Madati	For	For
<i>Blended Rationale: A vote FOR is warranted as we do not have any concerns regarding the election of the nominee.</i>			
2	Ratify KPMG LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
<i>Blended Rationale: A vote FOR is warranted. The company did engage with key shareholders following the vote at the last AGM. Overall compensation appears to reasonable.</i>			

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Chalease Holding Co., Ltd.

Meeting Date: 28/05/2021

Country: Cayman Islands

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	For	For
2	Approve Profit Distribution	For	For
3	Amend Rules and Procedures Regarding Shareholder's General Meeting	For	For
4	Approve the Issuance of New Shares by Capitalization of Profit	For	For

China Longyuan Power Group Corporation Limited

Meeting Date: 28/05/2021

Country: China

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	For	For
2	Approve Report of the Supervisory Board	For	For
3	Approve Independent Auditor's Report and Audited Financial Statements	For	For
4	Approve Final Financial Accounts Report	For	For
5	Approve Profit Distribution Plan	For	For
6	Approve Financial Budget Plan	For	Against
<i>Blended Rationale: The company has not provided information on this proposal:- The board disclosed that the financial budget plan is prepared with reference to the company's historical results, development targets for the year 2021 and value maximization principle. Nonetheless, as of the date of analysis, pertinent details of the proposed financial budget plan have not been disclosed.</i>			
7	Elect Tang Jian as Director	For	For
8	Approve Remuneration of Directors and Supervisors	For	For
9	Approve Ernst & Young as International Auditor and Authorize the Audit Committee of the Board to Fix Their Remuneration	For	For
10	Approve Application for Registration and Issuance of Debt Financing Instruments of Non-Financial Enterprises in the PRC	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

China Longyuan Power Group Corporation Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
11	Approve General Mandate to Apply for Registration and Issuance of Debt Financing Instruments Overseas	For	For
12	Approve General Mandate to Carry Out Financial Derivative Business	For	For
13	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	Against

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

China Resources Pharmaceutical Group Limited

Meeting Date: 28/05/2021

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
3.1	Elect Wang Chuncheng as Director	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee serves as the Company's CEO and Chairman and no suitable explanation has been given. A lead/senior independent director should also be appointed.</i>			
3.2	Elect Yu Zhongliang as Director	For	For
3.3	Elect Hou Bo as Director	For	For
3.4	Elect Qing Mei Ping Cuo as Director	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is a non-independent NED and serves on the Audit Committee, which is not fully independent.</i>			
3.5	Elect Fu Tingmei as Director	For	For
3.6	Elect Zhang Kejian as Director	For	For
3.7	Authorize Board to Fix Remuneration of Directors	For	For
4	Approve Ernst & Young as Auditor and Authorize Board to Fix Their Remuneration	For	For
5	Authorize Repurchase of Issued Share Capital	For	For
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	Against

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

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

China Resources Pharmaceutical Group Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
7	Authorize Reissuance of Repurchased Shares	For	Against
<i>Blended Rationale: A vote against this resolution is warranted for the following:- The aggregate share issuance limit is greater than 10 percent of the relevant class of shares.- The company has not specified the discount limit.</i>			

DocuSign, Inc.

Meeting Date: 28/05/2021
Country: USA
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Enrique Salem	For	Withhold
<i>Blended Rationale: A withhold vote is warranted due to concerns over poor corporate governance practices:- The board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i>			
1.2	Elect Director Peter Solvik	For	Withhold
<i>Blended Rationale: Refer to Item 1.1.</i>			
1.3	Elect Director Inhi Cho Suh	For	Withhold
<i>Blended Rationale: Refer to Item 1.1.</i>			
1.4	Elect Director Mary Agnes "Maggie" Wilderotter	For	Withhold
<i>Blended Rationale: Refer to Item 1.1.</i>			
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

Ebiquity Plc

Meeting Date: 28/05/2021
Country: United Kingdom
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Elect Nick Waters as Director	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Ebiquity Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Re-elect Tom Alexander as Director	For	For
4	Re-elect Julie Baddeley as Director	For	For
5	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
6	Authorise Board to Fix Remuneration of Auditors	For	For
7	Authorise Issue of Equity	For	For
8	Authorise Issue of Equity without Pre-emptive Rights	For	For
9	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
10	Authorise Market Purchase of Ordinary Shares	For	For
11	Adopt New Articles of Association	For	For

