

Voting May 2024

REPORTING PERIOD: 01/05/2024 to 31/05/2024

Voting Statistics

	Total	Percent
Votable Meetings	264	
Meetings Voted	262	99.24%
Meetings with One or More Votes Against Management	100	37.88%
Votable Ballots	948	
Ballots Voted	944	99.58%

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	4023		126		4149	
Proposals Voted	3930	97.69%	117	92.86%	4047	97.54%
FOR Votes	3713	92.29%	61	48.41%	3774	90.96%
AGAINST Votes	183	4.55%	56	44.44%	239	5.76%
ABSTAIN Votes	2	0.05%	0	0.00%	2	0.05%
WITHHOLD Votes	29	0.72%	0	0.00%	29	0.70%
Votes WITH Management	3726	92.62%	76	60.32%	3802	91.64%
Votes AGAINST Management	204	5.07%	41	32.54%	245	5.91%

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.

Alpha Group International Plc

Meeting Date: 01/05/2024 Country: United Kingdom
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Re-elect Morgan Tillbrook as Director	For	For
4	Re-elect Timothy Butters as Director	For	For
5	Re-elect Vijay Thakrar as Director	For	For
6	Re-elect Timothy Powell as Director	For	For
7	Re-elect Clive Kahn as Director	For	For
Blended Rationale: A vote FOR is warranted. Although there is a lack of diversity on board, the CEO has confirmed that they are intending to meet the main market gender diversity targets. We will follow up with the company post AGM.			
8	Reappoint BDO LLP as Auditors	For	For
9	Authorise Board to Fix Remuneration of Auditors	For	For
10	Approve Final Dividend	For	For

Alpha Group International Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
11	Authorise Issue of Equity	For	For
12	Authorise Issue of Equity without Pre-emptive Rights	For	For
13	Authorise Market Purchase of Ordinary Shares	For	For
14	Adopt New Articles of Association	For	For

Fluor Corporation

Meeting Date: 01/05/2024 Country: USA
Meeting Type: Annual

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 Lisa Glatch	For	For
1F	Elect Director James T. Hackett	For	For
1G	Elect Director Thomas C. Leppert	For	For
1H	Elect Director Teri P. McClure	For	For
1I	Elect Director Armando J. Olivera	For	For
1J	Elect Director Matthew K. Rose	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Ernst & Young LLP as Auditors	For	For

Flutter Entertainment Plc

Meeting Date: 01/05/2024 Country: Ireland
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect John Bryant as Director	For	For
2a	Re-elect Nancy Cruickshank as Director	For	For
2b	Re-elect Nancy Dubuc as Director	For	For

Flutter Entertainment Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2c	Re-elect Paul Edgecliffe-Johnson as Director	For	For
2d	Re-elect Alfred Hurley Jr as Director	For	For
2e	Re-elect Peter Jackson as Director	For	For
2f	Re-elect Holly Koeppel as Director	For	For
2g	Re-elect Carolan Lennon as Director	For	For
2h	Re-elect Atif Rafiq as Director	For	For
3	Approve Remuneration Report	For	For
4	Authorise Board to Fix Remuneration of Auditors	For	For
5	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
6	Authorise Issue of Equity	For	For
7a	Authorise Issue of Equity without Pre-emptive Rights	For	For
7b	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
8	Authorise Market Purchase of Ordinary Shares	For	For
9	Authorise the Company to Determine the Price Range at which Treasury Shares may be Re-issued Off-Market	For	For
10	Approve Transfer of the Company's Category of Listing from a Premium Listing to a Standard Listing	For	For
11	Adopt New Articles of Association	For	For

Glanbia Plc

Meeting Date: 01/05/2024 **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 Donard Gaynor as Director	For	For
3b	Elect Hugh McGuire as Director	For	For
3c	Re-elect Mark Garvey as Director	For	For
3d	Re-elect Roisin Brennan as Director	For	For

Glanbia Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3e	Re-elect Paul Duffy as Director	For	For
3f	Re-elect Ilona Haaijer as Director	For	For
3g	Re-elect Brendan Hayes as Director	For	For
3h	Re-elect Jane Lodge as Director	For	For
3i	Re-elect John G Murphy as Director	For	For
3j	Re-elect Patrick Murphy as Director	For	For
3k	Re-elect Dan O'Connor as Director	For	For
3l	Elect Gabriella Parisse as Director	For	For
3m	Re-elect Kimberly Underhill as Director	For	For
4	Authorise Board to Fix Remuneration of Auditors	For	For
5	Approve Remuneration Report	For	For
<i>Blended Rationale: A vote FOR this Item is warranted because no major disconnect between pay and performance has been identified.</i>			
6	Approve Remuneration Policy	For	Against
<i>Blended Rationale: A vote AGAINST the proposed policy is considered warranted: A one-off retention award is being granted to the CFO, subject only to his continued employment until 31 December 2025. This award, being free from performance-based criteria, diverges from good market practice.</i>			
7	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
8	Authorise Issue of Equity	For	For
9	Authorise Issue of Equity without Pre-emptive Rights	For	For
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
11	Authorise Market Purchase of Shares	For	For
12	Determine Price Range for Reissuance of Treasury Shares	For	For

Johnson Service Group Plc

Meeting Date: 01/05/2024Country: 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

Johnson Service Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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	Re-elect Nicola Keach as Director	For	For
10	Elect Kirsty Homer as Director	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
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

Lancashire Holdings Ltd.

Meeting Date: 01/05/2024	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	Approve Final Dividend	For	For
4	Elect Philip Broadley as Director	For	For
5	Re-elect Michael Dawson as Director	For	For
6	Re-elect Jack Gressier as Director	For	For
7	Elect Bryan Joseph as Director	For	For
8	Re-elect Natalie Kershaw as Director	For	For
9	Re-elect Robert Lusardi as Director	For	For
10	Re-elect Alex Maloney as Director	For	For
11	Re-elect Irene McDermott Brown as Director	For	For

Lancashire Holdings Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
12	Re-elect Sally Williams as Director	For	For
13	Reappoint KPMG LLP as Auditors	For	For
14	Authorise Board to Fix Remuneration of the 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 Common Shares	For	For

Pilgrim's Pride Corporation

Meeting Date: 01/05/2024

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Gilberto Tomazoni	For	Withhold
Blended Rationale: A vote against is warranted as the nominee is a non-independent NED and serves on the Remuneration Committee, which is not majority independent. A vote against is warranted as the nominee is a member of the Nomination/Governance Committee, which is not majority independent.			
1b	Elect Director Wesley Mendonca Batista	For	For
1c	Elect Director Joesley Mendonca Batista	For	For
1d	Elect Director Andre Nogueira de Souza	For	For
1e	Elect Director Farha Aslam	For	For
1f	Elect Director Raul Padilla	For	For
2a	Elect Director Wallim Cruz de Vasconcellos, Junior	For	For
2b	Elect Director Arquimedes A. Celis	For	For
2c	Elect Director Ajay Menon	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: - One year (FY2023) then vests ratably over three years in equal instalments on Dec. 31, 2024, Dec. 31, 2025, and Dec. 31, 2026			
4	Ratify KPMG LLP as Auditors	For	For

Pool Corporation

Meeting Date: 01/05/2024

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
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 John E. Stokely	For	For
1h	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	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: -NEO Neff received a discretionary bonus of \$250,000. Kristopher Neff joined the company in July 2023, and was guaranteed a minimum bonus of \$250,000 for FY23 under his offer letter.			

The Coca-Cola Company

Meeting Date: 01/05/2024

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Herb Allen	For	For
1.2	Elect Director Marc Bolland	For	For
1.3	Elect Director Ana Botin	For	For
1.4	Elect Director Christopher C. Davis	For	For
1.5	Elect Director Barry Diller	For	For
1.6	Elect Director Carolyn Everson	For	For
1.7	Elect Director Helene D. Gayle	For	For
1.8	Elect Director Thomas S. Gayner	For	Against
Blended Rationale: A vote against is warranted due to concerns over the number of directorships held by the nominee:- Thomas (Tom) Gayner is a CEO of a publicly-traded company and serves on more than three public company boards.			
1.9	Elect Director Alexis M. Herman	For	For
1.10	Elect Director Maria Elena Lagomasino	For	For

The Coca-Cola Company

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.11	Elect Director Amity Millhiser	For	For
1.12	Elect Director James Quincey	For	For
1.13	Elect Director Caroline J. Tsay	For	For
1.14	Elect Director David B. Weinberg	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	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 pro-rated.</i>			
4	Approve Nonqualified Employee Stock Purchase Plan	For	For
5	Ratify Ernst & Young LLP as Auditors	For	For
6	Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	Against	Against
7	Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	Against	Against
8	Report on Risks Caused by the Decline in the Quality of Accessible Medical Care	Against	Against

Unilever Plc

Meeting Date: 01/05/2024	Country: United Kingdom
	Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
<i>Blended Rationale: A vote FOR is warranted as we feel the package is appropriately weighted towards performance and downward discretion has been applied by the committee.</i>			
3	Approve Remuneration Policy	For	For
4	Approve Climate Transition Action Plan	For	For
5	Elect Fernando Fernandez as Director	For	For
6	Re-elect Adrian Hennah 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	Elect Ian Meakins as Director	For	For

Unilever Plc

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

Vistra Corp.

Meeting Date: 01/05/2024	Country: USA
	Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Scott B. Helm	For	For
1.2	Elect Director Hilary E. Ackermann	For	For
1.3	Elect Director Arcilia C. Acosta	For	For
1.4	Elect Director Gavin R. Baiera	For	For
1.5	Elect Director Paul M. Barbas	For	For
1.6	Elect Director James A. Burke	For	For
1.7	Elect Director Lisa Crutchfield	For	For
1.8	Elect Director Julie A. Lagacy	For	For
1.9	Elect Director John W. (Bill) Pitesa	For	For
1.10	Elect Director John R. (J.R.) Sult	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

Vistra Corp.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Advisory Vote on Say on Pay Frequency	One Year	One Year
4	Amend Omnibus Stock Plan	For	For
5	Ratify Deloitte & Touche LLP as Auditors	For	For

AIB Group plc

Meeting Date: 02/05/2024Country: IrelandMeeting 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 Andrew Maguire as Director	For	For
5i	Re-elect Brendan McDonagh as Director	For	For
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 James Pettigrew as Director	For	For
5n	Re-elect Jan Sijbrand as Director	For	For
5o	Re-elect Ranjit Singh as Director	For	For
6	Approve Remuneration Report	For	For

AIB Group plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
7	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.</i>			
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
14	Amend Articles of Association Re: Odd-Lot Offer	For	For
15	Authorise Implementation of the Odd-lot Offer	For	For
16	Authorise Off-Market Purchase of Shares	For	For

AIB Group plc

Meeting Date: 02/05/2024 Country: Ireland
Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve the Buyback Contract with the Minister for Finance	For	For
2	Approve Related Party Transaction	For	For

Aviva Plc

Meeting Date: 02/05/2024 Country: United Kingdom
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Remuneration Policy	For	For
4	Approve Climate-Related Financial Disclosure	For	For
5	Approve Final Dividend	For	For
6	Elect Ian Clark as Director	For	For
7	Re-elect George Culmer as Director	For	For
8	Re-elect Amanda Blanc as Director	For	For
9	Re-elect Charlotte Jones as Director	For	For
10	Re-elect Andrea Blance as Director	For	For
11	Re-elect Mike Craston as Director (WITHDRAWN)	None	Abstain
<i>Blended Rationale: An ABSTAIN vote regarding the re-election of Mike Craston is warranted as he has stepped down from the Board and this resolution has subsequently been withdrawn.</i>			
12	Re-elect Patrick Flynn as Director	For	For
13	Re-elect Shonaid Jemmett-Page as Director	For	For
14	Re-elect Mohit Joshi as Director	For	For
15	Re-elect Pippa Lambert as Director	For	For
16	Re-elect Jim McConville as Director	For	For
17	Re-elect Michael Mire as Director	For	For
18	Appoint Ernst & Young LLP as Auditors	For	For
19	Authorise Audit Committee to Fix Remuneration of Auditors	For	For
20	Authorise UK Political Donations and Expenditure	For	For
21	Authorise Issue of Equity	For	For
22	Authorise Issue of Equity in Relation to Any Issuance of SII Instruments	For	For
23	Authorise Issue of Equity without Pre-emptive Rights	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
26	Authorise Market Purchase of 8 3/4 % Preference Shares	For	For

Aviva Plc

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

Equifax Inc.

Meeting Date: 02/05/2024Country: USAMeeting 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
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Ernst & Young LLP as Auditors	For	For

Grafton Group Plc

Meeting Date: 02/05/2024Country: IrelandMeeting 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 Eric Born as Director	For	For
3b	Re-elect David Arnold as Director	For	For
3c	Re-elect Susan Murray as Director	For	For

Grafton Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3d	Re-elect Vincent Crowley as Director	For	For
3e	Re-elect Rosheen McGuckian as Director	For	For
3f	Re-elect Avis Darzins as Director	For	For
3g	Elect Mark Robson as Director	For	For
3h	Elect Ian Tyler 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	Authorise the Company to Call General Meeting with Two Weeks' Notice	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 Shares	For	For
11	Determine Price Range at which Treasury Shares may be Re-issued Off-Market	For	For
12	Impact of Share Buybacks on Earnings per Share Performance Condition of Awards Granted to Participants of the 2021 Long Term Incentive Plan of the Company	Against	Against

Howden Joinery Group Plc

Meeting Date: 02/05/2024 **Country:** United Kingdom
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Elect Louis Eperjesi as Director	For	For
5	Elect Vanda Murray 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

Howden Joinery Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
9	Re-elect Andrew Livingston as Director	For	For
10	Re-elect Peter Ventress 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

International Personal Finance Plc

Meeting Date: 02/05/2024

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Re-elect Stuart Sinclair as Director	For	For
5	Re-elect Gerard Ryan as Director	For	For
6	Re-elect Gary Thompson as Director	For	For
7	Re-elect Deborah Davis as Director	For	For
8	Re-elect Richard Holmes as Director	For	For
9	Re-elect Katrina Cliffe as Director	For	For
10	Re-elect Aileen Wallace as Director	For	For
11	Appoint PKF Littlejohn 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

International Personal Finance 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	Adopt New Articles of Association	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

ITV Plc

Meeting Date: 02/05/2024	Country: United Kingdom
	Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Remuneration Policy	For	For
Blended Rationale: A vote FOR the remuneration policy is warranted. The new iteration largely replicates the old.			
4	Approve Final Dividend	For	For
5	Elect Dawn Allen as Director	For	For
6	Re-elect Salman Amin as Director	For	For
7	Re-elect Edward Carter as Director	For	For
8	Re-elect Graham Cooke as Director	For	For
9	Re-elect Andrew Cosslett as Director	For	For
10	Re-elect Margaret Ewing as Director	For	For
11	Elect Marjorie Kaplan as Director	For	For
12	Re-elect Gidon Katz as Director	For	For
13	Re-elect Chris Kennedy as Director	For	For
14	Re-elect Carolyn McCall as Director	For	For
15	Re-elect Sharmila Nebhrajani as Director	For	For
16	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
17	Authorise Board to Fix Remuneration of Auditors	For	For
18	Authorise UK Political Donations and Expenditure	For	For

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

Melrose Industries Plc

Meeting Date: 02/05/2024Country: 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	Approve 2024 Melrose Performance Share Plan	For	For
6	Re-elect Peter Dilnot as Director	For	For
7	Elect Matthew Gregory as Director	For	For
8	Re-elect Justin Dowley as Director	For	For
9	Re-elect David Lis as Director	For	For
10	Re-elect Charlotte Twynning as Director	For	For
11	Re-elect Heather Lawrence as Director	For	For
Blended Rationale: A vote FOR this director is warranted as no significant concerns have been identified.			
12	Elect Gillian Elcock as Director	For	For
13	Appoint 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

Melrose Industries Plc

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

Moneysupermarket.com Group Plc

Meeting Date: 02/05/2024	Country: United Kingdom
	Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors	For	For
4	Approve Final Dividend	For	For
5	Re-elect Robin Freestone as Director	For	For
6	Re-elect Peter Duffy as Director	For	For
7	Re-elect Sarah Warby as Director	For	For
8	Re-elect Caroline Britton as Director	For	For
9	Re-elect Lesley Jones as Director	For	For
10	Re-elect Rakesh Sharma as Director	For	For
11	Re-elect Niall McBride as Director	For	For
12	Elect Mary Christie 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

Moneysupermarket.com Group Plc

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

Morgan Sindall Group plc

Meeting Date: 02/05/2024Country: 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 Michael Findlay as Director	For	For
5	Re-elect John Morgan as Director	For	For
6	Re-elect Steve Crummett as Director	For	For
7	Re-elect Malcolm Cooper as Director	For	For
8	Re-elect David Lowden as Director	For	For
9	Re-elect Jen Tippin as Director	For	For
10	Re-elect Kathy Quashie as Director	For	For
11	Elect Sharon Fennessy as Director	For	For
12	Reappoint Ernst & Young LLP as Auditors	For	For
13	Authorise Board to Fix Remuneration of Auditors	For	For
14	Authorise UK Political Donations and Expenditure	For	For
15	Authorise Issue of Equity	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
18	Authorise Market Purchase of Ordinary Shares	For	For

Morgan Sindall Group plc

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

PowerSchool Holdings, Inc.

Meeting Date: 02/05/2024 Country: USA
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Barbara M. Byrne	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 Barbara Byrne, Judy Cotte, Ronald (Ron) McCray, and Gwen Reinke given the board's failure to remove or subject to a sunset requirement, the pop-up supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i>			
1b	Elect Director Judy Cotte	For	Withhold
<i>Blended Rationale: Refer to Item 1a.</i>			
1c	Elect Director Ronald D. McCray	For	Withhold
<i>Blended Rationale: Refer to Item 1a.</i>			
1d	Elect Director Gwen Reinke	For	Withhold
<i>Blended Rationale: Refer to Item 1a.</i>			
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 Deloitte & Touche LLP as Auditors	For	For

Shoals Technologies Group, Inc.

Meeting Date: 02/05/2024 Country: USA
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Brad Forth	For	Withhold

Shoals Technologies Group, 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:- Withhold votes are warranted for Governance Committee chair Bradford (Brad) Forth given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents, which adversely impacts shareholder rights.</i>			
1.2	Elect Director Robert Julian	For	Withhold
<i>Blended Rationale: A vote withhold is warranted as the company has not provided adequate disclosure in accordance with a recognised climate-related disclosure framework.A vote withhold is warranted as the company has not set mid-term GHG emission reductions targets for scopes 1 & 2 and the company has not set an ambition to achieve net-zero GHG emissions by 2050 for scopes 1 & 2.</i>			
1.3	Elect Director Brandon Moss	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Declassify the Board of Directors	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers	For	For
5	Ratify BDO USA, LLP as Auditors	For	For

SIG Plc

Meeting Date: 02/05/2024 Country: United Kingdom
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	Against
<i>Blended Rationale: A vote against is warranted because the LTIP consists of time-based shares only and no performance targets.</i>			
3	Re-elect Andrew Allner as Director	For	For
4	Re-elect Gavin Slark 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	Re-elect Diego Straziota as Director	For	For
13	Reappoint Ernst & Young LLP as Auditors	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
14	Authorise the Audit & 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

TransUnion

Meeting Date: 02/05/2024

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director George M. Awad	For	For
1b	Elect Director William P. (Billy) Bosworth	For	For
1c	Elect Director Christopher A. Cartwright	For	For
1d	Elect Director Suzanne P. Clark	For	For
1e	Elect Director Hamidou Dia	For	For
1f	Elect Director Russell P. Fradin	For	For
1g	Elect Director Charles E. Gottdiener	For	For
1h	Elect Director Pamela A. Joseph	For	For
1i	Elect Director Thomas L. Monahan, III	For	For
1j	Elect Director Ravi Kumar Singiseti	For	For
1k	Elect Director Linda K. Zukauckas	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
Blended Rationale: A vote against is warranted given the significant increase in CEO pay during company underperformance. We are also unfavourable of one-off awards.			
4	Amend Omnibus Stock Plan	For	For

TransUnion

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5	Amend Qualified Employee Stock Purchase Plan	For	For

TURKCELL Iletisim Hizmetleri AS

Meeting Date: 02/05/2024

Country: Turkey

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Open Meeting and Elect Presiding Council 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	Amend Company Articles 4 and 6	For	For
7	Approve Upper Limit of Donations for 2024 and Receive Information on Donations Made in 2023	For	For
8	Ratify Director Appointments and Elect Directors	For	Against
Blended Rationale: A vote against is warranted because the company has not provided information on this proposal.			
9	Approve Director Remuneration	For	Against
Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - The company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.			
10	Ratify External Auditors	For	For
11	Approve Allocation of Income	For	For
13	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

AbbVie Inc.

Meeting Date: 03/05/2024

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Roxanne S. Austin	For	Against
Blended Rationale: A vote against is warranted as there are ongoing issues with remuneration.			
1b	Elect Director Richard A. Gonzalez	For	For
Blended Rationale: A vote FOR is warranted. Whilst we do not support the combined role of CEO and chairman, the company has announced that Richard will be stepping down from CEO in July 2024. He will remain executive Chair. Robert Michael, current COO, will become CEO. There is therefore no need to vote against Richard on combined CEO/Chair-grounds.			
1c	Elect Director Susan E. Quaggin	For	For
1d	Elect Director Rebecca B. Roberts	For	For
1e	Elect Director Glenn F. Tilton	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: - Performance shares are based on adjusted diluted EPS with annual performance periods, and are subject to a three-year relative TSR modifier.			
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.			
5	Eliminate Supermajority Vote Requirement	For	For
6	Adopt Simple Majority Vote	Against	For
Blended Rationale: Artemis supports proposals that enhance shareholder rights.			
7	Report on Lobbying Payments and Policy	Against	For
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.			
8	Report on Impact of Extended Patent Exclusivities on Product Access	Against	For
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			

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Reappointment and Remuneration of Atanu Chakraborty as Part-time Chairman and Independent Director	For	For

HSBC Holdings Plc

Meeting Date: 03/05/2024
Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Variable Component of Remuneration for Material Risk Takers	For	For
4a	Elect Ann Godbehere as Director	For	For
4b	Elect Brendan Nelson as Director	For	For
4c	Elect Swee Lian Teo as Director	For	For
4d	Re-elect Geraldine Buckingham as Director	For	For
4e	Re-elect Rachel Duan as Director	For	For
4f	Re-elect Georges Elhedery as Director	For	For
4g	Re-elect Dame Carolyn Fairbairn as Director	For	For
4h	Re-elect James Forese as Director	For	For
4i	Re-elect Steven Guggenheimer as Director	For	For
4j	Re-elect Jose Antonio Meade Kuribrena as Director	For	For
4k	Re-elect Kalpana Morparia as Director	For	For
4l	Re-elect Eileen Murray as Director	For	For
4m	Re-elect Noel Quinn as Director	For	For
4n	Re-elect Mark Tucker as Director	For	For
5	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
6	Authorise the Group Audit Committee to Fix Remuneration of Auditors	For	For
7	Authorise UK Political Donations and Expenditure	For	For

HSBC Holdings Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
8	Authorise Issue of Equity	For	For
9	Authorise Issue of Equity without Pre-emptive Rights	For	For
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
11	Authorise Directors to Allot Any Repurchased Shares	For	For
12	Authorise Market Purchase of Ordinary Shares	For	For
13	Approve Share Repurchase Contract	For	For
14	Authorise Issue of Equity in Relation to Contingent Convertible Securities	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Relation to Contingent Convertible Securities	For	For
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
17	Instruct the Board to Align Pension Inequality with their Commitment to Reduce the Gender Pay Gap, by Removing the Impact of State Deduction from the Members of the Post 1974 Midland Section of the HSBC Bank (UK) Pension Scheme	Against	Against

Lattice Semiconductor Corporation

Meeting Date: 03/05/2024

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	For
1.3	Elect Director Douglas Bettinger	For	For
1.4	Elect Director Que Thanh Dallara	For	For
1.5	Elect Director John Forsyth	For	For
1.6	Elect Director Mark E. Jensen	For	For
1.7	Elect Director James P. Lederer	For	For
1.8	Elect Director D. Jeffrey Richardson	For	For
1.9	Elect Director Elizabeth Schwarting	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For

Lattice Semiconductor Corporation

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

PT Telkom Indonesia (Persero) Tbk

Meeting Date: 03/05/2024 Country: Indonesia
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Annual Report, Financial Statements, Statutory Reports, Report of the Micro and Small Business Funding Program (MSBF), 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 2024 and Bonus for the Financial Year 2023	For	For
4	Appoint Auditors of the Company and the Micro and Small Business Funding Program	For	For
5	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:- The company has not provided further information regarding the proposal, which adversely affect the ability of shareholders to make an informed voting decision.

American Express Company

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

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Thomas J. Baltimore	For	For
1b	Elect Director John J. Brennan	For	For
1c	Elect Director Walter J. Clayton, III	For	For
1d	Elect Director Theodore J. Leonsis	For	For
1e	Elect Director Deborah P. Majoras	For	For
1f	Elect Director Karen L. Parkhill	For	For
1g	Elect Director Charles E. Phillips	For	For

American Express Company

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1h	Elect Director Lynn A. Pike	For	For
1i	Elect Director Stephen J. Squeri	For	For
Blended Rationale: A vote FOR is warranted as a combined CEO/Chair is more common in the US and the Compensation Committee demonstrated adequate responsiveness to the dissent on the last Say on Pay proposal, and this year's Say on Pay meets the requirements of the Policy, so the concerns over compensation practices are somewhat mitigated			
1j	Elect Director Daniel L. Vasella	For	For
1k	Elect Director Lisa W. Wardell	For	For
1l	Elect Director Christopher D. Young	For	For
Blended Rationale: A vote FOR is warranted as the company has set sufficient climate targets.			
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Amend Omnibus Stock Plan	For	Against
Blended Rationale: A vote against is warranted because unvested time-based equity awards would accelerate (i.e. not pro-rated for time lapsed).			
5	Submit Severance Agreement to Shareholder Vote	Against	For
Blended Rationale: Artemis supports proposals for best practice regarding director pay.			
6	Report on Climate Lobbying	Against	For
Blended Rationale: A vote FOR this proposal is warranted. Additional disclosure would help shareholders better evaluate how the company is addressing any misalignments between its direct and indirect lobbying activities and its public commitment to achieve net zero emissions.			
7	Report on Company's Policy on Merchant Category Codes	Against	Against

Eli Lilly and Company

Meeting Date: 06/05/2024

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Katherine Baicker	For	For
1b	Elect Director J. Erik Fyrwald	For	For
1c	Elect Director Jamere Jackson	For	For
Blended Rationale: A vote FOR is warranted as the company has set meaningful climate targets.			
1d	Elect Director Gabrielle Sulzberger	For	For
Blended Rationale: A vote FOR is warranted as the company has set meaningful climate targets.			

Eli Lilly and Company

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Blended Rationale: A vote FOR is warranted. The performance measurement period is two years with an additional 13 month service vesting period. There is alignment of pay and performance. Equity awards are performance-based with multi-year performance periods and disclosed targets.			
3	Ratify Ernst & Young LLP as Auditors	For	For
4	Declassify the Board of Directors	For	For
5	Eliminate Supermajority Vote Requirement	For	For
6	Report on Lobbying Payments and Policy	Against	For
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.			
7	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	Against	For
Blended Rationale: A vote FOR this resolution is warranted, as reporting quantitative and comparable diversity statistics would allow shareholders to better assess the effectiveness of the company's diversity initiatives and its management of related risks.			
8	Report on Impact of Extended Patent Exclusivities on Product Access	Against	Against
9	Adopt a Comprehensive Human Rights Policy	Against	Against

Uber Technologies, Inc.

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

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Ronald Sugar	For	For
1b	Elect Director Revathi Advaiti	For	For
1c	Elect Director Turqi Alnowaiser	For	For
1d	Elect Director Ursula Burns	For	For
1e	Elect Director Robert Eckert	For	For
1f	Elect Director Amanda Ginsberg	For	For
1g	Elect Director Dara Khosrowshahi	For	For
1h	Elect Director Wan Ling Martello	For	For
1i	Elect Director John Thain	For	For
1j	Elect Director David I. Trujillo	For	For

Uber Technologies, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1k	Elect Director Alexander Wynaendts	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
<i>Blended Rationale: A vote FOR is warranted. Although Artemis prefers performance linked LTIPs to be based on a 3-year rolling period, in this case the PSUs are linked to 3 consecutive one-year periods. Pay and performance are reasonably aligned at this time.</i>			
3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
4	Amend Certificate of Incorporation to Reflect Delaware Law Provisions Regarding Officer Exculpation	For	For
5	Commission a Third-Party Audit on Driver Health and Safety	Against	Against

Valmont Industries, Inc.

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

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Avner M. Applbaum	For	For
1.2	Elect Director Daniel P. Neary	For	For
1.3	Elect Director Theo Freye	For	For
1.4	Elect Director Joan Robinson-Berry	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Deloitte & Touche LLP as Auditors	For	For

Betsson AB

Meeting Date: 07/05/2024 Country: Sweden
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Elect Chairman of Meeting	For	For
2	Prepare and Approve List of Shareholders	For	For
3	Approve Agenda of Meeting	For	For
4	Acknowledge Proper Convening of Meeting	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5	Designate Inspector(s) of Minutes of Meeting	For	For
8	Accept Financial Statements and Statutory Reports	For	For
9	Approve Remuneration Report	For	For
10	Approve Allocation of Income	For	For
11.1	Approve Discharge of Eva de Falck	For	For
11.2	Approve Discharge of Peter Hamberg	For	For
11.3	Approve Discharge of Eva Leach	For	For
11.4	Approve Discharge of Pontus Lindwall	For	For
11.5	Approve Discharge of Johan Lundberg	For	For
11.6	Approve Discharge of Louise Nylen	For	For
11.7	Approve Discharge of Tristan Sjoberg	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 1 Million to Chairman and SEK 517,000 for Other Directors; Approve Remuneration for Committee Work	For	For
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	For
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.b	Reelect Johan Lundberg as Board Chair	For	For
14.c	Ratify PricewaterhouseCoopers AB as Auditors	For	For
15	Approve Nomination Committee Procedures	For	For
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	For
17.a	Approve Performance Share Plan LTIP 2024	For	For

Betsson AB

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
17.b	Approve Equity Plan Financing Through Transfer of Shares	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	For	For
19.a	Approve 2:1 Stock Split	For	For
19.b	Approve SEK 4.7 Million Reduction in Share Capital via Share Cancellation	For	For
19.c	Approve Capitalization of Reserves of SEK 4.7 Million for a Bonus Issue - (Second Occasion)	For	For
20	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
21	Approve Creation of Pool of Capital without Preemptive Rights	For	For
22	Amend Articles Re: Equity-Related	For	For

IDEX Corporation

Meeting Date: 07/05/2024

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Mark A. Buthman	For	For
Blended Rationale: A vote FOR is warranted as the company has set sufficient climate targets.			
1b	Elect Director Lakecia N. Gunter	For	For
Blended Rationale: A vote FOR is warranted as the company has set sufficient climate targets.			
1c	Elect Director L. Paris Watts-Stanfield	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Blended Rationale: A vote FOR this proposal is warranted. Although the relative TSR metric targets median performance, the short-term incentive is primarily based on pre-set financial metrics, and the long-term incentive uses a multi-year performance period with a cap in the event of negative TSR.			
3	Approve Omnibus Stock Plan	For	For
4	Ratify Deloitte & Touche LLP as Auditors	For	For
5	Report on Company's Hiring Practices with Respect to Formerly Incarcerated People	Against	Against

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 James Brown as Director	For	For
5	Elect Mark Godson 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 Mary Phibbs 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
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

Montrose Environmental Group, Inc.

