

Mars 2026

DOCUMENT
REGLEMENTAIRE

Rapport de vote

MANSARTIS AMÉRIQUE ISR

RAPPORT SUR L'EXERCICE DES DROITS DE VOTE AU 31 DECEMBRE 2025

Conformément aux dispositions prévues par l'article L.533-22 du Code Monétaire Financier, Mansartis Gestion établit annuellement un rapport relatif à l'exercice des droits de vote attachés aux titres détenus par les OPC dont elle assure la gestion financière. Ces rapports sont établis dans les quatre mois suivant la clôture de l'exercice.

Ce rapport indique :

- Le nombre de sociétés dans lesquelles Mansartis a exercé les droits de vote.
- Les votes contre les recommandations du management détaillés par thématique.
- Les potentielles situations de conflit d'intérêts identifiées par Mansartis dans le cadre de l'exercice des droits de vote.

1. Les principes de la politique de vote

Conformément à sa politique d'exercice des droits de vote, Mansartis exerce les droits de vote qui sont attachés aux titres détenus par les OPC dont elle assure la gestion financière. En 2019, Mansartis a renforcé son rôle d'investisseur responsable par, notamment, la mise en place d'une politique de vote sur l'ensemble des titres quel que soit le nombre de titres détenus et quelle que soit la zone géographique. En 2018, Mansartis Gestion ne votait pas pour les sociétés ayant leur siège social à l'étranger.

Mansartis a ainsi décidé de s'appuyer sur l'expertise et les services d'un proxy-voter en 2019 en nouant un partenariat avec le leader mondial en la matière : ISS – Institutional Shareholder Services. Mansartis s'appuie sur la politique formalisée par ISS intitulée « Sustainability Policy ».

Les lignes directrices de la « Sustainability Policy » sont cohérentes avec notre démarche d'investissement socialement responsable, fondée sur l'intégration rigoureuse des critères ESG et le respect du principe de double matérialité.

Sur le plan environnemental : notre politique de vote encourage les entreprises à adopter des stratégies crédibles de transition énergétique et à publier des informations détaillées sur leur gouvernance climatique, leur gestion des risques et leurs engagements en matière de décarbonation. Elle prévoit des votes défavorables à l'encontre des administrateurs lorsque les entreprises fortement émettrices ne présentent pas d'objectifs alignés avec la neutralité carbone à horizon 2050 ou n'intègrent pas les recommandations de la TCFD. Elle soutient également les résolutions

d'actionnaires exigeant la divulgation de plans climatiques ou l'adoption de cibles intermédiaires de réduction d'émissions.

Sur le volet social : la politique de vote sanctionne les entreprises qui manquent de transparence et de diligence dans leurs relations avec les parties prenantes, notamment les travailleurs et les fournisseurs. Des votes contre les dirigeants ou contre l'octroi de quitus sont formulés en cas de manquements graves à ces obligations, ou d'absence d'engagement concret à y remédier. À l'inverse, la politique soutient les résolutions visant à renforcer la responsabilité sociale des entreprises dans leur chaîne d'approvisionnement, ou appelant à la publication de rapports sur la gestion des risques liés aux droits du travail.

En matière de gouvernance : La politique prévoit des votes contre les administrateurs non indépendants si leur présence déséquilibre la structure du conseil, ou s'ils siègent dans trop de conseils à la fois (« overboarding »). Elle s'oppose également aux structures de vote inéquitables, comme les actions à droits de vote multiples, ou aux propositions visant à concentrer les fonctions de président et directeur général sans justification adéquate.

Enfin, sur les droits humains : la politique soutient les résolutions d'actionnaires appelant à une meilleure protection des droits fondamentaux et à une amélioration des politiques de responsabilité sociétale, notamment en matière de prévention du travail forcé, de respect des droits syndicaux ou de lutte contre les discriminations systémiques.

Les lignes directrice de la politique de vote sont disponibles à l'adresse suivante :

<https://www.issgovernance.com/file/policy/active/specialty/Sustainability-International-Voting-Guidelines.pdf>

2. Périmètre d'exercice des droits de vote

Conformément à sa politique globale d'engagement Mansartis cherchera toujours à exercer ses droits de vote pour l'ensemble des titres détenus dans les OPC à l'exception des cas décrits ci-dessous.

Dans l'intérêts des porteurs, Mansartis se réserve la possibilité de ne pas exercer son droit de vote. Par exemple, afin de s'assurer de la maîtrise totale de la liquidité des OPC sous gestion, Mansartis ne votera a priori pas aux Assemblées Générales pour lesquelles des procédures de blocage de titres sont implémentées. Dans la cadre du marché Suisse où ces procédures sont fréquentes, le gérant décidera, de façon discrétionnaire, s'il souhaite exercer les droits de vote attachés aux titres détenus dans les fonds, mais pour 80% maximum des droits. Par ailleurs, Mansartis s'abstiendra dans le cas où des procédures trop complexes de POA (Power of Attorney) seraient nécessaires pour exercer son droit de vote.

3. Modalité d'exercice des droits de vote

ISS apporte un soutien dans la procédure opérationnelle de vote en mettant à disposition sa plateforme de vote à laquelle chaque gérant a accès. La plateforme permet le suivi automatisé des Assemblées Générales pour lesquelles Mansartis est détentrice de Bulletin(s) de vote(s) et a l'intention d'exercer son droit de vote. Chaque gérant de fonds est responsable des décisions de vote des titres qu'il détient en portefeuille. Néanmoins, dans un souci d'efficacité, la procédure opérationnelle s'appuie sur la plateforme de service du proxy-voter : ISS pré-remplit l'ensemble des bulletins de vote pour lesquels Mansartis a l'intention d'exercer son/ses vote(s) en s'appuyant sur la politique de vote spécifique à laquelle Mansartis a souscrit. Le gérant peut à tout moment modifier les votes, une justification doit être matérialisée dans l'outil. Sauf avis contraire du gérant, les recommandations d'ISS s'appliquent.

Dans la majorité des cas, les votes sont ainsi effectués à distance via la plateforme d'ISS en application de la politique de vote retenue.

4. Bilan 2025

a. Nombre de sociétés pour lesquelles Mansartis a exercé ses droits de vote

Mansartis a voté pour 38 sociétés sur 44 titres en portefeuille. Le ratio de participation en 2025 est ainsi de 86.4% selon le périmètre d'exercice des droits de vote défini par la politique de vote.

Contexte : Certaines assemblées générales n'ont pas pu faire l'objet d'un vote effectif. Les instructions de vote ont bien été transmises mais ont été rejetées lors du processus de validation en raison d'un incident opérationnel ayant affecté la reconnaissance des positions dans le compte utilisé pour l'exercice des droits de vote au moment de l'instruction.

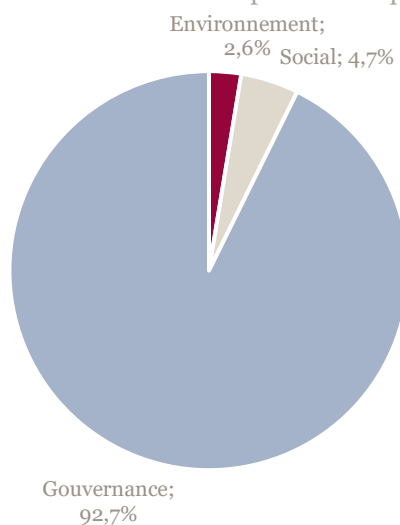
Notre position : Ces cas ne résultent pas d'un choix d'abstention mais d'un incident technique dans la chaîne de vote. Le point a été signalé au dépositaire afin de s'assurer que les comptes et positions soient correctement paramétrés pour les prochaines assemblées générales.

