

# Voting May 2022

REPORTING PERIOD: 01/05/2022 to 31/05/2022

## Voting Statistics

	Total	Percent
Votable Meetings	264	
Meetings Voted	253	95.83%
Meetings with One or More Votes Against Management	110	41.67%
Votable Ballots	1073	
Ballots Voted	1051	97.95%

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

	Management Proposals		Shareholder Proposals		All Proposals	
	Total	Percent	Total	Percent	Total	Percent
Votable Proposals	3765		150		3915	
Proposals Voted	3518	93.44%	119	79.33%	3637	92.90%
FOR Votes	3329	88.42%	75	50.00%	3404	86.95%
AGAINST Votes	153	4.06%	49	32.67%	202	5.16%
ABSTAIN Votes	14	0.37%	0	0.00%	14	0.36%
WITHHOLD Votes	23	0.61%	0	0.00%	23	0.59%
Votes WITH Management	3345	88.84%	57	38.00%	3402	86.90%
Votes AGAINST Management	183	4.86%	67	44.67%	250	6.39%

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

## Goosehead Insurance, Inc.

**Meeting Date:** 02/05/2022

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Mark Miller	For	For
1.2	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	For

*Blended Rationale: A vote FOR is warranted for this proposal as pay and performance are reasonably aligned at this time. Although the company did not disclose any pre-set metrics and goals for the CEO's bonus and equity awards, this has not resulted in a pay-for-performance misalignment for the year in review.*

## Planet Fitness, Inc.

**Meeting Date:** 02/05/2022

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Craig Benson	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 Cammie Dunaway	For	Withhold
	<i>Blended Rationale: Refer to Item 1.1.</i>		
1.3	Elec Director Christopher Tanco	For	Withhold
	<i>Blended Rationale: Refer to Item 1.1.</i>		
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 awards are not subject to performance conditions: - LTI granted entirely as time-vesting equity vehicles. Unlike in prior years, due to the impact of the COVID-19 pandemic and mandated store closures, resulting in short-term business uncertainty, the committee reverted to entirely time-based RSUs and time-vesting options for FY21. Both grants vest ratably over four years. Based on ISS valuations, the CEO's 2021 annual option grant was valued at \$2.3 million and annual RSU grant was valued at \$1.7 million. The committee discloses that it plans to reintroduce performance-contingent equity in FY22. -Supplemental time-vesting equity awards granted to all NEOs. The performance share unit ("PSU") awards granted to NEOs in 2019 and 2020 had a three-year performance period tied to certain adjusted EBITDA and same store sales goals. Due to the temporary closure of each of the company's stores for a period of time in 2020, the same store sales for 2020 could not be determined. The impact of the COVID-19 pandemic, among other uncertainties, also resulted in the committee believing that the adjusted EBITDA goals for 2019 and 2020 could not be achieved and would be forfeited. Given the potential loss of two years of PSU awards, the committee believed this would have negatively "impacted the motivation, morale and retention of key employees." To mitigate this consequence, the committee approved supplemental grants that were awarded in 2021 to each recipient of the 2019 &amp; 2020 PSU awards (which were subsequently cancelled). The supplemental equity awards are entirely time-vesting, split evenly between options and RSUs. Per ISS valuations, the CEO's supplemental options were valued at \$2 million while his supplemental RSUs valued at \$1 million. The number of supplemental RSUs granted were determined on a one-for-one basis at a quantity equal to 50 percent of target shares for the 2019 and 2020 PSU awards, while the options were granted at a ratio of options to 50 percent of PSUs granted at target.</i>		

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Craig Benson	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 Cammie Dunaway	For	Withhold
	<i>Blended Rationale: Refer to Item 1.1.</i>		
1.3	Elec Director Christopher Tanco	For	Withhold
	<i>Blended Rationale: Refer to Item 1.1.</i>		
2	Ratify KPMG LLP as Auditors	For	For

## Planet Fitness, Inc.

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

*Blended Rationale: A vote FOR is warranted as executive compensation, instead of FY2021 annual bonus being based on one set of performance targets, is not a concern. FY21 LTIP is all time-based, but the company has committed to reverting to an element of performance based in 2022. Historically the company has had high levels of shareholder support for compensation.*

## Ally Financial Inc.

**Meeting Date:** 03/05/2022

**Country:** USA

**Meeting Type:** Annual

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 Maureen A. Breakiron-Evans	For	For
1d	Elect Director William H. Cary	For	For
1e	Elect Director Mayree C. Clark	For	For
1f	Elect Director Kim S. Fennebresque	For	For
1g	Elect Director Melissa Goldman	For	For
1h	Elect Director Marjorie Magner	For	For
1i	Elect Director David Reilly	For	For
1j	Elect Director Brian H. Sharples	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	Ratify Deloitte & Touche LLP as Auditors	For	For

## American Express Company

**Meeting Date:** 03/05/2022

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Thomas J. Baltimore	For	For
1b	Elect Director Charlene Barshefsky	For	For
1c	Elect Director John J. Brennan	For	For

## American Express Company

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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 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	Require Independent Board Chair	Against	For

*Blended Rationale: Artemis supports the separation of Chair and CEO.*

## Bristol-Myers Squibb Company

**Meeting Date:** 03/05/2022

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1A	Elect Director Peter J. Arduini	For	For
1B	Elect Director Giovanni Caforio	For	For
1C	Elect Director Julia A. Haller	For	For
1D	Elect Director Manuel Hidalgo Medina	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

## Bristol-Myers Squibb Company

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Ratify Deloitte & Touche LLP as Auditors	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	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>			

## OmnicomGroup Inc.

**Meeting Date:** 03/05/2022

**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 Mark D. Gerstein	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 Patricia Salas Pineda	For	For
1.9	Elect Director Linda Johnson Rice	For	For
1.10	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	Report on Political Contributions and Expenditures	Against	Against

## Plus500 Ltd.

**Meeting Date:** 03/05/2022

**Country:** Israel

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Re-elect David Zruia as Director	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Re-elect Elad Even-Chen as Director	For	For
3	Re-elect Steve Baldwin as Director	For	For
4	Re-elect Sigalia Heifetz as Director	For	For
5	Elect Varda Liberman as Director	For	For
6	Re-elect Jacob Frenkel as Director	For	For
7	Reappoint Kesselman & Kesselman as Auditors	For	For
8	Authorise Board to Fix Remuneration of Auditors	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	Approve Fees Payable to Anne Grim	For	For
13	Approve Fees Payable to Tami Gottlieb	For	For
14	Approve Fees Payable to Daniel King	For	For
15	Approve Fees Payable to Steve Baldwin	For	For
16	Approve Fees Payable to Sigalia Heifetz	For	For
17	Approve Fees Payable to Varda Liberman	For	For
18	Approve Fees Payable to Jacob Frenkel	For	For
19	Approve Additional Allotment of Shares to Jacob Frenkel	For	For
20	Approve Remuneration Report	For	Against

*Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company:- As in the previous year, there is scope for more robust disclosures around the target-setting methodology, and on the qualitative measures attached to the variable incentives.*

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 Steve Baldwin as Director	For	For
4	Re-elect Sigalia Heifetz as Director	For	For
5	Elect Varda Liberman as Director	For	For
6	Re-elect Jacob Frenkel as Director	For	For
7	Reappoint Kesselman & Kesselman as Auditors	For	For

## Plus500 Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
8	Authorise Board to Fix Remuneration of Auditors	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	Approve Fees Payable to Anne Grim	For	For
13	Approve Fees Payable to Tami Gottlieb	For	For
14	Approve Fees Payable to Daniel King	For	For
15	Approve Fees Payable to Steve Baldwin	For	For
16	Approve Fees Payable to Sigalia Heifetz	For	For
17	Approve Fees Payable to Varda Liberman	For	For
18	Approve Fees Payable to Jacob Frenkel	For	For
19	Approve Additional Allotment of Shares to Jacob Frenkel	For	For
20	Approve Remuneration Report	For	For

*Blended Rationale: A vote FOR is warranted as this vote relates to the 2021 remuneration which is reasonable in light of performance. Similarly, disclosure of targets are clear, albeit on a retrospective basis.*

## Pool Corporation

**Meeting Date:** 03/05/2022

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Peter D. Arvan	For	For
1b	Elect Director Martha 'Marty' S. Gervasi	For	For
1c	Elect Director Timothy M. Graven	For	For
1d	Elect Director Debra S. Oler	For	For
1e	Elect Director Manuel J. Perez de la Mesa	For	For
1f	Elect Director Harlan F. Seymour	For	For
1g	Elect Director Robert C. Sledd	For	For
1h	Elect Director John E. Stokely	For	For
1i	Elect Director David G. Whalen	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For



# Pool Corporation

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

# Sanofi

**Meeting Date:** 03/05/2022

**Country:** France

**Meeting Type:** Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Allocation of Income and Dividends of EUR 3.33 per Share	For	For
4	Reelect Paul Hudson as Director	For	For
5	Reelect Christophe Babule as Director	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is a non-independent NED and serves on the Audit Committee, which is not fully independent.</i>			
6	Reelect Patrick Kron as Director	For	For
7	Reelect Gilles Schnepp as Director	For	For
8	Elect Carole Ferrand as Director	For	For
9	Elect Emile Voest as Director	For	For
10	Elect Antoine Yver as Director	For	For
11	Approve Compensation Report of Corporate Officers	For	For
12	Approve Compensation of Serge Weinberg, Chairman of the Board	For	For
13	Approve Compensation of Paul Hudson, CEO	For	For
14	Approve Remuneration Policy of Directors	For	For
15	Approve Remuneration Policy of Chairman of the Board	For	For
16	Approve Remuneration Policy of CEO	For	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
18	Amend Article 25 of Bylaws Re: Dividends	For	For
19	Authorize Filing of Required Documents/Other Formalities	For	For

# Tenaris SA

Meeting Date: 03/05/2022

Country: Luxembourg

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Receive and Approve Board's and Auditor's Reports Re: Consolidated Financial Statements and Statutory Reports	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Financial Statements	For	For
4	Approve Allocation of Income and Dividends	For	For
5	Approve Discharge of Directors	For	For
6	Elect Directors (Bundled)	For	For
7	Approve Remuneration of Directors	For	For
8	Approve Remuneration Report	For	Against
<i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company:- The overall lack of disclosure on the variable incentive plan (i.e. performance metrics, award levels, level of achievement) and does not contribute to an understanding of the pay for performance alignment and gives the impression bonuses are determined discretionarily;- There is no severance policy disclosed;- Absence of board responsiveness to last year's shareholder dissent on the remuneration report.</i>			
9	Approve Auditors and Authorize Board to Fix Their Remuneration	For	For
10	Allow Electronic Distribution of Company Documents to Shareholders	For	For

# Wienerberger AG

Meeting Date: 03/05/2022

Country: Austria

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 0.75 per Share	For	For
3	Approve Discharge of Management Board for Fiscal Year 2021	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For
5	Ratify Deloitte Audit as Auditors for Fiscal Year 2022	For	For
6.1	Approve Increase in Size of Supervisory Board to Nine Members	For	For
6.2	Reelect Peter Steiner as Supervisory Board Member	For	For

# Wienerberger AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6.3	Elect Marc Grynberg as Supervisory Board Member	For	For
6.4	Elect Thomas Birtel as Supervisory Board Member	For	For
7	Approve Remuneration Report	For	For
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For
9	Authorize Reissuance of Repurchased Shares	For	For
10.1	New/Amended Proposals from Management and Supervisory Board	None	Against
<i>Blended Rationale: Details of other business not disclosed.</i>			
10.2	New/Amended Proposals from Shareholders	None	Against
<i>Blended Rationale: Details of other business not disclosed.</i>			

# ArcelorMittal SA

**Meeting Date:** 04/05/2022

**Country:** Luxembourg

**Meeting Type:** Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
I	Approve Consolidated Financial Statements	For	For
II	Approve Financial Statements	For	For
III	Approve Dividends of USD 0.38 Per Share	For	For
IV	Approve Allocation of Income	For	For
V	Approve Remuneration Report	For	For
VI	Approve Remuneration of the Directors, Lead Independent Directors, Members and Chairs of the Audit and Risk Committee, Members and Chairs of the Other Committee, Members and Chairs of the Special Committee and Chief Executive Officer	For	For
VII	Approve Discharge of Directors	For	For
VIII	Reelect Vanisha Mittal Bhatia as Director	For	For
IX	Reelect Karel De Gucht as Director	For	For
X	Approve Share Repurchase	For	For
XI	Appoint Ernst & Young as Auditor	For	For
XII	Approve Grants of Share-Based Incentives	For	For

# ArcelorMittal SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
I	Approve Reduction in Share Capital through Cancellation of Shares and Amend Articles 5.1 and 5.2 of the Articles of Association	For	For

# Barclays Plc

**Meeting Date:** 04/05/2022

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Elect Coimbatore Venkatakrishnan as Director	For	For
4	Elect Robert Berry as Director	For	For
5	Elect Anna Cross as Director	For	For
6	Re-elect Mike Ashley as Director	For	For
7	Re-elect Tim Breedon as Director	For	For
8	Re-elect Mohamed A. El-Erian as Director	For	For
9	Re-elect Dawn Fitzpatrick as Director	For	For
10	Re-elect Mary Francis as Director	For	For
11	Re-elect Crawford Gillies as Director	For	For
12	Re-elect Brian Gilvary as Director	For	For
13	Re-elect Nigel Higgins as Director	For	For
14	Re-elect Diane Schueneman as Director	For	For
15	Re-elect Julia Wilson as Director	For	For
16	Reappoint KPMG LLP as Auditors	For	For
17	Authorise the Board 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 the Issuance of Contingent Equity Conversion Notes.	For	For

## Barclays Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
23	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issuance of Contingent Equity Conversion Notes.	For	For
24	Authorise Market Purchase of Ordinary Shares	For	For
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
26	Approve Barclays' Climate Strategy, Targets and Progress 2022	For	For

## Brunswick Corporation

Meeting Date: 04/05/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Nancy E. Cooper	For	For
1b	Elect Director David C. Everitt	For	For
1c	Elect Director Reginald Fils-Aime	For	For
1d	Elect Director Lauren P. Flaherty	For	For
1e	Elect Director David M. Foulkes	For	For
1f	Elect Director Joseph W. McClanathan	For	For
1g	Elect Director David V. Singer	For	For
1h	Elect Director J. Steven Whisler	For	For
1i	Elect Director Roger J. Wood	For	For
1j	Elect Director MaryAnn Wright	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Deloitte & Touche LLP as Auditors	For	For

## Cognex Corporation

Meeting Date: 04/05/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Anthony Sun	For	For

## Cognex Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.2	Elect Director Robert J. Willett	For	For
1.3	Elect Director Marjorie T. Sennett	For	For
2	Ratify Grant Thornton LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

*Blended Rationale: A vote FOR is warranted. The performance of the business and the quality of the management team since we have owned the stock, is of a satisfactory level. We aim to schedule a meeting with Cognex IR after earnings in May to make clear going forward that we would prefer rigorous performance criteria for the LTIP and may vote against compensation ratification in future if not.*

## Franco-Nevada Corporation

**Meeting Date:** 04/05/2022

**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
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 to Ratify Named Executive Officer's Compensation	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. Best practices call for pro-rata assessment of performance up to the time of the change-in-control.*

## GlaxoSmithKline Plc

**Meeting Date:** 04/05/2022

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Remuneration Policy	For	For
4	Elect Anne Beal as Director	For	For
5	Elect Harry Dietz as Director	For	For
6	Re-elect Sir Jonathan Symonds as Director	For	For
7	Re-elect Dame Emma Walmsley as Director	For	For
8	Re-elect Charles Bancroft as Director	For	For
9	Re-elect Vindi Banga as Director	For	For
10	Re-elect Hal Barron as Director	For	For
11	Re-elect Dame Vivienne Cox as Director	For	For
12	Re-elect Lynn Elsenhans as Director	For	For
13	Re-elect Laurie Glimcher as Director	For	For
14	Re-elect Jesse Goodman as Director	For	For
15	Re-elect Iain Mackay as Director	For	For
16	Re-elect Urs Rohner as Director	For	For
17	Reappoint Deloitte LLP as Auditors	For	For
18	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	For	For
19	Authorise UK Political Donations and Expenditure	For	For
20	Authorise Issue of Equity	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
23	Authorise Market Purchase of Ordinary Shares	For	For
24	Approve the Exemption from Statement of the Name of the Senior Statutory Auditor in Published Copies of the Auditors' Reports	For	For
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
26	Approve Share Save Plan	For	For
27	Approve Share Reward Plan	For	For
28	Adopt New Articles of Association	For	For

## Johnson Service Group Plc

**Meeting Date:** 04/05/2022

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Re-elect 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	Reappoint 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
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

## Just Eat Takeaway.com NV

**Meeting Date:** 04/05/2022

**Country:** Netherlands

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2b	Approve Remuneration Report	For	For
2c	Adopt Financial Statements and Statutory Reports	For	For
3	Amend Remuneration Policy for Management Board	For	For
<i>Blended Rationale: A vote FOR is warranted. The automatic accelerated vesting of awards given a change of control is not relevant given the current structure of variable pay. Overall the proposed changes to executive remuneration are reasonable.</i>			
4a	Approve Discharge of Management Board	For	Abstain

*Blended Rationale: An abstention is warranted due to concerns over whether governance has evolved with the growth of the company.*



# Just Eat Takeaway.com NV

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4b	Approve Discharge of Supervisory Board	For	Abstain
<i>Blended Rationale: An abstention is warranted due to concerns over whether governance has evolved with the growth of the company.</i>			
5a	Reelect Jitse Groen to Management Board	For	For
5b	Reelect Brent Wissink to Management Board	For	Abstain
<i>Blended Rationale: An abstention is warranted for the re-election of Brent Wissink given the poor performance over the last two years and due to concerns over whether governance has evolved with the growth of the company.</i>			
5c	Reelect Jorg Gerbig to Management Board	For	For
6a	Reelect Adriaan Nuhn to Supervisory Board	For	Abstain
<i>Blended Rationale: An abstention is warranted for the re-election of Adriaan Nuhn given the poor performance over the last two years and due to concerns over whether governance has evolved with the growth of the company.</i>			
6b	Reelect Corinne Vigreux to Supervisory Board	For	Abstain
<i>Blended Rationale: An abstention is warranted for the re-election of Corinne Vigreux given the poor performance over the last two years and due to concerns over whether governance has evolved with the growth of the company.</i>			
6c	Reelect David Fisher to Supervisory Board	For	For
6d	Reelect Lloyd Frink to Supervisory Board	For	For
6e	Reelect Jambu Palaniappan to Supervisory Board	For	Abstain
<i>Blended Rationale: An abstention is warranted for the re-election of Jambu Palaniappan given the poor performance over the last two years and due to concerns over whether governance has evolved with the growth of the company.</i>			
6f	Reelect Ron Teerlink to Supervisory Board	For	Abstain
<i>Blended Rationale: An abstention is warranted for the re-election of Ron Teerlink given the poor performance over the last two years and due to concerns over whether governance has evolved with the growth of the company.</i>			
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

## Ovintiv Inc.

**Meeting Date:** 04/05/2022

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Peter A. Dea	For	For
1b	Elect Director Meg A. Gentle	For	For
1c	Elect Director Howard J. Mayson	For	For
1d	Elect Director Brendan M. McCracken	For	For
1e	Elect Director Lee A. McIntire	For	For

## Ovintiv Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1f	Elect Director Katherine L. Minyard	For	For
1g	Elect Director Steven W. Nance	For	For
1h	Elect Director Suzanne P. Nimocks	For	For
1i	Elect Director George L. Pita	For	For
1j	Elect Director Thomas G. Ricks	For	For
1k	Elect Director Brian G. Shaw	For	For
1l	Elect Director Bruce G. Waterman	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

## Prologis, Inc.

Meeting Date: 04/05/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Hamid R. Moghadam	For	For
1b	Elect Director Cristina G. Bitá	For	For
1c	Elect Director George L. Fotiadés	For	For
1d	Elect Director Lydia H. Kennard	For	For
1e	Elect Director Irving F. Lyons, III	For	For
1f	Elect Director Avid Modjtábái	For	For
1g	Elect Director David P. O'Connor	For	For
1h	Elect Director Olivier Piani	For	For
1i	Elect Director Jeffrey L. Skelton	For	For
1j	Elect Director Carl B. Webb	For	For
1k	Elect Director William D. Zollars	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify KPMG LLP as Auditors	For	For

## S&P Global Inc.

Meeting Date: 04/05/2022

Country: USA

Meeting Type: Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1.1	Elect Director Marco Alvera	For	For
1.2	Elect Director Jacques Esculier	For	For
1.3	Elect Director Gay Huey Evans	For	For
1.4	Elect Director William D. Green	For	For
1.5	Elect Director Stephanie C. Hill	For	For
1.6	Elect Director Rebecca Jacoby	For	For
1.7	Elect Director Robert P. Kelly	For	For
1.8	Elect Director Ian Paul Livingston	For	For
1.9	Elect Director Deborah D. McWhinney	For	For
1.10	Elect Director Maria R. Morris	For	For
1.11	Elect Director Douglas L. Peterson	For	For
1.12	Elect Director Edward B. Rust, Jr.	For	For
1.13	Elect Director Richard E. Thornburgh	For	For
1.14	Elect Director Gregory Washington	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Ernst & Young LLP as Auditors	For	For

## Standard Chartered Plc

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**Meeting Date:** 04/05/2022

**Country:** United Kingdom

**Meeting Type:** Annual

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<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
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 Shirish Apte as Director	For	For
6	Elect Robin Lawther as Director	For	For
7	Re-elect David Conner as Director	For	For
8	Re-elect Byron Grote as Director	For	For
9	Re-elect Andy Halford as Director	For	For

# Standard Chartered Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
10	Re-elect Christine Hodgson as Director	For	For
11	Re-elect Gay Huey Evans as Director	For	For
12	Re-elect Maria Ramos as Director	For	For
13	Re-elect Phil Rivett as Director	For	For
14	Re-elect David Tang as Director	For	For
15	Re-elect Carlson Tong as Director	For	For
16	Re-elect Jose Vinals as Director	For	For
17	Re-elect Jasmine Whitbread as Director	For	For
18	Re-elect Bill Winters as Director	For	For
19	Reappoint Ernst & Young LLP as Auditors	For	For
20	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
21	Authorise UK Political Donations and Expenditure	For	For
22	Authorise Issue of Equity	For	For
23	Extend the Authority to Allot Shares by Such Number of Shares Repurchased by the Company under the Authority Granted Pursuant to Resolution 28	For	For
24	Authorise Issue of Equity in Relation to Equity Convertible Additional Tier 1 Securities	For	For
25	Authorise Issue of Equity without Pre-emptive Rights	For	For
26	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
27	Authorise Issue of Equity without Pre-emptive Rights in Relation to Equity Convertible Additional Tier 1 Securities	For	For
28	Authorise Market Purchase of Ordinary Shares	For	For
29	Authorise Market Purchase of Preference Shares	For	For
30	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
31	Approve Net Zero Pathway	For	For
32	Approve Shareholder Requisition Resolution	Against	Against

# Unilever Plc

**Meeting Date:** 04/05/2022

**Country:** United Kingdom

**Meeting Type:** Annual

# Unilever Plc

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<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Re-elect Nils Andersen as Director	For	For
4	Re-elect Judith Hartmann as Director	For	For
5	Re-elect Alan Jope as Director	For	For
6	Re-elect Andrea Jung as Director	For	For
7	Re-elect Susan Kilsby as Director	For	For
8	Re-elect Strive Masiyiwa as Director	For	For
9	Re-elect Youngme Moon as Director	For	For
10	Re-elect Graeme Pitkethly as Director	For	For
11	Re-elect Feike Sijbesma as Director	For	For
12	Elect Adrian Hennah as Director	For	For
13	Elect Ruby Lu as Director	For	For
14	Reappoint KPMG 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

# Archer-Daniels-Midland Company

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**Meeting Date:** 05/05/2022

**Country:** USA

**Meeting Type:** Annual

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<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1a	Elect Director Michael S. Burke	For	For

# Archer-Daniels-Midland Company

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1b	Elect Director Theodore Colbert	For	For
1c	Elect Director Terrell K. Crews	For	For
1d	Elect Director Donald E. Felsing	For	For
1e	Elect Director Suzan F. Harrison	For	For
1f	Elect Director Juan R. Luciano	For	For
1g	Elect Director Patrick J. Moore	For	For
1h	Elect Director Francisco J. Sanchez	For	For
1i	Elect Director Debra A. Sandler	For	For
1j	Elect Director Lei Z. Schlitz	For	For
1k	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
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	Against
5	Report on Pesticide Use in the Company's Supply Chain	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.*

# Arhaus, Inc.

**Meeting Date:** 05/05/2022

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Albert Adams	For	Withhold
<p><i>Blended Rationale: A vote withhold is warranted as the nominee is a non-independent NED and serves on the Remuneration Committee, which is not majority independent. A vote withhold is warranted due to concerns over poor corporate governance practices:- Withhold votes are warranted for Albert Adams, John Kyees and John Roth due to the company's adoption of a dual-class capital structure, supermajority vote requirements to enact certain changes to the governing documents, and a classified board structure, none of which is subject to a time-based sunset.</i></p>			
1.2	Elect Director John Kyees	For	Withhold
<p><i>Blended Rationale: A vote withhold is warranted as the nominee is the Chair of the Audit Committee which is not fully independent. A vote withhold is warranted due to concerns over poor corporate governance practices:- Withhold votes are warranted for Albert Adams, John Kyees and John Roth due to the company's adoption of a dual-class capital structure, supermajority vote requirements to enact certain changes to the governing documents, and a classified board structure, none of which is subject to a time-based sunset.</i></p>			
1.3	Elect Director John M. Roth	For	Withhold
<p><i>Blended Rationale: A vote withhold is warranted due to concerns over poor corporate governance practices:- Withhold votes are warranted for Albert Adams, John Kyees and John Roth due to the company's adoption of a dual-class capital structure, supermajority vote requirements to enact certain changes to the governing documents, and a classified board structure, none of which is subject to a time-based sunset.</i></p>			

## Arhaus, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

## Ascential Plc

Meeting Date: 05/05/2022

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Re-elect Suzanne Baxter as Director	For	For
4	Re-elect Rita Clifton as Director	For	For
5	Re-elect Scott Forbes as Director	For	For
6	Re-elect Mandy Gradden as Director	For	For
7	Re-elect Joanne Harris as Director	For	For
8	Re-elect Paul Harrison as Director	For	For
9	Re-elect Funke Ighodaro as Director	For	For
10	Re-elect Gillian Kent as Director	For	For
11	Re-elect Duncan Painter as Director	For	For
12	Re-elect Charles Song as Director	For	For
13	Re-elect Judy Vezmar as Director	For	For
14	Reappoint KPMG 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

## BAE Systems Plc

**Meeting Date:** 05/05/2022

**Country:** United Kingdom

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Re-elect Nicholas Anderson as Director	For	For
5	Re-elect Thomas Arseneault as Director	For	For
6	Re-elect Sir Roger Carr as Director	For	For
7	Re-elect Dame Elizabeth Corley as Director	For	For
8	Re-elect Bradley Greve as Director	For	For
9	Re-elect Jane Griffiths as Director	For	For
10	Re-elect Christopher Grigg as Director	For	For
11	Re-elect Stephen Pearce as Director	For	For
12	Re-elect Nicole Piasecki as Director	For	For
13	Re-elect Charles Woodburn as Director	For	For
14	Elect Crystal E Ashby as Director	For	For
15	Elect Ewan Kirk as Director	For	For
16	Reappoint Deloitte LLP as Auditors	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
18	Authorise UK Political Donations and Expenditure	For	For
19	Approve Share Incentive Plan	For	For
20	Authorise Issue of Equity	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	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

## C.H. Robinson Worldwide, Inc.

**Meeting Date:** 05/05/2022

**Country:** USA

**Meeting Type:** Annual



## C.H. Robinson Worldwide, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Scott P. Anderson	For	For
1b	Elect Director Robert C. Biesterfeld Jr.	For	For
1c	Elect Director Kermit R. Crawford	For	For
1d	Elect Director Timothy C. Gokey	For	For
1e	Elect Director Mark A. Goodburn	For	For
1f	Elect Director Mary J. Steele Guilfoile	For	For
1g	Elect Director Jodee A. Kozlak	For	For
1h	Elect Director Henry J. Maier	For	For
1i	Elect Director James B. Stake	For	For
1j	Elect Director Paula C. Tolliver	For	For
1k	Elect Director Henry W. "Jay" Winship	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Deloitte & Touche LLP as Auditors	For	For
4	Approve Omnibus Stock Plan	For	For

## Costain Group Plc

**Meeting Date:** 05/05/2022

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	Against
<i>Blended Rationale: A vote AGAINST is warranted as we do not believe the bonus outcome was appropriate given the reported results.</i>			
3	Re-elect Paul Golby as Director	For	For
4	Re-elect Alex Vaughan as Director	For	For
5	Re-elect Helen Willis as Director	For	For
6	Re-elect Bishoy Azmy as Director	For	For
7	Elect Neil Crockett as Director	For	For
8	Re-elect Jacqueline de Rojas as Director	For	For
9	Re-elect Tony Quinlan as Director	For	For
10	Elect Fiona MacAulay as Director	For	For