Meeting Date: 07/05/2024

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director J. Miguel Fernandez de Castro	For	Withhold
<i>Blended Rationale: A vote withhold is warranted due to concerns over poor corporate governance practices: - Withhold votes are warranted for all director nominees for demonstrating poor responsiveness to shareholder concerns following consecutive years of low say-on-pay support. - Withhold votes are warranted for incumbent director nominees Vijay Manthripragada, J. Miguel Fernandez de Castro, and Robin Newmark for the board's failure to address the majority withhold votes with respect to the re-election of Peter Graham at last year's annual meeting.</i>			
1.2	Elect Director Vijay Manthripragada	For	Withhold
<i>Blended Rationale: A vote withhold is warranted due to concerns over poor corporate governance practices: - Withhold votes are warranted for all director nominees for demonstrating poor responsiveness to shareholder concerns following consecutive years of low say-on-pay support. - Withhold votes are warranted for incumbent director nominees Vijay Manthripragada, J. Miguel Fernandez de Castro, and Robin Newmark for the board's failure to address the majority withhold votes with respect to the re-election of Peter Graham at last year's annual meeting.</i>			
1.3	Elect Director Robin L. Newmark	For	Withhold
<i>Blended Rationale: A vote withhold is warranted due to concerns over poor corporate governance practices: - Withhold votes are warranted for all director nominees for demonstrating poor responsiveness to shareholder concerns following consecutive years of low say-on-pay support. - Withhold votes are warranted for incumbent director nominees Vijay Manthripragada, J. Miguel Fernandez de Castro, and Robin Newmark for the board's failure to address the majority withhold votes with respect to the re-election of Peter Graham at last year's annual meeting.</i>			
2	Ratify Deloitte & Touche LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<i>Blended Rationale: A vote against is warranted because payments in the event of change of control are excessive. - Single-trigger equity vesting acceleration. Equity award arrangements provide for automatic accelerated vesting upon a change-in-control. Such single-trigger vesting may result in an economic windfall to the executive without an accompanying termination of employment. A vote against is warranted as the company showed poor responsiveness to the high dissent received on remuneration-related proposals.</i>			
4	Eliminate Supermajority Vote Requirements	For	For

Plus500 Ltd.

Meeting Date: 07/05/2024

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 Varda Liberman as Director	For	For
5	Re-elect Jacob Frenkel as Director	For	For

Plus500 Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6	Reappoint Kesselman & Kesselman as Auditors and Authorize Board to Fix Their Remuneration	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	Approve Remuneration Report	For	For
Blended Rationale: A vote FOR is warranted as financial metrics are disclosed for the prior year and appear reasonable. Performance metrics are aligned with shareholder outcomes. Remuneration levels and awards are understandable in the light of strong company performance.			
10	Authorise Market Purchase of Ordinary Shares	For	For

Talanx AG

Meeting Date: 07/05/2024Country: GermanyMeeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 2.35 per Share	For	For
3.1	Approve Discharge of Management Board Member Torsten Leue for Fiscal Year 2023	For	For
3.2	Approve Discharge of Management Board Member Jean-Jacques Henchoz for Fiscal Year 2023	For	For
3.3	Approve Discharge of Management Board Member Wilm Langenbach for Fiscal Year 2023	For	For
3.4	Approve Discharge of Management Board Member Edgar Puls for Fiscal Year 2023	For	For
3.5	Approve Discharge of Management Board Member Caroline Schlienkamp for Fiscal Year 2023	For	For
3.6	Approve Discharge of Management Board Member Jens Warkentin for Fiscal Year 2023	For	For
3.7	Approve Discharge of Management Board Member Jan Wicke for Fiscal Year 2023	For	For
4.1	Approve Discharge of Supervisory Board Member Herbert Haas for Fiscal Year 2023	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4.2	Approve Discharge of Supervisory Board Member Ralf Rieger for Fiscal Year 2023	For	For
4.3	Approve Discharge of Supervisory Board Member Angela Titzrath for Fiscal Year 2023	For	For
4.4	Approve Discharge of Supervisory Board Member Benita Bierstedt for Fiscal Year 2023	For	For
4.5	Approve Discharge of Supervisory Board Member Rainer-Karl Bock-Wehr for Fiscal Year 2023	For	For
4.6	Approve Discharge of Supervisory Board Member Joachim Brenk for Fiscal Year 2023	For	For
4.7	Approve Discharge of Supervisory Board Member Sebastian Gascard for Fiscal Year 2023	For	For
4.8	Approve Discharge of Supervisory Board Member Christof Guenther for Fiscal Year 2023	For	For
4.9	Approve Discharge of Supervisory Board Member Jutta Hammer for Fiscal Year 2023	For	For
4.10	Approve Discharge of Supervisory Board Member Herrmann Jung for Fiscal Year 2023	For	For
4.11	Approve Discharge of Supervisory Board Member Dirk Lohmann for Fiscal Year 2023	For	For
4.12	Approve Discharge of Supervisory Board Member Christoph Meister for Fiscal Year 2023	For	For
4.13	Approve Discharge of Supervisory Board Member Jutta Mueck for Fiscal Year 2023	For	For
4.14	Approve Discharge of Supervisory Board Member Sandra Reich for Fiscal Year 2023	For	For
4.15	Approve Discharge of Supervisory Board Member Jens Schubert for Fiscal Year 2023	For	For
4.16	Approve Discharge of Supervisory Board Member Norbert Steiner for Fiscal Year 2023	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of the Interim Financial Statements for Fiscal Year 2024 and for the First Quarter of Fiscal Year 2025	For	For
6	Approve Remuneration Report	For	For
7	Amend Articles Re: Dematerialization of Securities	For	For

Talanx AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
8	Approve Affiliation Agreement with Zweite Riethorst Grundstücksgesellschaft mbH	For	For

Technip Energies NV

Meeting Date: 07/05/2024	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	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	For	For
7a	Approve Discharge of Executive Directors	For	For
7b	Approve Discharge of Non-Executive Directors	For	For
8a	Reelect Arnaud Pieton as Executive Director	For	For
8b	Reelect Joseph Rinaldi as Non-Executive Director	For	For
8c	Reelect Arnaud Caudoux as Non-Executive Director	For	For
8d	Reelect Colette Cohen as Non-Executive Director	For	For
8e	Reelect Stephanie Cox as Non-Executive Director	For	For
8f	Reelect Simon Eyers as Non-Executive Director	For	For
8g	Reelect Alison Goligher as Non-Executive Director	For	For
8h	Reelect Francesco Venturini as Non-Executive Director	For	For
8i	Elect Maelle Gavet as Non-Executive Director	For	For
8j	Elect Matthieu Malige as Non-Executive Director	For	For
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
10	Approve Cancellation of Shares	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Allocation of Income	For	For
3.1	Approve Remuneration Policy	For	Against
Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - The company fails to disclose performance targets of the new monetary "Challenge Plan" in favour of certain key managers. - The company does not provide sufficient ex-ante disclosure on the lead executive's fixed pay for 2024.			
3.2	Approve Second Section of the Remuneration Report	For	Against
Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: -The retrospective information on variable pay of key managers and employees continues to be insufficient. Payouts, performance objectives, and corresponding levels of achievement for the 2023 annual bonus are not clearly disclosed. This lack of information does not allow shareholders to make an informed decision on this proposal.			
4.1	Fix Number of Directors	None	For
4.2	Fix Board Terms for Directors	None	For
4.3.1	Slate 1 Submitted by TGH Srl	None	Against
Blended Rationale: Vote AGAINST this slate because: - Shareholders can support only one slate. - The proponent of this list significantly benefits from a stock structure with unequal voting rights. - 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.			
4.3.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	None	For
4.4	Elect Nerio Alessandri as Board Chair	None	Against
Blended Rationale: This item warrants a vote AGAINST because the proposed nominee also serves as CEO at the company.			
4.5	Approve Remuneration of Directors	None	Against
Blended Rationale: This item warrants a vote AGAINST because the significant increase in directors' remuneration is not supported by a sufficiently strong rationale.			
5	Approve EY SpA as Auditors and Authorize Board to Fix Their Remuneration	For	For
6	Approve 2024-2026 Performance Shares Plan	For	Against
Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - These items warrant a vote AGAINST because the company fails to disclose the performance targets of the plan. A vote against is warranted because payments in the event of change of control are excessive: - Accelerated vesting might apply to this plan in case of launch of tender offer or change of control.			
7	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
1	Authorize Board to Increase Capital to Service 2024-2026 Performance Shares Plan	For	Against
Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - These items warrant a vote AGAINST because the company fails to disclose the performance targets of the plan. A vote against is warranted because payments in the event of change of control are excessive: - Accelerated vesting might apply to this plan in case of launch of tender offer or change of control.			

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	For	For
2	Approve Notice of Meeting and Agenda	For	For
3	Accept Financial Statements and Statutory Reports	For	For
4	Approve Dividends	For	For
5	Approve Creation of NOK 39.9 Million Pool of Capital without Preemptive Rights	For	For
<i>Blended Rationale: A vote FOR is warranted as it is normal practice in Norway for companies to request pools of capital for no specific use, without preemptive rights and the repurchase request is reasonable. Although there might be concerns of preventing takeovers, the company is 63% owned by ENI which means that it cannot be taken over.</i>			
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
<i>Blended Rationale: A vote FOR is warranted as it is normal practice in Norway for companies to request pools of capital for no specific use, without preemptive rights and the repurchase request is reasonable. Although there might be concerns of preventing takeovers, the company is 63% owned by ENI which means that it cannot be taken over.</i>			
7	Approve Remuneration of Auditors	For	For
8	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	Against
<i>Blended Rationale: A vote against is warranted because the performance period is less than 3 years:- The performance measurements would be measured for one year.</i>			
9	Approve Remuneration Statement	For	Against
<i>Blended Rationale: A vote against is warranted because the performance period is less than 3 years:- The executives receive a base grant which is adjusted based on the company's annual Total Shareholder Return (TSR). The award amount is invested into company shares which are subject to a lock-in period of three years.</i>			
10	Amend Articles Re: Board-Related	For	For
11.a	Reelect Thorhild Widvey as Director	For	For
11.b	Reelect Liv Monica Bargem Stubholt as Director	For	For
11.c	Reelect Ove Gusevik 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 does not comprise a majority of independent directors excluding employee representatives. 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.d	Reelect Fabio Ignazio Romeo as Director	For	For
12	Reelect Francesco Gattei and Guido Brusco as Directors; Elect Francesca Rinaldi and Claudia Almadori as New Directors	For	For
13.a	Reelect Philip Duncan Hemmens (Chair) as Member of Nominating Committee	For	For

Var Energi ASA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
13.b	Reelect Lars Christian Bacher as Member of Nominating Committee	For	For
13.c	Elect Lars Erik Moen as New Member of Nominating Committee	For	For
14	Approve Remuneration of Directors in the Amount of NOK 962,000 for Chairman, NOK 453,500 for Shareholder Elected Directors and NOK 260,500 for Other Directors; Approve Committee Remuneration	For	For
15	Approve Remuneration of Members of the Election Committee	For	For

Veidekke ASA

Meeting Date: 07/05/2024 **Country:** Norway
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Open Meeting; Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	For	For
2	Approve Notice of Meeting and Agenda	For	For
4	Approve Company's Corporate Governance Statement	For	For
5	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 7.90 Per Share	For	For
6.1	Elect Egil Haugsdal as New Director	For	For
6.2	Reelect Hanne Ronneberg as Director	For	For
6.3	Reelect Per-Ingemar Persson as Director	For	For
6.4	Reelect Carola Laven as Director	For	For
6.5	Reelect Pal Eitrheim as Director	For	For
6.6	Reelect Nils Morten Bohler as Director	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is a non-independent NED and serves on the Audit Committee, which is not fully independent.</i>			
6.7	Elect Anne-Lene Midseim as New Director	For	For
7	Approve Remuneration of Directors in the Amount of NOK 677,000 for Chairman and NOK 343,500 for Other Directors; Approve Remuneration for Committee Work	For	For
8.1	Reelect Arne Austreid (Chair) Member of Nominating Committee	For	For

Veidekke ASA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
8.2	Reelect Erik Must as Member of Nominating Committee	For	For
8.3	Elect Karl Mathisen as New Member of Nominating Committee	For	For
9	Approve Remuneration of Nominating Committee	For	For
10	Approve Remuneration Statement	For	For
11	Approve Remuneration of Auditors	For	For
12	Approve Creation of NOK 6.5 Million Pool of Capital without Preemptive Rights	For	For
13	Approve Equity Plan Financing Through Issuance of Shares	For	For
14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
15	Approve Equity Plan Financing Through Repurchase of Shares	For	For

Advanced Micro Devices, Inc.

Meeting Date: 08/05/2024

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	For
1h	Elect Director Abhi Y. Talwalkar	For	For
1i	Elect Director Elizabeth W. Vanderslice	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

Blended Rationale: A vote FOR this proposal is warranted, as CEO pay and company performance are reasonably aligned at this time. Although the lack of forward-looking performance goal disclosure under the annual LTI program inhibits investors' ability to assess the rigor of the program, payouts under both the STI and LTI were commensurate with recent and longer-term company performance. Moreover, several special equity awards were granted to certain NEOs in light of executive changes; however, half of all sign-on and promotional awards for such NEOs were performance-conditioned, with multi-year performance periods, mitigating concerns.

Advanced Micro Devices, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For
Blended Rationale: Artemis supports proposals that enhance shareholder rights.			

ANTA Sports Products Limited

Meeting Date: 08/05/2024Country: Cayman Islands
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3	Elect Ding Shizhong as Director and Authorize Board to Fix His Remuneration	For	For
4	Elect Lai Shixian as Director and Authorize Board to Fix His Remuneration	For	For
5	Elect Wu Yonghua as Director and Authorize Board to Fix His Remuneration	For	For
6	Elect Zheng Jie as Director and Authorize Board to Fix His Remuneration	For	For
7	Authorize Board to Fix Remuneration of Directors	For	For
8	Approve KPMG as Auditor and Authorize Board to Fix Their Remuneration	For	For
9	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	Against
Blended Rationale: A vote AGAINST the general share issuance mandate is warranted given that the company has not specified a discount limit for issuance for cash and non-cash consideration.			
10	Authorize Repurchase of Issued Share Capital	For	For
11	Authorize Reissuance of Repurchased Shares	For	Against
Blended Rationale: A vote AGAINST the share reissuance request is warranted given the reissuance of repurchased shares would cause the aggregate share issuance limit to exceed 10 percent of the relevant class of shares and the discount limit has not been specified for issuance for cash and non-cash consideration.			
12	Amend Existing Articles of Association and Adopt New Set of Amended and Restated Articles of Association	For	For

Centaur Media Plc

Meeting Date: 08/05/2024

Country: United Kingdom

Meeting Type: Annual

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

Direct Line Insurance Group Plc

Meeting Date: 08/05/2024

Country: United Kingdom

Meeting Type: Annual

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

Direct Line Insurance Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Elect David Neave as Director	For	For
5	Elect Adam Winslow as Director	For	For
6	Elect Carol Hagh as Director	For	For
7	Re-elect Tracy Corrigan as Director	For	For
8	Re-elect Danuta Gray as Director	For	For
9	Re-elect Mark Gregory as Director	For	For
10	Re-elect Adrian Joseph as Director	For	For
11	Re-elect Mark Lewis as Director	For	For
12	Re-elect Neil Manser as Director	For	For
13	Re-elect Fiona McBain as Director	For	For
14	Re-elect Gregor Stewart as Director	For	For
15	Re-elect Richard Ward as Director	For	For
16	Appoint KPMG LLP as Auditors	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
18	Authorise UK Political Donations and Expenditure	For	For
19	Authorise Issue of Equity	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
22	Authorise Market Purchase of Ordinary Shares	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
24	Authorise Issue of Equity in Relation to an Issue of RT1 Instruments	For	For
25	Authorise Issue of Equity without Pre-emptive Rights in Relation to an Issue of RT1 Instruments	For	For

First Solar, Inc.

Meeting Date: 08/05/2024

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Michael J. Ahearn	For	For

First Solar, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.2	Elect Director Anita Marangoly George	For	For
1.3	Elect Director Molly E. Joseph	For	For
1.4	Elect Director Lisa A. Kro	For	For
1.5	Elect Director William J. Post	For	For
1.6	Elect Director Venkata "Murthy" Renduchintala	For	For
1.7	Elect Director Paul H. Stebbins	For	For
1.8	Elect Director Michael T. Sweeney	For	For
1.9	Elect Director Mark R. Widmar	For	For
1.10	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	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	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.

freenet AG

Meeting Date: 08/05/2024 Country: Germany
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 1.77 per Share	For	For
3.1	Approve Discharge of Management Board Member Christoph Vilanek for Fiscal Year 2023	For	For
3.2	Approve Discharge of Management Board Member Ingo Arnold for Fiscal Year 2023	For	For
3.3	Approve Discharge of Management Board Member Nicole Engenhardt-Gille for Fiscal Year 2023	For	For
3.4	Approve Discharge of Management Board Member Stephan Esch for Fiscal Year 2023	For	For
3.5	Approve Discharge of Management Board Member Antonius Fromme for Fiscal Year 2023	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3.6	Approve Discharge of Management Board Member Rickmann von Platen for Fiscal Year 2023	For	For
4.1	Approve Discharge of Supervisory Board Member Marc Tuengler for Fiscal Year 2023	For	For
4.2	Approve Discharge of Supervisory Board Member Claudia Anderleit for Fiscal Year 2023	For	For
4.3	Approve Discharge of Supervisory Board Member Theo-Benneke Bretsch for Fiscal Year 2023	For	For
4.4	Approve Discharge of Supervisory Board Member Sabine Christiansen for Fiscal Year 2023	For	For
4.5	Approve Discharge of Supervisory Board Member Thomas Karlovits for Fiscal Year 2023	For	For
4.6	Approve Discharge of Supervisory Board Member Kerstin Lopatta for Fiscal Year 2023	For	For
4.7	Approve Discharge of Supervisory Board Member Knut Mackeprang for Fiscal Year 2023	For	For
4.8	Approve Discharge of Supervisory Board Member Tobias Marx for Fiscal Year 2023	For	For
4.9	Approve Discharge of Supervisory Board Member Frank Suwald for Fiscal Year 2023	For	For
4.10	Approve Discharge of Supervisory Board Member Robert Weidinger for Fiscal Year 2023	For	For
4.11	Approve Discharge of Supervisory Board Member Petra Winter for Fiscal Year 2023	For	For
4.12	Approve Discharge of Supervisory Board Member Miriam Wohlfarth for Fiscal Year 2023	For	For
4.13	Approve Discharge of Supervisory Board Member Bente Brandt for Fiscal Year 2023	For	For
4.14	Approve Discharge of Supervisory Board Member Gerhard Huck for Fiscal Year 2023	For	For
4.15	Approve Discharge of Supervisory Board Member Thomas Reimann for Fiscal Year 2023	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for Fiscal Year 2024 and for the First Quarter of Fiscal Year 2025	For	For
6	Approve Remuneration Report	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Elect Wendy Becker as Director	For	For
4	Elect Jeannie Lee as Director	For	For
5	Re-elect Sir Jonathan Symonds as Director	For	For
6	Re-elect Dame Emma Walmsley as Director	For	For
7	Re-elect Julie Brown as Director	For	For
8	Re-elect Elizabeth Anderson as Director	For	For
9	Re-elect Charles Bancroft as Director	For	For
10	Re-elect Hal Barron as Director	For	For
11	Re-elect Anne Beal as Director	For	For
12	Re-elect Harry Dietz as Director	For	For
13	Re-elect Jesse Goodman as Director	For	For
14	Re-elect Vishal Sikka as Director	For	For
15	Reappoint Deloitte LLP as Auditors	For	For
16	Authorise the Audit & Risk 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	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

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 Sir Dave Lewis as Director	For	For
5	Re-elect Brian McNamara as Director	For	For
6	Re-elect Tobias Hestler as Director	For	For
7	Re-elect Vindi Banga as Director	For	For
8	Re-elect Marie-Anne Aymerich as Director	For	For
9	Re-elect Tracy Clarke as Director	For	For
10	Re-elect Dame Vivienne Cox as Director	For	For
11	Re-elect Asmita Dubey as Director	For	For
12	Re-elect Deirdre Mahlan as Director	For	For
13	Re-elect David Denton as Director	For	For
14	Re-elect Bryan Supran as Director	For	For
15	Reappoint KPMG LLP as Auditors	For	For
16	Authorise the Audit & Risk 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 the Company to Call General Meeting with Two Weeks' Notice	For	For
22	Authorise Market Purchase of Ordinary Shares	For	For
23	Authorise Off-Market Purchase of Ordinary Shares from Pfizer	For	For

Kinross Gold Corporation

Meeting Date: 08/05/2024

Country: Canada

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Kerry D. Dyte	For	For
1.2	Elect Director Glenn A. Ives	For	For
1.3	Elect Director Ave G. Lethbridge	For	For
1.4	Elect Director Michael A. Lewis	For	For
1.5	Elect Director Elizabeth D. McGregor	For	For
1.6	Elect Director Catherine McLeod-Seltzer	For	For
1.7	Elect Director Kelly J. Osborne	For	For
1.8	Elect Director George N. Paspalas	For	For
1.9	Elect Director J. Paul Rollinson	For	For
1.10	Elect Director David A. Scott	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
3	Re-approve Shareholder Rights Plan	For	For
4	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.

MTU Aero Engines AG

Meeting Date: 08/05/2024

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 2023	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2024	For	For

MTU Aero Engines AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6	Ratify KPMG AG as Auditor for the Sustainability Reporting for Fiscal Year 2024	For	For
7	Elect Johannes Bussmann to the Supervisory Board	For	For
8	Approve Remuneration Policy	For	For
9	Approve Remuneration Report	For	For
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For

Mycronic AB

Meeting Date: 08/05/2024

Country: Sweden

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Patrik Tigerschiold as Chairman of Meeting	For	For
2	Prepare and Approve List of Shareholders	For	For
3	Approve Agenda of Meeting	For	For
4.1	Designate Julia Lamers as Inspector of Minutes of Meeting	For	For
5	Acknowledge Proper Convening of Meeting	For	For
7	Accept Financial Statements and Statutory Reports	For	For
8	Approve Allocation of Income and Dividends of SEK 4.50 Per Share	For	For
9.1	Approve Discharge of Patrik Tigerschiold	For	For
9.2	Approve Discharge of Arun Bansal	For	For
9.3	Approve Discharge of Anna Belfrage	For	For
9.4	Approve Discharge of Katarina Bonde	For	For
9.5	Approve Discharge of Staffan Dahlstrom	For	For
9.6	Approve Discharge of Bo Risberg	For	For
9.7	Approve Discharge of Robert Larsson	For	For
9.8	Approve Discharge of CEO Anders Lindqvist	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
10	Determine Number of Members (7) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors	For	For
11	Approve Remuneration of Directors in the Amount of SEK 925,000 for Chair and SEK 370,000 for Other Directors; Approve Remuneration of Auditors	For	For
12.1	Reelect Patrik Tigerschiold as Director	For	Against
<i>Blended Rationale: A vote against is warranted due to concerns over the number of directorships held by the nominee.</i>			
12.2	Reelect Arun Bansal as Director	For	For
12.3	Reelect Anna Belfrage as Director	For	For
12.4	Reelect Katarina Bondel as Director	For	For
12.5	Reelect Staffan Dahlstrom as Director	For	For
12.6	Reelect Bo Risberg as Director	For	For
12.7	Elect Jens Hinrichsen as New Director	For	For
12.8	Reelect Patrik Tigerschiold as Board Chair	For	Against
<i>Blended Rationale: A vote against is warranted due to concerns over the number of directorships held by the nominee.</i>			
13.1	Ratify Ernst & Young as Auditors	For	For
14	Approve Remuneration Report	For	Against
<i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - The company does not disclose ex-post the targets on the STI criteria, nor does the company disclose the achievement level per criteria individually.</i>			
15	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	For
16	Authorize Chairman of Board and Representatives of Three of Company's Largest Shareholders to Serve on Nominating Committee	For	For
17	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	For	For
18	Authorize Share Repurchase Program	For	For
19.a	Approve Performance Based Share Plan LTIP 2024	For	For
19.b	Approve Equity Plan Financing	For	For
19.c	Approve Alternative Equity Plan Financing	For	For
19.d	Other Matters in Relation to LTIP 2024	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2.d	Approve Remuneration Report	For	For
3.a	Adopt Financial Statements and Statutory Reports	For	For
3.c	Approve Dividends	For	For
4.a	Approve Discharge of Executive Board	For	For
4.b	Approve Discharge of Supervisory Board	For	For
5.a	Elect David Sides to Supervisory Board	For	For
5.b	Reelect Jack de Kreij to Supervisory Board	For	For
5.c	Reelect Sophie Vandebroek to Supervisory Board	For	For
6.a	Approve Remuneration Policy of Supervisory Board	For	For
6.b	Amend Remuneration of Supervisory Board	For	For
7.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	For
7.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For
8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
9	Approve Cancellation of Shares	For	For
10	Amend Articles to Reflect Changes in Capital	For	For

Zhejiang Expressway Co., Ltd.

Meeting Date: 08/05/2024Country: ChinaMeeting 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
3	Approve Audited Financial Statements	For	For
4	Approve Dividend	For	For
5	Approve Final Accounts and Financial Budget	For	Against

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

Zhejiang Expressway Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6	Approve Deloitte Touche Tohmatsu Certified Public Accountants Hong Kong as the Hong Kong Auditors and Authorize Board to Fix Their Remuneration	For	For
7	Approve Pan China Certified Public Accountants as PRC Auditors 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 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	Amend Articles of Association	For	For

Avantor, Inc.

Meeting Date: 09/05/2024 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 Michael Stubblefield	For	For
1i	Elect Director Gregory Summe	For	For
2	Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers	For	For
3	Ratify Deloitte & Touche LLP as Auditors	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

BAE Systems Plc

Meeting Date: 09/05/2024

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Re-elect Nicholas Anderson as Director	For	For
5	Re-elect Thomas Arseneault as Director	For	For
6	Re-elect Crystal Ashby as Director	For	For
7	Re-elect Dame Elizabeth Corley as Director	For	For
8	Re-elect Bradley Greve as Director	For	For
9	Re-elect Jane Griffiths as Director	For	For
Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.			
10	Re-elect Cressida Hogg as Director	For	For
11	Re-elect Ewan Kirk as Director	For	For
12	Re-elect Stephen Pearce as Director	For	For
13	Re-elect Nicole Piasecki as Director	For	For
14	Re-elect Lord Sedwill as Director	For	For
15	Re-elect Charles Woodburn as Director	For	For
16	Elect Angus Cockburn as Director	For	For
17	Reappoint Deloitte LLP as Auditors	For	For
18	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
19	Authorise UK Political Donations and Expenditure	For	For
20	Authorise Issue of Equity	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	For	For
22	Authorise Market Purchase of Ordinary Shares	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Barclays PLC

Meeting Date: 09/05/2024

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Elect Sir John Kingman as Director	For	For
4	Re-elect Robert Berry as Director	For	For
5	Re-elect Tim Breedon as Director	For	For
6	Re-elect Anna Cross as Director	For	For
7	Re-elect Mohamed A. El-Erian as Director	For	For
8	Re-elect Dawn Fitzpatrick as Director	For	For
9	Re-elect Mary Francis as Director	For	For
10	Re-elect Brian Gilvary as Director	For	For
11	Re-elect Nigel Higgins as Director	For	For
12	Re-elect Marc Moses as Director	For	For
13	Re-elect Diane Schueneman as Director	For	For
14	Re-elect Coimbatore Venkatakrishnan as Director	For	For
15	Re-elect Julia Wilson as Director	For	For
16	Reappoint KPMG LLP as Auditors	For	For
17	Authorise the Board Audit Committee to Fix Remuneration of Auditors	For	For
18	Authorise UK Political Donations and Expenditure	For	For
19	Approve Variable Component of Remuneration for Material Risk Takers	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

Barclays PLC

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
26	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
27	Adopt New Articles of Association	For	For

Buzzi SpA

Meeting Date: 09/05/2024

Country: Italy

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
Blended Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns.			
2	Approve Allocation of Income	For	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
4.1	Approve Remuneration Policy	For	Against
Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company:- The company introduces a new cash-based LTI without providing information on underlying performance targets. Poor retrospective disclosure on variable pay exacerbates concerns. - Salaries of lead executives are not disclosed ex ante. A vote against is warranted because severance payment is excessive:- Termination payments to the newly appointed GM may exceed 24 months' pay.			
4.2	Approve Second Section of the Remuneration Report	For	Against
Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company:- There is no information on actual STI targets as well as actual performance, leaving shareholders unable to assess the stringency of the STI scheme and the link between pay and performance. The limited level of information on STI target achievement levels does not help mitigating concerns.			
1	Amend Company Bylaws Re: Article 5	For	Against
Blended Rationale: A vote against is warranted as shareholder rights are, or could be reduced:- The proposed introduction of double voting rights, even though allowed by new Italian law, does not comply with the 'one share-one vote' principle.			
2	Amend Company Bylaws Re: Article 9	For	Against
Blended Rationale: A vote against is warranted as shareholder rights are, or could be reduced.			

Calix, Inc.

Meeting Date: 09/05/2024

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Rajatish Mukherjee	For	For

Calix, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.2	Elect Director Kevin Peters	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Blended Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.			
3	Ratify KPMG LLP as Auditors	For	For

Cameco Corporation

Meeting Date: 09/05/2024Country: Canada
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
A1	Elect Director Catherine Gignac	For	For
Blended Rationale: A vote FOR is warranted. We are comfortable that the company has medium term emissions reduction targets and a longer term net zero ambition.			
A2	Elect Director Daniel Camus	For	For
A3	Elect Director Tammy Cook-Searson	For	For
A4	Elect Director Tim Gitzel	For	For
A5	Elect Director Kathryn (Kate) Jackson	For	For
Blended Rationale: A vote FOR is warranted. We are comfortable that the company has medium term emissions reduction targets and a longer term net zero ambition.			
A6	Elect Director Don Kayne	For	For
Blended Rationale: A vote FOR is warranted. We are comfortable that the company has medium term emissions reduction targets and a longer term net zero ambition.			
A7	Elect Director Dominique Miniere	For	For
A8	Elect Director Leontine van Leeuwen-Atkins	For	For
B	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
C	Advisory Vote on Executive Compensation Approach	For	For

CBIZ, Inc.

Meeting Date: 09/05/2024Country: USA
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Michael H. DeGroote	For	For
1.2	Elect Director Gina D. France	For	For
1.3	Elect Director A. Haag Sherman	For	For
1.4	Elect Director Todd J. Slotkin	For	For
2	Ratify KPMG LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

China Medical System Holdings Limited

Meeting Date: 09/05/2024Country: Cayman Islands
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3a	Elect Lam Kong as Director	For	Against
Blended Rationale: A vote against is warranted as the nominee serves as the Company's CEO and Chair and no suitable explanation has been given. A lead/senior independent director should also be appointed.			
3b	Elect Chen Hongbing as Director	For	For
3c	Elect Fung Ching Simon as Director	For	For
3d	Authorize Board to Fix Remuneration of Directors	For	For
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	Against
Blended Rationale: A vote AGAINST these resolutions is warranted for the following:- The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration.- The company has not specified the discount limit for issuance for cash and non-cash consideration.			
6	Authorize Repurchase of Issued Share Capital	For	For
7	Authorize Reissuance of Repurchased Shares	For	Against
Blended Rationale: A vote AGAINST these resolutions is warranted for the following:- The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration.- The company has not specified the discount limit for issuance for cash and non-cash consideration.			

China Medical System Holdings Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
8	Approve Proposed Amendments to the Existing Memorandum and Articles of Association and Adopt New Memorandum and Articles of Association	For	For

CME Group Inc.