ENAV SpA

Meeting Date: 28/05/2021

Country: Italy

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Allocation of Income	For	For
3	Approve Remuneration Policy	For	For
4	Approve Second Section of the Remuneration Report	For	Against
<i>Blended Rationale: A vote against is warranted because the performance conditions have been amended retrospectively:- The company has made inappropriate COVID-related adjustments to its existing incentive schemes. The company's results were significantly impacted by the Covid-19 pandemic, and the board decided to adjust quantitate targets based on budget revisions. Among other things, the changes, which regarded the 2020 annual bonus as well as the existing long-term incentive plans, have led to the full vesting of the EBIT- and FCF-related awards under the 2018-2020 cycle of the 2017-2019 performance share plan. The remaining portion of the awards - representing 40 percent of the total and correlated to relative TSR - partially vested despite below median performance.A vote against is warranted due to a lack of disclosure provided by the company:- The company provides poor ex-post information on its long-term incentive plans.</i>			
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	None	Against

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

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Guangzhou R&F Properties Co., Ltd.

Meeting Date: 28/05/2021

Country: China

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve 2020 Report of the Board of Directors	For	For
2	Approve 2020 Report of the Supervisory Committee	For	For
3	Approve 2020 Audited Financial Statements and Statutory Reports	For	For
4	Approve Final Dividend	For	For
5	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	For	For
6	Authorize Board to Decide on Matters Relating to the Payment of Interim Dividend for the Six Months Ended June 30, 2021	For	For
7a	Elect Li Sze Lim as Director and Authorize Board to Fix Her Remuneration	For	For
7b	Elect Zhang Li as Director and Authorize Board to Fix His Remuneration	For	For
7c	Elect Ng Yau Wah, Daniel as Director and Authorize Board to Fix His Remuneration	For	For
8	Authorize Legal Representative(s) or Authorized Person(s) and Its Subsidiaries to Sign Composite Credit Facilities or Loan Related Agreements and Documents	For	For
9	Approve Extension of Guarantees by the Company on Behalf of Subsidiaries, Associates, Joint Ventures and Other Investee Companies	For	Against
<i>Blended Rationale: A vote AGAINST these resolutions is warranted as the company could take in a disproportionate amount of risk relative to its ownership stake without compelling justification.</i>			
10	Approve Extension of Guarantees on Behalf of Subsidiaries, Associates and Joint Ventures in 2020	For	Against
<i>Blended Rationale: See item 9.</i>			
11	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	Against
<i>Blended Rationale: A vote AGAINST this resolution is warranted for the following:- The share issuance limit is greater than 10 percent of the relevant class of shares.- The company has not specified the discount limit.</i>			
12	Approve Issuance of Direct Debt Financing Products and Asset Securitization Products in 2021	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Guangzhou R&F Properties Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
13	Authorize Board or Its Authorized Person(s) to Handle All Matters in Relation to the Issuance of Direct Debt Financing Products and Asset Securitization Products in 2021	For	For
14	Approve Increase in Registered Capital and the Proposed Amendments to the Articles of Association	For	For

Lowe's Companies, Inc.

Meeting Date: 28/05/2021

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Raul Alvarez	For	For
1.2	Elect Director David H. Batchelder	For	For
1.3	Elect Director Angela F. Braly	For	For
1.4	Elect Director Sandra B. Cochran	For	For
1.5	Elect Director Laurie Z. Douglas	For	For
1.6	Elect Director Richard W. Dreiling	For	For
1.7	Elect Director Marvin R. Ellison	For	For
1.8	Elect Director Daniel J. Heinrich	For	For
1.9	Elect Director Brian C. Rogers	For	For
1.10	Elect Director Bertram L. Scott	For	For
1.11	Elect Director Mary Beth West	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Deloitte & Touche LLP as Auditor	For	For
4	Amend Proxy Access Right	Against	For

Blended Rationale: Artemis supports proposals that enhance shareholder rights.

