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DOCUMENT  
REGLEMENTAIRE

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# Rapport de vote

MANSARTIS AMÉRIQUE ISR

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# RAPPORT SUR L'EXERCICE DES DROITS DE VOTE AU 31 DECEMBRE 2024

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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 « Sustainability Policy » mettent l'accent sur la pérennité et la valorisation à long terme des entreprises grâce à la promotion des meilleures pratiques de gouvernance et la prise en compte des enjeux Environnementaux et Sociaux. La « Sustainability Policy » s'attache à promouvoir la publication et la transparence en termes de reporting des entreprises sur la façon dont elles gèrent les enjeux de développement durable auxquels elles peuvent être confrontées.

## 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'intérêt 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 le 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 2024

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

Mansartis a voté pour 42 sociétés sur 43 titres en portefeuille. Le ratio de participation en 2024 est ainsi de 97.67% selon le périmètre d'exercice des droits de vote défini par la politique de vote.

Nous n'avons pas voté lors de l'assemblée générale du 3 avril 2024 pour The Walt Disney Company.

Contexte : Le vote portait sur une contestation par procuration impliquant Trian Fund Management (Nelson Peltz) et Blackwells Capital, qui cherchaient à intégrer leurs candidats au conseil d'administration de Disney. Cette situation reflétait un affrontement entre la direction actuelle et des actionnaires activistes souhaitant influencer la gouvernance.

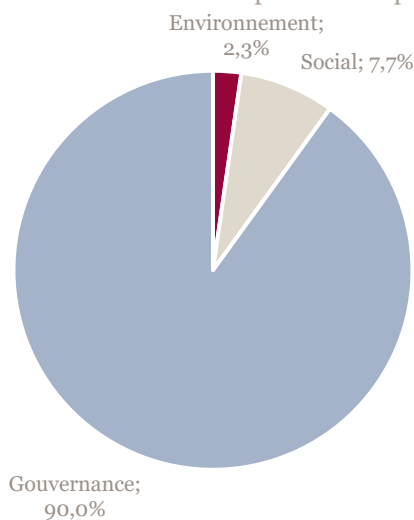
Notre Position : Nous avons choisi de ne pas voter sur une proposition qui aurait pu limiter l'influence des actionnaires dissidents et restreindre d'éventuels changements au sein du conseil d'administration.

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

Répartition géographique des Assemblées Générales :

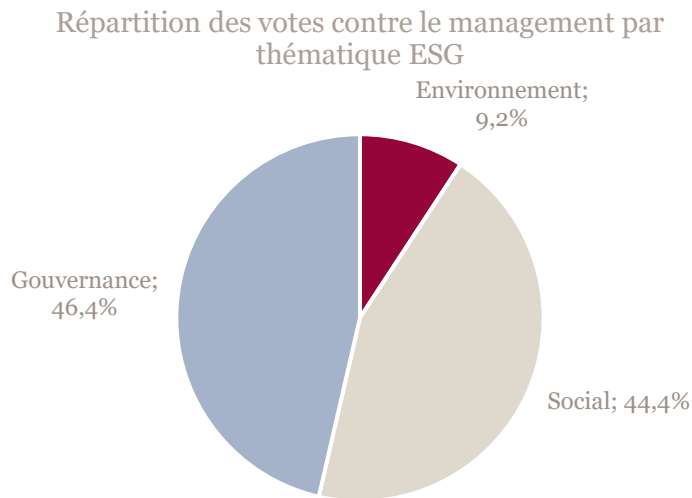
Pays	Périmètre initial d'assemblées générales	Nombre d'assemblées générales votées	Taux de participation
USA	40	39	97.5%
Irlande	2	2	100%
Jersey	1	1	100%

Répartition des résolutions par thématique ESG



b. Votes contre la recommandation du management

Sur les 673 résolutions soumises au vote, 74 ont fait l'objet d'un vote contre la recommandation du management soit 12% du nombre total de votes.