Mansartis Gestion n'a pas voté à l'encontre de la politique de vote.

Répartition géographique des Assemblées Générales :

Pays	Périmètre initial d'assemblées générales	Nombre d'assemblées générales votées	Taux de participation
USA	42	36	85.7%
Irlande	2	2	100%

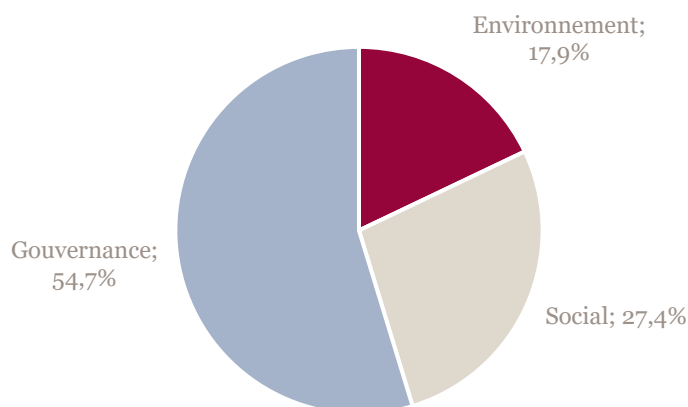
Répartition des résolutions par thématique ESG



b. Votes contre la recommandation du management

Sur les 596 résolutions soumises au vote, 54 ont fait l'objet d'un vote contre la recommandation du management soit 9% du nombre total de votes.

Répartition des votes contre le management par thématique ESG



Ces votes traduisent une vigilance soutenue sur les sujets de gouvernance, de rémunération et de protection des droits des actionnaires, ainsi qu'un positionnement cohérent sur les propositions environnementales et sociales.

1. Gouvernance et droits des actionnaires : Thème le plus fréquent. Une part significative des votes « contre » concerne des dispositifs de gouvernance jugés défavorables aux actionnaires, notamment :
 - Structures à droits de vote différenciés sans clause d'extinction.

- Conseils d'administration classifiés.
- Exigences de majorité renforcée.
- Amendements restreignant les droits des actionnaires (special meetings, written consent, procédures de nomination).

L'objectif est de limiter les mécanismes d'enracinement du management et de renforcer la responsabilité du conseil.

Exemple : Alphabet Inc. – Assemblée générale du 6 juin 2025 : Vote « contre » l'élection de certains administrateurs (notamment membres clés du comité de gouvernance) en raison du maintien d'une structure capitalistique multi-classes à droits de vote différenciés, sans clause d'extinction raisonnable. Nous considérons que cette concentration durable du pouvoir de vote entre les mains des fondateurs et actionnaires historiques limite la responsabilité du conseil vis-à-vis des actionnaires minoritaires, justifiant ainsi un vote opposé afin de renforcer la responsabilisation du board.

2. Gouvernance - Élections d'administrateurs : Responsabilité ciblée. Des votes « contre » ou « withhold » ont été exprimés lorsque :

- Le conseil maintient des pratiques de gouvernance jugées insatisfaisantes.
- Les comités concernés ne corrigent pas des dispositifs contestés.

Exemples : Veeva Systems Inc. – Assemblée générale du 18 juin 2025 : Vote « contre » l'élection de Matthew (Matt) Wallach en raison de sa classification comme administrateur non indépendant siégeant au sein d'un comité clé du conseil, soulevant un enjeu d'indépendance. Par ailleurs, vote « contre » des membres du comité de rémunération Gordon Ritter et Mark Carges en raison d'un désalignement jugé significatif entre la rémunération du CEO et la performance de la société sur l'exercice écoulé. Nous considérons que ce niveau de préoccupation justifie une responsabilisation directe des administrateurs concernés.

Danaher Corporation – Assemblée générale du 6 mai 2025 : Vote « contre » l'élection de plusieurs membres du comité d'audit en raison d'un manque de supervision jugé insuffisant concernant la mise en gage d'actions par certains dirigeants et administrateurs. Nous considérons que cette pratique peut créer un risque financier et de gouvernance pour les actionnaires si elle n'est pas strictement encadrée. Le vote vise donc à renforcer la responsabilité des membres du comité d'audit dans la gestion de ce type de risque.

3. Rémunération des dirigeants : Alignement long terme. Les oppositions portent principalement sur :

- Un désalignement entre performance et rémunération.
- Des attributions exceptionnelles ou insuffisamment conditionnées.
- Une part excessive de rémunération sans critères de performance.

Exemple : Airbnb, Inc. – Assemblée générale du 4 juin 2025 : Vote « contre » la résolution 3 (Say-on-Pay) en raison de l’octroi en 2024 d’attributions exceptionnelles de rétention à plusieurs dirigeants exécutifs, majoritairement composées d’actions à acquisition temporelle et sans critères de performance associés. Compte tenu de leur montant significatif et de périodes d’acquisition relativement courtes, nous avons estimé que la structure retenue affaiblissait l’alignement entre rémunération variable et création de valeur à long terme.

4. Propositions environnementales et sociales (E&S). Deux approches se dégagent :
- Soutien aux résolutions renforçant la transparence et la gestion des risques matériels (climat, droits humains, IA).
 - Rejet des propositions jugées redondantes, non matérielles ou excessivement prescriptives.

Exemple : Walt Disney Company – Assemblée générale du 20 mars 2025 : Vote « contre » les résolutions actionnariales demandant (i) la réévaluation de la participation à l’index Corporate Equality du Human Rights Campaign et (ii) un rapport sur les risques de discrimination fondée sur les opinions religieuses ou politiques. Nous avons estimé que ces propositions n’apportaient pas d’information matériellement nouvelle ni de valeur ajoutée substantielle au regard des politiques et dispositifs déjà en place, justifiant ainsi un rejet des demandes au titre d’un manque de nécessité ou de pertinence supplémentaire pour les actionnaires.

5. Conflit d’intérêts

Mansartis a établi une politique de gestion des conflits d’intérêts permettant la détection et la prévention de toute situation potentielle de conflit d’intérêts ainsi qu’un dispositif de résolutions de ceux-ci. Cette politique est consultable sur le site internet de Mansartis.

Mansartis n’a pas relevé de conflit d’intérêts pour l’exercice des droits de vote attachés aux titres détenus par le fonds Mansartis Amérique ISR.

Annexe - Liste des résolutions

VOTE SUMMARY REPORT

Date range covered : 01/01/2025 to 12/31/2025

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): MANSARTIS AMERIQUE

Costco Wholesale Corporation

Meeting Date: 01/23/2025

Country: USA

Ticker: COST

Record Date: 11/15/2024

Meeting Type: Annual

Primary Security ID: 22160K105

Shares Voted: 4,500

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Susan L. Decker	Mgmt	For
1b	Elect Director Kenneth D. Denman	Mgmt	For
1c	Elect Director Helena B. Foulkes	Mgmt	For
1d	Elect Director Hamilton E. James	Mgmt	For
1e	Elect Director Sally Jewell	Mgmt	For
1f	Elect Director Jeffrey S. Raikes	Mgmt	For
1g	Elect Director John W. Stanton	Mgmt	For
1h	Elect Director Ron M. Vachris	Mgmt	For
1i	Elect Director Mary Agnes (Maggie) Wilderotter	Mgmt	For
2	Ratify KPMG LLP as Auditors	Mgmt	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
4	Report on Risks of Maintaining Diversity, Equity, and Inclusion Efforts	SH	Against

Visa Inc.