## Costain Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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	Authorise Issue of Equity	For	For
15	Approve Scrip Dividend Scheme	For	For
16	Approve Sharesave Plan	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	Adopt New Articles of Association	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

## EMIS Group Plc

**Meeting Date:** 05/05/2022

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Elect Denise Collis as Director	For	For
5	Re-elect Patrick De Smedt as Director	For	For
6	Re-elect Andy Thorburn as Director	For	For
7	Re-elect Peter Southby as Director	For	For
8	Re-elect Kevin Boyd as Director	For	For
9	Re-elect Jen Byrne as Director	For	For
10	Re-elect JP Rangaswami as Director	For	For
11	Reappoint KPMG LLP as Auditors	For	For
12	Authorise Board to Fix Remuneration of Auditors	For	For

## EMIS Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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

## Equifax Inc.

**Meeting Date:** 05/05/2022

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Mark W. Begor	For	For
1b	Elect Director Mark L. Feidler	For	For
1c	Elect Director G. Thomas Hough	For	For
1d	Elect Director Robert D. Marcus	For	For
1e	Elect Director Scott A. McGregor	For	For
1f	Elect Director John A. McKinley	For	For
1g	Elect Director Robert W. Selander	For	For
1h	Elect Director Melissa D. Smith	For	For
1i	Elect Director Audrey Boone Tillman	For	For
1j	Elect Director Heather H. Wilson	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Ernst & Young LLP as Auditors	For	For

## Indivior Plc

**Meeting Date:** 05/05/2022

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Re-elect Peter Bains as Director	For	For
4	Re-elect Mark Crossley as Director	For	For
5	Re-elect Graham Hetherington as Director	For	Against
<i>Blended Rationale: A vote against is warranted as there is a lack of diversity on the board.</i>			
6	Re-elect Jerome Lande as Director	For	For
7	Re-elect Joanna Le Couilliar as Director	For	For
8	Re-elect Thomas McLellan as Director	For	For
9	Re-elect Lorna Parker as Director	For	For
10	Re-elect Ryan Preblich as Director	For	For
11	Re-elect Mark Stejbach as Director	For	For
12	Re-elect Juliet Thompson as Director	For	For
13	Re-elect Daniel Phelan as Director	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
16	Authorise UK Political Donations and Expenditure	For	For
17	Authorise Issue of Equity	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
20	Authorise Market Purchase of Ordinary Shares	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Re-elect Peter Bains as Director	For	For

## Indivior Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Re-elect Mark Crossley as Director	For	For
5	Re-elect Graham Hetherington as Director	For	For
<i>Blended Rationale: A vote FOR this director is warranted as no significant concerns have been identified.</i>			
6	Re-elect Jerome Lande as Director	For	For
7	Re-elect Joanna Le Couilliard as Director	For	For
8	Re-elect Thomas McLellan as Director	For	For
9	Re-elect Lorna Parker as Director	For	For
10	Re-elect Ryan Preblich as Director	For	For
11	Re-elect Mark Stejbach as Director	For	For
12	Re-elect Juliet Thompson as Director	For	For
13	Re-elect Daniel Phelan as Director	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
16	Authorise UK Political Donations and Expenditure	For	For
17	Authorise Issue of Equity	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
20	Authorise Market Purchase of Ordinary Shares	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

## Jumbo SA

**Meeting Date:** 05/05/2022

**Country:** Greece

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
3	Ratify Special Dividend Paid in 2021	For	For
4	Ratify Special Dividend Approved by EGM Dated 19.01.2022	For	For

## Jumbo SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5	Fix Number of and Elect Directors (Bundled)	For	Against
<i>Blended Rationale: A vote AGAINST this resolution is warranted because the board does not meet the 50 percent independence guideline applicable to Greece-incorporated, non-controlled companies.</i>			
6	Approve Allocation of Income and Non-Distribution of Dividends	For	For
7	Approve Management of Company and Grant Discharge to Auditors	For	For
8	Approve Remuneration of Board Members	For	For
9	Approve Auditors and Fix Their Remuneration	For	For
10	Advisory Vote on Remuneration Report	For	For
11	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	For	For

## Melrose Industries Plc

**Meeting Date:** 05/05/2022

**Country:** United Kingdom

**Meeting Type:** Annual

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

## Melrose Industries Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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

## Mettler-Toledo International Inc.

Meeting Date: 05/05/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Robert F. Spoerry	For	For
1.2	Elect Director Wah-Hui Chu	For	For
1.3	Elect Director Domitille Doat-Le Bigot	For	For
1.4	Elect Director Olivier A. Filliol	For	For
1.5	Elect Director Elisha W. Finney	For	For
1.6	Elect Director Richard Francis	For	For
1.7	Elect Director Michael A. Kelly	For	For
1.8	Elect Director Thomas P. Salice	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

## Moneysupermarket.com Group Plc

Meeting Date: 05/05/2022

Country: United Kingdom

Meeting Type: Annual

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

## Moneysupermarket.com Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Re-elect Robin Freestone as Director	For	For
5	Re-elect Sarah Warby as Director	For	For
6	Re-elect Scilla Grimble as Director	For	For
7	Re-elect Caroline Britton as Director	For	For
8	Re-elect Supriya Uchil as Director	For	For
9	Re-elect James Bilefield as Director	For	For
10	Elect Lesley Jones as Director	For	For
11	Re-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	Approve Savings Related Share Option Scheme 2022	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

## Morgan Advanced Materials Plc

**Meeting Date:** 05/05/2022

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Policy	For	For
3	Approve Remuneration Report	For	For
4	Approve Final Dividend	For	For
5	Re-elect Jane Aikman as Director	For	For
6	Re-elect Helen Bunch as Director	For	For
7	Re-elect Douglas Caster as Director	For	For



# Morgan Advanced Materials Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
8	Re-elect Laurence Mulliez as Director	For	For
9	Re-elect Pete Raby as Director	For	For
10	Re-elect Peter Turner as Director	For	For
11	Re-elect Clement Woon as Director	For	For
12	Reappoint Deloitte LLP as Auditors	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
14	Authorise UK Political Donations and Expenditure	For	For
15	Authorise Issue of Equity	For	For
16	Approve Share Plan 2022	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

# Morgan Sindall Group plc

**Meeting Date:** 05/05/2022

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	Against
<i>Blended Rationale: A vote against is warranted because the performance conditions have been amended retrospectively:- The Remuneration Committee exercised discretion to retrospectively amend the performance targets applicable for in-flight LTIP awards, resulting in maximum vesting of the EPS element of the FY2019 LTIP, which would have lapsed.</i>			
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
9	Re-elect David Lowden as Director	For	For

# Morgan Sindall Group plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
10	Re-elect Jen Tippin as Director	For	For
11	Elect Kathy Quashie 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 UK Political Donations and Expenditure	For	For
15	Authorise Issue of Equity	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
18	Authorise Market Purchase of Ordinary Shares	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
<p><i>Blended Rationale: A vote FOR is warranted. Although, in general we are against mid-term changes to performance targets relating to remuneration plans, we have reviewed the rationale given by remuneration committee including the circumstances in 2020 and the response of the management team and accept that some flexibility is warranted on this occasion.</i></p>			
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
9	Re-elect David Lowden as Director	For	For
10	Re-elect Jen Tippin as Director	For	For
11	Elect Kathy Quashie 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 UK Political Donations and Expenditure	For	For
15	Authorise Issue of Equity	For	For

## Morgan Sindall Group plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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

## Phoenix Group Holdings Plc

**Meeting Date:** 05/05/2022

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve 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	Re-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	Re-elect John Pollock as Director	For	For
11	Re-elect Belinda Richards as Director	For	For
12	Re-elect Nicholas Shott as Director	For	For
13	Re-elect Kory Sorenson as Director	For	For
14	Re-elect Rakesh Thakrar as Director	For	For
15	Re-elect Mike Tumilty as Director	For	For
16	Elect Katie Murray as Director	For	For
17	Reappoint Ernst & Young LLP as Auditors	For	For
18	Authorise Board to Fix Remuneration of Auditors	For	For
19	Authorise Issue of Equity	For	For
20	Authorise UK Political Donations and Expenditure	For	For

# Phoenix Group Holdings Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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

# Repsol SA

**Meeting Date:** 05/05/2022

**Country:** Spain

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	For	For
2	Approve Allocation of Income and Dividends	For	For
3	Approve Non-Financial Information Statement	For	For
4	Approve Discharge of Board	For	For
5	Renew Appointment of PricewaterhouseCoopers as Auditor	For	For
6	Approve Dividends Charged Against Reserves	For	For
7	Approve Reduction in Share Capital via Amortization of Treasury Shares	For	For
8	Approve Reduction in Share Capital via Amortization of Treasury Shares	For	For
9	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	For	For
10	Authorize Share Repurchase Program	For	For
11	Reelect Maria del Carmen Ganyet i Cirera as Director	For	For
12	Reelect Ignacio Martin San Vicente as Director	For	For
13	Ratify Appointment of and Elect Emiliano Lopez Achurra as Director	For	For
14	Ratify Appointment of and Elect Jose Ivan Marten Uliarte as Director	For	For
15	Advisory Vote on Remuneration Report	For	For
16	Approve Long-Term Incentive Plan	For	For

## Repsol SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
17	Advisory Vote on Company's Climate Strategy	For	For
18	Authorize Board to Ratify and Execute Approved Resolutions	For	For

## Steel Dynamics, Inc.

Meeting Date: 05/05/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Mark D. Millett	For	For
1.2	Elect Director Sheree L. Bargabos	For	For
1.3	Elect Director Keith E. Busse	For	For
1.4	Elect Director Kenneth W. Cornew	For	For
1.5	Elect Director Traci M. Dolan	For	For
1.6	Elect Director James C. Marcuccilli	For	For
1.7	Elect Director Bradley S. Seaman	For	For
1.8	Elect Director Gabriel L. Shaheen	For	For
1.9	Elect Director Luis M. Sierra	For	For
1.10	Elect Director Steven A. Sonnenberg	For	For
1.11	Elect Director Richard P. Teets, Jr.	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

## The Kraft Heinz Company

Meeting Date: 05/05/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Gregory E. Abel	For	For
1b	Elect Director John T. Cahill	For	For
1c	Elect Director Joao M. Castro-Neves	For	For
1d	Elect Director Lori Dickerson Fouche	For	For

# The Kraft Heinz Company

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1e	Elect Director Timothy Kenesey	For	For
1f	Elect Director Alicia Knapp	For	For
1g	Elect Director Elio Leoni Sceti	For	For
1h	Elect Director Susan Mulder	For	For
1i	Elect Director James Park	For	For
1j	Elect Director Miguel Patricio	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee serves as the Company's CEO and Chair and there is evidence of a poor approach on executive pay.</i>			
1k	Elect Director John C. Pope	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - A significant portion of the STI payout is based on individual performance with limited disclosure of metric performance, while the financial metric target was set below the prior year's actual performance without a corresponding decrease in target payout. - The relative TSR target was not disclosed.</i>			
3	Advisory Vote on Say on Pay Frequency	One Year	One Year
<i>Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.</i>			
4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
5	Report on Metrics and Efforts to Reduce Water Related Risk	Against	Against

# United Parcel Service, Inc.

**Meeting Date:** 05/05/2022

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Carol B. Tome	For	For
1b	Elect Director Rodney C. Adkins	For	For
1c	Elect Director Eva C. Boratto	For	For
1d	Elect Director Michael J. Burns	For	For
1e	Elect Director Wayne M. Hewett	For	For
1f	Elect Director Angela Hwang	For	For
1g	Elect Director Kate E. Johnson	For	For
1h	Elect Director William R. Johnson	For	For
1i	Elect Director Ann M. Livermore	For	For
1j	Elect Director Franck J. Moison	For	For
1k	Elect Director Christiana Smith Shi	For	For

## United Parcel Service, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1l	Elect Director Russell Stokes	For	For
1m	Elect Director Kevin Warsh	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Deloitte & Touche LLP as Auditors	For	For
4	Report on 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 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>			
6	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>			
7	Adopt Independently Verified Science-Based GHG Reduction Targets	Against	Against
8	Report on Balancing Climate Measures and Financial Returns	Against	Against
9	Report on Effectiveness of Diversity Equity and Inclusion Efforts and Metrics	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>			

## Xinte Energy Co., Ltd.

**Meeting Date:** 05/05/2022

**Country:** China

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Approve Type of Shares	For	For
1.2	Approve Nominal Value of Per Shares	For	For
1.3	Approve Place of Listing	For	For
1.4	Approve Offering Size	For	For
1.5	Approve Target Subscribers	For	For
1.6	Approve Method of Issuance	For	For
1.7	Approve Method of Pricing	For	For
1.8	Approve Method of Underwriting	For	For
1.9	Approve Distribution of the Accumulated Profit Prior to the A Share Offering and Listing	For	For

## Xinte Energy Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.10	Approve Validity Period of the Resolution	For	For
2	Amend Articles of Association	For	Against
<i>Blended Rationale: A vote against is warranted as shareholder rights are, or could be reduced.</i>			
3	Approve Employee Share Ownership Scheme	For	For
4	Authorize Board to Deal with All Matters in Relation to the Proposed A Share Offering	For	For
5	Approve Use of Proceeds from the A Share Offering and Listing and Feasibility Analysis	For	For
6	Amend Corporate Governance Rules	For	Against
<i>Blended Rationale: A vote against is warranted because the company has not provided information on this proposal.</i>			
7	Approve Measures and Undertakings for Dilution of Immediate Returns as a Result of the A Share Offering and Listing	For	For
8	Approve Price Stabilization Plan of Shares within Three Years Following the A Share Offering and Listing	For	For
9	Approve Plan for the Shareholders' Return within Three Years	For	For
10	Approve Related Undertakings and the Corresponding Restrictive Measures in Connection with the A Share Offering and Listing	For	For

## Xinte Energy Co., Ltd.

**Meeting Date:** 05/05/2022

**Country:** China

**Meeting Type:** Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Approve Type of Shares	For	For
1.2	Approve Nominal Value of Per Shares	For	For
1.3	Approve Place of Listing	For	For
1.4	Approve Offering Size	For	For
1.5	Approve Target Subscribers	For	For
1.6	Approve Method of Issuance	For	For
1.7	Approve Method of Pricing	For	For
1.8	Approve Method of Underwriting	For	For
1.9	Approve Distribution of the Accumulated Profit Prior to the A Share Offering and Listing	For	For
1.10	Approve Validity Period of the Resolution	For	For



## Xinte Energy Co., Ltd.

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

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

## AbbVie Inc.

**Meeting Date:** 06/05/2022

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director William H.L. Burnside	For	For
1.2	Elect Director Thomas C. Freyman	For	For
1.3	Elect Director Brett J. Hart	For	For
1.4	Elect Director Edward J. Rapp	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Eliminate Supermajority Vote Requirement	For	For
5	Require Independent Board Chair	Against	For

*Blended Rationale: Artemis supports the separation of Chair and CEO.*

6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	For
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*Blended Rationale: Artemis supports proposals for best practice regarding director pay.*

7	Report on Board Oversight of Risks Related to Anticompetitive Practices	Against	For
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*Blended Rationale: Artemis supports proposals for additional disclosure where this is likely to enhance or protect shareholder value in both the short and long term.*

8	Report on Congruency of Political Spending with Company Values and Priorities	Against	For
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*Blended Rationale: Artemis supports proposals for additional disclosure where this is likely to enhance or protect shareholder value in both the short and long term.*

## Colgate-Palmolive Company

**Meeting Date:** 06/05/2022

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director John P. Billbrey	For	For

# Colgate-Palmolive Company

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1b	Elect Director John T. Cahill	For	For
1c	Elect Director Lisa M. Edwards	For	For
1d	Elect Director C. Martin Harris	For	For
1e	Elect Director Martina Hund-Mejean	For	For
1f	Elect Director Kimberly A. Nelson	For	For
1g	Elect Director Lorrie M. Norrington	For	For
1h	Elect Director Michael B. Polk	For	For
1i	Elect Director Stephen I. Sadove	For	For
1j	Elect Director Noel R. Wallace	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	For
<i>Blended Rationale: Artemis supports proposals for best practice regarding director pay.</i>			
5	Report on Charitable Contributions	Against	Against

# Deutsche Post AG

**Meeting Date:** 06/05/2022

**Country:** Germany

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 1.80 per Share	For	For
3	Approve Discharge of Management Board for Fiscal Year 2021	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022	For	For
6	Ratify Deloitte GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the Period from January 1, 2023, until 2024 AGM	For	For
7.1	Elect Luise Hoelscher to the Supervisory Board	For	For
7.2	Elect Stefan Wintels to the Supervisory Board	For	For

# Deutsche Post AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
8	Approve Stock Option Plan for Key Employees; Approve Creation of EUR 20 Million Pool of Conditional Capital to Guarantee Conversion Rights	For	For
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billion; Approve Creation of EUR 40 Million Pool of Capital to Guarantee Conversion Rights	For	For
10	Approve Remuneration Report	For	For
11	Approve Remuneration of Supervisory Board	For	For

## Man Group Plc (Jersey)

Meeting Date: 06/05/2022

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 John Cryan as Director	For	For
9	Re-elect Luke Ellis as Director	For	For
10	Elect Antoine Forterre as Director	For	For
11	Elect Jacqueline Hunt as Director	For	For
12	Re-elect Cecelia Kurzman as Director	For	For
13	Re-elect Anne Wade as Director	For	For
14	Reappoint Deloitte LLP as Auditors	For	For
15	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For
16	Authorise Political Donations and Expenditure	For	For
17	Approve Sharesave Scheme	For	For
18	Authorise Issue of Equity	For	For

## Man Group Plc (Jersey)

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

## Spirent Communications Plc

**Meeting Date:** 06/05/2022

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Elect Maggie Buggie as Director	For	For
5	Re-elect Paula Bell as Director	For	For
6	Re-elect Gary Bullard as Director	For	For
7	Re-elect Wendy Koh as Director	For	For
8	Re-elect Edgar Masri as Director	For	For
9	Re-elect Jonathan Silver as Director	For	For
10	Re-elect Sir Bill Thomas as Director	For	For
11	Re-elect Eric Updyke as Director	For	For
12	Reappoint Deloitte 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

# Advanced Energy Industries, Inc.

**Meeting Date:** 09/05/2022

**Country:** USA

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1.1	Elect Director Grant H. Beard	For	For
1.2	Elect Director Frederick A. Ball	For	For
1.3	Elect Director Anne T. DeSanto	For	For
1.4	Elect Director Tina M. Donikowski	For	For
1.5	Elect Director Ronald C. Foster	For	For
1.6	Elect Director Edward C. Grady	For	For
1.7	Elect Director Stephen D. Kelley	For	For
1.8	Elect Director Lanesha T. Minnix	For	For
1.9	Elect Director David W. Reed	For	For
1.10	Elect Director John A. Roush	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

# Aviva Plc

**Meeting Date:** 09/05/2022

**Country:** United Kingdom

**Meeting Type:** Special

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1	Adopt New Articles of Association	For	For
2	Approve Issue of B Shares	For	For
3	Approve Share Consolidation	For	For
4	Authorise Issue of Equity	For	For
5	Authorise Issue of Equity without Pre-emptive Rights	For	For
6	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
7	Authorise Issue of Equity in Relation to Any Issuance of SII Instruments	For	For
8	Authorise Issue of Equity without Pre-emptive Rights in Relation to Any Issuance of SII Instruments	For	For
9	Authorise Market Purchase of Ordinary Shares	For	For

**Meeting Date:** 09/05/2022

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Climate-Related Financial Disclosure	For	For
4	Approve Final Dividend	For	For
5	Elect Andrea Blance as Director	For	For
6	Elect Shonaid Jemmett-Page as Director	For	For
7	Elect Martin Strobel as Director	For	For
8	Re-elect Amanda Blanc as Director	For	For
9	Re-elect George Culmer as Director	For	For
10	Re-elect Patrick Flynn as Director	For	For
11	Re-elect Mohit Joshi as Director	For	For
12	Re-elect Pippa Lambert as Director	For	For
13	Re-elect Jim McConville as Director	For	For
14	Re-elect Michael Mire as Director	For	For
15	Reappoint PricewaterhouseCoopers as Auditors	For	For
16	Authorise Board to Fix Remuneration of Auditors	For	For
17	Authorise UK Political Donations and Expenditure	For	For
18	Authorise Issue of Equity	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
21	Authorise Issue of Equity in Relation to Any Issuance of SII Instruments	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Relation to Any Issuance of SII Instruments	For	For
23	Authorise Market Purchase of Ordinary Shares	For	For
24	Authorise Market Purchase of 8 3/4 % Preference Shares	For	For
25	Authorise Market Purchase of 8 3/8 % Preference Shares	For	For

## Aviva Plc

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

## Uber Technologies, Inc.

Meeting Date: 09/05/2022

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
<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	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
4	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.*

## ConocoPhillips

Meeting Date: 10/05/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Caroline Maury Devine	For	For
1b	Elect Director Jody Freeman	For	For
1c	Elect Director Gay Huey Evans	For	For
1d	Elect Director Jeffrey A. Joerres	For	For
1e	Elect Director Ryan M. Lance	For	For
<i>Blended Rationale: A vote FOR Mr Lance is warranted with caution on the grounds that they have insufficiently managed climate-related risks.</i>			
1f	Elect Director Timothy A. Leach	For	For
1g	Elect Director William H. McRaven	For	For
1h	Elect Director Sharmila Mulligan	For	For
1i	Elect Director Eric D. Mullins	For	For
1j	Elect Director Arjun N. Murti	For	For
1k	Elect Director Robert A. Niblock	For	For
1l	Elect Director David T. Seaton	For	For
1m	Elect Director R.A. Walker	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - First, annual incentives, while based on an objective scorecard, lack clear disclosure of threshold and maximum goals for many metrics.</i>			
4	Eliminate Supermajority Vote Requirement	For	For
5	Provide Right to Call Special Meeting	For	For
6	Provide Right to Call Special Meetings	Against	For
<i>Blended Rationale: Artemis supports proposals that enhance shareholder rights.</i>			
7	Report on GHG Emissions Reduction Targets	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	Report on Lobbying Payments and Policy	Against	Against

## Darling Ingredients Inc.

**Meeting Date:** 10/05/2022

**Country:** USA

**Meeting Type:** Annual



## Darling Ingredients Inc.

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 Celeste A. Clark	For	For
1e	Elect Director Linda Goodspeed	For	For
1f	Elect Director Enderson Guimaraes	For	For
1g	Elect Director Dirk Kloosterboer	For	For
1h	Elect Director Mary R. Korby	For	For
1i	Elect Director Gary W. Mize	For	For
1j	Elect Director Michael E. Rescoe	For	For
2	Ratify KPMG LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

## Direct Line Insurance Group Plc

**Meeting Date:** 10/05/2022

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Elect Tracy Corrigan as Director	For	For
5	Re-elect Danuta Gray as Director	For	For
6	Re-elect Mark Gregory as Director	For	For
7	Re-elect Penny James as Director	For	For
8	Re-elect Sebastian James as Director	For	For
9	Re-elect Adrian Joseph as Director	For	For
10	Elect Neil Manser as Director	For	For
11	Re-elect Fiona McBain as Director	For	For
12	Re-elect Gregor Stewart as Director	For	For
13	Re-elect Richard Ward as Director	For	For

# Direct Line Insurance Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
14	Reappoint Deloitte LLP as Auditors	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
16	Authorise UK Political Donations and Expenditure	For	For
17	Authorise Issue of Equity	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
20	Authorise Market Purchase of Ordinary Shares	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
22	Authorise Issue of Equity in Relation to an Issue of RT1 Instruments	For	For
23	Authorise Issue of Equity without Pre-emptive Rights in Relation to an Issue of RT1 Instruments	For	For

## IWG Plc

**Meeting Date:** 10/05/2022

**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	Against
<i>Blended Rationale: A vote against is warranted because the performance conditions have been amended retrospectively:- During the year under review, the Remuneration Committee applied discretion in a manner which is contrary to UK best practice as bonuses were granted despite the targets not being met. The use of discretion to amend inflight bonuses upwards despite the failure to meet the pre-set targets is contrary to UK best practice. While the Company has made reference to revised targets used for evaluation, this is also not considered in line with best practice.</i>			
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	Re-elect Glyn Hughes as Director	For	For
9	Elect Tarun Lal as Director	For	For
10	Re-elect Francois Pauly as Director	For	For

## IWG Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
11	Re-elect Florence Pierre as Director	For	For
12	Re-elect Douglas Sutherland as Director	For	For
13	Authorise Issue of Equity	For	For
14	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 15	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
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

## Just Group Plc

**Meeting Date:** 10/05/2022

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Elect Mary Kerrigan 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 John Hastings-Bass as Director	For	For
9	Re-elect Andrew Melcher as Director	For	For
10	Re-elect Andrew Parsons as Director	For	For
11	Re-elect David Richardson as Director	For	For
12	Re-elect Kalpana Shah as Director	For	For
13	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For

# Just Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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 Issue of Equity in Relation to the Issuance Contingent of Convertible Securities	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issuance Contingent of Convertible Securities	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
23	Adopt New Articles of Association	For	For

# Montrose Environmental Group, Inc.

**Meeting Date:** 10/05/2022

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director J. Thomas Presby	For	For
<i>Blended Rationale: A vote FOR this nominee is warranted. While corporate governance arrangements are not ideal - a classified board is not unusual given the IPO in 2020 - no specific concerns have been identified at this time.</i>			
1.2	Elect Director James K. Price	For	For
<i>Blended Rationale: See item 1.1</i>			
1.3	Elect Director Janet Risi Field	For	For
2	Ratify Deloitte & Touche LLP as Auditors	For	For

# Montrose Environmental Group, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - Although annual incentives are entirely based on financial metrics and payouts for FY21 do not appear to be excessive, the lack of disclosure surrounding targets and achievement levels impedes an assessment of goal rigor and alignment of payouts with performance. Further, the lack of a cap on the acquired adjusted EBITDA bonus has the potential to result in outsized payouts. - The annual LTI program uses the same adjusted EBITDA metric as the annual incentive program, disclosure of performance targets and achievement is lacking, and the program measures performance over a one-year performance period. 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. Moreover, the CEO and all other NEOs received sizeable special equity grants that are intended to cover five years of equity awards. Although the awards are at least half performance-based, the magnitude of the awards is excessive, particularly for the CEO, even when annualized over five years. Concerns with respect to the NEOs' excessive special equity grants are compounded by the potential for outsized payments under the annual incentive program, an annual LTI program that was not strongly tied to long-term goals, and the committee's use of discretion to award target options when the performance goal was not met.</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>			

# PacWest Bancorp

Meeting Date: 10/05/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Tanya M. Acker	For	Against
<i>Blended Rationale: A vote against is warranted due to concerns over poor corporate governance practices: - A vote AGAINST compensation committee members Tanya Acker, Paul Burke, C. William Hosler, Roger Molvar, and Robert Stine is warranted in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal.</i>			
1b	Elect Director Paul R. Burke	For	Against
<i>Blended Rationale: Refer to Item 1a.</i>			
1c	Elect Director Craig A. Carlson	For	For
1d	Elect Director John M. Eggemeyer, III	For	For
1e	Elect Director C. William Hosler	For	Against
<i>Blended Rationale: Refer to Item 1a.</i>			
1f	Elect Director Polly B. Jessen	For	For

# PacWest Bancorp

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1g	Elect Director Susan E. Lester	For	For
1h	Elect Director Roger H. Molvar	For	Against
<i>Blended Rationale: Refer to Item 1a.</i>			
1i	Elect Director Robert A. Stine	For	Against
<i>Blended Rationale: Refer to Item 1a.</i>			
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	Against
<i>Blended Rationale: A vote AGAINST this proposal is warranted. The compensation committee demonstrated only a limited degree of responsiveness to shareholders' concerns that led to a failed say-on-pay vote last year. While the company provides enhanced disclosure surrounding the CEO's retention award and other aspects of the compensation program and CEO succession planning, the actions taken by the committee do not meaningfully address all of shareholders' expressed concerns, which is paramount following a failed vote. In addition, concerns with respect to goal rigor under the annual and long-term incentive programs underscore a pay-for-performance misalignment. In the wake of shareholder feedback expressing concern regarding goal rigor, some shareholders may find the lowering of certain annual incentive goals concerning given payouts well above target. In addition, relative metrics under the LTI program target the median of peers, which is not considered particularly rigorous.</i>			
3	Ratify KPMG LLP as Auditors	For	For

# Rheinmetall AG

**Meeting Date:** 10/05/2022

**Country:** Germany

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 3.30 per Share	For	For
3	Approve Discharge of Management Board for Fiscal Year 2021	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2022	For	For
6	Approve Remuneration Report	For	For
7.1	Elect Eva Oefverstroem to the Supervisory Board	For	For
7.2	Elect Susanne Hannemann to the Supervisory Board	For	For