Meeting Date: 09/05/2024 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 multi-class structure leads to unequal voting vs economic rights and therefore disenfranchises shareholders. It is also noted that the company has not set emissions reduction targets.</i>			
1b	Elect Director Kathryn Benesh	For	For
1c	Elect Director Timothy S. Bitsberger	For	For
1d	Elect Director Charles P. Carey	For	For
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	For
1j	Elect Director Daniel G. Kaye	For	For
1k	Elect Director Phyllis M. Lockett	For	Against
<i>Blended Rationale: A vote 'AGAINST' is warranted as the multi-class structure leads to unequal voting vs economic rights and therefore disenfranchises shareholders.</i>			
1l	Elect Director Deborah J. Lucas	For	For
1m	Elect Director Terry L. Savage	For	For
1n	Elect Director Rahael Seifu	For	For
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
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

Harbour Energy Plc

Meeting Date: 09/05/2024 Country: United Kingdom
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Remuneration Policy	For	For
4	Approve Final Dividend	For	For
5	Re-elect Blair Thomas as Director	For	For
6	Re-elect Linda Cook as Director	For	For
7	Re-elect Alexander Krane as Director	For	For
8	Re-elect Simon Henry as Director	For	For
9	Re-elect Belgacem Chariag as Director	For	For
10	Re-elect Louise Hough as Director	For	For
11	Re-elect Alan Ferguson as Director	For	For
12	Re-elect Andy Hopwood as Director	For	For
13	Re-elect Margareth Ovrum as Director	For	For
<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>			
14	Re-elect Anne Stevens as Director	For	For
15	Reappoint Ernst & Young LLP as Auditors	For	For
16	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For
17	Authorise UK Political Donations and Expenditure	For	For
18	Authorise Issue of Equity	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
21	Authorise Market Purchase of Ordinary Shares	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Hiscox Ltd.

Meeting Date: 09/05/2024 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	Approve Final Dividend	For	For
4	Elect Jonathan Bloomer as Director	For	For
5	Elect Beth Boucher as Director	For	For
6	Re-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 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

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 Nayantara Bali as Director	For	For
5	Re-elect Jerry Buhlmann as Director	For	For
6	Re-elect Juan Pablo Del Rio Goudie as Director	For	For
7	Re-elect Byron Grote as Director	For	For
8	Re-elect Alex Jensen as Director	For	For
9	Re-elect Sarah Kuijlaars as Director	For	For
10	Elect Adrian Lewis as Director	For	For
11	Elect Alison Platt as Director	For	For
12	Elect Stuart Rowley as Director	For	For
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	Approve SAYE Share Option Plan	For	For
17	Authorise Issue of Equity	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
20	Authorise Market Purchase of Ordinary Shares	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Indivior PLC

Meeting Date: 09/05/2024

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Remuneration Policy	For	For
4	Elect Keith Humphreys as Director	For	For
5	Re-elect Peter Bains as Director	For	For
6	Re-elect Mark Crossley as Director	For	For
7	Re-elect Graham Hetherington as Director	For	For
8	Re-elect Jerome Lande as Director	For	For
9	Re-elect Joanna Le Couilliard as Director	For	For
10	Re-elect Ryan Preblich as Director	For	For
11	Re-elect Barbara Ryan as Director	For	For
12	Re-elect Mark Stejbach as Director	For	For
13	Re-elect Juliet Thompson as Director	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
15	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For
16	Authorise UK Political Donations and Expenditure	For	For
17	Approve Indivior 2024 Long-Term Incentive Plan	For	For
18	Approve Indivior 2024 Savings-Related Share Option Plan	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

LPL Financial Holdings Inc.

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
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

Man Group Plc (Jersey)

Meeting Date: 09/05/2024 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	Elect Laurie Fitch as Director	For	For
7	Re-elect Antoine Forterre as Director	For	For
8	Elect Robyn Grew as Director	For	For
9	Re-elect Cecelia Kurzman as Director	For	For
10	Re-elect Anne Wade as Director	For	For
11	Reappoint Deloitte LLP as Auditors	For	For
12	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For

Man Group Plc (Jersey)

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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

Morgan Advanced Materials Plc

Meeting Date: 09/05/2024 **Country:** United Kingdom
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Re-elect Jane Aikman as Director	For	For
<i>Blended Rationale: A vote FOR is warranted as the company has set interim and net zero targets.</i>			
5	Re-elect Richard Armitage as Director	For	For
6	Re-elect Helen Bunch as Director	For	For
7	Re-elect Ian Marchant as Director	For	For
8	Re-elect Laurence Mulliez as Director	For	For
9	Re-elect Pete Raby as Director	For	For
10	Re-elect Clement Woon as Director	For	For
11	Reappoint Deloitte LLP as Auditors	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
13	Authorise UK Political Donations and Expenditure	For	For
14	Authorise Issue of Equity	For	For
15	Approve Sharesave Plan	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	For	For

Morgan Advanced Materials Plc

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

Norfolk Southern Corporation

Meeting Date: 09/05/2024

Country: USA

Meeting Type: Proxy Contest

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Dissident Nominee Director Betsy Atkins	For	For
1b	Elect Dissident Nominee Director James Barber, Jr.	For	For
1c	Elect Dissident Nominee Director William Clyburn, Jr.	For	For
1d	Elect Dissident Nominee Director Sameh Fahmy	For	For
1e	Elect Dissident Nominee Director John Kasich	For	For
1f	Elect Dissident Nominee Director Gilbert Lamphere	For	For
1g	Elect Dissident Nominee Director Allison Landry	For	For
1h	Elect Management Nominee Director Mary Kathryn "Heidi" Heitkamp	Withhold	Withhold
1i	Elect Management Nominee Director John C. Huffard, Jr.	Withhold	Withhold
1j	Elect Management Nominee Director Claude Mongeau	Withhold	Withhold
1k	Elect Management Nominee Director Amy E. Miles	Withhold	Withhold
1l	Elect Management Nominee Director Jennifer F. Scanlon	Withhold	Withhold
1m	Elect Management Nominee Director Alan H. Shaw	Withhold	Withhold
1n	Elect Management Nominee Director John R. Thompson	Withhold	Withhold
1o	Elect Management Nominee Director Richard H. Anderson	None	For
1p	Elect Management Nominee Director Philip S. Davidson	None	For

Norfolk Southern Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1q	Elect Management Nominee Director Francesca A. DeBiase	None	For
1r	Elect Management Nominee Director Marcela E. Donadio	None	For
1s	Elect Management Nominee Director Christopher T. Jones	None	For
1t	Elect Management Nominee Director Thomas C. Kelleher	None	For
2	Ratify KPMG LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	None	Against
4	Report on Lobbying Payments and Policy	None	For
5	Repeal Any Bylaw Provisions Without Shareholder Approval Subsequent to July 25, 2023	For	For

Nucor Corporation

Meeting Date: 09/05/2024 Country: USA
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Norma B. Clayton	For	For
1.2	Elect Director Patrick J. Dempsey	For	For
1.3	Elect Director Nicholas C. Gangestad	For	For
1.4	Elect Director Christopher J. Kearney	For	Withhold
<i>Blended Rationale: A vote Withhold is warranted as the company has not set mid-term GHG emission reductions targets for scopes 1 and 2 AND the company has not set an ambition to achieve net-zero GHG emissions by 2050 for scopes 1 and 2.</i>			
1.5	Elect Director Laurette T. Koellner	For	For
1.6	Elect Director Michael W. Lamach	For	For
1.7	Elect Director Leon J. Topalian	For	Withhold
<i>Blended Rationale: A vote Withhold is warranted as the nominee serves as the Company's CEO and Chair and there is evidence of a poor approach on executive pay.</i>			
1.8	Elect Director Nadja Y. West	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<i>Blended Rationale: A vote against is warranted because 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>			

Prologis, Inc.

Meeting Date: 09/05/2024

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Hamid R. Moghadam	For	For
1b	Elect Director Cristina G. Bitá	For	For
1c	Elect Director James B. Connor	For	For
1d	Elect Director George L. Fotiades	For	For
1e	Elect Director Lydia H. Kennard	For	For
1f	Elect Director Irving F. Lyons, III	For	For
1g	Elect Director Guy A. Metcalfe	For	For
1h	Elect Director Avid Modjtabai	For	For
1i	Elect Director David P. O'Connor	For	For
1j	Elect Director Olivier Piani	For	For
1k	Elect Director Carl B. Webb	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify KPMG LLP as Auditors	For	For
4	Reduce Supermajority Vote Requirement to Amend Charter	For	For
5	Reduce Supermajority Vote Requirement to Amend Bylaws	For	For
6	Adopt Simple Majority Vote	Against	For

Blended Rationale: Artemis supports proposals that enhance shareholder rights.

Repsol SA

Meeting Date: 09/05/2024

Country: Spain

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	For	For
2	Approve Allocation of Income and Dividends	For	For
3	Approve Non-Financial Information Statement	For	For
4	Approve Discharge of Board	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5	Renew Appointment of PricewaterhouseCoopers as Auditor	For	For
6	Approve Dividends Charged Against Reserves	For	For
7	Approve Reduction in Share Capital via Cancellation of Treasury Shares	For	For
8	Approve Reduction in Share Capital via Cancellation of Treasury Shares	For	For
9	Advisory Vote on Remuneration Report	For	For
10	Advisory Vote on the Company's Energy Transition Strategy	For	For
11	Authorize Board to Ratify and Execute Approved Resolutions	For	For

Shenzhen S.C New Energy Technology Corp.

Meeting Date: 09/05/2024	Country: China
	Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	For	For
2	Approve Report of the Board of Supervisors	For	For
3	Approve Annual Report and Summary	For	For
4	Approve Profit Distribution	For	For
5	Approve Financial Statements	For	For
6	Approve Remuneration of Non-Independent Directors	For	For
7	Approve Remuneration of Independent Directors	For	For
8	Approve Remuneration of Supervisors	For	For
9	Approve Report on the Deposit and Usage of Raised Funds	For	For
10	Approve to Appoint Auditor	For	For
11	Approve Completion of Raised Funds Investment Projects and Use of Excess Raised Funds to Replenish Working Capital	For	For
12	Approve Credit Line and Provision of Guarantee	For	For
13	Approve to Formulate Accounting Firm Selection System	For	For

Steel Dynamics, Inc.

Meeting Date: 09/05/2024

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1A	Elect Director Mark D. Millett	For	For
1B	Elect Director Sheree L. Bargabos	For	For
1C	Elect Director Kenneth W. Cornew	For	For
1D	Elect Director Traci M. Dolan	For	For
1E	Elect Director Jennifer L. Hamann	For	For
1F	Elect Director James C. Marcuccilli	For	For
1G	Elect Director Bradley S. Seaman	For	Against
Blended Rationale: A vote against is warranted as the company has not set mid-term GHG emission reductions targets for scopes 1 & 2 and the company has not set an ambition to achieve net-zero GHG emissions by 2050 for scopes 1 & 2.			
1H	Elect Director Gabriel L. Shaheen	For	For
1I	Elect Director Luis M. Sierra	For	For
1J	Elect Director Richard P. Teets, Jr.	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Approve Nonqualified Employee Stock Purchase Plan	For	For
5	Provide Right to Call a Special Meeting	Against	For
Blended Rationale: Artemis supports proposals that enhance shareholder rights.			

Synthomer Plc

Meeting Date: 09/05/2024

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Re-elect Caroline Johnstone as Director	For	For
4	Re-elect Michael Willome as Director	For	For
5	Re-elect Lily Liu as Director	For	For
6	Re-elect Alexander Catto as Director	For	For

Synthomer Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
7	Re-elect Roberto Gualdoni as Director	For	For
8	Re-elect Dato' Lee Hau Hian as Director	For	For
9	Re-elect Ian Tyler as Director	For	For
10	Re-elect Holly Van Deursen as Director	For	For
11	Elect Martina Floel as Director	For	For
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

Union Pacific Corporation

Meeting Date: 09/05/2024

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 Deborah C. Hopkins	For	For
1f	Elect Director Jane H. Lute	For	For
1g	Elect Director Michael R. McCarthy	For	For
1h	Elect Director Doyle R. Simons	For	For
1i	Elect Director John K. Tien, Jr.	For	For
1j	Elect Director V. James Vena	For	For
1k	Elect Director John P. Wiehoff	For	For
1l	Elect Director Christopher J. Williams	For	For

Union Pacific Corporation

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	For
4	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	Against
5	Amend Board's Safety and Service Quality Committee to Review Staffing Levels and Confer on Safety Issues with Stakeholders	Against	Against

Verizon Communications Inc.

Meeting Date: 09/05/2024

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Shellye Archambeau	For	For
1.2	Elect Director Roxanne Austin	For	For
1.3	Elect Director Mark Bertolini	For	For
1.4	Elect Director Vittorio Colao	For	For
1.5	Elect Director Laxman Narasimhan	For	For
1.6	Elect Director Clarence Otis, Jr.	For	For
1.7	Elect Director Daniel Schulman	For	For
1.8	Elect Director Rodney Slater	For	For
1.9	Elect Director Carol Tome	For	For
1.10	Elect Director Hans Vestberg	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Ernst & Young LLP as Auditors	For	For
4	Commission Third Party Study on Impact of Prohibiting Direct and Indirect Political Contributions to Candidates	Against	Against
5	Report on Lobbying Payments and Policy	Against	For
Blended Rationale: A vote FOR this resolution is warranted, as greater disclosure would allow shareholders to better evaluate the risks and benefits associated with the company's participation in the public policy process.			
6	Amend Clawback Policy	Against	For
Blended Rationale: Artemis supports proposals for best practice regarding director pay.			

Verizon Communications Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
7	Require Independent Board Chair	Against	For
Blended Rationale: Artemis supports the separation of Chair and CEO.			
8	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	Against	Against
9	Report on Lead-Sheathed Cables	Against	Against
10	Report on Congruency of Political Spending with Company Values and Priorities	Against	Against

Zebra Technologies Corporation

Meeting Date: 09/05/2024 Country: USA
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Satish Dhanasekaran	For	For
1b	Elect Director Ross W. Manire	For	For
1c	Elect Director Kenneth B. Miller	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:- Structural and disclosure concerns are identified, including that the company has not clearly disclosed most of the quantitative performance targets. - NEO Heel received cash severance despite the company not clearly disclosing in the proxy that the separation constituted a qualifying termination. Referred due to the payment of a success or transaction bonus or one-off retention award during the year under review.			
3	Ratify Ernst & Young LLP as Auditors	For	For

Autoliv, Inc.

Meeting Date: 10/05/2024 Country: USA
Meeting Type: Annual

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

Autoliv, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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	Against
Blended Rationale: A vote against is warranted because the performance period is less than 3 years:-Three one-year performance periods.			
3	Ratify Ernst & Young AB as Auditors	For	For

Axon Enterprise, Inc.

Meeting Date: 10/05/2024Country: USAMeeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1A	Elect Director Erika Ayers Badan	For	For
1B	Elect Director Adriane Brown	For	For
Blended Rationale: A vote for is warranted as there are no material concerns with Director Adriane Brown.			
1C	Elect Director Julie Anne Cullivan	For	For
1D	Elect Director Michael Garnreiter	For	For
1E	Elect Director Caitlin E. Kalinowski	For	For
1F	Elect Director Matthew R. McBrady	For	For
1G	Elect Director Hadi Partovi	For	Against
Blended Rationale: A vote against is warranted as there are ongoing issues with remuneration.			
1H	Elect Director Graham Smith	For	For
1I	Elect Director Patrick W. Smith	For	For
1J	Elect Director Jeri Williams	For	For
2	Amend Omnibus Stock Plan	For	Against
Blended Rationale: A vote against is warranted because of the stock plan design where unvested time-based equity awards would accelerate (i.e. not pro-rated for time lapsed) and performance would be settled at target.			
3	Approve Omnibus Stock Plan	For	Against
Blended Rationale: A vote against is warranted because of the stock plan design where unvested time-based equity awards would accelerate (i.e. not pro-rated for time lapsed) and performance awards vest at the board's discretion or the plan is silent on award vesting.			

Axon Enterprise, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Approve Share Plan Grant to CEO Patrick W. Smith	For	Against
Blended Rationale: A vote against is warranted because of the design of this award			
5	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
Blended Rationale: A vote against is warranted because of the magnitude and design of these awards. Awards are not subject to performance conditions:- Equity awards were entirely time-vesting. Referred due to the payment of a success or transaction bonus or one-off retention award during the year under review.			
6	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

Cairn Homes Plc

Meeting Date: 10/05/2024 Country: Ireland
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
Blended Rationale: A vote FOR this resolution is considered warranted, although this is not without concern for shareholders: The one-off award grant for the CEO resolution at the Company's 2023 GM received considerable against votes; Most of the recent bonuses have paid out at or near maximum levels. There is no discernible disconnect between pay and performance during the year under review, but there is an expectation for targets to be appropriately stretching.			
3	Approve Remuneration Policy	For	For
4	Approve Final Dividend	For	For
5a	Re-elect John Reynolds as Director	For	For
5b	Re-elect Michael Stanley as Director	For	For
5c	Elect Richard Ball as Director	For	For
5d	Re-elect Gary Britton as Director	For	For
5e	Re-elect Giles Davies as Director	For	For
5f	Re-elect Linda Hickey as Director	For	For
5g	Re-elect Orla O'Gorman as Director	For	For
5h	Re-elect Julie Sinnamon as Director	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

Cairn Homes Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
10	Authorise Market Purchase of Ordinary Shares	For	For
11	Authorise the Company to 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 Reduction in Share Capital	For	For
14	Approve Amendments to the Memorandum and Articles of Association	For	For

Diversified Energy Co. Plc

Meeting Date: 10/05/2024 **Country:** United Kingdom
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
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 Martin Thomas as Director	For	For
8	Re-elect David Turner Jr as Director	For	For
9	Re-elect Sandra Stash as Director	For	For
10	Re-elect Sylvia Kerrigan as Director	For	For
11	Re-elect Kathryn Klaber as Director	For	For
12	Authorise Issue of Equity	For	For
13	Approve Remuneration Report	For	For
14	Authorise UK Political Donations and Expenditure	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For

Diversified Energy Co. Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
17	Authorise Market Purchase of Shares	For	For
18	Approve Share Repurchase Contracts and Counterparties	For	For
19	Amend 2017 Equity Incentive Plan	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Kenmare Resources Plc

Meeting Date: 10/05/2024 Country: Ireland
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4a	Re-elect Issa Al Balushi as Director	For	For
4b	Re-elect Michael Carvill as Director	For	For
4c	Re-elect Mette Dobel as Director	For	For
4d	Re-elect Elaine Dorward-King as Director	For	For
4e	Re-elect Clever Fonseca as Director	For	For
4f	Re-elect Tom Hickey as Director	For	For
4g	Re-elect Graham Martin as Director	For	For
4h	Re-elect Deirdre Somers as Director	For	For
4i	Re-elect Andrew Webb 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	Authorise Issue of Equity	For	For
8	Authorise Issue of Equity without Pre-emptive Rights	For	For
9	Authorise Market Purchase of Ordinary Shares	For	For
10	Determine the Price Range at which Treasury Shares may be Re-issued Off-Market	For	For

Marriott International, Inc.

Meeting Date: 10/05/2024Country: USAMeeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Anthony G. Capuano	For	For
1b	Elect Director Isabella D. Goren	For	For
1c	Elect Director Deborah Marriott Harrison	For	For
1d	Elect Director Frederick A. Henderson	For	For
1e	Elect Director Lauren R. Hobart	For	For
1f	Elect Director Debra L. Lee	For	For
1g	Elect Director Aylwin B. Lewis	For	For
1h	Elect Director David S. Marriott	For	For
1i	Elect Director Margaret M. McCarthy	For	For
1j	Elect Director Grant F. Reid	For	For
1k	Elect Director Horacio D. Rozanski	For	For
1l	Elect Director Susan C. Schwab	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Report on Third-Party Racial Equity Audit	Against	Against
5	Report on Pay Equity	Against	For

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 compare and measure the progress of the company's diversity and inclusion initiatives.

MSA Safety, Inc.

Meeting Date: 10/05/2024Country: USAMeeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Steven C. Blanco	For	For
1.2	Elect Director Sandra Phillips Rogers	For	For
1.3	Elect Director Luca Savi	For	For
2	Approve Non-Employee Director Omnibus Stock Plan	For	For
3	Ratify Ernst & Young LLP as Auditors	For	For

MSA Safety, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
<i>Blended Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned, and no significant concerns were identified at this time.</i>			

SINOPEC Engineering (Group) Co., Ltd.

Meeting Date: 10/05/2024 Country: China
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Work Report of the Board	For	For
2	Approve Work Report of the Supervisory Committee	For	For
3	Approve Audited Financial Report	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 Bu Fanyong as Supervisor	For	For
9	Approve Reduction of the Registered Capital and Amend Articles of Association	For	For
10	Approve Cap for the Amount of Parent Guarantee	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>			
11	Approve Grant of General Mandate to the Board to Repurchase Domestic Shares and/or H Shares	For	For

SINOPEC Engineering (Group) Co., Ltd.

Meeting Date: 10/05/2024 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

Standard Chartered Plc

Meeting Date: 10/05/2024Country: 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 Diego De Giorgi as Director	For	For
5	Elect Diane Jurgens 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 Jackie Hunt as Director	For	For
9	Re-elect Robin Lawther as Director	For	For
10	Re-elect Maria Ramos as Director	For	For
11	Re-elect Phil Rivett as Director	For	For
12	Re-elect David Tang as Director	For	For
13	Re-elect Jose Vinals as Director	For	For
14	Re-elect Bill Winters as Director	For	For
15	Re-elect Linda Yueh 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 UK Political Donations and Expenditure	For	For
19	Authorise Issue of Equity	For	For
20	Extend the Authority to Allot Shares by Such Number of Shares Repurchased by the Company under the Authority Granted Pursuant to Resolution 25	For	For

Standard Chartered Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
21	Authorise Issue of Equity in Relation to Equity Convertible Additional Tier 1 Securities	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 Equity Convertible Additional Tier 1 Securities	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
28	Amend Articles of Association	For	For

Standard Chartered Plc

Meeting Date: 10/05/2024	Country: United Kingdom
	Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Sanctions and Consents to Every Variation, Alteration, Modification or Abrogation of the Rights, Privileges and Restrictions Attaching to the Ordinary Shares which may be Involved by the Passing of Resolution 28 as Set Out in the Notice of AGM	For	For

The Progressive Corporation

Meeting Date: 10/05/2024	Country: USA
	Meeting Type: Annual

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

The Progressive Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1d	Elect Director Pamela J. Craig	For	For
1e	Elect Director Charles A. Davis	For	For
1f	Elect Director Roger N. Farah	For	For
1g	Elect Director Lawton W. Fitt	For	For
Blended Rationale: A vote 'FOR' is warranted because the company has set a net zero and medium-term climate commitment, and disclosure is adequate.			
1h	Elect Director Susan Patricia Griffith	For	For
1i	Elect Director Devin C. Johnson	For	For
1j	Elect Director Jeffrey D. Kelly	For	For
1k	Elect Director Barbara R. Snyder	For	For
1l	Elect Director Kahina Van Dyke	For	For
2	Approve Omnibus Stock Plan	For	Against
Blended Rationale: A vote against is warranted because unvested time-based equity awards would accelerate (i.e. not pro-rated for time lapsed) and performance awards vest at the board's discretion or the plan is silent on award vesting.			
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
5	Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	Against	Against

Tt Electronics Plc

Meeting Date: 10/05/2024	Country: United Kingdom
Meeting Type: Annual	

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Elect Peter France as Director	For	For
5	Re-elect Warren Tucker as Director	For	For
6	Re-elect Mark Hoad as Director	For	For
7	Re-elect Alison Wood as Director	For	For
8	Re-elect Anne Thorburn as Director	For	For
9	Re-elect Michael Ord as Director	For	For

Tt Electronics Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
10	Reappoint Deloitte LLP as Auditors	For	For
11	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
12	Authorise UK Political Donations and Expenditure	For	For
13	Authorise Issue of Equity	For	For
14	Approve Long-Term Incentive Plan	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

Vulcan Materials Company

Meeting Date: 10/05/2024Country: USA
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Thomas A. Fanning	For	For
1b	Elect Director J. Thomas Hill	For	For
1c	Elect Director Cynthia L. Hostetler	For	For
1d	Elect Director Richard T. O'Brien	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Deloitte & Touche LLP as Auditors	For	For

Weichai Power Co., Ltd.

Meeting Date: 10/05/2024Country: China
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Annual Report	For	For

Weichai Power Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Report of the Board of Directors	For	For
3	Approve Report of the Supervisory Committee	For	For
4	Approve Audited Financial Statements and Auditors' Report	For	For
5	Approve Final Financial Report	For	For
6	Approve Financial Budget Report	For	Against
<i>Blended Rationale: A vote against is warranted because the company has not provided information on this proposal.</i>			
7	Approve KPMG Huazhen LLP as Auditors	For	For
8	Approve Hexin Accountants LLP as Internal Control Auditors	For	For
9	Approve Profit Distribution Plan	For	For
10	Approve Grant of Mandate to the Board of Directors for the Payment of Interim Dividend	For	For
11	Amend Articles of Association	For	Against
<i>Blended Rationale: A vote against is warranted as shareholder rights are, or could be reduced:- A vote AGAINST the proposed amendments to the Articles and Shareholder Rules in Items 11 and 12 is warranted given the proposed amendments would include the removal of the class meeting requirement which would reduce the safeguards available to shareholders and would limit the ability of a particular class of shareholders to reject proposals that could result to unfavourable outcomes for minority shareholders.</i>			
12	Amend Rules of Procedure for General Meetings	For	Against
<i>Blended Rationale: A vote against is warranted as shareholder rights are, or could be reduced:- A vote AGAINST the proposed amendments to the Articles and Shareholder Rules in Items 11 and 12 is warranted given the proposed amendments would include the removal of the class meeting requirement which would reduce the safeguards available to shareholders and would limit the ability of a particular class of shareholders to reject proposals that could result to unfavourable outcomes for minority shareholders.</i>			
13	Amend Rules of Procedure for Board Meetings	For	For
14	Amend Rules of Procedure for the Supervisory Committee Meetings	For	For
15	Approve Change of Business Scope and Supplemental Amendments to the Articles of Association	For	For
16a	Elect Tan Xuguang as Director	For	For
16b	Elect Zhang Quan as Director	For	For
16c	Elect Ma Changhai as Director	For	For
16d	Elect Wang Decheng as Director	For	For
16e	Elect Sun Shaojun as Director	For	For
16f	Elect Yuan Hongming as Director	For	For
16g	Elect Ma Xuyao as Director	For	For
16h	Elect Zhang Liangfu as Director	For	For
16i	Elect Richard Robinson Smith as Director	For	For

Weichai Power Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
16j	Elect Michael Martin Macht as Director	For	For
17a	Elect Jiang Yan as Director	For	For
17b	Elect Chi Deqiang as Director	For	For
17c	Elect Zhao Fuquan as Director	For	For
17d	Elect Xu Bing as Director	For	For
17e	Elect Tao Huaan as Director	For	For
18a	Elect Wang Yanlei as Supervisor	For	For
18b	Elect Wang Xuewen as Supervisor	For	For

Weichai Power Co., Ltd.

Meeting Date: 10/05/2024Country: China
Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Amend Articles of Association	For	Against
Blended Rationale: A vote against is warranted as shareholder rights are, or could be reduced:- The proposed amendments to the Articles and Shareholder Rules would include the removal of the class meeting requirement which would reduce the safeguards available to shareholders and would limit the ability of a particular class of shareholders to reject proposals that could result to unfavourable outcomes for minority shareholders.			
2	Amend Rules of Procedure for General Meetings	For	Against
Blended Rationale: A vote against is warranted as shareholder rights are, or could be reduced:- The proposed amendments to the Articles and Shareholder Rules would include the removal of the class meeting requirement which would reduce the safeguards available to shareholders and would limit the ability of a particular class of shareholders to reject proposals that could result to unfavourable outcomes for minority shareholders.			