Au total, 74 résolutions ont été votées contre les recommandations de la direction. Ces votes reflètent une vigilance renforcée sur des sujets sensibles tels que la gouvernance, la rémunération et les transactions stratégiques.

Rémunération des dirigeants : Thème le plus fréquent : Les résolutions liées à la rémunération des dirigeants (Say-on-Pay, plans d'incitation, rapports de rémunération) sont souvent rejetées ou contestées. Exemples :

- Amazon.com, Inc. : Vote « contre » sur la ratification de la rémunération des dirigeants en raison d'un désalignement perçu entre performance et rémunération.
- Salesforce, Inc. : Vote « contre » en raison de l'augmentation excessive des attributions d'actions et de la structure des incitations à court terme.
- The Estee Lauder Companies Inc. : Vote « contre » en raison de salaires de base élevés et d'un manque de critères de performance clairs pour les attributions d'actions.

Élections de membres du conseil : Deuxième thème le plus fréquent, des votes "contre" l'élection de membres sont souvent observés en raison de pratiques de gouvernance jugées inappropriées ou insuffisamment alignées avec les attentes des actionnaires. Exemples :

- Alphabet Inc. : Vote "contre" de John Hennessy et Frances Arnold, membres du comité de gouvernance, en raison du maintien d'une structure d'actions à droits multiples sans clause d'expiration.
- Danaher Corporation : Vote "contre" de Teri List, A. Shane Sanders, John Schwieters et Raymond Stevens, membres du comité d'audit, pour ne pas avoir suffisamment traité les problèmes liés à la mise en gage d'actions.
- The Home Depot, Inc. : Vote "contre" de Jeffery Boyd, président du comité chargé des risques climatiques, en raison d'un manque d'alignement avec les attentes des investisseurs concernant les objectifs Net Zero.

Propositions actionnariales environnementales et sociales (E&S) : Les propositions E&S gagnent en importance, surtout aux États-Unis. Des votes "contre" ont été exprimés lorsque les propositions actionnariales E&S étaient jugées peu concrètes ou redondantes avec les engagements déjà pris.

Transactions stratégiques et gouvernance : Les actionnaires contestent les résolutions qui délèguent trop de pouvoirs au conseil ou qui manquent de transparence. Exemple :

- Danaher Corporation : Plusieurs résolutions ont été rejetées, notamment celles déléguant des pouvoirs au conseil pour des fusions ou acquisitions, soulevant des inquiétudes sur le manque de contrôle des 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 : 01/01/2024 to 12/31/2024

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): MANSARTIS AMERIQUE

### Costco Wholesale Corporation

**Meeting Date:** 01/18/2024

**Country:** USA

**Ticker:** COST

**Record Date:** 11/10/2023

**Meeting Type:** Annual

**Primary Security ID:** 22160K105

**Shares Voted:** 5,600

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 Richard A. Galanti	Mgmt	For
1e	Elect Director Hamilton E. James	Mgmt	For
1f	Elect Director W. Craig Jelinek	Mgmt	For
1g	Elect Director Sally Jewell	Mgmt	For
1h	Elect Director Jeffrey S. Raikes	Mgmt	For
1i	Elect Director John W. Stanton	Mgmt	For
1j	Elect Director Ron M. Vachris	Mgmt	For
1k	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	Issue Audited Report on Fiduciary Relevance of Decarbonization Goal	SH	Against

### Visa Inc.

**Meeting Date:** 01/23/2024

**Country:** USA

**Ticker:** V

**Record Date:** 11/24/2023

**Meeting Type:** Annual

**Primary Security ID:** 92826C839

**Shares Voted:** 11,173

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Lloyd A. Carney	Mgmt	For



## Visa Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
1b	Elect Director Kermit R. Crawford	Mgmt	For
1c	Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	For
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	Approve Class B Exchange Offer Program Certificate Amendments	Mgmt	For
5	Adjourn Meeting	Mgmt	For
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against

