

Voting November 2022

REPORTING PERIOD: 01/11/2022 to 30/11/2022

Voting Statistics

	Total	Percent
Votable Meetings	36	
Meetings Voted	35	97.22%
Meetings with One or More Votes Against Management	5	13.89%
Votable Ballots	127	
Ballots Voted	120	94.49%

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	341		0		341	
Proposals Voted	337	98.83%	0	0.00%	337	98.83%
FOR Votes	316	92.67%	0	0.00%	316	92.67%
AGAINST Votes	5	1.47%	0	0.00%	5	1.47%
ABSTAIN Votes	1	0.29%	0	0.00%	1	0.29%
WITHHOLD Votes	14	4.11%	0	0.00%	14	4.11%
Votes WITH Management	317	92.96%	0	0.00%	317	92.96%
Votes AGAINST Management	20	5.87%	0	0.00%	20	5.87%

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.

Vistry Group Plc

Meeting Date: 01/11/2022

Country: United Kingdom

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Matters Relating to the Recommended Cash and Share Combination of Vistry Group plc and Countryside Partnerships plc	For	For
2	Authorise Issue of Equity in Connection with the Combination	For	For

NCC Group Plc

Meeting Date: 02/11/2022

Country: United Kingdom

Meeting Type: Annual

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

NCC Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Reappoint KPMG LLP as Auditors	For	For
5	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
6	Elect Mike Maddison as Director	For	For
7	Re-elect Chris Stone as Director	For	For
8	Re-elect Chris Batterham as Director	For	For
9	Elect Julie Chakraverty as Director	For	For
10	Re-elect Jennifer Duvalier as Director	For	For
11	Re-elect Mike Ettling as Director	For	For
12	Re-elect Tim Kowalski as Director	For	For
13	Elect Lynn Fordham as Director	For	For
14	Authorise Issue of Equity	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
17	Authorise Market Purchase of Ordinary Shares	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
19	Authorise UK Political Donations and Expenditure	For	For
20	Approve UK Sharesave Plan	For	For
21	Approve International Sharesave Plan	For	For
22	Approve US Incentive Stock Option Plan	For	For
23	Approve US Employee Stock Purchase Plan	For	For

Power Grid Corporation of India Limited

Meeting Date: 03/11/2022

Country: India

Meeting Type: Extraordinary Shareholders

Power Grid Corporation of India Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Appointment of Ravindra Kumar Tyagi as Director (Operations) (Whole Time Director)	For	For
2	Approve Appointment of G. Ravisankar as Director (Finance) (Whole Time Director)	For	For
3	Elect Mohammad Afzal as Government Nominee Director	For	For

RPS Group Plc

Meeting Date: 03/11/2022 **Country:** United Kingdom
Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Matters Relating to the Recommended Cash Acquisition of RPS Group plc by Tetra Tech UK Holdings Limited	For	For

RPS Group Plc

Meeting Date: 03/11/2022 **Country:** United Kingdom
Meeting Type: Court

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

Samsung Electronics Co., Ltd.

Meeting Date: 03/11/2022 **Country:** South Korea
Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Heo Eun-nyeong as Outside Director	For	For

Samsung Electronics Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.2	Elect Yoo Myeong-hui as Outside Director	For	For

DFS Furniture Plc

Meeting Date: 04/11/2022

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3	Approve Remuneration Report	For	For
4	Re-elect Tim Stacey as Director	For	For
5	Re-elect Alison Hutchinson as Director	For	For
6	Re-elect Jo Boydell as Director	For	For
7	Re-elect Steve Johnson as Director	For	For
8	Re-elect Jane Bednall as Director	For	For
9	Re-elect Loraine Martins as Director	For	For
10	Reappoint KPMG LLP as Auditors	For	For
11	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
12	Authorise Issue of Equity	For	For
13	Authorise Issue of Equity without Pre-emptive Rights	For	For
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
15	Authorise Market Purchase of Ordinary Shares	For	For
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

DFS Furniture Plc

Meeting Date: 04/11/2022

Country: United Kingdom

Meeting Type: Special

DFS Furniture Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Matters Relating to the Relevant Distributions	None	For

Qantas Airways Limited

Meeting Date: 04/11/2022

Country: Australia

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2.1	Elect Richard Goyder as Director	For	For
2.2	Elect Maxine Brenner as Director	For	For
2.3	Elect Jacqueline Hey as Director	For	For
3.1	Approve Participation of Alan Joyce in the Recovery Retention Plan	For	Against

