

# Voting May 2023

REPORTING PERIOD: 01/05/2023 to 31/05/2023

## Voting Statistics

	Total	Percent
Votable Meetings	285	
Meetings Voted	281	98.60%
Meetings with One or More Votes Against Management	129	45.26%
Votable Ballots	1108	
Ballots Voted	1089	98.29%

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	4393		150		4543	
Proposals Voted	4320	98.34%	150	100.00%	4470	98.39%
FOR Votes	4017	91.44%	71	47.33%	4088	89.98%
AGAINST Votes	193	4.39%	79	52.67%	272	5.99%
ABSTAIN Votes	10	0.23%	0	0.00%	10	0.22%
WITHHOLD Votes	26	0.59%	0	0.00%	26	0.57%
Votes WITH Management	4101	93.35%	92	61.33%	4193	92.30%
Votes AGAINST Management	226	5.14%	58	38.67%	284	6.25%

Note: Where management does not make a vote recommendation, these votes are not included in either votes WITH or AGAINST Management.

In cases where different votes are submitted across different accounts for a given meeting, votes cast are distinctly counted hence total votes submitted may be higher than unique proposals voted.

## Eli Lilly and Company

Meeting Date: 01/05/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director William G. Kaelin, Jr.	For	For
1b	Elect Director David A. Ricks	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>			
1c	Elect Director Marschall S. Runge	For	For
1d	Elect Director Karen Walker	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<i>Blended Rationale: A vote against is warranted because the performance period is less than 3 years:- PAs: performance period of two years (FY22-23) with an additional 13-month service-vesting period.</i>			
3	Advisory Vote on Say on Pay Frequency	One Year	One Year
<i>Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.</i>			
4	Ratify Ernst & Young LLP as Auditors	For	For
5	Declassify the Board of Directors	For	For

## Eli Lilly and Company

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6	Eliminate Supermajority Vote Requirement	For	For
7	Report on Lobbying Payments and Policy	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's direct and indirect lobbying-related expenditures would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i>			
8	Adopt Simple Majority Vote	Against	For
<i>Blended Rationale: Artemis supports proposals that enhance shareholder rights.</i>			
9	Report on Impact of Extended Patent Exclusivities on Product Access	Against	Against
10	Report on Risks of Supporting Abortion	Against	Against
11	Publish Third-Party Review of Alignment of Company's Lobbying Activities with its Public Statements	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted, as more comprehensive information comparing Eli Lilly's public policy statements and lobbying efforts would benefit shareholders in assessing its management of related risks.</i>			
12	Report on Effectiveness of Diversity, Equity and Inclusion Efforts and Metrics	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted, as reporting quantitative, comparable diversity data would allow shareholders to better assess the effectiveness of Eli Lilly's diversity, equity and inclusion efforts and management of related risks.</i>			
13	Adopt Policy to Require Third-Party Organizations to Annually Report Expenditures for Political Activities	Against	Against

## Planet Fitness, Inc.

**Meeting Date:** 01/05/2023

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Enshalla Anderson	For	For
<i>Blended Rationale: A vote FOR the remaining director nominee Ms Anderson is warranted.</i>			
1.2	Elect Director Stephen Spinelli, Jr.	For	Withhold
<i>Blended Rationale: A withhold vote is warranted due to concerns over poor corporate governance practices: - The board failed to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i>			
2	Ratify KPMG LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
<i>Blended Rationale: A vote FOR this proposal is warranted as the compensation committee demonstrated sufficient responsiveness to shareholder concerns following last year's low say-on-pay support. In addition, although a concern is noted, pay and performance are reasonably aligned at this time.</i>			

## Planet Fitness, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Enshalla Anderson	For	Withhold
	<i>Blended Rationale: A vote against is warranted as there are ongoing issues with remuneration.</i>		
1.2	Elect Director Stephen Spinelli, Jr.	For	Withhold
	<i>Blended Rationale: A vote against 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>		
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 the performance period is less than 3 years: - PSUs utilize annual measurement period. PSUs may be earned based on one-year adjusted earnings per diluted share goals, subject to additional two-year time-vesting.</i>		

## TopBuild Corp.

**Meeting Date:** 01/05/2023

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Alec C. Covington	For	For
1b	Elect Director Ernesto Bautista, III	For	For
1c	Elect Director Robert M. Buck	For	For
1d	Elect Director Joseph S. Cantie	For	For
1e	Elect Director Tina M. Donikowski	For	For
1f	Elect Director Deirdre C. Drake	For	For
1g	Elect Director Mark A. Petrarca	For	For
1h	Elect Director Nancy M. Taylor	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

## Barrick Gold Corporation

**Meeting Date:** 02/05/2023

**Country:** Canada

**Meeting Type:** Annual

# Barrick Gold Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Mark Bristow	For	For
1.2	Elect Director Helen Cai	For	For
1.3	Elect Director Gustavo A. Cisneros	For	For
1.4	Elect Director Christopher L. Coleman	For	For
1.5	Elect Director Isela Costantini	For	For
1.6	Elect Director J. Michael Evans	For	For
1.7	Elect Director Brian L. Greenspun	For	For
1.8	Elect Director J. Brett Harvey	For	For
1.9	Elect Director Anne Kabagambe	For	For
1.10	Elect Director Andrew J. Quinn	For	For
1.11	Elect Director Loreto Silva	For	For
1.12	Elect Director John L. Thornton	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
3	Advisory Vote on Executive Compensation Approach	For	For

# Bristol-Myers Squibb Company

Meeting Date: 02/05/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1A	Elect Director Peter J. Arduini	For	For
1B	Elect Director Deepak L. Bhatt	For	For
1C	Elect Director Giovanni Caforio	For	For
1D	Elect Director Julia A. Haller	For	For
1E	Elect Director Manuel Hidalgo Medina	For	For
1F	Elect Director Paula A. Price	For	For
1G	Elect Director Derica W. Rice	For	For
1H	Elect Director Theodore R. Samuels	For	For
1I	Elect Director Gerald L. Storch	For	For
1J	Elect Director Karen H. Vousden	For	For

## Bristol-Myers Squibb Company

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1K	Elect Director Phyllis R. Yale	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Advisory Vote on Say on Pay Frequency	One Year	One Year
<i>Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.</i>			
4	Ratify Deloitte & Touche LLP as Auditors	For	For
5	Require Independent Board Chair	Against	For
<i>Blended Rationale: Artemis supports the separation of Chairman and CEO.</i>			
6	Commission a Civil Rights and Non-Discrimination Audit	Against	Against
7	Amend Right to Call Special Meeting	Against	Against

## Carr's Group Plc

**Meeting Date:** 02/05/2023

**Country:** United Kingdom

**Meeting Type:** Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3	Reappoint Grant Thornton UK LLP as Auditors	For	For
4	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
5	Approve Remuneration Report	For	For

## Diversified Energy Co. Plc

**Meeting Date:** 02/05/2023

**Country:** United Kingdom

**Meeting Type:** Annual

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

## Diversified Energy Co. Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Authorise Board to Fix Remuneration of Auditors	For	For
5	Re-elect David Johnson as Director	For	For
6	Re-elect Robert Hutson Jr as Director	For	For
7	Re-elect Bradley Gray as Director	For	For
8	Re-elect Martin Thomas 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	Re-elect David Turner Jr as Director	For	For
10	Re-elect Sandra Stash as Director	For	For
11	Re-elect Sylvia Kerrigan as Director	For	For
12	Elect Kathryn Klaber as Director	For	For
13	Authorise Issue of Equity	For	For
14	Approve Remuneration Report	For	For
15	Approve Employee Savings-Related Share Purchase Plan	For	For
16	Authorise UK Political Donations and Expenditure	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	Amend Articles of Association to Increase the Aggregate Limit on Directors' Fees	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

## Franco-Nevada Corporation

**Meeting Date:** 02/05/2023

**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

# Franco-Nevada Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.4	Elect Director Derek W. Evans	For	For
1.5	Elect Director Catharine Farrow	For	For
1.6	Elect Director Maureen Jensen	For	For
1.7	Elect Director Jennifer Maki	For	For
1.8	Elect Director Randall Oliphant	For	For
1.9	Elect Director Jacques Perron	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
3	Advisory Vote on Executive Compensation Approach	For	Against

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

# Hexagon AB

**Meeting Date:** 02/05/2023

**Country:** Sweden

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Elect Chairman of Meeting	For	For
3	Prepare and Approve List of Shareholders	For	For
4	Approve Agenda of Meeting	For	For
6	Acknowledge Proper Convening of Meeting	For	For
9.a	Accept Financial Statements and Statutory Reports	For	For
9.b	Approve Allocation of Income and Dividends of EUR 0.12 Per Share	For	For
9.c1	Approve Discharge of Gun Nilsson	For	For
9.c2	Approve Discharge of Marta Schorling Andreen	For	For
9.c3	Approve Discharge of John Brandon	For	For
9.c4	Approve Discharge of Sofia Schorling Hogberg	For	For
9.c5	Approve Discharge of Ulrika Francke	For	For
9.c6	Approve Discharge of Henrik Henriksson	For	For



Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
9.c7	Approve Discharge of Patrick Soderlund	For	For
9.c8	Approve Discharge of Brett Watson	For	For
9.c9	Approve Discharge of Erik Huggers	For	For
9.c10	Approve Discharge of CEO Ola Rollen	For	For
10	Determine Number of Members (7) and Deputy Members (0) of Board	For	For
11.1	Approve Remuneration of Directors in the Amount of SEK 2.2 Million for Chair and SEK 690,000 for Other Directors	For	For
11.2	Approve Remuneration of Auditors	For	For
12.1	Reelect Marta Schorling Andreen as Director	For	For
12.2	Reelect John Brandon as Director	For	For
12.3	Reelect Sofia Schorling Hogberg as Director	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is a non-independent NED and serves on the Audit Committee, which is not fully independent. A vote against is warranted as the nominee is a non-independent NED and serves on the Remuneration Committee, which is not majority independent.</i>			
12.4	Reelect Ola Rollen as Director	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is a non-independent non-executive director and the board is not 50% independent.</i>			
12.5	Reelect Gun Nilsson as Director	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is a non-independent NED and serves on the Audit Committee, which is not fully independent. A vote against is warranted as the nominee is a non-independent NED and serves on the Remuneration Committee, which is not majority independent.</i>			
12.6	Reelect Brett Watson as Director	For	For
12.7	Reelect Erik Huggers as Director	For	For
12.8	Elect Ola Rollen as Board Chair	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>			
12.9	Ratify PricewaterhouseCoopers AB as Auditors	For	For
13	Reelect Mikael Ekdahl (Chair), Jan Dworsky and Liselott Ledin as Members of Nominating Committee; Elect Brett Watson as New Member of Nominating Committee	For	For
14	Approve Remuneration Report	For	For
15	Approve Performance Share Program 2023/2026 for Key Employees	For	For

## Hexagon AB

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
16	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
17	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	For	For

## OmnicomGroup Inc.

Meeting Date: 02/05/2023

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	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.*

4	Ratify KPMG LLP as Auditors	For	For
5	Require Independent Board Chair	Against	Against

*Blended Rationale: A vote against is warranted as we are comfortable with dual CEO/chair role for US companies where this is a common structure.*

## Plus500 Ltd.

Meeting Date: 02/05/2023

Country: Israel

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Re-elect David Zruia as Director	For	For
2	Re-elect Elad Even-Chen as Director	For	For
3	Re-elect Steve Baldwin as Director	For	For
4	Re-elect Sigalia Heifetz as Director	For	For
5	Re-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 Steve Baldwin	For	For
15	Approve Fees Payable to Sigalia Heifetz	For	For
16	Approve Fees Payable to Varda Liberman	For	For
17	Approve Fees Payable to Jacob Frenkel	For	For
18	Approve Additional Allotment of Shares to Jacob Frenkel	For	For
19	Approve Remuneration Policy	For	For
20	Approve Remuneration Terms of David Zruia	For	For
21	Approve Remuneration Terms of Elad Even-Chen	For	For
22	Approve Remuneration Report	For	Against

*Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - While some context on the measurement of performance against the three operational metrics have been provided under the Annual bonus, there are no clear disclosures around exact achievements during the year. In this case, the Company's disclosures are considered market lagging. - The Company has provided some context in relation to the EPS, operational, and strategic measures utilised by the 2022 LTIP. However, the exact targets are not disclosed as they are deemed by the Remuneration Committee to be commercially sensitive at this time. - With regard to the FY2023 awards, the performance measures have not been disclosed in the annual report. The final vesting outcomes of these awards will be kept under review. Also note that the Company's Remuneration Report received significant dissent at the 2022 AGM (c. 54.9% against) in light of the concerns regarding the level of disclosures as to the Remuneration Committee's decision-making process.*

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	Re-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 Steve Baldwin	For	For
15	Approve Fees Payable to Sigalia Heifetz	For	For
16	Approve Fees Payable to Varda Liberman	For	For
17	Approve Fees Payable to Jacob Frenkel	For	For
18	Approve Additional Allotment of Shares to Jacob Frenkel	For	For
19	Approve Remuneration Policy	For	For
20	Approve Remuneration Terms of David Zruia	For	For
21	Approve Remuneration Terms of Elad Even-Chen	For	For
22	Approve Remuneration Report	For	Abstain

*Blended Rationale: An abstention is warranted for this resolution. While we acknowledge that the disclosure of the required targets is not very transparent, we have weighed up the quantum of the awards to management vs the performance of the business and believe these are appropriate. The additional context provided in the 2022 annual report vs 2021 enables us to see what the EPS metrics are for the Annual Bonus and the LTIP (even if they are not explicitly stated). The targets are not very stretching, and there is still limited visibility on the strategic and operational targets, which guides our decision to not vote in favour.*

# PowerSchool Holdings, Inc.

Meeting Date: 02/05/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director David Armstrong	For	Withhold
<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 as the nominee is a member of the Nomination and Governance Committee, which is not majority independent. A vote WITHHOLD is warranted due to concerns over poor corporate governance practices: - WITHHOLD votes are additionally warranted for governance committee members David Armstrong and Betty Hung given the board's failure to remove, or subject to a sunset requirement, the classified board and pop-up supermajority vote requirements, each of which adversely impact shareholder rights.</i>			
1.2	Elect Director Hardeep Gulati	For	For
1.3	Elect Director Betty Hung	For	Withhold
<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 as the nominee is a member of the Nomination and Governance Committee, which is not majority independent. A vote WITHHOLD is warranted due to concerns over poor corporate governance practices: - WITHHOLD votes are additionally warranted for governance committee members David Armstrong and Betty Hung given the board's failure to remove, or subject to a sunset requirement, the classified board and pop-up supermajority vote requirements, each of which adversely impact shareholder rights.</i>			
2	Ratify Deloitte & Touche LLP as Auditors	For	For

# Raytheon Technologies Corporation

Meeting Date: 02/05/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Tracy A. Atkinson	For	For
1b	Elect Director Leanne G. Caret	For	For
1c	Elect Director Bernard A. Harris, Jr.	For	For
1d	Elect Director Gregory J. Hayes	For	For
1e	Elect Director George R. Oliver	For	For
1f	Elect Director Robert K. (Kelly) Ortberg	For	For
1g	Elect Director Dinesh C. Paliwal	For	For
1h	Elect Director Ellen M. Pawlikowski	For	For
1i	Elect Director Denise L. Ramos	For	For
1j	Elect Director Fredric G. Reynolds	For	For
1k	Elect Director Brian C. Rogers	For	For
1l	Elect Director James A. Winnefeld, Jr.	For	For
1m	Elect Director Robert O. Work	For	For

# Raytheon Technologies Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Advisory Vote on Say on Pay Frequency	One Year	One Year
<i>Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.</i>			
4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
5	Eliminate Supermajority Vote Requirement	For	For
6	Amend Certificate of Incorporation to Eliminate Personal Liability of Officers for Monetary Damages For Breach of Fiduciary Duty as an Officer	For	For
7	Require Independent Board Chair	Against	For
<i>Blended Rationale: Artemis supports the separation of Chairman and CEO.</i>			
8	Report on Efforts to Reduce GHG Emissions in Alignment with Paris Agreement Goal	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional disclosure on the company's efforts to reduce greenhouse gas emissions.</i>			

# Barclays PLC

**Meeting Date:** 03/05/2023

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Remuneration Policy	For	For
4	Elect Marc Moses as Director	For	For
5	Re-elect Robert Berry as Director	For	For
6	Re-elect Tim Breedon as Director	For	For
7	Re-elect Anna Cross 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

## Barclays PLC

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
14	Re-elect Diane Schueneman as Director	For	For
15	Re-elect Coimbatore Venkatakrisnan as Director	For	For
16	Re-elect Julia Wilson as Director	For	For
17	Reappoint KPMG LLP as Auditors	For	For
18	Authorise the Board 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 Issue of Equity in Relation to the Issuance of Contingent Equity Conversion Notes	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issuance of Contingent Equity Conversion Notes	For	For
25	Authorise Market Purchase of Ordinary Shares	For	For
26	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

## BWX Technologies, Inc.

**Meeting Date:** 03/05/2023

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Jan A. Bertsch	For	For
1b	Elect Director Gerhard F. Burbach	For	For
1c	Elect Director Rex D. Geveden	For	For
1d	Elect Director James M. Jaska	For	For
1e	Elect Director Kenneth J. Krieg	For	For
1f	Elect Director Leland D. Melvin	For	For
1g	Elect Director Robert L. Nardelli	For	For
1h	Elect Director Barbara A. Niland	For	For

## BWX Technologies, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1i	Elect Director John M. Richardson	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Advisory Vote on Say on Pay Frequency	One Year	One Year
<i>Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.</i>			
4	Ratify Deloitte & Touche LLP as Auditors	For	For

## First Industrial Realty Trust, Inc.

Meeting Date: 03/05/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Peter E. Baccile	For	For
1.2	Elect Director Teresa Bryce Bazemore	For	For
1.3	Elect Director Matthew S. Dominski	For	For
1.4	Elect Director H. Patrick Hackett, Jr.	For	For
1.5	Elect Director Denise A. Olsen	For	For
1.6	Elect Director John E. Rau	For	For
1.7	Elect Director Marcus L. Smith	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	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

## Fluor Corporation

Meeting Date: 03/05/2023

Country: USA

Meeting Type: Annual



# Fluor Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1A	Elect Director Alan M. Bennett	For	For
1B	Elect Director Rosemary T. Berkery	For	For
1C	Elect Director David E. Constable	For	For
1D	Elect Director H. Paulett Eberhart	For	For
1E	Elect Director James T. Hackett	For	For
1F	Elect Director Thomas C. Leppert	For	For
1G	Elect Director Teri P. McClure	For	For
1H	Elect Director Armando J. Olivera	For	For
1I	Elect Director Matthew K. Rose	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

# General Electric Company

Meeting Date: 03/05/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Stephen Angel	For	For
1b	Elect Director Sebastien Bazin	For	For
1c	Elect Director H. Lawrence Culp, Jr.	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 Edward Garden	For	For
1e	Elect Director Isabella Goren	For	For
1f	Elect Director Thomas Horton	For	For
1g	Elect Director Catherine Lesjak	For	For
1h	Elect Director Darren McDew	For	For
1i	Elect Director Paula Rospud Reynolds	For	For
1j	Elect Director Jessica Uhl	For	For

# General Electric Company

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	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. A vote against is warranted because the performance period is less than 3 years. - FY23 grant will use averaged one-year performance, in response to shareholder feedback. The FY23 grant will increase the performance period for the financial metrics from one year to a three-year average over three one-year periods. However, the proxy discloses that targets will continue to be set annually.</i></p>			
3	Advisory Vote on Say on Pay Frequency	One Year	One Year
<p><i>Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.</i></p>			
4	Ratify Deloitte & Touche LLP as Auditors	For	For
5	Require Independent Board Chairman	Against	For
<p><i>Blended Rationale: Artemis supports the separation of Chairman and CEO.</i></p>			
6	Hire Investment Bank to Explore Sale of Company	Against	Against
7	Issue Audited Report on Fiduciary Relevance of Decarbonization Goal	Against	Against
8	Issue Audited Report on Impact of IEA Net-Zero Emissions by 2050 Scenario	Against	Against

# Gilead Sciences, Inc.

**Meeting Date:** 03/05/2023

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Jacqueline K. Barton	For	For
1b	Elect Director Jeffrey A. Bluestone	For	For
1c	Elect Director Sandra J. Horning	For	For
1d	Elect Director Kelly A. Kramer	For	For
1e	Elect Director Kevin E. Lofton	For	For
1f	Elect Director Harish Manwani	For	For
1g	Elect Director Daniel P. O'Day	For	Against
<p><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></p>			
1h	Elect Director Javier J. Rodriguez	For	For
1i	Elect Director Anthony Welters	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For

## Gilead Sciences, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<p><i>Blended Rationale: A vote against is warranted because recruitment awards are not awarded in the form of shares or are not subject to performance criteria:- Deborah Telman joined the company on July 23, 2022 and did not receive a regular annual equity grant. Instead, Telman was granted a one-time make whole grant of RSUs valued at \$1.5 million and a sign-on cash bonus of \$1.2 million, each to offset awards forfeited from her former employer. The RSUs vest rateably over three years. Telman also received a separate new hire equity grant valued at \$1 million, half in the form of RSUs and half in stock options.</i></p>			
4	Advisory Vote on Say on Pay Frequency	One Year	One Year
<p><i>Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.</i></p>			
5	Amend Qualified Employee Stock Purchase Plan	For	For
6	Require More Director Nominations Than Open Seats	Against	Against
7	Amend Right to Call Special Meeting	Against	For
<p><i>Blended Rationale: Artemis supports proposals that enhance shareholder rights.</i></p>			
8	Report on Impact of Extended Patent Exclusivities on Product Access	Against	Against

## GSK Plc

**Meeting Date:** 03/05/2023

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Elect Julie Brown as Director	For	For
4	Elect Vishal Sikka as Director	For	For
5	Elect Elizabeth McKee Anderson 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 Hal Barron as Director	For	For
10	Re-elect Anne Beal as Director	For	For
11	Re-elect Harry Dietz as Director	For	For
12	Re-elect Jesse Goodman as Director	For	For
13	Re-elect Urs Rohner as Director	For	For

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
14	Reappoint Deloitte LLP as Auditors	For	For
15	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	For	For
16	Approve Amendments to the Remuneration Policy	For	For
17	Authorise UK Political Donations and Expenditure	For	For
18	Authorise Issue of Equity	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
21	Authorise Market Purchase of Ordinary Shares	For	For
22	Approve the Exemption from Statement of the Name of the Senior Statutory Auditor in Published Copies of the Auditors' Reports	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

**International Flavors & Fragrances Inc.**

**Meeting Date:** 03/05/2023

**Country:** USA

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1a	Elect Director Kathryn J. Boor	For	For
1b	Elect Director Barry A. Bruno	For	For
1c	Elect Director Frank K. Clyburn, Jr.	For	For
1d	Elect Director Mark J. Costa	For	For
1e	Elect Director Carol Anthony (John) Davidson	For	For
1f	Elect Director Roger W. Ferguson, Jr.	For	For
1g	Elect Director John F. Ferraro	For	For
1h	Elect Director Christina Gold	For	For
1i	Elect Director Gary Hu	For	For
1j	Elect Director Kevin O'Byrne	For	For
1k	Elect Director Dawn C. Willoughby	For	For

## International Flavors & Fragrances Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Ratify PricewaterhouseCoopers 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: - N&amp;B transaction constituted a change in control under the executive severance policy. The company completed a transaction with Nutrition &amp; Biosciences, Inc. (N&amp;B), a former affiliate of DuPont, in 2021. As announced on Sept. 30, 2021, former CEO Andreas Fibig agreed to remain in his role as CEO and retire thereafter upon the appointment of a successor. Fibig ceased serving as CEO on Feb. 14, 2022, and departed the company on March 14, 2022. Pursuant to his separation agreement, Fibig's departure was treated as qualifying event for purposes of the ESP and he agreed to certain restrictive covenants for two years following his termination. In exchange, Fibig was provided a severance payment of \$9.4 million, prorated STI payout of \$0.36 million, and agreed to accelerate, effective as of his separation date, the vesting of any of his then-outstanding unvested equity awards (and, to the extent subject to the achievement of performance criteria, such performance criteria was deemed met at target performance levels). A vote against is warranted because recruitment awards are not awarded in the form of shares or are not subject to performance criteria: - In executing IFF's leadership transition, the committee granted several discretionary awards to certain NEOs in 2022. In August 2022, in connection with being hired as EVP, chief human resources and DE&amp;I officer, Deborah Borg received an inducement grant of RSUs valued at \$1 million and a sign-on RSU grant valued at \$5 million to replace, in part, amounts forfeited from her prior employer. - Borg also received a one-time cash award of \$550,000 to compensate forfeited amounts at former employer. - In November 2022, in connection with being hired as EVP, global operations officer, Ralf Finzel was granted a sign-on RSU award, valued at \$2.3 million, to replace, in part, amounts forfeited from his prior employer. - Finzel also received a one-time cash award of \$550,000 to compensate forfeited amounts at former employer.</i></p>			
4	Advisory Vote on Say on Pay Frequency	One Year	One Year
<p><i>Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.</i></p>			

## Mercedes-Benz Group AG

**Meeting Date:** 03/05/2023

**Country:** Germany

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 5.20 per Share	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2023	For	For
5.2	Ratify PricewaterhouseCoopers GmbH as Auditors for the 2024 Interim Financial Statements until the 2024 AGM	For	For
5.3	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements after the 2024 AGM	For	For
6	Elect Stefan Pierer to the Supervisory Board	For	For

# Mercedes-Benz Group AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
7	Approve Remuneration of Supervisory Board	For	For
8	Approve Remuneration Policy	For	For
9	Approve Remuneration Report	For	For
10	Approve Creation of EUR 1 Billion Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	For
11	Approve Virtual-Only Shareholder Meetings Until 2025	For	For
12	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	For	For

# Ovintiv Inc.

**Meeting Date:** 03/05/2023

**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 Ralph Izzo	For	For
1d	Elect Director Howard J. Mayson	For	For
1e	Elect Director Brendan M. McCracken	For	For
1f	Elect Director Lee A. McIntire	For	For
1g	Elect Director Katherine L. Minyard	For	For
1h	Elect Director Steven W. Nance	For	For
1i	Elect Director Suzanne P. Nimocks	For	For
1j	Elect Director George L. Pita	For	For
1k	Elect Director Thomas G. Ricks	For	For
1l	Elect Director Brian G. Shaw	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Advisory Vote on Say on Pay Frequency	One Year	One Year
<i>Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.</i>			
4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

## PepsiCo, Inc.

Meeting Date: 03/05/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Segun Agbaje	For	For
1b	Elect Director Jennifer Bailey	For	For
1c	Elect Director Cesar Conde	For	For
1d	Elect Director Ian Cook	For	For
1e	Elect Director Edith W. Cooper	For	For
1f	Elect Director Susan M. Diamond	For	For
1g	Elect Director Dina Dublon	For	For
1h	Elect Director Michelle Gass	For	For
1i	Elect Director Ramon L. Laguarta	For	For
1j	Elect Director Dave J. Lewis	For	For
1k	Elect Director David C. Page	For	For
1l	Elect Director Robert C. Pohlard	For	For
1m	Elect Director Daniel Vasella	For	For
1n	Elect Director Darren Walker	For	For
1o	Elect Director Alberto Weisser	For	For
2	Ratify KPMG 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	Require Independent Board Chair	Against	For
<i>Blended Rationale: Artemis supports the separation of Chairman and CEO.</i>			
6	Issue Transparency Report on Global Public Policy and Political Influence	Against	Against
7	Report on Impacts of Restrictive Reproductive Healthcare Legislation	Against	Against
8	Publish Annual Congruency Report on Net-Zero Emissions Policy	Against	Against

## Philip Morris International Inc.

Meeting Date: 03/05/2023

Country: USA

Meeting Type: Annual

# Philip Morris International Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Brant Bonin Bough	For	For
1b	Elect Director Andre Calantzopoulos	For	For
1c	Elect Director Michel Combes	For	For
1d	Elect Director Juan Jose Daboub	For	For
1e	Elect Director Werner Geissler	For	For
1f	Elect Director Lisa A. Hook	For	For
1g	Elect Director Jun Makihara	For	For
1h	Elect Director Kalpana Morparia	For	For
1i	Elect Director Jacek Olczak	For	For
1j	Elect Director Robert B. Polet	For	For
1k	Elect Director Dessislava Temperley	For	For
1l	Elect Director Shlomo Yanai	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<i>Blended Rationale: Following low support for the say-on-pay proposal last year, the compensation committee disclosed engagement efforts and feedback received from shareholders. However, the committee did not fully address a primary area of concern expressed by shareholders surrounding the problematic severance payment to a former CFO. Accordingly, the committee demonstrated only a limited degree of responsiveness and therefore a vote AGAINST this proposal is warranted.</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 SA as Auditors	For	For
5	Disclose Nicotine Level Information, and Reduce Nicotine Levels in Tobacco Products	Against	Against

## Pool Corporation

Meeting Date: 03/05/2023

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 James "Jim" D. Hope	For	For



## Pool Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1d	Elect Director Debra S. Oler	For	For
1e	Elect Director Manuel J. Perez de la Mesa	For	For
1f	Elect Director Carlos A. Sabater	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
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.*

## S&P Global Inc.

**Meeting Date:** 03/05/2023

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Marco Alvera	For	For
1.2	Elect Director 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 Richard E. Thornburgh	For	For
1.13	Elect Director Gregory Washington	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

## S&P Global Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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

## Standard Chartered Plc

**Meeting Date:** 03/05/2023

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3	Approve Remuneration Report	For	For
4	Elect Jackie Hunt as Director	For	For
5	Elect Linda Yueh as Director	For	For
6	Re-elect Shirish Apte as Director	For	For
7	Re-elect David Conner as Director	For	For
8	Re-elect Andy Halford as Director	For	For
9	Re-elect Gay Huey Evans as Director	For	For
10	Re-elect Robin Lawther as Director	For	For
11	Re-elect Maria Ramos as Director	For	For
12	Re-elect Phil Rivett as Director	For	For
13	Re-elect David Tang as Director	For	For
14	Re-elect Carlson Tong as Director	For	For
15	Re-elect Jose Vinals as Director	For	For
16	Re-elect Bill Winters as Director	For	For
17	Reappoint Ernst & Young 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 Board to Offer Scrip Dividend	For	For
21	Approve Sharesave Plan	For	For
22	Authorise Issue of Equity	For	For

# Standard Chartered Plc

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

# Tenaris SA

**Meeting Date:** 03/05/2023

**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	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

## Tenaris SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
8	Approve Remuneration Report	For	Against
<p><i>Blended Rationale: A vote against is warranted as no LTI scheme is in place: - No long-term incentive plan. We draw attention to the fact that company currently does not operate any long-term incentive program. A vote against is warranted due to a lack of disclosure provided by the company: - The remuneration report does not provide enough disclosure regarding the criteria, the weights and the performance targets in the short-term incentive plan (STIP) for the CEO, only the aggregate monetary achievement is known. - In its remuneration report, the company largely relies on an benchmark report to justify its remuneration practices and levels. The report is however not disclosed, which does not allow shareholders to understand the rationale and the origin of the company's remuneration practices. Also note the ack of responsiveness to shareholder dissent. No responsiveness is provided by the company regarding last year's dissent on the remuneration policy, while only 78.7 percent voted in favour. It is expected of companies to address significant shareholder dissent on remuneration-related proposals.</i></p>			
9	Approve Auditors for the Fiscal Year Ending December 31, 2023, and Authorize Board to Fix Their Remuneration	For	For
10	Approve Auditors for the Fiscal Year Ending December 31, 2024	For	For
11	Allow Electronic Distribution of Company Documents to Shareholders	For	For

## Unilever Plc

**Meeting Date:** 03/05/2023

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	Against
<p><i>Blended Rationale: A vote AGAINST this resolution is warranted because the incoming CEO's salary has been set higher than his predecessor's and is significantly higher than his current salary at Royal Friesland Campina, and UK market peers. The Company has not provided compelling justification for this remuneration package.</i></p>			
3	Re-elect Nils Andersen as Director	For	For
4	Re-elect Judith Hartmann as Director	For	For
5	Re-elect Adrian Hennah as Director	For	For
6	Re-elect Alan Jope as Director	For	For
7	Re-elect Andrea Jung as Director	For	For
8	Re-elect Susan Kilsby as Director	For	For
9	Re-elect Ruby Lu as Director	For	For
10	Re-elect Strive Masiyiwa as Director	For	For
11	Re-elect Youngme Moon as Director	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
12	Re-elect Graeme Pitkethly as Director	For	For
13	Re-elect Feike Sijbesma as Director	For	For
14	Elect Nelson Peltz as Director	For	For
15	Elect Hein Schumacher as Director	For	For
16	Reappoint KPMG LLP as Auditors	For	For
17	Authorise Board to Fix Remuneration of Auditors	For	For
18	Authorise UK Political Donations and Expenditure	For	For
19	Authorise Issue of Equity	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
22	Authorise Market Purchase of Ordinary Shares	For	For
23	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
<i>Blended Rationale: A vote FOR is warranted as we feel the potential total pay award is reasonable, versus similarly sized peers globally and in absolute terms given the size of the company.</i>			
3	Re-elect Nils Andersen as Director	For	For
4	Re-elect Judith Hartmann as Director	For	For
5	Re-elect Adrian Hennah as Director	For	For
6	Re-elect Alan Jope as Director	For	For
7	Re-elect Andrea Jung as Director	For	For
8	Re-elect Susan Kilsby as Director	For	For
9	Re-elect Ruby Lu as Director	For	For
10	Re-elect Strive Masiyiwa as Director	For	For
11	Re-elect Youngme Moon as Director	For	For
12	Re-elect Graeme Pitkethly as Director	For	For
13	Re-elect Feike Sijbesma as Director	For	For
14	Elect Nelson Peltz as Director	For	For

# Unilever Plc

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

# AIB Group plc

**Meeting Date:** 04/05/2023

**Country:** Ireland

**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	Authorise Board to Fix Remuneration of Auditors	For	For
4	Ratify PricewaterhouseCoopers as Auditors	For	For
5a	Re-elect Anik Chaumartin as Director	For	For
5b	Re-elect Donal Galvin as Director	For	For
5c	Re-elect Basil Geoghegan as Director	For	For
5d	Re-elect Tanya Horgan as Director	For	For
5e	Re-elect Colin Hunt as Director	For	For
5f	Re-elect Sandy Kinney Pritchard as Director	For	For
5g	Re-elect Elaine MacLean as Director	For	For
5h	Re-elect Andy Maguire as Director	For	For
5i	Re-elect Brendan McDonagh as Director	For	For

## AIB Group plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5j	Re-elect Helen Normoyle as Director	For	For
5k	Re-elect Ann O'Brien as Director	For	For
5l	Re-elect Fergal O'Dwyer as Director	For	For
5m	Re-elect Jim Pettigrew Director	For	For
5n	Re-elect Jan Sijbrand as Director	For	For
5o	Re-elect Raj Singh as Director	For	For
6	Approve Remuneration Report	For	For
7	Approve Remuneration Policy	For	For
8	Authorise Issue of Equity	For	For
9a	Authorise Issue of Equity without Pre-emptive Rights	For	For
9b	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
10	Authorise Market Purchase of Ordinary Shares	For	For
11	Determine the Price Range at which Treasury Shares may be Re-issued Off-Market	For	For
12	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
13	Approve the Directed Buyback Contract with the Minister for Finance	For	For

## Allianz SE

**Meeting Date:** 04/05/2023

**Country:** Germany

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 11.40 per Share	For	For
3.1	Approve Discharge of Management Board Member Oliver Baete for Fiscal Year 2022	For	For
3.2	Approve Discharge of Management Board Member Sergio Balbinot for Fiscal Year 2022	For	For
3.3	Approve Discharge of Management Board Member Sirma Boshnakova for Fiscal Year 2022	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3.4	Approve Discharge of Management Board Member Barbara Karuth-Zelle for Fiscal Year 2022	For	For
3.5	Approve Discharge of Management Board Member Klaus-Peter Roehler for Fiscal Year 2022	For	For
3.6	Approve Discharge of Management Board Member Ivan de la Sota for Fiscal Year 2022	For	For
3.7	Approve Discharge of Management Board Member Giulio Terzariol for Fiscal Year 2022	For	For
3.8	Approve Discharge of Management Board Member Guenther Thallinger for Fiscal Year 2022	For	For
3.9	Approve Discharge of Management Board Member Christopher Townsend for Fiscal Year 2022	For	For
3.10	Approve Discharge of Management Board Member Renate Wagner for Fiscal Year 2022	For	For
3.11	Approve Discharge of Management Board Member Andreas Wimmer for Fiscal Year 2022	For	For
4.1	Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2022	For	For
4.2	Approve Discharge of Supervisory Board Member Gabriele Burkhardt-Berg for Fiscal Year 2022	For	For
4.3	Approve Discharge of Supervisory Board Member Herbert Hainer for Fiscal Year 2022	For	For
4.4	Approve Discharge of Supervisory Board Member Sophie Boissard for Fiscal Year 2022	For	For
4.5	Approve Discharge of Supervisory Board Member Christine Bosse for Fiscal Year 2022	For	For
4.6	Approve Discharge of Supervisory Board Member Rashmy Chatterjee for Fiscal Year 2022	For	For
4.7	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2022	For	For
4.8	Approve Discharge of Supervisory Board Member Jean-Claude Le Goer for Fiscal Year 2022	For	For
4.9	Approve Discharge of Supervisory Board Member Martina Grundler for Fiscal Year 2022	For	For
4.10	Approve Discharge of Supervisory Board Member Godfrey Hayward for Fiscal Year 2022	For	For