## Rheinmetall AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
7.3	Elect Andreas Georgi to the Supervisory Board	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is a non-independent NED and serves on the Remuneration Committee, which is not majority independent.</i>			
7.4	Elect Klaus Draeger to the Supervisory Board	For	For
8	Amend Affiliation Agreement with Subsidiaries	For	For

## Sancus Lending Group Ltd

**Meeting Date:** 10/05/2022

**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
<i>Blended Rationale: A vote FOR is warranted. Although bonuses have been awarded to the executive directors, amounts are not excessive.</i>			
3	Elect Stephen Smith as Director	For	For
4	Elect Rory Mepham as Director	For	For
5	Elect Tracy Clarke as Director	For	For
<i>Blended Rationale: A vote FOR is warranted. Although the nominee is a representative of a large shareholder we have no overall concerns regarding board composition.</i>			
6	Re-elect John Whittle as Director	For	For
7	Ratify Moore Stephens as Auditors	For	For
8	Authorise Board to Fix Remuneration of Auditors	For	For
9	Authorise Market Purchase of Ordinary Shares	For	For
10	Authorise Market Purchase of ZDP Shares	For	For
11	Authorise Issue of Equity without Pre-emptive Rights	For	For
<i>Blended Rationale: A vote FOR is warranted. Although the company is seeking an authority to disapply pre-emption rights on amounts which exceed the UK's Pre-Emption Group guidelines we believe this is reasonable given the current circumstances.</i>			

## Teradata Corporation

**Meeting Date:** 10/05/2022

**Country:** USA

**Meeting Type:** Annual

## Teradata Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Cary T. Fu	For	For
1b	Elect Director Michael P. Gianoni	For	For
1c	Elect Director Joanne B. Olsen	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

## Waste Management, Inc.

**Meeting Date:** 10/05/2022

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director James C. Fish, Jr.	For	For
1b	Elect Director Andres R. Gluski	For	For
1c	Elect Director Victoria M. Holt	For	For
1d	Elect Director Kathleen M. Mazzarella	For	For
1e	Elect Director Sean E. Menke	For	For
1f	Elect Director William B. Plummer	For	For
1g	Elect Director John C. Pope	For	For
1h	Elect Director Maryrose T. Sylvester	For	For
1i	Elect Director Thomas H. Weidemeyer	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 Civil Rights Audit	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.*

## Werner Enterprises, Inc.

**Meeting Date:** 10/05/2022

**Country:** USA

**Meeting Type:** Annual



## Werner Enterprises, Inc.

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Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Kenneth M. Bird	For	For
1.2	Elect Director Jack A. Holmes	For	For
1.3	Elect Director Carmen A. Tapio	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify KPMG LLP as Auditors	For	For

## American International Group, Inc.

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**Meeting Date:** 11/05/2022

**Country:** USA

**Meeting Type:** Annual

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Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director James Cole, Jr.	For	For
1b	Elect Director W. Don Cornwell	For	For
1c	Elect Director William G. Jurgensen	For	For
1d	Elect Director Linda A. Mills	For	For
1e	Elect Director Thomas F. Motamed	For	For
1f	Elect Director Peter R. Porrino	For	For
1g	Elect Director John G. Rice	For	For
1h	Elect Director Douglas M. Steenland	For	For
1i	Elect Director Therese M. Vaughan	For	For
1j	Elect Director Peter Zaffino	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For

*Blended Rationale: Artemis supports proposals that enhance shareholder rights.*

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## Antofagasta Plc

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**Meeting Date:** 11/05/2022

**Country:** United Kingdom

**Meeting Type:** Annual

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## Antofagasta 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 Jean-Paul Luksic as Director	For	Against
<i>Blended Rationale: A vote against is warranted as there is a lack of diversity on the board.</i>			
5	Re-elect Tony Jensen 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
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	Elect Eugenia Parot as Director	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
15	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For
16	Authorise Issue of Equity	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
19	Authorise Market Purchase of Ordinary Shares	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

## Arrow Electronics, Inc.

**Meeting Date:** 11/05/2022

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Barry W. Perry	For	For

# Arrow Electronics, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.2	Elect Director William F. Austen	For	For
1.3	Elect Director Fabian T. Garcia	For	For
1.4	Elect Director Steven H. Gunby	For	For
1.5	Elect Director Gail E. Hamilton	For	For
1.6	Elect Director Andrew C. Kerin	For	For
1.7	Elect Director Laurel J. Krzeminski	For	For
1.8	Elect Director Michael J. Long	For	For
1.9	Elect Director Carol P. Lowe	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:** 11/05/2022

**Country:** Germany

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 5.80 per Ordinary Share and EUR 5.82 per Preferred Share	For	For
3	Approve Discharge of Management Board for Fiscal Year 2021	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022	For	For
6	Elect Heinrich Hiesinger to the Supervisory Board	For	For
7	Approve Remuneration Report	For	For
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For
9.1	Approve Affiliation Agreement with Bavaria Wirtschaftsagentur GmbH	For	For
9.2	Approve Affiliation Agreement with BMW Anlagen Verwaltungs GmbH	For	For
9.3	Approve Affiliation Agreement with BMW Bank GmbH	For	For

## Bayerische Motoren Werke AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
9.4	Approve Affiliation Agreement with BMW Fahrzeugtechnik GmbH	For	For
9.5	Approve Affiliation Agreement with BMW INTEC Beteiligungs GmbH	For	For
9.6	Approve Affiliation Agreement with BMW M GmbH	For	For

## Centaur Media Plc

**Meeting Date:** 11/05/2022

**Country:** United Kingdom

**Meeting Type:** Annual

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

## Conduit Holdings Ltd.

**Meeting Date:** 11/05/2022

**Country:** Bermuda

**Meeting Type:** Annual

## Conduit Holdings Ltd.

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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 Reduction of the Share Premium Account	For	For
5	Re-elect Neil Eckert as Director	For	For
6	Re-elect Trevor Carvey as Director	For	For
7	Re-elect Elaine Whelan as Director	For	For
8	Re-elect Sir Brian Williamson as Director	For	For
9	Re-elect Malcolm Furbert as Director	For	For
10	Re-elect Elizabeth Murphy as Director	For	For
11	Re-elect Richard Sandor as Director	For	For
12	Re-elect Ken Randall as Director	For	For
13	Elect Michelle Smith as Director	For	For
14	Ratify KPMG Audit Limited as Auditors	For	For
15	Authorise Board 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 Market Purchase of Common Shares	For	For

## CVS Health Corporation

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**Meeting Date:** 11/05/2022

**Country:** USA

**Meeting Type:** Annual

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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
1e	Elect Director Roger N. Farah	For	For
1f	Elect Director Anne M. Finucane	For	For

# CVS Health Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1g	Elect Director Edward J. Ludwig	For	For
1h	Elect Director Karen S. Lynch	For	For
1i	Elect Director Jean-Pierre Millon	For	For
1j	Elect Director Mary L. Schapiro	For	For
1k	Elect Director William C. Weldon	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<i>Blended Rationale: A vote against is warranted because the performance period is less than 3 years: - Adjusted EPS: One year (FY23). 2021 PSUs are earned from zero to 200 percent of target based on 2023 adjusted EPS, subject to a three-year relative TSR modifier.</i>			
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	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>			
6	Commission a Workplace Non-Discrimination Audit	Against	Against
7	Adopt a Policy on Paid Sick Leave for All Employees	Against	Against
8	Report on External Public Health Costs and Impact on Diversified Shareholders	Against	Against

## Edenred SA

**Meeting Date:** 11/05/2022

**Country:** France

**Meeting Type:** Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Allocation of Income and Dividends of EUR 0.90 per Share	For	For
4	Reelect Bertrand Dumazy as Director	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee serves as the Company's CEO and Chair and no suitable explanation has been given.</i>			
5	Reelect Maelle Gavet as Director	For	For
6	Reelect Jean-Romain Lhomme as Director	For	For
7	Elect Bernardo Sanchez Incera as Director	For	For

## Edenred SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
8	Approve Remuneration Policy of Chairman and CEO	For	For
9	Approve Remuneration Policy of Directors	For	For
10	Approve Compensation Report of Corporate Officers	For	For
11	Approve Compensation of Bertrand Dumazy, Chairman and CEO	For	For
12	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For
13	Renew Appointment of Ernst & Young Audit as Auditor	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 164,728,118	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 24,958,805	For	For
18	Approve Issuance of Equity or Equity-Linked Securities Reserved Qualified Investors, up to Aggregate Nominal Amount of EUR 24,958,805	For	For
19	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For	For
20	Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind	For	For
21	Authorize Capitalization of Reserves of Up to EUR 164,728,118 for Bonus Issue or Increase in Par Value	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
23	Authorize Filing of Required Documents/Other Formalities	For	For

## Eni SpA

**Meeting Date:** 11/05/2022

**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	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
4	Amend Regulations on General Meetings	For	For
5	Approve Second Section of the Remuneration Report	For	For
6	Authorize Use of Available Reserves for Dividend Distribution	For	For
7	Authorize Capitalization of Reserves for Dividend Distribution	For	For
8	Authorize Cancellation of Treasury Shares without Reduction of Share Capital	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	None	Against

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

## Harbour Energy Plc

**Meeting Date:** 11/05/2022

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Dividend	For	For
4	Re-elect Blair Thomas as Director	For	For
5	Re-elect Linda Cook as Director	For	For
6	Re-elect Alexander Krane as Director	For	For
7	Re-elect Simon Henry as Director	For	For
8	Re-elect Anne Cannon as Director	For	For
9	Re-elect Steven Farris as Director	For	For
10	Re-elect Alan Ferguson as Director	For	For
11	Re-elect Andy Hopwood as Director	For	For
12	Re-elect Margareth Ovrum as Director	For	For



## Harbour Energy Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
13	Re-elect Anne Stevens as Director	For	For
14	Reappoint Ernst & Young LLP as Auditors	For	For
15	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For
16	Authorise UK Political Donations and Expenditure	For	For
17	Authorise Issue of Equity	For	For
18	Approve Waiver of Rule 9 of the Takeover Code	For	Against
<i>Blended Rationale: A vote AGAINST this resolution is warranted. Approval of the authority could result in the concert party gaining creeping control of the Company.</i>			
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

## Harbour Energy Plc

**Meeting Date:** 11/05/2022

**Country:** United Kingdom

**Meeting Type:** Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Capitalisation of Merger Reserve	For	For
2	Approve Creation of B Ordinary Shares	For	For
3	Authorise Cancellation of the B Ordinary Shares	For	For
4	Approve Cancellation of the Share Premium Account	For	For

## Kinder Morgan, Inc.

**Meeting Date:** 11/05/2022

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Richard D. Kinder	For	For

## Kinder Morgan, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.2	Elect Director Steven J. Kean	For	For
1.3	Elect Director Kimberly A. Dang	For	For
1.4	Elect Director Ted A. Gardner	For	For
1.5	Elect Director Anthony W. Hall, Jr.	For	For
1.6	Elect Director Gary L. Hultquist	For	For
1.7	Elect Director Ronald L. Kuehn, Jr.	For	For
1.8	Elect Director Deborah A. Macdonald	For	For
1.9	Elect Director Michael C. Morgan	For	For
1.10	Elect Director Arthur C. Reichstetter	For	For
1.11	Elect Director C. Park Shaper	For	For
1.12	Elect Director William A. Smith	For	For
1.13	Elect Director Joel V. Staff	For	For
1.14	Elect Director Robert F. Vagt	For	For
1.15	Elect Director Perry M. Waughtal	For	For
2	Ratify PricewaterhouseCoopers 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 vesting period is less than 3 years: - These performance shares cliff vest after two years.*

## National Express Group Plc

**Meeting Date:** 11/05/2022

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Re-elect Sir John Armitt as Director	For	For
4	Re-elect Jorge Cosmen as Director	For	For
5	Re-elect Matthew Crummack as Director	For	For
6	Re-elect Chris Davies as Director	For	For
7	Elect Carolyn Flowers as Director	For	For
8	Re-elect Ignacio Garat as Director	For	For
9	Re-elect Karen Geary as Director	For	For

# National Express Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
10	Re-elect Ana de Pro Gonzalo as Director	For	For
11	Re-elect Mike McKeon 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 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
20	Adopt New Articles of Association	For	For

# Skyworks Solutions, Inc.

Meeting Date: 11/05/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Alan S. Batey	For	For
1b	Elect Director Kevin L. Beebe	For	For
1c	Elect Director Liam K. Griffin	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee serves as the Company's CEO and Chair and there is evidence of a poor approach on executive pay.</i>			
1d	Elect Director Eric J. Guerin	For	For
1e	Elect Director Christine King	For	For
1f	Elect Director Suzanne E. McBride	For	For
1g	Elect Director David P. McGlade	For	For
1h	Elect Director Robert A. Schriesheim	For	For
2	Ratify KPMG LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against

*Blended Rationale: A vote against is warranted because the performance period is less than 3 years:- The remaining 50 percent of PSAs are earned based equally on one-year results for emerging growth revenue and a "design win" metric, which measures success in achieving specific product design wins with a key customer. Payouts are capped at 200 percent, and earned shares vest equally on the first and second grant date anniversaries.*

## Skyworks Solutions, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Eliminate Supermajority Vote Requirement to Approve Mergers, Consolidations or Dispositions of Substantial Assets	For	For
5	Eliminate Supermajority Vote Requirement to Approve Certain Business Combinations	For	For
6	Eliminate Supermajority Vote Requirement to Amend Charter Provisions Governing Directors	For	For
7	Eliminate Supermajority Vote Requirement to Amend Charter Provision Governing Action by Stockholders	For	For
8	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For

*Blended Rationale: Artemis supports proposals that enhance shareholder rights.*

## Star Bulk Carriers Corp.

**Meeting Date:** 11/05/2022

**Country:** Marshall Isl

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Petros Pappas	For	For
1.2	Elect Director Spyros Capralos	For	For
1.3	Elect Director Arne Blystad	For	For
1.4	Elect Director Raffaele Zagari	For	For
2	Ratify Deloitte Certified Public Accountants S.A. as Auditors	For	For

## Thales SA

**Meeting Date:** 11/05/2022

**Country:** France

**Meeting Type:** Annual/Special

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 Allocation of Income and Dividends of EUR 2.56 per Share	For	For
4	Approve Transaction with a Dassault Systemes SE	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5	Reelect Anne Claire Taittinger as Director	For	For
6	Reelect Charles Edelstenne as Director	For	For
7	Reelect Eric Trappier as Director	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is a non-independent NED and serves on the Remuneration Committee, which is not majority independent. A vote against is warranted as the nominee is a member of the Nomination Committee, which is not majority independent.</i>			
8	Reelect Loik Segalen as Director	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is a non-independent NED and serves on the Audit Committee, which is not fully independent.</i>			
9	Reelect Marie-Francoise Walbaum as Director	For	For
10	Reelect Patrice Caine as Director	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee serves as the Company's CEO and Chair and no suitable explanation has been given. A lead/senior independent director should also be appointed.</i>			
11	Approve Compensation of Patrice Caine, Chairman and CEO	For	For
12	Approve Compensation Report of Corporate Officers	For	For
13	Approve Remuneration Policy of Chairman and CEO	For	For
14	Approve Remuneration Policy of Directors	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
16	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	For	Against
<i>Blended Rationale: A vote against is warranted because the vesting period is less than 3 years:- The minimum vesting period of one year is not considered long-term oriented and is not in line with recommended guidelines.</i>			
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 159 Million	For	Against
<i>Blended Rationale: Votes AGAINST Items 17 to 21 are warranted as the possibility of use during a takeover period is not excluded.</i>			
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights with a Binding Priority Right up to Aggregate Nominal Amount of EUR 60 Million	For	Against
<i>Blended Rationale: Refer to Item 17.</i>			

# Thales SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 60 Million	For	Against
<i>Blended Rationale: Refer to Item 17.</i>			
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For	Against
<i>Blended Rationale: Refer to Item 17.</i>			
21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	Against
<i>Blended Rationale: Refer to Item 17.</i>			
22	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 17-21 at EUR 180 Million	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
24	Authorize Filing of Required Documents/Other Formalities	For	For
25	Reelect Ann Taylor as Director	For	For

# TransUnion

**Meeting Date:** 11/05/2022

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director George M. Awad	For	For
1b	Elect Director William P. (Billy) Bosworth	For	For
1c	Elect Director Christopher A. Cartwright	For	For
1d	Elect Director Suzanne P. Clark	For	For
1e	Elect Director Russell P. Fradin	For	For
1f	Elect Director Charles E. Gottdiener	For	For
1g	Elect Director Pamela A. Joseph	For	For
1h	Elect Director Thomas L. Monahan, III	For	For
1i	Elect Director Andrew Prozes	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

# TransUnion

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Advisory Vote on Say on Pay Frequency	One Year	One Year

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

# Verallia SA

**Meeting Date:** 11/05/2022

**Country:** France

**Meeting Type:** Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Allocation of Income and Dividends of EUR 1.05 per Share	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	For	For
5	Elect Patrice Lucas as Director	For	For
6	Elect Didier Debrosse as Director	For	For
7	Elect Mme Beatriz Peinado Vallejo as Representative of Employee Shareholders to the Board	For	Against
<i>Blended Rationale: A vote AGAINST the election of Beatriz Peinado Vallejo is warranted as a vote FOR the election of Matthieu Cantin is warranted (item 8), as Matthieu Cantin is the most representative of employee shareholders.</i>			
8	Elect Matthieu Cantin as Representative of Employee Shareholders to the Board and Pedro Barandas as Alternate Representative of Employee Shareholders to the Board	None	For
<i>Blended Rationale: A vote FOR the election of Matthieu Cantin is warranted (Item 8), as the candidate is the most representative of employee shareholders. Ultimately, a vote AGAINST Beatriz Peinado Vallejo is recommended (Item 7).</i>			
9	Approve Compensation Report of Corporate Officers	For	For
10	Approve Compensation of Michel Giannuzzi, Chairman and CEO	For	Against
<i>Blended Rationale: A vote against is warranted because the vesting period is less than 3 years: - The performance and vesting periods of half the LTIPs granted during FY21 are not deemed long-term oriented enough; A vote against is warranted due to a lack of disclosure provided by the company: - The company does not disclose the CEO/Chairman's post mandate vesting policy. - The company is unclear regarding the number of shares granted in respect of the 2019-2021 second tranche LTIP.</i>			
11	Approve Remuneration Policy of Michel Giannuzzi, Chairman and CEO Until 11 May 2022	For	For
12	Approve Remuneration Policy of Patrice Lucas, Vice-CEO Until 11 May 2022	For	For
13	Approve Remuneration Policy of Patrice Lucas, CEO From 12 May 2022	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
14	Approve Remuneration Policy of Michel Giannuzzi, Chairman of the Board From 12 May 2022	For	For
15	Approve Remuneration Policy of Directors	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
18	Authorize Capitalization of Reserves of Up to EUR 83 Million for Bonus Issue or Increase in Par Value	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 206 Million	For	For
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights with a Binding Priority Right up to Aggregate Nominal Amount of EUR 83 Million	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 40 Million	For	For
22	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 40 Million	For	For
23	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	For	For
24	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 19-22	For	For
25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	Against
<p><i>Blended Rationale: A vote AGAINST the authorization under Item 25 is warranted as it would bring the total volume for issuances without preemptive rights above recommended 10-percent guidelines.</i></p>			
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	Amend Article 15 of Bylaws Re: Directors Length of Term	For	For
29	Authorize Filing of Required Documents/Other Formalities	For	For



# adidas AG

Meeting Date: 12/05/2022

Country: Germany

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 3.30 per Share	For	For
3	Approve Discharge of Management Board for Fiscal Year 2021	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For
5	Approve Remuneration Report	For	Against
<i>Blended Rationale: A vote against is warranted because the vesting period is less than 3 years.</i>			
6	Approve Remuneration of 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 4 Billion; Approve Creation of EUR 12.5 Million Pool of Capital to Guarantee Conversion Rights	For	For
8	Ratify KPMG AG as Auditors for Fiscal Year 2022 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2022	For	For
9	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	For	For

# Bath & Body Works, Inc.

Meeting Date: 12/05/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Patricia S. Bellinger	For	For
1b	Elect Director Alessandro Bogliolo	For	For
1c	Elect Director Francis A. Hondal	For	For
1d	Elect Director Danielle M. Lee	For	For
1e	Elect Director Michael G. Morris	For	For
1f	Elect Director Sarah E. Nash	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee serves as the Company's CEO and Chair and there is evidence of a poor approach on executive pay.</i>			
1g	Elect Director Juan Rajlin	For	For

# Bath & Body Works, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1h	Elect Director Stephen D. Steinour	For	For
1i	Elect Director J.K. Symancyk	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<p><i>Blended Rationale: A vote against is warranted because 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></p>			
4	Approve Qualified Employee Stock Purchase Plan	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For
<p><i>Blended Rationale: Artemis supports proposals that enhance shareholder rights.</i></p>			

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Patricia S. Bellinger	For	For
1b	Elect Director Alessandro Bogliolo	For	For
1c	Elect Director Francis A. Hondal	For	For
1d	Elect Director Danielle M. Lee	For	For
1e	Elect Director Michael G. Morris	For	For
1f	Elect Director Sarah E. Nash	For	For
<p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>			
1g	Elect Director Juan Rajlin	For	For
1h	Elect Director Stephen D. Steinour	For	For
1i	Elect Director J.K. Symancyk	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
<p><i>Blended Rationale: A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. However, shareholders should continue to closely monitor future CEO pay decisions following the recent separation and appointment of an interim CEO.</i></p>			
4	Approve Qualified Employee Stock Purchase Plan	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For
<p><i>Blended Rationale: Artemis supports proposals that enhance shareholder rights.</i></p>			

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 Net Zero - From Ambition to Action Report	For	For
4	Re-elect Helge Lund as Director	For	For
5	Re-elect Bernard Looney as Director	For	For
6	Re-elect Murray Auchincloss as Director	For	For
7	Re-elect Paula Reynolds as Director	For	For
8	Re-elect Pamela Daley as Director	For	For
9	Re-elect Melody Meyer as Director	For	For
10	Re-elect Sir John Sawers as Director	For	For
11	Re-elect Tushar Morzaria as Director	For	For
12	Re-elect Karen Richardson as Director	For	For
13	Re-elect Johannes Teyssen as Director	For	For
14	Reappoint Deloitte LLP as Auditors	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
16	Approve ShareMatch UK Plan	For	For
17	Approve Sharesave UK Plan	For	For
18	Authorise UK Political Donations and Expenditure	For	For
19	Authorise Issue of Equity	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
22	Authorise Market Purchase of Ordinary Shares	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
24	Approve Shareholder Resolution on Climate Change Targets	Against	Against

## Cheniere Energy, Inc.

Meeting Date: 12/05/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director G. Andrea Botta	For	For
1b	Elect Director Jack A. Fusco	For	For
1c	Elect Director Vicky A. Bailey	For	For
1d	Elect Director Patricia K. Collawn	For	For
1e	Elect Director David B. Kilpatrick	For	For
1f	Elect Director Lorraine Mitchelmore	For	For
1g	Elect Director Scott Peak	For	For
1h	Elect Director Donald F. Robillard, Jr.	For	For
1i	Elect Director Neal A. Shear	For	For
1j	Elect Director Andrew J. Teno	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.*

3	Ratify KPMG LLP as Auditors	For	For
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## Coursera, Inc.

Meeting Date: 12/05/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Carmen Chang	For	For
1.2	Elect Director Theodore R. Mitchell	For	For
<i>Blended Rationale: A vote FOR is warranted as this is Coursera's first AGM and we believe it to be fair to allow some time before we take action.</i>			
1.3	Elect Director Scott D. Sandell	For	For
<i>Blended Rationale: Refer to Item 1.2.</i>			
2	Ratify Deloitte & Touche LLP as Auditors	For	For

# Fresenius Medical Care AG & Co. KGaA

**Meeting Date:** 12/05/2022

**Country:** Germany

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year 2021	For	For
2	Approve Allocation of Income and Dividends of EUR 1.35 per Share	For	For
3	Approve Discharge of Personally Liable Partner for Fiscal Year 2021	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022 and for the Review of Interim Financial Statements for Fiscal Year 2022	For	For
6	Approve Remuneration Report	For	For

# H&T Group Plc

**Meeting Date:** 12/05/2022

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3	Elect Diane Giddy as Director	For	For
4	Reappoint PKF Littlejohn LLP as Auditors	For	For
5	Authorise Board to Fix Remuneration of Auditors	For	For
6	Authorise Issue of Equity	For	For
7	Authorise Issue of Equity without Pre-emptive Rights	For	For
8	Authorise Market Purchase of Ordinary Shares	For	For
9	Adopt New Articles of Association	For	For

*Blended Rationale: A vote FOR is warranted. The company has confirmed that it is seeking flexibility to hold virtual as well as physical and hybrid meetings if it is appropriate or it is required to do so.*

## Hiscox Ltd.

**Meeting Date:** 12/05/2022

**Country:** Bermuda

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Re-elect Robert Childs as Director	For	For
5	Elect Donna DeMaio as Director	For	For
6	Re-elect Michael Goodwin as Director	For	For
7	Re-elect Thomas Hurlimann as Director	For	For
8	Re-elect Hamayou Akbar Hussain as Director	For	For
9	Re-elect Colin Keogh as Director	For	For
10	Re-elect Anne MacDonald 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	Amend Performance Share Plan	For	For
17	Approve Scrip Dividend Scheme	For	For
18	Authorise the Directors to Capitalise Sums in Connection with the Scrip Dividend Scheme	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

## Howden Joinery Group Plc

**Meeting Date:** 12/05/2022

**Country:** United Kingdom

**Meeting Type:** Annual

# Howden Joinery 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 Remuneration Policy	For	For
4	Approve Final Dividend	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
8	Re-elect Louise Fowler as Director	For	For
9	Re-elect Paul Hayes as Director	For	For
10	Re-elect Andrew Livingston as Director	For	For
11	Re-elect Richard Pennycook as Director	For	For
12	Re-elect Debbie White as Director	For	For
13	Appoint KPMG 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

## K+S AG

**Meeting Date:** 12/05/2022

**Country:** Germany

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 0.20 per Share	For	For
3	Approve Discharge of Management Board for Fiscal Year 2021	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022	For	For
6	Elect Thomas Koelbl to the Supervisory Board	For	For
7	Approve Remuneration Report	For	For

## Lloyds Banking Group Plc

**Meeting Date:** 12/05/2022

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Elect Harmeen Mehta as Director	For	For
3	Elect Charlie Nunn as Director	For	For
4	Re-elect Robin Budenberg as Director	For	For
5	Re-elect William Chalmers as Director	For	For
6	Re-elect Alan Dickinson as Director	For	For
7	Re-elect Sarah Legg as Director	For	For
8	Re-elect Lord Lupton as Director	For	For
9	Re-elect Amanda Mackenzie 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	Reappoint Deloitte LLP as Auditors	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
15	Approve Share Incentive Plan	For	For
16	Authorise UK 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



## Lloyds Banking Group Plc

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

## Manulife Financial Corp.

Meeting Date: 12/05/2022

Country: Canada

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Nicole S. Arnaboldi	For	For
1.2	Elect Director Guy L.T. Bainbridge	For	For
1.3	Elect Director Joseph P. Caron	For	For
1.4	Elect Director John M. Cassaday	For	For
1.5	Elect Director Susan F. Dabarno	For	For
1.6	Elect Director Julie E. Dickson	For	For
1.7	Elect Director Roy Gori	For	For
1.8	Elect Director Tsun-yan Hsieh	For	For
1.9	Elect Director Vanessa Kanu	For	For
1.10	Elect Director Donald R. Lindsay	For	For
1.11	Elect Director C. James Prieur	For	For
1.12	Elect Director Andrea S. Rosen	For	For
1.13	Elect Director May Tan	For	For
1.14	Elect Director Leagh E. Turner	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote on Executive Compensation Approach	For	For

## Maravai LifeSciences Holdings, Inc.

Meeting Date: 12/05/2022

Country: USA

Meeting Type: Annual

# Maravai LifeSciences Holdings, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Sean Cunningham	For	Withhold
<i>Blended Rationale: A vote WITHHOLD is warranted due to concerns over poor corporate governance practices:- WITHHOLD vote are warranted for Sean Cunningham, Robert (Chip) Hance, Jessica Hopfield, and Murali Prahalad given the board's failure to remove, or subject to a sunset requirement, the classified board and the pop-up supermajority vote requirements to enact certain changes to the governing documents, each of which adverse impacts shareholder rights.</i>			
1.2	Elect Director Robert B. Hance	For	Withhold
<i>Blended Rationale: A vote WITHHOLD is warranted due to concerns over poor corporate governance practices:- WITHHOLD vote are warranted for Sean Cunningham, Robert (Chip) Hance, Jessica Hopfield, and Murali Prahalad given the board's failure to remove, or subject to a sunset requirement, the classified board and the pop-up supermajority vote requirements to enact certain changes to the governing documents, each of which adverse impacts shareholder rights.</i>			
1.3	Elect Director Jessica Hopfield	For	Withhold
<i>Blended Rationale: A vote WITHHOLD is warranted due to concerns over poor corporate governance practices:- WITHHOLD vote are warranted for Sean Cunningham, Robert (Chip) Hance, Jessica Hopfield, and Murali Prahalad given the board's failure to remove, or subject to a sunset requirement, the classified board and the pop-up supermajority vote requirements to enact certain changes to the governing documents, each of which adverse impacts shareholder rights.</i>			
1.4	Elect Director Murali K. Prahalad	For	Withhold
<i>Blended Rationale: A vote WITHHOLD is warranted due to concerns over poor corporate governance practices:- WITHHOLD vote are warranted for Sean Cunningham, Robert (Chip) Hance, Jessica Hopfield, and Murali Prahalad given the board's failure to remove, or subject to a sunset requirement, the classified board and the pop-up supermajority vote requirements to enact certain changes to the governing documents, each of which adverse impacts shareholder rights.</i>			
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote on Say on Pay Frequency	One Year	One Year
<i>Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.</i>			