Western Digital Corporation

Meeting Date: 10/05/2024Country: USA
Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Increase Authorized Common Stock	For	For
2	Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers	For	For
3	Amend Charter to Remove Pass-Through Voting Provision	For	For

Western Digital Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers	For	For
5	Adjourn Meeting	For	For

Weyerhaeuser Company

Meeting Date: 10/05/2024 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 James C. O'Rourke	For	For
1g	Elect Director Nicole W. Piasecki	For	For
1h	Elect Director Lawrence A. Selzer	For	For
1i	Elect Director Devin W. Stockfish	For	For
1j	Elect Director Kim Williams	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify KPMG LLP as Auditors	For	For

Manappuram Finance Limited

Meeting Date: 11/05/2024 Country: India
Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Borrowing Powers	For	For
2	Approve Pledging of Assets for Debt	For	For

888 Holdings Plc

Meeting Date: 13/05/2024

Country: Gibraltar

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Remuneration Policy	For	For
4	Re-elect Jon Mendelsohn as Director	For	For
5	Re-elect Anne de Kerckhove as Director	For	For
6	Re-elect Mark Summerfield as Director	For	For
7	Re-elect Limor Ganot as Director	For	For
8	Re-elect Andrea Joosen as Director	For	For
9	Re-elect Ori Shaked as Director	For	For
10	Elect Per Widerstrom as Director	For	For
11	Elect Sean Wilkins as Director	For	For
12	Reappoint Ernst & Young LLP and EY Limited, Gibraltar as Auditors	For	For
13	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	For	For
14	Authorise Issue of Equity	For	For
15	Authorise Market Purchase of Ordinary Shares	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
18	Approve Change of Company Name to evoke plc and Amend Memorandum and Articles of Association	For	For

Baker Hughes Company

Meeting Date: 13/05/2024

Country: USA

Meeting Type: Annual

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

Baker Hughes Company

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.2	Elect Director Abdulaziz M. Al Gudaimi	For	For
1.3	Elect Director Gregory D. Brenneman	For	For
1.4	Elect Director Cynthia B. Carroll	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 M. Sohi	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify KPMG LLP as Auditors	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	For	For
5	Amend Certificate of Incorporation to Add Federal Forum Selection Provision	For	For
6	Amend Certificate of Incorporation	For	For

Elopak ASA

Meeting Date: 13/05/2024

Country: Norway

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3.1	Elect Dag Mejdell as Chairman of Meeting	For	For
3.2	Designate Mirza Koristovic as Inspector of Minutes of Meeting	For	For
4	Approve Notice of Meeting and Agenda	For	For
5	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 1.46 Per Share	For	For
6	Approve Corporate Governance Report	For	For
7	Approve Remuneration Statement	For	Against
<i>Blended Rationale: A vote against is warranted because the performance period is less than 3 years: - The company's LTIP relies on a performance period of one year to determine the amount that will be granted. A vote against is warranted because the vesting period is less than 3 years: - The PSUs vest gradually over three years (12, 24, and 36 months, respectively). 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 performance criteria, metric weights, and targets in the STIP for the CEO.</i>			
8	Reelect Sid Johari and Anna Belfrage as Directors; Elect Manuel Arbiol Pascual and Marianne Odegaard Ribe as New Director	For	For

Elopak ASA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
9	Elect Anniken Fougner as Board Observer	For	For
10	Reelect Kari Olrud Moen as Member of Nominating Committee	For	For
11	Approve Remuneration of Directors; Approve Remuneration for Committee Work	For	For
12	Approve Remuneration of Nomination Committee	For	For
13	Approve Remuneration of Auditors	For	For
14	Approve Creation of NOK 37.7 Million Pool of Capital without Preemptive Rights	For	For
15	Authorize Share Repurchase Program	For	For

China Hongqiao Group Limited

Meeting Date: 14/05/2024	Country: Cayman Islands
	Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2.1	Elect Zhang Bo as Director	For	Against
Blended Rationale: A vote against is warranted as the nominee serves as the Company's CEO and Chair and no suitable explanation has been given. A lead/senior independent director should also be appointed.			
2.2	Elect Zheng Shuliang as Director	For	For
2.3	Elect Zhang Ruilian as Director	For	For
2.4	Elect Wong Yuting as Director	For	For
2.5	Elect Yang Congsen as Director	For	For
2.6	Elect Zhang Jinglei as Director	For	For
2.7	Elect Tu Yikai as Director	For	For
2.8	Elect Sun Dongdong as Director	For	For
2.9	Elect Wen Xianjun as Director	For	For
2.10	Elect Han Benwen as Director	For	For
Blended Rationale: A vote FOR is warranted as no concerns have been identified.			
2.11	Elect Dong Xinyi as Director	For	For
2.12	Elect Fu Yulin as Director	For	For
2.13	Authorize Board to Fix Remuneration of Directors	For	For

China Hongqiao Group Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Approve Shinewing (HK) CPA Limited as Auditors and Authorize Board to Fix Their Remuneration	For	For
4	Approve Final Dividend	For	For
5	Authorize Repurchase of Issued Share Capital	For	For
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	Against
<i>Blended Rationale: A vote AGAINST these resolutions is warranted for the following:- The aggregate share issuance limit is greater than 10 percent of the relevant class of shares 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	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>			

Computacenter Plc

Meeting Date: 14/05/2024 Country: United Kingdom
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4a	Re-elect Pauline Campbell as Director	For	For
4b	Re-elect Rene Carayol as Director	For	For
4c	Re-elect Philip Hulme as Director	For	For
<i>Blended Rationale: A vote FOR is warranted. Although the nominee is a non-independent non-executive director and the board is not 50% independent, we believe the board benefits from the Director's expertise and has proven to be very successful.</i>			
4d	Elect Christian Jehle as Director	For	For
4e	Re-elect Ljiljana Mitic as Director	For	For
4f	Re-elect Mike Norris as Director	For	For
4g	Re-elect Peter Ogden as Director	For	For
<i>Blended Rationale: A vote FOR is warranted. Although the nominee is a non-independent non-executive director and the board is not 50% independent, we believe the board benefits from the Director's expertise and has proven to be very successful.</i>			

Computacenter Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4h	Re-elect Ros Rivaz as Director	For	For
5	Reappoint Grant Thornton UK LLP as Auditors	For	For
6	Authorise Board to Fix Remuneration of Auditors	For	For
7	Authorise Issue of Equity	For	For
8	Authorise Issue of Equity without Pre-emptive Rights	For	For
9	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
10	Authorise Market Purchase of Ordinary Shares	For	For
11	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

FDM Group (Holdings) Plc

Meeting Date: 14/05/2024	Country: United Kingdom
Meeting Type: Annual	

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Policy	For	For
3	Approve Remuneration Report	For	For
4	Approve Final Dividend	For	For
5	Approve Performance Share Plan	For	For
6	Re-elect Andrew Brown as Director	For	For
7	Re-elect Roderick Flavell as Director	For	For
8	Re-elect Sheila Flavell as Director	For	For
9	Re-elect Michael McLaren as Director	For	For
10	Re-elect Alan Kinnear as Director	For	For
11	Re-elect David Lister as Director	For	For
12	Elect Rowena Murray as Director	For	For
13	Re-elect Jacqueline de Rojas as Director	For	For
14	Re-elect Michelle Senecal de Fonseca as Director	For	For
15	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For

FDM Group (Holdings) Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
16	Authorise Board 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

Hugo Boss AG

Meeting Date: 14/05/2024 **Country:** Germany
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 1.35 per Share	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	For	For
5.1	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	For	For
5.2	Ratify Deloitte GmbH as Auditor for the Sustainability Reporting for Fiscal Year 2024	For	For
6	Approve Remuneration Report	For	For
7	Approve Remuneration Policy for the Supervisory Board	For	For

IMCD NV

Meeting Date: 14/05/2024 **Country:** Netherlands
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2.c	Approve Remuneration Report	For	For
<i>Blended Rationale: A vote FOR is warranted as the amount of compensation being awarded is reasonable and modest for a new joiner and the policy is understandable given a new hire.</i>			
3.b	Adopt Financial Statements and Statutory Reports	For	For
3.d	Approve Dividends	For	For
4.a	Approve Discharge of Management Board	For	For
4.b	Approve Discharge of Supervisory Board	For	For
5.a	Approve Remuneration Policy for the Management Board	For	For
5.b	Approve Remuneration Policy for the Supervisory Board	For	For
6.a	Reelect Janus Smalbraak to Supervisory Board	For	For
6.b	Reelect Amy Hebert to Supervisory Board	For	Against
<i>Blended Rationale: A vote against is warranted as the company has not set mid-term GHG emission reductions targets for scopes 1 and 2 AND the company has not set an ambition to achieve net-zero GHG emissions by 2050 for scopes 1 and 2.</i>			
7.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	For
7.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For
8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For

Motorola Solutions, Inc.

Meeting Date: 14/05/2024Country: USAMeeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Gregory Q. Brown	For	For
1b	Elect Director Nicole Anasenes	For	For
1c	Elect Director Kenneth D. Denman	For	For
1d	Elect Director Ayanna M. Howard	For	For
1e	Elect Director Clayton M. Jones	For	For
1f	Elect Director Judy C. Lewent	For	For

Motorola Solutions, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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	Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers	For	For

Phoenix Group Holdings Plc

Meeting Date: 14/05/2024	Country: United Kingdom
	Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Re-elect Andy Briggs as Director	For	For
5	Elect Eleanor Bucks as Director	For	For
6	Re-elect Karen Green as Director	For	For
7	Re-elect Mark Gregory as Director	For	For
8	Re-elect Hiroyuki Iioka as Director	For	For
9	Re-elect Nicholas Lyons as Director	For	For
10	Re-elect Katie Murray as Director	For	For
11	Re-elect John Pollock as Director	For	For
12	Re-elect Belinda Richards as Director	For	For
13	Elect David Scott as Director	For	For
14	Re-elect Maggie Semple as Director	For	For
15	Re-elect Nicholas Shott as Director	For	For
16	Re-elect Rakesh Thakrar as Director	For	For
17	Appoint KPMG LLP as Auditors	For	For
18	Authorise Board to Fix Remuneration of Auditors	For	For
19	Authorise UK Political Donations and Expenditure	For	For
20	Authorise Issue of Equity	For	For

Phoenix Group Holdings Plc

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

Rheinmetall AG

Meeting Date: 14/05/2024 Country: Germany
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 5.70 per Share	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	For	For
Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.			
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	For	For
Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.			
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024	For	For
6.1	Elect Saori Dubourg to the Supervisory Board	For	For
6.2	Elect Marc Tuengler to the Supervisory Board	For	For
7	Approve Remuneration Report	For	For
8	Approve Remuneration Policy for the Management Board	For	For
9	Approve Remuneration Policy for the Supervisory Board	For	For
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For
11	Approve Creation of EUR 22.3 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	For

Rheinmetall AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
12	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 7.4 Billion; Approve Creation of EUR 22.3 Million Pool of Capital to Guarantee Conversion Rights	For	For
13	Approve Affiliation Agreement with Rheinmetall Liegenschaften und Vermietung GmbH	For	For
14.1	Amend Articles Re: Supervisory Board Meetings	For	For
14.2	Amend Articles Re: General Meeting Chair	For	For

Saipem SpA

Meeting Date: 14/05/2024

Country: Italy

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Allocation of Income	For	For
3.1	Fix Number of Directors	For	For
3.2	Fix Board Terms for Directors	For	For
3.3.1	Slate 1 Submitted by Eni SpA and CDP Equity SpA	None	Against
Blended Rationale: Vote AGAINST this slate 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.			
3.3.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	None	For
3.4	Elect Elisabetta Serafin as Board Chair	None	For
3.5	Approve Remuneration of Directors	None	For
4.1	Approve Remuneration Policy	For	For
4.2	Approve Second Section of the Remuneration Report	For	For
Blended Rationale: This item warrants a vote FOR because the 2023 compensation practices of the company do not raise material concerns. This is not without noting that the company paid one-off bonuses (EUR 440,000) to managers with strategic responsibilities.			
5	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service 2023-2025 Long-Term Variable Incentive Plan	For	For

Star Bulk Carriers Corp.

Meeting Date: 14/05/2024 Country: Marshall Isl
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Koert Erhardt	For	Withhold
Blended Rationale: A withhold is warranted as there is a lack of diversity on the board.			
1.2	Elect Director Sherman Lau	For	For
1.3	Elect Director Spyros Capralos	For	For
2	Ratify Deloitte Certified Public Accountants S.A. as Auditors	For	For

Tencent Holdings Limited

Meeting Date: 14/05/2024 Country: Cayman Islands
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3a	Elect Charles St Leger Searle as Director	For	Against
Blended Rationale: A vote against is warranted as the nominee is a non-independent NED and serves on the Audit Committee, which is not fully independent.			
3b	Elect Ke Yang as Director	For	For
3c	Authorize Board to Fix Remuneration of Directors	For	For
4	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	Against
Blended Rationale: A vote AGAINST this resolution is warranted given that the company has not specified the discount limit for issuances of shares for cash consideration and issuances for non-cash consideration.			
6	Authorize Repurchase of Issued Share Capital	For	For
7	Amend Third Amended and Restated Memorandum of Association and Articles of Association and Adopt Fourth Amended and Restated Memorandum of Association and Articles of Association	For	For

The Allstate Corporation

Meeting Date: 14/05/2024

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Donald E. Brown	For	For
1b	Elect Director Kermit R. Crawford	For	For
1c	Elect Director Richard T. Hume	For	For
1d	Elect Director Margaret M. Keane	For	For
1e	Elect Director Siddharth N. (Bobby) Mehta	For	For
1f	Elect Director Maria Morris	For	For
1g	Elect Director Jacques P. Perold	For	For
1h	Elect Director Andrea Redmond	For	For
Blended Rationale: A vote FOR is warranted as there are no material concerns with Director Andrea Redmond.			
1i	Elect Director Gregg M. Sherrill	For	For
1j	Elect Director Judith A. Sprieser	For	For
1k	Elect Director Perry M. Traquina	For	For
1l	Elect Director Monica Turner	For	For
1m	Elect Director Thomas J. Wilson	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Deloitte & Touche LLP as Auditors	For	For
4	Require Independent Board Chair	Against	For
Blended Rationale: Artemis supports the separation of Chairman and CEO.			

TI Fluid Systems Plc

Meeting Date: 14/05/2024

Country: United Kingdom

Meeting Type: Annual

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

TI Fluid Systems Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5	Re-elect Tim Cobbold as Director	For	For
6	Re-elect Julie Baddeley as Director	For	For
7	Re-elect Alexander De Bock as Director	For	For
8	Re-elect Hans Dieltjens as Director	For	For
9	Re-elect Jane Lodge as Director	For	For
10	Re-elect Elaine Sarsynski as Director	For	For
11	Re-elect Trudy Schoolenberg as Director	For	For
12	Re-elect John Smith as Director	For	For
13	Re-elect Stephen Thomas as Director	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
15	Authorise Board to Fix Remuneration of Auditors	For	For
16	Authorise Issue of Equity	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	For	For
18	Authorise 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 UK Political Donations and Expenditure	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

ageas SA/NV

Meeting Date: 15/05/2024

Country: Belgium

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2.1.3	Approve Financial Statements and Allocation of Income	For	For
2.2.2	Approve Dividends of EUR 3.25 Per Share	For	For
2.3.1	Approve Discharge of Directors	For	For
2.3.2	Approve Discharge of Auditors	For	For
3.1	Approve Remuneration Report	For	For
3.2	Approve Remuneration Policy	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3.3	Approve Modification on Remuneration of Certain Members of Directors	For	For
4.1	Elect Francoise Lefevre as Director	For	For
4.2	Elect Xavier de Walque as Independent Director	For	For
4.3	Elect Christophe Vandeweghe as Director	For	For
4.4	Reelect Hans De Cuyper as Director	For	For
4.5	Reelect Yvonne Lang Ketterer as Independent Director	For	For
5.1	Ratify PWC SRL, Permanently Represented by Kurt Cappoen, as Auditors and Approve Auditors' Remuneration	For	For
5.2	Appoint PwC as Auditors for the Sustainability Reporting	For	For
6.1.2	Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	For	For
7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For

American International Group, Inc.

Meeting Date: 15/05/2024Country: USAMeeting 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 James (Jimmy) Dunne, III	For	For
1d	Elect Director John (Chris) Inglis	For	For
1e	Elect Director Linda A. Mills	For	Against
Blended Rationale: A vote against is warranted as there are ongoing issues with remuneration.			
1f	Elect Director Diana M. Murphy	For	For
1g	Elect Director Peter R. Porrino	For	For
1h	Elect Director John G. Rice	For	For
1i	Elect Director Vanessa A. Wittman	For	For
1j	Elect Director Peter Zaffino	For	Against
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 responsiveness to shareholder concerns.			

American International Group, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
Blended Rationale: A vote against is warranted as the company showed poor responsiveness to the high dissent received on remuneration-related proposals.			
3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
4	Require Independent Board Chair	Against	For
Blended Rationale: Artemis supports the separation of Chairman and CEO.			
5	Adopt Director Election Resignation Bylaw	Against	Against

Avolta AG

Meeting Date: 15/05/2024 Country: Switzerland
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	For	For
1.2	Approve Non-Financial Report (Non-Binding)	For	For
1.3	Approve Remuneration Report (Non-Binding)	For	Against
Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - Some concern is noted regarding the fact that the company continues to refrain from disclosing specific STI targets on an ex-post basis, which inhibits a full understanding of payouts. - No context is provided for the revised award levels, and it is thus unclear why the prior levels were considered inadequate and why the new levels were considered appropriate. A vote against is warranted because equity awards are not pro-rated upon change in control, or subject to single-trigger/auto-acceleration: - In case of change of control, unvested PSU shall vest immediately.			
2	Approve Allocation of Income and Dividends of CHF 0.70 per Share from Capital Contribution Reserves	For	For
3	Approve Discharge of Board and Senior Management	For	For
4	Approve Creation of Capital Band within the Upper Limit of CHF 915.7 Million and the Lower Limit of CHF 686.8 Million with or without Exclusion of Preemptive Rights	For	For
5	Approve Cancellation of Conditional Capital	For	For
6.1	Reelect Juan Carretero as Director and Board Chair	For	For
6.2.a	Reelect Xavier Bouton as Director	For	For
6.2.b	Reelect Alessandro Benetton as Director	For	For
6.2.c	Reelect Heekyung Jo Min as Director	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6.2.d	Reelect Sami Kahale as Director	For	Against
Blended Rationale: A vote against is warranted as the nominee is a non-independent NED and serves on the Audit Committee, which is not fully independent.			
6.2.e	Reelect Enrico Laghi as Director	For	For
6.2.f	Reelect Luis Camino as Director	For	For
6.2.g	Reelect Joaquin Cabrera as Director	For	For
6.2.h	Reelect Ranjan Sen as Director	For	For
6.2.i	Reelect Mary Guilfoile as Director	For	For
6.2.j	Reelect Eugenia Ulasewicz as Director	For	For
6.3	Elect Katia Walsh as Director	For	For
7.1	Reappoint Enrico Laghi as Member of the Compensation Committee	For	For
7.2	Reappoint Luis Camino as Member of the Compensation Committee	For	For
7.3	Reappoint Joaquin Cabrera as Member of the Compensation Committee	For	For
7.4	Reappoint Eugenia Ulasewicz as Member of the Compensation Committee	For	For
8	Ratify Deloitte AG as Auditors	For	For
9	Designate Altenburger Ltd legal + tax as Independent Proxy	For	For
10.1	Approve Remuneration of Directors in the Amount of CHF 11 Million	For	For
10.2	Approve Remuneration of Executive Committee in the Amount of CHF 37 Million	For	For
11	Transact Other Business (Voting)	For	Against
Blended Rationale: A vote against is warranted because details of other business are not disclosed.			

Bayerische Motoren Werke AG

Meeting Date: 15/05/2024Country: GermanyMeeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 6.00 per Ordinary Share and EUR 6.02 per Preferred Share	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	For	For

Bayerische Motoren Werke AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4.1	Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal Year 2023	For	For
4.2	Approve Discharge of Supervisory Board Member Martin Kimmich for Fiscal Year 2023	For	For
4.3	Approve Discharge of Supervisory Board Member Stefan Quandt for Fiscal Year 2023	For	For
4.4	Approve Discharge of Supervisory Board Member Stefan Schmid for Fiscal Year 2023	For	For
4.5	Approve Discharge of Supervisory Board Member Kurt Bock for Fiscal Year 2023	For	For
4.6	Approve Discharge of Supervisory Board Member Christiane Benner for Fiscal Year 2023	For	For
4.7	Approve Discharge of Supervisory Board Member Marc Bitzer for Fiscal Year 2023	For	For
4.8	Approve Discharge of Supervisory Board Member Bernhard Ebner for Fiscal Year 2023	For	For
4.9	Approve Discharge of Supervisory Board Member Rachel Empey for Fiscal Year 2023	For	For
4.10	Approve Discharge of Supervisory Board Member Heinrich Hiesinger for Fiscal Year 2023	For	For
4.11	Approve Discharge of Supervisory Board Member Johann Horn for Fiscal Year 2023	For	For
4.12	Approve Discharge of Supervisory Board Member Susanne Klatten for Fiscal Year 2023	For	For
4.13	Approve Discharge of Supervisory Board Member Jens Koehler for Fiscal Year 2023	For	For
4.14	Approve Discharge of Supervisory Board Member Gerhard Kurz for Fiscal Year 2023	For	For
4.15	Approve Discharge of Supervisory Board Member Andre Mandl for Fiscal Year 2023	For	For
4.16	Approve Discharge of Supervisory Board Member Dominique Mohabeer for Fiscal Year 2023	For	For
4.17	Approve Discharge of Supervisory Board Member Anke Schaeferkordt for Fiscal Year 2023	For	For
4.18	Approve Discharge of Supervisory Board Member Christoph Schmidt for Fiscal Year 2023	For	For

Bayerische Motoren Werke AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4.19	Approve Discharge of Supervisory Board Member Vishal Sikka for Fiscal Year 2023	For	For
4.20	Approve Discharge of Supervisory Board Member Sibylle Wankel for Fiscal Year 2023	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	For	For
6.1	Elect Susanne Klatten to the Supervisory Board	For	Against
Blended Rationale: A vote against is warranted as the nominee is a member of the Nomination Committee, which is not majority independent.			
6.2	Elect Stefan Quandt to the Supervisory Board	For	Against
Blended Rationale: A vote against is warranted as the nominee is a non-independent NED and serves on the Audit Committee, which is not fully independent. A vote against is warranted as the nominee is a non-independent NED and serves on the Remuneration Committee, which is not majority independent. A vote against is warranted as the nominee is a member of the Nomination Committee, which is not majority independent.			
6.3	Elect Vishal Sikka to the Supervisory Board	For	For
7	Approve Remuneration Report	For	Against
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.			

Bilfinger SE

Meeting Date: 15/05/2024	Country: Germany
Meeting Type: Annual	

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 1.80 per Share	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	For	For
6	Approve Remuneration Report	For	Against
Blended Rationale: A vote against is warranted because the performance period is less than 3 years:- In FY 2023, granted LTI payments were based on a one-year assessment period, with awards then subject to a further three-year blocking period.			
7	Amend Articles Re: Proof of Entitlement	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Pamela Daley	For	For
1b	Elect Director Laurence D. Fink	For	For
Blended Rationale: A vote 'FOR' is warranted as the lead director role at BlackRock is considered reasonably robust and there are no significant concerns regarding company performance.			
1c	Elect Director William E. Ford	For	For
1d	Elect Director Fabrizio Freda	For	For
1e	Elect Director Murry S. Gerber	For	For
1f	Elect Director Margaret "Peggy" L. Johnson	For	For
1g	Elect Director Robert S. Kapito	For	For
1h	Elect Director Cheryl D. Mills	For	For
1i	Elect Director Amin H. Nasser	For	For
1j	Elect Director Gordon M. Nixon	For	For
Blended Rationale: A vote 'FOR' is warranted because the company does have mid-term emissions reduction targets.			
1k	Elect Director Kristin C. Peck	For	For
1l	Elect Director Charles H. Robbins	For	For
1m	Elect Director Marco Antonio Slim Domit	For	For
1n	Elect Director Hans E. Vestberg	For	For
1o	Elect Director Susan L. Wagner	For	For
1p	Elect Director Mark Wilson	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - The proxy lacks several key disclosures, including quantified target goals and individual metric weightings, which are important in assessing pay-for-performance linkage, particularly when discretionary determinations have contributed to a pay-for-performance misalignment. Also note that there is a misalignment between CEO pay and company performance. Referred due to the payment of a success or transaction bonus or one-off retention award during the year under review.			
3	Amend Omnibus Stock Plan	For	Against
Blended Rationale: A vote against is warranted because unvested time-based equity awards would accelerate (i.e. not pro-rated for time lapsed) and performance would be settled at target.			
4	Ratify Deloitte & Touche LLP as Auditors	For	For
5	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	Against	Against

BlackRock, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6	Require Independent Board Chair	Against	Against
Blended Rationale: A vote AGAINST is warranted given a combined CEO/Chair role is common practice in the US.			
7	Report on Proxy Voting Record and Policies for Climate Change-Related Proposals	Against	Against

Conduit Holdings Ltd.

Meeting Date: 15/05/2024Country: 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
3	Approve Remuneration Report	For	For
4	Approve Long-Term Incentive Plan	For	For
5	Re-elect Neil Eckert as Director	For	For
6	Re-elect Trevor Carvey as Director	For	For
7	Re-elect Elaine Whelan as Director	For	For
8	Re-elect Michelle Smith as Director	For	For
9	Re-elect Malcolm Furbert as Director	For	For
10	Re-elect Elizabeth Murphy as Director	For	For
11	Re-elect Ken Randall as Director	For	For
12	Elect Rebecca Shelley as Director	For	For
13	Ratify KPMG Audit Limited as Auditors	For	For
14	Authorise Board to Fix Remuneration of the 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 Common Shares	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Adopt Financial Statements and Statutory Reports	For	For
4	Approve Remuneration Report	For	For
7	Approve Dividends	For	For
8	Approve Discharge of Management Board	For	For
9	Approve Discharge of Supervisory Board	For	For
10	Approve Remuneration Policy for the Management Board	For	For
11	Approve Remuneration Policy for the Supervisory Board	For	For
12	Elect Peter Kazius to Management Board	For	For
13	Reelect Steen Riisgaard to Supervisory Board	For	For
Blended Rationale: A vote FOR is warranted as there are no material concerns with Director Steen Riisgaard.			
14	Reelect Ilona Haaijer to Supervisory Board	For	For
15	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital for General Purposes	For	For
16	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 15	For	For
17	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital in Case of Mergers, Acquisitions, or Strategic Alliances	For	Against
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 15 and 16 (i.e. the management board would be able to issue share up to 20 percent of the issued share capital in total).			
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
19	Approve Cancellation of Repurchased Shares	For	For
20	Amend Articles of Association	For	For
Blended Rationale: A vote FOR is warranted as no material issues were identified. We subsequently note that this proposal was withdrawn.			
21	Reappoint KPMG Accountants N.V as Auditors	For	For

Daimler Truck Holding AG

Meeting Date: 15/05/2024

Country: Germany

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 1.90 per Share	For	For
3.1	Approve Discharge of Management Board Member Martin Daum for Fiscal Year 2023	For	For
Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.			
3.2	Approve Discharge of Management Board Member Jochen Goetz (until Aug. 5, 2023) for Fiscal Year 2023	For	For
Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.			
3.3	Approve Discharge of Management Board Member Karl Deppen for Fiscal Year 2023	For	For
Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.			
3.4	Approve Discharge of Management Board Member Andreas Gorbach for Fiscal Year 2023	For	For
Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.			
3.5	Approve Discharge of Management Board Member Juergen Hartwig for Fiscal Year 2023	For	For
Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.			
3.6	Approve Discharge of Management Board Member John O'Leary for Fiscal Year 2023	For	For
Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.			
3.7	Approve Discharge of Management Board Member Karin Radstrom for Fiscal Year 2023	For	For
Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.			
3.8	Approve Discharge of Management Board Member Stephan Unger for Fiscal Year 2023	For	For
Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.			
4.1	Approve Discharge of Supervisory Board Member Joe Kaeser for Fiscal Year 2023	For	For
Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.			

Daimler Truck Holding AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4.2	Approve Discharge of Supervisory Board Member Michael Brecht for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.3	Approve Discharge of Supervisory Board Member Michael Brosnan for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.4	Approve Discharge of Supervisory Board Member Bruno Buschbacher for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.5	Approve Discharge of Supervisory Board Member Raymond Curry (until Oct. 15, 2023) for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.6	Approve Discharge of Supervisory Board Member Jacques Esculier for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.7	Approve Discharge of Supervisory Board Member Akihiro Eto for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.8	Approve Discharge of Supervisory Board Member Laura Ipsen for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.9	Approve Discharge of Supervisory Board Member Renata Bruengger for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.10	Approve Discharge of Supervisory Board Member Carmen Klitzsch-Mueller for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.11	Approve Discharge of Supervisory Board Member Joerg Koehlinger for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		

Daimler Truck Holding AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4.12	Approve Discharge of Supervisory Board Member John Krafcik for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.13	Approve Discharge of Supervisory Board Member Joerg Lorz for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.14	Approve Discharge of Supervisory Board Member Andrea Reith for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.15	Approve Discharge of Supervisory Board Member Martin Richenhagen for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.16	Approve Discharge of Supervisory Board Member Andrea Seidel for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.17	Approve Discharge of Supervisory Board Member Shintaro Suzuki (from Oct. 16, 2023) for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.18	Approve Discharge of Supervisory Board Member Marie Wieck for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.19	Approve Discharge of Supervisory Board Member Harald Wilhelm for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.20	Approve Discharge of Supervisory Board Member Roman Zitzelsberger for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.21	Approve Discharge of Supervisory Board Member Thomas Zwick for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
5	Ratify KPMG AG as Auditors for Fiscal Year 2024 and for a Review of Interim Financial Statements until 2025 AGM	For	For

Daimler Truck Holding AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6	Approve Remuneration Report	For	For
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For
8	Authorize Use of Financial Derivatives when Repurchasing Shares	For	For

Elevance Health, Inc.

Meeting Date: 15/05/2024

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Lewis Hay, III	For	For
1.2	Elect Director Antonio F. Neri	For	For
1.3	Elect Director Ramiro G. Peru	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Blended Rationale: A vote FOR is warranted as the recruitment awards to the CFO seem justified as part of the recruitment process. He has a strong track record and is already making a positive impact at Elevance. We believe the disclosure on the recruitment payments is adequate.			
3	Ratify Ernst & Young LLP as Auditors	For	For
4	Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	Against	Against

Fiserv, Inc.

Meeting Date: 15/05/2024

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Frank J. Bisignano	For	For
1.2	Elect Director Henrique de Castro	For	For
1.3	Elect Director Harry F. DiSimone	For	For
1.4	Elect Director Lance M. Fritz	For	For
1.5	Elect Director Ajei S. Gopal	For	For
1.6	Elect Director Wafaa Mamilli	For	For

Fiserv, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.7	Elect Director Heidi G. Miller	For	For
<i>Blended Rationale: A vote FOR is warranted as there are no material concerns with Director Heidi G Miller and the company has disclosed its GHG emissions and targets for the first time in their 2023 CSR report.</i>			
1.8	Elect Director Doyle R. Simons	For	For
1.9	Elect Director Kevin M. Warren	For	For
1.10	Elect Director Charlotte B. Yarkoni	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Deloitte & Touche LLP as Auditors	For	For

Hess Corporation

Meeting Date: 15/05/2024Country: USAMeeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Terrence J. Checki	For	For
1b	Elect Director Leonard S. Coleman, Jr.	For	For
1c	Elect Director Lisa Glatch	For	For
1d	Elect Director John B. Hess	For	For
1e	Elect Director Edith E. Holiday	For	For
1f	Elect Director Marc S. Lipschultz	For	For
1g	Elect Director Raymond J. McGuire	For	For
1h	Elect Director David McManus	For	For
1i	Elect Director Kevin O. Meyers	For	For
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>			
1j	Elect Director Karyn F. Ovelmen	For	For
1k	Elect Director James H. Quigley	For	For
1l	Elect Director William G. Schrader	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Ernst & Young LLP as Auditors	For	For

Hilton Worldwide Holdings Inc.

Meeting Date: 15/05/2024Country: USAMeeting Type: Annual

Hilton Worldwide Holdings Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Christopher J. Nassetta	For	For
1b	Elect Director Jonathan D. Gray	For	For
1c	Elect Director Charlene T. Begley	For	For
1d	Elect Director Chris Carr	For	For
1e	Elect Director Melanie L. Healey	For	For
1f	Elect Director Raymond E. Mabus, Jr.	For	For
1g	Elect Director Judith A. McHale	For	For
1h	Elect Director Elizabeth A. Smith	For	For
1i	Elect Director Douglas M. Steenland	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

Blended Rationale: A vote 'FOR' is warranted as the CEO is doing a good job and performance period is considered sufficient at this time.

Hyatt Hotels Corporation

Meeting Date: 15/05/2024 Country: USA
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Alessandro Bogliolo	For	For
1.2	Elect Director Susan D. Kronick	For	Withhold
Blended Rationale: A vote withhold is warranted due to concerns over poor corporate governance practices:- Withhold votes are warranted for Governance Committee member Susan (Sue) Kronick for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision.			
1.3	Elect Director Jason Pritzker	For	Withhold
Blended Rationale: A vote withhold is warranted due to concerns over poor corporate governance practices:- Withhold votes are warranted for Jason Pritzker as his ownership of the supervoting shares provide him with voting power control of the company.			
1.4	Elect Director Dion Camp Sanders	For	For
2	Ratify Deloitte & Touche LLP as Auditors	For	For
3	Amend Omnibus Stock Plan	For	Against

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.

Hyatt Hotels Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<i>Blended Rationale: A vote against is warranted because the performance period is less than 3 years:- Additional PSUs granted has a one year performance measurement period.</i>			

Keller Group Plc

Meeting Date: 15/05/2024 Country: United Kingdom
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Policy	For	For
3	Approve Remuneration Report	For	For
4	Approve Final Dividend	For	For
5	Reappoint Ernst & Young LLP as Auditors	For	For
6	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For
7	Elect Annette Kelleher as Director	For	For
8	Re-elect Paula Bell as Director	For	For
9	Re-elect David Burke as Director	For	For
10	Re-elect Juan Hernandez Abrams as Director	For	For
11	Re-elect Peter Hill as Director	For	For
12	Re-elect Baroness Kate Rock as Director	For	For
13	Re-elect Michael Speakman as Director	For	For
14	Authorise Issue of Equity	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
17	Authorise Market Purchase of Ordinary Shares	For	For
18	Authorise UK Political Donations and Expenditure	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Redde Northgate Plc

Meeting Date: 15/05/2024 Country: United Kingdom
Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Change of Company Name to ZIGUP plc	For	For

Redrow Plc

Meeting Date: 15/05/2024 Country: United Kingdom
Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Matters Relating to the Recommended All-Share Offer for the Combination of Barratt Developments plc and Redrow plc	For	For

Redrow Plc

Meeting Date: 15/05/2024 Country: United Kingdom
Meeting Type: Court

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

SAP SE

Meeting Date: 15/05/2024 Country: Germany
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 2.20 per Share	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5	Ratify BDO AG as Auditors for Fiscal Year 2024 and as Auditors of Sustainability Reporting for Fiscal Year 2024	For	For
6	Approve Remuneration Report	For	For
Blended Rationale: A vote FOR this resolution is warranted, though it is not without some concern: During the year, discretion was applied under both the STI and LTI plans without robust disclosure regarding the scope of adjustments and concern is further noted regarding the limited rationale provided for the exclusion of expenses related to compliance matters for both 2023 and 2024.			
7.1	Elect Aicha Evans to the Supervisory Board	For	For
7.2	Elect Gerhard Oswald to the Supervisory Board	For	Against
Blended Rationale: A vote against is warranted as the nominee is a non-independent NED and serves on the Audit Committee, which is not fully independent.			
7.3	Elect Friederike Rotsch to the Supervisory Board	For	For
7.4	Elect Ralf Herbrich to the Supervisory Board	For	For
7.5	Elect Pekka Ala-Pietilae to the Supervisory Board	For	For
8	Approve Remuneration Policy for the Supervisory Board	For	For
9	Amend Articles Re: Proof of Entitlement	For	For

The Hartford Financial Services Group, Inc.