## Allianz SE

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4.11	Approve Discharge of Supervisory Board Member Frank Kirsch for Fiscal Year 2022	For	For
4.12	Approve Discharge of Supervisory Board Member Juergen Lawrenz for Fiscal Year 2022	For	For
4.13	Approve Discharge of Supervisory Board Member Primiano Di Paolo for Fiscal Year 2022	For	For
4.14	Approve Discharge of Supervisory Board Member Jim Hagemann Snabe for Fiscal Year 2022	For	For
5	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
6	Approve Remuneration Report	For	For
7	Approve Remuneration of Supervisory Board	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2025	For	For
9	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	For
10	Amend Article Re: Location of Annual Meeting	For	For

## AMG Advanced Metallurgical Group NV

**Meeting Date:** 04/05/2023

**Country:** Netherlands

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2.b	Approve Remuneration Report	For	For
3.a	Adopt Financial Statements and Statutory Reports	For	For
3.b	Approve Dividends	For	For
4	Approve Discharge of Management Board	For	For
5	Approve Discharge of Supervisory Board	For	For
6	Reelect Heinz Schimmelbusch to Management Board	For	For
7.a	Reelect Steve Hanke to Supervisory Board	For	For

# AMG Advanced Metallurgical Group NV

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
7.b	Reelect Herb Depp to Supervisory Board	For	For
7.c	Elect Anne Roby to Supervisory Board	For	For
8	Amend Articles Re: Change Company Name	For	For
9.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	For
9.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For
10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For

# Archer-Daniels-Midland Company

Meeting Date: 04/05/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Michael S. Burke	For	For
1b	Elect Director Theodore Colbert	For	For
1c	Elect Director James C. Collins, Jr.	For	For
1d	Elect Director Terrell K. Crews	For	For
1e	Elect Director Ellen de Brabander	For	For
1f	Elect Director Suzan F. Harrison	For	For
1g	Elect Director Juan R. Luciano	For	For
1h	Elect Director Patrick J. Moore	For	For
1i	Elect Director 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	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	Require Independent Board Chair	Against	For
<i>Blended Rationale: Artemis supports the separation of Chair and CEO.</i>			

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 Mike Craston as Director	For	For
6	Elect Charlotte Jones as Director	For	For
7	Re-elect Amanda Blanc as Director	For	For
8	Re-elect Andrea Blance 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 Shonaid Jemmett-Page as Director	For	For
12	Re-elect Mohit Joshi as Director	For	For
13	Re-elect Pippa Lambert as Director	For	For
14	Re-elect Jim McConville as Director	For	For
15	Re-elect Michael Mire as Director	For	For
16	Re-elect Martin Strobel as Director	For	For
17	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
18	Authorise 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 Issue of Equity in Relation to Any Issuance of SII Instruments	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Relation to Any Issuance of SII Instruments	For	For
25	Authorise Market Purchase of Ordinary Shares	For	For

## Aviva Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
26	Authorise Market Purchase of 8 3/4 % Preference Shares	For	For
27	Authorise Market Purchase of 8 3/8 % Preference Shares	For	For
28	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

## Aviva Plc

**Meeting Date:** 04/05/2023

**Country:** United Kingdom

**Meeting Type:** Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Reduction of the Share Premium Account	For	For
2	Approve Reduction of Capital Redemption Reserve	For	For

## Badger Infrastructure Solutions Ltd.

**Meeting Date:** 04/05/2023

**Country:** Canada

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Robert Blackadar	For	For
1.2	Elect Director David Bronicheski	For	For
1.3	Elect Director Stephanie Cuskley	For	For
1.4	Elect Director William (Bill) Derwin	For	For
1.5	Elect Director G. Keith Graham	For	For
1.6	Elect Director Stephen (Steve) Jones	For	For
1.7	Elect Director Mary Jordan	For	For
1.8	Elect Director William Lingard	For	For
1.9	Elect Director Glen Roane	For	For
1.10	Elect Director Patricia (Tribby) Warfield	For	For
2	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
3	Advisory Vote on Executive Compensation Approach	For	For

**Meeting Date:** 04/05/2023

**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 Policy	For	For
3	Approve Remuneration Report	For	For
4	Approve Final Dividend	For	For
5	Re-elect Nicholas Anderson as Director	For	For
6	Re-elect Thomas Arseneault as Director	For	For
7	Re-elect Crystal Ashby as Director	For	For
8	Re-elect Dame Elizabeth Corley as Director	For	For
9	Re-elect Bradley Greve as Director	For	For
10	Re-elect Jane Griffiths as Director	For	For
11	Re-elect Christopher Grigg as Director	For	For
12	Re-elect Ewan Kirk as Director	For	For
13	Re-elect Stephen Pearce as Director	For	For
14	Re-elect Nicole Piasecki as Director	For	For
15	Re-elect Charles Woodburn as Director	For	For
16	Elect Cressida Hogg as Director	For	For
17	Elect Lord Sedwill as Director	For	For
18	Reappoint Deloitte LLP as Auditors	For	For
19	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
20	Authorise UK Political Donations and Expenditure	For	For
21	Approve Long-Term Incentive Plan	For	For
22	Authorise Issue of Equity	For	For
23	Authorise Issue of Equity without Pre-emptive Rights	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

Meeting Date: 04/05/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Terrence A. Duffy	For	Against
	<i>Blended Rationale: A vote against is warranted as the nominee serves as the Company's CEO and Chair and there is evidence of a poor approach on executive pay.</i>		
1b	Elect Director Kathryn Benesh	For	For
1c	Elect Director Timothy S. Bitsberger	For	Against
	<i>Blended Rationale: A vote against is warranted due to concerns over poor corporate governance practices: - A vote AGAINST compensation committee members is warranted due to the committee's limited responsiveness to last year's failed say-on-pay vote.</i>		
1d	Elect Director Charles P. Carey	For	Against
	<i>Blended Rationale: A vote against is warranted due to concerns over poor corporate governance practices: - A vote AGAINST compensation committee members is warranted due to the committee's limited responsiveness to last year's failed say-on-pay vote.</i>		
1e	Elect Director Bryan T. Durkin	For	For
1f	Elect Director Harold Ford, Jr.	For	For
1g	Elect Director Martin J. Gepsman	For	For
1h	Elect Director Larry G. Gerdes	For	For
1i	Elect Director Daniel R. Glickman	For	Against
	<i>Blended Rationale: A vote against is warranted due to concerns over poor corporate governance practices: - A vote AGAINST compensation committee members is warranted due to the committee's limited responsiveness to last year's failed say-on-pay vote.</i>		
1j	Elect Director Daniel G. Kaye	For	For
1k	Elect Director Phyllis M. Lockett	For	Against
	<i>Blended Rationale: A vote against is warranted due to concerns over poor corporate governance practices: - A vote AGAINST governance committee chair Phyllis Lockett is warranted given the problematic capital structure that negatively impacts shareholder rights.</i>		
1l	Elect Director Deborah J. Lucas	For	For
1m	Elect Director Terry L. Savage	For	Against
	<i>Blended Rationale: A vote against is warranted due to concerns over poor corporate governance practices: - A vote AGAINST compensation committee members is warranted due to the committee's limited responsiveness to last year's failed say-on-pay vote.</i>		
1n	Elect Director Rahael Seifu	For	Against
	<i>Blended Rationale: A vote against is warranted due to concerns over poor corporate governance practices: - A vote AGAINST compensation committee members is warranted due to the committee's limited responsiveness to last year's failed say-on-pay vote.</i>		
1o	Elect Director William R. Shepard	For	For
1p	Elect Director Howard J. Siegel	For	For
1q	Elect Director Dennis A. Suskind	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For

## CME 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 because payments in the event of change of control are excessive: - Single-trigger equity vesting acceleration. Equity award arrangements provide for automatic accelerated vesting upon a change-in-control. Such single-trigger vesting may result in an economic windfall to the executive without an accompanying termination of employment.</i>			
4	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>			

## Dundee Precious Metals Inc.

**Meeting Date:** 04/05/2023

**Country:** Canada

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Jaimie Lee Donovan	For	For
1.2	Elect Director R. Peter Gillin	For	For
1.3	Elect Director Nicole Adshead-Bell	For	For
1.4	Elect Director Kalidas Madhavpeddi	For	For
1.5	Elect Director Juanita Montalvo	For	For
1.6	Elect Director David Rae	For	For
1.7	Elect Director Marie-Anne Tawil	For	For
1.8	Elect Director Anthony P. Walsh	For	For
2	Approve PricewaterhouseCoopers LLP, as Auditors and Authorize Board to Fix Their Remuneration	For	For
3	Advisory Vote on Executive Compensation Approach	For	Against
<i>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, the achieved performance ratio determining the vesting of unvested performance awards will be calculated based on the actual performance that is complete on or prior to the change of control. However, in the case of performance measurement periods that are not complete on or prior to the change of control, an achieved performance ratio of 100 percent will be applied during the period. 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.</i>			

## Equifax Inc.

**Meeting Date:** 04/05/2023

**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 Karen L. Fichuk	For	For
1d	Elect Director G. Thomas Hough	For	For
1e	Elect Director Robert D. Marcus	For	For
1f	Elect Director Scott A. McGregor	For	For
1g	Elect Director John A. McKinley	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	Against
<p><i>Blended Rationale: A vote against is warranted because the performance period is less than 3 years: - Performance units are split equally between two metrics: relative TSR measured against the S&amp;P 500, with a target number of shares earned for 50th percentile performance, and annual adjusted EBITDA growth. Also note that the committee granted a \$25 million retention award to the CEO during the year in review, resulting in his reported pay more than doubling over the prior year.</i></p>			
3	Advisory Vote on Say on Pay Frequency	One Year	One Year
<p><i>Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.</i></p>			
4	Ratify Ernst & Young LLP as Auditors	For	For
5	Approve Omnibus Stock Plan	For	Against
<p><i>Blended Rationale: A vote against is warranted because payments in the event of change of control are excessive: - Unvested time-based equity awards would accelerate if not assumed.</i></p>			
6	Oversee and Report a Racial Equity Audit	Against	Against

## Grafton Group Plc

**Meeting Date:** 04/05/2023

**Country:** Ireland

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3a	Re-elect Paul Hampden Smith as Director	For	For
3b	Re-elect Susan Murray as Director	For	For



## Grafton Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3c	Re-elect Vincent Crowley as Director	For	For
3d	Re-elect Rosheen McGuckian as Director	For	For
3e	Re-elect Avis Darzins as Director	For	For
3f	Re-elect David Arnold as Director	For	For
3g	Elect Eric Born as Director	For	For
3h	Re-elect Michael Roney as Director	For	For
4	Ratify PricewaterhouseCoopers as Auditors	For	For
5	Authorise Board to Fix Remuneration of Auditors	For	For
6	Approve Remuneration Report	For	For
7	Approve Remuneration Policy	For	For
8	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
9	Authorise Issue of Equity	For	For
10	Authorise Issue of Equity without Pre-emptive Rights	For	For
11	Authorise Market Purchase of Shares	For	For
12	Determine Price Range at which Treasury Shares may be Re-issued Off-Market	For	For

## Howden Joinery Group Plc

**Meeting Date:** 04/05/2023

**Country:** United Kingdom

**Meeting Type:** Annual

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

# Howden Joinery Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
10	Re-elect Debbie White as Director	For	For
11	Reappoint KPMG 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 Market Purchase of Ordinary Shares	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

# Indivior PLC

**Meeting Date:** 04/05/2023

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Elect Barbara Ryan as Director	For	For
4	Re-elect Peter Bains as Director	For	For
5	Re-elect Mark Crossley as Director	For	For
6	Re-elect Graham Hetherington as Director	For	For
7	Re-elect Jerome Lande as Director	For	For
8	Re-elect Joanna Le Couilliard as Director	For	For
9	Re-elect Thomas McLellan as Director	For	For
10	Re-elect Lorna Parker as Director	For	For
11	Re-elect Daniel Phelan as Director	For	For
12	Re-elect Ryan Preblich as Director	For	For
13	Re-elect Mark Stejbach as Director	For	For
14	Re-elect Juliet Thompson as Director	For	For
15	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For

## Indivior PLC

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

## ITV Plc

**Meeting Date:** 04/05/2023

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Re-elect Salman Amin as Director	For	For
5	Re-elect Edward Carter as Director	For	For
6	Re-elect Graham Cooke as Director	For	For
7	Elect Andrew Cosslett as Director	For	For
8	Re-elect Margaret Ewing as Director	For	For
9	Elect Gidon Katz as Director	For	For
10	Re-elect Chris Kennedy as Director	For	For
11	Re-elect Anna Manz as Director	For	For
12	Re-elect Carolyn McCall as Director	For	For
13	Re-elect Sharmila Nebhrajani as Director	For	For
14	Re-elect Duncan Painter as Director	For	For
15	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
16	Authorise Board to Fix Remuneration of Auditors	For	For

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

## Johnson Service Group Plc

**Meeting Date:** 04/05/2023

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Re-elect Jock Lennox as Director	For	For
5	Re-elect Peter Egan as Director	For	For
6	Re-elect Yvonne Monaghan as Director	For	For
7	Re-elect Chris Girling as Director	For	For
8	Re-elect Nick Gregg as Director	For	For
9	Elect Nicola Keach as Director	For	For
10	Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors	For	For
11	Reappoint Grant Thornton UK 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

## Johnson Service 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
16	Authorise Market Purchase of Ordinary Shares	For	For

## Loomis AB

**Meeting Date:** 04/05/2023

**Country:** Sweden

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Elect Chairman of Meeting	For	For
3	Prepare and Approve List of Shareholders	For	For
4	Approve Agenda of Meeting	For	For
5	Designate Inspector(s) of Minutes of Meeting	For	For
6	Acknowledge Proper Convening of Meeting	For	For
9.a	Accept Financial Statements and Statutory Reports	For	For
9.b	Approve Allocation of Income and Dividends of SEK 12 Per Share	For	For
9.c	Approve May 8, 2023 as Record Date for Dividend Payment	For	For
9.d	Approve Discharge of Board and President	For	For
10	Determine Number of Members (7) and Deputy Members of Board (0)	For	For
11	Approve Remuneration of Directors in the Amount of SEK 1.3 Million for Chairman and SEK 550,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	For	For
12	Reelect Alf Goransson (Chairman), Jeanette Almberg, Lars Blecko, Cecilia Daun Wennborg, Liv Forhaug, Johan Lundberg and Santiago Galaz as Directors	For	For
13	Ratify Deloitte AB as Auditors	For	For
14	Approve Remuneration Report	For	Against

*Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - The provision for the former CEO has limited disclosure.*

## Loomis AB

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
15	Approve Performance Share Plan (LTIP 2023)	For	Against

*Blended Rationale: A vote against is warranted because the performance period is less than 3 years. - The performance period for the EPS criteria is measured over three one-year periods. That is, a third of the allotment is measured against the EPS performance during 2023, a third against the performance during 2024, and the last allotment is measured against the performance in 2025. A vote against is warranted due to a lack of disclosure provided by the company. - The company has not disclosed performance targets for the proposed LTIP.*

16	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
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## Mettler-Toledo International Inc.

**Meeting Date:** 04/05/2023

**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 Roland Diggelmann	For	For
1.3	Elect Director Domitille Doat-Le Bigot	For	For
1.4	Elect Director Elisha W. Finney	For	For
1.5	Elect Director Richard Francis	For	For
1.6	Elect Director Michael A. Kelly	For	For
1.7	Elect Director Thomas P. Salice	For	For
1.8	Elect Director Ingrid Zhang	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Advisory Vote on Say on Pay Frequency	One Year	One Year

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

## Moneysupermarket.com Group Plc

**Meeting Date:** 04/05/2023

**Country:** United Kingdom

**Meeting Type:** Annual

# Moneysupermarket.com 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 Restricted Share Plan	For	For
5	Approve Final Dividend	For	For
6	Re-elect Robin Freestone as Director	For	For
7	Re-elect Peter Duffy as Director	For	For
8	Re-elect Sarah Warby as Director	For	For
9	Re-elect Caroline Britton as Director	For	For
10	Re-elect Lesley Jones as Director	For	For
11	Elect Rakesh Sharma as Director	For	For
12	Elect Niall McBride as Director	For	For
13	Reappoint KPMG LLP as Auditors	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
15	Authorise UK Political Donations and Expenditure	For	For
16	Authorise Issue of Equity	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
19	Authorise Market Purchase of Ordinary Shares	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

# Morgan Sindall Group plc

**Meeting Date:** 04/05/2023

**Country:** United Kingdom

**Meeting Type:** Annual

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

# Morgan Sindall Group plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Final Dividend	For	For
3	Approve Remuneration Policy	For	For
4	Approve Remuneration Report	For	For
5	Re-elect Michael Findlay as Director	For	For
6	Re-elect John Morgan as Director	For	For
7	Re-elect Steve Crummett as Director	For	For
8	Re-elect Malcolm Cooper as Director	For	For
9	Re-elect Tracey Killen as Director	For	For
10	Re-elect David Lowden as Director	For	For
11	Re-elect Jen Tippin as Director	For	For
12	Re-elect Kathy Quashie as Director	For	For
13	Reappoint Ernst & Young LLP as Auditors	For	For
14	Authorise Board to Fix Remuneration of Auditors	For	For
15	Authorise UK Political Donations and Expenditure	For	For
16	Authorise Issue of Equity	For	For
17	Approve Long-Term Incentive Plan	For	For
18	Approve Share Option Plan	For	For
19	Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors	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

# Phoenix Group Holdings Plc

**Meeting Date:** 04/05/2023

**Country:** United Kingdom

**Meeting Type:** Annual



# Phoenix Group Holdings Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Remuneration Policy	For	For
4	Approve Final Dividend	For	For
5	Re-elect Alastair Barbour as Director	For	For
6	Re-elect Andy Briggs as Director	For	For
7	Elect Stephanie Bruce as Director	For	For
8	Re-elect Karen Green as Director	For	For
9	Elect Mark Gregory as Director	For	For
10	Re-elect Hiroyuki Iioka as Director	For	For
11	Re-elect Katie Murray as Director	For	For
12	Re-elect John Pollock as Director	For	For
13	Re-elect Belinda Richards as Director	For	For
14	Elect Maggie Semple as Director	For	For
15	Re-elect Nicholas Shott as Director	For	For
16	Re-elect Kory Sorenson as Director	For	For
17	Re-elect Rakesh Thakrar as Director	For	For
18	Reappoint Ernst & Young LLP as Auditors	For	For
19	Authorise Board to Fix Remuneration of Auditors	For	For
20	Authorise UK Political Donations and Expenditure	For	For
21	Authorise Issue of Equity	For	For
22	Authorise Issue of Equity without Pre-emptive Rights	For	For
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	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

## Prologis, Inc.

**Meeting Date:** 04/05/2023

**Country:** USA

**Meeting Type:** Annual

## Prologis, Inc.

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 James B. Connor	For	For
1d	Elect Director George L. Fotiadés	For	For
1e	Elect Director Lydia H. Kennard	For	For
1f	Elect Director Irving F. Lyons, III	For	For
1g	Elect Director Avid Modjtábái	For	For
1h	Elect Director David P. O'Connor	For	For
1i	Elect Director Olivier Piani	For	For
1j	Elect Director Jeffrey L. Skelton	For	For
1k	Elect Director Carl B. Webb	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Advisory Vote on Say on Pay Frequency	One Year	One Year
<i>Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.</i>			
4	Ratify KPMG LLP as Auditors	For	For

## Schneider Electric SE

**Meeting Date:** 04/05/2023

**Country:** France

**Meeting Type:** Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Treatment of Losses and Dividends of EUR 3.15 per Share	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For
5	Approve Compensation Report of Corporate Officers	For	For
6	Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
7	Approve Remuneration Policy of Jean-Pascal Tricoire, Chairman and CEO from January 1, 2023 until May 3, 2023	For	For
8	Approve Remuneration Policy of Peter Herweck, CEO since May 4, 2023	For	For
9	Approve Remuneration Policy of Jean-Pascal Tricoire, Chairman of the Board since May 4, 2023	For	For
10	Approve Remuneration of Directors in the Aggregate Amount of EUR 2.8 Million	For	For
11	Approve Remuneration Policy of Directors	For	For
12	Reelect Leo Apotheker as Director	For	For
13	Reelect Gregory Spierkel as Director	For	For
14	Reelect Lip-Bu Tan as Director	For	For
15	Elect Abhay Parasnis as Director	For	For
16	Elect Giulia Chierchia as Director	For	For
17	Approve Company's Climate Transition Plan	For	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 800 Million	For	For
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 224 Million	For	For
21	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 120 Million	For	For
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 19-21	For	For
23	Authorize Capital Increase of up to 9.81 Percent of Issued Capital for Contributions in Kind	For	For
24	Authorize Capitalization of Reserves of Up to EUR 800 Million for Bonus Issue or Increase in Par Value	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	For

# Schneider Electric SE

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

## SIG Plc

Meeting Date: 04/05/2023

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	Abstain
<i>Blended Rationale: A vote abstention is warranted as we are not particularly supportive of RSPs that come without any performance targets. The company have also increased the quantum.</i>			
3	Approve Remuneration Policy	For	Abstain
<i>Blended Rationale: A vote abstention is warranted as we are not particularly supportive of RSPs that come without any performance targets. The company have also increased the quantum.</i>			
4	Re-elect Andrew Allner as Director	For	For
5	Re-elect Ian Ashton as Director	For	For
6	Re-elect Shatish Dasani as Director	For	For
7	Re-elect Bruno Deschamps as Director	For	For
8	Re-elect Kath Durrant as Director	For	For
9	Re-elect Gillian Kent as Director	For	For
10	Re-elect Simon King as Director	For	For
11	Re-elect Alan Lovell as Director	For	For
12	Elect Gavin Slark as Director	For	For
13	Elect Diego Straziota as Director	For	For
14	Reappoint Ernst & Young LLP as Auditors	For	For
15	Authorise the Audit & 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

## SIG Plc

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

## Spirent Communications Plc

**Meeting Date:** 04/05/2023

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Re-elect Paula Bell as Director	For	For
5	Re-elect Maggie Buggie 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 LLP as Auditors	For	For
13	Authorise Board to Fix Remuneration of Auditors	For	For
14	Authorise Issue of Equity	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	For	For
16	Authorise Market Purchase of Ordinary Shares	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

## Talanx AG

**Meeting Date:** 04/05/2023

**Country:** Germany

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 2.00 per Share	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of the Interim Financial Statements for Fiscal Year 2023	For	For
6	Approve Remuneration Report	For	For
7.1	Elect Joachim Brenk to the Supervisory Board	For	For
7.2	Elect Christof Guenther to the Supervisory Board	For	For
7.3	Elect Herbert Haas to the Supervisory Board	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is a non-independent NED and serves on the Audit Committee, which is not fully independent.</i>			
7.4	Elect Hermann Jung to the Supervisory Board	For	For
7.5	Elect Dirk Lohmann to the Supervisory Board	For	For
7.6	Elect Sandra Reich to the Supervisory Board	For	For
7.7	Elect Norbert Steiner to the Supervisory Board	For	For
7.8	Elect Angela Titzrath to the Supervisory Board	For	Against
<i>Blended Rationale: A vote against is warranted due to concerns over the number of directorships held by the nominee:- Angela Titzrath serves as the CEO of Hamburger Hafen und Logistik AG, and additionally serves on three supervisory boards of listed companies (Talanx AG, Evonik Industries AG, and Deutsche Lufthansa AG).</i>			
8	Approve Virtual-Only Shareholder Meetings Until 2025	For	For
9	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	For	For
10	Amend Articles Re: General Meeting Chair and Procedure	For	For

## The Kraft Heinz Company

**Meeting Date:** 04/05/2023

**Country:** USA

**Meeting Type:** Annual

# The Kraft Heinz Company

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Gregory E. Abel	For	For
1b	Elect Director Humberto P. Alfonso	For	For
1c	Elect Director John T. Cahill	For	For
1d	Elect Director Lori Dickerson Fouche	For	For
1e	Elect Director Diane Gherson	For	For
1f	Elect Director Timothy Kenesey	For	For
1g	Elect Director Alicia Knapp	For	For
1h	Elect Director Elio Leoni Sceti	For	For
1i	Elect Director Susan Mulder	For	For
1j	Elect Director James Park	For	For
1k	Elect Director Miguel Patricio	For	For
1l	Elect Director John C. Pope	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
4	Adopt Simple Majority Vote	Against	For
<i>Blended Rationale: Artemis supports a simple majority vote standard.</i>			
5	Report on Supply Chain Water Risk Exposure	Against	Against
6	Commission a Civil Rights and Non-Discrimination Audit	Against	Against

# Travis Perkins Plc

**Meeting Date:** 04/05/2023

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Elect Louise Hardy as Director	For	For
5	Re-elect Heath Drewett as Director	For	For
6	Re-elect Jora Gill as Director	For	For

## Travis Perkins Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
7	Re-elect Marianne Culver as Director	For	For
8	Re-elect Coline McConville as Director	For	For
9	Re-elect Pete Redfern as Director	For	For
10	Re-elect Nick Roberts as Director	For	For
11	Re-elect Jasmine Whitbread as Director	For	For
12	Re-elect Alan Williams as Director	For	For
13	Reappoint KPMG LLP as Auditors	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
15	Authorise Issue of Equity	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 Ordinary Shares	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

## Washington Federal, Inc.

**Meeting Date:** 04/05/2023

**Country:** USA

**Meeting Type:** Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Issue Shares in Connection with Merger	For	For
2	Adjourn Meeting	For	For

## Zhejiang Expressway Co., Ltd.

**Meeting Date:** 04/05/2023

**Country:** China

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Report of the Directors	For	For
2	Approve Report of the Supervisory Committee	For	For



## Zhejiang Expressway Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Approve Audited Financial Statements	For	For
4	Approve Dividend	For	For
5	Approve Final Accounts and Financial Budget	For	Against
<i>Blended Rationale: A vote against is warranted because the company has not provided information on this proposal: - The company failed to disclose pertinent details regarding the proposed financial budget for 2023 and the intended allocation of such funds.</i>			
6	Approve Deloitte Touche Tohmatsu Certified Public Accountants Hong Kong as Hong Kong Auditor and Authorize Board to Fix Their Remuneration	For	For
7	Approve Pan China Certified Public Accountants as PRC Auditor and Authorize Board to Fix Their Remuneration	For	For
8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for H Shares and Related Transactions	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	Amend Articles of Association	For	Against
<i>Blended Rationale: A vote against is warranted as shareholder rights are, or could be reduced: - The amendment to remove the class meeting requirement would reduce the safeguards available to shareholders and would limit the ability of minority shareholders to decide the outcome of proposals put to shareholder vote.</i>			

## AbbVie Inc.

Meeting Date: 05/05/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Robert J. Alpern	For	For
1.2	Elect Director Melody B. Meyer	For	For
1.3	Elect Director Frederick H. Waddell	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: - Equity awards are primarily performance-conditioned with annual performance periods. Performance shares vest after three years, may earn up to 250 percent of target, are based on adjusted diluted EPS with annual performance periods, and are subject to a three-year relative TSR modifier.</i>			
4	Eliminate Supermajority Vote Requirement	For	For

# AbbVie Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5	Adopt Simple Majority Vote	Against	For
<i>Blended Rationale: Artemis supports a simple majority vote standard.</i>			
6	Report on Congruency of Political Spending with Company Values and Priorities	Against	Against
7	Report on Lobbying Payments and Policy	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's direct and indirect lobbying payments would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i>			
8	Report on Impact of Extended Patent Exclusivities on Product Access	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted, because shareholders would benefit from more robust disclosure of the company's processes and oversight mechanisms for managing risks related to anti-competitive practices.</i>			

# HSBC Holdings Plc

**Meeting Date:** 05/05/2023

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3a	Elect Geraldine Buckingham as Director	For	For
3b	Elect Georges Elhedery as Director	For	For
3c	Elect Kalpana Morparia as Director	For	For
3d	Re-elect Rachel Duan as Director	For	For
3e	Re-elect Dame Carolyn Fairbairn as Director	For	For
3f	Re-elect James Forese as Director	For	For
3g	Re-elect Steven Guggenheimer as Director	For	For
3h	Re-elect Jose Antonio Meade Kuribrena as Director	For	For
3i	Re-elect Eileen Murray as Director	For	For
3j	Re-elect David Nish as Director	For	For
3k	Re-elect Noel Quinn as Director	For	For
3l	Re-elect Mark Tucker as Director	For	For
4	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For

# HSBC Holdings Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5	Authorise the Group Audit Committee to Fix Remuneration of Auditors	For	For
6	Authorise UK Political Donations and Expenditure	For	For
7	Authorise Issue of Equity	For	For
8	Authorise Issue of Equity without Pre-emptive Rights	For	For
9	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
10	Authorise Directors to Allot Any Repurchased Shares	For	For
11	Authorise Market Purchase of Ordinary Shares	For	For
12	Approve Share Repurchase Contract	For	For
13	Authorise Issue of Equity in Relation to Contingent Convertible Securities	For	For
14	Authorise Issue of Equity without Pre-emptive Rights in Relation to Contingent Convertible Securities	For	For
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
16	Revisit the "State Deduction" Applied to Members of the Post 1974 Section of the Midland Bank Pension Scheme by Introducing a "Safety Net"	Against	Against
17	Devise, Implement and Report Quarterly on a Plan and Strategy Aiming at Increasing Its Value by Structural Reforms Including But Not Limited to Spinning Off, Strategic Reorganisation and Restructuring Its Asia Businesses	Against	Against
18	Devise and Implement a Long-Term and Stable Dividend Policy	Against	Against

# Lattice Semiconductor Corporation

**Meeting Date:** 05/05/2023

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director James R. Anderson	For	For
1.2	Elect Director Robin A. Abrams	For	Withhold

*Blended Rationale: A WITHHOLD vote is warranted for nominating committee chair Mr Abrams given that the board will lack racial or ethnic diversity at the board level following the annual meeting and there is no commitment to achieve racial or ethnic diversity within one year.*

# Lattice Semiconductor Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.3	Elect Director Douglas Bettinger	For	For
1.4	Elect Director Mark E. Jensen	For	For
1.5	Elect Director James P. Lederer	For	For
1.6	Elect Director D. Jeffrey Richardson	For	For
1.7	Elect Director Elizabeth Schwarting	For	For
1.8	Elect Director Raejeanne Skillern	For	For
2	Ratify Ernst & Young 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	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>			

# Man Group Plc (Jersey)

**Meeting Date:** 05/05/2023

**Country:** Jersey

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Re-elect Lucinda Bell as Director	For	For
5	Re-elect Richard Berliand as Director	For	For
6	Re-elect John Cryan as Director	For	For
7	Re-elect Luke Ellis as Director	For	For
8	Re-elect Antoine Forterre as Director	For	For
10	Re-elect Cecelia Kurzman as Director	For	For
11	Elect Alberto Musalem as Director	For	For
12	Re-elect Anne Wade as Director	For	For
13	Reappoint Deloitte LLP as Auditors	For	For

## Man Group Plc (Jersey)

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
14	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For
15	Authorise UK Political Donations and Expenditure	For	For
16	Authorise Issue of Equity	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	For	For
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

## Muenchener Rueckversicherungs-Gesellschaft AG

**Meeting Date:** 05/05/2023

**Country:** Germany

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 11.60 per Share	For	For
3.1	Approve Discharge of Management Board Member Joachim Wenning for Fiscal Year 2022	For	For
3.2	Approve Discharge of Management Board Member Thomas Blunck for Fiscal Year 2022	For	For
3.3	Approve Discharge of Management Board Member Nicholas Gartside for Fiscal Year 2022	For	For
3.4	Approve Discharge of Management Board Member Stefan Golling for Fiscal Year 2022	For	For
3.5	Approve Discharge of Management Board Member Doris Hoepke (until April 30, 2022) for Fiscal Year 2022	For	For
3.6	Approve Discharge of Management Board Member Christoph Jurecka for Fiscal Year 2022	For	For
3.7	Approve Discharge of Management Board Member Torsten Jeworrek for Fiscal Year 2022	For	For
3.8	Approve Discharge of Management Board Member Achim Kassow for Fiscal Year 2022	For	For

# Muenchener Rueckversicherung-Gesellschaft AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3.9	Approve Discharge of Management Board Member Clarisse Kopf (from Dec. 1, 2022) for Fiscal Year 2022	For	For
3.10	Approve Discharge of Management Board Member Markus Riess for Fiscal Year 2022	For	For
4.1	Approve Discharge of Supervisory Board Member Nikolaus von Bomhard for Fiscal Year 2022	For	For
4.2	Approve Discharge of Supervisory Board Member Anne Horstmann for Fiscal Year 2022	For	For
4.3	Approve Discharge of Supervisory Board Member Ann-Kristin Achleitner for Fiscal Year 2022	For	For
4.4	Approve Discharge of Supervisory Board Member Clement Booth for Fiscal Year 2022	For	For
4.5	Approve Discharge of Supervisory Board Member Ruth Brown for Fiscal Year 2022	For	For
4.6	Approve Discharge of Supervisory Board Member Stephan Eberl for Fiscal Year 2022	For	For
4.7	Approve Discharge of Supervisory Board Member Frank Fassin for Fiscal Year 2022	For	For
4.8	Approve Discharge of Supervisory Board Member Ursula Gather for Fiscal Year 2022	For	For
4.9	Approve Discharge of Supervisory Board Member Gerd Haeusler for Fiscal Year 2022	For	For
4.10	Approve Discharge of Supervisory Board Member Angelika Herzog for Fiscal Year 2022	For	For
4.11	Approve Discharge of Supervisory Board Member Renata Bruengger for Fiscal Year 2022	For	For
4.12	Approve Discharge of Supervisory Board Member Stefan Kaindl for Fiscal Year 2022	For	For
4.13	Approve Discharge of Supervisory Board Member Carinne Knoche-Brouillon for Fiscal Year 2022	For	For
4.14	Approve Discharge of Supervisory Board Member Gabriele Muecke for Fiscal Year 2022	For	For
4.15	Approve Discharge of Supervisory Board Member Ulrich Plottke for Fiscal Year 2022	For	For
4.16	Approve Discharge of Supervisory Board Member Manfred Rassy for Fiscal Year 2022	For	For

# Muenchener Rueckversicherung-Gesellschaft AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4.17	Approve Discharge of Supervisory Board Member Gabriele Sinz-Toporzyssek (until Jan. 31, 2022) for Fiscal Year 2022	For	For
4.18	Approve Discharge of Supervisory Board Member Carsten Spohr for Fiscal Year 2022	For	For
4.19	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2022	For	For
4.20	Approve Discharge of Supervisory Board Member Markus Wagner (from Feb. 1, 2022) for Fiscal Year 2022	For	For
4.21	Approve Discharge of Supervisory Board Member Maximilian Zimmerer for Fiscal Year 2022	For	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023 and for the Review of the Interim Financial Statements for Fiscal Year 2023 and First Quarter of Fiscal Year 2024	For	For
6	Approve Remuneration Report	For	For
7.1	Approve Virtual-Only Shareholder Meetings Until 2025	For	For
7.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	For
7.3	Amend Articles Re: Editorial Changes	For	For
8	Amend Articles Re: Registration in the Share Register	For	For

## PT Vale Indonesia Tbk

**Meeting Date:** 05/05/2023

**Country:** Indonesia

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Annual Report, Financial Statements, and Statutory Reports	For	For
2	Approve Allocation of Income and Dividends	For	For
3	Approve Changes in the Board of Directors	For	Against
<i>Blended Rationale: A vote against is warranted because the company has not provided information on this proposal.</i>			
4	Approve Changes in the Board of Commissioners	For	Against
<i>Blended Rationale: A vote against is warranted because the company has not provided information on this proposal.</i>			

## PT Vale Indonesia Tbk

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5	Approve Remuneration of Directors and Commissioners	For	For
6	Approve Auditors	For	For

## Wienerberger AG

Meeting Date: 05/05/2023

Country: Austria

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 0.90 per Share	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	For	For
5	Ratify Deloitte Audit as Auditors for Fiscal Year 2023	For	For
6.1	Approve Decrease in Size of Capital Representatives to Seven Members	For	For
6.2	Reelect Myriam Meyer as Supervisory Board Member	For	For
6.3	Elect Katrien Beuls as Supervisory Board Member	For	For
6.4	Elect Effie Konstantine Datson as Supervisory Board Member	For	For
7	Approve Remuneration Report	For	For
8.1	New/Amended Proposals from Management and Supervisory Board	None	Against
<i>Blended Rationale: A vote against is warranted because details of other business are not disclosed.</i>			
8.2	New/Amended Proposals from Shareholders	None	Against
<i>Blended Rationale: A vote against is warranted because details of other business are not disclosed.</i>			