Meeting Date: 01/28/2025

Country: USA

Ticker: V

Record Date: 12/02/2024

Meeting Type: Annual

Primary Security ID: 92826C839

Shares Voted: 11,773

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Lloyd A. Carney	Mgmt	For
1b	Elect Director Kermit R. Crawford	Mgmt	For
1c	Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	For

Visa Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
1d	Elect Director Ramon Laguarta	Mgmt	For
1e	Elect Director Teri L. List	Mgmt	For
1f	Elect Director John F. Lundgren	Mgmt	For
1g	Elect Director Ryan McInerney	Mgmt	For
1h	Elect Director Denise M. Morrison	Mgmt	For
1i	Elect Director Pamela Murphy	Mgmt	For
1j	Elect Director Linda J. Rendle	Mgmt	For
1k	Elect Director Maynard G. Webb, Jr.	Mgmt	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
3	Ratify KPMG LLP as Auditors	Mgmt	For
4	Report on Gender-Based Compensation and Benefits Inequities	SH	Against
5	Report on Company's Policy on Merchant Category Codes	SH	Against
6	Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	SH	Against
7	Report on Lobbying Payments and Policy	SH	For

Accenture plc

Meeting Date: 02/06/2025

Country: Ireland

Ticker: ACN

Record Date: 12/09/2024

Meeting Type: Annual

Primary Security ID: G1151C101

Shares Voted: 6,290

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Jaime Ardila	Mgmt	For
1b	Elect Director Martin Brudermuller	Mgmt	For
1c	Elect Director Alan Jope	Mgmt	For
1d	Elect Director Nancy McKinstry	Mgmt	For
1e	Elect Director Jennifer Nason	Mgmt	For
1f	Elect Director Paula A. Price	Mgmt	For
1g	Elect Director Venkata (Murthy) Renduchintala	Mgmt	For

Accenture plc

Proposal Number	Proposal Text	Proponent	Vote Instruction
1h	Elect Director Arun Sarin	Mgmt	For
1i	Elect Director Julie Sweet	Mgmt	For
1j	Elect Director Tracey T. Travis	Mgmt	For
1k	Elect Director Masahiko Uotani	Mgmt	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
3	Ratify KPMG LLP as Auditors and Authorise Their Remuneration	Mgmt	For
4	Approve Capital Reduction of the Share Premium Account	Mgmt	For
5	Authorize Board to Issue Shares under Irish Law	Mgmt	For
6	Authorize the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	Mgmt	For
7	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For

Apple Inc.

Meeting Date: 02/25/2025

Country: USA

Ticker: AAPL

Record Date: 01/02/2025

Meeting Type: Annual

Primary Security ID: 037833100

Shares Voted: 23,752

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Wanda Austin	Mgmt	For
1b	Elect Director Tim Cook	Mgmt	For
1c	Elect Director Alex Gorsky	Mgmt	For
1d	Elect Director Andrea Jung	Mgmt	For
1e	Elect Director Art Levinson	Mgmt	For
1f	Elect Director Monica Lozano	Mgmt	For
1g	Elect Director Ron Sugar	Mgmt	For
1h	Elect Director Sue Wagner	Mgmt	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For

Apple Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
4	Report on Ethical AI Data Acquisition and Usage	SH	For
5	Report on Child Safety Online	SH	Against
6	Consider Abolishing DEI Policies, Programs, Departments, and Goals	SH	Against
7	Report on Discrimination in Charitable Contributions	SH	Against

Applied Materials, Inc.

Meeting Date: 03/06/2025 **Country:** USA **Ticker:** AMAT
Record Date: 01/08/2025 **Meeting Type:** Annual
Primary Security ID: 038222105

Shares Voted: 13,056

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Rani Borkar	Mgmt	For
1b	Elect Director Judy Bruner	Mgmt	For
1c	Elect Director Xun (Eric) Chen	Mgmt	For
1d	Elect Director Aart J. de Geus	Mgmt	For
1e	Elect Director Gary E. Dickerson	Mgmt	For
1f	Elect Director Thomas J. Iannotti	Mgmt	For
1g	Elect Director Alexander A. Karsner	Mgmt	For
1h	Elect Director Kevin P. March	Mgmt	For
1i	Elect Director Yvonne McGill	Mgmt	For
1j	Elect Director Scott A. McGregor	Mgmt	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
3	Ratify KPMG LLP as Auditors	Mgmt	For

Agilent Technologies, Inc.

Meeting Date: 03/13/2025 **Country:** USA **Ticker:** A
Record Date: 01/23/2025 **Meeting Type:** Annual
Primary Security ID: 00846U101

Agilent Technologies, Inc.

Shares Voted: 15,518

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.1	Elect Director Otis W. Brawley	Mgmt	For
1.2	Elect Director Mikael Dolsten	Mgmt	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For
4	Eliminate Supermajority Vote Requirement	Mgmt	For
5	Declassify the Board of Directors	SH	For

QUALCOMM Incorporated

Meeting Date: 03/18/2025

Country: USA

Ticker: QCOM

Record Date: 01/17/2025

Meeting Type: Annual

Primary Security ID: 747525103

Shares Voted: 14,939

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Sylvia Acevedo	Mgmt	For
1b	Elect Director Cristiano R. Amon	Mgmt	For
1c	Elect Director Mark Fields	Mgmt	For
1d	Elect Director Jeffrey W. Henderson	Mgmt	For
1e	Elect Director Ann M. Livermore	Mgmt	For
1f	Elect Director Mark D. McLaughlin	Mgmt	For
1g	Elect Director Jamie S. Miller	Mgmt	For
1h	Elect Director Marie Myers	Mgmt	For
1i	Elect Director Irene B. Rosenfeld	Mgmt	For
1j	Elect Director Kornelis (Neil) Smit	Mgmt	For
1k	Elect Director Jean-Pascal Tricoire	Mgmt	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For

QUALCOMM Incorporated

Proposal Number	Proposal Text	Proponent	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
4	Amend Omnibus Stock Plan	Mgmt	For
5	Report on Climate Risk in Retirement Plan Options	SH	For

Keysight Technologies, Inc.

Meeting Date: 03/20/2025 **Country:** USA **Ticker:** KEYS
Record Date: 01/22/2025 **Meeting Type:** Annual
Primary Security ID: 49338L103

Shares Voted: 17,313

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.1	Elect Director James G. Cullen	Mgmt	For
1.2	Elect Director Michelle J. Holthaus	Mgmt	For
1.3	Elect Director Jean M. Nye	Mgmt	For
1.4	Elect Director Joanne B. Olsen	Mgmt	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
4	Declassify the Board of Directors	SH	For

The Walt Disney Company

Meeting Date: 03/20/2025 **Country:** USA **Ticker:** DIS
Record Date: 01/21/2025 **Meeting Type:** Annual
Primary Security ID: 254687106

Shares Voted: 17,756

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Mary T. Barra	Mgmt	For
1b	Elect Director Amy L. Chang	Mgmt	For
1c	Elect Director D. Jeremy Darroch	Mgmt	For
1d	Elect Director Carolyn N. Everson	Mgmt	For

The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Vote Instruction
1e	Elect Director Michael B.G. Froman	Mgmt	For
1f	Elect Director James P. Gorman	Mgmt	For
1g	Elect Director Robert A. Iger	Mgmt	For
1h	Elect Director Maria Elena Lagomasino	Mgmt	For
1i	Elect Director Calvin R. McDonald	Mgmt	For
1j	Elect Director Derica W. Rice	Mgmt	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
4	Report on Climate Risk in Retirement Plan Options	SH	For
5	Reconsider Participation in Human Rights Campaign's Corporate Equality Index	SH	Against
6	Report on Risks of Discriminating Based on Religious and Political Views	SH	Against

Synopsys, Inc.