Blended Rationale: A vote AGAINST the grant of Recovery Retention Plan (RRP) rights to the CEO (Item 3.1) is warranted. The RRP award replaces the annual STI award and has three key performance goals linked to the company's three-year recovery plan that commenced in FY21. The primary concern for shareholders relates to the adequacy of the performance targets that have been set. The company has indicated they are on track to be achieved ensuring full vesting and this has been confirmed in the company's October 2022 Market Update. Key shareholder concerns include: • The quantum of the award is considered to be high relative to market, • While all of the underlying performance goals must be met for vesting to occur the company has disclosed that each measure is on track to be achieved or exceeded, • The three measures are subject to cliff vesting without any sliding scale (threshold to maximum levels) to align more closely with the degree of performance, and • Shareholders are being given a false choice because even if approval is not given the company intends to make cash equivalent award payment rather than equity.

3.2	Approve Participation of Alan Joyce in the Long-Term Incentive Plan	For	For
4	Approve Remuneration Report	For	For

Sancus Lending Group Ltd

Meeting Date: 07/11/2022

Country: Guernsey

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Adopt the Articles of Incorporation	For	For

Sancus Lending Group Ltd

Meeting Date: 07/11/2022

Country: Guernsey

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Adopt the Articles of Incorporation	For	For
2	Authorise Purchase of Redeemable Zero Dividend Preference Shares Pursuant to the Tender Offer	For	For

Sembcorp Industries Ltd.

Meeting Date: 08/11/2022

Country: Singapore

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Proposed Sale	For	For

Automatic Data Processing, Inc.

Meeting Date: 09/11/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Peter Bisson	For	For
1b	Elect Director David V. Goeckeler	For	For
1c	Elect Director Linnie M. Haynesworth	For	For
1d	Elect Director John P. Jones	For	For
1e	Elect Director Francine S. Katsoudas	For	For
1f	Elect Director Nazzic S. Keene	For	For
1g	Elect Director Thomas J. Lynch	For	For
1h	Elect Director Scott F. Powers	For	For
1i	Elect Director William J. Ready	For	For
1j	Elect Director Carlos A. Rodriguez	For	For
1k	Elect Director Sandra S. Wijnberg	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

Automatic Data Processing, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Ratify Deloitte & Touche LLP as Auditors	For	For
4	Amend Qualified Employee Stock Purchase Plan	For	For

Redrow Plc

Meeting Date: 11/11/2022

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3	Re-elect Richard Akers as Director	For	For
4	Re-elect Matthew Pratt as Director	For	For
5	Re-elect Barbara Richmond as Director	For	For
6	Re-elect Nicky Dulieu as Director	For	For
7	Elect Oliver Tant as Director	For	For
8	Reappoint KPMG LLP as Auditors	For	For
9	Authorise Board to Fix Remuneration of Auditors	For	For
10	Approve Remuneration Report	For	For
11	Authorise Issue of Equity	For	For
12	Authorise Issue of Equity without Pre-emptive Rights	For	For
13	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
14	Authorise Market Purchase of Ordinary Shares	For	For
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Oracle Corporation

Meeting Date: 16/11/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Awo Ablo	For	For
1.2	Elect Director Jeffrey S. Berg	For	Withhold
<i>Blended Rationale: A vote WITHHOLD is warranted due to concerns over poor corporate governance practices: - WITHHOLD votes are warranted from incumbent Governance Committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. - WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.</i>			
1.3	Elect Director Michael J. Boskin	For	Withhold
<i>Blended Rationale: A vote WITHHOLD is warranted due to concerns over poor corporate governance practices: - WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.</i>			
1.4	Elect Director Safra A. Catz	For	Withhold
<i>Blended Rationale: Please refer to Item 1.3.</i>			
1.5	Elect Director Bruce R. Chizen	For	Withhold
<i>Blended Rationale: Please refer to Item 1.2.</i>			
1.6	Elect Director George H. Conrades	For	Withhold
<i>Blended Rationale: Please refer to Item 1.3.</i>			
1.7	Elect Director Lawrence J. Ellison	For	Withhold
<i>Blended Rationale: Please refer to Item 1.3.</i>			
1.8	Elect Director Rona A. Fairhead	For	Withhold
<i>Blended Rationale: Please refer to Item 1.3.</i>			
1.9	Elect Director Jeffrey O. Henley	For	Withhold
<i>Blended Rationale: Please refer to Item 1.3.</i>			
1.10	Elect Director Renee J. James	For	Withhold
<i>Blended Rationale: Please refer to Item 1.3.</i>			
1.11	Elect Director Charles W. Moorman	For	Withhold
<i>Blended Rationale: Please refer to Item 1.3.</i>			
1.12	Elect Director Leon E. Panetta	For	Withhold
<i>Blended Rationale: Please refer to Item 1.2.</i>			
1.13	Elect Director William G. Parrett	For	Withhold
<i>Blended Rationale: Please refer to Item 1.2.</i>			
1.14	Elect Director Naomi O. Seligman	For	Withhold
<i>Blended Rationale: Please refer to Item 1.3.</i>			
1.15	Elect Director Vishal Sikka	For	Withhold
<i>Blended Rationale: Please refer to Item 1.3.</i>			