LVMH Moët Hennessy Louis Vuitton SE

Meeting Date: 28/05/2021

Country: France

Meeting Type: Extraordinary Shareholders

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For

Poste Italiane SpA

Meeting Date: 28/05/2021 **Country:** Italy
Meeting Type: Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Allocation of Income	For	For
3	Approve Remuneration Policy	For	For
4	Approve Second Section of the Remuneration Report	For	For
5	Approve Equity-Based Incentive Plans	For	For
6	Approve Fixed-Variable Compensation Ratio for BancoPosta's Ring-Fenced Capital's Material Risk Takers	For	For
1	Approve Changes to BancoPosta's Ring-Fenced Capital and Consequent Change in Regulations	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	None	Against

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

Total SE

Meeting Date: 28/05/2021 **Country:** France
Meeting Type: Annual/Special

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

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Total SE

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Allocation of Income and Dividends of EUR 2.64 per Share	For	For
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For
6	Reelect Patrick Pouyanne as Director	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee serves as the Company's CEO and Chairman and no suitable explanation has been given.</i>			
7	Reelect Anne-Marie Idrac as Director	For	For
8	Elect Jacques Aschenbroich as Director	For	For
9	Elect Glenn Hubbard as Director	For	For
10	Approve Compensation Report of Corporate Officers	For	For
11	Approve Remuneration Policy of Directors	For	For
12	Approve Compensation of Patrick Pouyanne, Chairman and CEO	For	For
13	Approve Remuneration Policy of Chairman and CEO	For	For
15	Change Company Name to TotalEnergies SE and Amend Article 2 of Bylaws Accordingly	For	For
16	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	For	For
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For

Xinyi Glass Holdings Ltd.

Meeting Date: 28/05/2021

Country: Cayman Islands

Meeting Type: Annual

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

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Xinyi Glass Holdings Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3A1	Elect Tung Ching Bor as Director	For	For
3A2	Elect Sze Nang Sze as Director	For	For
3A3	Elect Ng Ngan Ho as Director	For	For
3A4	Elect Wong Ying Wai as Director	For	For
3A5	Elect Tran Chuen Wah, John as Director	For	For
3B	Authorize Board to Fix Remuneration of Directors	For	For
4	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	For	For
5A	Authorize Repurchase of Issued Share Capital	For	For
5B	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	Against
<i>Blended Rationale: A vote AGAINST these resolutions is warranted for the following:- The aggregate share issuance limit is greater than 10 percent of the relevant class of shares.- The company has not specified the discount limit.</i>			
5C	Authorize Reissuance of Repurchased Shares	For	Against
<i>Blended Rationale: A vote AGAINST these resolutions is warranted for the following:- The aggregate share issuance limit is greater than 10 percent of the relevant class of shares.- The company has not specified the discount limit.</i>			

Zijin Mining Group Co., Ltd.

Meeting Date: 28/05/2021

Country: China

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Amend Articles of Association	For	For
2	Approve Issuance of Debt Financing Instruments	For	For
3	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for A Shares and/or H Shares	For	Against
<i>Blended Rationale: A vote AGAINST this resolution is warranted for the following:- The share issuance limit is greater than 10 percent of the relevant class of shares.- The company has not specified the discount limit.</i>			
4	Approve Arrangement of Guarantees to Company's Subsidiaries, Associates and Other Party	For	Against
<i>Blended Rationale: A vote AGAINST this resolution is warranted since the company will be taking a disproportionate amount of risk relative to its ownership stake in Serbia Zijin Copper Doo Bor, without compelling justification.</i>			

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Zijin Mining Group Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5	Approve Report of the Board of Directors	For	For
6	Approve Report of the Independent Directors	For	For
7	Approve Report of the Supervisory Committee	For	For
8	Approve Financial Report	For	For
9	Approve Annual Report and Its Summary Report	For	For
10	Approve Profit Distribution Proposal	For	For
11	Approve Remuneration of Executive Directors and Chairman of Supervisory Committee	For	For
12	Approve Ernst & Young Hua Ming LLP as Auditor and Authorize Chairman of the Board, President and Financial Controller to Fix Their Remuneration	For	For
13	Approve Purchase of Liability Insurance for Directors, Supervisors and Senior Management	For	For

ChipMOS Technologies, Inc.