Meeting Date: 04/10/2025 **Country:** USA **Ticker:** SNPS
Record Date: 02/10/2025 **Meeting Type:** Annual
Primary Security ID: 871607107

Shares Voted: 7,438

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Aart J. de Geus	Mgmt	For
1b	Elect Director John G. Schwarz	Mgmt	For
1c	Elect Director Sassine Ghazi	Mgmt	For
1d	Elect Director Luis Borgen	Mgmt	For
1e	Elect Director Janice D. Chaffin	Mgmt	For
1f	Elect Director Bruce R. Chizen	Mgmt	For
1g	Elect Director Mercedes Johnson	Mgmt	For
1h	Elect Director Robert G. Painter	Mgmt	For
1i	Elect Director Jeannine P. Sargent	Mgmt	For

Synopsys, Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
2	Amend Omnibus Stock Plan	Mgmt	For
3	Amend Qualified Employee Stock Purchase Plan	Mgmt	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
5	Ratify KPMG LLP as Auditors	Mgmt	For
6	Submit Severance Agreement to Shareholder Vote	SH	For

Texas Instruments Incorporated

Meeting Date: 04/17/2025

Country: USA

Ticker: TXN

Record Date: 02/20/2025

Meeting Type: Annual

Primary Security ID: 882508104

Shares Voted: 7,695

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Mark Blinn	Mgmt	For
1b	Elect Director Todd Bluedorn	Mgmt	For
1c	Elect Director Janet Clark	Mgmt	For
1d	Elect Director Carrie Cox	Mgmt	For
1e	Elect Director Martin Craighead	Mgmt	For
1f	Elect Director Reginald DesRoches	Mgmt	For
1g	Elect Director Curtis Farmer	Mgmt	For
1h	Elect Director Jean Hobby	Mgmt	For
1i	Elect Director Haviv Ilan	Mgmt	For
1j	Elect Director Ronald Kirk	Mgmt	For
1k	Elect Director Pamela Patsley	Mgmt	For
1l	Elect Director Robert Sanchez	Mgmt	For
1m	Elect Director Richard Templeton	Mgmt	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	For

Adobe Inc.

Meeting Date: 04/22/2025

Country: USA

Ticker: ADBE

Record Date: 02/21/2025

Meeting Type: Annual

Primary Security ID: 00724F101

Shares Voted: 3,590

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Cristiano Amon	Mgmt	For
1b	Elect Director Amy Banse	Mgmt	For
1c	Elect Director Melanie Boulden	Mgmt	For
1d	Elect Director Frank Calderoni	Mgmt	For
1e	Elect Director Laura Desmond	Mgmt	For
1f	Elect Director Shantanu Narayen	Mgmt	For
1g	Elect Director Spencer Neumann	Mgmt	For
1h	Elect Director Kathleen Oberg	Mgmt	For
1i	Elect Director Dheeraj Pandey	Mgmt	For
1j	Elect Director David Ricks	Mgmt	For
1k	Elect Director Daniel Rosensweig	Mgmt	For
2	Amend Omnibus Stock Plan	Mgmt	For
3	Ratify KPMG LLP as Auditors	Mgmt	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
5	Submit Severance Agreement to Shareholder Vote	SH	For

Strategic Education, Inc.

Meeting Date: 04/23/2025

Country: USA

Ticker: STRA

Record Date: 03/03/2025

Meeting Type: Annual

Primary Security ID: 86272C103

Shares Voted: 17,665

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.1	Elect Director Charlotte F. Beason	Mgmt	For
1.2	Elect Director Rita D. Brogley	Mgmt	For
1.3	Elect Director Gregory W. Cappelli	Mgmt	For
1.4	Elect Director Viet D. Dinh	Mgmt	For

Strategic Education, Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.5	Elect Director Robert R. Grusky	Mgmt	For
1.6	Elect Director Jerry L. Johnson	Mgmt	For
1.7	Elect Director Karl McDonnell	Mgmt	For
1.8	Elect Director Michael A. McRobbie	Mgmt	For
1.9	Elect Director Benjamin E. Sasse	Mgmt	For
1.10	Elect Director Robert S. Silberman	Mgmt	For
1.11	Elect Director William J. Slocum	Mgmt	For
1.12	Elect Director Michael J. Thawley	Mgmt	For
1.13	Elect Director G. Thomas Waite, III	Mgmt	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
4	Amend Omnibus Stock Plan	Mgmt	For

The Cigna Group

Meeting Date: 04/23/2025 **Country:** USA **Ticker:** CI
Record Date: 03/04/2025 **Meeting Type:** Annual
Primary Security ID: 125523100

Shares Voted: 9,362

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director David M. Cordani	Mgmt	For
1b	Elect Director Eric J. Foss	Mgmt	For
1c	Elect Director Elder Granger	Mgmt	For
1d	Elect Director Neesha Hathi	Mgmt	For
1e	Elect Director George Kurian	Mgmt	For
1f	Elect Director Kathleen M. Mazzarella	Mgmt	For
1g	Elect Director Mark B. McClellan	Mgmt	For
1h	Elect Director Philip O. Ozuah	Mgmt	For
1i	Elect Director Kimberly A. Ross	Mgmt	For
1j	Elect Director Eric C. Wiseman	Mgmt	For

The Cigna Group

Proposal Number	Proposal Text	Proponent	Vote Instruction
1k	Elect Director Donna F. Zarcone	Mgmt	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For
4	Amend Right to Call Special Meeting	SH	Against

Avery Dennison Corporation

Meeting Date: 04/24/2025 **Country:** USA **Ticker:** AVY
Record Date: 02/24/2025 **Meeting Type:** Annual
Primary Security ID: 053611109

Shares Voted: 13,658

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Bradley A. Alford	Mgmt	For
1b	Elect Director Mitchell R. Butier	Mgmt	For
1c	Elect Director Ward H. Dickson	Mgmt	For
1d	Elect Director Andres A. Lopez	Mgmt	For
1e	Elect Director Maria Fernanda Mejia	Mgmt	For
1f	Elect Director Francesca Reverberi	Mgmt	For
1g	Elect Director Patrick T. Siewert	Mgmt	For
1h	Elect Director Deon M. Stander	Mgmt	For
1i	Elect Director William R. Wagner	Mgmt	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For
4	Submit Severance Agreement to Shareholder Vote	SH	Against

Littelfuse, Inc.

Meeting Date: 04/24/2025 **Country:** USA **Ticker:** LFUS
Record Date: 02/26/2025 **Meeting Type:** Annual
Primary Security ID: 537008104

Littelfuse, Inc.