## Bank OZK

Meeting Date: 08/05/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Nicholas Brown	For	For



# Bank OZK

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1b	Elect Director Paula Cholmondeley	For	For
1c	Elect Director Beverly Cole	For	For
1d	Elect Director Robert East	For	For
1e	Elect Director Kathleen Franklin	For	For
1f	Elect Director Jeffrey Gearhart	For	For
1g	Elect Director George Gleason	For	For
1h	Elect Director Peter Kenny	For	For
1i	Elect Director William A. Koefoed, Jr.	For	For
1j	Elect Director Elizabeth Musico	For	For
1k	Elect Director Christopher Orndorff	For	For
1l	Elect Director Steven Sadoff	For	For
1m	Elect Director Ross Whipple	For	For
2	Ratify Pricewaterhousecoopers Llp as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

# Poste Italiane SpA

Meeting Date: 08/05/2023

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	Fix Number of Directors	For	For
4	Fix Board Terms for Directors	For	For
5.1	Slate 1 Submitted by Ministry of Economy and Finance	None	Against
<i>Blended Rationale: A vote AGAINST this item is warranted because:- Shareholders can support only one slate.- Slate 2 is better positioned to represent the long-term interests of minority shareholders and carry out an independent oversight of the management's action.</i>			
5.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	None	For
6	Elect Silvia Maria Rovere as Board Chair	None	For
7	Approve Remuneration of Directors	None	For

## Poste Italiane SpA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
8	Approve Remuneration Policy	For	For
9	Approve Second Section of the Remuneration Report	For	For
10	Approve Equity-Based Incentive Plans	For	For
11	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service the Equity Based Incentive Plans	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.*

## Star Bulk Carriers Corp.

**Meeting Date:** 08/05/2023

**Country:** Marshall Isl

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Mahesh Balakrishnan	For	For
1.2	Elect Director Nikolaos Karellis	For	For
1.3	Elect Director Katherine Ralph	For	For
1.4	Elect Director Eleni Vrettou	For	For
2	Ratify Deloitte Certified Public Accountants S.A as Auditors	For	For

## Tongling Nonferrous Metals Group Co., Ltd.

**Meeting Date:** 08/05/2023

**Country:** China

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	For	For
2	Approve Report of the Board of Supervisors	For	For
3	Approve Financial Budget Implementation and Financial Budget Arrangements	For	Against

*Blended Rationale: A vote against is warranted because the company has not provided information on this proposal: - As of the date of the analysis, the company has failed to disclose the report for shareholder information.*

# Tongling Nonferrous Metals Group Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Approve Profit Distribution	For	For
5	Approve Annual Report and Summary	For	For
6	Approve Application of Comprehensive Credit Lines	For	For
7	Approve Foreign Exchange Capital Transaction Business	For	For
8	Approve Appointment of Auditor	For	For
9	Approve Signing of Financial Services Agreement and Continued Related Party Transactions	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 Provision for Asset Impairment	For	For
11.1	Elect Gong Huadong as Director	For	For
11.2	Elect Ding Shiqi as Director	For	For
11.3	Elect Jiang Peijin as Director	For	For
11.4	Elect Hu Xinfu as Director	For	For
11.5	Elect Zhou Jun 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>			
11.6	Elect Liang Hongliu as Director	For	For
11.7	Elect Yao Bing as Director	For	For
12.1	Elect Yao Lushi as Director	For	For
12.2	Elect Tang Shukun as Director	For	For
12.3	Elect You Jia as Director	For	For
12.4	Elect Zhu Ming as Director	For	For
13.1	Elect Wang Nongsheng as Supervisor	For	For
13.2	Elect Li Xin as Supervisor	For	For
13.3	Elect Xie Shuorong as Supervisor	For	For

# Uber Technologies, Inc.

**Meeting Date:** 08/05/2023

**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

## Uber Technologies, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1c	Elect Director Ursula Burns	For	For
1d	Elect Director Robert Eckert	For	For
<p><i>Blended Rationale: A vote FOR is warranted as long term compensation structure is well aligned with shareholders (ie margin expansion), and on the vesting schedule we are happy with 3 consecutive 1 year periods. We believe management are operating in the best interests of shareholders in both respects.</i></p>			
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 John Thain	For	For
1i	Elect Director David I. Trujillo	For	For
1j	Elect Director Alexander Wynaendts	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
<p><i>Blended Rationale: A vote FOR is warranted as long term compensation structure is well aligned with shareholders (ie margin expansion), and on the vesting schedule we are happy with 3 consecutive 1 year periods. We believe management are operating in the best interests of shareholders in both respects.</i></p>			
3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
4	Commission a Third-Party Audit on Driver Health and Safety	Against	Against

## Allfunds Group Plc

**Meeting Date:** 09/05/2023

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3	Approve Remuneration Report	For	Against
<p><i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company:- Repeated concerns are noted under the level of disclosure associated to the annual bonus award granted to the CEO;A vote against is warranted because the performance period is less than 3 years:- LTIP awards vested during the year under review, which featured a performance-period of less than three years. Also note that: the CEO has received a c.36% increase to their base salary from FY2022. Given the size of the increase, and the resulting quantum, shareholders may find the current level of disclosure insufficient.</i></p>			
4	Reappoint Deloitte LLP as Auditors	For	For
5	Authorize Board to Determine Remuneration of Auditors	For	For
6	Grant Board Authority to Issue Shares	For	For
7	Authorise Issue of Equity without Pre-emptive Rights	For	For

## Allfunds Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
8	Authorise Issue of Equity without Pre-emptive Rights to Finance an Acquisition or Capital Investment	For	For
9	Authorize Repurchase of Shares	For	For
10	Authorize the Company to Call General Meetings on Short Notice	For	For

## Darling Ingredients Inc.

**Meeting Date:** 09/05/2023      **Country:** USA  
**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Randall C. Stuewe	For	For
1b	Elect Director Charles Adair	For	For
1c	Elect Director Beth Albright	For	For
1d	Elect Director Larry A. Barden	For	For
1e	Elect Director Celeste A. Clark	For	For
1f	Elect Director Linda Goodspeed	For	For
1g	Elect Director Enderson Guimaraes	For	For
1h	Elect Director Gary W. Mize	For	For
1i	Elect Director Michael E. Rescoe	For	For
1j	Elect Director Kurt Stoffel	For	For
2	Ratify KPMG LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Advisory Vote on Say on Pay Frequency	One Year	One Year

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

## Deutsche Lufthansa AG

**Meeting Date:** 09/05/2023      **Country:** Germany  
**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Discharge of Management Board for Fiscal Year 2022	For	For

# Deutsche Lufthansa AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Approve Discharge of Supervisory Board for Fiscal Year 2022	For	For
4	Approve Remuneration Policy for the Management Board	For	For
5	Approve Remuneration Policy for the Supervisory Board	For	For
6	Approve Remuneration Report	For	For
7.1	Elect Karl-Ludwig Kley to the Supervisory Board	For	For
7.2	Elect Carsten Knobel to the Supervisory Board	For	For
7.3	Elect Karl Gernandt to the Supervisory Board	For	For
8	Approve Creation of EUR 100 Million Pool of Capital for Employee Stock Purchase Plan	For	For
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For
10	Authorize Use of Financial Derivatives when Repurchasing Shares	For	For
11.1	Approve Virtual-Only Shareholder Meetings Until 2025	For	For
11.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	For
11.3	Amend Articles Re: Registration in the Share Register	For	For
12	Ratify Ernst & Young 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

# Direct Line Insurance Group Plc

**Meeting Date:** 09/05/2023

**Country:** United Kingdom

**Meeting Type:** Annual

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

# Direct Line Insurance Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5	Re-elect Tracy Corrigan as Director	For	For
6	Re-elect Danuta Gray as Director	For	For
7	Re-elect Mark Gregory as Director	For	For
8	Re-elect Sebastian James as Director	For	For
9	Re-elect Adrian Joseph as Director	For	For
10	Re-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
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

## First Solar, Inc.

**Meeting Date:** 09/05/2023

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Michael J. Ahearn	For	For
1.2	Elect Director Richard D. Chapman	For	For
1.3	Elect Director Anita Marangoly George	For	For

## First Solar, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.4	Elect Director George A. ("Chip") Hambro	For	For
1.5	Elect Director Molly E. Joseph	For	For
1.6	Elect Director Craig Kennedy	For	For
1.7	Elect Director Lisa A. Kro	For	For
1.8	Elect Director William J. Post	For	For
1.9	Elect Director Paul H. Stebbins	For	For
1.10	Elect Director Michael T. Sweeney	For	For
1.11	Elect Director Mark R. Widmar	For	For
1.12	Elect Director Norman L. Wright	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Advisory Vote on Say on Pay Frequency	One Year	One Year

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

## Just Group Plc

**Meeting Date:** 09/05/2023

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Remuneration Policy	For	For
4	Approve Final Dividend	For	For
5	Elect Mary Phibbs as Director	For	For
6	Re-elect Michelle Cracknell as Director	For	For
7	Re-elect John Hastings-Bass as Director	For	For
8	Re-elect Mary Kerrigan as Director	For	For
9	Re-elect Andrew Parsons as Director	For	For
10	Re-elect David Richardson as Director	For	For
11	Re-elect Kalpana Shah as Director	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For



# Just Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
13	Authorise the Group Audit Committee to Fix Remuneration of Auditors	For	For
14	Authorise UK Political Donations and Expenditure	For	For
15	Authorise Issue of Equity	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
18	Authorise Market Purchase of Ordinary Shares	For	For
19	Authorise Issue of Equity in Relation to the Issuance Contingent of Convertible Securities	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issuance Contingent of Convertible Securities	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
22	Approve Long Term Incentive Plan	For	For
23	Approve Deferred Share Bonus Plan	For	For
24	Approve Sharesave Scheme	For	For

# Montrose Environmental Group, Inc.

**Meeting Date:** 09/05/2023

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Peter M. Graham	For	Withhold
	<i>Blended Rationale: A vote withhold is warranted due to concerns over poor corporate governance practices:- Votes withhold are warranted for compensation committee members Richard Perlman and Peter Graham for demonstrating poor responsiveness to shareholder concerns following last year's failed say-on-pay vote.</i>		
1.2	Elect Director Richard E. Perlman	For	Withhold
	<i>Blended Rationale: A vote withhold is warranted as there are ongoing issues with remuneration. A vote withhold is warranted due to concerns over poor corporate governance practices:- Votes withhold are warranted for Governance Committee member Richard Perlman 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.- Votes withhold are warranted for compensation committee members Richard Perlman and Peter Graham for demonstrating poor responsiveness to shareholder concerns following last year's failed say-on-pay vote.</i>		
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 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. A vote against is warranted because the performance period is less than 3 years:- The NEOs were eligible to earn organic growth performance-based equity bonuses in the form of options, to be issued under the Stock Plan in 2022, based on achievement of budgeted adjusted EBITDA for the 2021 fiscal year, subject to approved adjustments and excluding any EBITDA from businesses acquired in 2021. Also note that: the compensation committee demonstrated poor responsiveness to shareholder concerns following last year's failed say-on-pay vote.</i>			

## Rheinmetall AG

**Meeting Date:** 09/05/2023

**Country:** Germany

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 4.30 per Share	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2023	For	For
6	Approve Remuneration Report	For	For
7	Approve Virtual-Only Shareholder Meetings Until 2025	For	For
8	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	For

## Solvay SA

**Meeting Date:** 09/05/2023

**Country:** Belgium

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 4.05 per Share	For	For
5	Approve Discharge of Directors	For	For
6	Approve Discharge of Auditors	For	For

## Solvay SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
7	Approve Remuneration Report	For	For
8	Approve Stock Option Plan Grants	For	Against
<i>Blended Rationale: A vote AGAINST is warranted because the proposed stock option grant is a discretionary transaction related award whereas the existing pay package already aims to attract, reward, and retain executives. Also the fair value of grant for the CEO is EUR 2.6 million and is inflating overall pay whereas the metric on separating Solvay is clear, the value creation metric is unclear and vague.</i>			
9b	Approve Decrease in Size of Board	For	For
9c	Reelect Marjan Oudeman as Director	For	For
9d	Indicate Marjan Oudeman as Independent Director	For	For
9e	Reelect Rosemary Thorne 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>			
9f	Indicate Rosemary Thorne as Independent Director	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is the Chair of the Audit Committee which is not fully independent.</i>			

## Tt Electronics Plc

**Meeting Date:** 09/05/2023

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Remuneration Policy	For	For
4	Approve Final Dividend	For	For
5	Elect Wendy McMillan as Director	For	For
6	Elect Michael Ord as Director	For	For
7	Re-elect Warren Tucker as Director	For	For
8	Re-elect Richard Tyson as Director	For	For
9	Re-elect Mark Hoad as Director	For	For
10	Re-elect Jack Boyer as Director	For	For
11	Re-elect Alison Wood as Director	For	For
12	Re-elect Anne Thorburn as Director	For	For
13	Reappoint Deloitte LLP as Auditors	For	For

# Tt Electronics Plc

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

# American International Group, Inc.

**Meeting Date:** 10/05/2023

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Paola Bergamaschi	For	For
1b	Elect Director James Cole, Jr.	For	For
1c	Elect Director W. Don Cornwell	For	For
1d	Elect Director Linda A. Mills	For	For
1e	Elect Director Diana M. Murphy	For	For
1f	Elect Director Peter R. Porrino	For	For
1g	Elect Director John G. Rice	For	For
1h	Elect Director Therese M. Vaughan	For	For
1i	Elect Director Vanessa A. Wittman	For	For
1j	Elect Director Peter Zaffino	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 recruitment awards are not awarded in the form of shares or are not subject to performance criteria. - CEO received a \$50 million grant of RSUs in connection with entering into employment agreement; RSUs cliff vest after five years but lack performance criteria. The Special RSU Grant is not subject to performance vesting criteria, but instead cliff vests in full on the five-year anniversary of the grant date (Nov. 10, 2027). Also note that two other NEOs received special RSU grants in recognition of their achievements.</i>			
3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

# American International Group, Inc.

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

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

## Betsson AB

**Meeting Date:** 10/05/2023

**Country:** Sweden

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Elect Chairman of Meeting	For	For
3	Prepare and Approve List of Shareholders	For	For
4	Approve Agenda of Meeting	For	For
5	Acknowledge Proper Convening of Meeting	For	For
6	Designate Inspector(s) of Minutes of Meeting	For	For
9	Accept Financial Statements and Statutory Reports	For	For
10	Approve Allocation of Income and Dividends	For	For
11.1	Approve Discharge of Board Member Johan Lundberg	For	For
11.2	Approve Discharge of Board Member Eva de Falck	For	For
11.3	Approve Discharge of Board Member Peter Hamberg	For	For
11.4	Approve Discharge of Board Member Eva Leach	For	For
11.5	Approve Discharge of Supervisory Board Member Louise Nylen	For	For
11.6	Approve Discharge of Supervisory Board Member Tristan Sjoberg	For	For
11.7	Approve Discharge of Supervisory Board Member Pontus Lindwall	For	For
11.8	Approve Discharge of CEO Pontus Lindwall	For	For
12.a	Determine Number of Members (7) and Deputy Members (0) of Board	For	For
12.b	Determine Number of Auditors (1) and Deputy Auditors (0)	For	For
13.a	Approve Remuneration of Directors in the Amount of SEK 940,000 to Chairman and SEK 470,000 for Other Directors; Approve Remuneration for Committee Work	For	For

## Betsson AB

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
13.b	Approve Remuneration of Auditors	For	For
14.a1	Reelect Eva de Falck as Director	For	For
14.a2	Reelect Peter Hamberg 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>			
14.a3	Reelect Eva Leach as Director	For	For
14.a4	Reelect Pontus Lindwall as Director	For	For
14.a5	Reelect Johan Lundberg as Director	For	For
14.a6	Reelect Louise Nylen as Director	For	For
14.a7	Reelect Tristan Sjoberg as Director	For	For
14.a8	Reelect Johan Lundberg as Board Chair	For	For
14.b	Ratify PricewaterhouseCoopers AB as Auditors	For	For
15	Approve Remuneration Report	For	For
16.a	Approve Performance Share Plan LTIP 2023	For	For
16.b	Authorize Share Repurchase Program in Connection With Employee Remuneration Programs	For	For
17.a	Approve 2:1 Stock Split	For	For
17.b	Approve SEK 4.7 Million Reduction in Share Capital via Share Cancellation	For	For
17.c	Approve Capitalization of Reserves of SEK 4.7 Million for a Bonus Issue	For	For
18.a	Approve 2:1 Stock Split	For	For
18.b	Approve SEK 4.7 Million Reduction in Share Capital via Share Cancellation	For	For
18.c	Approve Capitalization of Reserves of SEK 4.7 Million for a Bonus Issue - (Second Occasion)	For	For
19	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
20	Approve Creation of Pool of Capital without Preemptive Rights	For	For

## Cameco Corporation

**Meeting Date:** 10/05/2023

**Country:** Canada

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
A1	Elect Director Ian Bruce	For	For

# Cameco Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
A2	Elect Director Daniel Camus	For	For
A3	Elect Director Don Deranger	For	For
A4	Elect Director Catherine Gignac	For	For
A5	Elect Director Tim Gitzel	For	For
A6	Elect Director Jim Gowans	For	For
A7	Elect Director Kathryn (Kate) Jackson	For	For
A8	Elect Director Don Kayne	For	For
A9	Elect Director Leontine van Leeuwen-Atkins	For	For
B	Ratify KPMG LLP as Auditors	For	For
C	Advisory Vote on Executive Compensation Approach	For	For

# Centaur Media Plc

**Meeting Date:** 10/05/2023

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Re-elect Colin Jones as Director	For	For
5	Re-elect Swagatam Mukerji as Director	For	For
6	Re-elect Simon Longfield as Director	For	For
7	Re-elect William Eccleshare as Director	For	For
8	Re-elect Carol Hosey as Director	For	For
9	Re-elect Leslie-Ann Reed as Director	For	For
10	Elect Richard Staveley 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

## Centaur Media 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
16	Authorise Market Purchase of Ordinary Shares	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

## Elevance Health, Inc.

Meeting Date: 10/05/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Gail K. Boudreaux	For	For
1.2	Elect Director R. Kerry Clark	For	For
1.3	Elect Director Robert L. Dixon, Jr.	For	For
1.4	Elect Director Deanna D. Strable	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Advisory Vote on Say on Pay Frequency	One Year	One Year
<i>Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.</i>			
4	Ratify Ernst & Young LLP as Auditors	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For
<i>Blended Rationale: Artemis supports proposals that enhance shareholder rights.</i>			
6	Annually Report Third Party Political Contributions	Against	Against

## Eni SpA

Meeting Date: 10/05/2023

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



Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Fix Number of Directors	For	For
4	Fix Board Terms for Directors	For	For
5.1	Slate Submitted by Ministry of Economy and Finance	None	For
<i>Blended Rationale: This resolution warrants a vote FOR because: - Shareholders can support only one slate. - Supporting this slate would ensure that all the directors are elected through the slate election mechanism, with no uncertainty on the vote outcome.</i>			
5.2	Slate Submitted by Institutional Investors (Assogestioni)	None	Against
<i>Blended Rationale: A vote AGAINST this slate is warranted because: - Shareholders can support only one slate. - Supporting the reference shareholder's slate would ensure that all directors are elected through the slate election mechanism, with no uncertainty on the vote outcome.</i>			
6	Elect Giuseppe Zafarana as Board Chair	None	For
<i>Blended Rationale: This item warrants a vote FOR because all information regarding the proposed nominee has been disclosed, and no major concerns have been noticed.</i>			
7	Approve Remuneration of Directors	None	For
<i>Blended Rationale: This item warrants a vote FOR because the proposed remuneration has been disclosed, and no major concerns have been noticed.</i>			
8.1	Slate Submitted by Ministry of Economy and Finance	None	For
<i>Blended Rationale: This item warrants a vote FOR because: - Shareholders can support only one slate. - Supporting this slate will ensure that all internal auditors are elected through the slate election mechanism.</i>			
8.2	Slate Submitted by Institutional Investors (Assogestioni)	None	Against
<i>Blended Rationale: This item warrants a vote AGAINST because: - Shareholders can only vote in favor of one of the two slates. - Supporting the slate proposed under Item 8.1 will ensure that all internal auditors are elected through the slate election mechanism.</i>			
9	Appoint Rosalba Casiraghi as Chairman of Internal Statutory Auditors	None	For
<i>Blended Rationale: This item warrants a vote FOR because the sponsoring shareholders have disclosed all the details on the proposed candidate and no concerns have been identified.</i>			
10	Approve Internal Auditors' Remuneration	None	For
<i>Blended Rationale: This item warrants a vote FOR because the proposed remuneration has been disclosed, and no concerns have been noticed.</i>			
11	Approve Long Term Incentive Plan 2023-2025	For	For
12	Approve Remuneration Policy	For	For
13	Approve Second Section of the Remuneration Report	For	For
14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
15	Authorize Use of Available Reserves for Dividend Distribution	For	For
16	Authorize Reduction and Use of the Reserve Pursuant to Law 342/2000 for Dividend Distribution	For	For

## Eni SpA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
17	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5.1	For	For
18	Authorize Cancellation of Repurchased Shares without Reduction of Share Capital; Amend Article 5	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.*

## H&T Group Plc

**Meeting Date:** 10/05/2023

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3	Elect Toni Wood as Director	For	For
4	Elect Simon Walker as Director	For	For
5	Reappoint PKF Littlejohn LLP as Auditors	For	For
6	Authorise Board to Fix Remuneration of Auditors	For	For
7	Authorise Issue of Equity	For	For
8	Authorise Issue of Equity without Pre-emptive Rights	For	For
9	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	For	For
10	Authorise Market Purchase of Ordinary Shares	For	For

## Harbour Energy Plc

**Meeting Date:** 10/05/2023

**Country:** United Kingdom

**Meeting Type:** Annual

# Harbour Energy Plc

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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 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 Alan Ferguson as Director	For	For
9	Re-elect Andy Hopwood as Director	For	For
10	Re-elect Margareth Ovrum as Director	For	For
11	Re-elect Anne Stevens as Director	For	For
12	Elect Belgacem Chariag as Director	For	For
13	Elect Louise Hough 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	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

# Juniper Networks, Inc.

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**Meeting Date:** 10/05/2023

**Country:** USA

**Meeting Type:** Annual

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# Juniper Networks, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Anne DelSanto	For	For
1b	Elect Director Kevin DeNuccio	For	For
1c	Elect Director James Dolce	For	For
1d	Elect Director Steven Fernandez	For	For
1e	Elect Director Christine Gorjanc	For	For
1f	Elect Director Janet Haugen	For	For
1g	Elect Director Scott Kriens	For	For
1h	Elect Director Rahul Merchant	For	For
1i	Elect Director Rami Rahim	For	For
1j	Elect Director William Stensrud	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against

*Blended Rationale: A vote against is warranted because the performance period is less than 3 years: - Financial PSAs: Three concurrent one-year tranches (FY20, FY21, FY22). Financial PSAs use three one-year tranches that cliff vest over a three-year period. The amount of financial PSAs "banked" for a particular year is based on the achievement of the same annual performance targets established for annual incentives, namely corporate revenue, non-GAAP EPS, and software revenue.*

4	Advisory Vote on Say on Pay Frequency	One Year	One Year
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*Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.*

5	Amend Omnibus Stock Plan	For	Against
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*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.*

# Phillips 66

**Meeting Date:** 10/05/2023

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Gregory J. Hayes	For	For
1b	Elect Director Charles M. Holley	For	For
1c	Elect Director Denise R. Singleton	For	For
1d	Elect Director Glenn F. Tilton	For	For
1e	Elect Director Marna C. Whittington	For	For
2	Declassify the Board of Directors	For	For

## Phillips 66

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<i>Blended Rationale: A vote against is warranted because recruitment awards are not awarded in the form of shares and are not subject to performance criteria:- In January 2022, Vanessa Allen Sutherland joined the company as EVP, Government Affairs, general counsel, and corporate secretary. Sutherland received a make-whole award of RSUs valued at approximately \$3.0 million to replace equity she forfeited from her former employer. The RSUs vest on the third anniversary of the grant date.</i>			
4	Ratify Ernst & Young LLP as Auditors	For	For
5	Publish Audited Report on Impacts of a Significant Reduction in Virgin Plastic Demand	Against	Against

## Rational AG

**Meeting Date:** 10/05/2023

**Country:** Germany

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 11 per Share and Special Dividends of EUR 2.50 per Share	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	For	For
5	Approve Remuneration Report	For	For
6	Ratify Deloitte GmbH as Auditors for Fiscal Year 2023	For	For
7	Amend Article Re: Location of Annual Meeting	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2028	For	For
9	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	For
10	Approve Affiliation Agreement with RATIONAL Ausbildungsgesellschaft mbH	For	For

## Skyworks Solutions, Inc.

**Meeting Date:** 10/05/2023

**Country:** USA

**Meeting Type:** Annual

## Skyworks Solutions, Inc.

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	Against
<i>Blended Rationale: A vote against is warranted as there are ongoing issues with remuneration.</i>			
1f	Elect Director Suzanne E. McBride	For	For
1g	Elect Director David P. McGlade	For	For
1h	Elect Director Robert A. Schriesheim	For	For
1i	Elect Director Maryann Turcke	For	For
2	Ratify KPMG LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<i>Blended Rationale: A vote against is warranted because the performance period is less than 3 years: - A significant majority of the PSAs utilize a multi-year vesting period, with the award split between three-year TSR relative to the Philadelphia Semiconductor Index (50 percent), two-year EBITDA relative to the FY22 peer group (25 percent), and emerging revenue growth over a one-year period (25 percent).</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>			
5	Amend Certificate of Incorporation to Allow Exculpation of Certain Officers	For	For
6	Adopt Simple Majority Vote	None	For
<i>Blended Rationale: Artemis supports a simple majority vote standard.</i>			

## Sumo Logic, Inc.

**Meeting Date:** 10/05/2023

**Country:** USA

**Meeting Type:** Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Merger Agreement	For	For
2	Advisory Vote on Golden Parachutes	For	For
3	Adjourn Meeting	For	For

## Technip Energies NV

**Meeting Date:** 10/05/2023

**Country:** Netherlands

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Adopt Financial Statements and Statutory Reports	For	For
4	Approve Dividends	For	For
5	Approve Remuneration Report	For	For
6	Approve Remuneration Policy	For	For
7	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	For	For
8a	Approve Discharge of Executive Directors	For	For
8b	Approve Discharge of Non-Executive Directors	For	For
9a	Reelect Arnaud Pieton as Executive Director	For	For
9b	Reelect Joseph Rinaldi as Non-Executive Director	For	For
9c	Reelect Arnaud Caudoux as Non-Executive Director	For	For
9d	Reelect Colette Cohen as Non-Executive Director	For	For
9e	Reelect Marie-Ange Debon as Non-Executive Director	For	For
9f	Reelect Simon Eyers as Non-Executive Director	For	For
9g	Reelect Alison Goligher as Non-Executive Director	For	For
9h	Reelect Nello Uccelletti as Non-Executive Director	For	For
9i	Reelect Francesco Venturini as Non-Executive Director	For	For
9j	Elect Stephanie Cox as Non-Executive Director	For	For
10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
11	Approve Cancellation of Shares	For	For

## Thales SA

**Meeting Date:** 10/05/2023

**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 2.94 per Share	For	For
4	Approve Compensation of Patrice Caine, Chairman and CEO	For	For
5	Approve Compensation Report of Corporate Officers	For	For
6	Approve Remuneration Policy of Chairman and CEO	For	For
7	Approve Remuneration Policy of Directors	For	For
8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
9	Authorize up to 0.96 Percent of Issued Capital for Use in Restricted Stock Plans	For	Against
<p><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></p>			
10	Authorize up to 0.04 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Chairman and CEO	For	For
11	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
12	Authorize Filing of Required Documents/Other Formalities	For	For
13	Elect Marianna Nitsch as Director	For	For

## Wolters Kluwer NV

**Meeting Date:** 10/05/2023

**Country:** Netherlands

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2.c	Approve Remuneration Report	For	For
3.a	Adopt Financial Statements and Statutory Reports	For	For
3.c	Approve Dividends	For	For
4.a	Approve Discharge of Executive Board	For	For



## Wolters Kluwer NV

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4.b	Approve Discharge of Supervisory Board	For	For
5	Reelect Chris Vogelzang to Supervisory Board	For	For
6.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	For
6.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For
7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
8	Approve Cancellation of Shares	For	For
9	Approve KPMG Accountants N.V as Auditors	For	For

## Xinte Energy Co., Ltd.

**Meeting Date:** 10/05/2023

**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 Strategic Placement	For	For
1.7	Approve Method of Issuance	For	For
1.8	Approve Method of Pricing	For	For
1.9	Approve Method of Underwriting	For	For
1.10	Approve Distribution of the Accumulated Profit Prior to the A Share Offering and Listing	For	For
1.11	Approve Validity Period of the Resolution	For	For
2	Approve Extension of Validity Period of Mandate Granted to the Board to Handle Matters Related to the Proposed A Share Offering	For	For
3	Approve Participation in the Strategic Allotment Under the A Share Offering by Connected Persons	For	For

## Xinte Energy Co., Ltd.

**Meeting Date:** 10/05/2023

**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 Strategic Placement	For	For
1.7	Approve Method of Issuance	For	For
1.8	Approve Method of Pricing	For	For
1.9	Approve Method of Underwriting	For	For
1.10	Approve Distribution of the Accumulated Profit Prior to the A Share Offering and Listing	For	For
1.11	Approve Validity Period of the Resolution	For	For

## Agree Realty Corporation

**Meeting Date:** 11/05/2023

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Merrie S. Frankel	For	For
1.2	Elect Director John Rakolta, Jr.	For	For
1.3	Elect Director Jerome Rossi	For	For
2	Ratify Grant Thornton LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Advisory Vote on Say on Pay Frequency	One Year	One Year

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

## Autoliv, Inc.

**Meeting Date:** 11/05/2023

**Country:** USA

**Meeting Type:** Annual

## Autoliv, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Mikael Bratt	For	For
1.2	Elect Director Laurie Brlas	For	For
1.3	Elect Director Jan Carlson	For	For
1.4	Elect Director Hasse Johansson	For	For
1.5	Elect Director Leif Johansson	For	For
1.6	Elect Director Franz-Josef Kortum	For	For
1.7	Elect Director Frederic Lissalde	For	For
1.8	Elect Director Xiaozhi Liu	For	For
1.9	Elect Director Gustav Lundgren	For	For
1.10	Elect Director Martin Lundstedt	For	For
1.11	Elect Director Thaddeus J. "Ted" Senko	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 AB as Auditors	For	For

## Avantor, Inc.

**Meeting Date:** 11/05/2023

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Juan Andres	For	For
1b	Elect Director John Carethers	For	For
1c	Elect Director Lan Kang	For	For
1d	Elect Director Joseph Massaro	For	For
1e	Elect Director Mala Murthy	For	For
1f	Elect Director Jonathan Peacock	For	For
1g	Elect Director Michael Severino	For	For
1h	Elect Director Christi Shaw	For	For
1i	Elect Director Michael Stubblefield	For	For
1j	Elect Director Gregory Summe	For	For

## Avantor, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Ratify Deloitte & Touche LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against

*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.*

## Bayerische Motoren Werke AG

**Meeting Date:** 11/05/2023

**Country:** Germany

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 8.50 per Ordinary Share and EUR 8.52 per Preferred Share	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	For	For
4.1	Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal Year 2022	For	For
4.2	Approve Discharge of Supervisory Board Member Manfred Schoch for Fiscal Year 2022	For	For
4.3	Approve Discharge of Supervisory Board Member Stefan Quandt for Fiscal Year 2022	For	For
4.4	Approve Discharge of Supervisory Board Member Stefan Schmid for Fiscal Year 2022	For	For
4.5	Approve Discharge of Supervisory Board Member Kurt Bock for Fiscal Year 2022	For	For
4.6	Approve Discharge of Supervisory Board Member Christiane Benner for Fiscal Year 2022	For	For
4.7	Approve Discharge of Supervisory Board Member Marc Bitzer for Fiscal Year 2022	For	For
4.8	Approve Discharge of Supervisory Board Member Bernhard Ebner for Fiscal Year 2022	For	For
4.9	Approve Discharge of Supervisory Board Member Rachel Empey for Fiscal Year 2022	For	For

# Bayerische Motoren Werke AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4.10	Approve Discharge of Supervisory Board Member Heinrich Hiesinger for Fiscal Year 2022	For	For
4.11	Approve Discharge of Supervisory Board Member Johann Horn for Fiscal Year 2022	For	For
4.12	Approve Discharge of Supervisory Board Member Susanne Klatten for Fiscal Year 2022	For	For
4.13	Approve Discharge of Supervisory Board Member Jens Koehler for Fiscal Year 2022	For	For
4.14	Approve Discharge of Supervisory Board Member Gerhard Kurz for Fiscal Year 2022	For	For
4.15	Approve Discharge of Supervisory Board Member Andre Mandl for Fiscal Year 2022	For	For
4.16	Approve Discharge of Supervisory Board Member Dominique Mohabeer for Fiscal Year 2022	For	For
4.17	Approve Discharge of Supervisory Board Member Anke Schaeferkordt for Fiscal Year 2022	For	For
4.18	Approve Discharge of Supervisory Board Member Christoph Schmidt for Fiscal Year 2022	For	For
4.19	Approve Discharge of Supervisory Board Member Vishal Sikka for Fiscal Year 2022	For	For
4.20	Approve Discharge of Supervisory Board Member Sibylle Wankel for Fiscal Year 2022	For	For
4.21	Approve Discharge of Supervisory Board Member Thomas Wittig for Fiscal Year 2022	For	For
4.22	Approve Discharge of Supervisory Board Member Werner Zierer for Fiscal Year 2022	For	For
5	Approve Remuneration Report	For	Against
<p><i>Blended Rationale: A vote against is warranted because the performance period is less than 3 years:- The company does not operate a conventional long-term incentive plan with performance measured over a multi-year period. Instead, performance is measured over one year to derive a cash amount, which in turn must be fully reinvested into company shares, subject to a holding period of four years.</i></p>			
6	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023	For	For
7	Elect Kurt Bock to the Supervisory Board	For	Against
<p><i>Blended Rationale: A vote against is warranted as the nominee is the Chair of the Audit Committee which is not fully independent.</i></p>			
8.1	Approve Virtual-Only Shareholder Meetings Until 2025	For	For

# Bayerische Motoren Werke AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
8.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	For

# Bunge Limited

**Meeting Date:** 11/05/2023

**Country:** Bermuda

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Eliane Aleixo Lustosa de Andrade	For	For
1b	Elect Director Sheila Bair	For	For
1c	Elect Director Carol Browner	For	For
1e	Elect Director Gregory Heckman	For	For
1f	Elect Director Bernardo Hees	For	For
1g	Elect Director Michael Kobori	For	For
1h	Elect Director Monica McGurk	For	For
1i	Elect Director Kenneth Simril	For	For
1j	Elect Director Henry "Jay" Winship	For	For
1k	Elect Director Mark Zenuk	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	Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	For

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

# Cairn Homes Plc

**Meeting Date:** 11/05/2023

**Country:** Ireland

**Meeting Type:** Annual

## Cairn Homes Plc

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Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4a	Re-elect John Reynolds as Director	For	For
4b	Re-elect Michael Stanley as Director	For	For
4c	Re-elect Shane Doherty as Director	For	For
4d	Re-elect Gary Britton as Director	For	For
4e	Re-elect Giles Davies as Director	For	For
4f	Re-elect Linda Hickey as Director	For	For
4g	Re-elect Alan McIntosh as Director	For	For
4h	Re-elect Orla O'Gorman as Director	For	For
4i	Re-elect Julie Sinnamon as Director	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
10	Authorise the Company to Determine the Price Range at which Treasury Shares may be Re-issued Off-Market	For	For
11	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

## Clarkson Plc

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**Meeting Date:** 11/05/2023