# Norfolk Southern Corporation

Meeting Date: 12/05/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Thomas D. Bell, Jr.	For	For
1.2	Elect Director Mitchell E. Daniels, Jr.	For	For
1.3	Elect Director Marcela E. Donadio	For	For
1.4	Elect Director John C. Huffard, Jr.	For	For
1.5	Elect Director Christopher T. Jones	For	For
1.6	Elect Director Thomas C. Kelleher	For	For
1.7	Elect Director Steven F. Leer	For	For
1.8	Elect Director Michael D. Lockhart	For	For
1.9	Elect Director Amy E. Miles	For	For

# Norfolk Southern Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.10	Elect Director Claude Mongeau	For	For
1.11	Elect Director Jennifer F. Scanlon	For	For
1.12	Elect Director Alan H. Shaw	For	For
1.13	Elect Director James A. Squires	For	For
1.14	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	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For

*Blended Rationale: Artemis supports proposals that enhance shareholder rights.*

# OSB Group Plc

**Meeting Date:** 12/05/2022

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4a	Elect Simon Walker as Director	For	For
4b	Re-elect John Allatt as Director	For	For
4c	Re-elect Noel Harwerth as Director	For	For
4d	Re-elect Sarah Hedger as Director	For	For
4e	Re-elect Rajan Kapoor as Director	For	For
4f	Re-elect Mary McNamara as Director	For	For
4g	Re-elect David Weymouth as Director	For	For
4h	Re-elect Andrew Golding as Director	For	For
4i	Re-elect April Talintyre as Director	For	For
5	Reappoint Deloitte LLP as Auditors	For	For
6	Authorise the Group Audit Committee to Fix Remuneration of Auditors	For	For
7	Authorise UK Political Donations and Expenditure	For	For
8	Authorise Issue of Equity	For	For

# OSB Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
9	Authorise Issue of Equity in Relation to the Issue of Regulatory Capital Convertible Instruments	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 Issue of Equity without Pre-emptive Rights in Relation to the Issue of Regulatory Capital Convertible Instruments	For	For
13	Authorise Market Purchase of Ordinary Shares	For	For
14	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

# Powszechna Kasa Oszczednosci Bank Polski SA

**Meeting Date:** 12/05/2022

**Country:** Poland

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Elect Meeting Chairman	For	For
4	Approve Agenda of Meeting	For	For
9.a	Approve Financial Statements	For	For
9.b	Approve Management Board Report on Company's and Group's Operations; and Report on Expenses Related to Representation, Legal Services, Marketing Services, Public Relations Services, Social Communication Services, and Management Advisory Services	For	For
9.c	Approve Consolidated Financial Statements	For	For
9.d	Approve Supervisory Board Report	For	For
9.e	Resolve Not to Allocate Income from Previous Years	For	For
9.f	Approve Allocation of Income for Fiscal 2021	For	For
9.g	Approve Dividends of PLN 1.83 per Share	For	For
10	Approve Remuneration Report	For	Against

*Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - The short-term incentives lack disclosure on targets and all maximum award limits, as well as applicable level of performance metrics achievement; - The company has failed to disclose targets and performance conditions applicable to deferred remuneration; Also note that the remuneration report does not cover the topic of PLN/CHF mortgage provisions that is increasingly presenting a cost to the company and shareholders.*

# Powszechna Kasa Oszczednosci Bank Polski SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
11.1	Approve Discharge of Iwona Duda (Deputy CEO)	For	For
11.2	Approve Discharge of Bartosz Drabikowski (Deputy CEO)	For	For
11.3	Approve Discharge of Marcin Eckert (Deputy CEO)	For	For
11.4	Approve Discharge of Wojciech Iwanicki (Deputy CEO)	For	For
11.5	Approve Discharge of Maks Kraczkowski (Deputy CEO)	For	For
11.6	Approve Discharge of Mieczyslaw Krol (Deputy CEO)	For	For
11.7	Approve Discharge of Artur Kurcweil (Deputy CEO)	For	For
11.8	Approve Discharge of Piotr Mazur (Deputy CEO)	For	For
11.9	Approve Discharge of Zbigniew Jagiello (CEO)	For	For
11.10	Approve Discharge of Rafal Antczak (Deputy CEO)	For	For
11.11	Approve Discharge of Rafal Kozlowski (Deputy CEO)	For	For
11.12	Approve Discharge of Adam Marciniak (Deputy CEO)	For	For
11.13	Approve Discharge of Jakub Papierski (Deputy CEO)	For	For
11.14	Approve Discharge of Jan Rosciszewski (CEO and Deputy CEO)	For	For
12.1	Approve Discharge of Maciej Lopinski (Supervisory Board Chairman)	For	For
12.2	Approve Discharge of Wojciech Jasinski (Supervisory Board Member and Deputy Chairman)	For	For
12.3	Approve Discharge of Dominik Kaczmarek (Supervisory Board Member and Secretary)	For	For
12.4	Approve Discharge of Mariusz Andrzejewski (Supervisory Board Member)	For	For
12.5	Approve Discharge of Grzegorz Chlopek (Supervisory Board Member)	For	For
12.6	Approve Discharge of Andrzej Kisielewicz (Supervisory Board Member)	For	For
12.7	Approve Discharge of Rafal Kos (Supervisory Board Member)	For	For
12.8	Approve Discharge of Tomasz Kuczur (Supervisory Board Member)	For	For
12.9	Approve Discharge of Krzysztof Michalski (Supervisory Board Member)	For	For
12.10	Approve Discharge of Bogdan Szafranski (Supervisory Board Member)	For	For

# Powszechna Kasa Oszczednosci Bank Polski SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
12.11	Approve Discharge of Agnieszka Winnik-Kalembe (Supervisory Board Member)	For	For
12.12	Approve Discharge of Grazyna Ciurzynska (Supervisory Board Secretary)	For	For
12.13	Approve Discharge of Zbigniew Hajlasz (Supervisory Board Member and Chairman)	For	For
12.14	Approve Discharge of Marcin Izdebski (Supervisory Board Deputy Chairman)	For	For
12.15	Approve Discharge of Piotr Sadownik (Supervisory Board Member)	For	For
13	Amend Aug. 26, 2020, AGM, Resolution Re: Remuneration Policy	For	Against
<i>Blended Rationale: A vote against is warranted as shareholder rights are, or could be reduced.</i>			
14	Amend Aug. 26, 2020, AGM, Resolution Re: Policy on Assessment of Suitability of Supervisory Board Members	For	For
15	Approve Assessment of Suitability of Regulations on Supervisory Board	For	For
16	Amend Statute	For	For
17	Approve Regulations on Supervisory Board	For	For
18	Approve Regulations on General Meetings	For	For
19	Authorize Share Repurchase Program for Subsequent Cancellation; Approve Creation of Reserve Capital for Purpose of Share Repurchase Program	For	For
20	Approve Individual Suitability of Supervisory Board Members	For	Against
<i>Blended Rationale: A vote against is warranted because the company has not provided information on this proposal.</i>			
21	Approve Collective Suitability of Supervisory Board Members	For	Against
<i>Blended Rationale: A vote against is warranted because the company has not provided information on this proposal.</i>			

## Quilter Plc

**Meeting Date:** 12/05/2022

**Country:** United Kingdom

**Meeting Type:** Annual

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

## Quilter Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5	Re-elect Tim Breedon as Director	For	For
6	Re-elect Tazim Essani as Director	For	For
7	Re-elect Paul Feeney as Director	For	For
8	Re-elect Moira Kilcoyne as Director	For	For
9	Re-elect Ruth Markland as Director	For	For
10	Re-elect Paul Matthews as Director	For	For
11	Re-elect George Reid as Director	For	For
12	Elect Chris Samuel 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

## Quilter Plc

**Meeting Date:** 12/05/2022

**Country:** United Kingdom

**Meeting Type:** Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Adopt New Articles of Association	For	For
2	Approve Matters Relating to the Issue of B Shares	For	For
3	Approve Share Consolidation	For	For
4	Authorise Market Purchase of Ordinary Shares	For	For
5	Authorise the Company to Enter into Contingent Purchase Contracts	For	For

## SBA Communications Corporation

**Meeting Date:** 12/05/2022

**Country:** USA

**Meeting Type:** Annual

# SBA Communications Corporation

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Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Kevin L. Beebe	For	For
1.2	Elect Director Jack Langer	For	For
1.3	Elect Director Jeffrey A. Stoops	For	For
1.4	Elect Director Jay L. Johnson	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

## Secure Trust Bank Plc

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**Meeting Date:** 12/05/2022

**Country:** United Kingdom

**Meeting Type:** Annual

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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 Lord Forsyth as Director	For	For
4	Re-elect David McCreddie as Director	For	For
5	Re-elect Rachel Lawrence as Director	For	For
6	Re-elect Ann Berresford as Director	For	For
7	Re-elect Paul Myers as Director	For	For
8	Re-elect Baroness Lucy Neville-Rolfe as Director	For	For
9	Re-elect Victoria Stewart as Director	For	For
10	Elect Finlay Williamson as Director	For	For
11	Reappoint Deloitte LLP as Auditors	For	For
12	Authorise Board 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 in Relation to Additional Tier 1 Securities	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	For	For



## Secure Trust Bank 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 Issue of Equity without Pre-emptive Rights in Relation to Additional Tier 1 Securities	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

## Unbound group PLC

**Meeting Date:** 12/05/2022

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Elect Daniel Lampard as Director	For	For
4	Elect Baroness Kate Rock as Director	For	For
5	Elect Suki Thompson as Director	For	For
6	Elect Ian Watson as Director	For	For
7	Re-elect Paul Goodson as Director	For	For
8	Re-elect Neil Johnson as Director	For	For
9	Re-elect Gavin Manson as Director	For	For
10	Appoint RSM UK Group LLP as Auditors	For	For
11	Authorise Audit and Risk Committee to Fix Remuneration of Auditors	For	For
12	Authorise Issue of Equity	For	For
13	Authorise Issue of Equity without Pre-emptive Rights	For	For
14	Authorise Market Purchase of Ordinary Shares	For	For

## Union Pacific Corporation

**Meeting Date:** 12/05/2022

**Country:** USA

**Meeting Type:** Annual

# Union Pacific Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director William J. DeLaney	For	For
1b	Elect Director David B. Dillon	For	For
1c	Elect Director Sheri H. Edison	For	For
1d	Elect Director Teresa M. Finley	For	For
1e	Elect Director Lance M. Fritz	For	For
1f	Elect Director Deborah C. Hopkins	For	For
1g	Elect Director Jane H. Lute	For	For
1h	Elect Director Michael R. McCarthy	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
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

# Universal Music Group NV

**Meeting Date:** 12/05/2022

**Country:** Netherlands

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Approve Remuneration Report	For	Against
<i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - Poor disclosure on the performance assessment. The company does not provide disclosure on the performance assessment of the STI financial metrics, not allowing shareholders to assess the pay for performance alignment. Moreover, there is poor disclosure on short term bonus criteria, short term bonus caps, and total quantum. Also note that the CEO receives an additional one off contingent bonus for which it is unclear how the performance assessment was implemented. Overall, we raise concerns to the total quantum of CEO pay for 2021, reaching EUR 40.8 million, but when adding Vivendi payments to the CEO the total 2021 pay for the CEO reached approximately EUR 274 million. Finally, the deputy CEO received an IPO related one-off award of EUR 800,000 without providing any further justification.</i>			
4	Adopt Financial Statements	For	For
5.b	Approve Dividends of EUR 0.20 Per Share	For	For
6.a	Approve Discharge of Executive Directors	For	For
6.b	Approve Discharge of Non-Executive Directors	For	For
7.a	Elect Bill Ackman as Non-Executive 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>			
7.b	Elect Nicole Avant as Non-Executive Director	For	For

# Universal Music Group NV

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
7.c	Elect Cyrille Bollere as Non-Executive Director	For	Against
<i>Blended Rationale: A vote against is warranted due to concerns over the number of directorships held by the nominee.</i>			
7.d	Elect Sherry Lansing as Non-Executive Director	For	For
8.a	Grant Board Authority to Issue Shares Up To 5 Percent of Issued Capital and Exclude Pre-emptive Rights	For	Against
<i>Blended Rationale: A vote AGAINST is warranted as the proposed capital authorization is aimed at funding long-term incentive plans whereas we have raised concerns with regard to the company's LTIP proposal (item 8b) and in particular regarding:- Vesting before the third anniversary for RSUs;- Lack of disclosure of performance elements and applicability thereof.</i>			
8.b	Approve Award (Rights to Subscribe for) Shares as Annual Long-Term Incentive Grants and Special Grants to Executive Directors	For	Against
<i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company:- The disclosure on performance criteria for ordinary and extraordinary PSU awards and stock options (for extraordinary awards) are not clearly defined. A vote against is warranted because payments in the event of change of control are excessive: - Unvested time- and performance-based awards would automatically vest upon a change-in-control.</i>			
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
10	Ratify Ernst & Young Accountants LLP and Deloitte Accountants B.V. as Auditors	For	For

# Verizon Communications Inc.

**Meeting Date:** 12/05/2022

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Shellye Archambeau	For	For
1.2	Elect Director Roxanne Austin	For	For
1.3	Elect Director Mark Bertolini	For	For
1.4	Elect Director Melanie Healey	For	For
1.5	Elect Director Laxman Narasimhan	For	For
1.6	Elect Director Clarence Otis, Jr.	For	For
1.7	Elect Director Daniel Schulman	For	For
1.8	Elect Director Rodney Slater	For	For
1.9	Elect Director Carol Tome	For	For
1.10	Elect Director Hans Vestberg	For	For
1.11	Elect Director Gregory Weaver	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

## Verizon Communications Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Ratify Ernst & Young LLP as Auditors	For	For
4	Report on Charitable Contributions	Against	Against
5	Amend Senior Executive Compensation Clawback Policy	Against	For
<i>Blended Rationale: Artemis supports proposals for best practice regarding director pay.</i>			
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	For
<i>Blended Rationale: Artemis supports proposals for best practice regarding director pay.</i>			
7	Report on Operations in Communist China	Against	Against

## WEX Inc.

**Meeting Date:** 12/05/2022

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Daniel Callahan	For	For
1.2	Elect Director Shikhar Ghosh	For	For
1.3	Elect Director James (Jim) Neary	For	For
1.4	Elect Director Melissa Smith	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee serves as the Company's CEO and Chair and there is evidence of a poor approach on executive pay.</i>			
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<i>Blended Rationale: A vote against is warranted because the performance period is less than 3 years:- The PSUs for the 2019-2021 performance period were modified to shorten the performance period to two years, although the final payout remained subject to a three-year relative TSR modifier.</i>			
3	Ratify Deloitte & Touche LLP as Auditors	For	For

## Badger Infrastructure Solutions Ltd.

**Meeting Date:** 13/05/2022

**Country:** Canada

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Catherine (Kay) Best	For	For
1.2	Elect Director David Bronicheski	For	For

## Badger Infrastructure Solutions Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.3	Elect Director William (Bill) Derwin	For	For
1.4	Elect Director Stephen (Steve) Jones	For	For
1.5	Elect Director Mary Jordan	For	For
1.6	Elect Director William Lingard	For	For
1.7	Elect Director Glen Roane	For	For
1.8	Elect Director Paul Vanderberg	For	For
2	Ratify Deloitte LLP as Auditors	For	For
3	Advisory Vote on Executive Compensation Approach	For	For

## China State Construction Engineering Corp. Ltd.

**Meeting Date:** 13/05/2022

**Country:** China

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	For	For
2	Approve Report of the 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 Shareholder Return Plan	For	For
7	Approve Annual Report	For	For
8	Approve Implementation of Investment Budget in 2021 and Proposed Investment Budget in 2022	For	Against
<i>Blended Rationale: A vote against is warranted because the company has not provided information on this proposal.</i>			
9	Approve Financial Budget Report	For	For
10	Approve Provision of Guarantee	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 the said subsidiaries. The company has failed to provide any justifications in the meeting circular.</i>			
11	Approve Appointment of Internal Control Auditor	For	For
12	Approve to Appoint Financial Auditor	For	For
13	Amend Related-Party Transaction Management Regulation	For	Against
<i>Blended Rationale: A vote against is warranted because the company has not provided information on this proposal.</i>			

# China State Construction Engineering Corp. Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
14	Approve Repurchase of Partial Incentive Objects of China State Construction Corporation Limited's Phase Three and Four A-Share Performance Shares	For	For

# Compagnie Generale des Etablissements Michelin SCA

**Meeting Date:** 13/05/2022

**Country:** France

**Meeting Type:** Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	For	For
2	Approve Allocation of Income and Dividends of EUR 4.50 per Share	For	For
3	Approve Consolidated Financial Statements and Statutory Reports	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
6	Approve Remuneration Policy of General Managers	For	For
7	Approve Remuneration Policy of Supervisory Board Members	For	For
8	Approve Compensation Report of Corporate Officers	For	For
9	Approve Compensation of Florent Menegaux, General Manager	For	For
10	Approve Compensation of Yves Chapo, Manager	For	For
11	Approve Compensation of Barbara Dalibard, Chairman of Supervisory Board Since 21 May 2021	For	For
12	Approve Compensation of Michel Rollier, Chairman of Supervisory Board Until 21 May 2021	For	For
13	Reelect Thierry Le Henaff as Supervisory Board Member	For	For
14	Reelect Monique Leroux as Supervisory Board Member	For	For
15	Reelect Jean-Michel Severino as Supervisory Board Member	For	For
16	Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 950,000	For	For

# Compagnie Generale des Etablissements Michelin SCA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
17	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	For	For
18	Renew Appointment of Deloitte & Associates as Auditor	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 125 Million	For	For
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 35 Million	For	For
21	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 35 Million	For	For
22	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	For	For
23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 19 to 22	For	For
24	Authorize Capitalization of Reserves of Up to EUR 80 Million for Bonus Issue or Increase in Par Value	For	For
25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
27	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 125 Million	For	For
28	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
29	Approve 4-for-1 Stock Split and Amend Bylaws Accordingly	For	For
30	Authorize Filing of Required Documents/Other Formalities	For	For

## Teradyne, Inc.

**Meeting Date:** 13/05/2022

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Edwin J. Gillis	For	For
1b	Elect Director Timothy E. Guertin	For	For

## Teradyne, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1c	Elect Director Peter Herweck	For	For
1d	Elect Director Mark E. Jagiela	For	For
1e	Elect Director Mercedes Johnson	For	For
1f	Elect Director Marilyn Matz	For	For
1g	Elect Director Fouad 'Ford' Tamer	For	For
1h	Elect Director Paul J. Tufano	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

## Weyerhaeuser Company

**Meeting Date:** 13/05/2022

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Mark A. Emmert	For	For
1b	Elect Director Rick R. Holley	For	For
1c	Elect Director Sara Grootwassink Lewis	For	For
1d	Elect Director Deidra C. Merriwether	For	For
1e	Elect Director Al Monaco	For	For
1f	Elect Director Nicole W. Piasecki	For	For
1g	Elect Director Lawrence A. Selzer	For	For
1h	Elect Director Devin W. Stockfish	For	For
1i	Elect Director Kim Williams	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Approve Omnibus Stock Plan	For	For
4	Ratify KPMG LLP as Auditors	For	For

## 888 Holdings Plc

**Meeting Date:** 16/05/2022

**Country:** Gibraltar

**Meeting Type:** Special



## 888 Holdings Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Matters Relating to the Acquisition of William Hill International	For	For

## ASM International NV

**Meeting Date:** 16/05/2022

**Country:** Netherlands

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Approve Remuneration Report	For	For
4	Adopt Financial Statements and Statutory Reports	For	For
5	Approve Dividends of EUR 2.50 Per Share	For	For
6	Approve Discharge of Management Board	For	For
7	Approve Discharge of Supervisory Board	For	For
8	Adopt Remuneration Policy for Management Board	For	For
9	Elect Hichem M'Saad to Management Board	For	For
10	Adopt Remuneration Policy for Supervisory Board	For	For
11	Reelect M.J.C. de Jong to Supervisory Board	For	For
12	Ratify KPMG Accountants N.V. as Auditors	For	For
13(a)	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	For
13(b)	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For

## Baker Hughes Company

**Meeting Date:** 17/05/2022

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director W. Geoffrey Beattie	For	For

# Baker Hughes Company

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.2	Elect Director Gregory D. Brenneman	For	For
1.3	Elect Director Cynthia B. Carroll	For	For
1.4	Elect Director Nelda J. Connors	For	For
1.5	Elect Director Michael R. Dumais	For	For
1.6	Elect Director Gregory L. Ebel	For	For
1.7	Elect Director Lynn L. Elsenhans	For	For
1.8	Elect Director John G. Rice	For	For
1.9	Elect Director Lorenzo Simonelli	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify KPMG LLP as Auditors	For	For

# BNP Paribas SA

**Meeting Date:** 17/05/2022

**Country:** France

**Meeting Type:** Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Allocation of Income and Dividends of EUR 3.67 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 Jean Laurent Bonnafe as Director	For	For
7	Reelect Marion Guillou as Director	For	For
8	Reelect Michel Tilmant as Director	For	For
9	Elect Lieve Logghe as Director	For	For
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-CEOs	For	For
13	Approve Compensation Report of Corporate Officers	For	For
14	Approve Compensation of Jean Lemierre, Chairman of the Board	For	For

# 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 Until 18 May 2021	For	For
17	Approve Compensation of Yann Gerardin, Vice-CEO Since 18 May 2021	For	For
18	Approve Compensation of Thierry Laborde, Vice-CEO Since 18 May 2021	For	For
19	Approve the Overall Envelope of Compensation of Certain Senior Management, Responsible Officers and the Risk-takers	For	For
20	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.54 Million	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 985 Million	For	For
22	Authorize Capital Increase of Up to EUR 240 Million for Future Exchange Offers	For	For
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For
24	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 22 and 23 at EUR 240 Million	For	For
25	Authorize Capitalization of Reserves of Up to EUR 985 Million for Bonus Issue or Increase in Par Value	For	For
26	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 21 and 23 at EUR 985 Million	For	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
28	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
29	Authorize Filing of Required Documents/Other Formalities	For	For

## First Republic Bank

**Meeting Date:** 17/05/2022

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director James H. Herbert, II	For	For
1.2	Elect Director Katherine August-deWilde	For	For

# First Republic Bank

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.3	Elect Director Frank J. Fahrenkopf, Jr.	For	For
1.4	Elect Director Boris Groysberg	For	For
1.5	Elect Director Sandra R. Hernandez	For	For
1.6	Elect Director Pamela J. Joyner	For	For
1.7	Elect Director Shilla Kim-Parker	For	For
1.8	Elect Director Reynold Levy	For	For
1.9	Elect Director George G.C. Parker	For	For
1.10	Elect Director Michael J. Roffler	For	For
2	Ratify KPMG LLP as Auditors	For	For
3	Amend Omnibus Stock Plan	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

## Ipsos SA

**Meeting Date:** 17/05/2022

**Country:** France

**Meeting Type:** Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Allocation of Income and Dividends of EUR 1.15 per Share	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	For	Against
<i>Blended Rationale: A vote AGAINST this proposal is warranted because the departing Vice-CEO was paid a severance package under a working contract which appears in excess of the recommended guidelines.</i>			
5	Ratify Appointment of Ben Page as Director	For	For
6	Ratify Appointment of Pierre Barnabe as Director	For	For
7	Reelect Pierre Barnabe as Director	For	For
8	Acknowledge End of Mandate of Florence von Erb as Director and Decision Not to Replace	For	For
9	Elect Virginie Calmels as Director	For	For
10	Renew Appointment of Mazars as Auditor	For	For
11	Approve Remuneration of Directors in the Aggregate Amount of EUR 450,000	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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12	Approve Compensation of Didier Truchot, Chairman and CEO From 1 January 2021 to 30 September 2021 and CEO from 1 October 2021 to 14 November 2021	For	Against
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*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 partially erase 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. Also note that the Chairman/CEO was paid a termination package despite him retiring and keeping a mandate in the company and remains entitled to the full vesting of the LTIPs granted prior to his resignation.*

13	Approve Compensation of Ben Page, CEO From 15 November 2021 to 31 December 2021	For	For
14	Approve Compensation of Didier Truchot, Chairman of the Board From 1 October 2021 to 31 December 2021	For	For
15	Approve Compensation of Pierre Le Manh, Vice-CEO From 1 January to 10 September 2021	For	Against

*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. A vote against is warranted because severance payment exceed 24 months:- Pierre Le Manh left the company on December 21, 2021. The triggering event for this payout was the Vice-CEO's conscience clause following the end of Didier Truchot's role as CEO of the company. The sum of all the terminations items paid under his working contract (severance, non-compete, no-solicitation), exceed the recommended cap of twice the reference remuneration.*

16	Approve Compensation of Laurence Stoclet, Vice-CEO	For	Against
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*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.*

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
17	Approve Compensation of Henri Wallard, Vice-CEO	For	Against
<p><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></p>			
18	Approve Remuneration Policy of CEO	For	For
19	Approve Remuneration Policy of Chairman of the Board	For	For
20	Approve Remuneration Policy of Vice-CEOs	For	Against
<p><i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - The Vice-CEOs are fully remunerated under working contracts, which creates a risk of lower transparency;- The company fails to provide a rationale for Mrs. Stoclet's repeated increases of base salary;- The disclosure surrounding performance conditions attached to the bonus and the LTIP is vague.</i></p>			
21	Approve Remuneration Policy of Directors	For	For
22	Approve Compensation Report of Corporate Officers	For	For
23	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
25	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 5.5 Million	For	For
26	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 1.1 Million	For	For
27	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 1.1 Million	For	For
28	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	For	For
29	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For	For
30	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For

# Ipsos SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
31	Authorize Capital Increase of Up to EUR 1.1 Million for Future Exchange Offers	For	For
32	Authorize Capitalization of Reserves of Up to EUR 1.1 Million for Bonus Issue or Increase in Par Value	For	For
33	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
34	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 26-27, 29-31 and 33 at EUR 1.1 Million; Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 25-27, 29-31 and 33 at EUR 5.5 Million	For	For
35	Authorize Filing of Required Documents/Other Formalities	For	For
A	Elect Hubert Mathet as Director	Against	Against

# Mears Group Plc

**Meeting Date:** 17/05/2022

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Reappoint Ernst & Young LLP as Auditors	For	For
4	Authorise Board to Fix Remuneration of Auditors	For	For
5	Approve Final Dividend	For	For
6	Re-elect Kieran Murphy as Director	For	For
7	Re-elect David Miles as Director	For	For
8	Re-elect Andrew Smith as Director	For	For
9	Re-elect Alan Long as Director	For	For
10	Re-elect Julia Unwin as Director	For	For
11	Re-elect Jim Clarke as Director	For	For
12	Re-elect Chris Loughlin as Director	For	For
13	Re-elect Claire Gibbard as Employee Director to the Board	For	For
14	Elect Angela Lockwood as Director	For	For
15	Authorise Issue of Equity	For	For

## Mears Group 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

## Nutrien Ltd.

**Meeting Date:** 17/05/2022

**Country:** Canada

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Christopher M. Burley	For	For
1.2	Elect Director Maura J. Clark	For	For
1.3	Elect Director Russell K. Girling	For	For
1.4	Elect Director Michael J. Hennigan	For	For
1.5	Elect Director Miranda C. Hubbs	For	For
1.6	Elect Director Raj S. Kushwaha	For	For
1.7	Elect Director Alice D. Laberge	For	For
1.8	Elect Director Consuelo E. Madere	For	For
1.9	Elect Director Keith G. Martell	For	For
1.10	Elect Director Aaron W. Regent	For	For
1.11	Elect Director Nelson L. C. Silva	For	For
2	Ratify KPMG LLP as Auditors	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 Nutrien performance-based awards would be settled and paid in cash at the greater of target and actual achievement. By disregarding their performance vesting criteria, this provision disregards the purpose for which performance-based equity awards were granted. Best practices call for pro-rata assessment of performance up to the time of the change-in-control.*