## Accenture plc

**Meeting Date:** 01/31/2024

**Country:** Ireland

**Ticker:** ACN

**Record Date:** 12/04/2023

**Meeting Type:** Annual

**Primary Security ID:** G1151C101

**Shares Voted:** 6,340

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 Beth E. Mooney	Mgmt	For
1f	Elect Director Gilles C. Pelisson	Mgmt	For

## Accenture plc

Proposal Number	Proposal Text	Proponent	Vote Instruction
1g	Elect Director Paula A. Price	Mgmt	For
1h	Elect Director Venkata (Murthy) Renduchintala	Mgmt	For
1i	Elect Director Arun Sarin	Mgmt	For
1j	Elect Director Julie Sweet	Mgmt	For
1k	Elect Director Tracey T. Travis	Mgmt	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
3	Amend Omnibus Stock Plan	Mgmt	For
4	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For
5	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For
6	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For
7	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	Mgmt	For
8	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For

## Apple Inc.

Meeting Date: 02/28/2024

Country: USA

Ticker: AAPL

Record Date: 01/02/2024

Meeting Type: Annual

Primary Security ID: 037833100

Shares Voted: 20,721

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

## Apple Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
4	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against
5	Report on Standards and Procedures to Curate App Content	SH	Against
6	Report on Median Gender/Racial Pay Gap	SH	For
7	Report on Use of Artificial Intelligence	SH	For
8	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	SH	Against

## Applied Materials, Inc.

Meeting Date: 03/07/2024

Country: USA

Ticker: AMAT

Record Date: 01/10/2024

Meeting Type: Annual

Primary Security ID: 038222105

Shares Voted: 7,450

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
4	Report on Lobbying Payments and Policy	SH	For

## Applied Materials, Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
5	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	For

## Agilent Technologies, Inc.

**Meeting Date:** 03/14/2024      **Country:** USA      **Ticker:** A  
**Record Date:** 01/23/2024      **Meeting Type:** Annual  
**Primary Security ID:** 00846U101

**Shares Voted:** 9,100

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.1	Elect Director Mala Anand	Mgmt	For
1.2	Elect Director Koh Boon Hwee	Mgmt	For
1.3	Elect Director Michael R. McMullen	Mgmt	For
1.4	Elect Director Daniel K. Podolsky	Mgmt	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For
4	Adopt Simple Majority Vote	SH	For

## Keysight Technologies, Inc.

**Meeting Date:** 03/21/2024      **Country:** USA      **Ticker:** KEYS  
**Record Date:** 01/22/2024      **Meeting Type:** Annual  
**Primary Security ID:** 49338L103

**Shares Voted:** 10,300

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.1	Elect Director Charles J. Dockendorff	Mgmt	For
1.2	Elect Director Ronald S. Nersesian	Mgmt	For
1.3	Elect Director Robert A. Rango	Mgmt	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For

## Keysight Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
4	Amend Omnibus Stock Plan	Mgmt	For
5	Amend Employee Stock Purchase Plan	Mgmt	For
6	Eliminate Supermajority Vote Requirement	Mgmt	For
7	Adopt Simple Majority Vote	SH	For

## The Walt Disney Company

Meeting Date: 04/03/2024

Country: USA

Ticker: DIS

Record Date: 02/05/2024

Meeting Type: Proxy Contest

Primary Security ID: 254687106

Shares Voted: 12,045

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Management Universal Proxy (White Proxy Card)	Mgmt	
	From the Combined List of Management & Dissident Nominees - Elect 12 Directors	Mgmt	
1A	Elect Management Nominee Director Mary T. Barra	Mgmt	Do Not Vote
1B	Elect Management Nominee Director Safra A. Catz	Mgmt	Do Not Vote
1C	Elect Management Nominee Director Amy L. Chang	Mgmt	Do Not Vote
1D	Elect Management Nominee Director D. Jeremy Darroch	Mgmt	Do Not Vote
1E	Elect Management Nominee Director Carolyn N. Everson	Mgmt	Do Not Vote
1F	Elect Management Nominee Director Michael B.G. Froman	Mgmt	Do Not Vote
1G	Elect Management Nominee Director James P. Gorman	Mgmt	Do Not Vote
1H	Elect Management Nominee Director Robert A. Iger	Mgmt	Do Not Vote
1I	Elect Management Nominee Director Maria Elena Lagomasino	Mgmt	Do Not Vote
1J	Elect Management Nominee Director Calvin R. McDonald	Mgmt	Do Not Vote
1K	Elect Management Nominee Director Mark G. Parker	Mgmt	Do Not Vote
1L	Elect Management Nominee Director Derica W. Rice	Mgmt	Do Not Vote