Meeting Date: 15/05/2024Country: USAMeeting 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 Edmund Reese	For	For
1f	Elect Director Teresa Wynn Roseborough	For	For
1g	Elect Director Virginia P. Ruesterholz	For	For
1h	Elect Director Christopher J. Swift	For	For
1i	Elect Director Matthew E. Winter	For	For
1j	Elect Director Greig Woodring	For	For

The Hartford Financial Services Group, 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	For
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	For	For

The Travelers Companies, Inc.

Meeting Date: 15/05/2024 Country: USA
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Russell G. Golden	For	For
1b	Elect Director William J. Kane	For	For
1c	Elect Director Thomas B. Leonardi	For	For
Blended Rationale: A vote FOR this director nominee is warranted.			
1d	Elect Director Clarence Otis, Jr.	For	For
Blended Rationale: A vote FOR this director nominee is warranted.			
1e	Elect Director Elizabeth E. Robinson	For	For
Blended Rationale: A vote FOR this director nominee is warranted.			
1f	Elect Director Rafael Santana	For	For
Blended Rationale: A vote FOR this director nominee is warranted.			
1g	Elect Director Todd C. Schermerhorn	For	For
1h	Elect Director Alan D. Schnitzer	For	Against
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.			
1i	Elect Director Laurie J. Thomsen	For	For
1j	Elect Director Bridget van Kralingen	For	For
1k	Elect Director David S. Williams	For	For
2	Ratify KPMG LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company:- There are significant concerns noted regarding the structure and disclosure of the STI program. Annual incentives are based on company and individual performance assessments, but final payouts are ultimately discretionary. While certain financial targets are disclosed, certain hallmarks of a transparent STI program are either not utilized or not disclosed, including target and maximum payout opportunities for all NEOs, the weighting of individual metrics and company/individual performance assessments, and threshold/maximum goals. The discretionary pay program structure paired with the lack of these key disclosures inhibits an informed assessment of pay-for-performance linkage, which is particularly important in years in which a pay-for-performance misalignment is identified.			

The Travelers Companies, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Report on Methane Emissions	Against	Against
5	Report on GHG Emissions Associated with Underwriting and Insuring for High Carbon Sectors	Against	Against
6	Report on Human Rights Risk in Underwriting	Against	Against
7	Consider Pay Disparity Between CEO and Other Employees	Against	Against

TP ICAP Group Plc

Meeting Date: 15/05/2024

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 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 Philip Price as Director	For	For
12	Re-elect Robin Stewart as Director	For	For
13	Elect Amy Yip as Director	For	For
14	Appoint PricewaterhouseCoopers LLC 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

TP ICAP Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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 Hold Any Repurchased Shares as Treasury Shares	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

US Foods Holding Corp.

Meeting Date: 15/05/2024 Country: USA
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Cheryl A. Bachelder	For	For
1b	Elect Director Robert M. Dutkowsky	For	For
1c	Elect Director David E. Flitman	For	For
1d	Elect Director Marla Gottschalk	For	For
1e	Elect Director Sunil Gupta	For	For
1f	Elect Director Carl Andrew Pforzheimer	For	For
1g	Elect Director Quentin Roach	For	For
1h	Elect Director David M. Tehle	For	For
1i	Elect Director Ann E. Ziegler	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: - Performance for each metric is measured annually with performance factors averaged at the end of the three-year period. Referred due to the payment of a success or transaction bonus or one-off retention award during the year under review.</i>			
3	Amend Qualified Employee Stock Purchase Plan	For	For
4	Ratify Deloitte & Touche LLP as Auditors	For	For

Vanquis Banking Group Plc

Meeting Date: 15/05/2024 Country: United Kingdom
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Elect Sir Peter Estlin as Director	For	For
5	Elect Ian McLaughlin as Director	For	For
6	Elect Dave Watts as Director	For	For
7	Elect Karen Briggs as Director	For	For
8	Re-elect Michele Greene as Director	For	For
9	Re-elect Paul Hewitt as Director	For	For
10	Re-elect Angela Knight as Director	For	For
11	Elect Oliver Laird as Director	For	For
12	Re-elect Graham Lindsay as Director	For	For
13	Elect Jackie Noakes 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 Issue of Equity in Relation to Additional Tier 1 Securities	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Relation to Additional Tier 1 Securities	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Vincent K. Brooks	For	For
1b	Elect Director Jeffrey Dailey	For	For
1c	Elect Director Bruce Hansen	For	For
1d	Elect Director Gregory Hendrick	For	For
1e	Elect Director Kathleen A. Hogenson	For	For
1f	Elect Director Wendy Lane	For	For
1g	Elect Director Samuel G. Liss	For	For
1h	Elect Director Lee M. Shavel	For	For
1i	Elect Director Olumide Soroye	For	For
1j	Elect Director Kimberly S. Stevenson	For	For
1k	Elect Director Therese M. Vaughan	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Deloitte & Touche LLP as Auditors	For	For
4	Adopt Simple Majority Vote	None	For

Blended Rationale: Artemis supports a simple majority vote standard.

adidas AG

Meeting Date: 16/05/2024Country: GermanyMeeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 0.70 per Share	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	For	For
5	Approve Remuneration Report	For	Against
Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - Although the company provides robust disclosure of financial achievements, disclosure of strategic and non-financial achievements under the STI remains underdeveloped in the context of market practice. A vote against is warranted because recruitment awards are not awarded in the form of shares or are not subject to performance criteria: - A replacement award of EUR 3.9 million was granted to the new CEO in the form of blocked shares. However, the report does not clarify if the award was made on a like-for-like basis.			
6	Approve Remuneration Policy	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
7.1	Reelect Ian Gallienne to the Supervisory Board Until 2026 AGM	For	For
7.2	Reelect Jackie Joyner-Kersey to the Supervisory Board Until 2028 AGM	For	For
7.3	Reelect Christian Klein to the Supervisory Board Until 2028 AGM	For	For
7.4	Reelect Thomas Rabe to the Supervisory Board Until 2025 AGM	For	Against
<i>Blended Rationale: A vote against is warranted due to concerns over the number of directorships held by the nominee: - Thomas Rabe serves as the CEO of RTL Group SA in addition to his proposed re-election as supervisory board chair at adidas AG.</i>			
7.5	Reelect Nassef Sawiris to the Supervisory Board Until 2026 AGM	For	For
7.6	Reelect Bodo Uebber to the Supervisory Board Until 2027 AGM	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>			
7.7	Reelect Jing Ulrich to the Supervisory Board Until 2027 AGM	For	For
7.8	Elect Oliver Mintzlaff to the Supervisory Board Until 2028 AGM	For	For
8	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	For	For

Altria Group, Inc.

Meeting Date: 16/05/2024Country: USAMeeting 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 Debra J. Kelly-Ennis	For	For
1f	Elect Director Kathryn B. McQuade	For	For
1g	Elect Director George Munoz	For	For
1h	Elect Director Virginia E. Shanks	For	For
1i	Elect Director Ellen R. Strahman	For	For
1j	Elect Director M. Max Yzaguirre	For	For

Altria Group, 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	For
4	Report on Congruence of Political and Lobbying Expenditures	Against	Against
5	Report on Benefits of Extended Producer Responsibility Laws for Spent Tobacco Filters	Against	Against

Chubb Limited

Meeting Date: 16/05/2024 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 Nancy K. Buese	For	For
5.5	Elect Director Sheila P. Burke	For	For
5.6	Elect Director Nelson J. Chai	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

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5.11	Elect Director David H. Sidwell	For	For
<i>Blended Rationale: A vote FOR this director nominee is warranted.</i>			
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	Cancel Repurchased Shares	For	For
10	Amend Articles Re: Creation of a Capital Band	For	For
11	Amend Qualified Employee Stock Purchase Plan	For	For
12.1	Approve Remuneration of Directors in the Amount of USD 5.5 Million	For	For
12.2	Approve Remuneration of Executive Management in the Amount of USD 72 Million for Fiscal 2025	For	For
12.3	Approve Remuneration Report	For	For
13	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
14	Approve Sustainability Report	For	For
15	Report on GHG Emissions Associated with Underwriting	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted because it would help shareholders better understand the company's climate-related risks from its underwriting, investment, and insurance activities.</i>			
16	Report on Median Gender/Racial Pay Gap	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information allowing them to better measure the progress of the company's initiatives to encourage diversity, inclusion, and non-discriminatory treatment.</i>			
A	Transact Other Business	For	Against
<i>Blended Rationale: A vote against is warranted because details of other business are not disclosed.</i>			

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 1.30 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
12	Appoint Deloitte & Associates as Auditor for the Sustainability Reporting	For	For
13	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
14	Authorize Capitalization of Reserves of Up to EUR 75 Million for Bonus Issue or Increase in Par Value	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 115 Million	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 29 Million	For	For
17	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 29 Million	For	For
18	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For

Coface SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	For	For
21	Authorize Filing of Required Documents/Other Formalities	For	For

Costain Group Plc

Meeting Date: 16/05/2024	Country: United Kingdom
	Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Re-elect 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 Fiona MacAulay as Director	For	For
8	Re-elect Tony Quinlan as Director	For	For
9	Elect Amanda Fisher as Director	For	For
10	Elect Steve Mogford as Director	For	For
11	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
12	Authorise Board to Fix Remuneration of Auditors	For	For
13	Approve Share Sub-Division	For	For
14	Approve the Terms of the Deferred Shares	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 Off-Market Purchase of Deferred Shares	For	For

Costain Group Plc

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

E.ON SE

Meeting Date: 16/05/2024 Country: Germany
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 0.53 per Share	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the Fiscal Year 2024 and the First Quarter of Fiscal Year 2025	For	For
5.2	Ratify KPMG AG as Auditor for the Sustainability Reporting for Fiscal Year 2024	For	For
6	Approve Remuneration Report	For	For
7	Amend Articles Re: Transactions Requiring Supervisory Board Approval	For	For
8	Approve Creation of EUR 528 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	For
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Billion; Approve Creation of EUR 264 Million Pool of Capital to Guarantee Conversion Rights	For	For
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For
11	Authorize Use of Financial Derivatives when Repurchasing Shares	For	For

H&T Group Plc

Meeting Date: 16/05/2024 Country: United Kingdom
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3	Re-elect Diane Giddy as Director	For	For
4	Re-elect Christopher Gillespie as Director	For	For
5	Elect Lawrence Guthrie as Director	For	For
6	Elect Catherine Nunn as Director	For	For
7	Elect Robert Van Breda as Director	For	For
8	Elect Sally Veitch as Director	For	For
9	Re-elect Simon Walker as Director	For	For
10	Re-elect Toni Wood as Director	For	For
11	Reappoint PKF Littlejohn LLP as Auditors	For	For
12	Authorise Board to Fix Remuneration of Auditors	For	For
13	Authorise Issue of Equity	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	For	For
15	Authorise 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	Approve Remuneration Report	For	For
Blended Rationale: A vote FOR is warranted as we do not see a material concern with the lack of explanation on the additional remuneration to the Former Non-Executive Chair.			
18	Approve Remuneration Policy	For	For

Heidelberg Materials AG

Meeting Date: 16/05/2024Country: GermanyMeeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 3.00 per Share	For	For

Heidelberg Materials AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3.1	Approve Discharge of Management Board Member Dominik von Achten for Fiscal Year 2023	For	For
3.2	Approve Discharge of Management Board Member Rene Aldach for Fiscal Year 2023	For	For
3.3	Approve Discharge of Management Board Member Kevin Gluskie for Fiscal Year 2023	For	For
3.4	Approve Discharge of Management Board Member Hakan Gurdal for Fiscal Year 2023	For	For
3.5	Approve Discharge of Management Board Member Ernest Jelito for Fiscal Year 2023	For	For
3.6	Approve Discharge of Management Board Member Nicola Kimm for Fiscal Year 2023	For	For
3.7	Approve Discharge of Management Board Member Dennis Lentz for Fiscal Year 2023	For	For
3.8	Approve Discharge of Management Board Member Jon Morrish for Fiscal Year 2023	For	For
3.9	Approve Discharge of Management Board Member Chris Ward for Fiscal Year 2023	For	For
4.1	Approve Discharge of Supervisory Board Member Bernd Scheifele for Fiscal Year 2023	For	For
4.2	Approve Discharge of Supervisory Board Member Heinz Schmitt for Fiscal Year 2023	For	For
4.3	Approve Discharge of Supervisory Board Member Barbara Breuninger for Fiscal Year 2023	For	For
4.4	Approve Discharge of Supervisory Board Member Birgit Jochens for Fiscal Year 2023	For	For
4.5	Approve Discharge of Supervisory Board Member Ludwig Merckle for Fiscal Year 2023	For	For
4.6	Approve Discharge of Supervisory Board Member Luka Mucic for Fiscal Year 2023	For	For
4.7	Approve Discharge of Supervisory Board Member Ines Ploss for Fiscal Year 2023	For	For
4.8	Approve Discharge of Supervisory Board Member Peter Riedel for Fiscal Year 2023	For	For
4.9	Approve Discharge of Supervisory Board Member Werner Schraeder for Fiscal Year 2023	For	For

Heidelberg Materials AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4.10	Approve Discharge of Supervisory Board Member Margret Suckale for Fiscal Year 2023	For	For
4.11	Approve Discharge of Supervisory Board Member Sopna Sury for Fiscal Year 2023	For	For
4.12	Approve Discharge of Supervisory Board Member Marion Weissenberger-Eibl for Fiscal Year 2023	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	For	For
6	Approve Remuneration Report	For	For
7	Approve Remuneration Policy	For	For
8.1	Reelect Bernd Scheifele 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>			
8.2	Reelect Ludwig Merckle 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>			
8.3	Reelect Luka Mucic to the Supervisory Board	For	For
8.4	Reelect Margret Suckale to the Supervisory Board	For	For
8.5	Reelect Sopna Sury to the Supervisory Board	For	For
8.6	Elect Gunnar Groebler to the Supervisory Board	For	For
9	Amend Articles Re: Proof of Entitlement	For	For

Just Eat Takeaway.com NV

Meeting Date: 16/05/2024

Country: Netherlands

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2c	Approve Remuneration Report	For	For
<i>Blended Rationale: A vote FOR is warranted. The increase is large in absolute terms (+40%) but the overall quantum is reasonable and in line with peers.</i>			
2d	Adopt Financial Statements and Statutory Reports	For	For
3	Amend Remuneration Policy of Supervisory Board	For	For

Just Eat Takeaway.com NV

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4a	Approve Discharge of Management Board	For	For
4b	Approve Discharge of Supervisory Board	For	For
5	Elect Mayte Oosterveld as Chief Financial Officer and to Management Board	For	For
6a	Reelect Lloyd Frink to Supervisory Board	For	For
6b	Elect Ernst Teunissen to Supervisory Board	For	For
7a	Grant Board Authority to Issue Shares for General Purposes and in Connection with Incentive Plans	For	For
7b	Grant Board Authority to Issue Shares in Connection with Amazon	For	For
8a	Authorize Board to Exclude Preemptive Rights in Relation to the Issue of Shares for General Purposes and in Connection with Incentive Plans	For	For
8b	Authorize Board to Exclude Preemptive Rights in Relation to the Issue of Shares in Connection with Amazon	For	For
9a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
9b	Authorize Cancellation of Repurchased Shares	For	For

Lloyds Banking Group Plc

Meeting Date: 16/05/2024	Country: United Kingdom
	Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Re-elect Sir Robin Budenberg as Director	For	For
3	Re-elect Charlie Nunn as Director	For	For
4	Re-elect William Chalmers as Director	For	For
5	Re-elect Sarah Legg as Director	For	For
6	Re-elect Amanda Mackenzie as Director	For	For
7	Re-elect Harmeen Mehta as Director	For	For
8	Re-elect Cathy Turner as Director	For	For

Lloyds Banking Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
9	Re-elect Scott Wheway as Director	For	For
10	Re-elect Catherine Woods as Director	For	For
11	Approve Remuneration Report	For	For
12	Approve Final Dividend	For	For
13	Reappoint Deloitte LLP as Auditors	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
15	Approve Variable Component of Remuneration for Material Risk Takers	For	For
16	Authorise UK Political Donations and Expenditure	For	For
17	Authorise Issue of Equity	For	For
18	Authorise Issue of Equity in Relation to the Issue of Regulatory Capital Convertible Instruments	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
21	Authorise Issue of Equity without Pre-Emptive Rights in Relation to the Issue of Regulatory Capital Convertible Instruments	For	For
22	Authorise Market Purchase of Ordinary Shares	For	For
23	Authorise Market Purchase of Preference Shares	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Meritage Homes Corporation

Meeting Date: 16/05/2024

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Dennis V. Arriola	For	For
1.2	Elect Director Dana C. Bradford	For	For
1.3	Elect Director Louis E. Caldera	For	For
1.4	Elect Director Deb Henretta	For	For
1.5	Elect Director Steven J. Hilton	For	For

Meritage Homes Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.6	Elect Director P. Kelly Mooney	For	For
2	Ratify Deloitte & Touche LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<i>Blended Rationale: A vote against is warranted because the performance period is less than 3 years: - ROA: Measured annually and on a standalone basis, with vesting at the end of the three-year performance period.</i>			
4	Declassify the Board of Directors	Against	For
<i>Blended Rationale: Artemis supports electing directors annually.</i>			

Next Plc

Meeting Date: 16/05/2024	Country: United Kingdom
Meeting Type: Annual	

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Elect Venetia Butterfield as Director	For	For
5	Elect Amy Stirling 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 Dame Tristia Harrison 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 Jeremy Stakol 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

Next Plc

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

PG&E Corporation

Meeting Date: 16/05/2024 Country: USA
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Rajat Bahri	For	For
1b	Elect Director Cheryl F. Campbell	For	For
1c	Elect Director Edward G. Cannizzaro	For	For
1d	Elect Director Kerry W. Cooper	For	For
1e	Elect Director Jessica L. Denecour	For	For
1f	Elect Director Mark E. Ferguson, III	For	For
1g	Elect Director Robert C. Flexon	For	For
1h	Elect Director W. Craig Fugate	For	For
1i	Elect Director Arno L. Harris	For	For
1j	Elect Director Carlos M. Hernandez	For	For
1k	Elect Director Michael R. Niggli	For	For
1l	Elect Director Patricia K. Poppe	For	For
1m	Elect Director William L. Smith	For	For
1n	Elect Director Benjamin F. Wilson	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Deloitte and Touche LLP as Auditors	For	For

Renault SA

Meeting Date: 16/05/2024 Country: France
Meeting Type: Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Allocation of Income and Dividends of EUR 1.85 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	For	For
6	Approve Transaction with Nissan Motor Co., Ltd Re: Framework Agreement	For	For
7	Approve Transaction with Nissan Motor Co., Ltd Re: New Alliance Agreement	For	For
8	Approve Transaction with Nissan Motor Co., Ltd Re: Ampere Investment Agreement	For	For
9	Approve Transaction with Nissan Motor Co., Ltd Re: Notice of Sale of Nissan Shares	For	For
10	Approve Transaction with French State Re: Termination of Governance Agreement	For	For
11	Appoint Mazars SA as Auditor for the Sustainability Reporting	For	For
12	Appoint KPMG SA as Auditor for the Sustainability Reporting	For	For
13	Approve Compensation Report of Corporate Officers	For	For
14	Approve Compensation of Jean-Dominique Senard, Chairman of the Board	For	For
15	Approve Compensation of Luca de Meo, CEO	For	For
16	Approve Remuneration Policy of Chairman of the Board	For	For
17	Approve Remuneration Policy of CEO	For	For
18	Approve Remuneration Policy of Directors	For	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
21	Authorize Capitalization of Reserves of Up to EUR 1 Billion for Bonus Issue or Increase in Par Value	For	For

Renault SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
22	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 350 Million	For	For
23	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 120 Million	For	For
24	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 60 Million	For	For
25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
27	Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	For	For
28	Authorize Filing of Required Documents/Other Formalities	For	For

Repligen Corporation

Meeting Date: 16/05/2024	Country: USA
	Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Tony J. Hunt	For	For
1b	Elect Director Karen A. Dawes	For	For
1c	Elect Director Nicolas M. Barthelemy	For	For
1d	Elect Director Carrie Eglinton Manner	For	For
1e	Elect Director Konstantin Konstantinov	For	For
1f	Elect Director Martin D. Madaus	For	For
1g	Elect Director Rohin Mhatre	For	For
1h	Elect Director Glenn P. Muir	For	For
1i	Elect Director Margaret A. Pax	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

Secure Trust Bank Plc

Meeting Date: 16/05/2024

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Elect Jim Brown as Director	For	For
5	Re-elect David McCreddie as Director	For	For
6	Re-elect Rachel Lawrence as Director	For	For
7	Re-elect Ann Berresford as Director	For	For
8	Elect Victoria Mitchell as Director	For	For
9	Re-elect Paul Myers as Director	For	For
10	Re-elect Victoria Stewart as Director	For	For
11	Re-elect Finlay Williamson as Director	For	For
12	Reappoint Deloitte LLP as Auditors	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
14	Authorise 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

Tullow Oil Plc

Meeting Date: 16/05/2024

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Re-elect Phuthuma Nhleko as Director	For	For
4	Re-elect Rahul Dhir as Director	For	For
5	Re-elect Richard Miller as Director	For	For
6	Re-elect Martin Greenslade as Director	For	For
7	Re-elect Sheila Khama as Director	For	For
8	Re-elect Mitchell Ingram as Director	For	For
Blended Rationale: A vote FOR this Directors is warranted as no significant concerns have been identified.			
9	Re-elect Genevieve Sangudi as Director	For	For
10	Re-elect Roald Goethe as Director	For	Against
Blended Rationale: A vote against is warranted as the nominee is a non-independent NED and serves on the Audit Committee, which is not fully independent.			
11	Elect Rebecca Wiles as Director	For	For
12	Reappoint Ernst & Young LLP as Auditors	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
14	Authorise Issue of Equity	For	For
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Meeting Date: 16/05/2024

Country: United Kingdom

Meeting Type: Annual

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

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6	Elect Rutger Helbing as Director	For	For
7	Re-elect Nicky Hartery as Director	For	For
8	Re-elect Jason Ashton as Director	For	For
9	Re-elect Pamela Bingham as Director	For	For
10	Re-elect Dave Randich as Director	For	For
11	Re-elect Paul Withers as Director	For	For
12	Reappoint Deloitte LLP as Auditors	For	For
13	Authorise Board to Fix Remuneration of Auditors	For	For
14	Authorise UK Political Donations and Expenditure	For	For
15	Authorise Issue of Equity	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
18	Authorise Market Purchase of Ordinary Shares	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Universal Music Group NV

Meeting Date: 16/05/2024Country: NetherlandsMeeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Approve Remuneration Report	For	For
	Blended Rationale: A vote FOR is warranted as the special one-off award was awarded to compensate for the Vivendi equity awards (performance shares) that decreased in value as a result of the spin-off. This special one-time award (100,000 restricted stock units) will vest automatically after 12 months. The One-Time transition award is to transition the CEO from an all-cash package to a combination of cash and equity, with the equity vesting in annual tranches over the next 3-4 years. 50% of the grant is performance based and 50% time-based (restricted stock units) with total opportunity at grant of EUR 92,406,426. The standard equity award also comes in two parts 50:50 performance and time-based. The performance element is based on Adjusted EBITDA CAGR (50% weight), relative shareholder return (25% weight) and revenue CAGR (25% weight). No detail on targets. Performance measured over three years. The time-based awards vest over 1-3 years. The entire award (both parts) has an opportunity at grant of EUR18,481,370. The base salary has been halved from EUR 15,412,990 to EUR 7,511,849 from 2022 to 2023. The package is the company's response to considerable shareholder dissent at last year's AGM, where c. 42% voted against the remuneration report and the supplement to the remuneration policy in respect of the CEO.		
5	Adopt Financial Statements	For	For
6.b	Approve Dividends	For	For
7.a	Approve Discharge of Executive Directors	For	For

Universal Music Group NV

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
7.b	Approve Discharge of Non-Executive Directors	For	For
8	Reelect Vincent Vallejo as Executive Director	For	For
9.a	Reelect Bill Ackman as Non-Executive Director	For	For
Blended Rationale: A vote FOR is warranted for Director Bill Ackman as there are no material concerns.			
9.b	Reelect Cathia Lawson-Hall as Non-Executive Director	For	For
Blended Rationale: A vote FOR is warranted for Director Cathia Lawson-Hall as there are no material concerns.			
9.c	Reelect Cyrille Bollore as Non-Executive Director	For	For
Blended Rationale: A vote FOR is warranted for Director Cyrille Bollore as there are no material concerns.			
9.d	Reelect James Mitchell as Non-Executive Director	For	For
Blended Rationale: A vote FOR is warranted for Director James Mitchell as there are no material concerns.			
9.e	Reelect Manning Doherty as Non-Executive Director	For	For
Blended Rationale: A vote FOR is warranted for Director Manning Doherty as there are no material concerns.			
9.f	Reelect Margaret Frerejean-Taittinger as Non-Executive Director	For	For
9.g	Reelect Nicole Avant as Non-Executive Director	For	For
9.h	Elect Eric Sprunk as Non-Executive Director	For	For
9.i	Elect Mandy Ginsberg as Non-Executive Director	For	For
10.a	Approve Remuneration Policy of Non-Executive Directors	For	For
10.b	Authorize Issuance of Shares and Grant Rights to Subscribe for Shares to Non-Executive Directors under the Non-Executive Directors' Remuneration Policy	For	For
11.a	Authorize Repurchase of Shares	For	For
11.b	Approve Cancellation of Shares	For	For

Vistry Group Plc

Meeting Date: 16/05/2024

Country: United Kingdom

Meeting Type: Annual

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

Vistry Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Remuneration Report	For	For
3	Re-elect Gregory Fitzgerald as Director	For	For
Blended Rationale: A vote FOR is warranted at this time as there is no indication of time period, although the situation is not ideal.			
4	Re-elect Earl Sibley as Director	For	For
5	Re-elect Timothy Lawlor as Director	For	For
6	Re-elect Rowan Baker as Director	For	For
7	Re-elect Margaret Browne as Director	For	For
8	Elect Helen Owers as Director	For	For
9	Elect Paul Whetsell as Director	For	For
10	Elect Usman Shamshad Nabi as Director	For	For
11	Elect Robert Woodward as Director	For	For
12	Elect Alice Woodwark as Director	For	For
13	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
15	Authorise UK Political Donations and Expenditure	For	For
16	Authorise Issue of Equity	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
20	Authorise Market Purchase of Ordinary Shares	For	For

Central Asia Metals Plc

Meeting Date: 17/05/2024	Country: United Kingdom
Meeting Type: Annual	

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

Central Asia Metals Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Elect David Swan as Director	For	For
5	Reappoint BDO LLP as Auditors	For	For
6	Authorise Board to Fix Remuneration of Auditors	For	For
7	Authorise Issue of Equity	For	For
8	Authorise Issue of Equity without Pre-emptive Rights	For	For
9	Authorise 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

Comfort Systems USA, Inc.

Meeting Date: 17/05/2024Country: USAMeeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Darcy G. Anderson	For	For
1.2	Elect Director Herman E. Bulls	For	For
1.3	Elect Director Rhoman J. Hardy	For	For
1.4	Elect Director Brian E. Lane	For	For
1.5	Elect Director Pablo G. Mercado	For	For
1.6	Elect Director Franklin Myers	For	For
1.7	Elect Director William J. Sandbrook	For	For
1.8	Elect Director Constance E. Skidmore	For	For
1.9	Elect Director Vance W. Tang	For	For
Blended Rationale: A vote FOR is warranted as there are no material concerns relating to Director Vance Tang.			
1.10	Elect Director Cindy L. Wallis-Lage	For	For
2	Ratify Deloitte & Touche LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Blended Rationale: A vote FOR is warranted as pay and performance are reasonably aligned.			

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	For	For
2	Approve Consolidated and Standalone Management Reports	For	For
3	Approve Non-Financial Information Statement	For	For
4	Approve Discharge of Board	For	For
5	Renew Appointment of KPMG Auditores as Auditor	For	For
6	Amend Preamble and Articles	For	For
7	Amend Articles	For	For
8	Amend Articles of General Meeting Regulations	For	For
9	Approve Remuneration Policy	For	For
10	Approve Engagement Dividend	For	For
11	Approve Allocation of Income and Dividends	For	For
12	Approve Scrip Dividends	For	For
13	Approve Scrip Dividends	For	For
14	Approve Reduction in Share Capital via Cancellation of Treasury Shares	For	For
15	Advisory Vote on Remuneration Report	For	For
16	Reelect Nicola Mary Brewer as Director	For	For
17	Reelect Regina Helena Jorge Nunes as Director	For	For
18	Reelect Inigo Victor de Oriol Ibarra as Director	For	For
19	Fix Number of Directors at 14	For	For
20	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
21	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 5 Billion with Exclusion of Preemptive Rights up to 10 Percent of Capital	For	For
22	Authorize Board to Ratify and Execute Approved Resolutions	For	For

Intercontinental Exchange, Inc.