## Societe Generale SA

**Meeting Date:** 17/05/2022

**Country:** France

**Meeting Type:** Annual/Special



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 Allocation of Income and Dividends of EUR 1.65 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
<p><i>Blended Rationale: A vote against is warranted because payments in the event of change of control are excessive:- In case of departure following a change in control or retirement, executives would retain full rights to unvested shares.</i></p>			
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 Diony Lebot, Vice-CEO	For	For
13	Approve the Aggregate Remuneration Granted in 2021 to Certain Senior Management, Responsible Officers, and Risk-Takers	For	For
14	Reelect Lorenzo Bini Smaghi as Director	For	For
15	Reelect Jerome Contamine as Director	For	For
16	Reelect Diane Cote as Director	For	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights and/or Capitalization of Reserves for Bonus Issue or Increase in Par Value up to Aggregate Nominal Amount of EUR 345.3 Million	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 104.64 Million	For	For
20	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For

## Societe Generale SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
22	Authorize up to 1.2 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Regulated Persons	For	For
23	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans	For	For
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
25	Authorize Filing of Required Documents/Other Formalities	For	For

## The Vitec Group Plc

**Meeting Date:** 17/05/2022

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Re-elect Ian McHoul as Director	For	For
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 Caroline Thomson as Director	For	For
9	Re-elect Richard Tyson as Director	For	For
10	Elect Erika Schraner as Director	For	For
11	Reappoint Deloitte LLP as Auditors	For	For
12	Authorise Board to Fix Remuneration of Auditors	For	For
13	Approve Change of Company Name to Videndum plc	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

## Upstart Holdings, Inc.

Meeting Date: 17/05/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Sukhinder Singh Cassidy	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 Sukhinder Singh Cassidy and Paul Gu 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 impact shareholder rights.</i>			
1.2	Elect Director Paul Gu	For	Withhold
<i>Blended Rationale: Refer to Item 1.1.</i>			
2	Ratify Deloitte & Touche LLP as Auditors	For	For
3	Advisory Vote on Say on Pay Frequency	One Year	One Year
<i>Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.</i>			

## Zijin Mining Group Co., Ltd.

Meeting Date: 17/05/2022

Country: China

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	For	For
2	Approve Report of the Independent Directors	For	For
3	Approve Report of the Supervisory Committee	For	For
4	Approve Annual Report and Its Summary Report	For	For
5	Approve Financial Report	For	For
6	Approve Profit Distribution Proposal	For	For
7	Approve Remuneration of the Executive Directors and Chairman of the Supervisory Committee	For	For
8	Approve Ernst & Young Hua Ming LLP as Auditor and Authorize Chairman of the Board, President and Financial Controller to Fix Their Remuneration	For	For
9	Approve Authorization to the Board on External Donations	For	For
10	Approve Change in One of the Projects to be Invested by the Proceeds Raised	For	For
11	Approve Changes in Registered Share Capital and Amend Articles of Association	For	For

## Zijin Mining Group Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
12	Approve General Mandate to Issue Debt Financing Instruments	For	For
13	Approve Arrangement of Guarantees to the Company's Subsidiaries	For	Against

*Blended Rationale: A vote AGAINST this resolution is warranted since the company will be taking in a disproportionate amount of risk relative to its ownership stake in Serbia Zijin Copper Doo and Tibet Julong Copper Co., Ltd., without compelling justification.*

## Advanced Micro Devices, Inc.

**Meeting Date:** 18/05/2022

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director John E. Caldwell	For	For
1b	Elect Director Nora M. Denzel	For	For
1c	Elect Director Mark Durcan	For	For
1d	Elect Director Michael P. Gregoire	For	For
1e	Elect Director Joseph A. Householder	For	For
1f	Elect Director John W. Marren	For	For
1g	Elect Director Jon A. Olson	For	For
1h	Elect Director Lisa T. Su	For	For
1i	Elect Director Abhi Y. Talwalkar	For	For
1j	Elect Director Elizabeth W. Vanderslice	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

## Alliance Pharma Plc

**Meeting Date:** 18/05/2022

**Country:** United Kingdom

**Meeting Type:** Annual

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

## Alliance Pharma Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Re-elect David Cook 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 Andrew Franklin as Director	For	For
6	Re-elect Richard Jones as Director	For	For
7	Re-elect Jo LeCouilliard as Director	For	For
8	Elect Kristof Neiryck as Director	For	For
9	Reappoint KPMG LLP as Auditors	For	For
10	Authorise Board to Fix Remuneration of Auditors	For	For
11	Authorise Issue of Equity	For	For
12	Authorise Issue of Equity without Pre-emptive Rights	For	For

## Anthem, Inc.

**Meeting Date:** 18/05/2022

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Susan D. DeVore	For	For
1.2	Elect Director Bahija Jallal	For	For
1.3	Elect Director Ryan M. Schneider	For	For
1.4	Elect Director Elizabeth E. Tallett	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Ernst & Young LLP as Auditors	For	For
4	Change Company Name to Elevance Health, Inc.	For	For
5	Adopt a Policy Prohibiting Direct and Indirect Political Contributions to Candidates	Against	Against
6	Oversee and Report a Racial Equity Audit	Against	Against

## China Hongqiao Group Limited

**Meeting Date:** 18/05/2022

**Country:** Cayman Islands

**Meeting Type:** Annual

# China Hongqiao Group Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2.1	Elect Zheng Shuliang as Director	For	For
2.2	Elect Zhang Ruilian as Director	For	For
2.3	Elect Wong Yuting n 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
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>			
8	Adopt New Memorandum and Articles of Association	For	For

# China Mobile Limited

**Meeting Date:** 18/05/2022

**Country:** Hong Kong

**Meeting Type:** Annual

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

## China Mobile Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Report of the Directors	For	For
3	Approve Profit Distribution Plan	For	For
5	Approve KPMG and KPMG Huazhen LLP as Auditors of the Group and Authorize Board to Fix Their Remuneration	For	For
6	Authorize Repurchase of Issued Share Capital	For	For
7	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>			
8	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>			
9	Authorize Board to Determine Interim Profit Distribution of the Company	For	For
10	Approve Provision of External Guarantees	For	Against
<i>Blended Rationale: A vote against is warranted because the company has not provided information on this proposal.</i>			
11	Approve Director and Senior Management Liability Insurance	For	For

## China Petroleum & Chemical Corporation

**Meeting Date:** 18/05/2022

**Country:** China

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors of Sinopec Corp.	For	For
2	Approve Report of the Board of Supervisors of Sinopec Corp.	For	For
3	Approve Audited Financial Reports of Sinopec Corp.	For	For
4	Approve Profit Distribution Plan of Sinopec Corp.	For	For
5	Approve Interim Profit Distribution Plan of Sinopec Corp.	For	For
6	Approve KPMG 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 Instrument(s)	For	Against

*Blended Rationale: A vote against is warranted because the company has not provided information on this proposal:- This resolution is warranted given the limited disclosure regarding the proposed issuance of debt financing instruments.*

## China Petroleum & Chemical Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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 Grant to the Board a General Mandate to Buy Back Domestic Shares and/or Overseas-Listed Foreign Shares of Sinopec Corp.	For	For
10.01	Elect Qiu Fasen as Supervisor	For	For
10.02	Elect Lv Lianggong as Supervisor	For	For
10.03	Elect Wu Bo as Supervisor	For	For
10.04	Elect Zhai Yalin as Supervisor	For	For

## China Petroleum & Chemical Corporation

**Meeting Date:** 18/05/2022

**Country:** China

**Meeting Type:** Special

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

## Corbion NV

**Meeting Date:** 18/05/2022

**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 as the overall structure and disclosure of the remuneration report are considered to be in line with market practice. We also believe that it is in shareholders' interest to approve this.</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	Elect William Lin to Supervisory Board	For	For



## Corbion NV

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
10	Approve Remuneration of Supervisory Board	For	For
11	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital for General Purposes	For	For
12	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 11	For	For
13	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 11 and 12 (i.e. the management board would be able to issue share up to 20 percent of the issued share capital in total).</i>			
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
15	Approve Cancellation of Repurchased Shares	For	For
16	Ratify KPMG Accountants N.V as Auditors	For	For

## ENN Energy Holdings Limited

**Meeting Date:** 18/05/2022

**Country:** Cayman Islands

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3a1	Elect Wu Xiaojing as Director	For	For
3a2	Elect Wang Dongzhi as Director	For	For
3a3	Elect Zhang Yuying as Director	For	For
3a4	Elect Law Yee Kwan, Quinn as Director	For	For
3a5	Elect Yien Yu Yu, Catherine 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
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	For
6	Authorize Repurchase of Issued Share Capital	For	For

# ENN Energy Holdings Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
7	Adopt New Share Option Scheme	For	Against
<p><i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - Performance conditions and meaningful vesting periods have not been disclosed. Also note that the company could be considered a mature company, and the limit under the proposed scheme, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital and the directors eligible to receive options under the New Scheme are involved in the administration of the scheme.</i></p>			
8	Approve Termination of 2012 Share Option Scheme	For	For

# Erste Group Bank AG

**Meeting Date:** 18/05/2022

**Country:** Austria

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 1.60 per Share	For	For
3	Approve Discharge of Management Board for Fiscal Year 2021	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For
5	Ratify PwC Wirtschaftspruefung GmbH Auditors for Fiscal Year 2023	For	For
6	Approve Remuneration Report	For	For
7	Approve Remuneration of Supervisory Board Members	For	For
8	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	For	For
9	Approve Creation of EUR 343.6 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	For
10	Amend Articles of Association	For	Against
<p><i>Blended Rationale: A vote against is warranted as shareholder rights are, or could be reduced:- While the amendments largely reflect the local regulatory framework and are otherwise non-contentious, the boards propose an amendment concerning the introduction of mandatory retirement ages for directors.</i></p>			
11.1	Approve Increase in Size of Supervisory Board to 13 Members	For	For
11.2	Elect Christine Catasta as Supervisory Board Member	For	For
11.3	Reelect Henrietta Egerth-Stadlhuber as Supervisory Board Member	For	For
11.4	Elect Hikmet Ersek as Supervisory Board Member	For	For
11.5	Elect Alois Flatz as Supervisory Board Member	For	For

# Erste Group Bank AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
11.6	Elect Mariana Kuehnel as Supervisory Board Member	For	For
11.7	Reelect Marion Khueny as Supervisory Board Member	For	For
11.8	Reelect Friedrich Roedler as Supervisory Board Member	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is the Chair of the Remuneration Committee which is not majority independent. A vote against is warranted as the nominee is the Chair of the Nomination Committee which is not majority independent.</i>			
11.9	Reelect Michele Sutter-Ruedisser as Supervisory Board Member	For	For

# ITT Inc.

**Meeting Date:** 18/05/2022

**Country:** USA

**Meeting Type:** Annual

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

# Keller Group Plc

**Meeting Date:** 18/05/2022

**Country:** United Kingdom

**Meeting Type:** Annual

# Keller 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	Reappoint Ernst & Young LLP as Auditors	For	For
5	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
6	Elect Juan Abrams as Director	For	For
7	Re-elect Peter Hill as Director	For	For
8	Re-elect Paula Bell as Director	For	For
9	Re-elect David Burke as Director	For	For
10	Re-elect Eva Lindqvist as Director	For	For
11	Re-elect Baroness Kate Rock as Director	For	For
12	Re-elect Michael Speakman as Director	For	For
13	Authorise Issue of Equity	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
16	Authorise Market Purchase of Ordinary Shares	For	For
17	Authorise UK Political Donations and Expenditure	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

## LPL Financial Holdings Inc.

**Meeting Date:** 18/05/2022

**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

## LPL Financial Holdings Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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

## Molson Coors Beverage Company

Meeting Date: 18/05/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Roger G. Eaton	For	For
1.2	Elect Director Charles M. Herington	For	For
1.3	Elect Director H. Sanford Riley	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

## PPL Corporation

Meeting Date: 18/05/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Arthur P. Beattie	For	For
1b	Elect Director Raja Rajamannar	For	For
1c	Elect Director Heather B. Redman	For	For
1d	Elect Director Craig A. Rogerson	For	For
1e	Elect Director Vincent Sorgi	For	For
1f	Elect Director Natica von Althann	For	For
1g	Elect Director Keith H. Williamson	For	For
1h	Elect Director Phoebe A. Wood	For	For

## PPL Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1i	Elect Director Armando Zagalo de Lima	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Deloitte & Touche LLP as Auditors	For	For

## Reliance Steel & Aluminum Co.

Meeting Date: 18/05/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Lisa L. Baldwin	For	For
1b	Elect Director Karen W. Colonias	For	For
1c	Elect Director Frank J. Dellaquila	For	For
1d	Elect Director John G. Figueroa	For	For
1e	Elect Director James D. Hoffman	For	For
1f	Elect Director Mark V. Kaminski	For	For
1g	Elect Director Karla R. Lewis	For	For
1h	Elect Director Robert A. McEvoy	For	For
1i	Elect Director David W. Seeger	For	For
1j	Elect Director Douglas W. Stotlar	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify KPMG LLP as Auditors	For	For
4	Amend Proxy Access Right	Against	For

*Blended Rationale: Artemis supports proposals that enhance shareholder rights.*

## SAP SE

Meeting Date: 18/05/2022

Country: Germany

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 1.95 per Share and Special Dividends of EUR 0.50 per Share	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Approve Discharge of Management Board for Fiscal Year 2021	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2022	For	For
6	Ratify BDO AG as Auditors for Fiscal Year 2023	For	For
7	Approve Remuneration Report	For	For
8.1	Elect Hasso Plattner to the Supervisory Board	For	Against
<p><i>Blended Rationale: A vote against is warranted as the nominee is a non-independent NED and serves on the Remuneration Committee, which is not majority independent.</i></p>			
8.2	Elect Rouven Westphal to the Supervisory Board	For	For
8.3	Elect Gunnar Wiedenfels to the Supervisory Board	For	For
8.4	Elect Jennifer Xin-Zhe Li to the Supervisory Board	For	For
9	Approve Remuneration of Supervisory Board	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 1.95 per Share and Special Dividends of EUR 0.50 per Share	For	For
3	Approve Discharge of Management Board for Fiscal Year 2021	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2022	For	For
6	Ratify BDO AG as Auditors for Fiscal Year 2023	For	For
7	Approve Remuneration Report	For	For
8.1	Elect Hasso Plattner to the Supervisory Board	For	For
<p><i>Blended Rationale: A vote FOR the election of Hasso Plattner is warranted. We agree that the composition of the Remuneration Committee should have more independent members however; Hasso Plattner has been instrumental in the shaping of SAP and defining the current strategy. Not electing him as Board Chairman would be very disruptive at a time where execution of the plan seems to be in line with expectations.</i></p>			
8.2	Elect Rouven Westphal to the Supervisory Board	For	For
8.3	Elect Gunnar Wiedenfels to the Supervisory Board	For	For
8.4	Elect Jennifer Xin-Zhe Li to the Supervisory Board	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
9	Approve Remuneration of Supervisory Board	For	For

## Societe BIC SA

**Meeting Date:** 18/05/2022      **Country:** France  
**Meeting Type:** Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Allocation of Income and Dividends of EUR 2.15 per Share	For	For
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
5	Elect Nikos Koumettis as Director	For	Against
<p><i>Blended Rationale: A vote against is warranted due to concerns over the number of directorships held by the nominee:- The number of outside mandates held by Nikos Koumettis is in excess of recommended guidelines for non-executive chairmen. In addition to his non-executive chair position at Societe BIC SA, he is an executive officer at The Coca-Cola Company and a board member at Coca-Cola FEMSA SAB de CV.</i></p>			
6	Reelect Gonzalve Bich as Director	For	For
7	Reelect Elizabeth Bastoni as Director	For	For
8	Reelect Maelys Castella as Director	For	For
9	Approve Compensation Report of Corporate Officers	For	For
10	Approve Compensation of Pierre Vareille, Chairman of the Board Until 19 May 2021	For	For
11	Approve Compensation of John Glen, Chairman of the Board Since 19 May 2021	For	For
12	Approve Compensation of Gonzalve Bich, CEO	For	For
13	Approve Remuneration Policy of Chairman of the Board	For	For
14	Approve Remuneration Policy of Executive Corporate Officers	For	For
15	Approve Remuneration Policy of Directors	For	For
16	Approve Remuneration of Directors in the Aggregate Amount of EUR 550,000	For	For
17	Ratify Change Location of Registered Office to 12 boulevard Victor Hugo, 92611 Clichy and Amend Article 4 of Bylaws Accordingly	For	For
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For



## Societe BIC SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 17 Million	For	For
20	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	For	For
21	Authorize Filing of Required Documents/Other Formalities	For	For

## State Street Corporation

**Meeting Date:** 18/05/2022

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Patrick de Saint-Aignan	For	For
1b	Elect Director Marie A. Chandoha	For	For
1c	Elect Director DonnaLee DeMaio	For	For
1d	Elect Director Amelia C. Fawcett	For	For
1e	Elect Director William C. Freda	For	For
1f	Elect Director Sara Mathew	For	For
1g	Elect Director William L. Meaney	For	For
1h	Elect Director Ronald P. O'Hanley	For	For
1i	Elect Director Sean O'Sullivan	For	For
1j	Elect Director Julio A. Portalatin	For	For
1k	Elect Director John B. Rhea	For	For
1l	Elect Director Richard P. Sergel	For	For
1m	Elect Director Gregory L. Summe	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Ernst & Young LLP as Auditors	For	For
4	Report on Asset Management Policies and Diversified Investors	Against	Against

## The Hartford Financial Services Group, Inc.

**Meeting Date:** 18/05/2022

**Country:** USA

**Meeting Type:** Annual

## The Hartford Financial Services Group, Inc.

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Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Larry D. De Shon	For	For
1b	Elect Director Carlos Dominguez	For	For
1c	Elect Director Trevor Fetter	For	For
1d	Elect Director Donna James	For	For
1e	Elect Director Kathryn A. Mikells	For	For
1f	Elect Director Teresa W. Roseborough	For	For
1g	Elect Director Virginia P. Ruesterholz	For	For
1h	Elect Director Christopher J. Swift	For	For
1i	Elect Director Matthew E. Winter	For	For
1j	Elect Director Greig Woodring	For	For
2	Ratify Deloitte & Touche LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Advisory Vote on Say on Pay Frequency	One Year	One Year
<i>Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.</i>			
5	Adopt Policies to Ensure Underwriting Practices Do Not Support New Fossil Fuel Supplies	Against	Against

## Thermo Fisher Scientific Inc.

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**Meeting Date:** 18/05/2022

**Country:** USA

**Meeting Type:** Annual

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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 Ruby R. Chandy	For	For
1d	Elect Director C. Martin Harris	For	For
1e	Elect Director Tyler Jacks	For	For
1f	Elect Director R. Alexandra Keith	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

# Thermo Fisher Scientific Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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 Auditors	For	For

# Vistry Group Plc

**Meeting Date:** 18/05/2022

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Remuneration Policy	For	For
4	Approve Final Dividend	For	For
5	Re-elect Ralph Findlay as Director	For	For
6	Re-elect Margaret Browne as Director	For	For
7	Re-elect Nigel Keen as Director	For	For
8	Re-elect Katherine Innes Ker as Director	For	For
9	Re-elect Gregory Fitzgerald as Director	For	For
10	Re-elect Earl Sibley as Director	For	For
11	Re-elect Graham Prothero as Director	For	For
12	Elect Ashley Steel as Director	For	For
13	Reappoint PricewaterhouseCoopers 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	Approve Deferred Bonus Plan	For	For
17	Authorise Issue of Equity	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For

## Vistry Group Plc

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

## AT&T Inc.

**Meeting Date:** 19/05/2022

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.2	Elect Director Scott T. Ford	For	For
1.3	Elect Director Glenn H. Hutchins	For	For
1.4	Elect Director William E. Kennard	For	For
1.6	Elect Director Stephen J. Luczo	For	For
1.7	Elect Director Michael B. McCallister	For	For
1.8	Elect Director Beth E. Mooney	For	For
1.9	Elect Director Matthew K. Rose	For	For
1.10	Elect Director John T. Stankey	For	For
1.11	Elect Director Cynthia B. Taylor	For	For
1.12	Elect Director Luis A. Ubinas	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Consider Pay Disparity Between Executives and Other Employees	Against	Against
5	Require Independent Board Chair	Against	For
<i>Blended Rationale: Artemis supports the separation of Chairman and CEO.</i>			
6	Report on Congruency of Political Spending with Company Values and Priorities	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 Civil Rights and Non-Discrimination Audit	Against	Against

## AvalonBay Communities, Inc.

**Meeting Date:** 19/05/2022

**Country:** USA

**Meeting Type:** Annual

## AvalonBay Communities, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Glyn F. Aeppel	For	For
1b	Elect Director Terry S. Brown	For	For
1c	Elect Director Alan B. Buckelew	For	For
1d	Elect Director Ronald L. Havner, Jr.	For	For
1e	Elect Director Stephen P. Hills	For	For
1f	Elect Director Christopher B. Howard	For	For
1g	Elect Director Richard J. Lieb	For	For
1h	Elect Director Nnenna Lynch	For	For
1i	Elect Director Timothy J. Naughton	For	For
1j	Elect Director Benjamin W. Schall	For	For
1k	Elect Director Susan Swanezy	For	For
1l	Elect Director W. Edward Walter	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Ernst & Young LLP as Auditors	For	For

## BioXcel Therapeutics, Inc.

**Meeting Date:** 19/05/2022

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director June Bray	For	Withhold
<i>Blended Rationale: A vote withhold is warranted due to concerns over poor corporate governance practices:- Withhold votes are warranted for governance committee member June Bray given the board's failure to remove, or subject to a sunset requirement, the classified board structure, which adversely impacts shareholder rights.</i>			
1.2	Elect Director Krishnan Nandabalan	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For

## BlueLinx Holdings Inc.

**Meeting Date:** 19/05/2022

**Country:** USA

**Meeting Type:** Annual

## BlueLinx Holdings Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Dwight Gibson	For	For
1.2	Elect Director Dominic DiNapoli	For	Withhold
<i>Blended Rationale: A vote withhold is warranted as there is a lack of diversity on the board. Abstain is not a valid vote option for this meeting, hence the withhold.</i>			
1.3	Elect Director Kim S. Fennebresque	For	For
1.4	Elect Director Mitchell B. Lewis	For	For
1.5	Elect Director J. David Smith	For	For
1.6	Elect Director Carol B. Yancey	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<i>Blended Rationale: A vote against is warranted because awards are not subject to performance conditions:- 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>			

## China Everbright Bank Company Limited

**Meeting Date:** 19/05/2022

**Country:** China

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Elect Wang Jiang as Director	For	For
2	Approve Work Report of the Board of Directors	For	For
3	Approve Work Report of the Board of Supervisors	For	For
4	Approve Budget Plan of Fixed Asset Investment	For	For
5	Approve Audited Accounts Report	For	For
6	Approve Profit Distribution Plan	For	For
7	Approve Appointment of Auditors	For	For
8	Approve Remuneration of Directors	For	For
9	Approve Remuneration of Supervisors	For	For

## Computacenter Plc

**Meeting Date:** 19/05/2022

**Country:** United Kingdom

**Meeting Type:** Annual

# Computacenter 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
4a	Elect Pauline Campbell as Director	For	For
4b	Re-elect Tony Conophy as Director	For	For
4c	Re-elect Rene Haas as Director	For	For
4d	Re-elect Philip Hulme as Director	For	For
4e	Re-elect Ljiljana Mitic as Director	For	For
4f	Re-elect Mike Norris as Director	For	For
4g	Re-elect Peter Ogden 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
6	Authorise Board to Fix Remuneration of Auditors	For	For
7	Approve the California Sub-Plan and the Performance Share Plan	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

# Dassault Systemes SA

**Meeting Date:** 19/05/2022

**Country:** France

**Meeting Type:** Annual/Special

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

# Dassault Systemes SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of EUR 0.17 per Share	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	For	For
5	Appoint KPMG SA as Auditor	For	For
6	Approve Remuneration Policy of Corporate Officers	For	For
7	Approve Compensation of Charles Edelstenne, Chairman of the Board	For	For
8	Approve Compensation of Bernard Charles, Vice-Chairman of the Board and CEO	For	Against
<p><i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - The level of disclosure on the achievement of the non-financial criteria of the bonus, representing 50 percent of its weight, is limited. - Information on the performance achieved for LTIPs vested is low which is even more problematic as the quantum is very significant. A vote against is warranted because the performance period is 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. 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. - The LTIP award would allow half of the shares to be vested in 2 years, which makes the performance period partially not long term enough.</i></p>			
9	Approve Compensation Report of Corporate Officers	For	Against
<p><i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - The company received substantial dissent (more than 50% of free float) on both ex-post and ex-ante votes at the 2021 AGM. Substantial dissents were also noticed in the previous years. Despite some improvements proposed in the 2022 policy, it seems that some issues remain regarding the quantum and level of disclosure.</i></p>			
10	Reelect Charles Edelstenne as Director	For	For
11	Reelect Bernard Charles as Director	For	For
12	Reelect Pascal Daloz as Director	For	For
13	Reelect Xavier Cauchois as Director	For	For
14	Authorize Repurchase of Up to 20 Million Issued Share Capital	For	For
15	Approve Remuneration of Directors in the Aggregate Amount of EUR 900,000	For	For
16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	For	For



## Dassault Systemes SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
19	Delegate Powers to the Board to Approve Merger by Absorption by the Company	For	Against
<i>Blended Rationale: A vote against is warranted as these delegations are not considered in shareholder's interests.</i>			
20	Authorize Capital Increase of Up to EUR 10 Million in Connection with Contribution in Kind Above	For	Against
<i>Blended Rationale: Refer to item 19.</i>			
21	Authorize Filing of Required Documents/Other Formalities	For	For

## Ebiquity Plc

**Meeting Date:** 19/05/2022

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Elect Lara Izlan as Director	For	For
3	Re-elect Alan Newman as Director	For	For
4	Appoint Deloitte LLP as Auditors	For	For
5	Authorise Board to Fix Remuneration of Auditors	For	For
6	Authorise Issue of Equity	For	For
7	Authorise Issue of Equity without Pre-emptive Rights	For	For
8	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
9	Authorise Market Purchase of Ordinary Shares	For	For

## Equitable Holdings, Inc.

**Meeting Date:** 19/05/2022

**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

## Equitable Holdings, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1c	Elect Director Joan Lamm-Tennant	For	For
1d	Elect Director Kristi A. Matus	For	For
1e	Elect Director Mark Pearson	For	For
1f	Elect Director Bertram L. Scott	For	For
1g	Elect Director George Stansfield	For	For
1h	Elect Director Charles G.T. Stonehill	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Eliminate Supermajority Vote Requirements	For	For

## Everbridge, Inc.

**Meeting Date:** 19/05/2022

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Richard D'Amore	For	For
1.2	Elect Director Alison Dean	For	For
1.3	Elect Director Jaime Ellertson	For	Withhold
<i>Blended Rationale: A vote withhold is warranted due to concerns over poor corporate governance practices:- Since November 2021, company shares have fallen by more than 70 percent, including a 45 percent decline following the announcement of the resignation of former CEO David Meredith in December 2021. The board appears to have been taken by surprise with Meredith's resignation, as evidenced by a suboptimal CEO succession plan and communication to shareholders. Further, the board appears to have failed to closely oversee management's integration of previous acquisitions, resulting in a declining growth outlook. In light of these issues, along with the sheer magnitude of the value destruction, the dissident has made a compelling case that the board bears responsibility for the current state of affairs.</i>			
1.4	Elect Director Bruns Grayson	For	For
<i>Blended Rationale: Refer to Item 1.3.</i>			
1.5	Elect Director David Henshall	For	For
1.6	Elect Director Kent Mathy	For	For
1.7	Elect Director Simon Paris	For	For
1.8	Elect Director Sharon Rowlands	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For

## Everbridge, Inc.

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

*Blended Rationale: An abstention is warranted as executive compensation should be best practice which presently it is not.*

## Headlam Group Plc

**Meeting Date:** 19/05/2022

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	Against
<i>Blended Rationale: A vote against is warranted due to long-term incentive plan pay-out being lower than earnings per share.</i>			
3	Approve Final Dividend	For	For
4	Elect Stephen Bird as Director	For	For
5	Elect Simon King as Director	For	For
6	Re-elect Chris Payne as Director	For	For
7	Re-elect Amanda Aldridge as Director	For	For
8	Re-elect Keith Edelman as Director	For	For
9	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
10	Authorise Board to Fix Remuneration of Auditors	For	For
11	Authorise Issue of Equity	For	For
12	Authorise Issue of Equity without Pre-emptive Rights	For	For
13	Authorise Market Purchase of Ordinary Shares	For	For
14	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

## Next Plc

**Meeting Date:** 19/05/2022

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Elect Soumen Das as Director	For	For
5	Re-elect Jonathan Bewes as Director	For	For
6	Re-elect Tom Hall as Director	For	For
7	Re-elect Tristia Harrison as Director	For	For
8	Re-elect Amanda James as Director	For	For
9	Re-elect Richard Papp as Director	For	For
10	Re-elect Michael Roney as Director	For	For
11	Re-elect Jane Shields as Director	For	For
12	Re-elect Dame Dianne Thompson as Director	For	For
13	Re-elect Lord Wolfson as Director	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
16	Authorise Issue of Equity	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
19	Authorise Market Purchase of Ordinary Shares	For	For
20	Authorise Off-Market Purchase of Ordinary Shares	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