**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

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Remuneration Report	For	Against
	<i>Blended Rationale: A vote AGAINST this item is warranted as the implementation of the annual bonus scheme, which is uncapped, has consistently resulted in excessive bonus payouts. This is again the case for FY2022, where the CEO earned an award of GBP 8,396,000. Repeated shareholder dissent has been observed against the remuneration report which appears to be attributed to the operation of the bonus scheme and the resulting quantum.</i>		
3	Approve Remuneration Policy	For	Against
	<i>Blended Rationale: A vote against is warranted as the new remuneration policy does not indicate that pension contributions for new executive directors will be aligned with the workforce: - The Company has not disclosed the pension contribution rate available to the wider workforce. At present, it is noted that current Executive Director pension contributions are not aligned with the rate available to the workforce "for contractual reasons". It may be inferred that, in light of this contractual matter, there is no roadmap to align the pension contributions with the wider workforce in the near future. A vote against is warranted due to a lack of disclosure provided by the company: - The Company has not disclosed a post-cessation shareholding policy. Also note that: The structure of the annual bonus plan (which includes a number of other concerns) remains uncapped for the incumbent Executive Directors, which has consistently resulted in significant bonus payments to the CEO.</i>		
4	Approve Final Dividend	For	For
5	Re-elect Laurence Hollingworth as Director	For	For
6	Re-elect Andi Case as Director	For	For
7	Re-elect Jeff Woyda as Director	For	For
8	Re-elect Martine Bond as Director	For	For
9	Re-elect Sue Harris as Director	For	For
10	Re-elect Tim Miller as Director	For	Against
	<i>Blended Rationale: A vote against is warranted due to concerns over poor corporate governance practices: - As Chair of the Remuneration Committee, Dr Tim Miller is considered ultimately accountable for the repeated material remuneration concerns. Further, year-on-year shareholder dissent continues to be demonstrated remaining largely unaddressed.</i>		
11	Re-elect Birger Nergaard as Director	For	For
12	Re-elect Heike Truol as Director	For	For
13	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
14	Authorise Board to Fix Remuneration of Auditors	For	For
15	Authorise Issue of Equity	For	For
16	Authorise UK Political Donations and Expenditure	For	For
17	Approve Long Term Incentive Plan	For	For
18	Approve Share Option Plan	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	For	For
20	Authorise Market Purchase of Ordinary Shares	For	For



## Clarkson Plc

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

## Costain Group Plc

Meeting Date: 11/05/2023

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Remuneration Policy	For	For
4	Elect Kate Rock as Director	For	For
5	Re-elect Alex Vaughan as Director	For	For
6	Re-elect Helen Willis as Director	For	For
7	Re-elect Bishoy Azmy as Director	For	For
8	Re-elect Neil Crockett as Director	For	For
9	Re-elect Jacqueline de Rojas as Director	For	For
10	Re-elect Fiona MacAulay as Director	For	For
11	Re-elect Tony Quinlan as Director	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
13	Authorise Board to Fix Remuneration of Auditors	For	For
14	Authorise UK Political Donations and Expenditure	For	For
15	Authorise Issue of Equity	For	For
16	Approve Long-Term Incentive Plan	For	For
17	Approve Share Deferral Plan	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

## Edenred SA

**Meeting Date:** 11/05/2023

**Country:** France

**Meeting Type:** Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Allocation of Income and Dividends of EUR 1 per Share	For	For
4	Approve Remuneration Policy of Chairman and CEO	For	For
5	Approve Remuneration Policy of Directors	For	For
6	Approve Remuneration of Directors in the Aggregate Amount of EUR 840,000	For	For
7	Approve Compensation Report of Corporate Officers	For	For
8	Approve Compensation of Bertrand Dumazy, Chairman and CEO	For	For
9	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For
10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
11	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans Under Performance Conditions	For	For
12	Authorize Filing of Required Documents/Other Formalities	For	For

## HeidelbergCement AG

**Meeting Date:** 11/05/2023

**Country:** Germany

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 2.60 per Share	For	For
3.1	Approve Discharge of Management Board Member Dominik von Achten for Fiscal Year 2022	For	For
3.2	Approve Discharge of Management Board Member Rene Aldach for Fiscal Year 2022	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3.3	Approve Discharge of Management Board Member Kevin Gluskie for Fiscal Year 2022	For	For
3.4	Approve Discharge of Management Board Member Hakan Gurdal for Fiscal Year 2022	For	For
3.5	Approve Discharge of Management Board Member Ernest Jelito for Fiscal Year 2022	For	For
3.6	Approve Discharge of Management Board Member Nicola Kimm for Fiscal Year 2022	For	For
3.7	Approve Discharge of Management Board Member Dennis Lentz for Fiscal Year 2022	For	For
3.8	Approve Discharge of Management Board Member Jon Morrish for Fiscal Year 2022	For	For
3.9	Approve Discharge of Management Board Member Chris Ward for Fiscal Year 2022	For	For
4.1	Approve Discharge of Supervisory Board Member Fritz-Juergen Heckmann for Fiscal Year 2022	For	For
4.2	Approve Discharge of Supervisory Board Member Bernd Scheifele for Fiscal Year 2022	For	For
4.3	Approve Discharge of Supervisory Board Member Heinz Schmitt for Fiscal Year 2022	For	For
4.4	Approve Discharge of Supervisory Board Member Barbara Breuninger for Fiscal Year 2022	For	For
4.5	Approve Discharge of Supervisory Board Member Birgit Jochens for Fiscal Year 2022	For	For
4.6	Approve Discharge of Supervisory Board Member Ludwig Merckle for Fiscal Year 2022	For	For
4.7	Approve Discharge of Supervisory Board Member Tobias Merckle for Fiscal Year 2022	For	For
4.8	Approve Discharge of Supervisory Board Member Luka Mucic for Fiscal Year 2022	For	For
4.9	Approve Discharge of Supervisory Board Member Ines Ploss for Fiscal Year 2022	For	For
4.10	Approve Discharge of Supervisory Board Member Peter Riedel for Fiscal Year 2022	For	For
4.11	Approve Discharge of Supervisory Board Member Werner Schraeder for Fiscal Year 2022	For	For

# HeidelbergCement AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4.12	Approve Discharge of Supervisory Board Member Margret Suckale for Fiscal Year 2022	For	For
4.13	Approve Discharge of Supervisory Board Member Sopna Sury for Fiscal Year 2022	For	For
4.14	Approve Discharge of Supervisory Board Member Marion Weissenberger-Eibl for Fiscal Year 2022	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023	For	For
6	Approve Remuneration Report	For	For
7	Amend Affiliation Agreement with HeidelbergCement International Holding GmbH	For	For
8	Change Company Name to Heidelberg Materials AG	For	For
9	Approve Remuneration Policy for the Supervisory Board	For	For
10	Approve Virtual-Only Shareholder Meetings Until 2025	For	For
11	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	For	For
12	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For
13	Authorize Use of Financial Derivatives when Repurchasing Shares	For	For
14	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 115.8 Million Pool of Capital to Guarantee Conversion Rights	For	For

## Hiscox Ltd.

**Meeting Date:** 11/05/2023

**Country:** Bermuda

**Meeting Type:** Annual

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

## Hiscox Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Approve Remuneration Report	For	Against
	<i>Blended Rationale: A vote against is warranted because recruitment awards are not awarded in the form of shares or are not subject to performance criteria: - Paul Cooper forfeited a bonus of GBP 355,783 as a result of his resignation from M&amp;G plc. He was compensated with a cash payment of GBP 253,470 in May 2022 and the remaining bonus was delivered in Hiscox shares with three-year cliff vesting, mirroring the structure of his forfeited award. Paul Cooper received awards to compensate for remuneration arrangements forfeited on leaving his previous employer.</i>		
4	Approve Final Dividend	For	For
5	Re-elect Robert Childs as Director	For	For
6	Elect Paul Cooper as Director	For	For
7	Re-elect Donna DeMaio as Director	For	For
8	Re-elect Michael Goodwin as Director	For	For
9	Re-elect Thomas Huerlimann as Director	For	For
10	Re-elect Hamayou Akbar Hussain as Director	For	For
11	Re-elect Colin Keogh as Director	For	For
12	Re-elect Anne MacDonald as Director	For	For
13	Re-elect Constantinos Miranthis as Director	For	For
14	Re-elect Joanne Musselle as Director	For	For
15	Re-elect Lynn Pike as Director	For	For
16	Reappoint PricewaterhouseCoopers Ltd as Auditors	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
18	Authorise Issue of Equity	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
21	Authorise Market Purchase of Ordinary Shares	For	For

## Kenmare Resources Plc

**Meeting Date:** 11/05/2023

**Country:** Ireland

**Meeting Type:** Annual

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

## Kenmare Resources Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4a	Re-elect Michael Carvill as Director	For	For
4b	Re-elect Mette Dobel as Director	For	For
4c	Re-elect Elaine Dorward-King as Director	For	For
4d	Re-elect Clever Fonseca as Director	For	For
4e	Re-elect Graham Martin as Director	For	For
4f	Re-elect Deirdre Somers as Director	For	For
4g	Re-elect Andrew Webb as Director	For	For
4h	Elect Tom Hickey as Director	For	For
4i	Elect Issa Al Balushi as Director	For	For
5	Authorise Board to Fix Remuneration of Auditors	For	For
6	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
7	Approve Remuneration Policy	For	For
8	Authorise Issue of Equity	For	For
9	Authorise Issue of Equity without Pre-emptive Rights	For	For
10	Authorise Market Purchase of Ordinary Shares	For	For
11	Determine the Price Range at which Treasury Shares may be Re-issued Off-Market	For	For

## LPL Financial Holdings Inc.

**Meeting Date:** 11/05/2023

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Dan H. Arnold	For	For
1b	Elect Director Edward C. Bernard	For	For
1c	Elect Director H. Paulett Eberhart	For	For
1d	Elect Director William F. Glavin, Jr.	For	For
1e	Elect Director Albert J. Ko	For	For
1f	Elect Director Allison H. Mnookin	For	For
1g	Elect Director Anne M. Mulcahy	For	For

## LPL Financial Holdings Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1h	Elect Director James S. Putnam	For	For
1i	Elect Director Richard P. Schifter	For	For
1j	Elect Director Corey E. Thomas	For	For
2	Ratify Deloitte & Touche LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	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.*

## Norfolk Southern Corporation

**Meeting Date:** 11/05/2023

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Thomas D. Bell, Jr.	For	For
1b	Elect Director Mitchell E. Daniels, Jr.	For	For
1c	Elect Director Marcela E. Donadio	For	For
1d	Elect Director John C. Huffard, Jr.	For	For
1e	Elect Director Christopher T. Jones	For	For
1f	Elect Director Thomas C. Kelleher	For	For
1g	Elect Director Steven F. Leer	For	For
1h	Elect Director Michael D. Lockhart	For	For
1i	Elect Director Amy E. Miles	For	For
1j	Elect Director Claude Mongeau	For	For
1k	Elect Director Jennifer F. Scanlon	For	For
1l	Elect Director Alan H. Shaw	For	For
1m	Elect Director John R. Thompson	For	For
2	Ratify KPMG LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	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.*

# Norfolk Southern Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For

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

# Renault SA

**Meeting Date:** 11/05/2023      **Country:** France  
**Meeting Type:** Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Allocation of Income and Dividends of EUR 0.25 per Share	For	For
4	Receive Auditor's Special Reports Re: Remuneration of Redeemable Shares	For	For
5	Approve Auditors' Special Report on Related-Party Transactions and Mentioning the Absence of New Transactions	For	For
6	Reelect Jean-Dominique Senard as Director	For	For
7	Reelect Annette Winkler as Director	For	For
8	Elect Luca de Meo as Director	For	For
9	Approve Compensation Report of Corporate Officers	For	For
10	Approve Compensation of Jean-Dominique Senard, Chairman of the Board	For	For
11	Approve Compensation of Luca de Meo, CEO	For	For
12	Approve Remuneration Policy of Chairman of the Board	For	For
13	Approve Remuneration Policy of CEO	For	Against
<p><i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company:- The company does not provide any specific rationale to support the allocation either for an 30%-additional allocation in Renault shares, or in the equivalent in Ampere shares.- The company provides the nature of performance criteria. However, regarding the TSR-related criterion, it does not provide whether the value will be analysed in absolute value or relatively to peers, which if in such case, are not disclosed. The company does not provide with the weighting of the performance criteria.</i></p>			
14	Approve Remuneration Policy of Directors	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For



## Renault SA

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

## SAP SE

Meeting Date: 11/05/2023

Country: Germany

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 2.05 per Share	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	For	For
5	Approve Remuneration Report	For	For
6	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For
7	Authorize Use of Financial Derivatives when Repurchasing Shares	For	For
8.1	Elect Jennifer Xin-Zhe Li to the Supervisory Board	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>			
8.2	Elect Qi Lu to the Supervisory Board	For	For
8.3	Elect Punit Renjen to the Supervisory Board	For	For
9	Approve Remuneration Policy for the Management Board	For	Against
<i>Blended Rationale: A vote against is warranted because payments in the event of change of control are excessive:- In the event of a change of control, the PSUs vest immediately on a pro rata basis plus 50 percent of PSUs which would otherwise be forfeited (18.75 percent forfeiture of the total amount). Such a provision is not aligned with G. 14 of the German Corporate Governance Code, which states, "change of control clauses that commit to benefits in the case of early termination of management board member's contract due to change of control should not be agreed upon."</i>			
10	Approve Remuneration Policy for the Supervisory Board	For	For
11.1	Approve Virtual-Only Shareholder Meetings Until 2025	For	For
11.2	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	For	For

# Steel Dynamics, Inc.

Meeting Date: 11/05/2023

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 Kenneth W. Cornew	For	For
1.4	Elect Director Traci M. Dolan	For	For
1.5	Elect Director James C. Marcuccilli	For	For
1.6	Elect Director Bradley S. Seaman	For	For
1.7	Elect Director Gabriel L. Shaheen	For	For
1.8	Elect Director Luis M. Sierra	For	For
1.9	Elect Director Steven A. Sonnenberg	For	For
1.10	Elect Director Richard P. Teets, Jr.	For	For
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>			
4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
5	Approve Omnibus Stock Plan	For	For
6	Adopt Majority Voting for Uncontested Election of Directors	For	For

# Universal Music Group NV

Meeting Date: 11/05/2023

Country: Netherlands

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Approve Remuneration Report	For	Against
<i>Blended Rationale: A vote against is warranted because the vesting period is less than 3 years: - The deputy CEO received a special one-time award of 7,500 restricted stock units, which are no longer performance based and which vest after only one year. Also note that: The CEO and deputy CEO's base salary increased by 17 percent and 33 percent without providing any compelling rationale. The CEO receives an additional one-off contingent bonus for which it is unclear how the performance assessment was implemented. The total quantum of CEO pay for 2022, reaching EUR 47.3 million, is 12.4x higher than the median of peers. Last, the company provided limited response to last year significant dissent on the remuneration report.</i>			
4	Adopt Financial Statements	For	For
5.b	Approve Dividends	For	For

# Universal Music Group NV

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6.a	Approve Discharge of Executive Directors	For	For
6.b	Approve Discharge of Non-Executive Directors	For	For
7.a	Reelect Lucian Grainge as Executive Director	For	For
7.b	Approve Supplement to the Company's Remuneration Policy in Respect of Lucian Grainge	For	Against
<i>Blended Rationale: A vote against is warranted because severance payment is excessive: - The company proposes excessive termination payments beyond the level of two year base salary, not in line with best corporate governance market practices. Also note that: The company did not provide any compelling rationale regarding the grant of a one-time transition award of USD 100 million, further increasing the total quantum of pay, which is already considered to be excessive.</i>			
8.a	Reelect Sherry Lansing as Non-Executive Director	For	For
8.b	Reelect Anna Jones as Non-Executive Director	For	For
8.c	Reelect Luc van Os 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. A vote against is warranted as the nominee is a non-independent NED and serves on the Audit Committee, which is not fully independent.</i>			
8.d	Elect Haim Saban as Non-Executive Director	For	For
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
10	Ratify Auditors	For	For

# Videndum Plc

**Meeting Date:** 11/05/2023

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Policy	For	For
3	Approve Remuneration Report	For	Against
<i>Blended Rationale: A vote against is warranted because recruitment awards are not awarded in the form of shares or are not subject to performance criteria: - Before being appointed a Director on 13 December 2022, Andrea Rigamonti had been given a RSP award of shares in the Company that vest on the basis of remaining in employment with Videndum at a fixed date. The RSP award was put in place when he joined Videndum in October 2021 as part of the measures to compensate for other share incentives held with a previous employer. Andrea Rigamonti was awarded 8,622 shares at a share price of GBP 14.65. The total value of the award is GBP 126,312.</i>			
4	Approve Final Dividend	For	For
5	Re-elect Ian McHoul as Director	For	For

## Videndum Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6	Re-elect Stephen Bird as Director	For	For
7	Elect Andrea Rigamonti as Director	For	For
8	Elect Anna Vikstrom Persson as Director	For	For
9	Re-elect Erika Schraner as Director	For	For
10	Elect Tete Soto as Director	For	For
11	Re-elect Caroline Thomson as Director	For	For
12	Re-elect Richard Tyson as Director	For	For
13	Reappoint Deloitte LLP as Auditors	For	For
14	Authorise Board to Fix Remuneration of Auditors	For	For
15	Approve Long-Term Incentive Plan	For	For
16	Adopt New Articles of Association	For	For
17	Authorise Issue of Equity	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	For	For
19	Authorise Market Purchase of Ordinary Shares	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

## W.A.G. Payment Solutions Plc

**Meeting Date:** 11/05/2023

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Re-elect Paul Manduca as Director	For	For
4	Re-elect Martin Vohanka as Director	For	For
5	Re-elect Mirjana Blume as Director	For	For
6	Re-elect Sharon Baylay-Bell as Director	For	For
7	Re-elect Morgan Seigler as Director	For	For
8	Re-elect Susan Hooper as Director	For	For

## W.A.G. Payment Solutions Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
9	Re-elect Caroline Brown as Director	For	Abstain
<i>Blended Rationale: An ABSTAIN vote for this resolution is appropriate in light of Caroline Brown's departure and the Company's announcement that the resolution will be withdrawn at the AGM.</i>			
10	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
11	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For
12	Authorise UK Political Donations and Expenditure	For	For
13	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>			
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

## ANSYS, Inc.

**Meeting Date:** 12/05/2023

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Robert M. Calderoni	For	For
1b	Elect Director Glenda M. Dorchak	For	For
1c	Elect Director Ajei S. Gopal	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	Declassify the Board of Directors	For	For

## HUTCHMED (China) Limited

Meeting Date: 12/05/2023

Country: Cayman Islands

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2A	Elect To Chi Keung, Simon as Director	For	For
2B	Elect Weiguo Su as Director	For	For
2C	Elect Cheng Chig Fung, Johnny as Director	For	For
2D	Elect Dan Eldar as Director	For	For
2E	Elect Edith Shih as Director	For	For
2F	Elect Lefei Sun as Director	For	For
2G	Elect Paul Rutherford Carter as Director	For	For
2H	Elect Graeme Allan Jack as Director	For	For
2I	Elect Mok Shu Kam, Tony as Director	For	For
3	Approve PricewaterhouseCoopers and PricewaterhouseCoopers Zhong Tian LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
4	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	For
5	Authorize Repurchase of Issued Share Capital	For	For

## Ping An Insurance (Group) Company of China, Ltd.

Meeting Date: 12/05/2023

Country: China

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	For	For
2	Approve Report of the Supervisory Committee	For	For
3	Approve Annual Report and Its Summary	For	For
4	Approve Financial Statements and Statutory Reports	For	For

# Ping An Insurance (Group) Company of China, Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5	Approve Profit Distribution Plan and Proposed Declaration and Distribution of Final Dividends	For	For
6	Approve Ernst & Young Hua Ming LLP as PRC Auditor and Ernst & Young as International Auditor and Authorize Board to Fix Their Remuneration	For	For
7	Elect Wang Guangqian as Director	For	For
8	Approve Issuance of Debt Financing Instruments	For	For
9	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional H Shares	For	For

## Sinotrans Limited

**Meeting Date:** 12/05/2023

**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 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>			
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 Reduction of Registered Capital and Amend Articles of Association	For	For
6	Approve Work Report of the Board	For	For
7	Approve Work Report of the Supervisory Committee	For	For
8	Approve Final Financial Accounts Report	For	For
9	Approve Annual Report and Its Summary	For	For
10	Approve Financial Budget	For	For
11	Approve Profit Distribution Plan	For	For

## Sinotrans Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
12	Approve Grant of Authorization to the Board to Decide on the Interim Profit Distribution Plan	For	For
13	Approve ShineWing Certified Public Accountants LLP as Auditor for Financial Reports and Internal Control and Authorize Board to Fix Their Remuneration	For	For

## Sinotrans Limited

Meeting Date: 12/05/2023

Country: China

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Authorize Repurchase of Issued H Share Capital	For	For
2	Approve Reduction of Registered Capital and Amend Articles of Association	For	For

## Teradyne, Inc.

Meeting Date: 12/05/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Timothy E. Guertin	For	For
1b	Elect Director Peter Herweck	For	For
1c	Elect Director Mercedes Johnson	For	For
1d	Elect Director Ernest E. Maddock	For	For
1e	Elect Director Marilyn Matz	For	For
1f	Elect Director Gregory S. Smith	For	For
1g	Elect Director Ford Tamer	For	For
1h	Elect Director Paul J. Tufano	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

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



## Teradyne, Inc.

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

## Vulcan Materials Company

Meeting Date: 12/05/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Melissa H. Anderson	For	For
1b	Elect Director O. B. Grayson Hall, Jr.	For	For
1c	Elect Director Lydia H. Kennard	For	For
1d	Elect Director James T. Prokopanko	For	For
1e	Elect Director George Willis	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Advisory Vote on Say on Pay Frequency	One Year	One Year
<i>Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.</i>			
4	Ratify Deloitte & Touche LLP as Auditors	For	For

## Weyerhaeuser Company

Meeting Date: 12/05/2023

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

## Weyerhaeuser Company

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

## Zimmer Biomet Holdings, Inc.

Meeting Date: 12/05/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Christopher B. Begley	For	For
1b	Elect Director Betsy J. Bernard	For	For
1c	Elect Director Michael J. Farrell	For	For
1d	Elect Director Robert A. Hagemann	For	For
1e	Elect Director Bryan C. Hanson	For	For
1f	Elect Director Arthur J. Higgins	For	For
1g	Elect Director Maria Teresa Hilado	For	For
1h	Elect Director Syed Jafry	For	For
1i	Elect Director Sreelakshmi Kolli	For	For
1j	Elect Director Michael W. Michelson	For	For
2	Ratify PricewaterhouseCoopers 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>			

## Ipsos SA

Meeting Date: 15/05/2023

Country: France

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Allocation of Income and Dividends of EUR 1.35 per Share	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New 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	Reelect Patrick Artus as Director	For	For
6	Reelect Ben Page as Director	For	For
7	Reelect Eliane Rouyer-Chevalier as Director	For	For
8	Reelect Laurence Stoclet as Director	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is a non-independent NED and serves on the Audit Committee, which is not fully independent.</i>			
9	Elect Angels Martin Munoz as Director	For	For
10	Elect Florence Parly as Director	For	For
11	Renew Appointment of Grant Thornton as Auditor	For	For
12	Approve Remuneration of Directors in the Aggregate Amount of EUR 625,000	For	For
13	Approve Compensation of Ben Page, CEO	For	For
14	Approve Compensation of Didier Truchot, Chairman of the Board	For	For
15	Approve Compensation of Laurence Stoclet, Vice-CEO from January 1, 2022 to September 30, 2022 (Advisory)	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.- The company does not disclose the post-mandate treatment of unvested LTIPs. A vote against is warranted because severance payment is excessive:- Laurence Stoclet's mandate as Vice-CEO was ended on September 30, 2022. As it was paid under the working contract, the company does not disclose whether this termination package was subject to performance conditions. The sum of all the terminations items paid under her working contract exceed the recommended cap of twice the reference remuneration. Upon engagement, the company explains that the package cap was calculated on the basis of 200 percent of the Vice-CEO's base salary, annual bonus and granted LTIP. This is not in line with market practice and with recommendations of the Afep-Medef governance code, that bases reference remuneration on salary and annual bonus.*

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
16	Approve Compensation of Henri Wallard, Vice-CEO from January 1, 2022 to May 17, 2022 (Advisory)	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.- The company does not disclose the post-mandate treatment of unvested LTIPs.A vote against is warranted because severance payment is excessive:- Henri Wallard retired during FY under review. His conventional retirement rights amount to EUR 148,025. In addition, under his working contract, he is subject to a one-year non-compete clause, paid one year of reference remuneration. Henri Wallard was entitled to a conscience clause paid one year of reference remuneration in case of changes to the group's organization or governance. This clause was not used, but the Board decided to convert it to a one-year extension of the non-compete clause, paid one year of reference remuneration. The sum of all the terminations items paid under his working contract exceed the recommended cap of twice the reference remuneration. Upon engagement, the company explains that the package's cap was calculated on the basis of 200 percent the Vice-CEO's base salary, annual bonus and granted LTIP. This is not in line with market practice and with recommendations of the Afep-Medef governance code, that bases reference remuneration on salary and annual bonus.</i></p>			
17	Approve Remuneration Policy of CEO	For	For
18	Approve Remuneration Policy of Chairman of the Board	For	For
19	Approve Remuneration Policy of Directors	For	For
20	Approve Compensation Report of Corporate Officers	For	Abstain
<p><i>Blended Rationale: An abstention is warranted as we have made our concern clear by voting against other issues relating to remuneration.</i></p>			
21	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
22	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
23	Authorize up to 1.30 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached	For	For
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
25	Authorize Filing of Required Documents/Other Formalities	For	For

## Baker Hughes Company

**Meeting Date:** 16/05/2023

**Country:** USA

**Meeting Type:** Annual

# Baker Hughes Company

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director W. Geoffrey Beattie	For	For
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 Lynn L. Elsenhans	For	For
1.7	Elect Director John G. Rice	For	For
1.8	Elect Director Lorenzo Simonelli	For	For
1.9	Elect Director Mohsen Sohi	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify KPMG LLP as Auditors	For	For
4	Advisory Vote on Say on Pay Frequency	One Year	One Year

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

# BIM Birlesik Magazalar AS

**Meeting Date:** 16/05/2023

**Country:** Turkey

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Open Meeting, Elect Presiding Council of Meeting and Authorize Presiding Council to Sign Minutes of Meeting	For	For
2	Accept Board Report	For	For
3	Accept Audit Report	For	For
4	Accept Financial Statements	For	For
5	Approve Discharge of Board	For	For
6	Approve Allocation of Income	For	For
7	Elect Directors and Approve Their Remuneration	For	For

## BIM Birlesik Magazalar AS

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
8	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	For	For
12	Ratify External Auditors	For	For

## BNP Paribas SA

**Meeting Date:** 16/05/2023

**Country:** France

**Meeting Type:** Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Allocation of Income and Dividends of EUR 3.90 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 Lemierre as Director	For	For
7	Reelect Jacques Aschenbroich as Director	For	For
8	Reelect Monique Cohen as Director	For	For
9	Reelect Daniela Schwarzer 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
15	Approve Compensation of Jean-Laurent Bonnafe, CEO	For	For
16	Approve Compensation of Yann Gerardin, Vice-CEO	For	For
17	Approve Compensation of Thierry Laborde, Vice-CEO	For	For

## BNP Paribas SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
18	Approve the Overall Envelope of Compensation of Certain Senior Management, Responsible Officers and the Risk-takers	For	For
19	Approve Issuance of Super-Subordinated Contingent Convertible Bonds without Preemptive Rights for Private Placements, up to 10 Percent of Issued Capital	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
21	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
22	Amend Article 14 of Bylaws Re: Age Limit of Chairman of the Board	For	For
23	Authorize Filing of Required Documents/Other Formalities	For	For

## Coface SA

**Meeting Date:** 16/05/2023

**Country:** France

**Meeting Type:** Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Allocation of Income and Dividends of EUR 1.52 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	Approve Compensation Report of Corporate Officers	For	For
7	Approve Compensation of Bernardo Sanchez Incera, Chairman of the Board	For	For
8	Approve Compensation of Xavier Durand, CEO	For	For
9	Approve Remuneration Policy of Directors	For	For
10	Approve Remuneration Policy of Chairman of the Board	For	For
11	Approve Remuneration Policy of CEO	For	For

## Coface SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
12	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
13	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
14	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	For	For
15	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached	For	Against
<p><i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company; - The performance conditions are not disclosed. The company explains that the entirety of awards granted to corporate officers under this authorization will be subject to performance conditions but does not disclose further information. - The performance period is not disclosed.</i></p>			
16	Authorize Filing of Required Documents/Other Formalities	For	For

## ConocoPhillips

**Meeting Date:** 16/05/2023

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Dennis V. Arriola	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
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	For



# ConocoPhillips

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Advisory Vote on Say on Pay Frequency	None	One Year
<i>Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.</i>			
5	Provide Right to Call Special Meeting	For	For
6	Approve Omnibus Stock Plan	For	Against
<i>Blended Rationale: A vote against is warranted because payments in the event of change of control are excessive:- Unvested time-based equity awards would accelerate if not assumed.</i>			
7	Require Independent Board Chair	Against	For
<i>Blended Rationale: Artemis supports the separation of Chairman and CEO.</i>			
8	Adopt Share Retention Policy For Senior Executives	Against	For
<i>Blended Rationale: Artemis supports proposals for best practice regarding director pay.</i>			
9	Report on Tax Transparency	Against	Against
10	Report on Lobbying Payments and Policy	Against	Against

# Enovis Corporation

**Meeting Date:** 16/05/2023

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Matthew L. Trerotola	For	For
1b	Elect Director Barbara W. Bodem	For	For
1c	Elect Director Liam J. Kelly	For	For
1d	Elect Director Angela S. Lalor	For	For
1e	Elect Director Philip A. Okala	For	For
1f	Elect Director Christine Ortiz	For	For
1g	Elect Director A. Clayton Perfall	For	For
1h	Elect Director Brady R. Shirley	For	For
1i	Elect Director Rajiv Vinnakota	For	For
1j	Elect Director Sharon Wienbar	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
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.*

# Enovis Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5	Approve Nonqualified Employee Stock Purchase Plan	For	For

## FDM Group (Holdings) Plc

**Meeting Date:** 16/05/2023

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Re-elect Andrew Brown as Director	For	For
5	Re-elect Roderick Flavell as Director	For	For
6	Re-elect Sheila Flavell as Director	For	For
7	Re-elect Michael McLaren as Director	For	For
8	Re-elect Alan Kinnear as Director	For	For
9	Re-elect David Lister as Director	For	For
10	Re-elect Jacqueline de Rojas as Director	For	For
11	Re-elect Michelle Senecal de Fonseca as Director	For	For
12	Re-elect Peter Whiting as Director	For	For
13	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
14	Authorise Board to Fix Remuneration of Auditors	For	For
15	Authorise Issue of Equity	For	For
16	Authorise 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

Meeting Date: 16/05/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Linda B. Bammann	For	For
1b	Elect Director Stephen B. Burke	For	For
1c	Elect Director Todd A. Combs	For	For
1d	Elect Director James S. Crown	For	For
1e	Elect Director Alicia Boler Davis	For	For
1f	Elect Director James Dimon	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 Timothy P. Flynn	For	For
1h	Elect Director Alex Gorsky	For	For
1i	Elect Director Mellody Hobson	For	For
1j	Elect Director Michael A. Neal	For	For
1k	Elect Director Phebe N. Novakovic	For	For
1l	Elect Director Virginia M. Rometty	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Advisory Vote on Say on Pay Frequency	One Year	One Year
<i>Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.</i>			
4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
5	Require Independent Board Chair	Against	For
<i>Blended Rationale: Artemis supports the separation of Chairman and CEO.</i>			
6	Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	Against	Against
7	Amend Public Responsibility Committee Charter to Include Animal Welfare	Against	Against
8	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For
<i>Blended Rationale: Artemis supports proposals that enhance shareholder rights.</i>			
9	Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets	Against	For
<i>Blended Rationale: A vote FOR this resolution is warranted. Additional disclosure about the company's climate transition plan would help shareholders better evaluate the company's strategy around the transition to a low-carbon economy and the company's management of related risks and opportunities.</i>			

## JPMorgan Chase & Co.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
10	Report on Risks Related to Discrimination Against Individuals Including Political Views	Against	Against
11	Report on Political Expenditures Congruence	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted, as a report on the company's congruence of political expenditures with stated values would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political partnerships.</i>			
12	Disclose 2030 Absolute GHG Reduction Targets Associated with Lending and Underwriting	Against	Against

## Motorola Solutions, Inc.

**Meeting Date:** 16/05/2023

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Gregory Q. Brown	For	For
1b	Elect Director Kenneth D. Denman	For	For
1c	Elect Director Egon P. Durban	For	Against
<i>Blended Rationale: A vote against is warranted due to concerns over the number of directorships held by the nominee:- Egon Durban serves on the boards of more than five publicly-traded companies (six in total).</i>			
1d	Elect Director Ayanna M. Howard	For	For
1e	Elect Director Clayton M. Jones	For	For
1f	Elect Director Judy C. Lewent	For	For
1g	Elect Director Gregory K. Mondre	For	For
1h	Elect Director Joseph M. Tucci	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Advisory Vote on Say on Pay Frequency	One Year	One Year

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

## National Retail Properties, Inc.

**Meeting Date:** 16/05/2023

**Country:** USA

**Meeting Type:** Annual

# National Retail Properties, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Pamela K.M. Beall	For	For
1b	Elect Director Steven D. Cosler	For	For
1c	Elect Director David M. Fick	For	For
1d	Elect Director Edward J. Fritsch	For	For
1e	Elect Director Elizabeth C. Gulacsy	For	For
1f	Elect Director Kevin B. Habicht	For	For
1g	Elect Director Betsy D. Holden	For	For
1h	Elect Director Stephen A. Horn, Jr.	For	For
1i	Elect Director Kamau O. Witherspoon	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Advisory Vote on Say on Pay Frequency	One Year	One Year
<i>Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.</i>			
4	Amend Omnibus Stock Plan	For	For
5	Ratify Ernst & Young LLP as Auditors	For	For

# NIBE Industrier AB

Meeting Date: 16/05/2023

Country: Sweden

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Elect Chair of Meeting	For	For
3	Prepare and Approve List of Shareholders	For	For
4	Approve Agenda of Meeting	For	For
5	Designate Inspector(s) of Minutes of Meeting	For	For
6	Acknowledge Proper Convening of Meeting	For	For
9.a	Accept Financial Statements and Statutory Reports	For	For
9.b	Approve Allocation of Income and Dividends of SEK 0.65 Per Share	For	For
9.c	Approve Discharge of Board and President	For	For

## NIBE Industrier AB

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
10	Determine Number of Members (7) and Deputy Members (0) of Board	For	For
11	Determine Number of Auditors (1) and Deputy Auditors (0)	For	For
12	Approve Remuneration of Directors in the Amount of SEK 1 Million for Chair and SEK 500,000 for Other Directors; Approve Remuneration of Auditors	For	For
13	Reelect Georg Brunstam, Jenny Larsson, Gerteric Lindquist, Hans Linnarson (Chair), Anders Palsson, Eva Karlsson and Eva Thunholm as Directors	For	Abstain
<i>Blended Rationale: An abstention is warranted because the aggregate level of independence is below 50 percent (43 percent). Also, the candidate Georg Brunstam is overboarded and the key committees are insufficiently independent. The corporate governance of the company is relatively uncontroversial.</i>			
14	Ratify KPMG as Auditors	For	For
15	Approve Remuneration Report	For	For
16	Approve Creation of Pool of Capital without Preemptive Rights	For	For
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	For

## Synthomer Plc

**Meeting Date:** 16/05/2023

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Policy	For	For
3	Approve Remuneration Report	For	For
4	Re-elect Michael Willome as Director	For	For
5	Re-elect Alexander Catto as Director	For	For
6	Re-elect Dato' Lee Hau Hian as Director	For	For
7	Re-elect Holly Van Deursen as Director	For	For
8	Re-elect Roberto Gualdoni as Director	For	For
9	Re-elect Caroline Johnstone as Director	For	For
10	Elect Lily Liu as Director	For	For
11	Elect Ian Tyler as Director	For	For

## Synthomer Plc

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

## Tesla, Inc.

Meeting Date: 16/05/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Elon Musk	For	For
1.2	Elect Director Robyn Denholm	For	Against
<i>Blended Rationale: A vote against is warranted due to concerns over poor corporate governance practices: - A vote AGAINST audit committee chair Robyn Denholm is warranted given concerns on the risk oversight function of the board, in light of the pledging of a significant amount of the company's stock by certain directors and executives.</i>			
1.3	Elect Director JB Straubel	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Advisory Vote on Say on Pay Frequency	Three Years	One Year
<i>Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.</i>			
4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
5	Report on Key-Person Risk and Efforts to Ameliorate It	Against	Against

# The Hershey Company

Meeting Date: 16/05/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Pamela M. Arway	For	For
1.2	Elect Director Michele G. Buck	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 corporate governance.</i>			
1.3	Elect Director Victor L. Crawford	For	For
1.4	Elect Director Robert M. Dutkowsky	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 members Anthony Palmer, Robert Dutkowsky, James Katzman, Robert Malcom, and Juan Perez due to the company's multi-class structure which is not subject to a reasonable time-based sunset provision.</i>			
1.5	Elect Director Mary Kay Haben	For	For
1.6	Elect Director James C. Katzman	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 members Anthony Palmer, Robert Dutkowsky, James Katzman, Robert Malcom, and Juan Perez due to the company's multi-class structure which is not subject to a reasonable time-based sunset provision.</i>			
1.7	Elect Director M. Diane Koken	For	For
1.8	Elect Director Huong Maria T. Kraus	For	For
1.9	Elect Director Robert M. Malcolm	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 members Anthony Palmer, Robert Dutkowsky, James Katzman, Robert Malcom, and Juan Perez due to the company's multi-class structure which is not subject to a reasonable time-based sunset provision.</i>			
1.10	Elect Director Anthony J. Palmer	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 members Anthony Palmer, Robert Dutkowsky, James Katzman, Robert Malcom, and Juan Perez due to the company's multi-class structure which is not subject to a reasonable time-based sunset provision.</i>			
1.11	Elect Director Juan R. Perez	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 members Anthony Palmer, Robert Dutkowsky, James Katzman, Robert Malcom, and Juan Perez due to the company's multi-class structure which is not subject to a reasonable time-based sunset provision.</i>			
2	Ratify Ernst & Young 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	Report on Human Rights Impacts of Living Wage & Income Position Statement	Against	Against