Meeting Date: 17/05/2024

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
Blended Rationale: A vote FOR is warranted given the issues over remuneration are not material enough to warrant voting against a director.			
1f	Elect Director Thomas E. Noonan	For	For
Blended Rationale: A vote FOR this director nominee is warranted.			
1g	Elect Director Caroline L. Silver	For	For
1h	Elect Director Jeffrey C. Sprecher	For	For
Blended Rationale: A vote FOR is warranted as Sprecher is doing a good job and is crucial to the company's success.			
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	For
Blended Rationale: A vote For is warranted. Although part of the LTIP vesting period is less than 3 years (EBITDA-based PSUs, measured over 1 year), TSR-based PSUs are measured over 3 years. One time equity awards were granted for the Black Knight acquisition, but these were entirely performance-based with clearly disclosed targets and performance measured over a multi-year period.			
3	Ratify Ernst & Young LLP as Auditors	For	For
4	Require Independent Board Chair	Against	Against
Blended Rationale: A vote against is warranted as no concerns are noted at this time.			

nVent Electric plc

Meeting Date: 17/05/2024

Country: Ireland

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Sherry A. Aaholm	For	For
1b	Elect Director Jerry W. Burris	For	For
1c	Elect Director Susan M. Cameron	For	For
1d	Elect Director Michael L. Ducker	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1e	Elect Director Danita K. Ostling	For	For
1f	Elect Director Nicola Palmer	For	For
1g	Elect Director Herbert K. Parker	For	For
1h	Elect Director Greg Scheu	For	For
1i	Elect Director Beth A. Wozniak	For	For
<i>Blended Rationale: A vote FOR is warranted as we think the CEO, Director Beth A. Wozniak, has done a good job running the business. The combined CEO/Chair role is common in the US and not a concern in the case of nVent.</i>			
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Abstain
<i>Blended Rationale: An abstention is warranted because equity awards are not pro-rated upon change in control, or subject to single-trigger/auto-acceleration.</i>			
3	Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
4	Authorize Board to Issue of Shares under Irish Law	For	For
5	Authorize the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	For	For
6	Authorize Price Range for Reissuance of Treasury Shares	For	For

SCOR SE

Meeting Date: 17/05/2024Country: FranceMeeting 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 1.80 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 Denis Kessler, Chairman of the Board from January 1, 2023 to June 9, 2023	For	For
7	Approve Compensation of Fabrice Bregier, Chairman of the Board since June 25, 2023	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
8	Approve Compensation of Laurent Rousseau, CEO from January 1, 2023 to January 25, 2023	For	For
9	Approve Compensation of Francois de Varenne, CEO from January 26, 2023 to April 30, 2023	For	For
10	Approve Compensation of Thierry Leger, CEO since May 1, 2023	For	For
11	Approve Remuneration Policy of Directors	For	For
12	Approve Remuneration Policy of Chairman of the Board	For	For
13	Approve Remuneration Policy of CEO	For	For
14	Reelect Patricia Lacoste as Director	For	For
15	Reelect Bruno Pfister as Director	For	For
16	Appoint Mazars as Auditor for the Sustainability Reporting	For	For
17	Appoint KPMG S.A. as Auditor for the Sustainability Reporting	For	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
19	Authorize Capitalization of Reserves of Up to EUR 200 Million for Bonus Issue or Increase in Par Value	For	For
20	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 566,520,103	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights, with a Binding Priority Right up to Aggregate Nominal Amount of EUR 141,630,026	For	For
22	Approve Issuance of Equity or Equity-Linked Securities for up to 10 Percent of Issued Capital for Private Placements	For	For
23	Authorize Capital Increase of Up to EUR 141,630,026 for Future Exchange Offers	For	For
24	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For
25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 20 to 22	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
26	Authorize Issuance of Warrants (Bons 2024 Contingents) without Preemptive Rights Reserved for a Category of Persons up to Aggregate Nominal Amount of EUR 300 Million Re: Contingent Capital	For	For
27	Authorize Issuance of Warrants (Bons AOF 2024) without Preemptive Rights Reserved for a Category of Persons up to Aggregate Nominal Amount of EUR 300 Million Re: Ancillary Own-Fund	For	For
28	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
29	Authorize up to 1 Million Shares for Use in Stock Option Plans	For	For
30	Authorize Issuance of up to 3.5 Million Shares for Use in Restricted Stock Plans	For	For
31	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
32	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 20-27, 29 and 31 at EUR 739,658,018	For	For
33	Authorize Filing of Required Documents/Other Formalities	For	For

Enovis Corporation

Meeting Date: 20/05/2024Country: USAMeeting 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

Blended Rationale: A vote FOR is warranted as there are no material concerns with Director Rajiv Vinnakota. Enovis has disclosed, for the first time in its 2023 CSR report, its Scope 1 and 2 emissions.

Enovis Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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	Amend Omnibus Stock Plan	For	For
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	For	For

Harworth Group Plc

Meeting Date: 20/05/2024	Country: United Kingdom
Meeting Type: Annual	

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3	Re-elect Alastair Lyons as Director	For	For
4	Re-elect Lynda Shillaw as Director	For	For
5	Re-elect Katerina Patmore as Director	For	For
6	Re-elect Angela Bromfield as Director	For	For
7	Re-elect Ruth Cooke as Director	For	For
8	Re-elect Lisa Scenna as Director	For	For
9	Re-elect Patrick O'Donnell Bourke as Director	For	For
10	Re-elect Marzia Zafar as Director	For	For
11	Re-elect Steven Underwood as Director	For	For
12	Re-elect Martyn Bowes as Director	For	For
13	Approve Remuneration Report	For	For
<i>Blended Rationale: A vote FOR this item is considered warranted, although it is not without concerns for shareholders: The CEO is being awarded an above inflationary increase of 18.6% in her base salary from FY2024, as a result of a benchmarking exercise and in view of increased scale and complexity of the business. The main reasons for support are: - Lynda Shillaw's current salary is positioned below the lower quartile of the peer group of equivalent market capitalization. - The Company has provided a sufficiently compelling justification for the proposed increase. - Her revised salary will be positioned around the median of the FTSE SmallCap, and the resulting remuneration package does not stand out as excessive.</i>			
14	Reappoint Ernst & Young LLP as Auditors	For	For
15	Authorise Board to Fix Remuneration of Auditors	For	For

Harworth Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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

Hilton Food Group Plc

Meeting Date: 20/05/2024 **Country:** United Kingdom
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Re-elect Robert Watson as Director	For	For
4	Elect Steve Murrells as Director	For	For
5	Re-elect Matt Osborne as Director	For	For
6	Re-elect Angus Porter as Director	For	For
7	Re-elect Rebecca Shelley as Director	For	For
8	Re-elect Patricia Dimond as Director	For	For
9	Elect Sarah Perry as Director	For	For
10	Appoint Deloitte LLP as Auditors	For	For
11	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
12	Approve Final Dividend	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

Centamin Plc

Meeting Date: 21/05/2024

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 Remuneration Report	For	For
4.1	Re-elect James Rutherford as Director	For	For
4.2	Re-elect Martin Horgan as Director	For	For
4.3	Re-elect Ross Jerrard as Director	For	For
4.4	Re-elect Sally Eyre as Director	For	For
4.5	Re-elect Marna Cloete as Director	For	For
4.6	Re-elect Catharine Farrow as Director	For	For
4.7	Re-elect Hendrik Faul as Director	For	For
4.8	Re-elect Mark Bankes as Director	For	For
4.9	Elect Hoda Mansour as Director	For	For
4.10	Elect Iman Naguib as Director	For	For
5.1	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
5.2	Authorise Board to Fix Remuneration of Auditors	For	For
6	Authorise Issue of Equity	For	For
7.1	Authorise Issue of Equity without Pre-emptive Rights	For	For
7.2	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
8	Authorise Market Purchase of Ordinary Shares	For	For

Coca-Cola HBC AG

Meeting Date: 21/05/2024

Country: Switzerland

Meeting Type: Annual

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

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Consolidated Non-Financial Report Under Swiss Statutory Law	For	For
3.1	Approve Allocation of Income	For	For
3.2	Approve Dividend from Reserves	For	For
4	Approve Discharge of Board and Executive Leadership Team	For	For
5.1.1	Re-elect Anastassis David as Director and as Board Chairman	For	For
5.1.2	Re-elect Zoran Bogdanovic as Director	For	For
5.1.3	Re-elect Charlotte Boyle as Director and as Member of the Remuneration Committee	For	For
5.1.4	Re-elect Henrique Braun as Director	For	For
5.1.5	Re-elect Anna Diamantopoulou as Director and as Member of the Remuneration Committee	For	For
5.1.6	Re-elect William Douglas III as Director	For	For
5.1.7	Re-elect Reto Francioni as Director and as Member of the Remuneration Committee	For	For
5.1.8	Re-elect Anastasios Leventis as Director	For	For
5.1.9	Re-elect Christodoulos Leventis as Director	For	For
5.1.A	Re-elect George Leventis as Director	For	For
5.1.B	Re-elect Evguenia Stoitchkova as Director	For	For
5.2.1	Elect Zulikat Abiola as Director	For	For
5.2.2	Elect Glykeria Tsernou as Director	For	For
6	Designate Ines Poeschel as Independent Proxy	For	For
7.1	Reappoint PricewaterhouseCoopers AG as Auditors	For	For
7.2	Advisory Vote on Reappointment of the Independent Registered Public Accounting Firm PricewaterhouseCoopers SA for UK Purposes	For	For
8	Approve UK Remuneration Report	For	For
9	Approve Remuneration Policy	For	For
10	Approve Swiss Remuneration Report	For	For
11.1	Approve Maximum Aggregate Amount of Remuneration for Directors	For	For
11.2	Approve Maximum Aggregate Amount of Remuneration for the Executive Leadership Team	For	For

Coca-Cola HBC AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
12	Authorise Market Purchase of Ordinary Shares	For	For
13.1	Amend Articles Re: Alignment with Mandatory Provisions of the New Swiss Corporate Law	For	For
13.2	Amend Articles Re: Other Voluntary Changes	For	For

Coursera, Inc.

Meeting Date: 21/05/2024Country: USAMeeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Jeffrey N. Maggioncalda	For	Withhold
Blended Rationale: A vote withhold is warranted due to concerns over poor corporate governance practices:-Withhold votes are warranted for incumbent director nominees Jeffrey (Jeff) Maggioncalda and Sabrina Simmons 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.			
1.2	Elect Director Susan W. Muigai	For	For
1.3	Elect Director Sabrina L. Simmons	For	Withhold
Blended Rationale: A vote withhold is warranted due to concerns over poor corporate governance practices:-Withhold votes are warranted for incumbent director nominees Jeffrey (Jeff) Maggioncalda and Sabrina Simmons given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.			
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
Blended Rationale: A vote against is warranted because awards are not subject to performance conditions:- Lack of long-term performance metrics in most recent FY. The company did not condition vesting of long-term awards on achievement of performance goals for awards granted in the most recent fiscal year. Referred due to the payment of a success or transaction bonus or one-off retention award during the year under review.			
3	Ratify Deloitte & Touche LLP as Auditors	For	For

Gamma Communications Plc

Meeting Date: 21/05/2024Country: United KingdomMeeting 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

Gamma Communications Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Approve Remuneration Policy	For	For
4	Approve Remuneration Report	For	For
5	Reappoint Deloitte LLP as Auditors	For	For
6	Authorise Board to Fix Remuneration of Auditors	For	For
7	Elect Martin Hellawell as Director	For	For
8	Re-elect Andrew Belshaw as Director	For	For
9	Re-elect Bill Castell as Director	For	For
10	Re-elect Rachel Addison as Director	For	For
11	Re-elect Charlotta Ginman as Director	For	For
12	Re-elect Shaun Gregory 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

GE Healthcare Technologies, Inc.

Meeting Date: 21/05/2024

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Peter J. Arduini	For	For
1b	Elect Director H. Lawrence Culp, Jr.	For	For
1c	Elect Director Rodney F. Hochman	For	For
1d	Elect Director Lloyd W. Howell, Jr.	For	For
1e	Elect Director Risa Lavizzo-Mourey	For	For
1f	Elect Director Catherine Lesjak	For	For
1g	Elect Director Anne T. Madden	For	For
1h	Elect Director Tomislav Mihaljevic	For	For
1i	Elect Director William J. Stromberg	For	For
1j	Elect Director Phoebe L. Yang	For	For

GE Healthcare Technologies, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	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:- NEO Saccaro was hired on June 1, 2023 and received a make-whole award of \$3.5 million of time-based shares in consideration of awards forfeited from his prior employer. - NEO Kass-Hout was hired on Jan. 3, 2023 and likewise received a make-whole award of \$3.5 million of time-based shares in consideration of awards forfeited from his prior employer. Referred due to the payment of a success or transaction bonus or one-off retention award during the year under review. Further, the CEO was granted a one-time award that was not performance-conditioned, valued at \$6mn.			
3	Ratify Deloitte & Touche LLP as Auditors	For	For

JPMorgan Chase & Co.

Meeting Date: 21/05/2024Country: USAMeeting 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 Alicia Boler Davis	For	For
1e	Elect Director James Dimon	For	For
1f	Elect Director Alex Gorsky	For	For
1g	Elect Director Mellody Hobson	For	For
1h	Elect Director Phebe N. Novakovic	For	For
1i	Elect Director Virginia M. Rometty	For	For
1j	Elect Director Mark A. Weinberger	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Amend Omnibus Stock Plan	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
5	Require Independent Board Chair	Against	For
Blended Rationale: Artemis supports the separation of Chair and CEO.			
6	Report on Impacts of JPMC's Climate Transition Policies	Against	Against
7	Report on Respecting Indigenous Peoples' Rights	Against	For
Blended Rationale: A vote FOR this proposal is warranted. The bank and its shareholders are likely to benefit from increased transparency regarding due diligence around Indigenous Peoples' rights in project-related financing and clients' activities, for existing and future business.			

JPMorgan Chase & Co.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
8	Review Proxy Voting Record and Policies Related to Climate Change and Diversity	Against	Against
9	Commission Third Party Report on Due Diligence Process of Doing Business in Conflict Affected Areas	Against	Against
10	Submit Severance Agreement to Shareholder Vote	Against	For
Blended Rationale: Artemis supports proposals for best practice regarding director pay.			
11	Report on Civil Rights and Non-Discrimination Audit	Against	Against

JTC Plc

Meeting Date: 21/05/2024Country: JerseyMeeting 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	Ratify PricewaterhouseCoopers CI LLP as Auditors	For	For
6	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
7	Re-elect Michael Liston as Director	For	For
8	Re-elect Nigel Le Quesne as Director	For	For
9	Re-elect Martin Fotheringham as Director	For	For
10	Re-elect Wendy Holley as Director	For	For
11	Re-elect Dermot Mathias as Director	For	For
12	Re-elect Michael Gray as Director	For	For
13	Re-elect Erika Schraner as Director	For	For
14	Re-elect Kate Beauchamp as Director	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

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

Shell Plc

Meeting Date: 21/05/2024	Country: United Kingdom
	Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Re-elect Dick Boer as Director	For	For
4	Re-elect Neil Carson as Director	For	For
5	Re-elect Ann Godbehere as Director	For	For
6	Re-elect Sinead Gorman as Director	For	For
7	Re-elect Jane Lute as Director	For	For
8	Re-elect Catherine Hughes as Director	For	For
9	Re-elect Sir Andrew Mackenzie as Director	For	For
10	Re-elect Sir Charles Roxburgh as Director	For	For
11	Re-elect Wael Sawan as Director	For	For
12	Re-elect Abraham Schot as Director	For	For
13	Re-elect Leena Srivastava as Director	For	For
14	Re-elect Cyrus Taraporevala as Director	For	For
15	Reappoint Ernst & Young LLP as Auditors	For	For
16	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For
17	Authorise Issue of Equity	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	For	For
19	Authorise Market Purchase of Ordinary Shares	For	For
20	Authorise Off-Market Purchase of Ordinary Shares	For	For
21	Authorise UK Political Donations and Expenditure	For	For

Shell Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
22	Approve the Shell Energy Transition Strategy	For	For
23	Advise Shell to Align its Medium-Term Emissions Reduction Targets 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

Sopra Steria Group SA

Meeting Date: 21/05/2024

Country: France

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	For	For
2	Approve Discharge of Directors	For	Against
<i>Blended Rationale: Given the unequal vote structure of the company and the effective distortion above 10 percentage point, a vote AGAINST the discharge is warranted.</i>			
3	Approve Consolidated Financial Statements and Statutory Reports	For	For
4	Approve Allocation of Income and Dividends of EUR 4.65 per Share	For	For
5	Approve Compensation Report of Corporate Officers	For	For
6	Approve Compensation of Pierre Pasquier, Chairman of the Board	For	For
7	Approve Compensation of Cyril Malarge, CEO	For	For
8	Approve Remuneration Policy of Chairman of the Board	For	For
9	Approve Remuneration Policy of CEO	For	For
10	Approve Remuneration Policy of Directors	For	For
11	Approve Remuneration of Directors in the Aggregate Amount of EUR 700,000	For	For
12	Reelect Pierre Pasquier as Director	For	For
13	Reelect Eric Pasquier as Director	For	For
14	Reelect Sopra GMT as Director	For	For
15	Reelect Eric Hayat as Director	For	For

Sopra Steria Group SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
16	Reelect Marie-Helene Rigal-Drogerys 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>			
17	Appoint KPMG S.A as Auditor	For	For
18	Appoint Aca Nexia as Authorized Sustainability Auditors	For	For
19	Appoint Saint Front as Authorized Sustainability Auditors	For	For
20	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
21	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
22	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 50 Percent of Issued Capital	For	For
23	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 20 Percent of Issued Capital	For	For
24	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to 10 Percent of Issued Capital	For	For
25	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	For	For
26	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For	For
27	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For
28	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Exchange Offers	For	For
29	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	For	For
30	Authorize up to 1.1 Percent of Issued Capital for Use in Restricted Stock Plans	For	For
31	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
32	Amend Article 14 of Bylaws Re: Representative of Employee Shareholders to the Board	For	For
33	Amend Article 15 of Bylaws Re: Age Limit of Chairman of the Board	For	For

Sopra Steria Group SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
34	Authorize Filing of Required Documents/Other Formalities	For	For

TBC Bank Group Plc

Meeting Date: 21/05/2024	Country: United Kingdom
	Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Policy	For	Against
	Blended Rationale: A vote against is warranted because the performance period is less than 3 years:- The Company is proposing to replace the annual bonus plan and LTIP with a Combined Incentive Plan,		
3	Approve Remuneration Report	For	For
4	Approve the Management's Variable Remuneration Ratio	For	For
5	Approve Combined Incentive Plan	For	Against
	Blended Rationale: A vote against is warranted because the performance period is less than 3 years:- Variable remuneration will be merged together under the Combined Incentive Plan, which holds a one-year performance period.		
6	Re-elect Arne Berggren as Director	For	For
7	Re-elect Vakhtang Butskhrikidze as Director	For	For
8	Re-elect Tsira Kemularia as Director	For	For
9	Re-elect Per Anders Fasth as Director	For	For
10	Re-elect Thymios Kyriakopoulos as Director	For	For
11	Re-elect Eran Klein as Director	For	For
12	Re-elect Venera Suknidze as Director	For	For
13	Re-elect Rajeev Sawhney as Director	For	For
14	Re-elect Janet Heckman as Director	For	For
15	Approve Final Dividend	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 Market Purchase of Ordinary Shares	For	For

TBC Bank Group Plc

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

Tongling Nonferrous Metals Group Co., Ltd.

Meeting Date: 21/05/2024	Country: China
	Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	For	For
2	Approve Report of the Board of Supervisors	For	For
3	Approve Financial 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.			
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 Signing of Financial Services Agreement and Continued Related Party Transactions	For	Against
Blended Rationale: A vote against is warranted since the proposed financial service agreement with the group finance company may expose the company to unnecessary risks.			
9	Approve Provision for Asset Impairment	For	For
10	Approve Shareholder Return Plan	For	For

4imprint Group Plc

Meeting Date: 22/05/2024	Country: United Kingdom
	Meeting Type: Annual

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

4imprint Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Remuneration Report	For	For
3	Approve Remuneration Policy	For	For
4	Approve Long Term Incentive Plan	For	For
5	Approve Final Dividend	For	For
6	Re-elect Lindsay Beardsell 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
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

Amazon.com, Inc.

Meeting Date: 22/05/2024

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
Blended Rationale: A vote against is warranted as there are ongoing issues with remuneration.			
1e	Elect Director Jamie S. Gorelick	For	For
1f	Elect Director Daniel P. Huttenlocher	For	For
1g	Elect Director Andrew Y. Ng	For	For
1h	Elect Director Indra K. Nooyi	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1i	Elect Director Jonathan J. Rubinstein	For	For
1j	Elect Director Brad D. Smith	For	For
1k	Elect Director Patricia Q. Stonesifer	For	For
1l	Elect Director Wendell P. Weeks	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<i>Blended Rationale: A vote against is warranted as the company showed poor responsiveness to the high dissent received on remuneration-related proposals: - Following consecutive years of relatively low support for this proposal, the compensation committee demonstrated limited responsiveness to certain shareholders' concerns. The compensation committee engaged with shareholders, disclosed specific feedback, and provided enhanced disclosure surrounding the current pay program design and philosophy. While this greater transparency into the committee's rationale for its pay practices is recognized, the company did not make material changes to the pay program to address certain shareholder concerns. Although the company has demonstrated a degree of responsiveness by addressing certain shareholders questions, the lack of actions taken in respect to certain areas of concern falls short of adequate responsiveness.</i>			
4	Establish a Public Policy Committee	Against	Against
5	Establish a Board Committee on Corporate Financial Sustainability	Against	Against
6	Report on Customer Due Diligence	Against	Against
7	Report on Lobbying Payments and Policy	Against	For
<i>Blended Rationale: A vote FOR this resolution is warranted, as shareholders would benefit from increased disclosure to evaluate the company's lobbying efforts.</i>			
8	Report on Median and Adjusted Gender/Racial Pay Gaps	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted. Publishing the requested pay gap statistics could increase accountability for diversity efforts and would provide shareholders with useful information about how effectively management is assessing and mitigating risks that may arise from inequitable worker treatment.</i>			
9	Report on Viewpoint Discrimination	Against	Against
11	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>			
12	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, particularly regarding freedom of association and collective bargaining rights.</i>			
13	Disclose All Material Scope 3 GHG Emissions	Against	Against
14	Commission Third Party Study and Report on Risks Associated with Use of Rekognition	Against	Against
15	Adopt Policy to Require Board Members to Disclose their Political and Charitable Donations	Against	Against
16	Establish a Board Committee on Artificial Intelligence	Against	Against

Amazon.com, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
17	Commission a Third Party Audit on Working Conditions	Against	For
Blended Rationale: A vote FOR this proposal is warranted. Concerns are raised regarding recent work-place related violations and resulting negative media attention. Given the potential reputational risk, an independent third-party audit appears reasonable at this time. Additionally, results from an independent audit may address the inconsistencies between the statistics cited by the proponent and the injury rates reported by the company, which would allow shareholders to more fully evaluate the company's efforts to address workplace safety.			

BAIC Motor Corporation Limited

Meeting Date: 22/05/2024 Country: China
Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Entrustment Agreement and Related Transactions	For	For

Banco Comercial Portugues SA

Meeting Date: 22/05/2024 Country: Portugal
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Elect General Meeting Board for 2024-2027 Term	None	For
2	Approve Individual and Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Allocation of Income	For	For
4	Appraise Management and Supervision of Company and Approve Vote of Confidence to Corporate Bodies	None	For
5	Amend Remuneration Policy	For	Against
Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - The performance conditions for the LTI remain undisclosed. - The proposed increase in variable pay opportunity is not explained by sufficiently detailed and compelling disclosure.			
6	Authorize Repurchase and Reissuance of Shares and Bonds	For	For
7	Amend Article 10.2	For	For

Banco Comercial Portugues SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
8A	Appoint KPMG & Associados, Sociedade de Revisores Oficiais de Contas, S.A as Auditor and Vitor Manuel da Cunha Ribeiro as Alternate Auditor	For	For
8B	Appoint Ernst & Young Audit & Associados, SROC, S.A. as Auditor and Antonio Filipe Dias da Fonseca Bras as Alternate Auditor	None	Against

Burlington Stores, Inc.

Meeting Date: 22/05/2024 Country: USA
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Michael Goodwin	For	For
1b	Elect Director William McNamara	For	For
1c	Elect Director Michael O'Sullivan	For	For
1d	Elect Director Jessica Rodriguez	For	For
2	Ratify Deloitte & Touche LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<i>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.</i>			
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	For	For
5	Declassify the Board of Directors	For	For

China Mobile Limited

Meeting Date: 22/05/2024 Country: Hong Kong
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Annual Reports Including Audited Consolidated Financial Statements, Report of the Directors and Report of the Auditors	For	For
2	Approve Profit Distribution Plan and Final Dividend	For	For

China Mobile Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Authorize Board to Determine Interim Profit Distribution	For	For
4.1	Elect Yang Jie as Director	For	For
4.2	Elect He Biao as Director	For	For
5	Elect Yang Qiang as Director	For	For
6	Approve KPMG and KPMG Huazhen LLP as Auditors 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
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.			
9	Authorize Reissuance of Repurchased Shares	For	Against
Blended Rationale: A vote AGAINST these resolutions is warranted for the following: - The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. - The company has not specified the discount limit for issuance for cash and non-cash consideration.			
10	Approve External Guarantees Plan	For	Against
Blended Rationale: A vote AGAINST this resolution is warranted as the company has failed to disclose pertinent details regarding this proposal.			

Clean Harbors, Inc.

Meeting Date: 22/05/2024

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Alan S. McKim	For	For
1.2	Elect Director Karyn Polito	For	For
1.3	Elect Director John T. Preston	For	For
1.4	Elect Director Marcy L. Reed	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
Blended Rationale: A vote against is warranted because the performance period is less than 3 years: - One year (2023). Earned awards will vest in four equal annual instalments.			
3	Approve Qualified Employee Stock Purchase Plan	For	For

Clean Harbors, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Ratify Deloitte & Touche LLP as Auditors	For	For

Dassault Systemes SE

Meeting Date: 22/05/2024 Country: France
Meeting Type: Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Allocation of Income and Dividends of EUR 0.23 per Share	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For
5	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	For	For
6	Approve Remuneration Policy of Corporate Officers	For	For
Blended Rationale: A vote FOR is warranted as no concerns have been noted at this time.			
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 then Chairman and CEO until December 31, 2023	For	Against
Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - The disclosure of the STI remains undisclosed for one criteria. A vote against is warranted because the performance period is less than 3 years: - The vested LTIP's performance period is of two years only, which makes this plan not enough long term oriented.			
9	Approve Compensation of Pascal Daloz, Vice-CEO from January 9, 2023 until December 31, 2023	For	Against
Blended Rationale: A vote against is warranted because the performance period is less than 3 years: - The vested LTIP's performance period is of two years only, which makes this plan not enough long term oriented.			
10	Approve Compensation Report of Corporate Officers	For	For

Dassault Systemes SE

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
11	Elect Groupe Industriel Marcel Dassault SAS as Director	For	Against
<i>Blended Rationale: A vote against is warranted due to concerns over poor corporate governance practices: - The proposed candidate is the board representative of the Dassault family a shareholder that owns 40 percent of the company's shares and 53.9 percent of its voting rights.</i>			
12	Reelect Laurence Daures as Director	For	For
13	Authorize Repurchase of Up to 25 Million Issued Share Capital	For	For
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	For	For
17	Delegate Powers to the Board to Approve Merger by Absorption by the Company	For	Against
<i>Blended Rationale: Votes AGAINST these delegations are warranted as they are not considered in shareholders' interests.</i>			
18	Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 17	For	Against
<i>Blended Rationale: Please refer to proposal 17.</i>			
19	Delegate Powers to the Board to Approve Spin-Off Agreement	For	Against
<i>Blended Rationale: Please refer to proposal 17.</i>			
20	Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 19	For	Against
<i>Blended Rationale: Please refer to proposal 17.</i>			
21	Delegate Powers to the Board to Acquire Certain Assets of Another Company	For	Against
<i>Blended Rationale: Please refer to proposal 17.</i>			
22	Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 21	For	Against
<i>Blended Rationale: Please refer to proposal 17.</i>			
23	Authorize Filing of Required Documents/Other Formalities	For	For

DexCom, Inc.

Meeting Date: 22/05/2024Country: USAMeeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Kevin R. Sayer	For	For
	Blended Rationale: A vote FOR is warranted as we are comfortable with the dual CEO/Chair role for US companies, where this is not uncommon.		
1.2	Elect Director Steven R. Altman	For	For
1.3	Elect Director Nicholas Augustinos	For	For
1.4	Elect Director Richard A. Collins	For	For
1.5	Elect Director Karen Dahut	For	For
1.6	Elect Director Rimma Driscoll	For	For
1.7	Elect Director Mark G. Foletta	For	For
1.8	Elect Director Bridgette P. Heller	For	For
	Blended Rationale: A vote FOR is warranted as there are no concerns with Director Bridgette P. Heller.		
1.9	Elect Director Kyle Malady	For	For
1.10	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	For
	Blended Rationale: A vote FOR is warranted. Although the sign-on bonuses for Teri Lawver are not performance linked, we feel this is an acceptable form of recruiting talent to the business. The LTIP is also a mix of 1 and multi year periods.		
4	Report on Median Gender/Racial Pay Gap	Against	For
	Blended Rationale: Support FOR this resolution is warranted, as it would shareholders to better evaluate the effectiveness of the company's diversity, equity, and inclusion efforts.		
5	Report on Political Contributions	Against	For
	Blended Rationale: A vote FOR this resolution is warranted, as shareholders would benefit from increased disclosure to evaluate the company's political expenditures.		

Erste Group Bank AG

Meeting Date: 22/05/2024Country: AustriaMeeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 2.70 per Share	For	For

Erste Group Bank AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Approve Discharge of Management Board for Fiscal Year 2023	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	For	For
5	Ratify Sparkassen-Pruefungsverband and PwC Wirtschaftspruefung GmbH as Auditors for the Sustainability Reporting for Fiscal Year 2024	For	For
6	Ratify PwC Wirtschaftspruefung GmbH as Auditors for Fiscal Year 2025	For	For
7	Approve Remuneration of Supervisory Board Members	For	For
8	Approve Remuneration Report	For	For
<i>Blended Rationale: A vote FOR this resolution is warranted because the company's remuneration report is broadly in line with best practice standards in Austria. However, it is not without concerns because the company continues to provide a relatively low level of disclosure on the achieved performance of non-financial performance metrics.</i>			
9.1	Approve Decrease in Size of Supervisory Board to 12 Members	For	For
9.2	Elect Caroline Kuhnert as Supervisory Board Member	For	For
9.3	Reelect Elisabeth Krainer-Senger-Weiss as Supervisory Board Member	For	For
9.4	Reelect Michael Schuster as Supervisory Board Member	For	For
9.5	Elect Walter Schuster as Supervisory Board Member	For	For
10	Approve Virtual-Only or Hybrid Shareholder Meetings Until 2028; Amend Articles Re: Company Announcements	For	For
11.1	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	For	For
11.2	Authorize Reissuance of Repurchased Shares without Preemptive Rights	For	For

Jones Lang LaSalle Incorporated

Meeting Date: 22/05/2024

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Hugo Bague	For	For
1b	Elect Director Matthew Carter, Jr.	For	For
1c	Elect Director Susan M. Gore	For	For

Jones Lang LaSalle Incorporated

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1d	Elect Director Tina Ju	For	For
1e	Elect Director Bridget Macaskill	For	For
1f	Elect Director Deborah H. McAneny	For	For
1g	Elect Director Siddharth (Bobby) Mehta	For	For
1h	Elect Director Moses Ojeisekhoba	For	For
1i	Elect Director Jeetendra (Jeetu) I. Patel	For	For
1j	Elect Director Larry Quinlan	For	For
1k	Elect Director Efrain Rivera	For	For
1l	Elect Director Christian Ulbrich	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Amend Omnibus Stock Plan	For	For
4	Ratify KPMG LLP as Auditors	For	For

Jumbo SA

Meeting Date: 22/05/2024	Country: Greece
	Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
4	Approve Allocation of Income and Dividends	For	For
5	Approve Management of Company and Grant Discharge to Auditors	For	For
6	Approve Director Remuneration	For	For
7	Advisory Vote on Remuneration Report	For	For
8	Approve Auditors and Fix Their Remuneration	For	For

M&G Plc

Meeting Date: 22/05/2024	Country: United Kingdom
	Meeting Type: Annual

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

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Revised Remuneration Policy	For	For
3	Approve Remuneration Report	For	For
4	Reappoint BDO LLP as Auditors	For	For
5	Authorise Board to Fix Remuneration of Auditors	For	For
6	Re-elect Brian Mattingley as Director	For	For
7	Re-elect Ian Penrose as Director	For	For
8	Re-elect Anna Massion as Director	For	For
9	Re-elect Linda Marston-Weston as Director	For	For
10	Re-elect Samy Reeb as Director	For	For
11	Re-elect Chris McGinnis as Director	For	For
12	Re-elect Mor Weizer as Director	For	For
13	Authorise Issue of Equity	For	For
14	Approve Restricted Share Plan	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	For	For
16	Authorise Market Purchase of Ordinary Shares	For	For

Reinsurance Group of America, Incorporated

Meeting Date: 22/05/2024Country: USAMeeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Pina Albo	For	For
1b	Elect Director Michele Bang	For	For
1c	Elect Director Tony Cheng	For	For
1d	Elect Director John J. Gauthier	For	For
1e	Elect Director Patricia L. Guinn	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

Reinsurance Group of America, Incorporated

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1i	Elect Director Alison Rand	For	For
1j	Elect Director Shundrawn Thomas	For	For
1k	Elect Director Khanh T. Tran	For	For
1l	Elect Director Steven C. Van Wyk	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Approve Nonqualified Employee Stock Purchase Plan	For	For
4	Ratify Deloitte & Touche LLP as Auditors	For	For

Ross Stores, Inc.