## NextEra Energy, Inc.

**Meeting Date:** 19/05/2022

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Sherry S. Barrat	For	For

# NextEra Energy, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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 John W. Ketchum	For	For
1g	Elect Director Amy B. Lane	For	For
1h	Elect Director David L. Porges	For	For
1i	Elect Director James L. Robo	For	For
1j	Elect Director Rudy E. Schupp	For	For
1k	Elect Director John L. Skolds	For	For
1l	Elect Director John Arthur Stall	For	For
1m	Elect Director Darryl L. Wilson	For	For
2	Ratify Deloitte & Touche LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against

*Blended Rationale: A vote against is warranted because 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.*

4	Disclose a Board Diversity and Qualifications Matrix	Against	Against
5	Report on Effectiveness of Diversity, Equity and Inclusion Efforts and Metrics	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.*

## NN Group NV

**Meeting Date:** 19/05/2022

**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 1.56 Per Share	For	For
5.A	Approve Discharge of Executive Board	For	For
5.B	Approve Discharge of Supervisory Board	For	For
7.A	Reelect David Cole to Supervisory Board	For	For

# NN Group NV

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
7.B	Reelect Hans Schoen to Supervisory Board	For	For
7.C	Elect Pauline van der Meer Mohr to Supervisory Board	For	For
8	Ratify KPMG Accountants N.V. as Auditors	For	For
9.A.1	Grant Board Authority to Issue Ordinary Shares Up To 10 Percent of Issued Capital	For	For
9.A.2	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For
9.B	Grant Board Authority to Issue Shares Up To 20 Percent of Issued Capital in Connection with a Rights Issue	For	For
10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
11	Approve Reduction in Share Capital through Cancellation of Shares	For	For

# Orange SA

**Meeting Date:** 19/05/2022

**Country:** France

**Meeting Type:** Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Treatment of Losses and Dividends of EUR 0.70 per Share	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	For	For
5	Elect Jacques Aschenbroich as Director	For	Against
<i>Blended Rationale: A vote against is warranted due to concerns over the number of directorships held by the nominee:- Jacques Aschenbroich serves as the chairman of Valeo SE. He also sits on BNP Paribas SA and TotalEnergies SE as a regular director.</i>			
6	Elect Valerie Beaulieu-James as Director	For	For
7	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,050,000	For	For
8	Approve Compensation Report	For	For
9	Approve Compensation of Stephane Richard, Chairman and CEO	For	For
10	Approve Compensation of Ramon Fernandez, Vice-CEO	For	For
11	Approve Compensation of Gervais Pellissier, Vice-CEO	For	For

## Orange SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
12	Approve Remuneration Policy of Chairman and CEO, CEO and Vice-CEOs	For	Against
<p><i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - The exceptional remuneration allocated to Stephane Richard and the company does not provide a compelling rationale, particularly as his resignation is due to his criminal sentence. Rewarding a forced departure after a conviction for complicity in embezzlement of public funds may seem surprising.- The company provides limited disclosure regarding the substantial increase of LTI grant under the proposed remuneration policy for the executives, although they remain within the range of French market practices.</i></p>			
13	Approve Remuneration Policy of Chairman of the Board	For	For
14	Approve Remuneration Policy of Directors	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
16	Amend Articles 2,13,15 and 16 of Bylaws to Comply with Legal Changes	For	For
17	Amend Article 14 of Bylaws Re: Age Limit of Chairman of the Board	For	For
18	Authorize up to 0.07 Percent of Issued Capital for Use in Restricted Stock Plans	For	For
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	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
A	Amending Item 18 of Current Meeting to Align the Allocation of Free Shares to the Group Employees with that of LTIP Incentives for Executives	Against	Against
B	Amend Article 13 of Bylaws Re: Plurality of Directorships	Against	Against

## PG&E Corporation

**Meeting Date:** 19/05/2022

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Rajat Bahri	For	For
1.2	Elect Director Jessica L. Denecour	For	For
1.3	Elect Director Mark E. Ferguson, III	For	For
1.4	Elect Director Robert C. Flexon	For	For
1.5	Elect Director W. Craig Fugate	For	For
1.6	Elect Director Patricia K. Poppe	For	For
1.7	Elect Director Dean L. Seavers	For	For

## PG&E Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.8	Elect Director William L. Smith	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Deloitte and Touche LLP as Auditors	For	For
4	Amend the Articles of Incorporation	For	For

## St. James's Place Plc

**Meeting Date:** 19/05/2022

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3	Re-elect Andrew Croft as Director	For	For
4	Re-elect Craig Gentle as Director	For	For
5	Re-elect Emma Griffin as Director	For	For
6	Re-elect Rosemary Hilary as Director	For	For
7	Re-elect Simon Jeffreys as Director	For	For
8	Re-elect Roger Yates as Director	For	For
9	Re-elect Lesley-Ann Nash as Director	For	For
10	Re-elect Paul Manduca as Director	For	For
11	Elect John Hitchins 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
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



## Tyman Plc

**Meeting Date:** 19/05/2022

**Country:** United Kingdom

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3	Approve Remuneration Report	For	For
4	Re-elect Nicky Hartery as Director	For	For
5	Re-elect Jo Hallas as Director	For	For
6	Re-elect Jason Ashton as Director	For	For
7	Re-elect Paul Withers as Director	For	For
8	Re-elect Pamela Bingham as Director	For	For
9	Re-elect Helen Clatworthy as Director	For	For
10	Elect Dave Randich as Director	For	For
11	Appoint Deloitte 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	Adopt New Articles of Association	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

## Zoetis Inc.

**Meeting Date:** 19/05/2022

**Country:** USA

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1a	Elect Director Paul M. Bisaro	For	For
1b	Elect Director Frank A. D'Amelio	For	For

## Zoetis Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1c	Elect Director Michael B. McCallister	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
5	Eliminate Supermajority Vote Requirements	For	For
6	Declassify the Board of Directors	For	For

## Axon Enterprise, Inc.

Meeting Date: 20/05/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Declassify the Board of Directors	For	For
2A	Elect Director Adriane Brown	For	For
2B	Elect Director Michael Garnreiter	For	For
2C	Elect Director Hadi Partovi	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
<i>Blended Rationale: A vote FOR this proposal is warranted, with caution. While pay and performance were reasonably aligned for the year in review, CEO Smith and other NEOs had significant equity vesting and option exercises in FY21, related to previous special grants. The substantial value associated with these vesting/exercise events highlights concerns related to large, front-loaded equity awards. In the case of the CEO, over \$500 million in options were exercised in FY21. Investors should continue to monitor pay levels at the company.</i>			
4	Ratify Grant Thornton LLP as Auditors	For	For
5	Approve Omnibus Stock Plan	For	Against
<i>Blended Rationale: A vote against is warranted because payments in the event of change of control are excessive:- Unvested time-based equity awards would accelerate if not assumed; performance awards would be settled at target.</i>			

## Baoshan Iron & Steel Co., Ltd.

Meeting Date: 20/05/2022

Country: China

Meeting Type: Annual

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

# Baoshan Iron & Steel Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Approve Annual Report and Summary	For	For
4	Approve Financial Statements	For	For
5	Approve Profit Distribution in the Second Half of 2021	For	For
6	Approve Annual Budget	For	For
7	Approve Related Party Transaction	For	Against
<p><i>Blended Rationale: A vote against is warranted as the proposed related-party transactions include a financial service agreement with the group finance company, which may expose the company to unnecessary risks. There are also inherent risks associated with the financial services to be provided under this proposal.</i></p>			
8	Approve Remuneration of Directors, Supervisors and Senior Management Members	For	For
9	Approve Financial Services Agreement	For	Against
<p><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></p>			
10	Approve Spin-off of Subsidiary on ChiNext in Accordance with Relevant Laws and Regulations	For	For
11	Approve Plan for Spin-off of Subsidiary on ChiNext	For	For
12	Approve Spin-off of Subsidiary on ChiNext (Revised Draft)	For	For
13	Approve Compliance with Spin-off Rules for Listed Companies (Trial)	For	For
14	Approve Listing to Safeguard the Legal Rights and Interests of Shareholders and Creditors	For	For
15	Approve Company's Maintaining Independence and Continuous Operation Ability	For	For
16	Approve Corresponding Standard Operation Ability	For	For
17	Approve Completeness and Compliance of Implementation of Legal Proceedings of the Transactions and Validity of the Submitted Legal Documents Regarding this Transaction	For	For
18	Approve Purpose, Commercial Rationality, Necessity and Feasibility Analysis of this Transaction	For	For
19	Approve Authorization of the Board to Handle All Matters Related to Spin-off	For	For
20	Approve Draft and Summary of Performance Share Incentive Plan	For	For
21	Approve Methods to Assess the Performance of Plan Participants	For	For
22	Approve Authorization of the Board to Handle All Matters Related to the Performance Share Incentive Plan	For	For
23	Approve Amendments to Articles of Association	For	For

## Chalease Holding Co., Ltd.

Meeting Date: 20/05/2022

Country: Cayman Islands

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Business Report and Financial Statements	For	For
2	Approve Profit Distribution	For	For
3	Approve the Issuance of New Shares by Capitalization of Retained Earnings	For	For
4	Amend Procedures Governing the Acquisition and Disposal of Assets	For	For
5	Amendment to the Memorandum & Articles of Association	For	Against
<i>Blended Rationale: A vote against is warranted as shareholder rights are, or could be reduced: - A vote against is warranted as the proposed amendments would grant the board full authority to decide on the company's cash dividend distribution plan without shareholder approval. Such amendment will undermine shareholder's right in deciding on cash dividend payments.</i>			
6	Approve the Company's Plan to Raise Long-term Capital	For	For
7	Approve Releasing the Non-Competition Restrictions on Directors	For	For

## Reckitt Benckiser Group Plc

Meeting Date: 20/05/2022

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Remuneration Policy	For	For
4	Approve Final Dividend	For	For
5	Re-elect Andrew Bonfield as Director	For	For
6	Re-elect Olivier Bohuon as Director	For	For
7	Re-elect Jeff Carr as Director	For	For
8	Re-elect Margherita Della Valle as Director	For	For
9	Re-elect Nicandro Durante as Director	For	For
10	Re-elect Mary Harris as Director	For	For
11	Re-elect Mehmood Khan as Director	For	For
12	Re-elect Pam Kirby as Director	For	For

## Reckitt Benckiser Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
13	Re-elect Laxman Narasimhan as Director	For	For
14	Re-elect Chris Sinclair as Director	For	For
15	Re-elect Elane Stock as Director	For	For
16	Elect Alan Stewart as Director	For	For
17	Reappoint KPMG LLP as Auditors	For	For
18	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
19	Authorise UK Political Donations and Expenditure	For	For
20	Authorise Issue of Equity	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
23	Authorise Market Purchase of Ordinary Shares	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

## Sinopharm Group Co. Ltd.

**Meeting Date:** 20/05/2022

**Country:** China

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve 2020 Procurement Framework Agreement, 2020 Sales Framework Agreement and 2021 Actual Transaction Amounts	For	For
2	Approve Proposed New Annual Caps Under the 2020 Procurement Framework Agreement and Related Transactions	For	For
3	Approve Proposed New Annual Caps Under the 2020 Sales Framework Agreement and Related Transactions	For	For

## Wacker Chemie AG

**Meeting Date:** 20/05/2022

**Country:** Germany

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 8.00 per Share	For	For
3	Approve Discharge of Management Board for Fiscal Year 2021	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2022	For	For
6	Elect Anna Weber to the Supervisory Board	For	For
7	Approve Remuneration of Supervisory Board	For	For
8	Approve Remuneration Report	For	Against

*Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company:- There is an overall poor level of disclosure regarding amounts paid to executives in fiscal 2020, which does not allow for comparison with pay in fiscal 2021.- There is not meaningful information regarding the average remuneration of employees in a manner which would permit comparison with directors' remuneration.- Targets under the variable compensation framework are not disclosed on an ex-post basis.*

## bioMerieux SA

**Meeting Date:** 23/05/2022

**Country:** France

**Meeting Type:** Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Discharge of Directors	For	For
4	Approve Allocation of Income and Dividends of EUR 0.85 per Share	For	For
5	Approve Transaction with Fondation Christophe et Rodolphe Merieux	For	For
6	Reelect Alexandre Merieux as Director	For	For
<i>Blended Rationale: A vote FOR is warranted. In spite of concerns we will be voting in favour, with the rationale that Alexandre Merieux has been instrumental to the development of the company and one reason we purchased the shares in the first place.</i>			
7	Reelect Jean-Luc Belingard as Director	For	For
8	Approve Remuneration of Directors in the Aggregate Amount of EUR 500,000	For	For
9	Approve Remuneration Policy of Corporate Officers	For	For
10	Approve Remuneration Policy of Chairman and CEO	For	For

## bioMerieux SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
11	Approve Remuneration Policy of Vice-CEO	For	For
12	Approve Remuneration Policy of Directors	For	For
13	Approve Compensation Report of Corporate Officers	For	For
14	Approve Compensation of Alexandre Merieux, Chairman and CEO	For	For
15	Approve Compensation of Pierre Boulud, Vice-CEO	For	Against

*Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company:- The absence of disclosure of performance conditions, vesting scales for the LTIP granted during FY21 is below market standards.*

16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
18	Authorize Filing of Required Documents/Other Formalities	For	For

## Brewin Dolphin Holdings Plc

**Meeting Date:** 23/05/2022

**Country:** United Kingdom

**Meeting Type:** Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Matters Relating to the Recommended Cash Acquisition for Brewin Dolphin Holdings Plc by RBC Wealth Management (Jersey) Holdings Limited	For	For

## Brewin Dolphin Holdings Plc

**Meeting Date:** 23/05/2022

**Country:** United Kingdom

**Meeting Type:** Court

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

## Kerry Logistics Network Limited

**Meeting Date:** 23/05/2022

**Country:** Bermuda

**Meeting Type:** Annual

# Kerry Logistics Network Limited

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 Wang Wei as Director	For	For
4	Elect Cheung Ping Chuen Vicky as Director	For	For
5	Elect Chan Fei as Director	For	For
6	Elect Ho Chit as Director	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is a non-independent NED and serves on the Audit Committee, which is not fully independent.</i>			
7	Elect Chen Keren as Director	For	For
8	Elect Cheung Wai Man as Director	For	For
9	Elect Lai Sau Cheong Simon as Director	For	For
10	Elect Tan Chuen Yan Paul as Director	For	For
11	Authorize Board to Fix Remuneration of Directors	For	For
12	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	For	For
13A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	Against
<i>Blended Rationale: A vote AGAINST the general share issuance mandate is warranted given that the company has not specified a discount limit.</i>			
13B	Authorize Repurchase of Issued Share Capital	For	For
13C	Authorize Reissuance of Repurchased Shares	For	Against
<i>Blended Rationale: A vote AGAINST the share reissuance request is warranted given the reissuance of repurchase share would cause the aggregate share issuance limit to exceed 10 percent of the relevant class of shares and the company has not specified a discount limit.</i>			
14	Approve and Adopt Amended and Restated Bye-Laws	For	For

## Shikun & Binui Ltd.

**Meeting Date:** 23/05/2022

**Country:** Israel

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3.1	Reelect Doron Arbely as Director	For	For
3.2	Reelect Tamir Cohen as Director	For	For



# Shikun & Binui Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3.3	Reelect Roy David as Director	For	For
3.4	Reelect Shalom Simhon as Director	For	For
3.5	Reelect Avinadav Grinshpon as Director	For	For
4	Reappoint KPMG Somekh Chaikin as Auditors, Authorize Board to Fix Their Remuneration and Report Fees Paid to Auditor for 2020	For	For
5	Approve Compensation Policy for the Directors and Officers of the Company	For	For
6	Approve Employment Terms of Tamir Cohen, CEO	For	For
7	Approve Additional Grant for Year 2021 to Tamir Cohen, Chairman and CEO	For	Abstain

*Blended Rationale: An abstention is warranted because the proposed award may be considered excessive for discretionary bonuses and the company has not disclosed a sufficiently compelling rationale.*

# Antin Infrastructure Partners SA

**Meeting Date:** 24/05/2022

**Country:** France

**Meeting Type:** Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Allocation of Income and Dividends of EUR 0.11 per Share	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For
5	Reelect Russell Chambers as Director	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is a non-independent NED and serves on the Audit Committee, which is not fully independent.</i>			
6	Reelect Ramon de Oliveira as Director	For	For
7	Approve Compensation Report of Corporate Officers	For	For
8	Approve Compensation of Alain Rauscher, Chairman and CEO	For	For
9	Approve Compensation of Mark Crosbie, Vice-Chairman and Vice-CEO	For	For
10	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,210,000	For	For
11	Approve Remuneration Policy of Directors	For	For

## Antin Infrastructure Partners SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
12	Approve Remuneration Policy of Chairman and CEO	For	For
13	Approve Remuneration Policy of Vice-Chairman and Vice-CEO	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
16	Delegate Powers to the Board to Amend Bylaws To Comply with Legal Changes	For	Against
<i>Blended Rationale: A vote against is warranted as shareholder rights are, or could be reduced.- Amending bylaws following changes in legislation or regulation may result in setting rules that are less strict than what they could be whereas such amendments are not mandatory. This means that the board would be able to implement bylaw amendments that are neither mandatory nor necessarily in shareholders' interests and without prior shareholders' approval.</i>			
17	Authorize Filing of Required Documents/Other Formalities	For	For

## Envista Holdings Corporation

Meeting Date: 24/05/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Amir Aghdaei	For	For
1.2	Elect Director Vivek Jain	For	For
1.3	Elect Director Daniel A. Raskas	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

*Blended Rationale: A vote FOR is warranted as pay and performance are reasonably aligned, despite there being concern.*

## GXO Logistics, Inc.

Meeting Date: 24/05/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Gena Ashe	For	For
1.2	Elect Director Malcolm Wilson	For	For
2	Ratify KPMG LLP as Auditors	For	For

## GXO Logistics, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<i>Blended Rationale: A vote against is warranted because awards are not subject to performance conditions:- No performance-based LTI awards were granted to the GXO executive officers in 2021.</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>			

## Hill & Smith Holdings Plc

Meeting Date: 24/05/2022

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve 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	Re-elect Leigh-Ann Russell as Director	For	For
10	Elect Farrokh Batliwala as Director	For	For
11	Re-elect Paul Simmons as Director	For	For
12	Re-elect Hannah Nichols as Director	For	For
13	Reappoint Ernst & Young LLP as Auditors	For	For
14	Authorise Board to Fix Remuneration of Auditors	For	For
15	Approve Change of Company Name to Hill & Smith PLC	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

## Hill & Smith Holdings Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
21	Authorise UK Political Donations and Expenditure	For	For

## Hoa Phat Group JSC

Meeting Date: 24/05/2022

Country: Vietnam

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Meeting Agenda	For	For
2	Approve Vote-Counting Committee	For	For
3	Approve Meeting Regulation	For	For
1	Approve Business Plan for Financial Year 2022	For	For
2	Approve Report of Board of Directors	For	For
3	Approve Report of Supervisory Board	For	For
4	Approve Appropriation to Reserves in Financial Year 2021	For	For
5	Approve Proposed Appropriation to Reserves in Financial Year 2022	For	For
6	Approve Audited Consolidated Financial Statements of Financial Year 2021	For	For
7	Approve KMPG Co., Ltd. as Auditors for Financial Year Ending 2022, 2023 and 2024	For	For
8	Approve Dividends of Financial Year 2021	For	For
9	Approve Expected Dividends of Financial Year 2022	For	For
10	Approve Amended Articles of Association	For	For
11	Approve Meeting Resolutions	For	For
12	Other Business	For	Against

*Blended Rationale: Details of other business not disclosed.*

## Hub Group, Inc.

Meeting Date: 24/05/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director David P. Yeager	For	Withhold

## Hub Group, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
<i>Blended Rationale: A vote withhold is warranted as the nominee serves as the Company's CEO and Chair and there is evidence of a poor approach on executive pay.</i>			
1.2	Elect Director Mary H. Boosalis	For	For
1.3	Elect Director Michael E. Flannery	For	For
1.4	Elect Director James C. Kenny	For	For
1.5	Elect Director Peter B. McNitt	For	For
1.6	Elect Director Charles R. Reaves	For	For
1.7	Elect Director Martin P. Slark	For	For
1.8	Elect Director Jenell R. Ross	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	Ratify Ernst & Young LLP as Auditors	For	For
4	Approve Omnibus Stock Plan	For	Against
<i>Blended Rationale: A vote against is warranted because payments in the event of change of control are excessive:- Unvested time-based equity awards would automatically vest; performance awards would be settled at target.</i>			

## Insulet Corporation

**Meeting Date:** 24/05/2022

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director James R. Hollingshead	For	For
1.2	Elect Director Jessica Hopfield	For	For
1.3	Elect Director Elizabeth H. Weatherman	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Grant Thornton LLP as Auditors	For	For

## Ipsen SA

**Meeting Date:** 24/05/2022

**Country:** France

**Meeting Type:** Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Allocation of Income and Dividends of EUR 1.20 per Share	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For
5	Appoint PricewaterhouseCoopers Audit as Auditor	For	For
6	Acknowledge End of Mandate of BEAS as Alternate Auditor and Decision Not to Replace and Renew	For	For
7	Reelect Highrock SARL as Director	For	For
8	Reelect Paul Sekhri as Director	For	Against
<p><i>Blended Rationale: A vote against is warranted due to concerns over the number of directorships held by the nominee:- Paul Sekhri serves as Board Chair of Longboard Pharmaceuticals, Inc., Compugen Ltd. and Pharming Group NV. He also sits on Veeva Systems, Inc. as a regular director.</i></p>			
9	Reelect Piet Wigerinck as Director	For	For
10	Ratify Appointment of Karen Witts as Director	For	For
11	Approve Remuneration Policy of Directors	For	For
12	Approve Remuneration Policy of Chairman of the Board	For	For
13	Approve Remuneration Policy of CEO and Executive Corporate Officers	For	Against
<p><i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company:- The remuneration policy does not disclose any amount for the fixed remuneration.- The remuneration policy does not disclose any specific cap for the LTI remuneration.- The remuneration policy does not disclose any cap on the multi-annual remuneration.- The remuneration policy does not provide any information on the nature, achievement targets or vesting schedule of the multi-year variable remuneration.- The remuneration policy allows for exceptional remuneration but does not set any cap.</i></p>			
14	Approve Compensation Report of Corporate Officers	For	For
15	Approve Compensation of Marc de Garidel, Chairman of the Board	For	For
16	Approve Compensation of David Loew, CEO	For	Against
<p><i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company:- The disclosure of the individual level of achievements for the quantitative and qualitative criteria is low.- The Company does not provide enough detail with regards to the golden hello awards that would make it possible to ensure that the sums allocated are compensating benefits he lost when he left his previous position.- The disclosure of the performance conditions attached to the LTIP granted is not deemed sufficient. As the vesting scale is not disclosed, it is impossible to ensure that the plan effectively aligns pay with performance.</i></p>			
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For

## Ipsen SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
18	Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	For	Against
<i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company:- No information is available on the existence of performance conditions.- The performance period is not disclosed.</i>			
19	Amend Article 16 of Bylaws Re: Age Limit of Chairman of the Board	For	For
20	Authorize Filing of Required Documents/Other Formalities	For	For

## Merck & Co., Inc.

**Meeting Date:** 24/05/2022

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Douglas M. Baker, Jr.	For	For
1b	Elect Director Mary Ellen Coe	For	For
1c	Elect Director Pamela J. Craig	For	For
1d	Elect Director Robert M. Davis	For	For
1e	Elect Director Kenneth C. Frazier	For	For
1f	Elect Director Thomas H. Glocer	For	For
1g	Elect Director Risa J. Lavizzo-Mourey	For	For
1h	Elect Director Stephen L. Mayo	For	For
1i	Elect Director Paul B. Rothman	For	For
1j	Elect Director Patricia F. Russo	For	For
1k	Elect Director Christine E. Seidman	For	For
1l	Elect Director Inge G. Thulin	For	For
1m	Elect Director Kathy J. Warden	For	For
1n	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	Require Independent Board Chair	Against	For

*Blended Rationale: Artemis supports the separation of Chair and CEO.*

## Merck & Co., Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5	Report on Access to COVID-19 Products	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted, as reporting on whether and how public funding would impact the company's pricing and access plans would allow shareholders to better assess the company's management of related risks if its treatments get approved.</i>			
6	Report on Lobbying Payments and Policy	Against	Against

## Phison Electronics Corp.

**Meeting Date:** 24/05/2022

**Country:** Taiwan

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	For	For
2	Approve Plan on Profit Distribution	For	For
3.1	Elect Chih Jen Hsu, a Representative of Cheng Shuo Investment Limited, with SHAREHOLDER NO.125598, as Non-independent Director	For	For
4	Approve Issuance of Shares via a Private Placement	For	For
5	Approve Amendments to Articles of Association	For	For
6	Approve Amendments to Rules and Procedures Regarding Shareholder's General Meeting	For	For
7	Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets and Procedures for Lending Funds to Other Parties and Procedures for Endorsement and Guarantees	For	For

## Royal Dutch Shell Plc

**Meeting Date:** 24/05/2022

**Country:** United Kingdom

**Meeting Type:** Annual

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



# Royal Dutch Shell Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Elect Sinead Gorman 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 Jane Lute as Director	For	For
10	Re-elect Catherine Hughes as Director	For	For
11	Re-elect Martina Hund-Mejean as Director	For	For
12	Re-elect Sir Andrew Mackenzie as Director	For	For
13	Re-elect Abraham Schot as Director	For	For
14	Reappoint Ernst & Young LLP as Auditors	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
16	Authorise 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 Off-Market Purchase of Ordinary Shares	For	For
20	Approve the Shell Energy Transition Progress Update	For	For
21	Request Shell to Set and Publish Targets for Greenhouse Gas (GHG) Emissions	Against	Against

# The Restaurant Group Plc

**Meeting Date:** 24/05/2022

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
<i>Blended Rationale: A vote FOR is warranted due to an appropriate balance being struck in limiting pay-outs but rewarding the underlying performance in a difficult period.</i>			
3	Elect Ken Hanna as Director	For	For
4	Re-elect Andy Hornby as Director	For	For

# The Restaurant Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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	Re-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
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
17	Approve Cancellation of Share Premium Account	For	For

# Thungela Resources Ltd.

**Meeting Date:** 24/05/2022

**Country:** South Africa

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Appoint PwC as Auditors with Andries Rossouw as the Individual Designated Auditor	For	For
2.1	Elect Sango Ntsaluba as Director	For	For
2.2	Elect Kholeka Mzondeki as Director	For	For
2.3	Elect Thero Setiloane as Director	For	For
2.4	Elect Benjamin Kodisang as Director	For	For
2.5	Elect Seamus French as Director	For	For
2.6	Elect July Ndlovu as Director	For	For
2.7	Elect Gideon Smith as Director	For	For
3.1	Elect Kholeka Mzondeki as Member of the Audit Committee	For	For
3.2	Elect Thero Setiloane as Member of the Audit Committee	For	For

## Thungela Resources Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3.3	Elect Benjamin Kodisang as Member of the Audit Committee	For	For
4.1	Approve Remuneration Policy	For	For
4.2	Approve Implementation of the Remuneration Policy	For	For
5	Place Authorised but Unissued Shares under Control of Directors	For	For
6	Authorise Ratification of Approved Resolutions	For	For
1	Authorise Repurchase of Issued Ordinary Share Capital	For	For
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

## Xinte Energy Co., Ltd.

**Meeting Date:** 24/05/2022

**Country:** China

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	For	For
2	Approve Report of the Board of Supervisors	For	For
3	Approve Final Financial Accounts	For	For
4	Approve Profit Distribution Plan and Final Dividend	For	For
5	Approve Annual Report	For	For
6	Approve Allowance Plan for 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 Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Domestic Shares and/or H Shares	For	Against
<i>Blended Rationale: A vote AGAINST this resolution is warranted for the following:- The aggregate share issuance limit is greater than 10 percent of the relevant class of shares.- The company has not specified the discount limit.</i>			
9	Amend Articles of Association	For	For

## Amazon.com, Inc.

**Meeting Date:** 25/05/2022

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Jeffrey P. Bezos	For	For
1b	Elect Director Andrew R. Jassy	For	For
1c	Elect Director Keith B. Alexander	For	For
1d	Elect Director Edith W. Cooper	For	For
1e	Elect Director Jamie S. Gorelick	For	For
1f	Elect Director Daniel P. Huttenlocher	For	For
1g	Elect Director Judith A. McGrath	For	For
1h	Elect Director Indra K. Nooyi	For	For
1i	Elect Director Jonathan J. Rubinstein	For	For
1j	Elect Director Patricia Q. Stonesifer	For	For
1k	Elect Director Wendell P. Weeks	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<p><i>Blended Rationale: A vote against is warranted because awards are not subject to performance conditions:- Executive compensation program does not include pre-set performance criteria. The company is unusual in that it 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.</i></p>			
4	Approve 20:1 Stock Split	For	For
5	Report on Retirement Plan Options Aligned with Company Climate Goals	Against	Against
6	Commission Third Party Report Assessing Company's Human Rights Due Diligence Process	Against	For
<p><i>Blended Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased transparency and disclosure on how the company is managing human rights-related risks.</i></p>			
7	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	Against	For
<p><i>Blended Rationale: A vote FOR this proposal is warranted, as the company faces significant controversies related to treatment of its employees.</i></p>			
8	Report on Efforts to Reduce Plastic Use	Against	For
<p><i>Blended Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information on how the company is managing risks related to the creation of plastic waste.</i></p>			
9	Report on Worker Health and Safety Disparities	Against	Against
10	Report on Risks Associated with Use of Concealment Clauses	Against	Against
11	Report on Charitable Contributions	Against	Against
12	Publish a Tax Transparency Report	Against	Against