# The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Vote Instruction
1M	Elect Dissident Nominee Director Nelson Peltz	SH	Do Not Vote
1N	Elect Dissident Nominee Director James ("Jay") A. Rasulo	SH	Do Not Vote
1O	Elect Dissident Nominee Director Craig Hatkoff	SH	Do Not Vote
1P	Elect Dissident Nominee Director Jessica Schell	SH	Do Not Vote
1Q	Elect Dissident Nominee Director Leah Solivan	SH	Do Not Vote
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Do Not Vote
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Do Not Vote
4	Amend Omnibus Stock Plan	Mgmt	Do Not Vote
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Do Not Vote
6	Report on Congruency of Political Spending with Company Values and Priorities	SH	Do Not Vote
7	Report on Gender-Based Compensation and Benefits Inequities	SH	Do Not Vote
8	Report on Charitable Contributions	SH	Do Not Vote
9	Repeal Any Bylaw Provisions Adopted by the Board Without Shareholder Approval Subsequent to November 30, 2023	SH	Do Not Vote
10	Advisory Vote on Board Size and Related Vacancies	SH	Do Not Vote
	Dissident Universal Proxy (Blue Proxy Card) by TRIAN GROUP	Mgmt	
	From the Combined List of Management & Dissident Nominees - Elect 12 Directors	Mgmt	
1.1	Elect Dissident Nominee Director Nelson Peltz	SH	For
1.2	Elect Dissident Nominee Director James ("Jay") A. Rasulo	SH	Withhold
	OPPOSED COMPANY NOMINEES	Mgmt	
1.1	Elect Management Nominee Director Michael B.G. Froman	Mgmt	For

# The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.2	Elect Management Nominee Director Maria Elena Lagomasino	Mgmt	Withhold
	ACCEPTABLE COMPANY NOMINEES	Mgmt	
1.1	Elect Management Nominee Director Mary T. Barra	Mgmt	For
1.2	Elect Management Nominee Director Safra A. Catz	Mgmt	For
1.3	Elect Management Nominee Director Amy L. Chang	Mgmt	For
1.4	Elect Management Nominee Director D. Jeremy Darroch	Mgmt	For
1.5	Elect Management Nominee Director Carolyn N. Everson	Mgmt	For
1.6	Elect Management Nominee Director James P. Gorman	Mgmt	For
1.7	Elect Management Nominee Director Robert A. Iger	Mgmt	For
1.8	Elect Management Nominee Director Calvin R. McDonald	Mgmt	For
1.9	Elect Management Nominee Director Mark G. Parker	Mgmt	For
1.10	Elect Management Nominee Director Derica W. Rice	Mgmt	For
	BLACKWELLS NOMINEES	Mgmt	
1.1	Elect Dissident Nominee Director Craig Hatkoff	SH	Withhold
1.2	Elect Dissident Nominee Director Jessica Schell	SH	Withhold
1.3	Elect Dissident Nominee Director Leah Solivan	SH	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
4	Amend Omnibus Stock Plan	Mgmt	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against
6	Report on Congruency of Political Spending with Company Values and Priorities	SH	For
7	Report on Gender-Based Compensation and Benefits Inequities	SH	Against
8	Report on Charitable Contributions	SH	Against