Meeting Date: 31/05/2021

Country: Taiwan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements	For	For
2	Approve Profit Distribution	For	For
3	Approve Amendments to Articles of Association	For	For
4	Amend Rules and Procedures Regarding Shareholder's General Meeting	For	For
5	Amend Rules and Procedures for Election of Directors and Independent Director	For	For
6.1	Elect Shih-Jye Cheng, with Shareholder No. 00000001, as Non-Independent Director	For	For
6.2	Elect Kun-Yi Chien, a Representative of Siliconware Precision Industries Co., Ltd, with Shareholder No. 00000602, as Non-Independent Director	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

ChipMOS Technologies, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6.3	Elect Bright Yeh, a Representative of Siliconware Precision Industries Co., Ltd, with Shareholder No. 00000602, as Non-Independent Director	For	For
6.4	Elect Silvia Su, with Shareholder No. 00005089, as Non-Independent Director	For	For
6.5	Elect Chin-Shyh Ou, with Shareholder No. M120853XXX, as Independent Director	For	For
6.6	Elect Kuei-Ann Wen, with Shareholder No. J220092XXX, as Independent Director	For	For
6.7	Elect Hui-Fen Chan, with Shareholder No. J220207XXX, as Independent Director	For	For
6.8	Elect Yeong-Her Wang, with Shareholder No. R103155XXX, as Independent Director	For	For
6.9	Elect Hong-Tzer Yang, with Shareholder No. R122158XXX, as Independent Director	For	For
7	Approve Release of Restrictions of Competitive Activities of Directors	For	For

Nobina AB

Meeting Date: 31/05/2021

Country: Sweden

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Elect Chairman of Meeting	For	For
3	Designate Inspector(s) of Minutes of Meeting	For	For
4	Prepare and Approve List of Shareholders	For	For
5	Approve Agenda of Meeting	For	For
6	Acknowledge Proper Convening of Meeting	For	For
8	Accept Financial Statements and Statutory Reports	For	For
9	Approve Allocation of Income and Dividends of SEK 3.77 Per Share	For	For
10a	Approve Discharge of Board Chairman Johan Bygge	For	For
10b	Approve Discharge of Board Member John Allkins	For	For

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Nobina AB

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
10c	Approve Discharge of Board Member Liselott Kilaas	For	For
10d	Approve Discharge of Board Member Graham Oldroyd	For	For
10e	Approve Discharge of Board Member Bertil Persson	For	For
10f	Approve Discharge of Former Board Chairman Jan Sjoquist	For	For
10g	Approve Discharge of Former Board Member Monica Lingegard	For	For
10h	Approve Discharge of President Magnus Rosen	For	For
10i	Approve Discharge of Former Vice President Jan Bosaeus	For	For
11	Approve Remuneration Report	For	For
12	Determine Number of Members (5) and Deputy Members of Board; Determine Number of Auditors (1) and Deputy Auditors	For	For
13	Approve Remuneration of Directors in the Aggregate Amount of SEK 3.05; Approve Remuneration of Auditors	For	For
14a	Reelect Graham Oldroyd as Director	For	For
14b	Reelect Liselott Kilaas as Director	For	Abstain
<i>Blended Rationale: An abstention is warranted. Although the nominee has a number of director roles at other companies, the companies are relatively small in size and therefore time commitments should not be unduly demanding.</i>			
14c	Reelect Bertil Persson as Director	For	For
14d	Reelect Johan Bygge as Director	For	For
14e	Elect Malin Frenning as New Director	For	For
15	Elect Johan Bygge as Board Chairman	For	For
16	Ratify PricewaterhouseCoopers as Auditors	For	For
17	Approve Procedures for Nominating Committee	For	For
18a	Approve Performance Share Matching Plan for Key Employees	For	For
18b	Approve Equity Plan Financing Through Repurchase and Transfer of Shares	For	For
18c	Approve Equity Plan Financing Through Transfer of Shares	For	For
18d	Approve Alternative Equity Plan Financing	For	Against

Blended Rationale: A vote AGAINST this item is warranted, as it would entail unnecessary additional costs relative to Items 18b and 18c, while lowering the majority requirement compared to the primary financing alternative.

Vote Summary Report

Reporting Period: 01/05/2021 to 31/05/2021

Nobina AB

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
19	Approve Issuance of up to 8.8 Million Shares without Preemptive Rights	For	For
20	Amend Articles Re: Participation at General Meeting	For	For

Source: Artemis, Institutional Shareholder Services (ISS)

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