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
13	Report on Protecting the Rights of Freedom of Association and Collective Bargaining	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased transparency and disclosure on how the company is managing human rights-related risks.</i>			
14	Report on Lobbying Payments and Policy	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's state level lobbying, indirect lobbying-related expenditures and board oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i>			
15	Require More Director Nominations Than Open Seats	Against	Against
16	Commission a Third Party Audit on Working Conditions	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure through third-party auditing on warehouse working conditions.</i>			
17	Report on Median Gender/Racial Pay Gap	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information allowing them to better measure the progress of the company's diversity and inclusion initiatives and its management of related risks.</i>			
19	Commission Third Party Study and Report on Risks Associated with Use of Rekognition	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased transparency and disclosure on how the company is managing human rights-related risks.</i>			

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Jeffrey P. Bezos	For	For
1b	Elect Director Andrew R. Jassy	For	For
1c	Elect Director Keith B. Alexander	For	For
1d	Elect Director Edith W. Cooper	For	For
1e	Elect Director Jamie S. Gorelick	For	For
1f	Elect Director Daniel P. Huttenlocher	For	For
1g	Elect Director Judith A. McGrath	For	For
1h	Elect Director Indra K. Nooyi	For	For
1i	Elect Director Jonathan J. Rubinstein	For	For
1j	Elect Director Patricia Q. Stonesifer	For	For
1k	Elect Director Wendell P. Weeks	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
<i>Blended Rationale: A vote FOR is warranted as in principle management should manage the workforce and executives without external interference, but we want to signal that minority shareholders want the company to improve its environmental impact.</i>			
4	Approve 20:1 Stock Split	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5	Report on Retirement Plan Options Aligned with Company Climate Goals	Against	Against
6	Commission Third Party Report Assessing Company's Human Rights Due Diligence Process	Against	Against
<i>Blended Rationale: A vote against is warranted as in principle management should manage the workforce and executives without external interference, but we want to signal that minority shareholders want the company to improve its environmental impact.</i>			
7	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	Against	Against
<i>Blended Rationale: A vote against is warranted as in principle management should manage the workforce and executives without external interference, but we want to signal that minority shareholders want the company to improve its environmental impact.</i>			
8	Report on Efforts to Reduce Plastic Use	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information on how the company is managing risks related to the creation of plastic waste.</i>			
9	Report on Worker Health and Safety Disparities	Against	Against
10	Report on Risks Associated with Use of Concealment Clauses	Against	Against
11	Report on Charitable Contributions	Against	Against
12	Publish a Tax Transparency Report	Against	Against
13	Report on Protecting the Rights of Freedom of Association and Collective Bargaining	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased transparency and disclosure on how the company is managing human rights-related risks.</i>			
14	Report on Lobbying Payments and Policy	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's state level lobbying, indirect lobbying-related expenditures and board oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i>			
15	Require More Director Nominations Than Open Seats	Against	Against
16	Commission a Third Party Audit on Working Conditions	Against	Against
<i>Blended Rationale: A vote against is warranted as in principle management should manage the workforce and executives without external interference, but we want to signal that minority shareholders want the company to improve its environmental impact.</i>			
17	Report on Median Gender/Racial Pay Gap	Against	Against
<i>Blended Rationale: A vote against is warranted as in principle management should manage the workforce and executives without external interference, but we want to signal that minority shareholders want the company to improve its environmental impact.</i>			
19	Commission Third Party Study and Report on Risks Associated with Use of Rekognition	Against	Against
<i>Blended Rationale: A vote against is warranted as in principle management should manage the workforce and executives without external interference, but we want to signal that minority shareholders want the company to improve its environmental impact.</i>			

## ASR Nederland NV

**Meeting Date:** 25/05/2022

**Country:** Netherlands

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
2.d	Approve Remuneration Report	For	For
3.a	Adopt Financial Statements and Statutory Reports	For	For
3.c	Approve Dividends of EUR 2.42 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
7.a	Reelect Sonja Barendregt to Supervisory Board	For	For

## Bakkavor Group Plc

**Meeting Date:** 25/05/2022

**Country:** United Kingdom

**Meeting Type:** Annual

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

## Bakkavor Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
12	Re-elect Patrick Cook as Director	For	For
13	Re-elect Lydur Gudmundsson as Director	For	For
14	Re-elect Jane Lodge as Director	For	For
15	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
16	Authorise the Audit & 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

## Bodycote Plc

**Meeting Date:** 25/05/2022

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3	Elect Daniel Dayan 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	Re-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



# Bodycote Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
14	Approve Remuneration Policy	For	For
<i>Blended Rationale: A vote FOR is warranted as basing local salaries on local pay rates sounds a sensible business decision to attract and retain talent.</i>			
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

# Chevron Corporation

**Meeting Date:** 25/05/2022

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Wanda M. Austin	For	For
1b	Elect Director John B. Frank	For	For
1c	Elect Director Alice P. Gast	For	For
1d	Elect Director Enrique Hernandez, Jr.	For	For
1e	Elect Director Marillyn A. Hewson	For	For
1f	Elect Director Jon M. Huntsman Jr.	For	For
1g	Elect Director Charles W. Moorman	For	For
1h	Elect Director Dambisa F. Moyo	For	For
1i	Elect Director Debra Reed-Klages	For	For
1j	Elect Director Ronald D. Sugar	For	For
1k	Elect Director D. James Umpleby, III	For	For
1l	Elect Director Michael K. Wirth	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee serves as the Company's CEO and Chair and there is evidence of a poor approach on executive pay.</i>			
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

# Chevron Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<p><i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company:- Annual incentive payouts are heavily impacted by individual performance factors, for which the committee provides limited disclosure of the considerations made when determining payouts. In addition, while the company added certain targets to the annual incentive plan scorecard, threshold and maximum goals are lacking, and disclosure of qualitative goals and achievements is also limited. Lack of such disclosure limits transparency into the pay-for-performance alignment of the program, impeding investors' ability to assess payouts and goal rigor from year to year.</i></p>			
4	Approve Omnibus Stock Plan	For	For
5	Adopt Medium and Long-Term GHG Emissions Reduction Targets	Against	For
<p><i>Blended Rationale: A vote FOR this proposal is warranted, as additional information on the company's efforts to reduce its carbon footprint and align its operations with Paris Agreement goals would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change related risks.</i></p>			
6	Issue Audited Net-Zero Scenario Analysis Report	Against	For
<p><i>Blended Rationale: A vote FOR this proposal is warranted because shareholders would benefit from greater disclosure about the company's risk of stranded assets, given its planned spending plan and business strategy</i></p>			
7	Oversee and Report on Reliability of Methane Emission Disclosures	For	For
<p><i>Blended Rationale: A vote FOR this resolution is warranted, because direct measurements of methane emissions often produce larger estimates than calculations of methane emissions.</i></p>			
8	Report on Business with Conflict-Complicit Governments	Against	Against
9	Oversee and Report a Racial Equity Audit	Against	For
<p><i>Blended Rationale: A vote FOR this proposal is warranted, because a racial equity audit would shareholders better evaluate the company's management of potential racial equity or human rights concerns, including from pollution or GHG emissions, that are associated with its operations.</i></p>			
10	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For
<p><i>Blended Rationale: Artemis supports proposals that enhance shareholder rights.</i></p>			

# China Yangtze Power Co., Ltd.

**Meeting Date:** 25/05/2022

**Country:** China

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	For	For
2	Approve Report of the Board of Supervisors	For	For
3	Approve Financial Statements	For	For
4	Approve Profit Distribution	For	For
5	Approve Appointment of Financial Auditor	For	For
6	Approve Appointment of Internal Control Auditor	For	For

## China Yangtze Power Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
7	Approve Provision of Guarantee	For	For
8	Approve Short-term Fixed Income Investment	For	Against
<i>Blended Rationale: A vote AGAINST is warranted because the proposed investment could expose the company to unnecessary risks</i>			
9	Approve Signing of Financial Services Framework Agreement	For	Against
<i>Blended Rationale: A vote AGAINST is warranted since the proposed financial service agreement with the group finance company may expose the company to unnecessary risks.</i>			
10	Approve Signing of Financing Business Framework Agreement	For	For
11	Approve Issuance of Debt Financing Instruments	For	For
12	Approve Corporate Bond Issuance	For	For
13	Approve Formulation of External Donation Management System	For	For
14	Approve to Adjust the Allowance of Independent Directors	For	For

## Clean Harbors, Inc.

Meeting Date: 25/05/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Andrea Robertson	For	For
1.2	Elect Director Lauren C. States	For	For
1.3	Elect Director Robert J. Willett	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
<i>Blended Rationale: A vote FOR is warranted. Despite some concern, pay and performance are reasonably aligned at this time.</i>			
3	Ratify Deloitte & Touche LLP as Auditors	For	For

## Equinix, Inc.

Meeting Date: 25/05/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Nanci Caldwell	For	For

# Equinix, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.2	Elect Director Adaire Fox-Martin	For	For
1.3	Elect Director Ron Guerrier	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
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 Call Special Meeting	Against	For

*Blended Rationale: Artemis supports proposals that enhance shareholder rights.*

# EssilorLuxottica SA

**Meeting Date:** 25/05/2022

**Country:** France

**Meeting Type:** Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Treatment of Losses and Dividends of EUR 2.51 per Share	For	For
4	Ratify Appointment of Virginie Mercier Pitre as Director	For	For
5	Approve Auditors' Special Report on Related-Party Transactions	For	For
6	Approve Compensation Report of Corporate Officers	For	For
7	Approve Compensation of Leonardo Del Vecchio, Chairman of the Board	For	For
8	Approve Compensation of Francesco Milleri, CEO	For	For
9	Approve Compensation of Paul du Saillant, Vice-CEO	For	For
10	Approve Remuneration Policy of Directors	For	For

# EssilorLuxottica SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
11	Approve Remuneration Policy of Chairman of the Board	For	For
12	Approve Remuneration Policy of CEO	For	For
13	Approve Remuneration Policy of Vice-CEO	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
16	Authorize Filing of Required Documents/Other Formalities	For	For

# Exxon Mobil Corporation

Meeting Date: 25/05/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Michael J. Angelakis	For	For
1.2	Elect Director Susan K. Avery	For	For
1.3	Elect Director Angela F. Braly	For	For
1.4	Elect Director Ursula M. Burns	For	For
1.5	Elect Director Gregory J. Goff	For	For
1.6	Elect Director Kaisa H. Hietala	For	For
1.7	Elect Director Joseph L. Hooley	For	For
1.8	Elect Director Steven A. Kandarian	For	For
1.9	Elect Director Alexander A. Karsner	For	For
1.10	Elect Director Jeffrey W. Ubben	For	For
1.11	Elect Director Darren W. Woods	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee serves as the Company's CEO and Chair and there is evidence of a poor approach on executive pay.</i>			
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 awards are not subject to performance conditions:- Long-term equity based compensation is 100% time based.</i>			
4	Remove Executive Perquisites	Against	For
<i>Blended Rationale: Artemis supports proposals for best practice regarding director pay.</i>			
5	Amend Bylaws to Limit Shareholder Rights for Proposal Submission	Against	Against

# Exxon Mobil Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6	Set GHG Emissions Reduction targets Consistent With Paris Agreement Goal	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted, as additional information on the company's efforts to reduce its carbon footprint and align its operations with Paris Agreement goals would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change related risks.</i>			
7	Report on Low Carbon Business Planning	Against	Against
8	Report on Scenario Analysis Consistent with International Energy Agency's Net Zero by 2050	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted because shareholders would benefit from greater disclosure about the company's risk of stranded assets, given its planned spending plan and business strategy.</i>			
9	Report on Reducing Plastic Pollution	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted, as additional disclosure on metrics and targets related to ability of the company to transition from virgin polymer production would allow shareholders to better assess the company's management of associated financial, environmental, and reputational risks.</i>			
10	Report on Political Contributions and Expenditures	Against	For
<i>Blended Rationale: A vote FOR this resolution is warranted as additional disclosure concerning Exxon's policies and memberships in trade associations and other political organizations would help shareholders assess the company's comprehensive political contribution activities and the company's management of associated risks and benefits.</i>			

# Legrand SA

**Meeting Date:** 25/05/2022

**Country:** France

**Meeting Type:** Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Allocation of Income and Dividends of EUR 1.65 per Share	For	For
4	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	For	For
5	Acknowledge of Mandate of Jean-Christophe Georghiou as Alternate Auditor and Decision Not to Renew	For	For
6	Approve Compensation Report	For	For
7	Approve Compensation of Angeles Garcia-Poveda, Chairman of the Board	For	For
8	Approve Compensation of Benoit Coquart, CEO	For	For
9	Approve Remuneration Policy of Chairman of the Board	For	For
10	Approve Remuneration Policy of CEO	For	For

# Legrand SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
11	Approve Remuneration Policy of Directors	For	For
12	Reelect Olivier Bazil as Director	For	For
13	Reelect Edward A. Gilhuly as Director	For	For
14	Reelect Patrick Koller as Director	For	For
15	Elect Florent Menegaux as Director	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 200 Million	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 100 Million	For	For
20	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 100 Million	For	For
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For	For
22	Authorize Capitalization of Reserves of Up to EUR 100 Million for Bonus Issue or Increase in Par Value	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
24	Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind	For	For
25	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 18-21 and 23-24 at EUR 200 Million	For	For
26	Authorize Filing of Required Documents/Other Formalities	For	For

# M&G Plc

**Meeting Date:** 25/05/2022

**Country:** United Kingdom

**Meeting Type:** Annual

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

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Remuneration Report	For	For
3	Elect Edward Braham as Director	For	For
4	Elect Kathryn McLeland as Director	For	For
5	Elect Debasish Sanyal as Director	For	For
6	Re-elect John Foley as Director	For	For
7	Re-elect Clive Adamson as Director	For	For
8	Re-elect Clare Chapman as Director	For	For
9	Re-elect Fiona Clutterbuck as Director	For	For
10	Re-elect Clare Thompson as Director	For	For
11	Re-elect Massimo Tosato as Director	For	For
12	Appoint PricewaterhouseCoopers 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	Approve Climate Transition Plan and Climate-Related Financial Disclosure	For	For
16	Authorise Issue of Equity	For	For
17	Authorise Issue of Equity in Connection with the Issue of Mandatory Convertible Securities	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 the Issue of Mandatory Convertible Securities	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

## Meta Platforms, Inc.

**Meeting Date:** 25/05/2022

**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	For
1.3	Elect Director Andrew W. Houston	For	For



# Meta Platforms, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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
1.7	Elect Director Tracey T. Travis	For	For
1.8	Elect Director Tony Xu	For	For
1.9	Elect Director Mark Zuckerberg	For	For
<i>Blended Rationale: Votes FOR all director nominees are warranted.</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 due to a lack of disclosure provided by the company:- There are several ongoing pay program and disclosure concerns. The company's award determinations remain discretionary, and incentive programs lack disclosed performance metrics and quantified goals. Disclosure around individual performance assessments is also poor, and the design allows for such considerations to have a potentially large impact on annual bonuses. A vote against is warranted because awards are not subject to performance conditions:- NEOs' equity awards are sizeable and lack performance-vesting criteria. As in prior years, CEO Zuckerberg did not receive an annual equity award because the committee felt that "his existing equity ownership position sufficiently continued to align his interests with those of our shareholders." In FY21, the LTI grants for other NEOs continued to lack performance-vesting criteria and remained a substantial portion of their total compensation. A vote against is warranted because recruitment awards are not awarded in the form of shares or are not subject to performance criteria:- The company also paid Chief Product Officer Cox a \$4 million sign-on bonus, that was awarded shortly after the one-year anniversary of his June 2020 start date. The bonus was not subject to performance criteria; the committee felt that it was "appropriate as an incentive to re-join our company and to help retain Mr. Cox through the one-year anniversary of his employment start date."</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 Risks Associated with Use of Concealment Clauses	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted because more information on the impact that the company's use of concealment clauses has on its employees may bring information to light that could result in improved employee recruitment, development and retention.</i>			
7	Report on External Costs of Misinformation and Impact on Diversified Shareholders	Against	Against

# Meta Platforms, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
8	Report on Community Standards Enforcement	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased transparency and disclosure on how the company is managing material risks related to misinformation and harmful content.</i>			
9	Report on User Risk and Advisory Vote on Metaverse Project	Against	Against
10	Publish Third Party Human Rights Impact Assessment	Against	For
<i>Blended Rationale: A vote FOR this resolution is warranted, as an independent Human Rights Impact Assessment would help shareholders better assess Meta's management of risks related to its targeted advertising policies and practices.</i>			
11	Report on Child Sexual Exploitation Online	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted, as additional information on risks related to potential sexual exploitation of children through the company's platforms would give shareholders more information on how well the company is managing related risks.</i>			
12	Commission a Workplace Non-Discrimination Audit	Against	Against
13	Report on Lobbying Payments and Policy	Against	For
<i>Blended Rationale: A vote FOR this resolution is warranted, as additional reporting on the company's direct and indirect lobbying practices, policies, and expenditures would benefit shareholders in assessing its management of related risks.</i>			
14	Commission Assessment of Audit and Risk Oversight Committee	Against	Against
15	Report on Charitable Contributions	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted because the company provides no information regarding its policies nor the recipients of its charitable contributions.</i>			

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Peggy Alford	For	For
1.2	Elect Director Marc L. Andreessen	For	For
1.3	Elect Director Andrew W. Houston	For	For
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
1.7	Elect Director Tracey T. Travis	For	For
1.8	Elect Director Tony Xu	For	For

# Meta Platforms, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.9	Elect Director Mark Zuckerberg	For	Withhold
	<i>Blended Rationale: A vote withhold is warranted as the nominee serves as the Company's CEO and Chair and there is evidence of a poor approach on executive pay. A senior independent director has not been appointed.</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 due to a lack of disclosure provided by the company:- There are several ongoing pay program and disclosure concerns. The company's award determinations remain discretionary, and incentive programs lack disclosed performance metrics and quantified goals. Disclosure around individual performance assessments is also poor, and the design allows for such considerations to have a potentially large impact on annual bonuses. A vote against is warranted because awards are not subject to performance conditions:- NEOs' equity awards are sizeable and lack performance-vesting criteria. As in prior years, CEO Zuckerberg did not receive an annual equity award because the committee felt that "his existing equity ownership position sufficiently continued to align his interests with those of our shareholders." In FY21, the LTI grants for other NEOs continued to lack performance-vesting criteria and remained a substantial portion of their total compensation. A vote against is warranted because recruitment awards are not awarded in the form of shares or are not subject to performance criteria:- The company also paid Chief Product Officer Cox a \$4 million sign-on bonus, that was awarded shortly after the one-year anniversary of his June 2020 start date. The bonus was not subject to performance criteria; the committee felt that it was "appropriate as an incentive to re-join our company and to help retain Mr. Cox through the one-year anniversary of his employment start date."</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 Risks Associated with Use of Concealment Clauses	Against	For
	<i>Blended Rationale: A vote FOR this proposal is warranted because more information on the impact that the company's use of concealment clauses has on its employees may bring information to light that could result in improved employee recruitment, development and retention.</i>		
7	Report on External Costs of Misinformation and Impact on Diversified Shareholders	Against	Against
8	Report on Community Standards Enforcement	Against	For
	<i>Blended Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased transparency and disclosure on how the company is managing material risks related to misinformation and harmful content.</i>		
9	Report on User Risk and Advisory Vote on Metaverse Project	Against	Against
10	Publish Third Party Human Rights Impact Assessment	Against	For
	<i>Blended Rationale: A vote FOR this resolution is warranted, as an independent Human Rights Impact Assessment would help shareholders better assess Meta's management of risks related to its targeted advertising policies and practices.</i>		
11	Report on Child Sexual Exploitation Online	Against	For
	<i>Blended Rationale: A vote FOR this proposal is warranted, as additional information on risks related to potential sexual exploitation of children through the company's platforms would give shareholders more information on how well the company is managing related risks.</i>		
12	Commission a Workplace Non-Discrimination Audit	Against	Against
13	Report on Lobbying Payments and Policy	Against	For
	<i>Blended Rationale: A vote FOR this resolution is warranted, as additional reporting on the company's direct and indirect lobbying practices, policies, and expenditures would benefit shareholders in assessing its management of related risks.</i>		

## Meta Platforms, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
14	Commission Assessment of Audit and Risk Oversight Committee	Against	Against
15	Report on Charitable Contributions	Against	For

*Blended Rationale: A vote FOR this proposal is warranted because the company provides no information regarding its policies nor the recipients of its charitable contributions.*

## Partners Group Holding AG

**Meeting Date:** 25/05/2022

**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 33.00 per Share	For	For
3	Approve Discharge of Board and Senior Management	For	For
4	Approve Remuneration Report	For	For
5.1	Approve Short-Term Remuneration of Directors in the Amount of CHF 3.5 Million	For	For
5.2	Approve Long-Term Remuneration of Directors in the Amount of CHF 5.7 Million	For	For
5.3	Approve Technical Non-Financial Remuneration of Directors in the Amount of CHF 16.9 Million	For	For
5.4	Approve Short-Term Remuneration of Executive Committee in the Amount of CHF 10 Million	For	For
5.5	Approve Long-Term Remuneration of Executive Committee in the Amount of CHF 20.6 Million	For	For
5.6	Approve Technical Non-Financial Remuneration of Executive Committee in the Amount of CHF 80,000	For	For
5.7	Approve Variable Remuneration of Former Members of Executive Committee in the Amount of CHF 13 Million for Fiscal Year 2021	For	For
6.1.1	Elect Steffen Meister as Director and Board Chair	For	For
6.1.2	Elect Marcel Erni as Director	For	For
6.1.3	Elect Alfred Gantner as Director	For	For
6.1.4	Elect Joseph Landy as Director	For	For
6.1.5	Elect Anne Lester as Director	For	For

## Partners Group Holding AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6.1.6	Elect Martin Strobel as Director	For	For
6.1.7	Elect Urs Wietlisbach as Director	For	For
6.1.8	Elect Flora Zhao as Director	For	For
6.2.1	Appoint Flora Zhao as Member of the Nomination and Compensation Committee	For	Against
<i>Blended Rationale: A vote against is warranted as there is a lack of diversity on the board.</i>			
6.2.2	Appoint Anne Lester as Member of the Nomination and Compensation Committee	For	For
6.2.3	Appoint Martin Strobel as Member of the Nomination and Compensation Committee	For	For
6.3	Designate Hotz & Goldmann as Independent Proxy	For	For
6.4	Ratify KPMG AG as Auditors	For	For
7	Transact Other Business (Voting)	For	Against
<i>Blended Rationale: Details of other business not disclosed.</i>			

## Sprouts Farmers Market, Inc.

Meeting Date: 25/05/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Kristen E. Blum	For	For
1.2	Elect Director Jack L. Sinclair	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

## Syneos Health, Inc.

Meeting Date: 25/05/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Todd M. Abbrecht	For	For
1b	Elect Director John M. Dineen	For	For

## Syneos Health, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1c	Elect Director William E. Klitgaard	For	For
1d	Elect Director David S. Wilkes	For	For
2	Declassify the Board of Directors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Advisory Vote on Say on Pay Frequency	One Year	One Year
<i>Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.</i>			
5	Ratify Deloitte & Touche LLP as Auditors	For	For

## Tenable Holdings, Inc.

Meeting Date: 25/05/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Amit Yoran	For	Withhold
<i>Blended Rationale: A vote withhold is warranted as the nominee serves as the Company's CEO and Chair and there is evidence of a poor approach on executive pay. A vote withhold is warranted due to concerns over poor corporate governance practices:- Withhold votes are warranted for director nominees Amit Yoran, Linda Higgins, and Niloofar Howe 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 Linda Zecher Higgins	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 Amit Yoran, Linda Higgins, and Niloofar Howe given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights</i>			
1.3	Elect Director Niloofar Razi Howe	For	Withhold
<i>Blended Rationale: Refer to Item 1.2.</i>			
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
<i>Blended Rationale: A vote FOR is warranted as pay and performance are reasonably aligned, despite there being concern.</i>			

**Meeting Date:** 25/05/2022

**Country:** France

**Meeting Type:** Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Allocation of Income and Dividends of EUR 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 Lise Croteau as Director	For	For
7	Reelect Maria van der Hoeven 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>			
8	Reelect Jean Lemierre as Director	For	For
9	Elect Emma De Jonge as Representative of Employee Shareholders to the Board	For	For
A	Elect Marina Delendik as Representative of Employee Shareholders to the Board	Against	Against
B	Elect Alexandre Garrot as Representative of Employee Shareholders to the Board	Against	Against
C	Elect Agueda Marin as Representative of Employee Shareholders to the Board	Against	Against
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
14	Renew Appointment of Ernst & Young Audit as Auditor	For	For
15	Appoint Cabinet PricewaterhouseCoopers Audit as Auditor	For	For
16	Approve Company's Sustainability and Climate Transition Plan	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights and/or Capitalization of Reserves for Bonus Issue or Increase in Par Value, up to Aggregate Nominal Amount of EUR 2.5 Billion	For	For

## TotalEnergies SE

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 650 Million	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 650 Million	For	For
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18 and 19	For	For
21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
23	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For

## Trimble Inc.

**Meeting Date:** 25/05/2022

**Country:** USA

**Meeting Type:** Annual

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

*Blended Rationale: A vote abstention is warranted as a portion of the relative PRSUs only utilised a one-year performance period and a low rate for relative peer group TSR performance. However, the majority of the CEO's equity awards are performance based and a substantial amount linked to 3 year revenue growth goals. So we felt this was a sufficiently high standard for the overall long term incentive plan, but more could be 3 year linked rather than 1 year, so we decided to vote abstain and discuss with the company in future meetings.*



## Trimble Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Ratify Ernst & Young LLP as Auditors	For	For

## Central Asia Metals Plc

**Meeting Date:** 26/05/2022      **Country:** United Kingdom  
**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3	Re-elect Roger Davey as Director	For	For
4	Elect Mike Armitage as Director	For	For
5	Reappoint BDO 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 Market Purchase of Ordinary Shares	For	For

## ChipMOS Technologies, Inc.

**Meeting Date:** 26/05/2022      **Country:** Taiwan  
**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	For	For
2	Approve Plan on Profit Distribution	For	For
3	Approve Amendments to Articles of Association	For	For
4	Approve Amendments to Rules and Procedures Regarding Shareholder's General Meeting	For	For
5	Amend Procedures Governing the Acquisition or Disposal of Assets	For	For
6	Approve Release of Restrictions of Competitive Activities of Current Directors and Representatives	For	For

# CNOOC Limited

Meeting Date: 26/05/2022

Country: Hong Kong

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Elect Xia Qinglong as Director	For	For
3	Elect Zhou Xinhuai as Director	For	For
4	Elect Chiu Sung Hong as Director	For	For
5	Authorize Board to Fix Remuneration of Directors	For	For
6	Approve Ernst & Young and Ernst & Young Hua Ming LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
7	Approve Special Dividend Declaration Plan	For	For
8	Authorize Board to Determine the Interim Dividend Declaration Plan	For	For
9	Authorize Repurchase of Issued Share Capital	For	For
10	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	Against
<i>Blended Rationale: A vote AGAINST these resolutions is warranted for the following:- The aggregate share issuance limit is greater than 10 percent of the relevant class of shares.- The company has not specified the discount limit.</i>			
11	Authorize Reissuance of Repurchased Shares	For	Against
<i>Blended Rationale: A vote AGAINST these resolutions is warranted for the following:- The aggregate share issuance limit is greater than 10 percent of the relevant class of shares.- The company has not specified the discount limit.</i>			

# Country Garden Holdings Company Limited

Meeting Date: 26/05/2022

Country: Cayman Islands

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3a1	Elect Yang Huiyan as Director	For	For
3a2	Elect Mo Bin as Director	For	For
3a3	Elect Yang Zhicheng as Director	For	For
3a4	Elect Su Baiyuan as Director	For	For

# Country Garden Holdings Company Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3a5	Elect Shek Lai Him, Abraham as Director	For	Against
<i>Blended Rationale: A vote against is warranted due to concerns over the number of directorships held by the nominee:- Lai Him Shek (Abraham Razack) serves on a total of more than six public company boards.</i>			
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>			

## Curtis Banks Group Plc

**Meeting Date:** 26/05/2022

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3	Approve Remuneration Report	For	For
4	Re-elect Will Self as Director	For	For
5	Re-elect Dan Cowland as Director	For	For
6	Re-elect Jules Hydleman as Director	For	For
7	Re-elect Jill Lucas as Director	For	For
8	Re-elect Chris Macdonald as Director	For	For
9	Re-elect Bill Rattray as Director	For	For
10	Re-elect Jane Ridgley as Director	For	For
11	Reappoint PricewaterhouseCoopers 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