Oracle Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
<i>Blended Rationale: A vote against is warranted because awards are not subject to performance conditions: - Other NEOs continued to receive an annual equity grant solely in time-vested equity. Citing "undesirable incentives," and the compliance nature of their roles, NEOs Screven and Daley's annual equity grants lack pre-set performance criteria and vest solely along the passage of time. Screven and Daley's time-vested RSUs for FY22 were valued at \$17.3 million and \$13.0 million, respectively. A vote against is warranted due to a lack of disclosure provided by the company: - Although the annual bonus program for the CEO and Executive Chairman utilizes a pre-set objective growth goal, there is only limited disclosure regarding the year-over-year changes in the target opportunity for that goal.</i>			
3	Ratify Ernst & Young LLP as Auditors	For	For

Performance Food Group Company

Meeting Date: 16/11/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director George L. Holm	For	For
1b	Elect Director Manuel A. Fernandez	For	For
1c	Elect Director Barbara J. Beck	For	For
1d	Elect Director William F. Dawson, Jr.	For	For
1e	Elect Director Laura Flanagan	For	For
1f	Elect Director Matthew C. Flanigan	For	For
1g	Elect Director Kimberly S. Grant	For	For
1h	Elect Director Jeffrey M. Overly	For	For
1i	Elect Director David V. Singer	For	For
1j	Elect Director Randall N. Spratt	For	For
1k	Elect Director Warren M. Thompson	For	For
2	Ratify Deloitte & Touche LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Advisory Vote on Say on Pay Frequency	One Year	One Year

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

Petra Diamonds Ltd.

Meeting Date: 16/11/2022

Country: Bermuda

Meeting Type: Annual

Petra Diamonds Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Reappoint BDO LLP as Auditors	For	For
4	Amend Remuneration Policy and Company's 2021 Performance Share Plan	For	For
5	Authorise Board to Fix Remuneration of Auditors	For	For
6	Re-elect Peter Hill as Director	For	For
7	Re-elect Richard Duffy as Director	For	For
8	Re-elect Jacques Breytenbach as Director	For	For
9	Re-elect Varda Shine as Director	For	For
10	Re-elect Octavia Matloa as Director	For	For
11	Re-elect Bernard Pryor as Director	For	For
12	Re-elect Deborah Gudgeon as Director	For	For
13	Re-elect Alexandra Watson as Director	For	For
14	Re-elect Johannes Bhatt as Director	For	For
15	Elect Jon Dudas as Director	For	For
16	Authorise Issue of Equity	For	For
17	Amend Company's Bye-Laws	For	For
18	Approve Reduction of Share Premium Account	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	For	For

Smiths Group Plc

Meeting Date: 16/11/2022

Country: United Kingdom

Meeting Type: Annual

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

Smiths Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Elect Richard Howes as Director	For	For
5	Elect Clare Scherrer as Director	For	For
6	Re-elect Sir George Buckley as Director	For	For
7	Re-elect Pam Cheng as Director	For	For
8	Re-elect Dame Ann Dowling as Director	For	For
9	Re-elect Karin Hoeing as Director	For	For
10	Re-elect Paul Keel as Director	For	For
11	Re-elect William Seeger as Director	For	For
12	Re-elect Mark Seligman as Director	For	For
13	Re-elect Noel Tata as Director	For	For
14	Reappoint KPMG LLP as Auditors	For	For
15	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	For	For
16	Authorise Issue of Equity	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
19	Authorise Market Purchase of Ordinary Shares	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
21	Authorise UK Political Donations and Expenditure	For	For