# Burlington Stores, Inc.

Meeting Date: 17/05/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Ted English	For	For
1b	Elect Director Jordan Hitch	For	For
1c	Elect Director Mary Ann Tocio	For	For
2	Ratify Deloitte & Touche LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against

*Blended Rationale: A vote against is warranted because the performance period is less than 3 years:- PSU payouts for all NEOs, including the CEO, are based on adjusted EPS growth, and measured on an annual basis with targets set at the time of the initial award.*

# Chubb Limited

Meeting Date: 17/05/2023

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2.1	Allocate Disposable Profit	For	For
2.2	Approve Dividend Distribution From Legal Reserves Through Capital Contributions Reserve Subaccount	For	For
3	Approve Discharge of Board of Directors	For	For
4.1	Ratify PricewaterhouseCoopers AG (Zurich) as Statutory Auditor	For	For
4.2	Ratify PricewaterhouseCoopers LLP (United States) as Independent Registered Accounting Firm	For	For
4.3	Ratify BDO AG (Zurich) as Special Audit Firm	For	For
5.1	Elect Director Evan G. Greenberg	For	For
5.2	Elect Director Michael P. Connors	For	For
5.3	Elect Director Michael G. Atieh	For	For
5.4	Elect Director Kathy Bonanno	For	For
5.5	Elect Director Nancy K. Buese	For	For

# Chubb Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5.6	Elect Director Sheila P. Burke	For	For
5.7	Elect Director Michael L. Corbat	For	For
5.8	Elect Director Robert J. Hugin	For	For
5.9	Elect Director Robert W. Scully	For	For
5.10	Elect Director Theodore E. Shasta	For	For
5.11	Elect Director David H. Sidwell	For	For
5.12	Elect Director Olivier Steimer	For	For
5.13	Elect Director Frances F. Townsend	For	For
6	Elect Evan G. Greenberg as Board Chairman	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>			
7.1	Elect Michael P. Connors as Member of the Compensation Committee	For	For
7.2	Elect David H. Sidwell as Member of the Compensation Committee	For	For
7.3	Elect Frances F. Townsend as Member of the Compensation Committee	For	For
8	Designate Homburger AG as Independent Proxy	For	For
9.1	Amend Articles Relating to Swiss Corporate Law Updates	For	For
9.2	Amend Articles to Advance Notice Period	For	For
10.1	Cancel Repurchased Shares	For	For
10.2	Reduction of Par Value	For	For
11.1	Approve Remuneration of Directors in the Amount of USD 5.5 Million	For	For
11.2	Approve Remuneration of Executive Management in the Amount of USD 65 Million for Fiscal 2024	For	For
11.3	Approve Remuneration Report	For	For
12	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
13	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>			
14	Report on GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted because it would help shareholders better evaluate the company's management of climate-related risks from its underwriting, investment, and insurance activities.</i>			

# Chubb Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
15	Report on Human Rights Risk Assessment	Against	Against

# Coca-Cola HBC AG

Meeting Date: 17/05/2023

Country: Switzerland

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2.1	Approve Treatment of Net Loss	For	For
2.2	Approve Dividend from Reserves	For	For
3	Approve Discharge of Board and Senior Management	For	For
4.1.1	Re-elect Anastassis David as Director and as Board Chairman	For	For
4.1.2	Re-elect Zoran Bogdanovic as Director	For	For
4.1.3	Re-elect Charlotte Boyle as Director and as Member of the Remuneration Committee	For	Against
<i>Blended Rationale: A vote against is warranted due to concerns over poor corporate governance practices.- Charlotte Boyle is the Chair of the Remuneration Committee. Significant concerns on executive remuneration decisions are raised for the third consecutive year, to the extent that support for her re-election is not recommended.</i>			
4.1.4	Re-elect Reto Francioni as Director and as Member of the Remuneration Committee	For	For
4.1.5	Re-elect Olusola David-Borha as Director	For	For
4.1.6	Re-elect William Douglas III as Director	For	For
4.1.7	Re-elect Anastasios Leventis as Director	For	For
4.1.8	Re-elect Christodoulos Leventis as Director	For	For
4.1.9	Re-elect Alexandra Papalexopoulou as Director	For	For
4.1.A	Re-elect Anna Diamantopoulou as Director and as Member of the Remuneration Committee	For	For
4.1.B	Re-elect Henrique Braun as Director	For	For
4.2.1	Elect George Leventis as Director	For	For
4.2.2	Elect Evguenia Stoitchkova as Director	For	For

## Coca-Cola HBC AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5	Designate Ines Poeschel as Independent Proxy	For	For
6.1	Reappoint PricewaterhouseCoopers AG as Auditors	For	For
6.2	Advisory Vote on Reappointment of the Independent Registered Public Accounting Firm PricewaterhouseCoopers SA for UK Purposes	For	For
7	Approve UK Remuneration Report	For	Against
<i>Blended Rationale: A vote AGAINST this item is warranted as the increase to the CEO's FY2023 PSP award from 330% to 450% of base salary, utilising the limit available under the remuneration policy for 'exceptional' circumstances, is not considered justified.</i>			
8	Approve Remuneration Policy	For	For
9	Approve Swiss Remuneration Report	For	Against
<i>Blended Rationale: A vote AGAINST this item is warranted as the increase to the CEO's FY2023 PSP award from 330% to 450% of base salary, utilising the limit available under the remuneration policy for 'exceptional' circumstances, is not considered justified.</i>			
10.1	Approve Maximum Aggregate Amount of Remuneration for Directors	For	For
10.2	Approve Maximum Aggregate Amount of Remuneration for the Executive Leadership Team	For	For
11	Authorise Market Purchase of Ordinary Shares	For	For
12	Transact Other Business (Voting)	For	Against
<i>Blended Rationale: A vote against is warranted because details of other business are not disclosed.</i>			

## Computacenter Plc

**Meeting Date:** 17/05/2023

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Remuneration Policy	For	For
4	Approve Final Dividend	For	For
5a	Re-elect Pauline Campbell as Director	For	For
5b	Elect Rene Carayol as Director	For	For
5c	Re-elect Tony Conophy as Director	For	For
5d	Re-elect Philip Hulme as Director	For	For

# Computacenter Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5e	Re-elect Ljiljana Mitic as Director	For	For
5f	Re-elect Mike Norris as Director	For	For
5g	Re-elect Peter Ogden as Director	For	For
5h	Re-elect Ros Rivaz as Director	For	For
5i	Re-elect Peter Ryan as Director	For	For
6	Appoint Grant Thornton UK LLP as Auditors	For	For
7	Authorise Board to Fix Remuneration of Auditors	For	For
8	Approve Renewal of the French Sub-Plan	For	For
9	Authorise Issue of Equity	For	For
10	Authorise Issue of Equity without Pre-emptive Rights	For	For
11	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
12	Authorise Market Purchase of Ordinary Shares	For	For
13	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
14	Approve Capitalisation of Merger Reserve	For	For
15	Approve Capital Reduction by Cancellation of the New Deferred Shares	For	For
16	Approve Capital Reduction by Cancellation of the Capital Redemption Reserve	For	For

# Conduit Holdings Ltd.

**Meeting Date:** 17/05/2023

**Country:** Bermuda

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Re-elect Neil Eckert as Director	For	For
4	Re-elect Trevor Carvey as Director	For	For
5	Re-elect Elaine Whelan as Director	For	For

# Conduit Holdings Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6	Re-elect Sir Brian Williamson as Director	For	For
7	Re-elect Malcolm Furbert as Director	For	For
8	Re-elect Elizabeth Murphy as Director	For	For
9	Re-elect Richard Sandor as Director	For	For
10	Re-elect Ken Randall as Director	For	For
11	Re-elect Michelle Smith as Director	For	For
12	Ratify KPMG Audit Limited as Auditors	For	For
13	Authorise Board to Fix Remuneration of the 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 Specified Capital Investment	For	For
17	Authorise Market Purchase of Common Shares	For	For

# Corbion NV

**Meeting Date:** 17/05/2023

**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	Against
<i>Blended Rationale: A vote against is warranted because payments in the event of change of control are excessive: - In the event of a change of control during the first term of appointment of a Board Member, the following provisions apply: 1. if a Board member gives notice of termination of his management services agreement, which is directly related to a change of control and such notice is given within three months from the date on which the change of control occurs, this Board Member is entitled to a payment of one annual base salary and one annual benefits allowance; and 2. after a change of control, unvested shares will vest in full. The reason for these entitlements relates to the acquisitive nature of the global biotechnology industry the Company operates in, which creates a situation of uncertainty to Board Members. To mitigate this degree of uncertainty during the first term of appointment, and to ensure personal considerations do not form an impediment in ensuring an optimal result for shareholders and stakeholders, a three-month period after the change of control is applied that will accommodate the Board Member to terminate the management services agreement without losing the entitlement to a one-year compensation. Given the global industry the Company is operating in and given the importance of attracting and retaining executives with an international background, a change of control during the first term of appointment will lead to full vesting. As of the second term of appointment, the Company applies a pro-rated vesting of share plans.</i>			
6	Approve Dividends of EUR 0.56 Per Share	For	For
7	Approve Discharge of Management Board	For	For

## Corbion NV

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

## DEME Group NV

**Meeting Date:** 17/05/2023

**Country:** Belgium

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Approve Financial Statements and Dividends of EUR1.5 per Share	For	For
5.1	Approve Discharge of Luc Bertrand as Director	For	For
5.2	Approve Discharge of John-Eric Bertrand as Director	For	For
5.3	Approve Discharge of Luc Vandembulcke as Director	For	For
5.4	Approve Discharge of Tom Bamelis as Director	For	For
5.5	Approve Discharge of Piet Dejonghe as Director	For	For
5.6	Approve Discharge of Koen Janssen as Director	For	For

## DEME Group NV

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5.7	Approve Discharge of Christian Labeyrie as Director	For	For
5.8	Approve Discharge of Pas de Mots BV, Represented by Leen Geirnaerd, as Director	For	For
5.9	Approve Discharge of Kerstin Konradsson as Director	For	For
6	Approve Discharge of Auditors	For	For
7	Elect Karena Cancilleri as Independent Director	For	For
8	Approve Remuneration Report	For	For
<i>Blended Rationale: A vote FOR is warranted as the company only went through IPO last year and has good board experience. A new female, Italian NED is to be appointed which will improve the level of independence. The company already meets requisite Belgian CG requirements for female board diversity. Absolute level of the CEO's compensation is not a concern at this time, but disclosure on how he gets paid (annual bonus) is still lacking. There is no disclosure regarding CEO compensation vs. the average employee. We support this resolution despite there being concern regarding the lack of independence and disclosure and flag this to the company.</i>			
9	Approve Severance Payment Clause	For	Against
<i>Blended Rationale: A vote against is warranted because severance payment is excessive:- The proposed severance agreement of 24 months' remuneration to the CEO is not in line with Belgian market practice.</i>			

## E.ON SE

**Meeting Date:** 17/05/2023

**Country:** Germany

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 0.51 per Share	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2023	For	For
5.2	Ratify KPMG AG KPMG as Auditors for the Review of Interim Financial Statements for Fiscal Year 2023	For	For
5.3	Ratify KPMG AG as Auditors for the Review of Interim Financial Statements for the First Quarter of Fiscal Year 2024	For	For
6	Approve Remuneration Report	For	For
7	Approve Increase in Size of Board to 16 Members	For	For



Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
8.1	Elect Erich Clementi to the Supervisory Board	For	For
8.2	Elect Andreas Schmitz to the Supervisory Board	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>			
8.3	Elect Nadege Petit to the Supervisory Board	For	For
8.4	Elect Ulrich Grillo to the Supervisory Board	For	For
8.5	Elect Deborah Wilkens to the Supervisory Board	For	For
8.6	Elect Rolf Schmitz to the Supervisory Board	For	For
8.7	Elect Klaus Froehlich to the Supervisory Board	For	For
8.8	Elect Anke Groth to the Supervisory Board	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2025	For	For
10	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	For	For

## Enphase Energy, Inc.

**Meeting Date:** 17/05/2023

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Jamie Haenggi	For	For
1.2	Elect Director Benjamin Kortlang	For	Withhold
<i>Blended Rationale: An abstention is warranted as there is a lack of diversity on the board. ABSTAIN is not a valid vote option, hence the WITHHOLD</i>			
1.3	Elect Director Richard Mora	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<i>Blended Rationale: A vote against is warranted because the performance period is less than 3 years: - A majority of long-term incentives are tied to corporate and individual performance goals over a one-year period. PSUs were based on a one-year performance period, with two-thirds tied to annual CEO SMART Goals and one-third tied to individual performance goals. Also note that NEO Mandy Yang received special RSU grant upon promotion to CFO.</i>			
3	Ratify Deloitte & Touche LLP as Auditors	For	For

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 3.23 per Share	For	For
4	Ratify Appointment of Mario Notari 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 Chairman of the Board from January 1, 2022 until June 27, 2022	For	For
8	Approve Compensation of Francesco Milleri, CEO until June 27, 2022 and Chairman and CEO since June 27, 2022	For	For
9	Approve Compensation of Paul du Saillant, Vice-CEO	For	For
10	Approve Remuneration Policy of Directors	For	For
11	Approve Remuneration Policy of Chairman and CEO	For	For
12	Approve Remuneration Policy of Vice-CEO	For	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
15	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 4 Million	For	For
17	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 4 Million	For	For
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
19	Authorize Filing of Required Documents/Other Formalities	For	For

# Gamma Communications Plc

Meeting Date: 17/05/2023

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3	Approve Remuneration Report	For	For
<i>Blended Rationale: A vote FOR is warranted as we feel that the FD recruitment payment is not a substantial issue to warrant a vote against the entire report.</i>			
4	Reappoint Deloitte LLP as Auditors	For	For
5	Authorise Board to Fix Remuneration of Auditors	For	For
6	Elect Rachel Addison as Director	For	For
7	Elect Shaun Gregory as Director	For	For
8	Re-elect Richard Last as Director	For	For
9	Re-elect Andrew Belshaw as Director	For	For
10	Re-elect William Castell as Director	For	For
11	Re-elect Charlotta Ginman as Director	For	For
12	Re-elect Henrietta Marsh as Director	For	For
13	Re-elect Xavier Robert 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	Approve Long Term Incentive Plan	For	Against
<i>Blended Rationale: A vote against is warranted because the vesting period is less than 3 years: - In exceptional circumstances, the award may vest over a period of less than three years with up to 400% of salary. This is not in line with local market standards.</i>			

# Halliburton Company

Meeting Date: 17/05/2023

Country: USA

Meeting Type: Annual

# Halliburton Company

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Abdulaziz F. Al Khayyal	For	For
1b	Elect Director William E. Albrecht	For	For
1c	Elect Director M. Katherine Banks	For	For
1d	Elect Director Alan M. Bennett	For	For
1e	Elect Director Milton Carroll	For	For
1f	Elect Director Earl M. Cummings	For	For
1g	Elect Director Murry S. Gerber	For	For
1h	Elect Director Robert A. Malone	For	For
1i	Elect Director Jeffrey A. Miller	For	For
1j	Elect Director Bhavesh V. (Bob) Patel	For	For
1k	Elect Director Maurice S. Smith	For	For
1l	Elect Director Janet L. Weiss	For	For
1m	Elect Director Tobi M. Edwards Young	For	For
2	Ratify KPMG 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	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	For	For
6	Amend Certificate of Incorporation	For	For

# Hess Corporation

**Meeting Date:** 17/05/2023

**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

# Hess Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1f	Elect Director Marc S. Lipschultz	For	For
1g	Elect Director Raymond J. McGuire	For	For
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	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

# INDUS Holding AG

**Meeting Date:** 17/05/2023

**Country:** Germany

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 0.80 per Share	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023	For	For
6.1	Elect Juergen Abromeit to the Supervisory Board	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is a member of the Nomination Committee, which is not majority independent.</i>			
6.2	Elect Dorothee Becker to the Supervisory Board	For	For
6.3	Elect Jan Klingelberg to the Supervisory Board	For	For
6.4	Elect Barbara Schick to the Supervisory Board	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is a non-independent NED and serves on the Audit Committee, which is not fully independent. A vote against is warranted as the nominee is a member of the Nomination Committee, which is not majority independent.</i>			
6.5	Elect Carl Welcker to the Supervisory Board	For	For

# INDUS Holding AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6.6	Elect Isabell Welpé to the Supervisory Board	For	For
7	Approve Remuneration Report	For	For
8	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 100 Million; Approve Creation of EUR 7 Million Pool of Capital to Guarantee Conversion Rights	For	For

# Just Eat Takeaway.com NV

**Meeting Date:** 17/05/2023

**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
4a	Approve Discharge of Management Board	For	For
4b	Approve Discharge of Supervisory Board	For	For
5a	Reelect Jitse Groen to Management Board	For	For
5b	Reelect Brent Wissink to Management Board	For	For
5c	Reelect Jorg Gerbig to Management Board	For	For
5d	Reelect Andrew Kenny to Management Board	For	For
6a	Reelect Dick Boer to Supervisory Board	For	For
6b	Reelect Corinne Vigreux to Supervisory Board	For	For
6c	Reelect Lloyd Frink to Supervisory Board	For	For
6d	Reelect Jambu Palaniappan to Supervisory Board	For	For
6e	Reelect Mieke De Schepper to Supervisory Board	For	For
6f	Reelect Ron Teerlink to Supervisory Board	For	For
6g	Elect Abbe Luersman to Supervisory Board	For	For

# Just Eat Takeaway.com NV

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6h	Elect Angela Noon to Supervisory Board	For	For
7	Ratify Ernst & Young Accountants LLP as Auditors	For	For
8a	Grant Board Authority to Issue Shares for General Purposes and in Connection with Incentive Plans	For	For
8b	Grant Board Authority to Issue Shares in Connection with Amazon	For	For
9a	Authorize Board to Exclude Preemptive Rights in Relation to the Issue of Shares for General Purposes and in Connection with Incentive Plans	For	For
9b	Authorize Board to Exclude Preemptive Rights in Relation to the Issue of Shares in Connection with Amazon	For	For
10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For

# Keller Group Plc

**Meeting Date:** 17/05/2023

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Reappoint Ernst & Young LLP as Auditors	For	For
5	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For
6	Re-elect Paula Bell as Director	For	For
7	Re-elect David Burke as Director	For	For
8	Re-elect Juan Abrams as Director	For	For
9	Re-elect Peter Hill 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

# Keller Group Plc

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

# Mondelez International, Inc.

Meeting Date: 17/05/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Lewis W.K. Booth	For	For
1b	Elect Director Charles E. Bunch	For	For
1c	Elect Director Ertharin Cousin	For	For
1d	Elect Director Jorge S. Mesquita	For	For
1e	Elect Director Anindita Mukherjee	For	For
1f	Elect Director Jane Hamilton Nielsen	For	For
1g	Elect Director Patrick T. Siewert	For	For
1h	Elect Director Michael A. Todman	For	For
1i	Elect Director Dirk Van de Put	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Advisory Vote on Say on Pay Frequency	One Year	One Year
<i>Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.</i>			
4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
5	Require Independent Board Chair	Against	For
<i>Blended Rationale: Artemis supports the appointment of an independent lead director.</i>			
6	Report on 2025 Cage-Free Egg Goal	Against	Against
7	Report on Targets to Eradicate Child Labour in Cocoa Supply Chain	Against	Against



## NOV Inc.

Meeting Date: 17/05/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Clay C. Williams	For	For
1b	Elect Director Greg L. Armstrong	For	For
1c	Elect Director Marcela E. Donadio	For	For
1d	Elect Director Ben A. Guill	For	For
1e	Elect Director David D. Harrison	For	For
1f	Elect Director Eric L. Mattson	For	For
1g	Elect Director William R. Thomas	For	For
1h	Elect Director Robert S. Welborn	For	Abstain
<i>Blended Rationale: An abstention is warranted as there is a lack of diversity on the board.</i>			
2	Ratify Ernst & Young 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	Amend Certificate of Incorporation to Provide for Exculpation of Liability of Certain Officers	For	For

## PPL Corporation

Meeting Date: 17/05/2023

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 Linda G. Sullivan	For	For
1g	Elect Director Natica von Althann	For	For
1h	Elect Director Keith H. Williamson	For	For

# PPL Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1i	Elect Director Phoebe A. Wood	For	For
1j	Elect Director Armando Zagalo de Lima	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
<hr/> <i>Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.</i>			
4	Ratify Deloitte & Touche LLP as Auditors	For	For
5	Require Independent Board Chair	Against	For
<hr/> <i>Blended Rationale: Artemis supports the separation of Chairman and CEO.</i>			

# State Street Corporation

**Meeting Date:** 17/05/2023

**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 Gregory L. Summe	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
<hr/> <i>Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.</i>			
4	Amend Omnibus Stock Plan	For	For
5	Ratify Ernst & Young LLP as Auditors	For	For

## State Street Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6	Report on Asset Management Policies and Diversified Investors	Against	Against

## The Hartford Financial Services Group, Inc.

Meeting Date: 17/05/2023

Country: USA

Meeting Type: Annual

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 A. James	For	For
1e	Elect Director Kathryn A. Mikells	For	For
1f	Elect Director Edmund Reese	For	For
1g	Elect Director Teresa Wynn Roseborough	For	For
1h	Elect Director Virginia P. Ruesterholz	For	For
1i	Elect Director Christopher J. Swift	For	For
1j	Elect Director Matthew E. Winter	For	For
1k	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	Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	Against	Against

## TP ICAP Plc

Meeting Date: 17/05/2023

Country: Jersey

Meeting Type: Annual

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

## TP ICAP Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Approve Final Dividend	For	For
4	Re-elect Richard Berliand as Director	For	For
5	Re-elect Nicolas Breteau as Director	For	For
6	Re-elect Kath Cates as Director	For	For
7	Re-elect Tracy Clarke as Director	For	For
8	Re-elect Angela Crawford-Ingle as Director	For	For
9	Re-elect Michael Heaney as Director	For	For
10	Re-elect Mark Hemsley as Director	For	For
11	Re-elect Louise Murray as Director	For	For
12	Re-elect Edmund Ng as Director	For	For
13	Re-elect Philip Price as Director	For	For
14	Re-elect Robin Stewart as Director	For	For
15	Reappoint Deloitte LLP as Auditors	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
17	Authorise UK Political Donations and Expenditure	For	For
18	Authorise Issue of Equity	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
21	Authorise Market Purchase of Ordinary Shares	For	For
22	Authorise the Company to Hold Any Repurchased Shares as Treasury Shares	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

## Willis Towers Watson Public Limited Company

**Meeting Date:** 17/05/2023

**Country:** Ireland

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Dame Inga Beale	For	For
1b	Elect Director Fumbi Chima	For	For

# Willis Towers Watson Public Limited Company

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1c	Elect Director Stephen Chipman	For	For
1d	Elect Director Michael Hammond	For	For
1e	Elect Director Carl Hess	For	For
1f	Elect Director Jacqueline Hunt	For	For
1g	Elect Director Paul Reilly	For	For
1h	Elect Director Michelle Swanback	For	For
1i	Elect Director Paul Thomas	For	For
1j	Elect Director Fredric Tomczyk	For	For
2	Ratify the Appointment of Deloitte & Touche LLP as Auditor and Deloitte Ireland LLP to audit the Irish Statutory Accounts, and Authorize the Board to Fix Their Remuneration	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	Renew the Board's Authority to Issue Shares Under Irish Law	For	For
6	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights	For	For

## WPP Plc

**Meeting Date:** 17/05/2023

**Country:** Jersey

**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 Compensation Committee Report	For	For
4	Approve Directors' Compensation Policy	For	For
5	Elect Joanne Wilson as Director	For	For
6	Re-elect Angela Ahrendts as Director	For	For
7	Re-elect Simon Dingemans as Director	For	For
8	Re-elect Sandrine Dufour as Director	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
9	Re-elect Tom Ilube as Director	For	For
10	Re-elect Roberto Quarta as Director	For	For
11	Re-elect Mark Read as Director	For	For
12	Re-elect Cindy Rose as Director	For	For
13	Re-elect Keith Weed as Director	For	For
14	Re-elect Jasmine Whitbread as Director	For	For
15	Re-elect Ya-Qin Zhang 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 Issue of Equity	For	For
19	Authorise Market Purchase of Ordinary 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

**Advanced Micro Devices, Inc.**

**Meeting Date:** 18/05/2023

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Nora M. Denzel	For	For
1b	Elect Director Mark Durcan	For	For
1c	Elect Director Michael P. Gregoire	For	For
1d	Elect Director Joseph A. Householder	For	For
1e	Elect Director John W. Marren	For	For
1f	Elect Director Jon A. Olson	For	For
1g	Elect Director Lisa T. Su	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>			
1h	Elect Director Abhi Y. Talwalkar	For	For
1i	Elect Director Elizabeth W. Vanderslice	For	For

## Advanced Micro Devices, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Omnibus Stock Plan	For	Against
<i>Blended Rationale: A vote against is warranted because payments in the event of change of control are excessive:- Unvested time-based equity awards would accelerate if not assumed.</i>			
3	Ratify Ernst & Young LLP as Auditors	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<i>Blended Rationale: A vote against is warranted because recruitment awards are not awarded in the form of shares or are not subject to performance criteria:- Victor Peng joined the company as President, Adaptive and Embedded Computing Group effective March 8, 2022, following the company's acquisition of Xilinx, where Peng served as CEO. In connection with Peng's offer letter, he received a one-time sign-on RSU grant valued at \$10 million and a one-time sign-in cash award of \$4.75 million, in addition to his regular annual compensation arrangements.</i>			
5	Advisory Vote on Say on Pay Frequency	One Year	One Year
<i>Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.</i>			

## Altria Group, Inc.

Meeting Date: 18/05/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Ian L.T. Clarke	For	For
1b	Elect Director Marjorie M. Connelly	For	For
1c	Elect Director R. Matt Davis	For	For
1d	Elect Director William F. Gifford, Jr.	For	For
1e	Elect Director Jacinto J. Hernandez	For	For
1f	Elect Director Debra J. Kelly-Ennis	For	For
1g	Elect Director Kathryn B. McQuade	For	For
1h	Elect Director George Munoz	For	For
1i	Elect Director Nabil Y. Sakkab	For	For
1j	Elect Director Virginia E. Shanks	For	For
1k	Elect Director Ellen R. Strahlman	For	For
1l	Elect Director M. Max Yzaguirre	For	For
2	Ratify PricewaterhouseCoopers 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>			

## Altria Group, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5	Report on Congruency of Political Spending with Company Values and Priorities	Against	Against
6	Report on Third-Party Civil Rights Audit	Against	For

*Blended Rationale: A vote FOR this resolution is warranted, as an independent civil rights audit would help shareholders better assess the effectiveness of Altria's efforts to address the issue of any inequality in its business operations.*

## Central Asia Metals Plc

**Meeting Date:** 18/05/2023

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3	Re-elect Nick Clarke as Director	For	For
4	Re-elect Nigel Robinson as Director	For	For
5	Re-elect Gavin Ferrar as Director	For	For
6	Re-elect Gillian Davidson as Director	For	For
7	Elect Louise Wrathall as Director	For	For
8	Reappoint BDO LLP as Auditors	For	For
9	Authorise Board to Fix Remuneration of Auditors	For	For
10	Authorise Issue of Equity	For	For
11	Authorise Issue of Equity without Pre-emptive Rights	For	For
12	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
13	Authorise Market Purchase of Ordinary Shares	For	For

## CVS Health Corporation

**Meeting Date:** 18/05/2023

**Country:** USA

**Meeting Type:** Annual



Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Fernando Aguirre	For	For
1b	Elect Director Jeffrey R. Balsler	For	For
1c	Elect Director C. David Brown, II	For	Against
<i>Blended Rationale: A vote against is warranted as there are ongoing issues with remuneration.</i>			
1d	Elect Director Alecia A. DeCoudreaux	For	For
1e	Elect Director Nancy-Ann M. DeParle	For	For
1f	Elect Director Roger N. Farah	For	For
1g	Elect Director Anne M. Finucane	For	For
1h	Elect Director Edward J. Ludwig	For	For
1i	Elect Director Karen S. Lynch	For	For
1j	Elect Director Jean-Pierre Millon	For	For
1k	Elect Director Mary L. Schapiro	For	For
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: - PSUs: FY24 adjusted EPS subject to three-year (FY21-FY23) relative TSR modifier; two-year holding period for earned shares. A vote against is warranted because recruitment awards are not awarded in the form of shares or are not subject to performance criteria: - In July 2022, Tilak Mandadi joined as EVP and Chief Data, Digital and Technology Officer. Mandadi received one-time sign-on awards in the form of a cash bonus of approximately \$2.8 million and RSUs with a grant date value of \$9.8 million that vest rateably over three years. The proxy discloses that the sign-on awards were to replace the value of the bonus, equity awards and other variable pay that Mandadi forfeited from his prior employer. Also note the promotional award granted to NEO Prem Shah.</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>			
5	Adopt a Paid Sick Leave Policy	Against	Against
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For
<i>Blended Rationale: Artemis supports proposals that enhance shareholder rights.</i>			
7	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against	Against
8	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights	Against	Against
9	Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Any Other Company	Against	Against

## DexCom, Inc.

Meeting Date: 18/05/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Steven R. Altman	For	For
1.2	Elect Director Richard A. Collins	For	For
1.3	Elect Director Karen Dahut	For	For
1.4	Elect Director Mark G. Foletta	For	For
1.5	Elect Director Barbara E. Kahn	For	For
1.6	Elect Director Kyle Malady	For	For
1.7	Elect Director Eric J. Topol	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against

*Blended Rationale: A vote against is warranted because recruitment awards are not awarded in the form of shares or are not subject to performance criteria: - In January 2022, Brown joined company as EVP, chief legal officer. He received an annual base salary of \$525,000 and an annual performance bonus with a target equal to 75 percent of his base salary. He also received a new hire award of RSUs valued by company at \$5 million and vesting rateably over 4 years. - In October 2022, Naganathan joined the company as EVP, chief technology officer. He received annual base salary of \$500,000, a cash sign-on bonus of \$200,000, and an annual performance bonus with target equal to 75 percent of his base salary. In addition, he received a new hire award of RSUs valued by company at \$3 million and vesting rateably over 4 years.*

4	Advisory Vote on Say on Pay Frequency	One Year	One Year
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*Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.*

5	Report on Median Gender/Racial Pay Gap	Against	For
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*Blended Rationale: A vote FOR this proposal is warranted, as shareholders could benefit from the unadjusted median pay gap statistics that would allow them to assess the company's risks and opportunities pertaining to gender and racial pay equity.*

## Energean Plc

Meeting Date: 18/05/2023

Country: United Kingdom

Meeting Type: Annual

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

## Energean Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Remuneration Report	For	For
3	Re-elect Karen Simon as Director	For	For
4	Re-elect Matthaïos Rigas as Director	For	For
5	Re-elect Panagiotis Benos as Director	For	For
6	Re-elect Roy Franklin as Director	For	For
7	Re-elect Andrew Bartlett as Director	For	For
8	Re-elect Efstathios Topouzoglou as Director	For	For
9	Re-elect Amy Lashinsky as Director	For	For
10	Re-elect Kimberley Wood as Director	For	For
11	Re-elect Andreas Persianis 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

## Genuit Group Plc

**Meeting Date:** 18/05/2023

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Elect Shatish Dasani as Director	For	For
5	Re-elect Joe Vorih as Director	For	For
6	Re-elect Paul James as Director	For	For

## Genuit Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
7	Re-elect Kevin Boyd as Director	For	For
8	Re-elect Mark Hammond as Director	For	For
9	Re-elect Louise Brooke-Smith as Director	For	For
10	Re-elect Lisa Scenna as Director	For	For
11	Reappoint Ernst & Young 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

## Inchcape Plc

**Meeting Date:** 18/05/2023

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Remuneration Policy	For	For
4	Approve Final Dividend	For	For
5	Re-elect Nayantara Bali as Director	For	For
6	Re-elect Jerry Buhlmann as Director	For	For
7	Elect Juan Pablo Del Rio Goudie as Director	For	For
8	Elect Byron Grote as Director	For	For
9	Re-elect Alexandra Jensen as Director	For	For
10	Re-elect Jane Kingston as Director	For	For
11	Re-elect Sarah Kuijlaars as Director	For	For
12	Re-elect Nigel Stein as Director	For	For

## Inchcape Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
13	Re-elect Duncan Tait as Director	For	For
14	Reappoint Deloitte LLP as Auditors	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
16	Authorise Issue of Equity	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
19	Authorise Market Purchase of Ordinary Shares	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

## Legal & General Group Plc

**Meeting Date:** 18/05/2023

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3	Approve Climate Transition Plan	For	For
4	Elect Carolyn Johnson as Director	For	For
5	Elect Tushar Morzaria as Director	For	For
6	Re-elect Henrietta Baldock as Director	For	For
7	Re-elect Nilufer Von Bismarck as Director	For	For
8	Re-elect Philip Broadley as Director	For	For
9	Re-elect Jeff Davies as Director	For	For
10	Re-elect Sir John Kingman as Director	For	For
11	Re-elect Lesley Knox as Director	For	For
12	Re-elect George Lewis as Director	For	For
13	Re-elect Ric Lewis as Director	For	For
14	Re-elect Laura Wade-Gery as Director	For	For
15	Re-elect Sir Nigel Wilson as Director	For	For
16	Reappoint KPMG LLP as Auditors	For	For

## Legal & General Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
17	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
18	Approve Remuneration Policy	For	For
19	Approve Remuneration Report	For	For
20	Approve Increase in Limit on the Aggregate Amount of Fees Payable to Directors	For	For
21	Authorise Issue of Equity	For	For
22	Authorise Issue of Equity in Connection with the Issue of Contingent Convertible Securities	For	For
23	Authorise UK Political Donations and Expenditure	For	For
24	Authorise Issue of Equity without Pre-emptive Rights	For	For
25	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
26	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Issue of Contingent Convertible Securities	For	For
27	Authorise Market Purchase of Ordinary Shares	For	For
28	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

## Lloyds Banking Group Plc

**Meeting Date:** 18/05/2023

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Elect Cathy Turner as Director	For	For
3	Elect Scott Wheway as Director	For	For
4	Re-elect Robin Budenberg as Director	For	For
5	Re-elect Charlie Nunn as Director	For	For
6	Re-elect William Chalmers as Director	For	For
7	Re-elect Alan Dickinson as Director	For	For
8	Re-elect Sarah Legg as Director	For	For

# Lloyds Banking Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
9	Re-elect Lord Lupton as Director	For	For
10	Re-elect Amanda Mackenzie as Director	For	For
11	Re-elect Harmeen Mehta as Director	For	For
12	Re-elect Catherine Woods as Director	For	For
13	Approve Remuneration Policy	For	For
14	Approve Remuneration Report	For	For
15	Approve Final Dividend	For	For
16	Reappoint Deloitte LLP as Auditors	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
18	Approve Long-Term Incentive Plan	For	For
19	Authorise UK Political Donations and Expenditure	For	For
20	Authorise Issue of Equity	For	For
21	Authorise Issue of Equity in Relation to the Issue of Regulatory Capital Convertible Instruments	For	For
22	Authorise Issue of Equity without Pre-emptive Rights	For	For
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issue of Regulatory Capital Convertible Instruments	For	For
25	Authorise Market Purchase of Ordinary Shares	For	For
26	Authorise Market Purchase of Preference Shares	For	For
27	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

# Marsh & McLennan Companies, Inc.

**Meeting Date:** 18/05/2023

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Anthony K. Anderson	For	For
1b	Elect Director John Q. Doyle	For	For

## Marsh & McLennan Companies, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1c	Elect Director Hafize Gaye Erkan	For	For
1d	Elect Director Oscar Fanjul	For	For
1e	Elect Director H. Edward Hanway	For	For
1f	Elect Director Judith Hartmann	For	For
1g	Elect Director Deborah C. Hopkins	For	For
1h	Elect Director Tamara Ingram	For	For
1i	Elect Director Jane H. Lute	For	For
1j	Elect Director Steven A. Mills	For	For
1k	Elect Director Bruce P. Nolop	For	For
1l	Elect Director Morton O. Schapiro	For	For
1m	Elect Director Lloyd M. Yates	For	For
1n	Elect Director Ray G. Young	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against

*Blended Rationale: A vote against is warranted because the performance conditions have been amended retrospectively:- Shareholders may note that the company discloses incremental value of approximately \$7.1 million for former CEO Glaser as a result of the board's decision to modify the vesting terms of his outstanding PSUs. This discretionary decision provides more favourable vesting treatment of his outstanding awards and resulted in an incremental value disclosure of more than \$7 million and total CEO pay that is outsized at more than \$32 million. Recent enhancements to retirement benefits are considered a problematic practice and the committee has not disclosed a compelling rationale.*

3	Advisory Vote on Say on Pay Frequency	One Year	One Year
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*Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.*

4	Ratify Deloitte & Touche LLP as Auditors	For	For
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## Muyuan Foods Co., Ltd.