# The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Vote Instruction
9	Repeal Any Bylaw Provisions Adopted by the Board Without Shareholder Approval Subsequent to November 30, 2023	SH	For
10	Advisory Vote on Board Size and Related Vacancies	SH	Against
	Dissident Universal Proxy (Green Proxy Card) by BLACKWELLS	Mgmt	
	From the Combined List of Management & Dissident Nominees - Elect 12 Directors	Mgmt	
1a	Elect Dissident Nominee Director Craig Hatkoff	SH	Do Not Vote
1b	Elect Dissident Nominee Director Jessica Schell	SH	Do Not Vote
1c	Elect Dissident Nominee Director Leah Solivan	SH	Do Not Vote
	COMPANY NOMINEES	Mgmt	
1d	Elect Management Nominee Director Mary T. Barra	Mgmt	Do Not Vote
1e	Elect Management Nominee Director Safra A. Catz	Mgmt	Do Not Vote
1f	Elect Management Nominee Director Amy L. Chang	Mgmt	Do Not Vote
1g	Elect Management Nominee Director D. Jeremy Darroch	Mgmt	Do Not Vote
1h	Elect Management Nominee Director Carolyn N. Everson	Mgmt	Do Not Vote
1i	Elect Management Nominee Director Michael B.G. Froman	Mgmt	Do Not Vote
1j	Elect Management Nominee Director James P. Gorman	Mgmt	Do Not Vote
1k	Elect Management Nominee Director Robert A. Iger	Mgmt	Do Not Vote
1l	Elect Management Nominee Director Maria Elena Lagomasino	Mgmt	Do Not Vote
1m	Elect Management Nominee Director Calvin R. McDonald	Mgmt	Do Not Vote
1n	Elect Management Nominee Director Mark G. Parker	Mgmt	Do Not Vote
1o	Elect Management Nominee Director Derica W. Rice	Mgmt	Do Not Vote
	THE TRIAN GROUP NOMINEES	Mgmt	
1p	Elect Dissident Nominee Director Nelson Peltz	SH	Do Not Vote



## The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Vote Instruction
1q	Elect Dissident Nominee Director James ("Jay") A. Rasulo	SH	Do Not Vote
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Do Not Vote
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Do Not Vote
4	Amend Omnibus Stock Plan	Mgmt	Do Not Vote
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Do Not Vote
6	Report on Congruency of Political Spending with Company Values and Priorities	SH	Do Not Vote
7	Report on Gender-Based Compensation and Benefits Inequities	SH	Do Not Vote
8	Report on Charitable Contributions	SH	Do Not Vote
9	Repeal Any Bylaw Provisions Adopted by the Board Without Shareholder Approval Subsequent to November 30, 2023	SH	Do Not Vote
10	Advisory Vote on Board Size and Related Vacancies	SH	Do Not Vote

## Synopsys, Inc.

**Meeting Date:** 04/10/2024

**Country:** USA

**Ticker:** SNPS

**Record Date:** 02/12/2024

**Meeting Type:** Annual

**Primary Security ID:** 871607107

**Shares Voted:** 5,800

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Aart J. de Geus	Mgmt	For
1b	Elect Director Roy Vallee	Mgmt	For
1c	Elect Director Sassine Ghazi	Mgmt	For
1d	Elect Director Luis Borgen	Mgmt	For
1e	Elect Director Marc N. Casper	Mgmt	For
1f	Elect Director Janice D. Chaffin	Mgmt	For
1g	Elect Director Bruce R. Chizen	Mgmt	For

## Synopsys, Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
1h	Elect Director Mercedes Johnson	Mgmt	For
1i	Elect Director Robert G. Painter	Mgmt	For
1j	Elect Director Jeannine P. Sargent	Mgmt	For
1k	Elect Director John G. Schwarz	Mgmt	For
2	Amend Omnibus Stock Plan	Mgmt	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
4	Ratify KPMG LLP as Auditors	Mgmt	For
5	Require Independent Board Chair	SH	For