# Curtis Banks Group Plc

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

# Energean Plc

**Meeting Date:** 26/05/2022

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Re-elect Karen Simon as Director	For	For
4	Re-elect Matthaios Rigas as Director	For	For
5	Re-elect Panagiotis Benos as Director	For	For
6	Re-elect Andrew Bartlett as Director	For	For
7	Re-elect Efstathios Topouzoglou as Director	For	For
8	Re-elect Amy Lashinsky as Director	For	For
9	Re-elect Kimberley Wood as Director	For	For
10	Re-elect Andreas Persianis as Director	For	For
11	Elect Roy Franklin 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 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
18	Authorise Market Purchase of Ordinary Shares	For	For
19	Approve Reduction of the Company's Share Premium Account	For	For

# Henry Boot Plc

Meeting Date: 26/05/2022

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3	Approve Remuneration Report	For	For
4	Re-elect Timothy Roberts as Director	For	For
5	Re-elect Darren Littlewood as Director	For	For
6	Re-elect Joanne Lake as Director	For	For
7	Re-elect James Sykes as Director	For	For
8	Re-elect Peter Mawson as Director	For	Abstain
<i>Blended Rationale: An abstention is warranted as there is a lack of diversity on the board.</i>			
9	Re-elect Gerald Jennings as Director	For	For
10	Reappoint Ernst & Young LLP as Auditors	For	For
11	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For
12	Authorise Issue of Equity	For	For
13	Authorise Issue of Equity without Pre-emptive Rights	For	For
14	Authorise Market Purchase of Ordinary Shares	For	For

# Hess Corporation

Meeting Date: 26/05/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Terrence J. Checki	For	For
1b	Elect Director Leonard S. Coleman, Jr.	For	For
1c	Elect Director Lisa Glatch	For	For
1d	Elect Director John B. Hess	For	For
1e	Elect Director Edith E. Holiday	For	For
1f	Elect Director Marc S. Lipschultz	For	For
1g	Elect Director Raymond J. McGuire	For	For

## Hess Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1h	Elect Director David McManus	For	For
1i	Elect Director Kevin O. Meyers	For	For
1j	Elect Director Karyn F. Ovelmen	For	For
1k	Elect Director James H. Quigley	For	For
1l	Elect Director William G. Schrader	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Ernst & Young LLP as Auditors	For	For

## LBG Media Plc

**Meeting Date:** 26/05/2022

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Elect Dave Wilson as Director	For	For
3	Elect Alexander Solomou as Director	For	For
4	Elect Arian Kalantari as Director	For	For
5	Elect Tim Croston as Director	For	For
6	Elect Richard Flint as Director	For	For
7	Elect Carol Kane as Director	For	For
8	Elect Alexandra Jarvis as Director	For	For
9	Appoint BDO LLP as Auditors	For	For
10	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
11	Authorise Issue of Equity	For	For
12	Authorise Issue of Equity without Pre-emptive Rights	For	For
13	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
14	Authorise Market Purchase of Ordinary Shares	For	For

## Legal & General Group Plc

**Meeting Date:** 26/05/2022

**Country:** United Kingdom

**Meeting Type:** Annual

# Legal & General 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 Laura Wade-Gery as Director	For	For
4	Re-elect Henrietta Baldock as Director	For	For
5	Re-elect Nilufer Von Bismarck 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 Ric Lewis as Director	For	For
12	Re-elect Sir 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
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	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

## McDonald's Corporation

**Meeting Date:** 26/05/2022

**Country:** USA

**Meeting Type:** Proxy Contest

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Lloyd Dean	For	For
1.2	Elect Director Robert Eckert	For	For
1.3	Elect Director Catherine Engelbert	For	For
1.4	Elect Director Margaret Georgiadis	For	For
1.5	Elect Director Enrique Hernandez, Jr.	For	For
1.6	Elect Director Christopher Kempczinski	For	For
1.7	Elect Director Richard Lenny	For	For
1.8	Elect Director John Mulligan	For	For
1.9	Elect Director Sheila Penrose	For	For
1.10	Elect Director John Rogers, Jr.	For	For
1.11	Elect Director Paul Walsh	For	For
1.12	Elect Director Miles White	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Ernst & Young LLP as Auditors	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted as it would further enhance the existing shareholder right to call special meetings.</i>			
5	Report on Efforts to Reduce Plastic Use	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information on how the company intends to reduce plastic in its business.</i>			
6	Report on Public Health Costs of Antibiotic Use and Impact on Diversified Shareholders	Against	Against
7	Report on Use of Gestation Stalls in Pork Supply Chain	Against	Against
8	Report on Third-Party Civil Rights Audit	Against	For
<i>Blended Rationale: A vote FOR this resolution is warranted, as an independent civil rights audit would help shareholders better assess the effectiveness of McDonald's efforts to address the issue of any inequality in its workforce and its management of related risks.</i>			
9	Report on Lobbying Payments and Policy	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's state level lobbying, indirect lobbying-related expenditures and board oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i>			
10	Issue Transparency Report on Global Public Policy and Political Influence	Against	Against

## Prudential Plc

**Meeting Date:** 26/05/2022

**Country:** United Kingdom

**Meeting Type:** Annual



<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Elect George Sartorel as Director	For	For
4	Re-elect Shriti Vadera as Director	For	For
5	Re-elect Jeremy Anderson as Director	For	For
6	Re-elect Mark Fitzpatrick as Director	For	For
7	Re-elect Chua Sock Koong as Director	For	For
8	Re-elect David Law as Director	For	For
9	Re-elect Ming Lu as Director	For	For
10	Re-elect Philip Remnant as Director	For	For
11	Re-elect James Turner as Director	For	For
12	Re-elect Thomas Watjen as Director	For	For
13	Re-elect Jeanette Wong as Director	For	For
14	Re-elect Amy Yip as Director	For	For
15	Reappoint KPMG 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 to Include Repurchased Shares	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	Approve International Savings-Related Share Option Scheme for Non-Employees	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

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## Sherborne Investors (Guernsey) C Ltd.

**Meeting Date:** 26/05/2022

**Country:** Guernsey

**Meeting Type:** Annual

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## Sherborne Investors (Guernsey) C Ltd.

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 Talmal Morgan as Director	For	For
4	Re-elect Trevor Ash as Director	For	For
5	Re-elect Christopher Legge as Director	For	For
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

## SINOPEC Engineering (Group) Co., Ltd.

Meeting Date: 26/05/2022

Country: China

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Report of the Board	For	For
2	Approve Report of the Supervisory Committee	For	For
3	Approve Audited Financial Statements	For	For
4	Approve Final Dividend Distribution Plan	For	For
5	Approve Interim Profit Distribution Plan	For	For
6	Approve Business Operation Plan, Investment Plan and Financial Budget	For	For
7	Approve BDO China Shu Lun Pan Certified Public Accountants LLP as Domestic Auditor and BDO Limited as International Auditor and Authorize Board to Fix Their Remuneration	For	For
1	Approve Grant of General Mandate to the Board to Repurchase Domestic Shares and/or H Shares	For	For
2	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Domestic Shares and/or H Shares	For	Against

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

## SINOPEC Engineering (Group) Co., Ltd.

**Meeting Date:** 26/05/2022

**Country:** China

**Meeting Type:** Special

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

## Taylor Morrison Home Corporation

**Meeting Date:** 26/05/2022

**Country:** USA

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1a	Elect Director Peter Lane	For	For
1b	Elect Director William H. Lyon	For	For
1c	Elect Director Anne L. Mariucci	For	For
1d	Elect Director David C. Merritt	For	For
1e	Elect Director Andrea (Andi) Owen	For	For
1f	Elect Director Sheryl D. Palmer	For	For
1g	Elect Director Denise F. Warren	For	For
1h	Elect Director Christopher Yip	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Deloitte & Touche LLP as Auditors	For	For
4	Amend Omnibus Stock Plan	For	For

## The Interpublic Group of Companies, Inc.

**Meeting Date:** 26/05/2022

**Country:** USA

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1.1	Elect Director Jocelyn Carter-Miller	For	For
1.2	Elect Director Mary J. Steele Guilfoile	For	For
1.3	Elect Director Dawn Hudson	For	For

## 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 Linda S. Sanford	For	For
1.8	Elect Director David M. Thomas	For	For
1.9	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	Against
<i>Blended Rationale: A vote against is warranted because the performance period is less than 3 years:- The performance LTI awards were subject to a two-year performance period, compared to the three-year period used in the prior year.</i>			
4	Require Independent Board Chair	Against	For
<i>Blended Rationale: Artemis supports the separation of Chairman and CEO.</i>			

## ThredUp Inc.

**Meeting Date:** 26/05/2022

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Ian Friedman	For	For
<i>Blended Rationale: A vote FOR is warranted. Although dual share class and major VC shareholders and board representatives means classified board and supermajority requirements will be insignificant, we are inclined to give the company more time and hope that these issues resolve in due course.</i>			
1.2	Elect Director Timothy Haley	For	For
<i>Blended Rationale: Refer to Item 1.1.</i>			
1.3	Elect Director Coretha Rushing	For	For
2	Ratify KPMG LLP as Auditors	For	For

## Wingstop Inc.

**Meeting Date:** 26/05/2022

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Krishnan (Kandy) Anand	For	Withhold

## Wingstop Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
<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 David L. Goebel	For	Withhold
<i>Blended Rationale: Refer to Item 1.1.</i>			
1.3	Elect Director Michael J. Hislop	For	Withhold
<i>Blended Rationale: Refer to Item 1.1.</i>			
2	Ratify KPMG LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

## YASKAWA Electric Corp.

**Meeting Date:** 26/05/2022

**Country:** Japan

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For
2.1	Elect Director Ogasawara, Hiroshi	For	For
2.2	Elect Director Murakami, Shuji	For	For
2.3	Elect Director Ogawa, Masahiro	For	For
2.4	Elect Director Minami, Yoshikatsu	For	For
2.5	Elect Director Kumagae, Akira	For	For
2.6	Elect Director Morikawa, Yasuhiko	For	For
2.7	Elect Director Kato, Yuichiro	For	For
3.1	Elect Director and Audit Committee Member Sasaki, Junko	For	For
3.2	Elect Director and Audit Committee Member Matsuhashi, Kaori	For	For

## CGN Power Co., Ltd.

**Meeting Date:** 27/05/2022

**Country:** China

**Meeting Type:** Annual

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

# CGN Power Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Report of the Supervisory Committee	For	For
3	Approve Annual Report	For	For
4	Approve Audited Financial Report	For	For
5	Approve Profit Distribution Plan	For	For
6	Approve Investment Business Plan and Capital Expenditure Budget	For	For
7	Approve KPMG Huazhen LLP as Financial Report Auditor and Authorize Board to Fix their Remuneration	For	For
8	Approve Pan-China Certified Public Accountants LLP as Internal Control Auditor and Authorize Board to Fix their Remuneration	For	For
9	Elect Pang Xiaowen as Supervisor	For	For
10.1	Approve Remuneration of Yang Changli	For	For
10.2	Approve Remuneration of Gao Ligang	For	For
10.3	Approve Remuneration of Jiang Dajin	For	For
10.4	Approve Remuneration of Shi Bing	For	For
10.5	Approve Remuneration of Wang Hongjun	For	For
10.6	Approve Remuneration of Gu Jian	For	For
10.7	Approve Remuneration of Li Fuyou	For	For
10.8	Approve Remuneration of Yang Jiayi	For	For
10.9	Approve Remuneration of Xia Ceming	For	For
10.10	Approve Remuneration of Tang Chi Cheung	For	For
10.11	Approve Remuneration of Chen Sui	For	For
10.12	Approve Remuneration of Hu Yaoqi	For	For
10.13	Approve Remuneration of Pang Xiaowen	For	For
10.14	Approve Remuneration of Zhang Baishan	For	For
10.15	Approve Remuneration of Zhu Hui	For	For
10.16	Approve Remuneration of Wang Hongxin	For	For
11	Approve Continuing Connected Transactions - Revision of Annual cap, 2023-2025 Engineering Services Framework Agreement and Proposed Annual Caps	For	For
12	Approve the Application for Registration of Shelf-Offering Corporate Bonds	For	Against

*Blended Rationale: A vote against is warranted because the company has not provided information on this proposal:- The proposal includes the possible issuance of convertible corporate bonds. Most companies listed in Hong Kong typically provide more details for similar proposals, such as the conversion price of the convertible securities and the number of new shares that may potentially be issued. The absence of such relevant information would make it difficult for shareholders to assess the impact of this proposal on shareholders' rights and value.*

## CGN Power Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
13	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>			
14	Approve Grant of General Mandate to the Board to Repurchase A Shares and/or H Shares	For	For

## CGN Power Co., Ltd.

**Meeting Date:** 27/05/2022      **Country:** China  
**Meeting Type:** Special

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

## China Resources Pharmaceutical Group Limited

**Meeting Date:** 27/05/2022      **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 Lin Guolong as Director	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is a non-independent NED and serves on the Audit Committee, which is not fully independent.</i>			
3.2	Elect Tan Ying as Director	For	For
3.3	Elect Jiao Ruifang 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>			
3.4	Elect Bai Xiaosong as Director	For	For
3.5	Elect Weng Jingwen as Director	For	For
3.6	Elect Tao Ran as Director	For	For
3.7	Elect Shing Mo Han Yvonne as Director	For	For
3.8	Elect Kwok Kin Fun as Director	For	For

# China Resources Pharmaceutical Group Limited

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

## Hostmore Plc

**Meeting Date:** 27/05/2022

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Remuneration Policy	For	For
4	Elect Jane Bednall as Director	For	For
5	Elect Andrew Blurton as Director	For	For
6	Elect Alan Clark as Director	For	For
7	Elect Robert Cook as Director	For	For
8	Elect David Lis as Director	For	For
9	Elect Gavin Manson as Director	For	For
10	Elect Louise Stonier as Director	For	For
11	Appoint PricewaterhouseCoopers LLP as Auditors	For	For
12	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For
13	Authorise UK Political Donations and Expenditure	For	For
14	Authorise Issue of Equity	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	For	For



# Hostmore Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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

# Lowe's Companies, Inc.

Meeting Date: 27/05/2022

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 Sandra B. Cochran	For	For
1.4	Elect Director Laurie Z. Douglas	For	For
1.5	Elect Director Richard W. Dreiling	For	For
1.6	Elect Director Marvin R. Ellison	For	For
1.7	Elect Director Daniel J. Heinrich	For	For
1.8	Elect Director Brian C. Rogers	For	For
1.9	Elect Director Bertram L. Scott	For	For
1.10	Elect Director Colleen Taylor	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 Auditors	For	For
4	Amend Omnibus Stock Plan	For	For
5	Report on Median Gender/Racial Pay Gap	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted, as shareholders could benefit from the median pay gap statistics that would allow them to better measure the progress of the company's diversity and inclusion initiatives and its management of related risks.</i>			
6	Amend Proxy Access Right	Against	For
<i>Blended Rationale: Artemis supports proposals that enhance shareholder rights.</i>			
7	Report on Risks of State Policies Restricting Reproductive Health Care	Against	For
<i>Blended Rationale: A vote FOR this resolution is warranted, as additional information on the potential risks and costs associated with proposed or enacted state policies that restrict reproductive healthcare, would allow shareholders to assess how the company is managing such risks.</i>			

## Lowe's Companies, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
8	Commission a Civil Rights and Non-Discrimination Audit	Against	Against
9	Report on Risks from Company Vendors that Misclassify Employees as Independent Contractors	Against	For

*Blended Rationale: A vote FOR this resolution is warranted, as a report on misclassifying employees as independent contractors would provide shareholders with additional information on how the company is managing any risks associated with this kind of misclassification by companies in its supply chain.*

## Poste Italiane SpA

**Meeting Date:** 27/05/2022

**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
3.1	Slate 1 Submitted by Ministry of Economy and Finance	None	Against
<i>Blended Rationale: This item warrants a vote against because:- Shareholders can support only one slate.- Slate 2 is likely to better represent the interests of global institutional investors and minority shareholders.- The profiles and details of candidates submitted by Slate 2 have been provided also in English which facilitates scrutiny by global investors.</i>			
3.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	None	For
4	Approve Internal Auditors' Remuneration	None	For
5	Approve Remuneration Policy	For	For
6	Approve Second Section of the Remuneration Report	For	For
7	Approve Equity-Based Incentive Plans	For	For
8	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	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.*

## PT Telkom Indonesia (Persero) Tbk

**Meeting Date:** 27/05/2022

**Country:** Indonesia

**Meeting Type:** Annual

# PT Telkom Indonesia (Persero) Tbk

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Annual Report and Statutory Reports	For	For
2	Approve Company's Financial Implementation Report of Corporate Social and Environmental Responsibility Program for the Year Ended December 31, 2021	For	For
3	Approve Allocation of Income	For	For
4	Approve Remuneration of Directors and Commissioners	For	For
5	Appoint Auditors of the Company and the Micro and Small Business Funding Program	For	For
6	Amend Articles of Association	For	Against
<i>Blended Rationale: A vote against is warranted because the company has not provided information on this proposal.</i>			
7	Approve Ratification of State-Owned Enterprises Regulations	For	For
8	Approve Grant of Authority to Commissioners regarding Employer Pension Fund	For	Against
<i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company.</i>			

# Spectris Plc

**Meeting Date:** 27/05/2022

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Elect Ravi Gopinath as Director	For	For
5	Elect Alison Henwood as Director	For	For
6	Re-elect Derek Harding as Director	For	For
7	Re-elect Andrew Heath as Director	For	For
8	Re-elect Ulf Quellmann as Director	For	For
9	Re-elect William Seeger as Director	For	For
10	Re-elect Cathy Turner as Director	For	For
11	Re-elect Kjersti Wiklund as Director	For	For

## Spectris Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
12	Re-elect Mark Williamson as Director	For	For
13	Reappoint Deloitte LLP as Auditors	For	For
14	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For
15	Authorise 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

## United Microelectronics Corp.

**Meeting Date:** 27/05/2022

**Country:** Taiwan

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	For	For
2	Approve Plan on Profit Distribution	For	For
3	Approve Cash Distribution from Capital Reserve	For	For
4	Approve Issuance of Restricted Stocks	For	For
5	Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets	For	For

## Victoria's Secret & Co.

**Meeting Date:** 27/05/2022

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Irene Chang Britt	For	For
1.2	Elect Director Sarah Davis	For	For
1.3	Elect Director Jacqueline Hernandez	For	For

## Victoria's Secret & Co.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.4	Elect Director Donna James	For	For
1.5	Elect Director Mariam Naficy	For	For
1.6	Elect Director Lauren Peters	For	For
1.7	Elect Director Anne Sheehan	For	Abstain
<i>Blended Rationale: An abstention is warranted as there is a lack of diversity on the board.</i>			
1.8	Elect Director Martin Waters	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Advisory Vote on Say on Pay Frequency	One Year	One Year
<i>Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.</i>			
4	Ratify Ernst & Young LLP as Auditors	For	For

## Norcros Plc

**Meeting Date:** 30/05/2022

**Country:** United Kingdom

**Meeting Type:** Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Acquisition of Granfit Holdings Limited	For	For

## Synnex Technology International Corp.

**Meeting Date:** 30/05/2022

**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 Procedures Governing the Acquisition or Disposal of Assets	For	For
5	Amend Trading Procedures Governing Derivatives Products	For	For

## Synnex Technology International Corp.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6.1	Elect TU SHU CHYUAN (David Tu), a Representative of HONG DING INVESTMENTS CORP, with SHAREHOLDER NO.18325, as Non-Independent Director	For	For
6.2	Elect SCOTT MATTHEW MIAU, a Representative of LIEN HWA INDUSTRIAL HOLDINGS CORPORATION, with SHAREHOLDER NO.119603, as Non-Independent Director	For	For
7	Approve Release of Restrictions of Competitive Activities of Directors	For	For

## Atlas Air Worldwide Holdings, Inc.

**Meeting Date:** 31/05/2022

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Charles F. Bolden, Jr.	For	For
1.2	Elect Director Walter G. Borst	For	For
1.3	Elect Director Raymond L. Conner	For	For
1.4	Elect Director John W. Dietrich	For	For
1.5	Elect Director Beverly K. Goulet	For	For
1.6	Elect Director Bobby J. Griffin	For	For
1.7	Elect Director Duncan J. McNabb	For	For
1.8	Elect Director Sheila A. Stamps	For	For
1.9	Elect Director George A. Willis	For	For
1.10	Elect Director Carol J. Zierhoffer	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

## Eramet SA

**Meeting Date:** 31/05/2022

**Country:** France

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Auditors' Special Report on Related-Party Transactions	For	For
4	Approve Allocation of Income	For	For
5	Approve Dividends of EUR 2.50 per Share	For	For
6	Approve Remuneration Policy of Directors	For	For
7	Approve Remuneration Policy of Christel Bories, Chairman and CEO	For	For
8	Approve Compensation Report	For	For
9	Approve Compensation of Christel Bories, Chairman and CEO	For	Against

*Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company:- The company fails to disclose detailed achievement levels of performance conditions applicable to LTIPs.- The level of disclosure of the vesting scales for the performance criteria of the LTIP granted is limited.- The disclosure on the assessment of the achievements level of performance criteria of the bonus is limited.*

10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	Against
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*Blended Rationale: This resolution warrants a vote against as the share repurchase program can be continued during a takeover period.*

11	Authorize Filing of Required Documents/Other Formalities	For	For
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## Gaztransport & Technigaz SA

**Meeting Date:** 31/05/2022

**Country:** France

**Meeting Type:** Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Allocation of Income and Dividends of EUR 3.10 per Share	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	For	For

# Gaztransport & Technigaz SA

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
5	Ratify Appointment of Catherine Ronge as Director	For	For
6	Ratify Appointment of Florence Fouquet as Director	For	For
7	Elect Pascal Macioce as Director	For	For
8	Reelect Philippe Berterottiere as Director	For	For
9	Renew Appointment of Ernst & Young as Auditor	For	For
10	Renew Appointment of Auditex as Alternate Auditor	For	For
11	Approve Compensation Report	For	For
12	Approve Compensation of Philippe Berterottiere, Chairman and CEO	For	For
13	Approve Remuneration Policy of Chairman and CEO	For	For
14	Approve Remuneration Policy of Directors	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
17	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	For	For
18	Elect Antoine Rostand as Director	For	For
19	Authorize Filing of Required Documents/Other Formalities	For	For

# Hon Hai Precision Industry Co., Ltd.

**Meeting Date:** 31/05/2022

**Country:** Taiwan

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1	Approve Business Operations Report and Financial Statements	For	For
2	Approve Plan on Profit Distribution	For	For
3	Approve Amendments to Articles of Association	For	For
4	Approve Amendments to Rules and Procedures Regarding Shareholder's General Meeting	For	For
5	Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets	For	For
6	Approve Amendments to Lending Procedures and Caps	For	For



# Hon Hai Precision Industry Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
7	Approve Initial Public Listing of the Company's Hong Kong listed Subsidiary FIH Mobile Limited (Cayman) Through Issuance of Rupee Common Stocks on the Indian Stock Exchange, Through Subsidiary Bharat FIH Limited	For	For
8.1	Elec Liu, Yang Wei, with SHAREHOLDER NO.00085378 as Non-independent Director	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee serves as the Company's CEO and Chair and no suitable explanation has been given. A lead/senior independent director should also be appointed. This item is being referred to fund managers for a vote decision as this company is on the Climate Action 100+ high carbon emitter list but board accountability on climate change is not currently covered by ISS.</i>			
8.2	Elect Gou, Tai Ming (Terry Gou), with SHAREHOLDER NO.00000001, as Non-independent Director	For	For
8.3	Elect Wang, Cheng Yang, a Representative of Hon Jin International Investment Co., Ltd., with SHAREHOLDER NO.00057132, as Non-independent Director	For	For
8.4	Elect Dr. Christina Yee Ru Liu, a Representative of Hon Jin International Investment Co., Ltd. with ,SHAREHOLDER NO.00057132, as Non-independent Director	For	For
8.5	Elect James Wang, with SHAREHOLDER NO.F120591XXX as Independent Director	For	For
8.6	Elect Kuo, Ta Wei, with SHAREHOLDER NO.F121315XXX as Independent Director	For	For
8.7	Elect Huang, Qing Yuan, with SHAREHOLDER NO.R101807XXX as Independent Director	For	For
8.8	Elect Liu, Len Yu, with SHAREHOLDER NO.N120552XXX as Independent Director	For	For
8.9	Elect Chen, Yue Min, with SHAREHOLDER NO.A201846XXX as Independent Director	For	For
9	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and Representatives	For	For

## Lookers Plc

**Meeting Date:** 31/05/2022

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Reappoint BDO LLP as Auditors	For	For

## Lookers Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For
6	Elect Ian Bull as Director	For	For
7	Elect Deborah Sherry as Director	For	For
8	Elect Oliver Laird as Director	For	For
9	Re-elect Robin Churchouse as Director	For	For
10	Re-elect Duncan McPhee as Director	For	For
11	Re-elect Victoria Mitchell as Director	For	For
12	Re-elect Mark Raban as Director	For	For
13	Re-elect Paul Van der Burgh 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
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
19	Amend Articles of Association	For	For

## MediaTek, Inc.

**Meeting Date:** 31/05/2022

**Country:** Taiwan

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Business Report and Financial Statements	For	For
2	Approve Profit Distribution	For	For
3	Approve Cash Distribution from Capital Reserve	For	For
4	Approve Amendments to Articles of Association	For	Against
<i>Blended Rationale: A vote against is warranted as shareholder rights are, or could be reduced:- A vote against is warranted as the proposed amendments would grant the board full authority to decide on the company's cash dividend distribution plan without shareholder approval. Such amendment will undermine shareholder's right in deciding on cash dividend payments.</i>			
5	Amend Procedures Governing the Acquisition or Disposal of Assets	For	For

## MediaTek, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6	Amend Procedures for Endorsement and Guarantees	For	For
7	Amend Procedures for Lending Funds to Other Parties	For	Against

*Blended Rationale: A vote against is warranted because the proposed easing in lending restrictions and increase in lending cap may expose the company to unnecessary risks; and the company has failed to provide a compelling rationale for such changes.*

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Business Report and Financial Statements	For	For
2	Approve Profit Distribution	For	For
3	Approve Cash Distribution from Capital Reserve	For	For
4	Approve Amendments to Articles of Association	For	Against

*Blended Rationale: A vote against is warranted as shareholder rights are, or could be reduced:- A vote against is warranted as the proposed amendments would grant the board full authority to decide on the company's cash dividend distribution plan without shareholder approval. Such amendment will undermine shareholder's right in deciding on cash dividend payments.*

5	Amend Procedures Governing the Acquisition or Disposal of Assets	For	For
6	Amend Procedures for Endorsement and Guarantees	For	For
7	Amend Procedures for Lending Funds to Other Parties	For	Abstain

*Blended Rationale: An abstention is warranted because the proposed easing in lending restrictions and increase in lending cap may expose the company to unnecessary risks; and the company has failed to provide a compelling rationale for such changes.*

## PageGroup Plc

**Meeting Date:** 31/05/2022

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Re-elect Patrick De Smedt as Director	For	For
5	Elect Karen Geary as Director	For	For

# PageGroup Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6	Re-elect Michelle Healy as Director	For	For
7	Re-elect Steve Ingham as Director	For	For
8	Re-elect Sylvia Metayer as Director	For	For
9	Re-elect Angela Seymour-Jackson as Director	For	For
10	Re-elect Kelvin Stagg as Director	For	For
11	Re-elect Ben Stevens 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 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

# Sinotrans Limited

**Meeting Date:** 31/05/2022

**Country:** China

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	Against
<i>Blended Rationale: A vote AGAINST this resolution is warranted for the following:- The share issuance limit is greater than 10 percent of the relevant class of shares. - The company has not specified the discount limit.</i>			
2	Authorize Repurchase of Issued H Share Capital	For	For
3	Approve Updated Mandate of the Issue of Debt Financing Instruments	For	For
4	Approve Estimated Guarantees of the Company	For	Against
<i>Blended Rationale: A vote against this resolution is warranted since the company will be taking in a disproportionate amount of risk relative to its ownership stake without compelling justification.</i>			
5	Approve Work Report of the Board of Directors	For	For
6	Approve Work Report of the Supervisory Committee	For	For

## Sinotrans Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
7	Approve Final Financial Accounts Report	For	For
8	Approve Annual Report and Its Summary	For	For
9	Approve Financial Budget	For	For
10	Approve Profit Distribution Plan	For	For
11	Approve ShineWing Certified Public Accountants LLP as Auditor	For	For
12	Approve Remuneration of Directors	For	For
13	Approve Renewal of Liability Insurance for Directors, Supervisors and Senior Management Members	For	For
14	Approve Administrative Measures for External Donations	For	For

## Sinotrans Limited

**Meeting Date:** 31/05/2022

**Country:** China

**Meeting Type:** Special

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

Source: Artemis, Institutional Shareholder Services (ISS)

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

6th Floor, Exchange Plaza  
Edinburgh EH3 9BY

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