**Meeting Date:** 18/05/2023

**Country:** China

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	For	For
2	Approve Report of the Board of Supervisors	For	For
3	Approve Annual Report and Summary	For	For
4	Approve Financial Statements	For	For
5	Approve Financial Budget Report	For	Against

*Blended Rationale: A vote against is warranted because the company has not provided information on this proposal: - The company has failed to disclose the FY 2023 Financial Budget Report for shareholder information.*



# Muyuan Foods Co., Ltd.

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
6	Approve Profit Distribution	For	For
7	Approve Remuneration of Directors	For	For
8	Approve Remuneration of Supervisors	For	For
9	Approve Appointment of Auditor	For	For
10	Approve Report on the Usage of Previously Raised Funds	For	For
11	Approve Company's Eligibility for Corporate Bond Issuance	For	For
12.1	Approve Issue Size and Issue Manner	For	For
12.2	Approve Bond Interest Rate and Method of Determination	For	For
12.3	Approve Bond Maturity, Repayment Method and Other Specific Arrangements	For	For
12.4	Approve Target Subscribers and Placing Arrangement for Shareholders	For	For
12.5	Approve Guarantee Matters	For	For
12.6	Approve Arrangement on Redemption and Sale-back	For	For
12.7	Approve Use of Proceeds	For	For
12.8	Approve Company's Credit Status and Safeguard Measures of Debts Repayment	For	For
12.9	Approve Listing Exchange	For	For
12.10	Approve Resolution Validity Period	For	For
13	Approve Authorization Matters	For	For
14	Approve Provision of Guarantee	For	For
15	Approve Amendments to Articles of Association (Applicable After GDR Issuance)	For	For
16	Amend Rules and Procedures Regarding General Meetings of Shareholders (Applicable After GDR Issuance)	For	For
17	Amend Rules and Procedures Regarding Meetings of Board of Directors	For	For
18	Amend Rules and Procedures Regarding Meetings of Board of Supervisors	For	For
19	Approve Repurchase and Cancellation of Performance Shares (1)	For	For
20	Approve Repurchase and Cancellation of Performance Shares (2)	For	For
21	Approve Repurchase and Cancellation of Performance Shares (3)	For	For

## Next Plc

**Meeting Date:** 18/05/2023

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

## NextEra Energy, Inc.

**Meeting Date:** 18/05/2023

**Country:** USA

**Meeting Type:** Annual

## NextEra Energy, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Nicole S. Arnaboldi	For	For
1b	Elect Director Sherry S. Barrat	For	For
1c	Elect Director James L. Camaren	For	For
1d	Elect Director Kenneth B. Dunn	For	For
1e	Elect Director Naren K. Gursahaney	For	For
1f	Elect Director Kirk S. Hachigian	For	Against
<i>Blended Rationale: A vote against is warranted as there are ongoing issues with remuneration.</i>			
1g	Elect Director John W. Ketchum	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>			
1h	Elect Director Amy B. Lane	For	For
1i	Elect Director David L. Porges	For	For
1j	Elect Director Deborah "Dev" Stahlkopf	For	For
1k	Elect Director John A. Stall	For	For
1l	Elect Director Darryl L. Wilson	For	For
2	Ratify Deloitte & Touche 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:- PRSUs: Three one-year periods (FY22, FY23, FY24)- Restricted NEP Units: Three one-year periods (FY22, FY23, FY24)A vote against is warranted because payments in the event of change of control are excessive:- Single-trigger equity vesting acceleration. Equity award arrangements provide for automatic accelerated vesting upon a change-in-control. Such single-trigger vesting may result in an economic windfall to the executive without an accompanying termination of employment.</i>			
4	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	Disclose Board Skills and Diversity Matrix	Against	For
<i>Blended Rationale: A vote FOR this resolution is warranted for the following reasons:- A board matrix would enhance transparency and would provide shareholders with a better tool to assess the quality of NextEra's board and to evaluate its director nominees; and- A growing number of large companies are providing a board skills matrix.</i>			

## Overstock.com, Inc.

Meeting Date: 18/05/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Allison H. Abraham	For	For
1.2	Elect Director William B. Nettles, Jr.	For	For
2	Ratify KPMG LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<i>Blended Rationale: A vote against is warranted because awards are not subject to performance conditions:- The company does not disclose any pre-set metrics and goals for the CEO's equity awards (LTIP is 100% time-based). Shareholders prefer incentive compensation to be linked to objective performance criteria.</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>			
5	Amend Omnibus Stock Plan	For	Against
<i>Blended Rationale: A vote against is warranted because payments in the event of change of control are excessive:- Unvested time-based equity awards would accelerate if not assumed; performance awards would be settled at target.</i>			

## PG&E Corporation

Meeting Date: 18/05/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Cheryl F. Campbell	For	For
1b	Elect Director Kerry W. Cooper	For	For
1c	Elect Director Arno L. Harris	For	For
1d	Elect Director Carlos M. Hernandez	For	For
1e	Elect Director Michael R. Niggli	For	For
1f	Elect Director Benjamin F. Wilson	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:- The proxy lacks disclosures on the assessments related to the new STI individual performance modifiers.- The targeting of median performance for the relative TSR metric is not considered rigorous and the proxy does not disclose a vesting cap in the event of negative absolute TSR.- The LTI program utilizes six metrics; the company does not disclose the targets for the sole LTI financial metric. A vote against is warranted because the performance conditions have been amended retrospectively:- The company made mid-cycle goal changes to 2021 LTI awards, the rationale for which is not considered compelling.</i>			
3	Advisory Vote on Say on Pay Frequency	One Year	One Year
<i>Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.</i>			
4	Ratify Deloitte & Touche LLP as Auditors	For	For

## Secure Trust Bank Plc

**Meeting Date:** 18/05/2023

**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	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 Victoria Stewart as Director	For	For
9	Re-elect Finlay Williamson as Director	For	For
10	Reappoint Deloitte LLP as Auditors	For	For
11	Authorise Board to Fix Remuneration of Auditors	For	For
12	Approve Remuneration Policy	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
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

## Somero Enterprises, Inc.

**Meeting Date:** 18/05/2023

**Country:** USA

**Meeting Type:** Annual

## Somero Enterprises, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	Against
<i>Blended Rationale: A vote against is warranted because awards are not subject to performance conditions:- The Executives were granted restricted shares, which are time-based instruments without performance conditions linked to the overall performance of the Company.</i>			
3	Re-elect Lawrence Horsch as Director	For	For
<i>Blended Rationale: A vote FOR is warranted. We have engaged with the company about concerns with board diversity.</i>			
4	Re-elect Thomas Anderson as Director	For	Against
<i>Blended Rationale: A vote AGAINST the re-election of Thomas Anderson is warranted because of potential independence issues have been identified and he currently sits on the Audit and Remuneration Committees, and the composition of these Committees does not adhere to UK best practice recommendations for a company of this size.</i>			
5	Elect Vincenzo LiCausi as Director	For	Against
<i>Blended Rationale: A vote AGAINST is warranted due to the lack of board diversity and independence which we have previously communicated in our engagement with the company.</i>			
6	Reappoint Whitley Penn LLP as Auditors	For	For

## St. James's Place Plc

**Meeting Date:** 18/05/2023

**Country:** United Kingdom

**Meeting Type:** Annual

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

## St. James's Place Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
12	Elect Dominic Burke as Director	For	For
13	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
14	Authorise the Group Audit 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 Market Purchase of Ordinary Shares	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

## Terex Corporation

**Meeting Date:** 18/05/2023

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Paula H. J. Cholmondeley	For	For
1b	Elect Director Donald DeFosset	For	For
1c	Elect Director John L. Garrison, Jr.	For	For
1d	Elect Director Thomas J. Hansen	For	For
1e	Elect Director Sandie O'Connor	For	For
1f	Elect Director Christopher Rossi	For	For
1g	Elect Director Andra Rush	For	For
1h	Elect Director David A. Sachs	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Advisory Vote on Say on Pay Frequency	One Year	One Year
<i>Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.</i>			
4	Ratify KPMG LLP as Auditors	For	For

## Tyman Plc

**Meeting Date:** 18/05/2023

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3	Approve Remuneration Report	For	For
4	Re-elect Nicky Hartery 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	Re-elect Dave Randich as Director	For	For
11	Reappoint 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	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

## Union Pacific Corporation

**Meeting Date:** 18/05/2023

**Country:** USA

**Meeting Type:** Annual

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



# Union Pacific Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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
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	Require Independent Board Chair	Against	For
<i>Blended Rationale: Artemis supports the separation of Chairman and CEO.</i>			
6	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against	Against
7	Adopt a Paid Sick Leave Policy	Against	Against

# Vistry Group Plc

**Meeting Date:** 18/05/2023

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
<i>Blended Rationale: A vote FOR is warranted as although adjusting the performance conditions ex-post is generally not acceptable, the company had previously alluded the revision of the measurement of adjusted EPS in their previous annual report stating: 'In 2022 the Committee will actively consider whether the exercise of discretion in respect of the adjusted EPS measure of the 2020 LTIP award would better reflect both financial performance and stakeholder experience delivered over the performance period'. The EPS targets will be set on a final year basis which the Committee believes better reflects the Company's focus on growth.</i>			
3	Approve Final Dividend	For	For
4	Re-elect Ralph Findlay as Director	For	For
5	Re-elect Margaret Browne as Director	For	For
7	Re-elect Gregory Fitzgerald as Director	For	For
8	Re-elect Earl Sibley as Director	For	For
9	Elect Timothy Lawlor as Director	For	For

## Vistry Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
10	Elect Rowan Baker as Director	For	For
11	Elect Jeffrey Ubben as Director	For	For
<i>Blended Rationale: A vote FOR is warranted as issues with board balance, independence and diversity stem from the very recent and unexpected departure of the female SID. We will be monitoring this and discuss with the company once the situation settles.</i>			
12	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
13	Authorise Board to Fix Remuneration of Auditors	For	For
14	Authorise UK Political Donations and Expenditure	For	For
15	Authorise Issue of Equity	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
19	Authorise Market Purchase of Ordinary Shares	For	For

## Xinte Energy Co., Ltd.

**Meeting Date:** 18/05/2023

**Country:** China

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	For	For
2	Approve Report of the Board of Supervisors	For	For
3	Approve Final Financial Accounts	For	For
4	Approve Profit Distribution Plan	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

## Xinte Energy Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional 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 for issuance for cash and non-cash consideration.- The company has not specified the discount limit for issuance for cash and non-cash consideration.*

## Zoetis Inc.

**Meeting Date:** 18/05/2023

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Paul M. Bisaro	For	For
1b	Elect Director Vanessa Broadhurst	For	For
1c	Elect Director Frank A. D'Amelio	For	For
1d	Elect Director Michael B. McCallister	For	For
1e	Elect Director Gregory Norden	For	For
1f	Elect Director Louise M. Parent	For	For
1g	Elect Director Kristin C. Peck	For	For
1h	Elect Director Robert W. Scully	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify KPMG LLP as Auditors	For	For
4	Provide Right to Call Special Meeting	For	For
5	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	Against	For

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

## Bank of Georgia Group Plc

**Meeting Date:** 19/05/2023

**Country:** United Kingdom

**Meeting Type:** Annual

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

## Bank of Georgia Group Plc

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

## Intercontinental Exchange, Inc.

**Meeting Date:** 19/05/2023

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Sharon Y. Bowen	For	For
1b	Elect Director Shantella E. Cooper	For	For
1c	Elect Director Duriya M. Farooqui	For	For
1d	Elect Director The Right Hon. the Lord Hague of Richmond	For	For
1e	Elect Director Mark F. Mulhern	For	For
1f	Elect Director Thomas E. Noonan	For	For

## Intercontinental Exchange, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1g	Elect Director Caroline L. Silver	For	For
1h	Elect Director Jeffrey C. Sprecher	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>			
1i	Elect Director Judith A. Sprieser	For	For
1j	Elect Director Martha A. Tirinnanzi	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<i>Blended Rationale: A vote against is warranted because the vesting period is less than 3 years: - EBITDA-based PSUs are earned based on EBITDA in 2022, with a target set well above that of the prior year, and vest in equal annual instalments over three years. Also note that: In May 2022, to recognize Christopher Edmonds for his assumption of the role of Chief Development Officer, the compensation committee approved an RSU award with a grant date value of approximately \$300,000, with a three-year pro-rata vesting schedule.</i>			
3	Advisory Vote on Say on Pay Frequency	One Year	One Year
<i>Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.</i>			
4	Ratify Ernst & Young LLP as Auditors	For	For
5	Amend Right to Call Special Meeting	Against	Against

## Sancus Lending Group Ltd

**Meeting Date:** 19/05/2023

**Country:** Guernsey

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Long Term Incentive Scheme	For	For
4	Ratify Moore Stephens as Auditors	For	For
5	Authorise Board to Fix Remuneration of Auditors	For	For
6	Authorise Market Purchase of Ordinary Shares	For	For
7	Authorise Market Purchase of ZDP Shares	For	For
8	Authorise Issue of Equity without Pre-emptive Rights	For	For

## Sands China Ltd.

**Meeting Date:** 19/05/2023

**Country:** Cayman Islands

**Meeting Type:** Annual

## Sands China Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2a	Elect Robert Glen Goldstein 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. A vote against is warranted as the director's attendance has been unsatisfactory over the last two years without a reasonable explanation.</i>			
2b	Elect Charles Daniel Forman as Director	For	For
2c	Elect Kenneth Patrick Chung as Director	For	For
2d	Authorize Board to Fix Remuneration of Directors	For	For
3	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	For	For
4	Authorize Repurchase of Issued Share Capital	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	Against
<i>Blended Rationale: A vote AGAINST these resolutions is warranted for the following: - The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. - The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>			
6	Authorize Reissuance of Repurchased Shares	For	Against
<i>Blended Rationale: A vote AGAINST these resolutions is warranted for the following: - The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. - The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>			
7	Approve Amendments to the Memorandum and Articles of Association	For	For

## Waste Connections, Inc.

**Meeting Date:** 19/05/2023

**Country:** Canada

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Andrea E. Bertone	For	For
1b	Elect Director Edward E. "Ned" Guillet	For	For
1c	Elect Director Michael W. Harlan	For	For
1d	Elect Director Larry S. Hughes	For	For
1f	Elect Director Elise L. Jordan	For	For

## Waste Connections, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1g	Elect Director Susan "Sue" Lee	For	For
1h	Elect Director Ronald J. Mittelstaedt	For	For
1i	Elect Director William J. Razzouk	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	Approve Grant Thornton LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For

## Acerinox SA

**Meeting Date:** 22/05/2023

**Country:** Spain

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	For	For
2	Approve Non-Financial Information Statement	For	For
3	Approve Allocation of Income and Dividends	For	For
4	Approve Discharge of Board	For	For
5.1	Reelect George Donald Johnston as Director	For	For
5.2	Reelect Pedro Sainz de Baranda Riva as Director	For	For
6	Renew Appointment of PricewaterhouseCoopers as Auditor	For	For
7	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	For	For
8	Approve Reduction in Share Capital via Amortization of Treasury Shares	For	For
9	Authorize Share Repurchase Program	For	For
10	Advisory Vote on Remuneration Report	For	For
11	Amend Remuneration Policy	For	For
12	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Long-Term Incentive Plan	For	For

## Acerinox SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
13	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Long-Term Incentive Plan	For	For
14	Approve Long-Term Incentive Plan	For	For
15	Authorize Board to Ratify and Execute Approved Resolutions	For	For

## Lao Feng Xiang Co., Ltd.

Meeting Date: 22/05/2023

Country: China

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Annual Report and Summary	For	For
2	Approve Report of the Board of Directors	For	For
3	Approve Financial Statements and Financial Budget Report	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
7	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 the guaranteed entities is disproportionate to the level of ownership in the said entities. The company has failed to provide any justifications in the meeting circular.</i>			
8	Approve Report of the Independent Directors	For	For
9	Approve Entrusted Financial Management	For	For
10	Approve Waiver of Preemptive Rights and Related Party Transactions	For	For
11	Approve Report of the Board of Supervisors	For	For
12	Approve to Reformulate Rules and Procedures Regarding Meetings of Board of Directors	For	Against
<i>Blended Rationale: A vote against is warranted because the company has not provided information on this proposal.</i>			
13	Approve to Reformulate Rules and Procedures Regarding Meetings of Board of Supervisors	For	Against
<i>Blended Rationale: A vote against is warranted because the company has not provided information on this proposal.</i>			



# Lao Feng Xiang Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
14	Approve to Reformulate Code of Conduct for Controlling Shareholders and Actual Controllers	For	Against
<i>Blended Rationale: A vote against is warranted because the company has not provided information on this proposal.</i>			
15.1	Elect Yang Yi as Director	For	For
15.2	Elect Huang Hua as Director	For	For
15.3	Elect Li Jun as Director	For	For
15.4	Elect Zhu Liting as Director	For	For
15.5	Elect Shen Shunhui as Director	For	For
15.6	Elect Chen Zihai as Director	For	For
16.1	Elect Ma Minliang as Director	For	For
16.2	Elect Zhang Qixiu as Director	For	For
16.3	Elect Yu Tiecheng as Director	For	For
17.1	Elect Yu Haiqin as Supervisor	For	For
17.2	Elect Yin Ye as Supervisor	For	For
17.3	Elect Hu Jianfeng as Supervisor	For	For

# 888 Holdings Plc

**Meeting Date:** 23/05/2023

**Country:** Gibraltar

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Re-elect Jon Mendelsohn as Director	For	For
4	Re-elect Anne de Kerckhove as Director	For	For
5	Re-elect Mark Summerfield as Director	For	For
6	Re-elect Limor Ganot as Director	For	For
7	Re-elect Yariv Dafna as Director	For	For
8	Elect Andrea Joosen as Director	For	For
9	Elect Andria Vidler as Director	For	For
10	Elect Ori Shaked as Director	For	For
11	Reappoint Ernst & Young LLP and EY Limited, Gibraltar as Auditors	For	For

## 888 Holdings Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
12	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
13	Authorise Issue of Equity	For	For
14	Approve Long Term Incentive Plan	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	Amend Memorandum and Articles of Association	For	For

## China Yangtze Power Co., Ltd.

Meeting Date: 23/05/2023

Country: China

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	For	For
2	Approve Report of the Board of Supervisors	For	For
3	Approve Profit Distribution	For	For
4	Approve Annual Report	For	For
5	Approve Financial Statements and Financial Budget Report	For	For
6	Approve Appointment of Financial Auditor	For	For
7	Approve Appointment of Internal Control Auditor	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 Guarantee Plan	For	For
10	Approve Investment Plan	For	For
11	Amend Management System of Raised Funds	For	For
12.1	Elect Wang Hong as Director	For	For
12.2	Elect Teng Weiheng as Director	For	For

## China Yangtze Power Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
13.1	Elect Xu Haiyun as Supervisor	For	For

## Coursera, Inc.

**Meeting Date:** 23/05/2023      **Country:** USA  
**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Amanda M. Clark	For	For
1.2	Elect Director Christopher D. McCarthy	For	For
1.3	Elect Director Andrew Y. Ng	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Abstain
<i>Blended Rationale: An abstention is warranted because awards are not subject to performance conditions: - Equity awards were entirely time-based. During the year in review the company's equity awards consisted entirely of RSUs which vest quarterly over four years. This is the first time that the company has had a say-on-pay vote. The company has indicated that they will do an annual outreach to investors on exec comp practices. However, the CEO received a significant grant this year \$29m, with no performance conditions attached. Admittedly base salary is \$400m.</i>			
3	Advisory Vote on Say on Pay Frequency	One Year	One Year
<i>Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.</i>			
4	Ratify Deloitte & Touche LLP as Auditors	For	For

## Envista Holdings Corporation

**Meeting Date:** 23/05/2023      **Country:** USA  
**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Kieran T. Gallahue	For	For
1.2	Elect Director Barbara Hult	For	For
1.3	Elect Director Amir Aghdaei	For	For
1.4	Elect Director Vivek Jain	For	For
1.5	Elect Director Daniel Raskas	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Open Meeting; Elect Chairman of Meeting	For	For
4	Approve Agenda of Meeting	For	For
5	Acknowledge Proper Convening of Meeting	For	For
8.a	Accept Financial Statements and Statutory Reports	For	For
8.b1	Approve Discharge of Anthea Bath	For	For
8.b2	Approve Discharge of Lennart Evrell	For	For
8.b3	Approve Discharge of Johan Forssell	For	For
8.b4	Approve Discharge of Helena Hedblom (as Board Member)	For	For
8.b5	Approve Discharge of Jeane Hull	For	For
8.b6	Approve Discharge of Ronnie Leten	For	For
8.b7	Approve Discharge of Ulla Litzen	For	For
8.b8	Approve Discharge of Sigurd Mareels	For	For
8.b9	Approve Discharge of Astrid Skarheim Onsum	For	For
8.b10	Approve Discharge of Anders Ullberg	For	For
8.b11	Approve Discharge of Kristina Kanestad	For	For
8.b12	Approve Discharge of Daniel Rundgren	For	For
8.b13	Approve Discharge of CEO Helena Hedblom	For	For
8.c	Approve Allocation of Income and Dividends of SEK 3.40 Per Share	For	For
8.d	Approve Remuneration Report	For	For
9.a	Determine Number of Members (9) and Deputy Members of Board (0)	For	For
9.b	Determine Number of Auditors (1) and Deputy Auditors (0)	For	For
10.a1	Reelect Anthea Bath as Director	For	For
10.a2	Reelect Lennart Evrell as Director	For	For
10.a3	Reelect Johan Forssell as Director	For	Against
<p><i>Blended Rationale: A vote against is warranted as the nominee is a non-independent NED and serves on the Remuneration Committee, which is not majority independent.</i></p>			
10.a4	Reelect Helena Hedblom as Director	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
10.a5	Reelect Jeane Hull as Director	For	For
10.a6	Reelect Ronnie Leten as Director	For	Against
<p><i>Blended Rationale: A vote against is warranted as the nominee is a non-independent NED and serves on the Audit Committee, which is not fully independent. 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>			
10.a7	Reelect Ulla Litzen as Director	For	For
10.a8	Reelect Sigurd Mareels as Director	For	For
10.a9	Reelect Astrid Skarheim Onsum as Director	For	For
10.b	Reelect Ronnie Leten as Board Chair	For	For
10.c	Ratify Ernst & Young as Auditors	For	For
11.a	Approve Remuneration of Directors in the Amount of SEK 2.59 Million for Chair and SEK 810,000 for Other Directors; Approve Partly Remuneration in Synthetic Shares; Approve Remuneration for Committee Work	For	For
11.b	Approve Remuneration of Auditors	For	For
12	Approve Stock Option Plan 2023 for Key Employees	For	For
13.a	Approve Equity Plan Financing Through Repurchase of Class A Shares	For	For
13.b	Approve Repurchase of Shares to Pay 50 Percent of Director's Remuneration in Synthetic Shares	For	For
13.c	Approve Equity Plan Financing Through Transfer of Class A Shares to Participants	For	For
13.d	Approve Sale of Class A Shares to Finance Director Remuneration in Synthetic Shares	For	For
13.e	Approve Sale of Class A Shares to Finance Stock Option Plan 2017, 2018, 2019 and 2020	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Open Meeting; Elect Chairman of Meeting	For	For
4	Approve Agenda of Meeting	For	For
5	Acknowledge Proper Convening of Meeting	For	For
8.a	Accept Financial Statements and Statutory Reports	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
8.b1	Approve Discharge of Anthea Bath	For	For
8.b2	Approve Discharge of Lennart Evrell	For	For
8.b3	Approve Discharge of Johan Forssell	For	For
8.b4	Approve Discharge of Helena Hedblom (as Board Member)	For	For
8.b5	Approve Discharge of Jeane Hull	For	For
8.b6	Approve Discharge of Ronnie Leten	For	For
8.b7	Approve Discharge of Ulla Litzen	For	For
8.b8	Approve Discharge of Sigurd Mareels	For	For
8.b9	Approve Discharge of Astrid Skarheim Onsum	For	For
8.b10	Approve Discharge of Anders Ullberg	For	For
8.b11	Approve Discharge of Kristina Kanestad	For	For
8.b12	Approve Discharge of Daniel Rundgren	For	For
8.b13	Approve Discharge of CEO Helena Hedblom	For	For
8.c	Approve Allocation of Income and Dividends of SEK 3.40 Per Share	For	For
8.d	Approve Remuneration Report	For	For
9.a	Determine Number of Members (9) and Deputy Members of Board (0)	For	For
9.b	Determine Number of Auditors (1) and Deputy Auditors (0)	For	For
10.a1	Reelect Anthea Bath as Director	For	For
10.a2	Reelect Lennart Evrell as Director	For	For
10.a3	Reelect Johan Forssell as Director	For	For
<i>Blended Rationale: A vote FOR is warranted as Mr Forssell is a representative of Investor AB who own 18% of the stock. We appreciate that he thinks as a long term owner and has a strong and transparent sustainability/stewardship framework. Therefore we are happy to vote for him being elected and for the rem report.</i>			
10.a4	Reelect Helena Hedblom as Director	For	For
10.a5	Reelect Jeane Hull as Director	For	For
10.a6	Reelect Ronnie Leten as Director	For	For
<i>Blended Rationale: A vote FOR is warranted as Mr Leten is a representative of Investor AB who own 18% of the stock. We appreciate that he thinks as a long term owner and has a strong and transparent sustainability/stewardship framework. Therefore we are happy to vote for him being elected and for the rem report.</i>			
10.a7	Reelect Ulla Litzen as Director	For	For
10.a8	Reelect Sigurd Mareels as Director	For	For
10.a9	Reelect Astrid Skarheim Onsum as Director	For	For
10.b	Reelect Ronnie Leten as Board Chair	For	For
10.c	Ratify Ernst & Young as Auditors	For	For

## Epiroc AB

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
11.a	Approve Remuneration of Directors in the Amount of SEK 2.59 Million for Chair and SEK 810,000 for Other Directors; Approve Partly Remuneration in Synthetic Shares; Approve Remuneration for Committee Work	For	For
11.b	Approve Remuneration of Auditors	For	For
12	Approve Stock Option Plan 2023 for Key Employees	For	For
13.a	Approve Equity Plan Financing Through Repurchase of Class A Shares	For	For
13.b	Approve Repurchase of Shares to Pay 50 Percent of Director's Remuneration in Synthetic Shares	For	For
13.c	Approve Equity Plan Financing Through Transfer of Class A Shares to Participants	For	For
13.d	Approve Sale of Class A Shares to Finance Director Remuneration in Synthetic Shares	For	For
13.e	Approve Sale of Class A Shares to Finance Stock Option Plan 2017, 2018, 2019 and 2020	For	For

## Harworth Group Plc

**Meeting Date:** 23/05/2023

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3	Elect Marzia Zafar as Director	For	For
4	Re-elect Alastair Lyons as Director	For	For
5	Re-elect Lynda Shillaw as Director	For	For
6	Re-elect Katerina Patmore as Director	For	For
7	Re-elect Angela Bromfield as Director	For	For
8	Re-elect Ruth Cooke as Director	For	For
9	Re-elect Lisa Scenna as Director	For	For
10	Re-elect Patrick O'Donnell Bourke as Director	For	For
11	Re-elect Steven Underwood as Director	For	For

## Harworth Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
12	Re-elect Martyn Bowes as Director	For	For
13	Approve Remuneration Report	For	For
14	Reappoint Ernst & Young 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 Market Purchase of Ordinary Shares	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

## Insulet Corporation

Meeting Date: 23/05/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Luciana Borio	For	For
1.2	Elect Director Michael R. Minogue	For	For
1.3	Elect Director Corinne H. Nevinny	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 Grant Thornton LLP as Auditors	For	For

## Merck & Co., Inc.

Meeting Date: 23/05/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Douglas M. Baker, Jr.	For	For



Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1b	Elect Director Mary Ellen Coe	For	For
1c	Elect Director Pamela J. Craig	For	For
1d	Elect Director Robert M. Davis	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>			
1e	Elect Director Thomas H. Glocer	For	For
1f	Elect Director Risa J. Lavizzo-Mourey	For	For
1g	Elect Director Stephen L. Mayo	For	For
1h	Elect Director Paul B. Rothman	For	For
1i	Elect Director Patricia F. Russo	For	For
1j	Elect Director Christine E. Seidman	For	For
1k	Elect Director Inge G. Thulin	For	For
1l	Elect Director Kathy J. Warden	For	For
1m	Elect Director Peter C. Wendell	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<i>Blended Rationale: A vote against is warranted because recruitment awards are not awarded in the form of shares or are not subject to performance criteria: - NEO Chirfi Guindo rehired as chief marketing officer; human health. On July 1, 2022, NEO Guindo received a sign-on cash award of \$530,000 and a sign-on equity award valued at \$12.2 million, the majority of which was to buy out forfeited equity at this prior company.</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 Risks Related to Operations in China	Against	Against
6	Report on Access to COVID-19 Products	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted, as reporting on the impact of public funding on the company's pricing and access plans would allow shareholders to better assess the company's management of related risks.</i>			
7	Adopt Policy to Require Third-Party Organizations to Annually Report Expenditures for Political Activities	Against	Against
8	Report on Impact of Extended Patent Exclusivities on Product Access	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted, because shareholders would benefit from more robust disclosure of the company's processes and oversight mechanisms for managing risks related to anti-competitive practices.</i>			
9	Publish a Congruency Report of Partnerships with Globalist Organizations	Against	Against
10	Require Independent Board Chair	Against	For
<i>Blended Rationale: Artemis supports the separation of Chairman and CEO.</i>			

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	Elect Wael Sawan as Director	For	For
5	Elect Cyrus Taraporevala as Director	For	For
6	Elect Sir Charles Roxburgh as Director	For	For
7	Elect Leena Srivastava as Director	For	For
8	Re-elect Sinead Gorman as Director	For	For
9	Re-elect Dick Boer as Director	For	For
10	Re-elect Neil Carson as Director	For	For
11	Re-elect Ann Godbehere as Director	For	For
12	Re-elect Jane Lute as Director	For	For
13	Re-elect Catherine Hughes as Director	For	For
14	Re-elect Sir Andrew Mackenzie as Director	For	For
15	Re-elect Abraham Schot as Director	For	For
16	Reappoint Ernst & Young LLP as Auditors	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
18	Authorise Issue of Equity	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	For	For
20	Authorise Market Purchase of Ordinary Shares	For	For
21	Authorise Off-Market Purchase of Ordinary Shares	For	For
22	Authorise UK Political Donations and Expenditure	For	For
23	Adopt New Articles of Association	For	For
24	Approve Share Plan	For	For
25	Approve the Shell Energy Transition Progress	For	For

## Shell Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
26	Request Shell to Align its Existing 2030 Reduction Target Covering the Greenhouse Gas (GHG) Emissions of the Use of its Energy Products (Scope 3) with the Goal of the Paris Climate Agreement	Against	Against

## Sherborne Investors (Guernsey) C Ltd.

Meeting Date: 23/05/2023

Country: Guernsey

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Re-elect Talmi Morgan as Director	For	For
4	Re-elect Trevor Ash as Director	For	For
5	Re-elect Ian Brindle as Director	For	For
6	Elect Helen Sinclair as Director	For	For
7	Elect Linda Wilding as Director	For	For
8	Ratify Deloitte LLP as Auditors	For	For
9	Authorise Board to Fix Remuneration of Auditors	For	For
10	Authorise Market Purchase of Ordinary Shares	For	For

## The Restaurant Group Plc

Meeting Date: 23/05/2023

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Policy	For	For
3	Approve Remuneration Report	For	For
4	Approve Deferred Share Bonus Plan	For	For
5	Approve Savings-Related Share Option Scheme	For	For

# The Restaurant Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6	Re-elect Ken Hanna as Director	For	For
7	Re-elect Andy Hornby as Director	For	For
8	Re-elect Kirk Davis as Director	For	For
9	Re-elect Graham Clemett as Director	For	For
10	Re-elect Zoe Morgan as Director	For	For
11	Re-elect Alex Gersh as Director	For	For
12	Elect Loraine Woodhouse as Director	For	For
13	Reappoint Ernst & Young LLP 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 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

# 4imprint Group Plc

**Meeting Date:** 24/05/2023

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Approve Special Dividend	For	For
5	Re-elect Lindsay Beardsell as Director	For	For
6	Re-elect Charles Brady as Director	For	For
7	Re-elect John Gibney as Director	For	For
8	Re-elect Kevin Lyons-Tarr as Director	For	For
9	Re-elect Paul Moody as Director	For	For
10	Re-elect Jaz Patel as Director	For	For

# 4imprint Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
11	Re-elect David Seekings as Director	For	For
12	Re-elect Christina Southall as Director	For	For
13	Reappoint Ernst & Young LLP 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

## Amalgamated Financial Corp.

Meeting Date: 24/05/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Lynne P. Fox	For	For
1b	Elect Director Priscilla Sims Brown	For	For
1c	Elect Director Maryann Bruce	For	For
1d	Elect Director Mark A. Finser	For	For
1e	Elect Director Darrell Jackson	For	For
<i>Blended Rationale: A vote FOR is warranted because although supermajority requirements still exist, everything else is in order as the company does have a specialist mandate as an ESG/social impact focused organisation. We understand why it might want to retain a provision that ensures any changes to its articles are driven by a supermajority view.</i>			
1f	Elect Director Julie Kelly	For	For
1g	Elect Director JoAnn Lilek	For	For
1h	Elect Director John McDonagh	For	For
1i	Elect Director Meredith Miller	For	For
1j	Elect Director Robert G. Romasco	For	For
1k	Elect Director Edgar Romney, Sr.	For	For
2	Ratify Crowe LLP as Auditors	For	For
3	Approve Restricted Stock Plan	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

Meeting Date: 24/05/2023

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	Against
<p><i>Blended Rationale: A vote against is warranted due to concerns over poor corporate governance practices: - Votes AGAINST incumbent compensation committee members Edith Cooper, Daniel Huttenlocher, and Judith McGrath are warranted, in light of the committee's poor response to low vote support for last year's say-on-pay proposal.</i></p>			
1e	Elect Director Jamie S. Gorelick	For	For
1f	Elect Director Daniel P. Huttenlocher	For	Against
<p><i>Blended Rationale: A vote against is warranted due to concerns over poor corporate governance practices: - Votes AGAINST incumbent compensation committee members Edith Cooper, Daniel Huttenlocher, and Judith McGrath are warranted, in light of the committee's poor response to low vote support for last year's say-on-pay proposal.</i></p>			
1g	Elect Director Judith A. McGrath	For	Against
<p><i>Blended Rationale: A vote against is warranted as there are ongoing issues with remuneration. A vote against is warranted due to concerns over poor corporate governance practices: - Votes AGAINST incumbent compensation committee members Edith Cooper, Daniel Huttenlocher, and Judith McGrath are warranted, in light of the committee's poor response to low vote support for last year's say-on-pay proposal.</i></p>			
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 Ratification of 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. Similar to prior years, the company does not award annual incentives or utilize performance vesting criteria for NEOs' equity awards, but historically has provided periodic time-based equity awards to its NEOs and few perquisites. - Other NEOs received periodic grants of time-based restricted stock. Given that the company typically awards equity grants every other year, NEOs Olsavsky and Zapolsky received grants valued \$17.8 million in FY22, up from their \$17 million grants in FY20. NEO Selipsky's FY22 periodic grant was valued at \$40.8 million, which follows a FY21 new hire award valued at \$81 million. Each periodic grant vests quarterly over a period of six years. Also note that the 2022 say-on-pay vote received the support of only 56.0 percent of votes cast and in FY22, NEO Herrington received RSUs valued by the company at \$31.7 million, in connection with his promotion to CEO Worldwide Amazon Stores. In April 2022, prior to his promotion in June 2022, Herrington also received a periodic restricted stock unit award with a grant date value of approximately \$11.2 million.</i></p>			
4	Advisory Vote on Say on Pay Frequency	One Year	One Year
<p><i>Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.</i></p>			
5	Amend Omnibus Stock Plan	For	Against
<p><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></p>			

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6	Report on Climate Risk in Retirement Plan Options	Against	Against
7	Report on Customer Due Diligence	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>			
8	Revise Transparency Report to Provide Greater Disclosure on Government Requests	Against	Against
9	Report on Government Take Down Requests	Against	Against
10	Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from more disclosure on whether and how the company considers human capital management and community relations issues related to the transition to a low-carbon economy as part of its climate strategy.</i>			
11	Publish a Tax Transparency Report	Against	Against
12	Report on Climate Lobbying	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted at this time. The request is not considered overly onerous or prescriptive, and shareholders would benefit from greater transparency of the company's direct and indirect climate lobbying, and how the company would plan to mitigate any risks that might be identified.</i>			
13	Report on Median and Adjusted Gender/Racial Pay Gaps	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>			
14	Report on Cost/Benefit Analysis of Diversity, Equity and Inclusion Programs	Against	Against
15	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against	Against
16	Commission Third Party Assessment on Company's Commitment to 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>			
17	Consider Pay Disparity Between Executives and Other Employees	Against	Against
18	Report on Animal Welfare Standards	Against	Against
19	Establish a Public Policy Committee	Against	Against
20	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted, as the company continues to face significant controversies related to the treatment of its employees and the proposal would give the board more options for nominating director candidates that it considers could help it in considering worker grievances, potentially reducing risks of reputational damage and protecting shareholder value in the long-term, but without being overly prescriptive. It is not asking for an employee representative on the board, but a policy to include hourly workers among the list of candidates the Nominating and Governance Committee considers for open board positions.</i>			