## Adobe Inc.

Meeting Date: 04/17/2024

Country: USA

Ticker: ADBE

Record Date: 02/20/2024

Meeting Type: Annual

Primary Security ID: 00724F101

Shares Voted: 2,800

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Cristiano Amon	Mgmt	For
1b	Elect Director Amy Banse	Mgmt	For
1c	Elect Director Brett Biggs	Mgmt	For
1d	Elect Director Melanie Boulden	Mgmt	For
1e	Elect Director Frank Calderoni	Mgmt	For
1f	Elect Director Laura Desmond	Mgmt	For
1g	Elect Director Shantanu Narayan	Mgmt	For
1h	Elect Director Spencer Neumann	Mgmt	For
1i	Elect Director Kathleen Oberg	Mgmt	For
1j	Elect Director Dheeraj Pandey	Mgmt	For
1k	Elect Director David Ricks	Mgmt	For
1l	Elect Director Daniel Rosensweig	Mgmt	For
2	Amend Omnibus Stock Plan	Mgmt	For
3	Ratify KPMG LLP as Auditors	Mgmt	For

## Adobe Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
5	Require a Majority Vote Standard for the Election of Directors with Mandatory Resignation Policy	SH	Against
6	Report on Hiring of Persons with Arrest or Incarceration Records	SH	For

## Aptiv PLC

**Meeting Date:** 04/24/2024      **Country:** Jersey      **Ticker:** APTV  
**Record Date:** 03/04/2024      **Meeting Type:** Annual  
**Primary Security ID:** G6095L109

**Shares Voted:** 8,900

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Kevin P. Clark	Mgmt	For
1b	Elect Director Nancy E. Cooper	Mgmt	For
1c	Elect Director Joseph L. (Jay) Hooley	Mgmt	For
1d	Elect Director Vasumati P. (Vasu) Jakkal	Mgmt	For
1e	Elect Director Merit E. Janow	Mgmt	For
1f	Elect Director Sean O. Mahoney	Mgmt	For
1g	Elect Director Paul M. Meister	Mgmt	For
1h	Elect Director Robert K. (Kelly) Ortberg	Mgmt	For
1i	Elect Director Colin J. Parris	Mgmt	For
1j	Elect Director Ana G. Pinczuk	Mgmt	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For
3	Approve Omnibus Stock Plan	Mgmt	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year

## The Cigna Group

Meeting Date: 04/24/2024

Country: USA

Ticker: CI

Record Date: 03/05/2024

Meeting Type: Annual

Primary Security ID: 125523100

Shares Voted: 6,650

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director David M. Cordani	Mgmt	For
1b	Elect Director William J. DeLaney	Mgmt	For
1c	Elect Director Eric J. Foss	Mgmt	For
1d	Elect Director Elder Granger	Mgmt	For
1e	Elect Director Neesha Hathi	Mgmt	For
1f	Elect Director George Kurian	Mgmt	For
1g	Elect Director Kathleen M. Mazzarella	Mgmt	For
1h	Elect Director Mark B. McClellan	Mgmt	For
1i	Elect Director Philip O. Ozuah	Mgmt	For
1j	Elect Director Kimberly A. Ross	Mgmt	For
1k	Elect Director Eric C. Wiseman	Mgmt	For
1l	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	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	For
5	Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	SH	Against

## Avery Dennison Corporation

Meeting Date: 04/25/2024

Country: USA

Ticker: AVY

Record Date: 02/26/2024

Meeting Type: Annual

Primary Security ID: 053611109

Shares Voted: 8,650

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Bradley A. Alford	Mgmt	For

## Avery Dennison Corporation

Proposal Number	Proposal Text	Proponent	Vote Instruction
1b	Elect Director Mitchell R. Butier	Mgmt	For
1c	Elect Director Ken C. Hicks	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 Martha N. Sullivan	Mgmt	For
1j	Elect Director William R. Wagner	Mgmt	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
3	Provide Right to Call Special Meeting	Mgmt	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For

## Intuitive Surgical, Inc.

**Meeting Date:** 04/25/2024

**Country:** USA

**Ticker:** ISRG

**Record Date:** 02/29/2024

**Meeting Type:** Annual

**Primary Security ID:** 46120E602

**Shares Voted:** 3,700

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

## Intuitive Surgical, Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
1k	Elect Director Mark J. Rubash	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	Amend Qualified Employee Stock Purchase Plan	Mgmt	For
6	Report on Gender/Racial Pay Gap	SH	For