Grupo Bimbo SAB de CV

Meeting Date: 17/11/2022

Country: Mexico

Meeting Type: Ordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Dividends of MXN 0.65 Per Share	For	For
2	Authorize Board to Ratify and Execute Approved Resolutions	For	For

JD Wetherspoon Plc

Meeting Date: 17/11/2022

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Re-elect Tim Martin as Director	For	For
4	Re-elect John Hutson as Director	For	For
5	Re-elect Ben Whitley as Director	For	For
6	Re-elect Debra Van Gene as Director	For	For
7	Re-elect Harry Morley as Director	For	For
8	Re-elect Ben Thorne as Director	For	For
9	Elect James Ullman as Director	For	For
10	Elect Hudson Simmons as Director	For	For

Blended Rationale: A vote FOR the election of Hudson Simmons is warranted although this is not without concern because Hudson Simmons is a non-independent, employee director. The independence level on the Board is not considered sufficient, and the appointment of non-independent directors is a concern in that context. However, the engagement of employee directors could be seen to be as positive in terms of employee relations, the interests of stakeholders, and against the backdrop of macro-economic headwinds, which disproportionately effect employees over directors, especially in the hospitality sector.

11	Elect Debbie Whittingham as Director	For	For
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Blended Rationale: A vote FOR the election of Debbie Whittingham is warranted although this is not without concern because Debbie Whittingham is a non-independent, employee director. The independence level on the Board is not considered sufficient, and the appointment of non-independent directors is a concern in that context. However, the engagement of employee directors could be seen to be as positive in terms of employee relations, the interests of stakeholders, and against the backdrop of macro-economic headwinds, which disproportionately effect employees over directors, especially in the hospitality sector.

12	Reappoint Grant Thornton UK LLP as Auditors and Authorise Their Remuneration	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

Just Eat Takeaway.com NV

Meeting Date: 18/11/2022

Country: Netherlands

Meeting Type: Extraordinary Shareholders

Just Eat Takeaway.com NV

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Disposal by Just Eat Holding of its Interest in the Issued and Outstanding Capital of Each of the iFood Companies to Movile	For	For
3	Approve Transfer of Company's Listing Category on the Official List from Premium Listing (Commercial Company) to Standard Listing (Shares)	For	For
4a	Reelect Jorg Gerbig to Management Board	For	For
4b	Elect Andrew Kenny to Management Board	For	For
5a	Elect Mieke De Schepper to Supervisory Board	For	For
5b	Elect Dick Boer to Supervisory Board	For	For

The Estee Lauder Companies Inc.

Meeting Date: 18/11/2022

Country: USA

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Ronald S. Lauder	For	For
1b	Elect Director William P. Lauder	For	For
1c	Elect Director Richard D. Parsons	For	For
1d	Elect Director Lynn Forester de Rothschild	For	For
1e	Elect Director Jennifer Tejada	For	For
1f	Elect Director Richard F. Zannino	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Abstain

Blended Rationale: An abstention is warranted as there is concern about the CEO's long term incentives which are 71% time-based and only 29% performance related. However, longer term operating performance has been strong and short term incentives are linked to ROIC, diluted EPS, OP margin and net sales.

Alfen NV

Meeting Date: 21/11/2022

Country: Netherlands

Meeting Type: Extraordinary Shareholders

Alfen NV

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Elect Jeanine van der Vlist to Supervisory Board	For	For

u-blox Holding AG

Meeting Date: 21/11/2022

Country: Switzerland

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Karin Sonnenmoser as Director	For	For
1.2	Elect Elke Eckstein as Director	For	For
2	Transact Other Business (Voting)	For	Against

Blended Rationale: A vote against is warranted because details of other business are not disclosed.