## Amazon.com, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
21	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>			
22	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>			
23	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>			

## Banco Comercial Portugues SA

**Meeting Date:** 24/05/2023

**Country:** Portugal

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Individual and Consolidated Financial Statements and Statutory Reports	For	For
2	Approve Allocation of Income	For	For
3	Appraise Management and Supervision of Company and Approve Vote of Confidence to Corporate Bodies	For	For
4	Amend Remuneration Policy and Revoke Retirement Regulation of Executive Directors	For	For
5	Amend Policy for the Selection and Appointment of the Statutory Auditor and the Engagement of Non-Audit Services Not Prohibited Under the Applicable Legislation	For	For
6	Authorize Repurchase and Reissuance of Shares and Bonds	For	For

## China Mobile Limited

**Meeting Date:** 24/05/2023

**Country:** Hong Kong

**Meeting Type:** Annual



# China Mobile Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Profit Distribution Plan and Final Dividend	For	For
3	Authorize Board to Determine Interim Profit Distribution of the Company	For	For
4.1	Elect Li Pizheng as Director	For	For
4.2	Elect Li Ronghua as Director	For	For
5.1	Elect Stephen Yiu Kin Wah as Director	For	For
5.2	Elect Carmelo Lee Ka Sze as Director	For	For
5.3	Elect Margaret Leung Ko May Yee as Director	For	For
6	Approve KPMG and KPMG Huazhen LLP as Auditors of the Group and Authorize Board to Fix Their Remuneration	For	For
7	Authorize Repurchase of Issued Share Capital	For	For
8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	Against
<i>Blended Rationale: A vote AGAINST these resolutions is warranted for the following:- The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration.- The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>			
9	Authorize Reissuance of Repurchased Shares	For	Against
<i>Blended Rationale: A vote AGAINST these resolutions is warranted for the following:- The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration.- The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>			
10	Approve External Guarantees Plan	For	Against
<i>Blended Rationale: A vote AGAINST this resolution is warranted as the company has failed to disclose pertinent details regarding this proposal.</i>			

# Clean Harbors, Inc.

Meeting Date: 24/05/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Edward G. Galante	For	For

## Clean Harbors, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.2	Elect Director Alison A. Quirk	For	For
1.3	Elect Director Shelley Stewart, Jr.	For	For
1.4	Elect Director John R. Welch	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<i>Blended Rationale: A vote against is warranted because the performance period is less than 3 years:- One year (FY2022). Earned awards will vest in five equal annual instalments.</i>			
3	Advisory Vote on Say on Pay Frequency	One Year	One Year
<i>Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.</i>			
4	Ratify Deloitte & Touche LLP as Auditors	For	For

## Dassault Systemes SA

**Meeting Date:** 24/05/2023

**Country:** France

**Meeting Type:** Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Allocation of Income and Dividends of EUR 0.21 per Share	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For
5	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	For	For
6	Approve Remuneration Policy of Corporate Officers	For	For
7	Approve Compensation of Charles Edelstenne, Chairman of the Board Until January 8, 2023	For	For
8	Approve Compensation of Bernard Charles, Vice-Chairman of the Board and CEO Until January 8, 2023	For	For
9	Approve Compensation Report of Corporate Officers	For	Against

*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 the ex-post at the 2022 AGM, and more than 20 percent free float dissent on a compensation policy that had improved compared to the previous one. Substantial dissents were also noticed in the previous years. Despite some improvements proposed in the 2022 reports regarding transparency of the STI, it seems that some issues remain regarding the quantum and level of disclosure. Consequently, as this limited responsiveness was already not supported last year, this resolution does not merit support this year as well.*

# Dassault Systemes SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
10	Reelect Catherine Dassault as Director	For	For
11	Elect Genevieve Berger as Director	For	For
12	Authorize Repurchase of Up to 25 Million Issued Share Capital	For	For
13	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 12 Million	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 12 Million	For	For
16	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 12 Million	For	For
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 14-16	For	For
18	Authorize Capitalization of Reserves of Up to EUR 12 Million for Bonus Issue or Increase in Par Value	For	For
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For
20	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	For	For
21	Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	For	For
24	Authorize Filing of Required Documents/Other Formalities	For	For

## Ebiquity Plc

**Meeting Date:** 24/05/2023

**Country:** United Kingdom

**Meeting Type:** Annual

## Ebiquity Plc

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

## EOG Resources, Inc.

Meeting Date: 24/05/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Janet F. Clark	For	For
1b	Elect Director Charles R. Crisp	For	For
1c	Elect Director Robert P. Daniels	For	For
1d	Elect Director Lynn A. Dugle	For	For
1e	Elect Director C. Christopher Gaut	For	For
1f	Elect Director Michael T. Kerr	For	For
1g	Elect Director Julie J. Robertson	For	For
1h	Elect Director Donald F. Textor	For	For
1i	Elect Director Ezra Y. Jacob	For	For
2	Ratify Deloitte & Touche LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

## EOG Resources, Inc.

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

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

## Equitable Holdings, Inc.

**Meeting Date:** 24/05/2023

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Francis A. Hondal	For	For
1b	Elect Director Arlene Isaacs-Lowe	For	For
1c	Elect Director Daniel G. Kaye	For	For
1d	Elect Director Joan Lamm-Tennant	For	For
1e	Elect Director Craig MacKay	For	For
1f	Elect Director Mark Pearson	For	For
1g	Elect Director Bertram L. Scott	For	For
1h	Elect Director George Stansfield	For	For
1i	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

## Kilroy Realty Corporation

**Meeting Date:** 24/05/2023

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director John Kilroy	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee serves as the Company's CEO and Chair and there is evidence of a poor approach on executive pay.</i>			
1b	Elect Director Edward F. Brennan	For	For
1c	Elect Director Jolie Hunt	For	For
1d	Elect Director Scott S. Ingraham	For	For

## Kilroy Realty Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1e	Elect Director Louisa G. Ritter	For	For
1f	Elect Director Gary R. Stevenson	For	For
1g	Elect Director Peter B. Stoneberg	For	Against
<i>Blended Rationale: A vote AGAINST Nominating Committee chair Peter Stoneberg is warranted for the lack of racial/ethnic diversity on the board.</i>			
2	Amend Omnibus Stock Plan	For	Against
<i>Blended Rationale: A vote against is warranted because payments in the event of change of control are excessive: - Unvested time-based equity awards would accelerate if not assumed.</i>			
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<i>Blended Rationale: A vote against is warranted because the performance period is less than 3 years: - Performance equity awards are based on a primary metric that utilizes on a one-year performance period.</i>			
4	Advisory Vote on Say on Pay Frequency	One Year	One Year
<i>Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.</i>			
5	Ratify Deloitte & Touche LLP as Auditors	For	For

## Lookers Plc

**Meeting Date:** 24/05/2023

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Remuneration Policy	For	For
4	Approve Final Dividend	For	For
5	Reappoint BDO LLP as Auditors	For	For
6	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For
7	Elect Susan Farr as Director	For	For
8	Re-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 Mark Raban as Director	For	For

## Lookers Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
12	Re-elect Paul Van der Burgh as Director	For	For
<i>Blended Rationale: A vote FOR this Director is warranted as no significant concerns have been identified.</i>			
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

## M&G Plc

**Meeting Date:** 24/05/2023

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Policy	For	For
3	Approve Remuneration Report	For	For
4	Elect Andrea Rossi as Director	For	For
5	Re-elect Clive Adamson as Director	For	For
6	Re-elect Edward Braham as Director	For	For
7	Re-elect Clare Chapman as Director	For	For
9	Re-elect Kathryn McLeland as Director	For	For
10	Re-elect Debasish Sanyal as Director	For	For
11	Re-elect Clare Thompson as Director	For	For
12	Re-elect Massimo Tosato as Director	For	For
13	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
15	Authorise UK Political Donations and Expenditure	For	For
16	Authorise Issue of Equity	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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

# Playtech Plc

**Meeting Date:** 24/05/2023

**Country:** Isle of Man

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	Against
<i>Blended Rationale: A vote against is warranted because severance payment is excessive:- The Company did not formally serve notice for the former CFO when his departure was announced, giving rise to a 'notice of notice' scenario. This results in an unnecessary overpayment in terms of the severance packages awarded. Further, vesting of 2020 LTIP awards were not pro-rated due to the normal grant schedule in March 2020 overriding the actual grant in October 2020.</i>			
3	Reappoint BDO LLP as Auditors	For	For
4	Authorise Board to Fix Remuneration of Auditors	For	For
5	Re-elect Brian Mattingley 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 Ian Penrose as Director	For	Against
<i>Blended Rationale: A vote against is warranted due to concerns over poor corporate governance practices:- Ian Penrose is the Remuneration Committee Chair. The Company's resolutions relating to remuneration have continuously received significant shareholder dissent, and there are further concerns raised in relation to remuneration decisions during the year under review.</i>			
7	Re-elect Anna Massion as Director	For	For
8	Re-elect John Krumins as Director	For	For
9	Re-elect Linda Marston-Weston as Director	For	For
10	Elect Samy Reeb as Director	For	For
11	Elect Chris McGinnis as Director	For	For
12	Re-elect Mor Weizer as Director	For	For
13	Authorise Issue of Equity	For	For



## Playtech Plc

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

## Reinsurance Group of America, Incorporated

Meeting Date: 24/05/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Pina Albo	For	For
1b	Elect Director Tony Cheng	For	For
1c	Elect Director John J. Gauthier	For	For
1d	Elect Director Patricia L. Guinn	For	For
1e	Elect Director Anna Manning	For	For
1f	Elect Director Hazel M. McNeilage	For	For
1g	Elect Director George Nichols, III	For	For
1h	Elect Director Stephen O'Hearn	For	For
1i	Elect Director Shundrawn Thomas	For	For
1j	Elect Director Khanh T. Tran	For	For
1k	Elect Director Steven C. Van Wyk	For	For
2	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>			
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Ratify Deloitte & Touche LLP as Auditors	For	For

## Repsol SA

Meeting Date: 24/05/2023

Country: Spain

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	For	For
2	Approve 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 Issuance of Non-Convertible Bonds/Debentures and/or Other Debt Securities Exchangeable for Issued Shares for up to EUR 15 Billion	For	For
10	Reelect Antonio Brufau Niubo as Director	For	For
11	Reelect Josu Jon Imaz San Miguel as Director	For	For
12	Reelect Aranzazu Estefania Larranaga as Director	For	For
13	Reelect Maria Teresa Garcia-Mila Lloveras as Director	For	For
14	Reelect Henri Philippe Reichstul as Director	For	For
15	Reelect John Robinson West as Director	For	For
16	Ratify Appointment of and Elect Manuel Manrique Cecilia as Director	For	For
17	Elect Maria del Pino Velazquez Medina as Director	For	For
18	Advisory Vote on Remuneration Report	For	For
19	Approve Remuneration Policy	For	For
20	Approve Share Matching Plan	For	For
21	Authorize Board to Ratify and Execute Approved Resolutions	For	For

## Sopra Steria Group SA

**Meeting Date:** 24/05/2023

**Country:** France

**Meeting Type:** Annual/Special

# Sopra Steria Group SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Allocation of Income and Dividends of EUR 4.30 per Share	For	For
4	Approve Compensation Report of Corporate Officers	For	For
5	Approve Compensation of Pierre Pasquier, Chairman of the Board	For	For
6	Approve Compensation of Vincent Paris, CEO from January 1, 2022 until February 28, 2022	For	Against
<i>Blended Rationale: A vote AGAINST this remuneration report is warranted as Vincent Paris is entitled to potential full post mandate vesting.</i>			
7	Approve Compensation of Cyril Malarge, CEO since March, 1 2022	For	For
8	Approve Remuneration Policy of Chairman of the Board	For	For
9	Approve Remuneration Policy of CEO	For	For
10	Approve Remuneration Policy of Directors	For	For
11	Approve Remuneration of Directors the Aggregate Amount of EUR 700,000	For	For
12	Reelect Sylvie Remond as Director	For	For
13	Reelect Jessica Scale as Director	For	For
14	Reelect Michael Gollner as Director	For	For
15	Elect Sonia Criseo as Director	For	For
16	Elect Pascal Daloz as Director	For	For
17	Elect Remy Weber as Director	For	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
19	Authorize up to 1.1 Percent of Issued Capital for Use in Restricted Stock Plans	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
21	Authorize Filing of Required Documents/Other Formalities	For	For

# Sprouts Farmers Market, Inc.

Meeting Date: 24/05/2023

Country: USA

Meeting Type: Annual

# Sprouts Farmers Market, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Joel D. Anderson	For	For
1.2	Elect Director Terri Funk Graham	For	For
1.3	Elect Director Doug G. Rauch	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

## STMicroelectronics NV

Meeting Date: 24/05/2023

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	For	For
6	Approve Discharge of Management Board	For	For
7	Approve Discharge of Supervisory Board	For	For
8	Approve Grant of Unvested Stock Awards to Jean-Marc Chery as President and CEO	For	For
9	Reelect Yann Delabriere to Supervisory Board	For	For
10	Reelect Ana de Pro Gonzalo to Supervisory Board	For	For
11	Reelect Frederic Sanchez to Supervisory Board	For	For
12	Reelect Maurizio Tamagnini to Supervisory Board	For	For
13	Elect Helene Vletter-van Dort to Supervisory Board	For	For
14	Elect Paolo Visca to Supervisory Board	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
16	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	For	For

## Tenable Holdings, Inc.

Meeting Date: 24/05/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director John C. Huffard, Jr.	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 John Huffard Jr, A. Brooke Seawell, and Raymond (Ray) Vicks Jr. 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 A. Brooke Seawell	For	Withhold
	<i>Blended Rationale: Refer to Item 1.1.</i>		
1.3	Elect Director Raymond Vicks, Jr.	For	Withhold
	<i>Blended Rationale: Refer to Item 1.1.</i>		
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
	<i>Blended Rationale: A vote against is warranted because the performance period is less than 3 years:- PSUs were subject to the achievement of (i) pre-established target levels for global bookings (weighted 33.33 percent) and revenue plus unlevered free cash flow (weighted 66.67 percent) during the one-year performance period beginning on Jan. 1, 2022, and (ii) a service-based vesting requirement, with 25 percent vest on Feb. 23, 2023, and the remainder vesting quarterly over three years.</i>		

## Thermo Fisher Scientific Inc.

Meeting Date: 24/05/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Marc N. Casper	For	Against
	<i>Blended Rationale: A vote against is warranted as the nominee serves as the Company's CEO and Chair and there is evidence of a poor approach on executive pay.</i>		
1b	Elect Director 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 James C. Mullen	For	For
1h	Elect Director Lars R. Sorensen	For	For
1i	Elect Director Debora L. Spar	For	For
1j	Elect Director Scott M. Sperling	For	For
1k	Elect Director Dion J. Weisler	For	For

## Thermo Fisher Scientific Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<i>Blended Rationale: A vote against is warranted because the performance period is less than 3 years:- The number of PSUs subject to vesting is based on a one-year performance period measuring organic revenue growth and adjusted EPS.</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	Amend Omnibus Stock Plan	For	For
6	Approve Qualified Employee Stock Purchase Plan	For	For

## United Airlines Holdings, Inc.

Meeting Date: 24/05/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Carolyn Corvi	For	For
1b	Elect Director Matthew Friend	For	For
1c	Elect Director Barney Harford	For	For
1d	Elect Director Michele J. Hooper	For	For
1e	Elect Director Walter Isaacson	For	For
1f	Elect Director James A. C. Kennedy	For	For
1g	Elect Director J. Scott Kirby	For	For
1h	Elect Director Edward M. Philip	For	For
1i	Elect Director Edward L. Shapiro	For	For
1j	Elect Director Laysha Ward	For	For
1k	Elect Director James M. Whitehurst	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: - Three years (FY2022-24) with annual measurement periods: PRSUs are 40 percent based on 2023 CASM-ex, 40 percent based on United Next (specifically aircraft availability to schedule and aircraft utilization), and 20 percent based on ESG goals, including sustainability and DEI. Due to continued uncertainty and the "unique adverse effects of COVID-19 on the travel industry," the committee will set targets annually for the three-year performance period. CASM-ex goals were set "with reference to 2019 and with a sliding scale for adjustment based on available seat miles versus 2019." Page 102 of the proxy also notes this metric differs from the CASM-ex target used in the STI, as it "reflects both a longer performance period (full year) and a period that is later than the measurement period used in the 2022 STI awards. Also note that several retention awards were granted to the CEO and other NEOs.</i>			

# United Airlines Holdings, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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	Amend Omnibus Stock Plan	For	For
6	Amend Non-Employee Director 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 equity awards would automatically vest.</i>			

# Alliance Pharma Plc

Meeting Date: 25/05/2023

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3	Elect Jeyan Heper as Director	For	For
4	Elect Martin Sutherland as Director	For	For
5	Re-elect Peter Butterfield as Director	For	For
6	Re-elect Andrew Franklin as Director	For	For
7	Re-elect Richard Jones as Director	For	For
8	Re-elect Jo LeCouilliard as Director	For	Abstain
<i>Blended Rationale: A vote abstention is warranted due to concerns over the lack of board diversity and given that this director is Chair of the Remuneration and Nomination Committees.</i>			
9	Re-elect Kristof Neiryck as Director	For	For
10	Appoint Deloitte 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 in Connection with a Pre-emptive Offer	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 Specified Capital Investment	For	For

## Belden Inc.

Meeting Date: 25/05/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director David J. Aldrich	For	For
1b	Elect Director Lance C. Balk	For	For
1c	Elect Director Steven W. Berglund	For	For
1d	Elect Director Diane D. Brink	For	For
1e	Elect Director Judy L. Brown	For	For
1f	Elect Director Nancy Calderon	For	For
1g	Elect Director Ashish Chand	For	For
1h	Elect Director Jonathan C. Klein	For	For
1i	Elect Director YY Lee	For	For
1j	Elect Director Gregory J. McCray	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Advisory Vote on Say on Pay Frequency	One Year	One Year

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

## CGN Power Co., Ltd.

Meeting Date: 25/05/2023

Country: China

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	For	For
2	Approve Report of the Supervisory Committee	For	For
3	Approve Annual Report	For	For
4	Approve Audited Financial Report	For	For
5	Approve Profit Distribution Plan	For	For
6	Approve Investment 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



Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
8	Approve Pan-China Certified Public Accountants LLP as Internal Control Auditor and Authorize Board to Fix their Remuneration	For	For
9	Approve Performance Evaluation Results of Independent Non-Executive Directors	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 Shi Bing	For	For
10.4	Approve Remuneration of Feng Jian	For	For
10.5	Approve Remuneration of Gu Jian	For	For
10.6	Approve Remuneration of Pang Xiaowen	For	For
10.7	Approve Remuneration of Zhang Baishan	For	For
10.8	Approve Remuneration of Zhu Hui	For	For
10.9	Approve Remuneration of Wang Hongxin	For	For
11	Approve Continuing Connected Transactions - 2024-2026 Nuclear Fuel Supply and Services Framework Agreement and Proposed Annual Caps	For	For
12	Approve Major Transactions and Continuing Connected Transactions - 2024-2026 Financial Services Framework Agreement and Proposed Annual Caps	For	Against
<p><i>Blended Rationale: A vote AGAINST this proposal is warranted because the proposed related-party transactions include a financial service agreement with the group finance company, which may expose the company to unnecessary risks.</i></p>			
13	Amend Articles of Association	For	For
14	Approve Registration and Issuance of Multi-type Interbank Debt Financing Instruments	For	For
15	Approve Application for Issuance of Shelf-offering Corporate Bonds with the Exchange	For	Against
<p><i>Blended Rationale: A vote AGAINST the extension of the validity period of the company's application for issuance of shelf-offering corporate bonds is warranted given the lack of disclosed information to assess the impact of the possible issuance of convertible bonds on shareholders' rights and value.</i></p>			
16	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional A Shares and/or H Shares	For	Against
<p><i>Blended Rationale: A vote AGAINST this resolution is warranted for the following:- The share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration.- The company has not specified the discount limit for issuance for cash and non-cash consideration.</i></p>			
17	Approve Grant of General Mandate to the Board to Repurchase A Shares and/or H Shares	For	For

# CGN Power Co., Ltd.

**Meeting Date:** 25/05/2023

**Country:** China

**Meeting Type:** Special

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

# Elis SA

**Meeting Date:** 25/05/2023

**Country:** France

**Meeting Type:** Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Allocation of Income and Dividends of EUR 0.41 per Share	For	For
4	Approve Stock Dividend Program	For	For
5	Approve Transaction with Predica Re: Supplementary Pension Plan Insurance Agreement	For	For
6	Reelect Thierry Morin as Supervisory Board Member	For	For
7	Reelect Magali Chesse as Supervisory Board Member	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is a non-independent NED and serves on the Audit Committee, which is not fully independent.</i>			
8	Reelect Philippe Delleur as Supervisory Board Member	For	For
9	Elect Bpifrance Investissement as Supervisory Board Member	For	For
10	Ratify Appointment of Michel Plantevin as Supervisory Board Member	For	For
11	Approve Remuneration Policy of Chairman of the Supervisory Board	For	For
12	Approve Remuneration Policy of Supervisory Board Members	For	For
13	Approve Remuneration Policy of Chairman of the Management Board	For	For
14	Approve Remuneration Policy of Management Board Members	For	For
15	Approve Compensation Report of Corporate Officers	For	For

## Elis SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
16	Approve Compensation of Thierry Morin, Chairman of the Supervisory Board	For	For
17	Approve Compensation of Xavier Martire, Chairman of the Management Board	For	For
18	Approve Compensation of Louis Guyot, Management Board Member	For	For
19	Approve Compensation of Matthieu Lecharny, Management Board Member	For	For
20	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
22	Authorize up to 2.5 Percent of Issued Capital for Use in Restricted Stock Plans	For	For
23	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
24	Authorize Filing of Required Documents/Other Formalities	For	For

## Everbridge, Inc.

Meeting Date: 25/05/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director David Benjamin	For	For
1.2	Elect Director Richard D'Amore	For	For
1.3	Elect Director Alison Dean	For	For
1.4	Elect Director Rohit Ghai	For	For
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
1.9	Elect Director David Wagner	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against

*Blended Rationale: A vote against is warranted because recruitment awards are not awarded in the form of shares and are not subject to performance criteria:- Wagner received initial equity awards consisting of 200,000 restricted stock units ("RSUs")*

## Headlam Group Plc

Meeting Date: 25/05/2023

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Policy	For	For
3	Approve Remuneration Report	For	For
4	Approve Final Dividend	For	For
5	Elect Jemima Bird as Director	For	For
6	Elect Karen Hubbard as Director	For	For
7	Elect Robin Williams as Director	For	For
8	Elect Chris Payne as Director	For	For
9	Re-elect Keith Edelman as Director	For	For
10	Re-elect Stephen Bird 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	Approve Management Incentive Plan	For	For
15	Amend 2017 Performance Share Plan	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

## Henry Boot Plc

Meeting Date: 25/05/2023

Country: United Kingdom

Meeting Type: Annual

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

## Henry Boot Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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	For
9	Re-elect Gerald Jennings as Director	For	For
10	Elect Serena Lang as Director	For	For
11	Reappoint Ernst & Young LLP as Auditors	For	For
12	Authorise the Audit and Risk 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 Market Purchase of Ordinary Shares	For	For

## Hill & Smith Plc

Meeting Date: 25/05/2023

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Policy	For	For
3	Approve Remuneration Report	For	For
4	Approve Final Dividend	For	For
5	Re-elect Alan Giddins as Director	For	For
<i>Blended Rationale: A vote FOR the re-election of Alan Giddins is considered warranted, although it is not without concern because he is the Chair of the Nomination Committee and less than 33 percent of the Board currently consists of women, which is not in line with the recommendation of the Hampton-Alexander Review. The main reasons for support are:• The below-33% female representation level is the result of the imminent departure of Annette Kelleher, a degree of flexibility is considered appropriate.• It is noted that the Company's board composition is currently in line with the updated listing rule by having a female director serving at a senior position.</i>			
6	Re-elect Tony Quinlan as Director	For	For
7	Re-elect Mark Reckitt as Director	For	For
8	Re-elect Pete Raby as Director	For	For

## Hill & Smith Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
9	Re-elect Leigh-Ann Russell as Director	For	For
10	Re-elect Farrokh Batliwala as Director	For	For
11	Re-elect Hannah Nichols as Director	For	For
12	Reappoint Ernst & Young LLP as Auditors	For	For
13	Authorise Board to Fix Remuneration of Auditors	For	For
14	Authorise Issue of Equity	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
17	Authorise Market Purchase of Ordinary Shares	For	For
18	Approve Long Term Incentive Plan	For	For
19	Approve Executive Share Option Scheme	For	For
20	Approve Sharesave Scheme	For	For
21	Approve US Employee Stock Purchase Plan	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
23	Authorise UK Political Donations and Expenditure	For	For

## Pinterest, Inc.

Meeting Date: 25/05/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Jeffrey Jordan	For	Against
	<i>Blended Rationale: A vote against is warranted due to concerns over poor corporate governance practices: - A vote AGAINST governance committee members Jeffrey (Jeff) Jordan and Jeremy Levine is warranted given the board's failure to remove, or subject to a reasonable sunset requirement, the classified board structure, the supermajority vote requirement to enact certain changes to the governing documents, and the dual-class capital structure, each of which adversely impacts shareholder rights.</i>		
1b	Elect Director Jeremy Levine	For	Against
	<i>Blended Rationale: A vote against is warranted due to concerns over poor corporate governance practices: - A vote AGAINST governance committee members Jeffrey (Jeff) Jordan and Jeremy Levine is warranted given the board's failure to remove, or subject to a reasonable sunset requirement, the classified board structure, the supermajority vote requirement to enact certain changes to the governing documents, and the dual-class capital structure, each of which adversely impacts shareholder rights.</i>		
1c	Elect Director Gokul Rajaram	For	For

## Pinterest, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1d	Elect Director Marc Steinberg	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<p><i>Blended Rationale: A vote against is warranted because recruitment awards are not awarded in the form of shares or are not subject to performance criteria: - CEO's new-hire equity awards were entirely time-based. Pursuant to his offer letter, CEO Ready received a stock option grant to purchase 8.6 million shares of Class A common stock, valued by the company at \$100.8 million. ISS valued the stock option grant at \$132.2 million. The difference in valuations is driven by the use of different valuation assumptions, particularly with regard to stock option term. The stock option, which was granted on June 29, 2022, and has a term of ten years, vests on a quarterly basis over a four-year period starting on July 20, 2022, subject to Ready's continued service as CEO. - CEO Ready received a grant of 934,579 restricted stock awards (RSAs). The offer letter discloses that the initial value of the RSA was \$20 million. The RSAs, which were granted on Aug. 31, 2022, vest on a quarterly basis over a four-year period starting on Oct. 20, 2022, subject to Ready's continued service as CEO and his continuing to hold the Investment Shares. Note also that new chief legal officer Walcott received \$8 million RSU grant in FY23. A Form 4 filing discloses that the RSUs were granted on January 11, 2023. Therefore, the RSU grant will be reflected in the pay tables for FY23.</i></p>			
3	Ratify Ernst & Young LLP as Auditors	For	For
4	Report on Prevention of Workplace Harassment and Discrimination	Against	Against
5	Report on Censorship	Against	Against

## Prudential Plc

**Meeting Date:** 25/05/2023

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Remuneration Policy	For	For
4	Elect Arijit Basu as Director	For	For
5	Elect Claudia Dyckerhoff as Director	For	For
6	Elect Anil Wadhvani as Director	For	For
7	Re-elect Shriti Vadera as Director	For	For
8	Re-elect Jeremy Anderson as Director	For	For
9	Re-elect Chua Sock Koong as Director	For	For
10	Re-elect David Law as Director	For	For
11	Re-elect Ming Lu as Director	For	For
12	Re-elect George Sartorel as Director	For	For
13	Re-elect Jeanette Wong as Director	For	For
14	Re-elect Amy Yip as Director	For	For
15	Appoint Ernst & Young LLP as Auditors	For	For

## Prudential Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
16	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
17	Authorise UK Political Donations and Expenditure	For	For
18	Approve Sharesave Plan	For	For
19	Approve Long Term Incentive Plan	For	For
20	Approve International Savings-Related Share Option Scheme for Non-Employees	For	For
21	Approve the ISSOSNE Service Provider Sublimit	For	For
22	Approve Agency Long Term Incentive Plan	For	For
23	Approve the Agency LTIP Service Provider Sublimit	For	For
24	Authorise Issue of Equity	For	For
25	Authorise Issue of Equity to Include Repurchased Shares	For	For
26	Authorise Issue of Equity without Pre-emptive Rights	For	For
27	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
28	Authorise Market Purchase of Ordinary Shares	For	For
29	Adopt New Articles of Association	For	For
30	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

## RM Plc

**Meeting Date:** 25/05/2023

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Elect Richard Smothers as Director	For	For
3	Elect Mark Cook as Director	For	For
4	Re-elect Helen Stevenson as Director	For	For
5	Re-elect Charles Bligh as Director	For	For
6	Re-elect Vicky Griffiths as Director	For	For



Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
7	Re-elect Patrick Martell as Director	For	For
8	Reappoint Deloitte LLP as Auditors	For	For
9	Authorise Board to Fix Remuneration of Auditors	For	For
10	Approve Remuneration Report	For	For
11	Authorise Issue of Equity	For	For
12	Authorise Issue of Equity without Pre-emptive Rights	For	For
13	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
14	Authorise Market Purchase of Ordinary Shares	For	For
15	Adopt New Articles of Association	For	For

*Blended Rationale: A vote FOR is warranted as we have no issue with virtual meetings at this time.*

## Sanofi

**Meeting Date:** 25/05/2023

**Country:** France

**Meeting Type:** Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Allocation of Income and Dividends of EUR 3.56 per Share	For	For
4	Elect Frederic Oudea as Director	For	For
5	Approve Compensation Report of Corporate Officers	For	For
6	Approve Compensation of Serge Weinberg, Chairman of the Board	For	For
7	Approve Compensation of Paul Hudson, CEO	For	For
8	Approve Remuneration of Directors in the Aggregate Amount of EUR 2.5 Million	For	For
9	Approve Remuneration Policy of Directors	For	For
10	Approve Remuneration Policy of Chairman of the Board	For	For
11	Approve Remuneration Policy of CEO	For	For

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
12	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	For	For
13	Ratify Change Location of Registered Office to 46, Avenue de la Grande Armee, 75017 Paris and Amend Article 4 of Bylaws Accordingly	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 997 Million	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 240 Million	For	For
18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 240 Million	For	For
19	Approve Issuance of Debt Securities Giving Access to New Shares of Subsidiaries and/or Debt Securities, up to Aggregate Amount of EUR 7 Billion	For	For
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16-18	For	For
21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For
22	Authorize Capitalization of Reserves of Up to EUR 500 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 Filing of Required Documents/Other Formalities	For	For

**SCOR SE**

**Meeting Date:** 25/05/2023

**Country:** France

**Meeting Type:** Annual/Special

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1	Approve Financial Statements and Statutory Reports	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Allocation of Income and Dividends of EUR 1.40 per Share	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For
5	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 provided limited feedback following the repeated shareholder dissent received at previous AGMs regarding its remuneration policies. Although the bonus structure improved in 2022, the problematic LTIP vesting scales remain and are proposed under the new CEO's remuneration policy once more.</i></p>			
6	Approve Compensation of Denis Kessler, Chairman of the Board	For	For
7	Approve Compensation of Laurent Rousseau, CEO	For	For
8	Approve Remuneration Policy of Directors	For	For
9	Approve Remuneration Policy of Chairman of the Board	For	For
10	Approve Remuneration Policy of CEO from January 1, 2023 to January 25, 2023	For	For
11	Approve Remuneration Policy of CEO from January 26, 2023 to April 30, 2023	For	For
12	Approve Remuneration Policy of CEO from May 1, 2023 to December 31, 2023	For	For
13	Elect Thierry Leger as Director	For	For
14	Ratify Appointment of Martine Gerow as Director	For	For
15	Reelect Augustin de Romanet as Director	For	Against
<p><i>Blended Rationale: A vote against is warranted due to concerns over poor corporate governance practices:- A vote AGAINST the reelection of Augustin de Romanet, vice-chairman of the board of directors, is warranted because of the governance concerns surrounding the CEO succession process.</i></p>			
16	Reelect Adrien Couret as Director	For	For
17	Reelect Martine Gerow as Director	For	For
18	Reelect Holding Malakoff Humanis as Director	For	For
19	Reelect Vanessa Marquette as Director	For	For
20	Reelect Zhen Wang as Director	For	For
21	Reelect Fields Wicker-Miurin as Director	For	Against
<p><i>Blended Rationale: A vote against is warranted due to concerns over poor corporate governance practices:- A vote AGAINST the reelection of Fields Wicker-Miurin, chair of the remuneration committee, is warranted because of the repeated and significant dissent expressed by shareholder on the company's remuneration practices with limited reactivity from the company.</i></p>			

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
23	Authorize Capitalization of Reserves of Up to EUR 200 Million for Bonus Issue or Increase in Par Value	For	For
24	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 566,106,326	For	For
25	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights with a Binding Priority Right up to Aggregate Nominal Amount of EUR 141,526,577	For	For
26	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to 10 Percent of Issued Capital	For	For
27	Authorize Capital Increase of Up to EUR 141,526,577 for Future Exchange Offers	For	For
28	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For
29	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 24-26	For	For
30	Authorize Issuance of Warrants (Bons 2023 Contingents) without Preemptive Rights Reserved for a Category of Persons up to Aggregate Nominal Amount of EUR 300 Million Re: Contingent Capital	For	For
31	Authorize Issuance of Warrants (AOF 2023) without Preemptive Rights Reserved for a Category of Persons up to Aggregate Nominal Amount of EUR 300 Million Re: Ancillary Own-Fund	For	For
32	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
33	Authorize up to 1.5 Million Shares for Use in Stock Option Plans	For	For
34	Authorize Issuance of up to 3 Million Shares for Use in Restricted Stock Plans	For	For
35	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
36	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 24-31, 33 and 35 at EUR 743,079,278	For	For
37	Authorize Filing of Required Documents/Other Formalities	For	For

## TBC Bank Group Plc

Meeting Date: 25/05/2023

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Re-elect Arne Berggren as Director	For	For
4	Re-elect Vakhtang Butskhrikidze as Director	For	For
5	Re-elect Tsira Kemularia as Director	For	For
6	Re-elect Per Anders Fasth as Director	For	For
7	Re-elect Thymios Kyriakopoulos as Director	For	For
8	Re-elect Eran Klein as Director	For	For
9	Re-elect Venera Suknidze as Director	For	For
10	Re-elect Rajeev Sawhney as Director	For	For
11	Elect Janet Heckman as Director	For	For
12	Approve Final Dividend	For	For
13	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
15	Authorise 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

## The Trade Desk, Inc.

Meeting Date: 25/05/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Jeff T. Green	For	Withhold

# The Trade Desk, 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:- In the absence of compensation committee members on ballot, WITHHOLD votes are warranted for incumbent directors Jeff Green and Andrea Cunningham given that the compensation committee demonstrated poor responsiveness to shareholder concerns following last year's low say-on-pay support. A vote WITHHOLD is warranted as the nominee serves as the Company's CEO and Chair and there is evidence of a poor approach on corporate governance and responsiveness to shareholder concerns.</i>		
1.2	Elect Director Andrea L. Cunningham	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 Andrea Cunningham 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.- In the absence of compensation committee members on ballot, WITHHOLD votes are warranted for incumbent directors Jeff Green and Andrea Cunningham given that the compensation committee demonstrated poor responsiveness to shareholder concerns following last year's low say-on-pay support.</i>		
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

# Unum Group

Meeting Date: 25/05/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Theodore H. Bunting, Jr.	For	For
1b	Elect Director Susan L. Cross	For	For
1c	Elect Director Susan D. DeVore	For	For
1d	Elect Director Joseph J. Echevarria	For	For
1e	Elect Director Cynthia L. Egan	For	For
1f	Elect Director Kevin T. Kabat	For	For
1g	Elect Director Timothy F. Keaney	For	For
1h	Elect Director Gale V. King	For	For
1i	Elect Director Gloria C. Larson	For	For
1j	Elect Director Richard P. McKenney	For	For
1k	Elect Director Ronald P. O'Hanley	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
	<i>Blended Rationale: A vote against is warranted because awards are not subject to performance conditions.</i>		
3	Advisory Vote on Say on Pay Frequency	One Year	One Year
	<i>Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.</i>		
4	Ratify Ernst & Young LLP as Auditors	For	For