## Littelfuse, Inc.

**Meeting Date:** 04/25/2024      **Country:** USA      **Ticker:** LFUS  
**Record Date:** 02/27/2024      **Meeting Type:** Annual  
**Primary Security ID:** 537008104

**Shares Voted:** 3,450

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 David W. Heinzmann	Mgmt	For
1g	Elect Director Gregory N. Henderson	Mgmt	For
1h	Elect Director Gordon Hunter	Mgmt	For
1i	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

## Texas Instruments Incorporated

**Meeting Date:** 04/25/2024      **Country:** USA      **Ticker:** TXN  
**Record Date:** 02/28/2024      **Meeting Type:** Annual  
**Primary Security ID:** 882508104

# Texas Instruments Incorporated

Shares Voted: 8,850

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Mark A. Blinn	Mgmt	For
1b	Elect Director Todd M. Bluedorn	Mgmt	For
1c	Elect Director Janet F. Clark	Mgmt	For
1d	Elect Director Carrie S. Cox	Mgmt	For
1e	Elect Director Martin S. Craighead	Mgmt	For
1f	Elect Director Reginald DesRoches	Mgmt	For
1g	Elect Director Curtis C. Farmer	Mgmt	For
1h	Elect Director Jean M. Hobby	Mgmt	For
1i	Elect Director Haviv Ilan	Mgmt	For
1j	Elect Director Ronald Kirk	Mgmt	For
1k	Elect Director Pamela H. Patsley	Mgmt	For
1l	Elect Director Robert E. Sanchez	Mgmt	For
1m	Elect Director Richard K. Templeton	Mgmt	For
2	Approve Omnibus Stock Plan	Mgmt	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	For
6	Report on Due Diligence Efforts to Trace End-User Misuse of Company Products	SH	For

# Abbott Laboratories

Meeting Date: 04/26/2024

Country: USA

Ticker: ABT

Record Date: 02/28/2024

Meeting Type: Annual

Primary Security ID: 002824100

Shares Voted: 20,500

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.1	Elect Director Robert J. Alpern	Mgmt	For

## Abbott Laboratories

Proposal Number	Proposal Text	Proponent	Vote Instruction
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
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

## Ecolab Inc.

**Meeting Date:** 05/02/2024      **Country:** USA      **Ticker:** ECL  
**Record Date:** 03/05/2024      **Meeting Type:** Annual  
**Primary Security ID:** 278865100

**Shares Voted:** 8,801

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 Eric M. Green	Mgmt	For
1e	Elect Director Arthur J. Higgins	Mgmt	For
1f	Elect Director Michael Larson	Mgmt	For
1g	Elect Director David W. MacLennan	Mgmt	For
1h	Elect Director Tracy B. McKibben	Mgmt	For
1i	Elect Director Lionel L. Nowell, III	Mgmt	For



## Ecolab Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
1j	Elect Director Victoria J. Reich	Mgmt	For
1k	Elect Director Suzanne M. Vautrinot	Mgmt	For
1l	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	Require Independent Board Chair	SH	For

## AMETEK, Inc.

**Meeting Date:** 05/07/2024      **Country:** USA      **Ticker:** AME  
**Record Date:** 03/08/2024      **Meeting Type:** Annual  
**Primary Security ID:** 031100100

**Shares Voted:** 16,535

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Tod E. Carpenter	Mgmt	For
1b	Elect Director Karleen M. Oberton	Mgmt	For
1c	Elect Director Suzanne L. Stefany	Mgmt	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For

## Danaher Corporation

**Meeting Date:** 05/07/2024      **Country:** USA      **Ticker:** DHR  
**Record Date:** 03/08/2024      **Meeting Type:** Annual  
**Primary Security ID:** 235851102