Meeting Date: 22/05/2024

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Michael Balmuth	For	For
1b	Elect Director K. Gunnar Bjorklund	For	For
1c	Elect Director Michael J. Bush	For	For
1d	Elect Director Edward G. Cannizzaro	For	For
1e	Elect Director Sharon D. Garrett	For	For
1f	Elect Director Michael J. Hartshorn	For	For
1g	Elect Director Stephen D. Milligan	For	For
1h	Elect Director Patricia H. Mueller	For	For
1i	Elect Director George P. Orban	For	For
1j	Elect Director Barbara Rentler	For	For
1k	Elect Director Doniel N. Sutton	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
Blended Rationale: A vote against is warranted because the performance period is less than 3 years:- Performance share awards have a one-year performance period and are conditioned on the same metric as annual incentives: adjusted pre-tax earnings. A vote against is warranted because recruitment awards are not awarded in the form of shares or are not subject to performance criteria:- NEO Brinkley received a sign-on bonus of \$1.35 million and a restricted stock award of \$6 million, which will vest one-fourth on each grant date anniversary from 2025 to 2028.- Michael Balmuth returned from senior advisor to executive chairman. In connection with this appointment, he received a restricted stock award valued by the company at \$3.5 million which cliff vest on Sept. 3, 2024.			
3	Ratify Deloitte & Touche LLP as Auditors	For	For

Ross Stores, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Disclose All Material Value Chain GHG Emissions	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted. Disclosure of all material value chain GHG emissions would allow shareholders to better evaluate the company's progress toward its net zero ambition, better align it with peers, and help it prepare for potential regulatory requirements.</i>			

Thermo Fisher Scientific Inc.

Meeting Date: 22/05/2024 Country: USA
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Marc N. Casper	For	For
<i>Blended Rationale: A vote FOR is warranted as we are comfortable with the dual CEO/Chair role for US companies, where this is not uncommon.</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 Jennifer M. Johnson	For	For
1g	Elect Director R. Alexandra Keith	For	For
1h	Elect Director James C. Mullen	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
<i>Blended Rationale: A vote FOR is warranted given the exceptional long term shareholder value creation the management team have delivered in seat. 60% of LTIP awards are time-based whilst 40% is performance based. Whilst we do prefer a 3 year performance period, management have behaviourally demonstrated a focus on long term performance.</i>			
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
<i>Blended Rationale: Please see proposal 1k.</i>			
3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
4	Adopt Simple Majority Vote Requirement	Against	Against
<i>Blended Rationale: A vote AGAINST is warranted as the board recently amended the company's bylaws to remove the one remaining supermajority provision contained in the governing documents. Artemis supports a simple majority vote standard.</i>			

Zoetis Inc.

Meeting Date: 22/05/2024 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 Gavin D.K. Hattersley	For	For
1e	Elect Director Sanjay Khosla	For	For
1f	Elect Director Antoinette R. Leatherberry	For	For
1g	Elect Director Michael B. McCallister	For	For
1h	Elect Director Gregory Norden	For	For
1i	Elect Director Louise M. Parent	For	For

Blended Rationale: A vote FOR governance committee chair Louise Parent is warranted as no material concerns have been noted.

1j	Elect Director Kristin C. Peck	For	For
1k	Elect Director Willie M. Reed	For	For
1l	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	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	For	For
5	Adopt Policy on Improved Majority Voting for Election of Directors	Against	Against

Archer-Daniels-Midland Company

Meeting Date: 23/05/2024Country: USAMeeting 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

Archer-Daniels-Midland Company

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1g	Elect Director Juan R. Luciano	For	For
<i>Blended Rationale: A vote FOR is warranted as we are comfortable with the dual CEO/Chair role for US companies, where this is not uncommon.</i>			
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	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 received make-whole awards. On Sept. 5, 2023, Regina Bynote Jones became SVP, general counsel and secretary. In connection with her appointment, she received one-time make-whole awards to replace cash incentives and unvested equity awards from her prior employer. She received a cash incentive of \$630,000 payable in March 2024 to replace a portion of her forfeited bonus, and \$3.3 million of RSUs to replace unvested equity awards that she forfeited upon her departure.</i>			
3	Ratify Ernst & Young LLP as Auditors	For	For
4	Require Independent Board Chair	Against	Against
<i>Blended Rationale: A vote AGAINST is warranted as we are comfortable with the dual CEO/Chair role for US companies, where this is not uncommon.</i>			

Bakkavor Group Plc

Meeting Date: 23/05/2024

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Remuneration Policy	For	For
4	Approve Final Dividend	For	For
5	Elect Robert Berlin as Director	For	For
6	Re-elect Simon Burke as Director	For	For
<i>Blended Rationale: A vote FOR is warranted although we note the lack of diversity on the board. Women form 27% of the Board, which is shy of the targets of the new CFA Listing Rules, the FTSE Women Leaders Review, and the preceding Hampton-Alexander Review. However, there is a broad commitment toward improving gender diversity and we hope to discuss this concern in our meetings with the company.</i>			
7	Re-elect Mike Edwards as Director	For	For
8	Re-elect Ben Waldron as Director	For	For

Bakkavor Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
9	Re-elect Sanjeevan Bala as Director	For	For
10	Re-elect Umran Beba as Director	For	For
11	Re-elect Jill Caseberry as Director	For	For
12	Re-elect Agust Gudmundsson as Director	For	For
13	Re-elect Lydur Gudmundsson as Director	For	For
14	Re-elect Denis Hennequin as Director	For	For
15	Re-elect Jane Lodge as Director	For	For
16	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
17	Authorise the Audit & Risk 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 the Company to Call General Meeting with Two Weeks' Notice	For	For

China Yangtze Power Co., Ltd.

Meeting Date: 23/05/2024

Country: China

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	For	For
2	Approve Report of the Board of Supervisors	For	For
3	Approve Profit Distribution	For	For
4	Approve Annual Report	For	For
5	Approve Financial Statements and Budget Report	For	For
6	Approve Appointment of Internal Control Auditor	For	For
7	Approve Use of Idle Funds to Carry Out Treasury Bond Reverse Repurchase Business	For	For

China Yangtze Power Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
8	Approve Investment Plan	For	Against
Blended Rationale: A vote against is warranted because the company has not provided information on this proposal.			
9	Approve Matters Related to the Issuance of Debt Financing Instruments in the Inter-bank Market	For	Against
Blended Rationale: A vote against is warranted because the company has not provided information on this proposal.			

Elis SA

Meeting Date: 23/05/2024Country: France
Meeting Type: Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Treatment of Losses and Dividends of EUR 0.43 per Share	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For
5	Reelect Amy Flikerski as Supervisory Board Member	For	For
6	Reelect Fabrice Barthelemy as Supervisory Board Member	For	For
7	Ratify Appointment of BW Gestao de Investimentos Ltda as Supervisory Board Member Following Resignation of Magali Chesse	For	For
8	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	For	For
9	Appoint Mazars as Auditor for the Sustainability Reporting	For	For
10	Approve Remuneration Policy of Chairman of the Supervisory Board	For	For
11	Approve Remuneration Policy of Supervisory Board Members	For	For
12	Approve Remuneration Policy of Chairman of the Management Board	For	For
13	Approve Remuneration Policy of Management Board Members	For	For
14	Approve Compensation Report of Corporate Officers	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
15	Approve Compensation of Thierry Morin, Chairman of the Supervisory Board	For	For
16	Approve Compensation of Xavier Martire, Chairman of the Management Board	For	For
17	Approve Compensation of Louis Guyot, Management Board Member	For	For
18	Approve Compensation of Matthieu Lecharny, Management Board Member	For	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
20	Authorize Capitalization of Reserves of Up to EUR 130 Million for Bonus Issue or Increase in Par Value	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 115 Million	For	For
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights with a Binding Priority Right up to Aggregate Nominal Amount of EUR 23 Million	For	For
23	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 23 Million	For	For
24	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	For	For
25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For	For
26	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
28	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	For	For
29	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 21-23 and 25-26 at EUR 115 Million	For	For
30	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
31	Authorize Filing of Required Documents/Other Formalities	For	For

Enel SpA

Meeting Date: 23/05/2024 Country: Italy
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Allocation of Income	For	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
4	Approve Long Term Incentive Plan 2024	For	For
5.1	Approve Remuneration Policy	For	For
5.2	Approve Second Section of the Remuneration Report	For	For

Energean Plc

Meeting Date: 23/05/2024 Country: United Kingdom
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Remuneration Policy	For	For
4	Re-elect Karen Simon as Director	For	For
Blended Rationale: A vote FOR this Director is warranted as no significant concerns have been identified.			
5	Re-elect Matthaïos Rigas as Director	For	For
6	Re-elect Panagiotis Benos as Director	For	For
7	Re-elect Andrew Bartlett as Director	For	For
8	Re-elect Amy Lashinsky as Director	For	For
Blended Rationale: A vote FOR this Director is warranted as no significant concerns have been identified.			
9	Re-elect Andreas Persianis as Director	For	For
10	Re-elect Efstathios Topouzoglou as Director	For	For
Blended Rationale: A vote FOR this Director is warranted as no significant concerns have been identified.			
11	Re-elect Kimberley Wood as Director	For	For
12	Elect Martin Houston as Director	For	For

Energean Plc

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

Headlam Group Plc

Meeting Date: 23/05/2024	Country: United Kingdom
	Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Elect Adam Phillips as Director	For	For
5	Re-elect Keith Edelman as Director	For	For
6	Re-elect Chris Payne as Director	For	For
7	Re-elect Stephen Bird as Director	For	For
8	Re-elect Jemima Bird as Director	For	For
9	Re-elect Robin Williams as Director	For	For
10	Re-elect Karen Hubbard as Director	For	For
11	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
12	Authorise Board to Fix Remuneration of Auditors	For	For
13	Authorise Issue of Equity	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	For	For

Headlam 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
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Henry Boot Plc

Meeting Date: 23/05/2024	Country: United Kingdom
	Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3	Approve Remuneration Report	For	For
4	Approve Remuneration Policy	For	For
5	Re-elect Timothy Roberts as Director	For	For
6	Re-elect Darren Littlewood as Director	For	For
7	Re-elect Joanne Lake as Director	For	For
8	Re-elect James Sykes as Director	For	For
9	Re-elect Peter Mawson as Director	For	For
10	Re-elect Gerald Jennings as Director	For	For
11	Re-elect Serena Lang as Director	For	For
12	Elect Talita Ferreira as Director	For	For
13	Reappoint Ernst & Young LLP as Auditors	For	For
14	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For
15	Authorise Issue of Equity	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	For	For
17	Authorise Market Purchase of Ordinary Shares	For	For

Hill & Smith Plc

Meeting Date: 23/05/2024

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Re-elect Alan Giddins as Director	For	For
5	Re-elect Tony Quinlan as Director	For	For
6	Re-elect Pete Raby as Director	For	For
7	Re-elect Leigh-Ann Russell as Director	For	For
8	Re-elect Farrokh Batliwala as Director	For	For
9	Re-elect Hannah Nichols as Director	For	For
10	Elect Carol Chesney as Director	For	For
11	Elect Hooman Caman Javvi 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	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
19	Authorise UK Political Donations and Expenditure	For	For

Indivior PLC

Meeting Date: 23/05/2024

Country: United Kingdom

Meeting Type: Special

Indivior PLC

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Transfer of the Company's Category of Listing from a Premium Listing to a Standard Listing	For	For

LBG Media Plc

Meeting Date: 23/05/2024Country: United Kingdom
Meeting Type: Annual

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

Legal & General Group Plc

Meeting Date: 23/05/2024Country: 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 Antonio Simoes as Director	For	For
4	Re-elect Henrietta Baldock as Director	For	For
5	Re-elect Nilufer Von Bismarck as Director	For	For
6	Re-elect Philip Broadley as Director	For	For
7	Re-elect Jeff Davies as Director	For	For
8	Re-elect Carolyn Johnson as Director	For	For
9	Re-elect Sir John Kingman as Director	For	For
10	Re-elect Lesley Knox as Director	For	For
11	Re-elect George Lewis as Director	For	For
12	Re-elect Ric Lewis as Director	For	For
13	Re-elect Tushar Morzaria as Director	For	For
14	Re-elect Laura Wade-Gery as Director	For	For
15	Reappoint KPMG LLP as Auditors	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
17	Approve Remuneration Report	For	For
18	Approve Performance Share Plan	For	For
19	Authorise Issue of Equity	For	For
20	Authorise Issue of Equity in Connection with the Issue of Contingent Convertible Securities	For	For
21	Authorise UK Political Donations and Expenditure	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 Connection with the Issue of Contingent Convertible Securities	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

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Allocation of Income and Omission of Dividends	For	For
3	Approve Non-Financial Report	For	For
4	Approve Discharge of Board and Senior Management	For	For
5	Reelect Alex Perez as Representative of Class A Shares Holders	For	For
6.1	Reelect David Allemann as Director	For	For
Blended Rationale: A vote FOR is warranted as when buying the shares we knew that the founders benefit from disproportionate voting shares and are happy for them to maintain the voting structure to ensure long term growth in a young company.			
6.2	Reelect Amy Banse as Director	For	For
6.3	Reelect Olivier Bernhard as Director	For	For
Blended Rationale: Please refer to proposal 6.1			
6.4	Reelect Caspar Coppetti as Director	For	For
Blended Rationale: Please refer to proposal 6.1			
6.5	Reelect Dennis Durkin as Director	For	For
6.6	Reelect Kenneth Fox as Director	For	For
6.7	Reelect Alex Perez as Director	For	For
7	Elect Laura Miele as Director	For	For
8.1	Reelect David Allemann as Board Co-Chair	For	For
Blended Rationale: Please refer to proposal 6.1			
8.2	Reelect Caspar Coppetti as Board Co-Chair	For	For
Blended Rationale: Please refer to proposal 6.1			
9.1	Reappoint Kenneth Fox as Member of the Nomination and Compensation Committee	For	For
9.2	Reappoint Alex Perez as Member of the Nomination and Compensation Committee	For	For
Blended Rationale: A vote FOR is warranted. Although we note the concern regarding lack of diversity on the board, we would prefer to engage with the company on this issue.			
9.3	Reappoint Amy Banse as Member of the Nomination and Compensation Committee	For	For
10	Designate Keller AG as Independent Proxy	For	For

On Holding AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
11	Ratify PricewaterhouseCoopers AG as Auditors	For	For
12.1	Approve Remuneration Report (Non-Binding)	For	For
Blended Rationale: A vote FOR is warranted as we believe that the salary increase is not excessive compared to peers.			
12.2	Approve Remuneration of Directors in the Amount of CHF 2 Million	For	For
12.3	Approve Remuneration of Executive Committee in the Amount of CHF 26 Million	For	Against
Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - The proposal represents a further significant potential increase in remuneration, and the company has not provided an explanation for the proposed increase.			
13	Transact Other Business (Voting)	For	Against
Blended Rationale: A vote against is warranted because details of other business are not disclosed.			

Palomar Holdings, Inc.

Meeting Date: 23/05/2024

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Catriona M. Fallon	For	For
1.2	Elect Director Daina Middleton	For	For
1.3	Elect Director Richard H. Taketa	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
Blended Rationale: A vote against is warranted because the performance period is less than 3 years: - GWP remains based on a one-year performance period.			
3	Ratify Ernst & Young LLP as Auditors	For	For

Prudential Plc

Meeting Date: 23/05/2024

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Elect Mark Saunders as Director	For	For
4	Re-elect Shriti Vadera as Director	For	For
5	Re-elect Anil Wadhvani as Director	For	For
6	Re-elect Jeremy Anderson as Director	For	For
7	Re-elect Arijit Basu as Director	For	For
8	Re-elect Chua Sock Koong as Director	For	For
9	Re-elect Ming Lu as Director	For	For
10	Re-elect George Sartorel as Director	For	For
11	Re-elect Claudia Dyckerhoff as Director	For	For
12	Re-elect Jeanette Wong as Director	For	For
13	Re-elect Amy Yip as Director	For	For
14	Reappoint Ernst & Young LLP as Auditors	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
16	Authorise UK Political Donations and Expenditure	For	For
17	Authorise Issue of Equity	For	For
18	Authorise Issue of Equity to Include Repurchased Shares	For	For
19	Authorise Issue of Preference Shares	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
22	Authorise Market Purchase of Ordinary Shares	For	For
23	Authorise Directors to Allot Ordinary Shares in Connection with the Scrip Dividend Alternative	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Policy	For	For
3	Approve Remuneration Report	For	For
<i>Blended Rationale: A vote FOR the remuneration report is considered warranted, as no material concerns have been identified. We are supportive of the new remuneration policy which is in line with general market practice i.e. separate annual bonus and long-term incentive rather than there being one incentive plan which is a mix of short and long-term incentives.</i>			
4	Re-elect Dame Anita Frew as Director	For	For
5	Re-elect Tufan Erginbilgic as Director	For	For
6	Elect Helen McCabe as Director	For	For
7	Re-elect George Culmer as Director	For	For
8	Elect Birgit Behrendt as Director	For	For
9	Elect Stuart Bradie as Director	For	For
10	Elect Paulo Cesar Silva as Director	For	For
11	Re-elect Lord Jitesh Gadhia as Director	For	For
12	Re-elect Beverly Goulet as Director	For	For
13	Re-elect Nick Luff as Director	For	For
14	Re-elect Wendy Mars as Director	For	For
15	Re-elect Dame Angela Strank 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 UK Political Donations and Expenditure	For	For
19	Authorise Issue of Equity	For	For
20	Approve Global Employee Share Purchase Plan	For	For
21	Approve Long Term Incentive Plan	For	For
22	Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors	For	For
23	Authorise Issue of Equity without Pre-emptive Rights	For	For
24	Authorise Market Purchase of Ordinary Shares	For	For
25	Adopt New Articles of Association	For	For

Safran SA

Meeting Date: 23/05/2024

Country: France

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Allocation of Income and Dividends of EUR 2.20 per Share	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Regarding Two New Transactions	For	For
5	Reelect Patricia Bellinger as Independent Director	For	For
6	Elect Pascale Dosda as Representative of Employee Shareholders to the Board	For	For
7	Reelect Anne Aubert as Representative of Employee Shareholders to the Board	For	For
8	Appoint Mazars as Auditor for the Sustainability Reporting	For	For
9	Appoint Ernst & Young et Autres as Auditor for the Sustainability Reporting	For	For
10	Approve Compensation of Ross McInnes, Chairman of the Board	For	For
11	Approve Compensation of Olivier Andries, CEO	For	For
12	Approve Compensation Report of Corporate Officers	For	For
13	Approve Remuneration Policy of Chairman of the Board	For	For
14	Approve Remuneration Policy of CEO	For	For
15	Approve Remuneration Policy of Directors	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
17	Authorize Filing of Required Documents/Other Formalities	For	For

Schneider Electric SE

Meeting Date: 23/05/2024

Country: France

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Allocation of Income and Dividends of EUR 3.50 per Share	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For
5	Appoint Mazars as Auditor for the Sustainability Reporting	For	For
6	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	For	For
7	Approve Compensation Report of Corporate Officers	For	For
8	Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO fom January 1, 2023 until May 3, 2023	For	For
9	Approve Compensation of Peter Herweck, CEO since May 4, 2023	For	For
10	Approve Compensation of Jean-Pascal Tricoire, Chairman of the Board since May 4, 2023	For	For
11	Approve Remuneration Policy of CEO	For	For
12	Approve Remuneration Policy of Chairman of the Board	For	For
13	Approve Remuneration Policy of Directors	For	For
14	Reelect Fred Kindle as Director	For	For
15	Reelect Cecile Cabanis as Director	For	For
16	Reelect Jill Lee as Director	For	For
17	Elect Philippe Knoche as Director	For	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	For
21	Authorize Filing of Required Documents/Other Formalities	For	For

Spectris Plc

Meeting Date: 23/05/2024

Country: United Kingdom

Meeting Type: Annual

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

Unum Group

Meeting Date: 23/05/2024

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Theodore H. Bunting, Jr.	For	For

Unum Group

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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	Against
Blended Rationale: A vote against is warranted as there are ongoing issues with remuneration.			
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 Mojgan M. Lefebvre	For	For
1k	Elect Director Richard P. McKenney	For	For
1l	Elect Director Ronald P. O'Hanley	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
Blended Rationale: A vote against is warranted because awards are not subject to performance conditions.			
3	Ratify Ernst & Young LLP as Auditors	For	For
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	For	For

NN Group NV

Meeting Date: 24/05/2024Country: Netherlands
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Approve Remuneration Report	For	For
5.A	Adopt Financial Statements and Statutory Reports	For	For
5.C	Approve Dividends	For	For
6.A	Approve Discharge of Executive Board	For	For
6.B	Approve Discharge of Supervisory Board	For	For
8.A	Elect Robert Jenkins to Supervisory Board	For	For
8.B	Elect Koos Timmermans to Supervisory Board	For	For
9.A	Adopt Remuneration Policy for the Executive Board	For	For

NN Group NV

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
9.B	Adopt Remuneration Policy for the Supervisory Board	For	For
10	Grant Board Authority to Issue Shares in the Context of Issuing Contingent Convertible Securities	For	For
11.A1	Grant Board Authority to Issue Ordinary Shares Up To 10 Percent of Issued Capital	For	For
11.A2	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For
11.B	Grant Board Authority to Issue Shares Up To 20 Percent of Issued Capital in Connection with a Rights Issue	For	For
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
13	Approve Reduction in Share Capital through Cancellation of Shares	For	For

TotalEnergies SE

Meeting Date: 24/05/2024

Country: France

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Allocation of Income and Dividends of EUR 3.01 per Share	For	For
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For
6	Reelect Patrick Pouyanne as Director	For	For
Blended Rationale: A vote FOR is warranted as there is no concern with Director Patrick Pouyanne at this time.			
7	Reelect Jacques Aschenbroich as Director	For	For
8	Reelect Glenn Hubbard as Director	For	For
9	Elect Marie-Ange Debon as Director	For	For
10	Approve Compensation Report of Corporate Officers	For	For
11	Approve Remuneration Policy of Directors	For	For

TotalEnergies SE

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
12	Approve Compensation of Patrick Pouyanne, Chairman and CEO	For	For
13	Approve Remuneration Policy of Chairman and CEO	For	For
14	Approve Report on Progress of Company's Sustainability and Climate Transition Plan (Advisory)	For	For
15	Appoint Cabinet Ernst and Young Audit as Auditor for the Sustainability Reporting	For	For
16	Appoint Cabinet PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights and/or Capitalization of Reserves for Bonus Issue or Increase in Par Value, up to Aggregate Nominal Amount of EUR 2.5 Billion	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 575 Million	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 575 Million	For	For
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18 and 19	For	For
21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
23	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	For	For

Wiwynn Corp.

Meeting Date: 24/05/2024

Country: Taiwan

Meeting Type: Annual

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

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Plan on Profit Distribution	For	For
3	Approve Issuance of New Common Shares to Participate in the Issuance of Global Depository Receipt and/or Issuance of New Shares through Public Offering and/or Private Placement and/or Issuance of GDR through Private Placement	For	For

Hoegh Autoliners ASA

Meeting Date: 27/05/2024 Country: Norway
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Open Meeting; Elect Chair of the Meeting	For	For
2	Approve Notice of Meeting and Agenda	For	For
3	Designate Inspector(s) of Minutes of Meeting	For	For
4	Accept Financial Statements and Statutory Reports	For	For
5	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	For
6	Approve Remuneration Statement	For	Against
Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - The remuneration report does not provide enough disclosure regarding the performance criteria, metric weights, and targets in the STIP for the CEO.			
8	Approve Remuneration of Auditors	For	For
9.1	Reelect Terje Askvig (Chair) as Member of Nominating Committee	For	For
9.2	Reelect Oyvin Broymmer as Member of Nominating Committee	For	For
9.3	Reelect Birthe Skeid as Member of Nominating Committee	For	For
10.1	Reelect Leif O. Hoegh as Director	For	For
10.2	Reelect Johanna Hagelberg as Director	For	For
10.3	Reelect Kjersti Aass as Director	For	For
11	Approve Remuneration of Directors	For	For
12	Approve Remuneration of Board Committees	For	For
13	Approve Remuneration of Nominating Committee	For	For
14	Approve Dividends	For	For

Hoegh Autoliners ASA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
15	Authorize Share Repurchase Program	For	For
16	Approve Creation of NOK 564.7 Million Pool of Capital without Preemptive Rights	For	Against
Blended Rationale: A vote AGAINST this issuance authorization is warranted because the potential share capital increase is excessive.			

Diversified Energy Co. Plc

Meeting Date: 28/05/2024 Country: United Kingdom
Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Proposed Acquisition of 100 per cent of the Limited Liability Company Interests of OCM Denali INT Holdings PT, LLC	For	For

Eastern Air Logistics Co., Ltd.

Meeting Date: 28/05/2024 Country: China
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	For	For
2	Approve Report of the Board of Supervisors	For	For
3	Approve Financial Statements	For	For
4	Approve Profit Distribution	For	For
5	Approve to Appoint Auditor	For	For
6	Approve Annual Report and Summary	For	For
7	Approve Amendments to Articles of Association	For	For
8.1	Elect Wang Jianmin as Director	For	For

Evergreen Marine Corp. (Taiwan) Ltd.

Meeting Date: 28/05/2024 Country: Taiwan
Meeting Type: Annual

Evergreen Marine Corp. (Taiwan) Ltd.

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 Rules and Procedures Regarding Shareholder's General Meeting	For	For
4	Approve Amendment to Rules and Procedures for Election of Directors	For	For

Genuit Group Plc

Meeting Date: 28/05/2024 Country: United Kingdom
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Policy	For	For
3	Approve Remuneration Report	For	For
4	Approve Final Dividend	For	For
5	Elect Tim Pullen as Director	For	For
6	Elect Bronagh Kennedy as Director	For	For
7	Re-elect Joe Vorih as Director	For	For
8	Re-elect Kevin Boyd as Director	For	For
9	Re-elect Shatish Dasani as Director	For	For
10	Re-elect Lisa Scenna as Director	For	For
11	Re-elect Louise Brooke-Smith as Director	For	For
12	Reappoint Ernst & Young LLP as Auditors	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
14	Approve Sharesave Plan	For	For
15	Approve Long-Term Incentive Plan	For	For
16	Approve Deferred Share Bonus Plan	For	For
17	Authorise Issue of Equity	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	For	For

Genuit Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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

Hess Corporation

Meeting Date: 28/05/2024 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	Against
<i>Blended Rationale: A vote against is warranted because severance payment is excessive: - Although cash severance arrangements are reasonable and outstanding equity are subject to double-trigger vesting, there are significant concerns with assumptions for performance equity conversions and regarding excise tax gross-ups. The company will calculate PSU conversions assuming maximum performance level achievement, without compelling rationale disclosed. Moreover, the company estimates payments of two large excise-tax gross-ups, which is considered a problematic practice.</i>			
3	Adjourn Meeting	For	For

Kumba Iron Ore Ltd.

Meeting Date: 28/05/2024 Country: South Africa
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Reappoint PricewaterhouseCoopers Inc as Auditors with Sizwe Masondo as Individual Designated Auditor	For	For
2.1	Re-elect Terence Goodlace as Director	For	For
2.2	Re-elect Michelle Jenkins as Director	For	For
2.3	Re-elect Sango Ntsaluba as Director	For	For
3.1	Re-elect Sango Ntsaluba as Member of the Audit Committee	For	For

Kumba Iron Ore Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3.2	Re-elect Mary Bomela as Member of the Audit Committee	For	For
3.3	Re-elect Aman Jeawon as Member of the Audit Committee	For	For
3.4	Re-elect Michelle Jenkins as Member of the Audit Committee	For	For
4.1	Approve Remuneration Policy	For	For
4.2	Approve Implementation of the Remuneration Policy	For	For
<i>Blended Rationale: A vote FOR this item is warranted, although it is not without concern. The CEO and CFO received additional payments amounting to ZAR 1,906,000 and ZAR 107,000, respectively. The former payment pertains to dividend equivalent payments on "Anglo American plc Limited" share awards, while there is no disclosure pertaining to the latter payment for the CFO. Such payments, without any further disclosure, follow a recent trend observed at the Company. The main reasons for support are that the quantum of these additional payments is not considered a material concern; and no other overriding issues have been observed.</i>			
5	Place Authorised but Unissued Shares under Control of Directors	For	For
6	Authorise Ratification of Approved Resolutions	For	For
1	Amend Bonus and Retention Share Plan	For	For
2	Authorise Board to Issue Shares for Cash	For	For
3	Approve Remuneration of Non-Executive Directors	For	For
4	Approve Financial Assistance in Terms of Sections 44 and 45 of the Companies Act	For	For
5	Authorise Repurchase of Issued Share Capital	For	For

Manila Electric Company

Meeting Date: 28/05/2024

Country: Philippines

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Minutes of the Annual Meeting of Stockholders	For	For
2	Approve Audited Consolidated Financial Statements	For	For
3	Ratify Acts of the Board and Management	For	For

Manila Electric Company

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4.1	Elect June Cheryl A. Cabal-Revilla 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 member of the Nomination Committee, which is not majority independent. A vote against is warranted as the nominee is a member of the Governance Committee, which is not majority independent.</i>			
4.2	Elect Lydia B. Echauz as Director	For	For
4.3	Elect Ray C. Espinosa 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 does not meet best practice criteria with regard to independence.</i>			
4.4	Elect James L. Go 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 member of the Nomination Committee, which is not majority independent. A vote against is warranted as the nominee is a member of the Governance Committee, which is not majority independent. A vote against is warranted due to concerns over the number of directorships held by the nominee: - James Go currently serves as a director of seven public companies.</i>			
4.5	Elect Patrick Henry C. Go 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 does not meet best practice criteria with regard to independence. A vote against is warranted as the nominee is a non-independent NED and serves on the Audit Committee, which is not fully independent. A vote against is warranted as the nominee is a member of the Nomination Committee, which is not majority independent. A vote against is warranted as the nominee is a member of the Governance Committee, which is not majority independent.</i>			
4.6	Elect Lance Y. Gokongwei as Director	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is a non-independent NED and serves on the Remuneration Committee, which is not majority independent. A vote against is warranted due to concerns over the number of directorships held by the nominee: - Lance Gokongwei currently serves as a director of 12 public companies.</i>			
4.7	Elect Jose Ma. K. Lim 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 does not meet best practice criteria with regard to independence. A vote against is warranted as the nominee is a non-independent NED and serves on the Audit Committee, which is not fully independent. A vote against is warranted as the nominee is a member of the Nomination Committee, which is not majority independent. A vote against is warranted as the nominee is a member of the Governance Committee, which is not majority independent.</i>			
4.8	Elect Artemio V. Panganiban as Director	For	Against
<i>Blended Rationale: A vote against is warranted due to concerns over the number of directorships held by the nominee: - Artemio Panganiban Jr. currently serves as a director of nine public companies. A vote against is warranted as the company has not set mid-term GHG emission reductions targets for scopes 1 and 2 AND the company has not set an ambition to achieve net-zero GHG emissions by 2050 for scopes 1 and 2.</i>			
4.9	Elect Manuel V. Pangilinan as Director	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee serves as the Company's CEO and Chair and no suitable explanation has been given.</i>			
4.10	Elect Pedro Emilio O. Roxas as Director	For	For
4.11	Elect Victorico P. Vargas 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 does not meet best practice criteria with regard to independence. A vote against is warranted as the nominee is a non-independent NED and serves on the Remuneration Committee, which is not majority independent.</i>			
5	Appoint External Auditors	For	For

Merck & Co., Inc.