# Vanquis Banking Group Plc

Meeting Date: 25/05/2023

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Policy	For	For
3	Approve Remuneration Report	For	For
4	Approve Final Dividend	For	For
5	Re-elect Patrick Snowball as Director	For	For
6	Re-elect Malcolm Le May as Director	For	For
7	Re-elect Neeraj Kapur as Director	For	For
8	Re-elect Andrea Blance as Director	For	For
9	Re-elect Elizabeth Chambers as Director	For	For
10	Elect Michele Greene as Director	For	For
11	Re-elect Paul Hewitt as Director	For	For
12	Re-elect Margot James as Director	For	For
13	Re-elect Angela Knight as Director	For	For
14	Re-elect Graham Lindsay as Director	For	For
15	Reappoint Deloitte LLP as Auditors	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
17	Authorise UK Political Donations and Expenditure	For	For
18	Authorise Issue of Equity	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
21	Authorise Market Purchase of Ordinary Shares	For	For
22	Authorise Issue of Equity in Relation to Additional Tier 1 Securities	For	For
23	Authorise Issue of Equity without Pre-emptive Rights in Relation to Additional Tier 1 Securities	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

# Voya Financial, Inc.

Meeting Date: 25/05/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Lynne Biggar	For	For
1b	Elect Director Stephen Bowman	For	For
1c	Elect Director Yvette S. Butler	For	For
1d	Elect Director Jane P. Chwick	For	For
1e	Elect Director Kathleen DeRose	For	For
1f	Elect Director Hikmet Ersek	For	For
1g	Elect Director Ruth Ann M. Gillis	For	For
1h	Elect Director Heather Lavallee	For	For
1i	Elect Director Aylwin B. Lewis	For	For
1j	Elect Director Rodney O. Martin, Jr.	For	For
1k	Elect Director Joseph V. Tripodi	For	For
1l	Elect Director David Zwiener	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against

*Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company:- STI awards are initially determined largely by two financial performance goals, although both financial targets were set below the prior year's results without a specific rationale disclosed in the proxy or a corresponding reduction in pay opportunity. Additionally, disclosure of individual weightings, targets and results for the strategic initiatives component is incomplete and the proxy does not disclose any limits on the committee's ability to discretionarily increase payouts based on individual performance, apart from NEOs' maximum payout opportunities.- With respect to the LTI program, a majority of long-term incentives are based on multi-year performance goals, which is positive. However, the proxy does not disclose the structure of long-term incentives granted in FY23 for FY22 performance, which many investors may expect given that these awards were granted in respect of performance for the year in review. Moreover, forward-looking goals are not disclosed and, although goals for closing-cycle awards are disclosed, the relative TSR metric targets merely the median and the proxy does not disclose a vesting cap if absolute TSR is negative.- Lastly, while the large majority of one-time awards to the CEO are based on achieving stock price goals over a multi-year period, neither the proxy nor the 8-K summarizing the awards discloses a sustainment requirement for the stock price goals. Without a disclosed sustainment requirement, investors are left to assume that no sustainment requirement exists, which may result in vesting for extremely short swings in stock price over the three-year period the award covers.*

3	Ratify Ernst & Young LLP as Auditors	For	For
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# Glencore Plc

Meeting Date: 26/05/2023

Country: Jersey

Meeting Type: Annual

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



# Glencore Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Reduction of Capital Contribution Reserves	For	For
3	Re-elect Kalidas Madhavpeddi as Director	For	For
4	Re-elect Gary Nagle as Director	For	For
5	Re-elect Peter Coates as Director	For	For
6	Re-elect Martin Gilbert as Director	For	For
7	Re-elect Gill Marcus as Director	For	For
8	Re-elect Cynthia Carroll as Director	For	For
9	Re-elect David Wormsley as Director	For	For
10	Elect Liz Hewitt as Director	For	For
11	Reappoint Deloitte LLP as Auditors	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
13	Approve 2022 Climate Report	For	For
<p><i>Blended Rationale: A vote FOR is warranted due to considerable improvements in disclosure and that the business and strategy seem to have maintained their coal position. Despite this, we would like to encourage even greater disclosure and clarity on strategy.</i></p>			
14	Approve Remuneration Report	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	Resolution in Respect of the Next Climate Action Transition Plan	Against	For

*Blended Rationale: A vote FOR this shareholder proposal is warranted. The proposal seeks clarification and information in the next climate report that the Company will present, which is due in 2024. The points on which the shareholder seeks clarification are legitimate, and reflect deficiencies identified in the analysis of the framework of the transition plan, on previous occasions. There is no obvious disadvantage to shareholders' interests in the acceptance of this proposal. The advantage is greater clarity on issues, that, in our view, would benefit from such clarity.*

# IDOM, Inc.

**Meeting Date:** 26/05/2023

**Country:** Japan

**Meeting Type:** Annual

## IDOM, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 26.3	For	For
2.1	Elect Director Hatori, Yusuke	For	Against
<i>Blended Rationale: A vote against is warranted as there is a lack of diversity on the board.</i>			
2.2	Elect Director Hatori, Takao	For	Against
<i>Blended Rationale: A vote against is warranted as there is a lack of diversity on the board.</i>			
2.3	Elect Director Nishihata, Ryo	For	For
2.4	Elect Director Sugie, Jun	For	For
2.5	Elect Director Noda, Koichi	For	For
3	Appoint Akari Audit & Co. as New External Audit Firm	For	For

## Lowe's Companies, Inc.

Meeting Date: 26/05/2023

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 Scott H. Baxter	For	For
1.4	Elect Director Sandra B. Cochran	For	For
1.5	Elect Director Laurie Z. Douglas	For	For
1.6	Elect Director Richard W. Dreiling	For	For
1.7	Elect Director Marvin R. Ellison	For	For
1.8	Elect Director Daniel J. Heinrich	For	For
1.9	Elect Director Brian C. Rogers	For	For
1.10	Elect Director Bertram L. Scott	For	For
1.11	Elect Director Colleen Taylor	For	For
1.12	Elect Director Mary Beth West	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

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

## Lowe's Companies, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Ratify Deloitte & Touche LLP as Auditors	For	For
5	Require Independent Board Chair	Against	For

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

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

**Meeting Date:** 26/05/2023

**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
8	Elect Zhang Xinming as Director	For	For
9	Elect Duan Xue as Director	For	For
10	Elect Ma Yanhui as Supervisor	For	For
11	Elect We Defei as Supervisor	For	For
12	Elect Han Weiguo as Supervisor	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
<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 for issuance for cash and non-cash consideration.- The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>			
3	Approve Amendments to Articles of Association and Related Transactions	For	For

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

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Amend Rules and Procedures Regarding Meetings of Board of Directors	For	For
5	Amend Rules and Procedures Regarding Meetings of Board of Supervisors	For	For

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

**Meeting Date:** 26/05/2023

**Country:** China

**Meeting Type:** Special

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

## Spectris Plc

**Meeting Date:** 26/05/2023

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Re-elect Ravi Gopinath as Director	For	For
5	Re-elect Derek Harding as Director	For	For
6	Re-elect Andrew Heath as Director	For	For
7	Re-elect Alison Henwood 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
12	Re-elect Mark Williamson as Director	For	For
13	Reappoint Deloitte LLP as Auditors	For	For

# Spectris Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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

# TotalEnergies SE

**Meeting Date:** 26/05/2023

**Country:** France

**Meeting Type:** Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Allocation of Income and Dividends of EUR 3.81 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 Marie-Christine Coisne-Roquette as Director	For	For
7	Reelect Mark Cutifani as Director	For	For
8	Elect Dierk Paskert as Director	For	For
9	Elect Anelise Lara as Director	For	For
10	Approve Compensation Report of Corporate Officers	For	For
11	Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 1.95 Million	For	For
12	Approve Compensation of Patrick Pouyanne, Chairman and CEO	For	For

## TotalEnergies SE

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
13	Approve Remuneration Policy of Chairman and CEO	For	For
14	Approve the Company's Sustainable Development and Energy Transition Plan	For	For
15	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	For	For
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
17	Remove Double-Voting Rights for Long-Term Registered Shareholders and Amend Article 18 of Bylaws Accordingly	For	For
A	Align Targets for Indirect Scope 3 Emissions with the Paris Climate Agreement (Advisory)	Against	For

*Blended Rationale: A vote FOR is warranted although it raises some questions as the proposal could be seen as influencing a change of strategy (described as a "confusion in the governance" by the company). The main reasons for support are: - The proponents express their concern about the alignment of the existing Scope 3 targets by 2030 with the Paris agreement and the wish that the company make the commitments its Scope 3 targets are aligned with; it is identified there is some missing information to provide comfort the Scope 3 goals are taking this trajectory. - The proposal is advisory and does not infringe on the board's prerogative (as recognized by the company itself) to set up and implement the company's strategy. It is noted the jurisprudence about the application of the legal environment for the filing of shareholder's resolution in France has been recently commented in releases by the Legal High Committee for Financial Markets of Paris (HCJP), the AMF ("Autorite des Marches Financiers") or its sustainable finance and climate commission that may appear somewhat contradictory.*

## China Resources Pharmaceutical Group Limited

**Meeting Date:** 29/05/2023

**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 Guo Wei as Director	For	For
3.2	Elect Han Yuewei as Director	For	For
3.3	Elect Hou Bo as Director	For	For
3.4	Elect Fu Tingmei as Director	For	For
3.5	Elect Zhang Kejian as Director	For	For

# China Resources Pharmaceutical Group Limited

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

## Wiwynn Corp.

**Meeting Date:** 29/05/2023

**Country:** Taiwan

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect EMILY HONG, with Shareholder NO.0000002, as Non-Independent Director	For	For
1.2	Elect FRANK LIN, a Representative of WISTRON CORPORATION with Shareholder NO.0000001, as Non-Independent Director	For	For
1.3	Elect SYLVIA CHIOU, a Representative of WISTRON CORPORATION with Shareholder NO.0000001, as Non-Independent Director	For	For
1.4	Elect SUNLAI CHANG, with Shareholder NO.0000005, as Non-Independent Director	For	For
1.5	Elect STEVEN LU, with Shareholder NO.0000007, as Non-Independent Director	For	For
1.6	Elect CHARLES KAU, with Shareholder NO.A104129XXX, as Independent Director	For	For
1.7	Elect SIMON DZENG, with Shareholder NO.Y100323XXX, as Independent Director	For	For

## Wiwynn Corp.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.8	Elect VICTOR CHENG, with Shareholder NO.J100515XXX, as Independent Director	For	For
1.9	Elect CATHY HAN, with Shareholder NO.E220500XXX, as Independent Director	For	For
2	Approve Business Operations Report and Financial Statements	For	For
3	Approve Plan on Profit Distribution	For	For
4	Approve Release of Restrictions on Competitive Activities of Newly Appointed Directors and Representatives	For	For
5	Amend Procedures for Lending Funds to Other Parties	For	Against

*Blended Rationale: A vote AGAINST is warranted because the proposed increase of caps in lending funds to others may expose the company to unnecessary risks and the company has failed to provide a compelling rationale for such changes.*

## China Petroleum & Chemical Corp.

**Meeting Date:** 30/05/2023

**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	Against
<i>Blended Rationale: A vote AGAINST this item is warranted because the company is a significant greenhouse gas (GHG) emitter, and it is considered not to be taking the minimum steps needed to understand, assess, and mitigate risks related to climate change to the company and the larger economy:• The company has not set any mid-term GHG emission reduction targets for its own operations and electricity consumption (Scopes 1 &amp; 2) nor any 2050 GHG emission reduction targets for its own operations and electricity consumption (Scopes 1 &amp; 2).</i>			
2	Approve Report of the Board of Supervisors of Sinopec Corp.	For	For
3	Approve Audited Financial Reports	For	For
4	Approve Profit Distribution Plan of Sinopec Corp.	For	For
5	Approve Interim Profit Distribution Plan of Sinopec Corp.	For	For
6	Approve KPMG Huazhen LLP and KPMG as External Auditors of Sinopec Corp. and Authorize Board to Fix Their Remuneration	For	For
7	Elect LV Lianggong as Director	For	For
8	Approve Reduction of the Registered Capital and Amend Articles of Association	For	For



# China Petroleum & Chemical Corp.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
9	Authorize Board to Determine the Proposed Plan for Issuance of Debt Financing Instrument(s)	For	Against
<p><i>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.</i></p>			
10	Approve Grant to the Board a General Mandate to Issue New Domestic Shares and/or Overseas-Listed Foreign Shares of Sinopec Corp.	For	Against
<p><i>Blended Rationale: A vote AGAINST this resolution is warranted for the following:- The share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration.- The company has not specified the discount limit for issuance for cash and non-cash consideration.</i></p>			
11	Approve Grant to the Board a General Mandate to Buy Back Domestic Shares and/or Overseas-Listed Foreign Shares of Sinopec Corp.	For	For
12	Approve Satisfaction of the Conditions of the Issuance of A Shares to Target Subscribers	For	For
13.01	Approve Type and Par Value of Shares to be Issued	For	For
13.02	Approve Manner and Timing of Issuance	For	For
13.03	Approve Subscriber and Manner of Subscription	For	For
13.04	Approve Pricing Benchmark Date, Issue Price and Pricing Principles	For	For
13.05	Approve Number of Shares to be Issued	For	For
13.06	Approve Lock-up Period	For	For
13.07	Approve Amount and Use of Proceeds	For	For
13.08	Approve Place of Listing	For	For
13.09	Approve Arrangement of Accumulated Undistributed Profits	For	For
13.10	Approve Validity Period	For	For
14	Approve Proposed Issuance of A Shares	For	For
15	Approve Demonstration and Analysis Report on the Plan of the Proposed Issuance of A Shares	For	For
16	Approve Connected Transaction Involved in Proposed Issuance of A Shares	For	For
17	Approve Conditional Subscription Agreement	For	For

## China Petroleum & Chemical Corp.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
18	Approve Feasibility Report on the Use of Proceeds Raised from the Proposed Issuance of A Shares	For	For
19	Approve Dilution of Current Returns by the Proposed Issuance of A Shares, Remedial Measures and the Commitments of Related Entities	For	For
20	Approve Dividend Distribution and Return Plan for Shareholders for the Next Three Years (2023-2025)	For	For
21	Authorize Board to Handle All Matters in Relation to the Proposed Issuance of A Shares	For	For
22	Authorize Board to Amend Articles of Association in Accordance with the Situation of the Proposed Issuance of A Shares	For	For

## China Petroleum & Chemical Corp.

**Meeting Date:** 30/05/2023

**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

## Ennoconn Corp.

**Meeting Date:** 30/05/2023

**Country:** Taiwan

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Business Report	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

## Ennoconn Corp.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5.1	Elect Huang-Hsu Tu, with ID No.Y100552XXX, as Independent Director	For	For
6	Approve Release of Restrictions of Competitive Activities of Newly Appointed Independent Director	For	For

## PT Telkom Indonesia (Persero) Tbk

Meeting Date: 30/05/2023

Country: Indonesia

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Annual Report, Financial Statements, Statutory Reports and Discharge of Directors and Commissioners	For	For
2	Approve Allocation of Income	For	For
3	Approve Remuneration of Directors and Commissioners for the Financial Year 2023 and Bonus for the Financial Year 2022	For	For
4	Appoint Auditors of the Company and the Micro and Small Business Funding Program	For	For
5	Approve Company's Proposed Business Spin-Off in Relation to Affiliated Transaction and Material Transaction	For	For
6	Approve Company's Proposed Business Spin-Off for the Fulfillment of Law No. 40 of 2007 on Limited Liability Companies	For	For
7	Approval of Special Assignment to the Company by the President of the Republic of Indonesia	For	Against
<i>Blended Rationale: A vote against is warranted because the company has not provided information on this proposal.</i>			
8	Approve Ratification of State-Owned Enterprises Regulations	For	For
9	Approve Changes in the Boards of the Company	For	Against

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

## Synnex Technology International Corp.

Meeting Date: 30/05/2023

Country: Taiwan

Meeting Type: Annual

# Synnex Technology International Corp.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements	For	For
2	Approve Plan on Profit Distribution	For	For
3	Amend Rules and Procedures Regarding Shareholder's General Meeting	For	For

# Zhen Ding Technology Holding Ltd.

**Meeting Date:** 30/05/2023

**Country:** Cayman Islands

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Business Report and Consolidated Financial Statements	For	For
2	Approve Profit Distribution	For	For
3	Amend Articles of Association	For	For
4	Amend Rules and Procedures Regarding Shareholder's General Meeting	For	For
5	Amend Procedures for Endorsement and Guarantees	For	Against
<i>Blended Rationale: A vote AGAINST is warranted because the proposed increase of caps in endorsement and guarantee provision may expose the company to unnecessary risks; and the company has failed to provide a compelling rationale for such changes.</i>			
6.1	Elect CHANG-FANG SHEN, with Shareholder No.00000015, as Non-Independent Director	For	For
6.2	Elect CHE-HUNG YU, a Representative of FOXCONN FAR EAST LIMITED with Shareholder No.00000002, as Non-Independent Director	For	For
6.3	Elect TING-CHUAN LEE, with Shareholder No.00060878, as Non-Independent Director	For	For
6.4	Elect CHEN-FU CHIEN, with Shareholder No.H120290XXX, as Independent Director	For	For
6.5	Elect JING-YING HU, with Shareholder No.A221052XXX, as Independent Director	For	For
6.6	Elect XIN-CHENG YEH, with Shareholder No.C120223XXX, as Independent Director	For	For

## Zhen Ding Technology Holding Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6.7	Elect JUN-CHONG CHEN, with Shareholder No.A122360XXX, as Independent Director	For	For
7	Approve Release of Restrictions on Competitive Activities of Newly Appointed Directors (Including Independent Directors) and Representatives	For	For

## ASR Nederland NV

**Meeting Date:** 31/05/2023

**Country:** Netherlands

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2.d	Approve Remuneration Report	For	For
3.a	Amend Remuneration Policy for Executive Board	For	For
3.b	Approve Remuneration of the Chairman of the Executive Board	For	For
3.c	Approve Remuneration of Supervisory Board	For	For
4.a	Adopt Financial Statements and Statutory Reports	For	For
4.c	Approve Dividends	For	For
5.a	Approve Discharge of Management Board	For	For
5.b	Approve Discharge of Supervisory Board	For	For
6.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	For
6.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For
6.c	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
7.a	Approve Cancellation of Repurchased Shares	For	For
9.a	Reelect Gisella Van Vollenhoven to Supervisory Board	For	For
9.b	Reelect Gerard Van Olphen to Supervisory Board	For	For

## Axon Enterprise, Inc.

**Meeting Date:** 31/05/2023

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1A	Elect Director Adriane Brown	For	For
1B	Elect Director Michael Garnreiter	For	For
1C	Elect Director Mark W. Kroll	For	For
1D	Elect Director Matthew R. McBrady	For	For
1E	Elect Director Hadi Partovi	For	For
1F	Elect Director Graham Smith	For	For
1G	Elect Director Patrick W. Smith	For	For
1H	Elect Director Jeri Williams	For	For
2	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. 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's new CFO Brittany Bagley received a time-based grant valued at \$7.3 million, which vests annually over three years. She also received a sign-on award valued at \$3.1 million that vests one-third on the first anniversary and then the remaining two-thirds vest quarterly.</i></p>			
3	Advisory Vote on Say on Pay Frequency	One Year	One Year
<p><i>Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.</i></p>			
4	Ratify Grant Thornton LLP as Auditors	For	For
5	Approve Stock Option Grants to Patrick W. Smith	For	Against
<p><i>Blended Rationale: A vote AGAINST this proposal is warranted. Concerns regarding the magnitude and design of the proposed mega option award outweigh the considerable performance criteria upon which it is conditioned. The grant size is considered to be excessive and effectively locks in high pay opportunities for multiple years. The structure restricts the board's ability to meaningfully adjust future pay levels or incentive metrics. Lastly, investors may question the need for another sizable stock award to a CEO who owns a substantial portion of the company's stock.</i></p>			
6	Discontinue the Development and Plans for Sale of a Remotely-operated, Non-lethal TASER Drone System	Against	Against

## Bakkavor Group Plc

**Meeting Date:** 31/05/2023

**Country:** United Kingdom

**Meeting Type:** Annual

# Bakkavor 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	Re-elect Simon Burke as Director	For	Abstain
<i>Blended Rationale: An abstention is warranted at this point as the company have made a commitment to improve diversity and are restrained by the unusual structure of having 3 shareholder representatives - all of whom are male.</i>			
5	Re-elect Mike Edwards as Director	For	For
6	Re-elect Ben Waldron as Director	For	For
7	Re-elect Sanjeevan Bala as Director	For	For
8	Re-elect Umran Beba as Director	For	For
9	Re-elect Jill Caseberry as Director	For	For
10	Re-elect Patrick Cook as Director	For	For
11	Re-elect Agust Gudmundsson as Director	For	For
12	Re-elect Lydur Gudmundsson as Director	For	For
13	Re-elect Denis Hennequin 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:** 31/05/2023

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3	Re-elect Daniel Dayan as Director	For	Against
<i>Blended Rationale: A vote against is warranted as there is a lack of diversity on the board.</i>			
4	Re-elect Stephen Harris as Director	For	For
5	Re-elect Ian Duncan as Director	For	For
6	Re-elect Patrick Larmon as Director	For	For
7	Re-elect Lili Chahbazi as Director	For	For
8	Re-elect Kevin Boyd as Director	For	For
9	Elect Cynthia Gordon as Director	For	For
10	Elect Ben Fidler as Director	For	For
11	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
13	Approve Remuneration Report	For	For
14	Authorise Issue of Equity	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
17	Authorise Market Purchase of Ordinary Shares	For	For
18	Amend Incentive Plan 2016	For	For
19	Adopt New Articles of Association	For	For
20	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 Final Dividend	For	For



# Bodycote Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Re-elect Daniel Dayan as Director	For	For
	<i>Blended Rationale: A vote FOR this Director is considered warranted, but is not without concern as at the AGM date, female representation on the Board falls short of best practice recommendations. As Nomination Committee Chair, Daniel Dayan is considered ultimately accountable for the Board composition. The main reasons for support are:• The Board was compliant until the AGM, and a NED appointment in September 2023 will bring female representation to 33%; and• There are no other concerns on the overall balance of the Board.</i>		
4	Re-elect Stephen Harris as Director	For	For
5	Re-elect Ian Duncan as Director	For	For
6	Re-elect Patrick Larmon as Director	For	For
7	Re-elect Lili Chahbazi as Director	For	For
8	Re-elect Kevin Boyd as Director	For	For
9	Elect Cynthia Gordon as Director	For	For
10	Elect Ben Fidler as Director	For	For
11	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
13	Approve Remuneration Report	For	For
14	Authorise Issue of Equity	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
17	Authorise Market Purchase of Ordinary Shares	For	For
18	Amend Incentive Plan 2016	For	For
19	Adopt New Articles of Association	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

# Cellnex Telecom SA

**Meeting Date:** 31/05/2023

**Country:** Spain

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	For	For
2	Approve Non-Financial Information Statement	For	For

## Cellnex Telecom SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Approve Treatment of Net Loss	For	For
4	Approve Discharge of Board	For	For
5	Approve Dividends Charged Against Reserves	For	For
6	Renew Appointment of Deloitte, S.L. as Auditor	For	For
7.1	Approve Annual Maximum Remuneration	For	For
7.2	Amend Remuneration Policy	For	For
8.1	Fix Number of Directors at 13	For	For
8.2	Reelect Concepcion del Rivero Bermejo as Director	For	For
8.3	Reelect Christian Coco as Director	For	For
8.4	Ratify Appointment by Co-option of Ana Garcia Fau as Director	For	For
8.5	Ratify Appointment by Co-option of Jonathan Amouyal as Director	For	For
8.6	Ratify Appointment by Co-option of Maria Teresa Ballester Fornes as Director	For	For
8.7	Elect Oscar Fanjul Martin as Director	For	For
8.8	Elect Dominique D'Hinnin as Director	For	For
8.9	Elect Marco Patuano as Director	For	For
9	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
10	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
11	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities with Exclusion of Preemptive Rights up to 10 Percent of Capital	For	For
12	Authorize Board to Ratify and Execute Approved Resolutions	For	For
13	Advisory Vote on Remuneration Report	For	For

## CNOOC Limited

**Meeting Date:** 31/05/2023

**Country:** Hong Kong

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Audited Financial Statements, Independent Auditors' Report and Report of the Directors	For	For
2	Elect Wen Dongfen 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	Elect Lin Boqiang as Director	For	Against
<i>Blended Rationale: A vote against is warranted due to concerns over poor corporate governance practices:- A vote AGAINST the election of strategy and sustainability committee member Boqiang Lin is warranted due to the fact that the company is a significant greenhouse gas (GHG) emitter, and it is not considered to be taking the minimum steps needed to understand, assess, and mitigate risks related to climate change to the company and the larger economy.</i>			
4	Elect Li Shuk Yin Edwina as Director	For	For
5	Authorize Board to Fix Remuneration of Directors	For	For
6	Approve Ernst & Young Hua Ming LLP (Special General Partnership) as Domestic Auditors and Ernst & Young as Overseas Independent Auditors and Authorize Board to Fix Their Remuneration	For	For
7	Approve Final Dividend	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 for issuance for cash and non-cash consideration.- The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>			
11	Authorize Reissuance of Repurchased Shares	For	Against
<i>Blended Rationale: A vote AGAINST these resolutions is warranted for the following:- The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration.- The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>			

## Commerzbank AG

**Meeting Date:** 31/05/2023

**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

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Approve Discharge of Management Board for Fiscal Year 2022	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2023	For	For
5.2	Ratify KPMG AG as Auditors for the Review of Interim Financial Statements for the Period from Dec. 31, 2023, until 2024 AGM	For	For
6	Approve Remuneration Report	For	For
7.1	Elect Harald Christ to the Supervisory Board	For	For
7.2	Elect Frank Czichowski to the Supervisory Board	For	For
7.3	Elect Sabine Dietrich to the Supervisory Board	For	For
7.4	Elect Jutta Doenges to the Supervisory Board	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is a non-independent NED and serves on the Audit Committee, which is not fully independent.</i>			
7.5	Elect Burkhard Keese to the Supervisory Board	For	For
7.6	Elect Daniela Mattheus to the Supervisory Board	For	For
7.7	Elect Caroline Seifert to the Supervisory Board	For	For
7.8	Elect Gertrude Tumpel-Gugerell to the Supervisory Board	For	For
7.9	Elect Jens Weidmann to the Supervisory Board	For	For
7.10	Elect Frank Westhoff to the Supervisory Board	For	For
8	Approve Creation of EUR 438.3 Million Pool of Authorized Capital 2023/I with or without Exclusion of Preemptive Rights	For	For
9	Approve Creation of EUR 125.2 Million Pool of Authorized Capital 2023/II with or without Exclusion of Preemptive Rights	For	For
10	Approve Issuance of Participatory Certificates and Other Hybrid Debt Securities up to Aggregate Nominal Value of EUR 5 Billion	For	For
11	Approve Virtual-Only Shareholder Meetings Until 2025	For	For
12	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	For	For

# Commerzbank AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
13	Amend Article Re: Location of Annual Meeting	For	For

# Exxon Mobil Corporation

Meeting Date: 31/05/2023

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	Against
<i>Blended Rationale: A vote against is warranted as there are ongoing issues with remuneration.</i>			
1.4	Elect Director Gregory J. Goff	For	For
1.5	Elect Director John D. Harris, II	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 Lawrence W. Kellner	For	For
1.11	Elect Director Jeffrey W. Ubben	For	For
1.12	Elect Director Darren W. Woods	For	For
<i>Blended Rationale: A vote FOR this resolution is warranted. While we have some concerns regarding the structure of the executive incentive plans and the reliance on the compensation committee's subjective assessment of performance, we do not believe this justifies a vote against the joint CEO/Chairman.</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: - Equity grants do not use forward-looking performance vesting criteria; grant size is determined by a backward-looking assessment of performance. Exxon's long-term incentive program also remained the same as in prior years. The number of RSUs granted to NEOs is guided by the committee's assessment of financial and operating performance metrics, with a 10-year look-back period, as well as the company's progress toward strategic objectives.</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>			

# Exxon Mobil Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5	Establish Board Committee on Decarbonization Risk	Against	Against
6	Reduce Executive Stock Holding Period	Against	Against
7	Report on Carbon Capture and Storage	Against	Against
8	Report on Methane Emission Disclosure Reliability	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted, as ensuring the accuracy of the board's methane emissions disclosure will permit the company and shareholders alike to appropriately assess risks related to methane emissions.</i>			
9	Adopt Medium-Term Scope 3 GHG Reduction Target	Against	Against
10	Issue a Report on Worst-Case Impacts of Oil Spills from Operations Offshore of Guyana	Against	Against
11	Recalculate GHG Emissions Baseline to Exclude Emissions from Material Divestitures	Against	Against
12	Report on Asset Retirement Obligations Under IEA NZE Scenario	Against	Against
13	Commission Audited Report on Reduced Plastics Demand	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>			
14	Report on Potential Costs of Environmental Litigation	Against	Against
15	Publish a Tax Transparency Report	Against	Against
16	Report on Social Impact From Plant Closure or Energy Transition	Against	Against

# Hon Hai Precision Industry Co., Ltd.

**Meeting Date:** 31/05/2023

**Country:** Taiwan

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	For	For
2	Approve Plan on Profit Distribution	For	For
3	Approve Initial Public Offering of Rmb-denominated Ordinary Shares (A Shares) Through Its Subsidiary Shunyun Technology (Zhongshan) Limited on the China Securities Market	For	For
4	Approve Release of Restrictions of Competitive Activities of Directors	For	For

# Legrand SA

**Meeting Date:** 31/05/2023

**Country:** France

**Meeting Type:** Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Allocation of Income and Dividends of EUR 1.90 per Share	For	For
4	Appoint Mazars as Auditor	For	For
5	Approve Compensation Report of Corporate Officers	For	For
6	Approve Compensation of Angeles Garcia-Poveda, Chairwoman of the Board	For	For
7	Approve Compensation of Benoit Coquart, CEO	For	For
8	Approve Remuneration Policy of Chairwoman of the Board	For	For
9	Approve Remuneration Policy of CEO	For	For
10	Approve Remuneration Policy of Directors	For	For
11	Reelect Isabelle Boccon-Gibod as Director	For	For
12	Reelect Benoit Coquart as Director	For	For
13	Reelect Angeles Garcia-Poveda as Director	For	For
14	Reelect Michel Landel as Director	For	For
15	Elect Valerie Chort as Director	For	For
16	Elect Clare Scherrer as Director	For	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
19	Authorize Filing of Required Documents/Other Formalities	For	For

# Meta Platforms, Inc.

**Meeting Date:** 31/05/2023

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Peggy Alford	For	Withhold
	<i>Blended Rationale: A vote WITHHOLD is warranted due to concerns over poor corporate governance practices: - WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are warranted, in the absence of a say-on-pay proposal on the ballot, due to numerous concerns regarding the executive pay program. - WITHHOLD votes are further warranted for incumbent governance committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu, in addition to Mark Zuckerberg, the owner of the supervoting shares, given that the multi-class structure is not subject to a reasonable time-based sunset provision. - A WITHHOLD vote is further warranted for Peggy Alford in her capacity as chair of the compensation, nominating, &amp; governance due to consecutive years of high director pay without reasonable rationale disclosed.</i>		
1.2	Elect Director Marc L. Andreessen	For	Withhold
	<i>Blended Rationale: A vote WITHHOLD is warranted due to concerns over poor corporate governance practices: - WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are warranted, in the absence of a say-on-pay proposal on the ballot, due to numerous concerns regarding the executive pay program. - WITHHOLD votes are further warranted for incumbent governance committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu, in addition to Mark Zuckerberg, the owner of the supervoting shares, given that the multi-class structure is not subject to a reasonable time-based sunset provision.</i>		
1.3	Elect Director Andrew W. Houston	For	Withhold
	<i>Blended Rationale: A vote WITHHOLD is warranted due to concerns over poor corporate governance practices: - WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are warranted, in the absence of a say-on-pay proposal on the ballot, due to numerous concerns regarding the executive pay program. - WITHHOLD votes are further warranted for incumbent governance committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu, in addition to Mark Zuckerberg, the owner of the supervoting shares, given that the multi-class structure is not subject to a reasonable time-based sunset provision.</i>		
1.4	Elect Director Nancy Killefer	For	For
1.5	Elect Director Robert M. Kimmitt	For	For
1.6	Elect Director Sheryl K. Sandberg	For	For
1.7	Elect Director Tracey T. Travis	For	For
1.8	Elect Director Tony Xu	For	Withhold
	<i>Blended Rationale: A vote WITHHOLD is warranted due to concerns over poor corporate governance practices: - WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are warranted, in the absence of a say-on-pay proposal on the ballot, due to numerous concerns regarding the executive pay program. - WITHHOLD votes are further warranted for incumbent governance committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu, in addition to Mark Zuckerberg, the owner of the supervoting shares, given that the multi-class structure is not subject to a reasonable time-based sunset provision.</i>		
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 corporate governance and executive pay. A senior independent director has not been appointed. A vote WITHHOLD is warranted due to concerns over poor corporate governance practices: - Withhold votes are further warranted for incumbent governance committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu, in addition to Mark Zuckerberg, the owner of the supervoting shares, given that the multi-class structure is not subject to a reasonable time-based sunset provision.</i>		
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Report on Government Take Down Requests	Against	Against
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>		



## Meta Platforms, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5	Report on Human Rights Impact Assessment of Targeted Advertising	Against	For
<i>Blended Rationale: A vote FOR this proposal 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>			
6	Report on Lobbying Payments and Policy	Against	For
<i>Blended Rationale: A vote FOR this proposal 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>			
7	Report on Allegations of Political Entanglement and Content Management Biases in India	Against	Against
8	Report on Framework to Assess Company Lobbying Alignment with Climate Goals	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted at this time. The request is not considered overly onerous or prescriptive, and shareholders would benefit from greater transparency of the company's direct and indirect climate lobbying, and how the company would plan to mitigate any risks that might be identified.</i>			
9	Report on Data Privacy regarding Reproductive Healthcare	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted. The company is legally required to comply with information requests but could be doing more to protect consumers' data privacy and protect the company from further reputational risk.</i>			
10	Report on Enforcement of Community Standards and User Content	Against	Against
11	Report on Child Safety and Harm Reduction	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted, as additional disclosure on how the company measures and tracks metrics related to child safety on the company's platforms would give shareholders more information on how well the company is managing related risks.</i>			
12	Report on Executive Pay Calibration to Externalized Costs	Against	For
<i>Blended Rationale: Artemis supports proposals for best practice regarding director pay.</i>			
13	Commission Independent Review of Audit & Risk Oversight Committee	Against	Against

## Novatek Microelectronics Corp.

**Meeting Date:** 31/05/2023

**Country:** Taiwan

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	For	For
2	Approve Plan on Profit Distribution	For	For
3	Approve Amendments to Articles of Association	For	For

# Penumbra, Inc.

Meeting Date: 31/05/2023

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Arani Bose	For	For
1.2	Elect Director Bridget O'Rourke	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 members Bridget O'Rourke, and Surbhi Sarna 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>			
1.3	Elect Director Surbhi Sarna	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 members Bridget O'Rourke, and Surbhi Sarna 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>			
2	Ratify Deloitte & Touche LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
<i>Blended Rationale: A vote FOR is warranted as we do not have issue with the lack of annual bonuses, the infrequency of equity grants and the scale of outstanding equity held by the management team. We feel that the lack of formal performance conditions and single-trigger vesting do not warrant a vote against. Arguably, in our view, more companies should approach executive compensation in this manner.</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>			

# Publicis Groupe SA

Meeting Date: 31/05/2023

Country: France

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Allocation of Income and Dividends of EUR 2.90 per Share	For	For

# Publicis Groupe SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For
5	Reelect Suzan LeVine as Supervisory Board Member	For	For
6	Reelect Antonella Mei-Pochtler as Supervisory Board Member	For	For
7	Appoint KPMG S.A. as Auditor	For	For
8	Approve Remuneration Policy of Chairman of Supervisory Board	For	For
9	Approve Remuneration Policy of Supervisory Board Members	For	For
10	Approve Remuneration Policy of Chairman of Management Board	For	For
11	Approve Remuneration Policy of Management Board Members	For	For
12	Approve Compensation Report of Corporate Officers	For	For
13	Approve Compensation of Maurice Levy, Chairman of Supervisory Board	For	For
14	Approve Compensation of Arthur Sadoun, Chairman of the Management Board	For	For
15	Approve Compensation of Anne-Gabrielle Heilbronner, Management Board Member	For	For
16	Approve Compensation of Steve King, Management Board Member until September 14, 2022	For	For
17	Approve Compensation of Michel-Alain Proch, Management Board Member	For	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	For
22	Authorize Filing of Required Documents/Other Formalities	For	For

Source: Artemis, Institutional Shareholder Services (ISS)

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