Origin Enterprises Plc

Meeting Date: 22/11/2022

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 Gary Britton as Director	For	For
3b	Re-elect Aidan Connolly as Director	For	For
3c	Re-elect Sean Coyle as Director	For	For
3d	Re-elect TJ Kelly as Director	For	For
3e	Re-elect Helen Kirkpatrick as Director	For	For
3f	Re-elect Christopher Richards as Director	For	For
3g	Re-elect Lesley Williams as Director	For	For
3h	Elect Alan Ralph as Director	For	For
4	Authorise Board to Fix Remuneration of Auditors	For	For

Origin Enterprises Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5	Approve Remuneration Report	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
8a	Authorise Market Purchase of Ordinary Shares	For	For
8b	Authorise Reissuance Price Range at which Treasury Shares May be Re-issued Off-Market	For	For
9	Amend Articles of Association to Increase the Limit on the Aggregate Basic Fee Payable to Non-executive Director	For	For

Wilmington plc

Meeting Date: 23/11/2022

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Re-elect Martin Morgan as Director	For	For
5	Re-elect Mark Milner as Director	For	For
6	Re-elect William Macpherson as Director	For	For
7	Re-elect Paul Dollman as Director	For	For
8	Re-elect Helen Sachdev as Director	For	For
9	Re-elect Guy Millward as Director	For	For
10	Reappoint Grant Thornton UK LLP as Auditors	For	For
11	Authorise Board to Fix Remuneration of Auditors	For	For
12	Authorise Issue of Equity	For	For
13	Authorise Issue of Equity without Pre-emptive Rights	For	For
14	Authorise Market Purchase of Ordinary Shares	For	For

Wilmington plc

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

PZ Cussons Plc

Meeting Date: 24/11/2022

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Re-elect Jonathan Myers as Director	For	For
5	Re-elect Sarah Pollard as Director	For	For
6	Re-elect Caroline Silver as Director	For	For
7	Re-elect Kirsty Bashforth as Director	For	For
8	Re-elect Dariusz Kucz as Director	For	For
9	Re-elect John Nicolson as Director	For	For
10	Re-elect Jeremy Townsend as Director	For	For
11	Re-elect Jitesh Sodha as Director	For	For
12	Re-elect Valeria Juarez 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 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

Industrial and Commercial Bank of China Limited

Meeting Date: 25/11/2022

Country: China

Meeting Type: Extraordinary Shareholders

Industrial and Commercial Bank of China Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Payment Plan of Remuneration to Directors for 2021	For	For
2	Approve Payment Plan of Remuneration to Supervisors for 2021	For	For
3	Elect Lu Yongzhen as Director	For	For
4	Approve Application for Temporary Authorization Limit for External Donations	For	For
5	Approve Issuance of Undated Additional Tier 1 Capital Bonds	For	For
6	Amend Rules and Procedures Regarding General Meetings of Shareholders	For	Against
<i>Blended Rationale: A vote against is warranted as shareholder rights are, or could be reduced: - The bank has a track record of calling a shareholder meeting with short notice, and the proposed amendments would enable the bank to call general meetings with shorter notice period.</i>			
7	Amend Rules and Procedures Regarding Meetings of Board of Directors	For	Against
<i>Blended Rationale: A vote against is warranted as shareholder rights are, or could be reduced: - The proposed amendments are not considered to adequately provide for accountability and transparency to shareholders.</i>			

ScS Group Plc

Meeting Date: 25/11/2022

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
5	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
6	Re-elect Alan Smith as Director	For	For
7	Re-elect Steve Carson as Director	For	For
8	Re-elect Chris Muir as Director	For	For
9	Re-elect Ronald McMillan as Director	For	For
10	Re-elect Angela Luger as Director	For	For

ScS Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
11	Elect Carol Kavanagh as Director	For	For
12	Authorise Issue of Equity	For	For
13	Authorise UK Political Donations and Expenditure	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	For	For
15	Authorise Market Purchase of Ordinary Shares	For	For

CNOOC Limited

Meeting Date: 29/11/2022 **Country:** Hong Kong
Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Non-exempt Continuing Connected Transactions	For	For
2	Approve Proposed Caps for Each Category of Non-exempt Continuing Connected Transactions	For	For

Esken Limited

Meeting Date: 29/11/2022 **Country:** Guernsey
Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Authorise the Directors to Permit the Aggregate Borrowings of the Group to Exceed the Borrowing Limit	For	For

Grupo Financiero Banorte SAB de CV

Meeting Date: 29/11/2022 **Country:** Mexico
Meeting Type: Ordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Approve Cash Dividends of MXN 5.81 Per Share	For	For

Grupo Financiero Banorte SAB de CV

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.2	Approve Dividend to Be Paid on Dec. 8, 2022	For	For
2	Set Aggregate Nominal Amount of Share Repurchase Reserve	For	For
3	Authorize Board to Ratify and Execute Approved Resolutions	For	For