Shares Voted: 6,989

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Kristina A. Cerniglia	Mgmt	For
1b	Elect Director Tzau-Jin Chung	Mgmt	For
1c	Elect Director Gayla J. Delly	Mgmt	For
1d	Elect Director Maria C. Green	Mgmt	For
1e	Elect Director Anthony Grillo	Mgmt	For
1f	Elect Director Gregory N. Henderson	Mgmt	For
1g	Elect Director Gordon Hunter	Mgmt	For
1h	Elect Director William P. Noglows	Mgmt	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For

Abbott Laboratories

Meeting Date: 04/25/2025

Country: USA

Ticker: ABT

Record Date: 02/26/2025

Meeting Type: Annual

Primary Security ID: 002824100

Shares Voted: 25,008

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.1	Elect Director Robert J. Alpern	Mgmt	For
1.2	Elect Director Claire Babineaux-Fontenot	Mgmt	For
1.3	Elect Director Sally E. Blount	Mgmt	For
1.4	Elect Director Robert B. Ford	Mgmt	For
1.5	Elect Director Paola Gonzalez	Mgmt	For
1.6	Elect Director Michelle A. Kumbier	Mgmt	For
1.7	Elect Director Darren W. McDew	Mgmt	For
1.8	Elect Director Nancy McKinstry	Mgmt	For
1.9	Elect Director Michael G. O'Grady	Mgmt	For
1.10	Elect Director Michael F. Roman	Mgmt	For

Abbott Laboratories

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.11	Elect Director Daniel J. Starks	Mgmt	For
1.12	Elect Director John G. Stratton	Mgmt	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For

Pool Corporation

Meeting Date: 04/30/2025 **Country:** USA **Ticker:** POOL
Record Date: 03/12/2025 **Meeting Type:** Annual
Primary Security ID: 73278L105

Shares Voted: 5,000

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Peter D. Arvan	Mgmt	For
1b	Elect Director Martha S. Gervasi	Mgmt	For
1c	Elect Director James D. Hope	Mgmt	For
1d	Elect Director Kevin M. Murphy	Mgmt	For
1e	Elect Director Debra S. Oler	Mgmt	For
1f	Elect Director Manuel J. Perez de la Mesa	Mgmt	For
1g	Elect Director Carlos A. Sabater	Mgmt	For
1h	Elect Director John E. Stokely	Mgmt	For
1i	Elect Director David G. Whalen	Mgmt	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For

Intuitive Surgical, Inc.

Meeting Date: 05/01/2025 **Country:** USA **Ticker:** ISRG
Record Date: 03/03/2025 **Meeting Type:** Annual
Primary Security ID: 46120E602

Intuitive Surgical, Inc.

Shares Voted: 2,821

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Craig H. Barratt	Mgmt	For
1b	Elect Director Joseph C. Beery	Mgmt	For
1c	Elect Director Lewis Chew	Mgmt	For
1d	Elect Director Gary S. Guthart	Mgmt	For
1e	Elect Director Amal M. Johnson	Mgmt	For
1f	Elect Director Sreelakshmi Kolli	Mgmt	For
1g	Elect Director Amy L. Ladd	Mgmt	For
1h	Elect Director Keith R. Leonard, Jr.	Mgmt	For
1i	Elect Director Jami Dover Nachtsheim	Mgmt	For
1j	Elect Director Monica P. Reed	Mgmt	For
1k	Elect Director David J. Rosa	Mgmt	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For
4	Amend Omnibus Stock Plan	Mgmt	For
5	Improve Executive Compensation Program	SH	Against
6	Submit Severance Agreement to Shareholder Vote	SH	For

Danaher Corporation

Meeting Date: 05/06/2025

Country: USA

Ticker: DHR

Record Date: 03/07/2025

Meeting Type: Annual

Primary Security ID: 235851102

Shares Voted: 18,031

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Rainer M. Blair	Mgmt	For
1b	Elect Director Feroz Dewan	Mgmt	For
1c	Elect Director Linda Filler	Mgmt	For
1d	Elect Director Charles W. Lamanna	Mgmt	For
1e	Elect Director Teri List	Mgmt	Against

Danaher Corporation

Proposal Number	Proposal Text	Proponent	Vote Instruction
1f	Elect Director Jessica L. Mega	Mgmt	For
1g	Elect Director Mitchell P. Rales	Mgmt	For
1h	Elect Director Steven M. Rales	Mgmt	For
1i	Elect Director A. Shane Sanders	Mgmt	Against
1j	Elect Director John T. Schwieters	Mgmt	Against
1k	Elect Director Alan G. Spoon	Mgmt	For
1l	Elect Director Raymond C. Stevens	Mgmt	Against
1m	Elect Director Elias A. Zerhouni	Mgmt	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For

Hubbell Incorporated

Meeting Date: 05/06/2025

Country: USA

Ticker: HUBB

Record Date: 03/07/2025

Meeting Type: Annual

Primary Security ID: 443510607

Shares Voted: 4,637

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.1	Elect Director Gerben W. Bakker	Mgmt	For
1.2	Elect Director Carlos M. Cardoso	Mgmt	For
1.3	Elect Director Debra L. Dial	Mgmt	For
1.4	Elect Director Anthony J. Guzzi	Mgmt	For
1.5	Elect Director Rhett A. Hernandez	Mgmt	For
1.6	Elect Director Neal J. Keating	Mgmt	For
1.7	Elect Director Bonnie C. Lind	Mgmt	For
1.8	Elect Director John F. Malloy	Mgmt	For
1.9	Elect Director Jennifer M. Pollino	Mgmt	For
1.10	Elect Director Garrick J. Rochow	Mgmt	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For

Hubbell Incorporated

Proposal Number	Proposal Text	Proponent	Vote Instruction
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For
4	Adopt Majority Voting for Uncontested Election of Directors	Mgmt	For
5	Amend Omnibus Stock Plan	Mgmt	For

AMETEK, Inc.

Meeting Date: 05/07/2025 **Country:** USA **Ticker:** AME
Record Date: 03/10/2025 **Meeting Type:** Annual
Primary Security ID: 031100100

Shares Voted: 21,205

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Dean Seavers	Mgmt	For
1b	Elect Director David A. Zapico	Mgmt	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For

Ecolab Inc.

Meeting Date: 05/08/2025 **Country:** USA **Ticker:** ECL
Record Date: 03/11/2025 **Meeting Type:** Annual
Primary Security ID: 278865100

Shares Voted: 6,000

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Judson B. Althoff	Mgmt	For
1b	Elect Director Shari L. Ballard	Mgmt	For
1c	Elect Director Christophe Beck	Mgmt	For
1d	Elect Director Michel D. Doukeris	Mgmt	For
1e	Elect Director Eric M. Green	Mgmt	For
1f	Elect Director Marion K. Gross	Mgmt	For
1g	Elect Director Michael Larson	Mgmt	For
1h	Elect Director David W. MacLennan	Mgmt	For

Ecolab Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
1i	Elect Director Tracy B. McKibben	Mgmt	For
1j	Elect Director Lionel L. Nowell, III	Mgmt	For
1k	Elect Director Victoria J. Reich	Mgmt	For
1l	Elect Director Suzanne M. Vautrinot	Mgmt	For
1m	Elect Director John J. Zillmer	Mgmt	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For

Edwards Lifesciences Corporation

Meeting Date: 05/08/2025

Country: USA

Ticker: EW

Record Date: 03/11/2025

Meeting Type: Annual

Primary Security ID: 28176E108

Shares Voted: 20,000

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.1	Elect Director Leslie C. Davis	Mgmt	For
1.2	Elect Director David T. Feinberg	Mgmt	For
1.3	Elect Director Kieran T. Gallahue	Mgmt	For
1.4	Elect Director Leslie S. Heisz	Mgmt	For
1.5	Elect Director Paul A. LaViolette	Mgmt	For
1.6	Elect Director Steven R. Loranger	Mgmt	For
1.7	Elect Director Ramona Sequeira	Mgmt	For
1.8	Elect Director Nicholas J. Valeriani	Mgmt	For
1.9	Elect Director Bernard J. Zovighian	Mgmt	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For

Edwards Lifesciences Corporation

Proposal Number	Proposal Text	Proponent	Vote Instruction
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For
5	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For

Prologis, Inc.