Meeting Date: 28/05/2024

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Douglas M. Baker, Jr.	For	For
1b	Elect Director Mary Ellen Coe	For	For
1c	Elect Director Pamela J. Craig	For	For
1d	Elect Director Robert M. Davis	For	For
1e	Elect Director 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
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
4	Provide Right to Act by Written Consent	Against	For
Blended Rationale: Artemis supports proposals that enhance shareholder rights.			
5	Disclose a Government Censorship Transparency Report	Against	Against
6	Report on Civil Rights and Non-Discrimination Audit	Against	Against

Radiant Opto-Electronics Corp.

Meeting Date: 28/05/2024

Country: Taiwan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Business Report and Financial Statements	For	For
2	Approve Profit Distribution	For	For
3.1	Elect Pen Jan Wang with SHAREHOLDER NO.1 as Non-independent Director	For	For

Radiant Opto-Electronics Corp.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3.2	Elect Been Fong Wang, a Representative of Dragonjet Investment Co., Ltd. with SHAREHOLDER NO.30434 as Non-independent Director	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is a non-independent non-executive director and the board does not meet best practice criteria with regard to independence.</i>			
3.3	Elect Hui Chu Su, a Representative of Ray Shen Investment Co., Ltd with SHAREHOLDER NO.7842 as Non-independent Director	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is a non-independent non-executive director and the board does not meet best practice criteria with regard to independence.</i>			
3.4	Elect Pen Tsung Wang with SHAREHOLDER NO.13 as Non-independent Director	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is a non-independent non-executive director and the board does not meet best practice criteria with regard to independence.</i>			
3.5	Elect Pen Chin Wang with SHAREHOLDER NO.150 as Non-independent Director	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is a non-independent non-executive director and the board does not meet best practice criteria with regard to independence.</i>			
3.6	Elect Hsiang Kuan Pu with SHAREHOLDER NO.D120787XXX as Non-independent Director	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is a non-independent non-executive director and the board does not meet best practice criteria with regard to independence.</i>			
3.7	Elect Yu Chao Wang with SHAREHOLDER NO.1158 as Non-independent Director	For	For
3.8	Elect Tzi Chen Huang with SHAREHOLDER NO.5510 as Independent Director	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is a non-independent non-executive director and the board does not meet best practice criteria with regard to independence.</i>			
3.9	Elect Lun Pin Tseng with SHAREHOLDER NO.D120863XXX as Independent Director	For	For
3.10	Elect Jung Yao Hsieh with SHAREHOLDER NO.83577 as Independent Director	For	For
3.11	Elect Yao Chung Chiang with SHAREHOLDER NO.E101934XXX as Independent Director	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is a non-independent non-executive director and the board does not meet best practice criteria with regard to independence.</i>			

Radiant Opto-Electronics Corp.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3.12	Elect Hung Wen Lin with SHAREHOLDER NO.N120186XXX as Independent Director	For	For
4	Amend Procedures for Endorsement and Guarantees	For	For
5	Amend Procedures for Lending Funds to Other Parties	For	For
6	Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets	For	For
7	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors upon Re-election	For	For

Vontier Corporation

Meeting Date: 28/05/2024 Country: USA
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Karen C. Francis	For	For
1b	Elect Director Gloria R. Boyland	For	For
1c	Elect Director Maryrose Sylvester	For	For
1d	Elect Director David M. Foulkes	For	For
1e	Elect Director Christopher J. Klein	For	For
1f	Elect Director Mark D. Morelli	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

B&M European Value Retail SA

Meeting Date: 29/05/2024 Country: Luxembourg
Meeting Type: Ordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Elect Nadia Shouraboura as Director	For	For

CGN Power Co., Ltd.

Meeting Date: 29/05/2024Country: ChinaMeeting 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
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	Elect Shen Ning as Supervisor	For	For
11	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional A 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.			
12	Approve Grant of General Mandate to the Board to Repurchase A Shares and/or H Shares	For	For

CGN Power Co., Ltd.

Meeting Date: 29/05/2024Country: ChinaMeeting 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

COSCO SHIPPING Holdings Co., Ltd.

Meeting Date: 29/05/2024Country: ChinaMeeting 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 and Auditors' Report	For	For
4.1	Approve 2023 Final Profit Distribution Plan and Payment of Final Dividend	For	For
4.2	Approve Proposal of Grant of Authorization to the Board to Determine Details of the 2024 Interim Profit Distribution Plan	For	For
5	Approve Guarantees Mandate Regarding Provision of External Guarantees	For	For
6	Approve PricewaterhouseCoopers as International Auditor and ShineWing Certified Public Accountants, LLP as Domestic Auditor and Authorize Board to Fix Their Remuneration	For	For
7	Authorize Repurchase of Issued A Share Capital	For	For
8	Authorize Repurchase of Issued H Share Capital	For	For
9	Approve Reduction of the Registered Capital and Amend Articles of Association, Rules of Procedures of the Shareholders' General Meeting and Rules of Procedures of the Board of Directors	For	Against
Blended Rationale: A vote against is warranted as shareholder rights are, or could be reduced:- The proposed amendments are not considered to have adequately provided for accountability and transparency to shareholders. Such amendments, if approved, may result in granting the Party Committee legitimate authority to assert undue influence over the board and/or its key committees, compromising their independence and objectivity in decision making and exposing shareholders to governance risks.			
10	Elect Zhang Feng as Director	For	For

COSCO SHIPPING Holdings Co., Ltd.

Meeting Date: 29/05/2024Country: ChinaMeeting Type: Special

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

COSCO SHIPPING Holdings Co., Ltd.

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

Exxon Mobil Corporation

Meeting Date: 29/05/2024Country: USAMeeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Michael J. Angelakis	For	For
1.2	Elect Director Angela F. Braly	For	Against
Blended Rationale: A vote against is warranted as there are ongoing issues with remuneration. A vote against is warranted as the company has not set mid-term GHG emission reductions targets for scopes 1 and 2 AND the company has not set an ambition to achieve net-zero GHG emissions by 2050 for scopes 1 and 2.			
1.3	Elect Director Gregory J. Goff	For	For
1.4	Elect Director John D. Harris, II	For	For
1.5	Elect Director Kaisa H. Hietala	For	For
1.6	Elect Director Joseph L. Hooley	For	For
1.7	Elect Director Steven A. Kandarian	For	For
1.8	Elect Director Alexander A. Karsner	For	For
Blended Rationale: A vote FOR this director nominee is warranted as no material concerns have been identified.			
1.9	Elect Director Lawrence W. Kellner	For	For
Blended Rationale: A vote FOR this director nominee is warranted as no material concerns have been identified.			
1.10	Elect Director Dina Powell McCormick	For	For
1.11	Elect Director Jeffrey W. Ubben	For	For
Blended Rationale: A vote FOR this director nominee is warranted as no material concerns have been identified.			
1.12	Elect Director Darren W. Woods	For	Against
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.			
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

Exxon Mobil Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
Blended Rationale: A vote against is warranted because awards are not subject to performance conditions:- Equity award size is determined by backward-looking performance; no pre-set, forward-looking performance vesting criteria. Exxon's long-term incentive program also remained the same as in prior years. Each NEO received a grant of RSUs, the size of which is determined by the committee' assessment of the prior 10 years of financial and operating performance metrics, as well as an assessment of the company's progress toward strategic objectives.			
4	Revisit Executive Pay Incentives for GHG Emission Reductions	Against	Against
5	Report on Median Gender/Racial Pay Gaps	Against	For
Blended Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from median and adjusted racial/gender pay gap reporting that would allow them to compare and measure the progress of the company's diversity and inclusion initiatives.			
6	Report on Reduced Plastics Demand Impact on Financial Assumptions	Against	For
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 a potential reduction in demand for virgin plastics.			

Legrand SA

Meeting Date: 29/05/2024 Country: France
Meeting Type: Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Allocation of Income and Dividends of EUR 2.09 per Share	For	For
4	Appoint Mazars & Associes as Auditor for the Sustainability Reporting	For	For
5	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	For	For
6	Approve Compensation Report	For	For
7	Approve Compensation of Angeles Garcia-Poveda, Chairwoman of the Board	For	For
8	Approve Compensation of Benoit Coquart, CEO	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
9	Approve Remuneration Policy of Chairwoman of the Board	For	For
10	Approve Remuneration Policy of CEO	For	For
11	Approve Remuneration Policy of Directors	For	For
12	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,300,000	For	For
13	Elect Rekha Mehrotra Menon as Director	For	For
14	Reelect Jean-Marc Chery as Director	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
17	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 200 Million	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 100 Million	For	For
20	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 100 Million	For	For
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18 to 20	For	For
22	Authorize Capitalization of Reserves of Up to EUR 100 Million for Bonus Issue or Increase in Par Value	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
24	Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind	For	For
25	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 18-21 and 23-24 at EUR 200 Million	For	For
26	Amend Article 9.1 of Bylaws Re: Staggering of Directors' Terms of Office	For	For
27	Amend Articles 7.5 and 9.6 of Bylaws to Comply with Legal Changes	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
28	Authorize Filing of Required Documents/Other Formalities	For	For

Meta Platforms, Inc.

Meeting Date: 29/05/2024	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, & governance committee 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 John Arnold	For	For
1.4	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>			
1.5	Elect Director Nancy Killefer	For	For
1.6	Elect Director Robert M. Kimmitt	For	For
1.7	Elect Director Hock E. Tan	For	For
1.8	Elect Director Tracey T. Travis	For	For
1.9	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>			

Meta Platforms, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.10	Elect Director Mark Zuckerberg	For	Withhold
<i>Blended Rationale: 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	Amend Certificate of Incorporation to Limit the Liability of Officers	For	Against
<i>Blended Rationale: A vote against this proposal is warranted, as the company is controlled and decisions regarding the company's response to shareholder litigation would be made by a board that lacks accountability.</i>			
4	Amend Omnibus Stock Plan	For	Against
<i>Blended Rationale: A vote against is warranted because unvested time-based equity awards would accelerate (i.e. not pro-rated for time lapsed) and performance awards vest at the board's discretion or the plan is silent on award vesting.</i>			
5	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>			
6	Report on Generative AI Misinformation and Disinformation Risks	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted. Additional disclosure on how the company intends to manage misinformation and disinformation risks related to generative AI would help shareholders better evaluate the company's approach.</i>			
7	Disclosure of Voting Results Based on Class of Shares	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted, as it appears reasonable that the company would begin differentiating the voting results on a per-class basis to help facilitate improved board accountability at the company.</i>			
8	Report on Human Rights Risks in Non-US Markets	Against	Against
9	Amend Corporate Governance Guidelines	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted, as it would enhance the lead independent director duties.</i>			
10	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>			
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	Commission Third-Party Report on Minimum Age for Social Media Products and Conduct an Advisory Shareholder Vote	Against	Against
13	Report on Political Advertising and Election Cycle Enhanced Actions	Against	Against

Meta Platforms, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
14	Report on Framework to Assess Company Lobbying Alignment with Climate Goals	Against	For
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.			

NXP Semiconductors N.V.

Meeting Date: 29/05/2024 Country: Netherlands
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Adopt Financial Statements and Statutory Reports	For	For
2	Approve Discharge of Board Members	For	For
3a	Reelect Kurt Sievers as Executive Director	For	For
3b	Reelect Annette Clayton as Non-Executive Director	For	For
3c	Reelect Anthony Foxx as Non-Executive Director	For	For
3d	Reelect Moshe Gavrielov as Non-Executive Director	For	For
3e	Reelect Chunyuan Gu as Non-Executive Director	For	For
3f	Reelect Lena Olving as Non-Executive Director	For	For
3g	Reelect Julie Southern as Non-Executive Director	For	For
3h	Reelect Jasmin Staiblin as Non-Executive Director	For	For
3i	Reelect Gregory Summe as Non-Executive Director	For	For
3j	Reelect Karl-Henrik Sundstrom as Non-Executive Director	For	For
4	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	For	For
5	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For
6	Authorize Share Repurchase Program	For	For
7	Approve Cancellation of Ordinary Shares	For	For
8	Ratify Ernst & Young Accountants LLP as Auditors	For	For

NXP Semiconductors N.V.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
9	Approve Remuneration of the Non Executive Members of the Board	For	For
10	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

Publicis Groupe SA

Meeting Date: 29/05/2024

Country: France

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Allocation of Income and Dividends of EUR 3.40 per Share	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For
5	Appoint Grant Thornton as Auditor for the Sustainability Reporting	For	For
6	Approve Compensation Report of Corporate Officers	For	For
7	Approve Compensation of Maurice Levy, Chairman Supervisory Board	For	For
8	Approve Compensation of Arthur Sadoun, Chairman of Management Board	For	For
9	Approve Compensation of Anne-Gabrielle Heilbronner, Management Board Member	For	For
10	Approve Compensation of Michel-Alain Proch, Management Board Member	For	For
11	Approve Remuneration Policy of Chairman of Supervisory Board	For	For
12	Approve Remuneration Policy of Supervisory Board Members	For	For
13	Approve Remuneration Policy of Chairman of Management Board	For	For
14	Approve Remuneration Policy of Management Board Members	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 30 Million	For	For

Publicis Groupe SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 9 Million	For	For
18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 9 Million	For	For
19	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16-18	For	For
20	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	For	For
21	Authorize Capitalization of Reserves of Up to EUR 30 Million for Bonus Issue or Increase in Par Value	For	For
22	Authorize Capital Increase of Up to EUR 9 Million for Future Exchange Offers	For	For
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For
24	Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	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 and Corporate Officers of International Subsidiaries	For	For
27	Change Corporate Purpose and Amend Article 2 of Bylaws Accordingly	For	For
28	Amend Article 4 of Bylaws Re: Duration of Company	For	For
29	Adopt One-Tiered Board Structure and Amend Bylaws Accordingly	For	For
30	Elect Arthur Sadoun as Director	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee serves as the Company's CEO and Chair and no suitable explanation has been given. A lead/senior independent director should also be appointed.</i>			
31	Elect Elisabeth Badinter as Director	For	For
32	Elect Simon Badinter as Director	For	For
33	Elect Jean Charest as Director	For	For
34	Elect Sophie Dulac as Director	For	For
35	Elect Thomas H. Gloer as Director	For	For
36	Elect Marie-Josée Kravis as Director	For	For
37	Elect André Kudelski as Director	For	For

Publicis Groupe SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
38	Elect Suzan LeVine as Director	For	For
39	Elect Antonella Mei-Pochtler as Director	For	For
40	Elect Tidjane Thiam as Director	For	For
41	Approve Remuneration Policy of Chairman and CEO	For	For
42	Approve Remuneration Policy of Directors	For	For
43	Reelect Sophie Dulac as Supervisory Board Member	For	For
44	Reelect Thomas H. Glocer as Supervisory Board Member	For	For
45	Reelect Marie-Josée Kravis as Supervisory Board Member	For	For
46	Reelect Andre Kudelski as Supervisory Board Member	For	For
47	Authorize Filing of Required Documents/Other Formalities	For	For

Shockwave Medical, Inc.

Meeting Date: 29/05/2024 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	Against
<i>Blended Rationale: A vote against is warranted because severance payment is excessive: - Although cash severance arrangements are reasonable and no tax gross-ups are payable, unvested equity awards are single trigger and PSUs will be converted into cash awards based on achievement of the maximum performance level, without compelling rationale disclosed in the merger proxy.</i>			
3	Adjourn Meeting	For	For

Bodycote Plc

Meeting Date: 30/05/2024 Country: United Kingdom
Meeting Type: Annual

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

Bodycote Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Final Dividend	For	For
3	Re-elect Daniel Dayan as Director	For	For
4	Re-elect Patrick Larmon as Director	For	For
5	Re-elect Lili Chahbazi as Director	For	For
6	Re-elect Kevin Boyd as Director	For	For
7	Re-elect Cynthia Gordon as Director	For	For
8	Re-elect Ben Fidler as Director	For	For
9	Elect Beatriz Muntanola as Director	For	For
10	Elect Jim Fairbairn as Director	For	For
11	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
13	Approve Remuneration Report	For	For
14	Authorise Issue of Equity	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
17	Authorise Market Purchase of Ordinary Shares	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Cargotec Oyj

Meeting Date: 30/05/2024

Country: Finland

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
7	Accept Financial Statements and Statutory Reports	For	For
8	Approve Allocation of Income and Dividends of EUR 2.14 Per Class A Share and EUR 2.15 Per Class B Share	For	For
9	Approve Discharge of Board and President	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
10	Approve Remuneration Report (Advisory Vote)	For	Against
<i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company:- The company does not disclose the targets on the STI criteria ex post, nor does the company disclose the achievement level per criteria individually.- The remuneration report does not provide enough disclosure regarding the criteria, the weights, and the performance targets in the Restricted Share Unit program for the CEO, it is only stated that assessment is based on "Strategic goals set by the Board". As such, it is difficult for investors to gauge the stringency of the LTIP. A vote against is warranted because the performance period is less than 3 years:- It is noted that the company's performance share plan is assessed on annual basis. A vote against is warranted because the vesting period is less than 3 years:- The Restricted share unit program vest in two instalments over two years.</i>			
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	Against
<i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company:- The policy does not disclose the performance criteria for long-term incentives in advance. A vote against is warranted because the performance period is less than 3 years:- The proposed remuneration policy does not warrant support because the company operates long-term incentive plans where performance targets are measured annually.</i>			
12	Approve Remuneration of Directors in the Amount of EUR 160,000 for Chairman, EUR 95,000 for Vice Chairman, and EUR 80,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	For	Against
<i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company:- The company is proposing a demerger into two standalone companies under Item 20. Considering the significant increases to the board fees while the company is proposed to be demerged, and the lack of supporting rationale from the nomination committee to support the significant increases, the proposed fees do not warrant support at this time.</i>			
13	Fix Number of Directors at Seven	For	For
14	Reelect Raija-Leena Hankonen-Nybom, Ilkka Herlin and Ritva Sotamaa as Directors; Elect Eric Alstrom, Jukka Moisio, Tuija Pohjolainen-Hiltunen and Luca Sra as New Directors	For	Against
<i>Blended Rationale: A vote AGAINST this proposal is warranted due to Ilkka Herlin being the primary beneficiary from the superior voting rights share structure.</i>			
15	Approve Remuneration of Auditors	For	For
16	Fix Number of Auditors at One	For	For
17	Ratify Ernst & Young as Auditor	For	For
18	Approve Remuneration of Auditor for the Sustainability Reporting	For	For
19	Appoint Ernst & Young as Auditor for the Sustainability Reporting	For	For

Cargotec Oyj

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
20	Approve Partial Demerger	For	For
21	Authorize Share Repurchase Program	For	For
22	Approve Issuance of 952,000 A Shares and 5,448,000 B Shares without Preemptive Rights	For	Against
Blended Rationale: A vote AGAINST this issuance authorization is warranted because it explicitly includes the possibility to issue additional super voting shares.			
23	Approve Charitable Donations of up to EUR 100,000	For	For

D'Ieteren Group

Meeting Date: 30/05/2024 Country: Belgium
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Financial Statements, Allocation of Income, and Dividends of EUR 3.75 per Share	For	For
3	Approve Remuneration Report	For	Against
Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company:- The remuneration report does not provide sufficient disclosure regarding the criteria, the weights and the performance targets in both the short-term and long-term incentive plans (STIP and cash LTIP), only the aggregate monetary achievement is known. As such, it is difficult for investors to gauge the stringency of the STIP.- We note that the CEO's base salary was increased by 10 percent year-to-year. No further background was provided.			
4.1	Approve Discharge of Directors	For	For
4.2	Approve Discharge of Auditors	For	For
5	Reelect Nicolas D'Ieteren as Director	For	For
6	Appoint KPMG as Auditors for the Sustainability Reporting	For	For
7	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	For	For

D'Ieteren Group

Meeting Date: 30/05/2024 Country: Belgium
Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.2	Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	For	Against
Blended Rationale: A vote AGAINST is warranted because the potential increase without preemptive rights of 100 percent of the issued capital is excessive and not in the interest of shareholders.			
1.3	Amend Article 8bis of the Articles of Association	For	Against
Blended Rationale: A vote against is warranted as shareholder rights are, or could be reduced: - The company proposes to amend Article 8bis, Paragraph 2 in line with the proposed resolution under item 1.2, which does not warrant support.			
2	Approve Coordination of Articles of Association	For	Against
Blended Rationale: A vote against is warranted as shareholder rights are, or could be reduced: - Approval of this item would confer full powers to draft the text of the coordination of the company's articles of association and implement amendment under item 1.3, which does not warrant shareholder support.			
3	Authorize Implementation of Approved Resolutions	For	Against
Blended Rationale: Refer to Items 1.2 & 1.3.			

Eramet SA

Meeting Date: 30/05/2024 Country: France
Meeting Type: Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Auditors' Special Report on Related-Party Transactions	For	For
4	Approve Treatment of Losses	For	For
5	Approve Dividends of EUR 1.50 per Share	For	For
6	Reelect Miriam Maes as Director	For	Against
Blended Rationale: A vote against is warranted as the nominee is the Chair of the Audit Committee which is not fully independent. A vote against is warranted as the company has not set mid-term GHG emission reductions targets for scopes 1 and 2 AND the company has not set an ambition to achieve net-zero GHG emissions by 2050 for scopes 1 and 2.			
7	Ratify Appointment of Solenne Lepage as Director Following Resignation of Catherine Ronge	For	For
8	Elect Arnaud Soirat as Director	For	For
9	Approve Remuneration Policy of Directors	For	For

Eramet SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
10	Approve Remuneration Policy of Christel Bories, Chairwoman and CEO	For	Against
<i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - The disclosure of the LTIP is limited. - TSR criterion: it is not indicated whether the allocation will be linear or non-existent if the company is ranked below the first quartile. - EBITDA criterion: this criterion is assessed yearly over three consecutive years. Without further disclosure, it's impossible to assess if this criterion is long term oriented enough (overperformance, offset, etc.) A vote against is warranted because severance payment is excessive: - The severance package could be paid whereas the average bonus would correspond to an amount 65 percent below the target for the three last FY. As a result, ISS considers that the performance conditions are set in a manner that the severance payment could not avoid pay for failure.</i>			
11	Approve Compensation Report	For	For
12	Approve Compensation of Christel Bories, Chairwoman and CEO	For	Against
<i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - The company fails to disclose detailed achievement levels of performance conditions of the LTIPs. - The level of disclosure of the vesting scales for the performance criteria of the LTIP granted is limited. - The disclosure on the assessment of the achievements level of performance criteria of the bonus is limited.</i>			
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	Against
<i>Blended Rationale: This resolution warrants a vote AGAINST as the share repurchase program can be continued during a takeover period.</i>			
14	Appoint KPMG SA as Auditor for the Sustainability Reporting	For	For
15	Appoint Grant Thornton as Auditor for the Sustainability Reporting	For	For
16	Approve Company's Climate Transition Plan (Advisory)	For	For
17	Authorize up to 790,000 Shares for Use in Restricted Stock Plans	For	For
18	Authorize Filing of Required Documents/Other Formalities	For	For

Ferguson Plc

Meeting Date: 30/05/2024

Country: Jersey

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Change Jurisdiction of Incorporation from Jersey to Delaware	For	For
2.A	Amend Articles	For	For
2.B	Permit Board to Amend Bylaws Without Shareholder Consent	For	For
2.C	Authorize Board to Fill Vacancies	For	For
2.D	Provide Right to Call a Special Meeting	For	Against
<i>Blended Rationale: A vote AGAINST this proposal is warranted as it is unclear how a higher ownership threshold to call a special meeting would be beneficial for shareholders.</i>			

Ferguson Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2.E	Amend Certificate of Incorporation to Limit the Liability of Officers	For	For
2.F	Amend Exclusive Forum Provision	For	For
2.G	Authorize New Class of Preferred Stock	For	Against
<i>Blended Rationale: A vote AGAINST this proposal is warranted because the board has not specifically stated that the shares may not be used for antitakeover purposes in the future.</i>			
2.H	Authorize a New Class of Common Stock	For	For

WNS (Holdings) Limited

Meeting Date: 30/05/2024 **Country:** Jersey
Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Authorize Share Repurchase Program	For	For
2	Authorize Share Repurchase Program	For	For

Accor SA

Meeting Date: 31/05/2024 **Country:** France
Meeting Type: Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	For	For
3	Approve Allocation of Income and Dividends of EUR 1.18 per Share	For	For
4	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	For	For
5	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,440,000	For	For

Accor SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6	Approve Compensation Report of Corporate Officers	For	Against
<i>Blended Rationale: A vote against is warranted as there is a lack of responsiveness following shareholder dissent in the past few years. Although the company has engaged with shareholders on this, concerns remain, particularly regarding the ability to exercise discretion and the possibility of compensation between criteria.</i>			
7	Approve Compensation of Sebastien Bazin, Chairman and CEO	For	Against
<i>Blended Rationale: A vote against is warranted because the performance conditions have been amended retrospectively:- The 2020 LTIP vested at 95.7 percent and the 2021 LTIP will vest at 100 percent, even though vesting for the TSR criterion is 0 percent for both plans and represents 30 percent of the total weighting for both plans. Therefore, there is significant compensation between the criteria of the 2020 and 2021 LTIPs. Moreover, the level of achievement of the performance criteria of the 2020 LTIP were on the internal budget revised in June 2020 in order to replace the financial conditions for the year 2020, as the board discretionarily modified the requirements of both plans (due to the Healthcare crisis context). The company does not provide any additional information and it is impossible to compare what would have been the payout of the criteria on the initial budget.</i>			
8	Approve Remuneration Policy of Chairman and CEO	For	For
9	Approve Remuneration Policy of Directors	For	For
10	Approve Transaction with Rubyrock Co. Limited Re: Agreement for an Off-market Buyback	For	For
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	Against
<i>Blended Rationale: This resolution warrants a vote AGAINST as the share repurchase program can be continued during a takeover period.</i>			
12	Approve Contribution in Kind of 283,476,190 Shares from Accor Luxury & Lifestyle SAS, its Valuation and Remuneration	For	For
13	Authorize Board to Issue Free Warrants with Preemptive Rights During a Public Tender Offer	For	Against
<i>Blended Rationale: A vote AGAINST this form of antitakeover mechanism is warranted, despite the explanations, rationale and process disclosed by the company.</i>			
14	Authorize Filing of Required Documents/Other Formalities	For	For

Amgen Inc.

Meeting Date: 31/05/2024

Country: USA

Meeting Type: Annual

Amgen Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Wanda M. Austin	For	For
1b	Elect Director Robert A. Bradway	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 Michael V. Drake	For	For
1d	Elect Director Brian J. Druker	For	For
1e	Elect Director Robert A. Eckert	For	For
1f	Elect Director Greg C. Garland	For	For
1g	Elect Director Charles M. Holley, Jr.	For	For
1h	Elect Director S. Omar Ishrak	For	For
1i	Elect Director Tyler Jacks	For	For
1j	Elect Director Mary E. Klotman	For	For
1k	Elect Director Ellen J. Kullman	For	For
1l	Elect Director Amy E. Miles	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Amend Omnibus Stock Plan	For	Against
<i>Blended Rationale: A vote against is warranted because unvested time-based equity awards would accelerate (i.e. not pro-rated for time lapsed) and performance would be settled at target.</i>			
4	Ratify Ernst & Young LLP as Auditors	For	For

Ennoconn Corp.

Meeting Date: 31/05/2024Country: TaiwanMeeting 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

Hon Hai Precision Industry Co., Ltd.

Meeting Date: 31/05/2024Country: TaiwanMeeting Type: Annual

Hon Hai Precision Industry Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Business Report and Financial Statements	For	For
2	Approve Plan on Profit Distribution	For	For
3	Approve Release of Restrictions of Competitive Activities of Directors	For	For

Li Auto Inc.

Meeting Date: 31/05/2024 Country: Cayman Islands
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Elect Director Xing Wang	For	For
3	Elect Director Zhenyu Jiang	For	Against
<i>Blended Rationale: A vote against is warranted as there is a lack of diversity on the board. A vote against is warranted as the company has not provided adequate disclosure in accordance with a recognised climate-related disclosure framework. A vote against is warranted as the company has not set mid-term GHG emission reductions targets for scopes 1 and 2 and the company has not set an ambition to achieve net-zero GHG emissions by 2050 for scopes 1 and 2. Note that Abstain is not a valid vote option, hence the Against.</i>			
4	Authorize Board to Fix Remuneration of Directors	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 Share Repurchase Program	For	For
7	Authorize Reissuance of Repurchased Shares	For	Against
<i>Blended Rationale: A vote AGAINST these resolutions is warranted for the following:- The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration.- The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>			
8	Approve PricewaterhouseCoopers and PricewaterhouseCoopers Zhong Tian LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For

Poste Italiane SpA

Meeting Date: 31/05/2024 Country: Italy
Meeting Type: Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Allocation of Income	For	For
3	Approve Remuneration Policy	For	For
4	Approve Second Section of the Remuneration Report	For	For
5	Approve Equity-Based Incentive Plans	For	For
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service the Equity Based Incentive Plans	For	For
1.1	Amend Company Bylaws Re: Article 4	For	For
1.2	Amend Company Bylaws Re: Article 11	For	Against
Blended Rationale: A vote against is warranted as shareholder rights are, or could be reduced.			
1.3	Amend Company Bylaws Re: Article 12	For	For
1.4	Amend Company Bylaws Re: Article 14	For	For
1.5	Amend Company Bylaws Re: Article 16	For	Against
Blended Rationale: A vote against is warranted as shareholder rights are, or could be reduced.			
1.6	Amend Company Bylaws Re: Article 20	For	For

Synnex Technology International Corp.

Meeting Date: 31/05/2024Country: TaiwanMeeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements	For	For
2	Approve Plan on Profit Distribution	For	For
3	Approve Amendments to Articles of Association	For	For
4	Amend Trading Procedures Governing Derivatives Products	For	For
5	Approve Amendments to Rules and Procedures Regarding Shareholder's General Meeting	For	For
6.1	Elect MIAU, MATTHEW FENG CHIANG, a REPRESENTATIVE of MEI-FENG INVESTMENT CORPORATION, with SHAREHOLDER NO.249508, as Non-Independent Director	For	For

Synnex Technology International Corp.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6.2	Elect TU SHU-WU, with SHAREHOLDER NO.99, as Non-Independent Director	For	For
6.3	Elect CHOU THE-CHIEN, a REPRESENTATIVE of MITAC INC., with SHAREHOLDER NO.2, as Non-Independent Director	For	For
6.4	Elect YANG HSIANG-YUN, a REPRESENTATIVE of TSU FUNG INVESTMENT CORP., with SHAREHOLDER NO.100264, as Non-Independent Director	For	For
6.5	Elect TU SHU-CHYUAN, a REPRESENTATIVE of HONG DING INVESTMENTS CORP., with SHAREHOLDER NO.18325, as Non-Independent Director	For	For
6.6	Elect SCOTT-MATTHEW MIAU, a REPRESENTATIVE of Y.S. EDUCATION FOUNDATION, with SHAREHOLDER NO.170858, as Non-Independent Director	For	For
6.7	Elect HSUAN CHIEN-SHEN, with ID NO.A102948XXX, as Independent Director	For	For
6.8	Elect LING-LONG SHEN, with ID NO.X100005XXX, as Independent Director	For	For
6.9	Elect CHUNG HUI-MIN, with ID NO.A122001XXX, as Independent Director	For	For
7	Approve Release of Restrictions of Competitive Activities of Directors	For	For

Source: Artemis, Institutional Shareholder Services (ISS)

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