Grupo Financiero Banorte SAB de CV

Meeting Date: 29/11/2022

Country: Mexico

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Approve Incorporation of Banco Bineo S.A., Institucion de Banca Multiple, Grupo Financiero Banorte as Financial Entity Member of Grupo Financiero Banorte S.A.B. de C.V.	For	For
1.2	Amend Article 2 Re: Incorporation of Banco Bineo S.A., Institucion de Banca Multiple, Grupo Financiero Banorte as Financial Entity Member of Grupo Financiero Banorte S.A.B. de C.V.	For	For
1.3	Resolutions of Previous Item 1.1 of this Agenda will be Subject to Approval from Corresponding Regulatory Authorities	For	For
2.1	Approve Modifications of Sole Responsibility Agreement	For	For
2.2	Resolutions of Previous Item 2.1 of this Agenda will be Subject to Approval from Corresponding Regulatory Authorities	For	For
3	Authorize Board to Ratify and Execute Approved Resolutions	For	For

Dunelm Group Plc

Meeting Date: 30/11/2022

Country: United Kingdom

Meeting Type: Annual

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

Dunelm Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Re-elect Sir Will Adderley as Director	For	For
4	Re-elect Nick Wilkinson as Director	For	For
5	Elect Karen Witts as Director	For	For
6	Re-elect Andy Harrison as Director	For	For
7	Re-elect Andy Harrison as Director (Independent Shareholder Vote)	For	For
8	Re-elect Marion Sears as Director	For	For
9	Re-elect Marion Sears as Director (Independent Shareholder Vote)	For	For
10	Re-elect Ian Bull as Director	For	For
11	Re-elect Ian Bull as Director (Independent Shareholder Vote)	For	For
12	Re-elect Arja Taaveniku as Director	For	For
13	Re-elect Arja Taaveniku as Director (Independent Shareholder Vote)	For	For
14	Re-elect William Reeve as Director	For	For
15	Re-elect William Reeve as Director (Independent Shareholder Vote)	For	For
16	Re-elect Peter Ruis as Director	For	For
17	Re-elect Peter Ruis as Director (Independent Shareholder Vote)	For	For
18	Re-elect Vijay Talwar as Director	For	For
19	Re-elect Vijay Talwar as Director (Independent Shareholder Vote)	For	For
20	Elect Kelly Devine as Director	For	For
21	Elect Kelly Devine as Director (Independent Shareholder Vote)	For	For
22	Elect Alison Brittain as Director	For	For
23	Elect Alison Brittain as Director (Independent Shareholder Vote)	For	For
24	Approve Remuneration Report	For	For
25	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
26	Authorise Board to Fix Remuneration of Auditors	For	For
27	Authorise Issue of Equity	For	For
28	Authorise Issue of Equity without Pre-emptive Rights	For	For
29	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
30	Authorise Market Purchase of Ordinary Shares	For	For

Dunelm Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
31	Approve Waiver of Rule 9 of the Takeover Code	For	For
32	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
33	Adopt New Articles of Association	For	For

Ferguson Plc

Meeting Date: 30/11/2022

Country: Jersey

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3.1	Re-elect Kelly Baker as Director	For	For
3.2	Re-elect Bill Brundage as Director	For	For
3.3	Re-elect Geoff Drabble as Director	For	For
3.4	Re-elect Catherine Halligan as Director	For	For
3.5	Re-elect Brian May as Director	For	For
3.6	Re-elect Kevin Murphy as Director	For	For
3.7	Re-elect Alan Murray as Director	For	For
3.8	Re-elect Tom Schmitt as Director	For	For
3.9	Re-elect Nadia Shouraboura as Director	For	For
3.10	Re-elect Suzanne Wood as Director	For	For
4	Reappoint Deloitte LLP as Auditors	For	For
5	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
6	Authorise UK Political Donations and Expenditure	For	For
7	Authorise Issue of Equity	For	For
8	Approve Non-Employee Director Incentive Plan	For	For
9	Authorise Issue of Equity without Pre-emptive Rights	For	For
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
11	Authorise Market Purchase of Ordinary Shares	For	For

Ferguson Plc

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

Source: Artemis, Institutional Shareholder Services (ISS)

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

6th Floor, Exchange Plaza
Edinburgh EH3 9BY

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