Meeting Date: 05/08/2025 **Country:** USA **Ticker:** PLD
Record Date: 03/12/2025 **Meeting Type:** Annual
Primary Security ID: 74340W103

Shares Voted: 21,225

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Hamid R. Moghadam	Mgmt	For
1b	Elect Director Cristina G. Bitá	Mgmt	For
1c	Elect Director James B. Connor	Mgmt	For
1d	Elect Director George L. Fotiades	Mgmt	For
1e	Elect Director Lydia H. Kennard	Mgmt	For
1f	Elect Director Daniel S. Letter	Mgmt	For
1g	Elect Director Irving F. Lyons, III	Mgmt	For
1h	Elect Director Guy A. Metcalfe	Mgmt	For
1i	Elect Director Avid Modjtabei	Mgmt	For
1j	Elect Director David P. O'Connor	Mgmt	For
1k	Elect Director Olivier Piani	Mgmt	For
1l	Elect Director Sarah A. Slusser	Mgmt	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
3	Ratify KPMG LLP as Auditors	Mgmt	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	For

Stryker Corporation

Meeting Date: 05/08/2025 **Country:** USA **Ticker:** SYK
Record Date: 03/10/2025 **Meeting Type:** Annual
Primary Security ID: 863667101

Stryker Corporation

Shares Voted: 5,816

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Mary K. Brainerd	Mgmt	For
1b	Elect Director Giovanni Caforio	Mgmt	For
1c	Elect Director Kevin A. Lobo	Mgmt	For
1d	Elect Director Emmanuel P. Maceda	Mgmt	For
1e	Elect Director Sherilyn S. McCoy	Mgmt	For
1f	Elect Director Rachel M. Ruggeri	Mgmt	For
1g	Elect Director Andrew K. Silvernail	Mgmt	For
1h	Elect Director Lisa M. Skeete Tatum	Mgmt	For
1i	Elect Director Ronda E. Stryker	Mgmt	For
1j	Elect Director Rajeev Suri	Mgmt	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For
3	Amend Omnibus Stock Plan	Mgmt	For
4	Amend Restricted Stock Plan	Mgmt	For
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For
6	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
7	Report on Political Contributions and Expenditures	SH	For

United Rentals, Inc.

Meeting Date: 05/08/2025

Country: USA

Ticker: URI

Record Date: 03/10/2025

Meeting Type: Annual

Primary Security ID: 911363109

Shares Voted: 4,232

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Julie M. Heuer Brandt	Mgmt	For
1b	Elect Director Marc A. Bruno	Mgmt	For
1c	Elect Director Larry D. De Shon	Mgmt	For

United Rentals, Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
1d	Elect Director Matthew J. Flannery	Mgmt	For
1e	Elect Director Kim Harris Jones	Mgmt	For
1f	Elect Director Terri L. Kelly	Mgmt	For
1g	Elect Director Michael J. Kneeland	Mgmt	For
1h	Elect Director Francisco J. Lopez-Balboa	Mgmt	For
1i	Elect Director Gracia C. Martore	Mgmt	For
1j	Elect Director Shiv Singh	Mgmt	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
4	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent	SH	For

Waste Management, Inc.

Meeting Date: 05/13/2025

Country: USA

Ticker: WM

Record Date: 03/18/2025

Meeting Type: Annual

Primary Security ID: 94106L109

Shares Voted: 11,900

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Thomas L. Bene	Mgmt	For
1b	Elect Director Bruce E. Chinn	Mgmt	For
1c	Elect Director James C. Fish, Jr.	Mgmt	For
1d	Elect Director Andres R. Gluski	Mgmt	For
1e	Elect Director Victoria M. Holt	Mgmt	For
1f	Elect Director Kathleen M. Mazzarella	Mgmt	For
1g	Elect Director Sean E. Menke	Mgmt	For
1h	Elect Director William B. Plummer	Mgmt	For
1i	Elect Director Maryrose T. Sylvester	Mgmt	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For

Waste Management, Inc.

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

Amazon.com, Inc.

Meeting Date: 05/21/2025 **Country:** USA **Ticker:** AMZN
Record Date: 03/27/2025 **Meeting Type:** Annual
Primary Security ID: 023135106

Shares Voted: 30,522

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Jeffrey P. Bezos	Mgmt	Against
1b	Elect Director Andrew R. Jassy	Mgmt	For
1c	Elect Director Keith B. Alexander	Mgmt	For
1d	Elect Director Edith W. Cooper	Mgmt	For
1e	Elect Director Jamie S. Gorelick	Mgmt	For
1f	Elect Director Daniel P. Huttenlocher	Mgmt	For
1g	Elect Director Andrew Y. Ng	Mgmt	For
1h	Elect Director Indra K. Nooyi	Mgmt	For
1i	Elect Director Jonathan J. Rubinstein	Mgmt	For
1j	Elect Director Brad D. Smith	Mgmt	For
1k	Elect Director Patricia Q. Stonesifer	Mgmt	For
1l	Elect Director Wendell P. Weeks	Mgmt	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Against
4	Adopt Mandatory Policy Separating the Roles of CEO and Board Chair	SH	For
5	Report on Risks of Discrimination Against Ad Buyers and Sellers Based on Religious/Political Views	SH	Against
6	Disclose All Material Scope 3 Emissions	SH	For

Amazon.com, Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
7	Report on Impact of Data Centers on Climate Commitments	SH	For
8	Commission Third Party Assessment of Board Oversight of Human Rights Risks of AI	SH	For
9	Report on Efforts to Reduce Plastic Packaging	SH	For
10	Commission Independent Audit and Report on Warehouse Working Conditions	SH	For
11	Report on Unethical Use of External Data in Development of AI Products	SH	For

Zoetis Inc.

Meeting Date: 05/21/2025 **Country:** USA **Ticker:** ZTS
Record Date: 03/28/2025 **Meeting Type:** Annual
Primary Security ID: 98978V103

Shares Voted: 15,422

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Paul M. Bisaro	Mgmt	For
1b	Elect Director Vanessa Broadhurst	Mgmt	For
1c	Elect Director Frank A. D'Amelio	Mgmt	For
1d	Elect Director Gavin D.K. Hattersley	Mgmt	For
1e	Elect Director Sanjay Khosla	Mgmt	For
1f	Elect Director Antoinette R. Leatherberry	Mgmt	For
1g	Elect Director Michael B. McCallister	Mgmt	For
1h	Elect Director Gregory Norden	Mgmt	For
1i	Elect Director Louise M. Parent	Mgmt	For
1j	Elect Director Kristin C. Peck	Mgmt	For
1k	Elect Director Willie M. Reed	Mgmt	For
1l	Elect Director Mark Stetter	Mgmt	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
3	Ratify KPMG LLP as Auditors	Mgmt	For

Zoetis Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
4	Amend Right to Call Special Meeting	SH	Against

ServiceNow, Inc.

Meeting Date: 05/22/2025

Country: USA

Ticker: NOW

Record Date: 03/24/2025

Meeting Type: Annual

Primary Security ID: 81762P102

Shares Voted: 4,559

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Susan L. Bostrom	Mgmt	For
1b	Elect Director Teresa Briggs	Mgmt	For
1c	Elect Director Jonathan C. Chadwick	Mgmt	For
1d	Elect Director Paul E. Chamberlain	Mgmt	For
1e	Elect Director Lawrence J. Jackson, Jr.	Mgmt	For
1f	Elect Director Frederic B. Luddy	Mgmt	For
1g	Elect Director William R. McDermott	Mgmt	For
1h	Elect Director Joseph "Larry" Quinlan	Mgmt	For
1i	Elect Director Anita M. Sands	Mgmt	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For
4	Amend Certificate of Incorporation to Reflect Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For
5	Eliminate Supermajority Vote Requirements	Mgmt	For
6	Amend Bylaws Regarding Right to Cure Purported Nomination Defects	SH	Against
7	Amend Right to Call Special Meeting	SH	Against

The Home Depot, Inc.

Meeting Date: 05/22/2025

Country: USA

Ticker: HD

Record Date: 03/24/2025

Meeting Type: Annual

Primary Security ID: 437076102

Shares Voted: 5,000

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Gerard J. Arpey	Mgmt	For
1b	Elect Director Ari Bousbib	Mgmt	For
1c	Elect Director Jeffery H. Boyd	Mgmt	Against
1d	Elect Director Gregory D. Brenneman	Mgmt	For
1e	Elect Director J. Frank Brown	Mgmt	For
1f	Elect Director Edward P. Decker	Mgmt	For
1g	Elect Director Wayne M. Hewett	Mgmt	For
1h	Elect Director Manuel Kadre	Mgmt	For
1i	Elect Director Stephanie C. Linnartz	Mgmt	For
1j	Elect Director Paula A. Santilli	Mgmt	For
1k	Elect Director Caryn Seidman-Becker	Mgmt	For
1l	Elect Director Asha Sharma	Mgmt	For
2	Ratify KPMG LLP as Auditors	Mgmt	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
4	Require Independent Board Chair	SH	For
5	Disclose a Biodiversity Impact and Dependency Assessment	SH	For
6	Report on Efforts to Reduce Plastic Use	SH	For

Airbnb, Inc.

Meeting Date: 06/04/2025

Country: USA

Ticker: ABNB

Record Date: 04/07/2025

Meeting Type: Annual

Primary Security ID: 009066101

Shares Voted: 18,900

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.1	Elect Director Amrita Ahuja	Mgmt	For

Airbnb, Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.2	Elect Director Joseph Gebbia	Mgmt	Withhold
1.3	Elect Director Jeffrey Jordan	Mgmt	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Against
4	Disclosure of Voting Results Based on Class of Shares	SH	For

Netflix, Inc.

Meeting Date: 06/05/2025

Country: USA

Ticker: NFLX

Record Date: 04/07/2025

Meeting Type: Annual

Primary Security ID: 64110L106

Shares Voted: 3,847

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Richard N. Barton	Mgmt	For
1b	Elect Director Mathias Dopfner	Mgmt	For
1c	Elect Director Reed Hastings	Mgmt	For
1d	Elect Director Jay C. Hoag	Mgmt	Against
1e	Elect Director Leslie Kilgore	Mgmt	For
1f	Elect Director Strive Masiyiwa	Mgmt	For
1g	Elect Director Ann Mather	Mgmt	For
1h	Elect Director Greg Peters	Mgmt	For
1i	Elect Director Susan E. Rice	Mgmt	For
1j	Elect Director Ted Sarandos	Mgmt	For
1k	Elect Director Bradford L. Smith	Mgmt	For
1l	Elect Director Anne M. Sweeney	Mgmt	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
4	Issue a Climate Transition Plan	SH	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	For

Netflix, Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
6	Amend Code of Ethics to Enhance Policies on Non-Discrimination, Anti-Harassment, and Whistleblower Protection	SH	Against
7	Report on Discrimination Risks of Affirmative Action Initiatives	SH	Against
8	Report on Discrimination in Charitable Giving	SH	Against

Salesforce, Inc.

Meeting Date: 06/05/2025 **Country:** USA **Ticker:** CRM
Record Date: 04/11/2025 **Meeting Type:** Annual
Primary Security ID: 79466L302

Shares Voted: 17,227

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Marc Benioff	Mgmt	For
1b	Elect Director Laura Alber	Mgmt	For
1c	Elect Director Craig Conway	Mgmt	For
1d	Elect Director Arnold Donald	Mgmt	For
1e	Elect Director Parker Harris	Mgmt	For
1f	Elect Director Neelie Kroes	Mgmt	For
1g	Elect Director Sachin Mehra	Mgmt	For
1h	Elect Director G. Mason Morfit	Mgmt	For
1i	Elect Director Oscar Munoz	Mgmt	For
1j	Elect Director John V. Roos	Mgmt	For
1k	Elect Director Robin Washington	Mgmt	For
1l	Elect Director Maynard Webb	Mgmt	For
2	Amend Omnibus Stock Plan	Mgmt	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For

Meeting Date: 06/06/2025

Country: USA

Ticker: GOOGL

Record Date: 04/08/2025

Meeting Type: Annual

Primary Security ID: 02079K305

Shares Voted: 38,063

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Larry Page	Mgmt	Against
1b	Elect Director Sergey Brin	Mgmt	For
1c	Elect Director Sundar Pichai	Mgmt	For
1d	Elect Director John L. Hennessy	Mgmt	Against
1e	Elect Director Frances H. Arnold	Mgmt	Against
1f	Elect Director R. Martin "Marty" Chavez	Mgmt	For
1g	Elect Director L. John Doerr	Mgmt	Against
1h	Elect Director Roger W. Ferguson, Jr.	Mgmt	For
1i	Elect Director K. Ram Shriram	Mgmt	Against
1j	Elect Director Robin L. Washington	Mgmt	Against
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For
3	Provide Right to Act by Written Consent	SH	Against
4	Adjust Executive Compensation Metrics for Share Buybacks	SH	Against
5	Report on Discrimination in Charitable Contributions	SH	Against
6	Consider Ending Participation in Human Rights Campaign's Corporate Equality Index	SH	Against
7	Report on Meeting 2030 Climate Goals	SH	For
8	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	For
9	Report on Due Diligence Process to Assess Human Rights Risks in High-Risk Countries	SH	For
10	Report on Risks of Discrimination in GenAI	SH	Against
11	Report on Risks of Improper Use of External Data in Development of AI Products	SH	For

Alphabet Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
12	Publish a Human Rights Impact Assessment of AI Driven Targeted Advertising	SH	For
13	Report on Lobbying and Child Safety Online	SH	For
14	Adopt Metrics Evaluating YouTube Child Safety Policies	SH	For

Roper Technologies, Inc.

Meeting Date: 06/10/2025 **Country:** USA **Ticker:** ROP
Record Date: 04/16/2025 **Meeting Type:** Annual
Primary Security ID: 776696106

Shares Voted: 2,851

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.1	Elect Director Shellye L. Archambeau	Mgmt	For
1.2	Elect Director Amy Woods Brinkley	Mgmt	For
1.3	Elect Director Irene M. Esteves	Mgmt	For
1.4	Elect Director L. Neil Hunn	Mgmt	For
1.5	Elect Director Robert D. Johnson	Mgmt	For
1.6	Elect Director Thomas P. Joyce, Jr.	Mgmt	For
1.7	Elect Director John F. Murphy	Mgmt	For
1.8	Elect Director Laura G. Thatcher	Mgmt	For
1.9	Elect Director Richard F. Wallman	Mgmt	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For

The TJX Companies, Inc.

Meeting Date: 06/10/2025 **Country:** USA **Ticker:** TJX
Record Date: 04/15/2025 **Meeting Type:** Annual
Primary Security ID: 872540109

The TJX Companies, Inc.

Shares Voted: 33,000

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Jose B. Alvarez	Mgmt	For
1b	Elect Director Alan M. Bennett	Mgmt	For
1c	Elect Director Rosemary T. Berkery	Mgmt	For
1d	Elect Director David T. Ching	Mgmt	For
1e	Elect Director C. Kim Goodwin	Mgmt	For
1f	Elect Director Ernie Herrman	Mgmt	For
1g	Elect Director Amy B. Lane	Mgmt	For
1h	Elect Director Carol Meyrowitz	Mgmt	For
1i	Elect Director Jackwyn L. Nemerov	Mgmt	For
1j	Elect Director Charles F. Wagner, Jr.	Mgmt	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For

CrowdStrike Holdings, Inc.

Meeting Date: 06/18/2025 **Country:** USA **Ticker:** CRWD
Record Date: 04/25/2025 **Meeting Type:** Annual
Primary Security ID: 22788C105

Shares Voted: 4,000

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.1	Elect Director Cary J. Davis	Mgmt	Withhold
1.2	Elect Director George Kurtz	Mgmt	For
1.3	Elect Director Laura J. Schumacher	Mgmt	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For

Veeva Systems Inc.

Meeting Date: 06/18/2025 **Country:** USA **Ticker:** VEEV
Record Date: 04/21/2025 **Meeting Type:** Annual
Primary Security ID: 922475108

Shares Voted: 11,831

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Tim Cabral	Mgmt	For
1b	Elect Director Mark Carges	Mgmt	Against
1c	Elect Director Peter P. Gassner	Mgmt	For
1d	Elect Director Mary Lynne Hedley	Mgmt	For
1e	Elect Director Priscilla Hung	Mgmt	For
1f	Elect Director Marshall L. Mohr	Mgmt	For
1g	Elect Director Gordon Ritter	Mgmt	Against
1h	Elect Director Paul Sekhri	Mgmt	For
1i	Elect Director Matthew J. Wallach	Mgmt	Against
2	Ratify KPMG LLP as Auditors	Mgmt	For

NVIDIA Corporation

Meeting Date: 06/25/2025

Country: USA

Ticker: NVDA

Record Date: 04/28/2025

Meeting Type: Annual

Primary Security ID: 67066G104

Shares Voted: 69,252

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Robert K. Burgess	Mgmt	For
1b	Elect Director Tench Coxo	Mgmt	For
1c	Elect Director John O. Dabiri	Mgmt	For
1d	Elect Director Persis S. Drell	Mgmt	For
1e	Elect Director Jen-Hsun Huang	Mgmt	For
1f	Elect Director Dawn Hudson	Mgmt	For
1g	Elect Director Harvey C. Jones	Mgmt	For
1h	Elect Director Melissa B. Lora	Mgmt	For
1i	Elect Director Stephen C. Neal	Mgmt	For
1j	Elect Director Ellen Ochoa	Mgmt	For
1k	Elect Director A. Brooke Seawell	Mgmt	For
1l	Elect Director Aarti Shah	Mgmt	For
1m	Elect Director Mark A. Stevens	Mgmt	For

NVIDIA Corporation

Proposal Number	Proposal Text	Proponent	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For
4	Eliminate Supermajority Vote Requirements	Mgmt	For
5	Amend Right to Call Special Meeting	SH	Against
6	Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	SH	Against
7	Enhance Workforce Data Reporting	SH	For

Linde Plc

Meeting Date: 07/29/2025

Country: Ireland

Ticker: LIN

Record Date: 04/28/2025

Meeting Type: Annual

Primary Security ID: G54950103

Shares Voted: 5,700

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Stephen F. Angel	Mgmt	For
1b	Elect Director Sanjiv Lamba	Mgmt	For
1c	Elect Director Ann-Kristin Achleitner	Mgmt	For
1d	Elect Director Thomas Enders	Mgmt	For
1e	Elect Director Hugh Grant	Mgmt	For
1f	Elect Director Joe Kaeser	Mgmt	For
1g	Elect Director Victoria E. Ossadnik	Mgmt	For
1h	Elect Director Paula Rosput Reynolds	Mgmt	For
1i	Elect Director Alberto Weisser	Mgmt	For
1j	Elect Director Robert L. Wood	Mgmt	For
2a	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For
2b	Authorise Board to Fix Remuneration of Auditors	Mgmt	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For

Linde Plc

Proposal Number	Proposal Text	Proponent	Vote Instruction
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year
5	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For
6	Report on Climate Lobbying	SH	For

Microsoft Corporation

Meeting Date: 12/05/2025 **Country:** USA **Ticker:** MSFT
Record Date: 09/30/2025 **Meeting Type:** Annual
Primary Security ID: 594918104

Shares Voted: 21,414

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Reid G. Hoffman	Mgmt	For
1b	Elect Director Hugh F. Johnston	Mgmt	For
1c	Elect Director Teri L. List	Mgmt	For
1d	Elect Director Catherine MacGregor	Mgmt	For
1e	Elect Director Mark A. L. Mason	Mgmt	For
1f	Elect Director Satya Nadella	Mgmt	For
1g	Elect Director Sandra E. Peterson	Mgmt	For
1h	Elect Director Penny S. Pritzker	Mgmt	For
1i	Elect Director John David Rainey	Mgmt	For
1j	Elect Director Charles W. Scharf	Mgmt	For
1k	Elect Director John W. Stanton	Mgmt	For
1l	Elect Director Emma N. Walmsley	Mgmt	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For
4	Approve Omnibus Stock Plan	Mgmt	For
5	Report on Risks of Microsoft's ESP being Utilized for Censorship of Legitimate Speech	SH	Against

Microsoft Corporation

Proposal Number	Proposal Text	Proponent	Vote Instruction
6	Report on Risks of Censorship in Generative Artificial Intelligence	SH	Against
7	Report on AI Data Usage Oversight	SH	For
8	Report on Risks of Operating in Countries with Significant Human Rights Concerns	SH	For
9	Human Rights Risk Assessment	SH	For
10	Report on Risks of Using Artificial Intelligence and Machine Learning Tools for Oil and Gas Development and Production	SH	For

ServiceNow, Inc.

Meeting Date: 12/05/2025

Country: USA

Ticker: NOW

Record Date: 11/10/2025

Meeting Type: Special

Primary Security ID: 81762P102

Shares Voted: 4,809

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Approve Stock Split	Mgmt	For