**Shares Voted:** 14,060

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

## Danaher Corporation

Proposal Number	Proposal Text	Proponent	Vote Instruction
1d	Elect Director Teri List	Mgmt	Against
1e	Elect Director Jessica L. Mega	Mgmt	For
1f	Elect Director Mitchell P. Rales	Mgmt	For
1g	Elect Director Steven M. Rales	Mgmt	For
1h	Elect Director Pardis C. Sabeti	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
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	For
5	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	For

## Edwards Lifesciences Corporation

**Meeting Date:** 05/07/2024      **Country:** USA      **Ticker:** EW  
**Record Date:** 03/08/2024      **Meeting Type:** Annual  
**Primary Security ID:** 28176E108

**Shares Voted:** 16,200

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.1	Elect Director Leslie C. Davis	Mgmt	For
1.2	Elect Director Kieran T. Gallahue	Mgmt	For
1.3	Elect Director Leslie S. Heisz	Mgmt	For
1.4	Elect Director Paul A. LaViolette	Mgmt	For
1.5	Elect Director Steven R. Loranger	Mgmt	For
1.6	Elect Director Ramona Sequeira	Mgmt	For

## Edwards Lifesciences Corporation

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.7	Elect Director Nicholas J. Valeriani	Mgmt	For
1.8	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
4	Amend Omnibus Stock Plan	Mgmt	For

## Prologis, Inc.

**Meeting Date:** 05/09/2024      **Country:** USA      **Ticker:** PLD  
**Record Date:** 03/12/2024      **Meeting Type:** Annual  
**Primary Security ID:** 74340W103

**Shares Voted:** 11,050

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 Irving F. Lyons, III	Mgmt	For
1g	Elect Director Guy A. Metcalfe	Mgmt	For
1h	Elect Director Avid Modjtabai	Mgmt	For
1i	Elect Director David P. O'Connor	Mgmt	For
1j	Elect Director Olivier Piani	Mgmt	For
1k	Elect Director Carl B. Webb	Mgmt	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
3	Ratify KPMG LLP as Auditors	Mgmt	For
4	Reduce Supermajority Vote Requirement to Amend Charter	Mgmt	For
5	Reduce Supermajority Vote Requirement to Amend Bylaws	Mgmt	For
6	Adopt Simple Majority Vote	SH	For

# Stryker Corporation

Meeting Date: 05/09/2024

Country: USA

Ticker: SYK

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: 863667101

Shares Voted: 4,885

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 Allan C. Golston	Mgmt	For
1d	Elect Director Kevin A. Lobo	Mgmt	For
1e	Elect Director Sherilyn S. McCoy	Mgmt	For
1f	Elect Director Rachel 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	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
4	Report on Political Contributions and Expenditures	SH	For

# United Rentals, Inc.

Meeting Date: 05/09/2024

Country: USA

Ticker: URI

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: 911363109

Shares Voted: 4,550

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Marc A. Bruno	Mgmt	For
1b	Elect Director Larry D. De Shon	Mgmt	For
1c	Elect Director Matthew J. Flannery	Mgmt	For
1d	Elect Director Bobby J. Griffin	Mgmt	For
1e	Elect Director Kim Harris Jones	Mgmt	For

## United Rentals, Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
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	Amend Certificate of Incorporation to Permit the Exculpation of Officers	Mgmt	For
5	Require a Majority Vote Standard for the Election of Directors with Mandatory Resignation Policy	SH	Against

## Waste Management, Inc.

Meeting Date: 05/14/2024

Country: USA

Ticker: WM

Record Date: 03/19/2024

Meeting Type: Annual

Primary Security ID: 94106L109

Shares Voted: 10,025

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
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For

## The Home Depot, Inc.

**Meeting Date:** 05/16/2024      **Country:** USA      **Ticker:** HD  
**Record Date:** 03/18/2024      **Meeting Type:** Annual  
**Primary Security ID:** 437076102

**Shares Voted:** 4,000

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 Santilli	Mgmt	For
1k	Elect Director Caryn Seidman-Becker	Mgmt	For
2	Ratify KPMG LLP as Auditors	Mgmt	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
4	Adopt Policy to Require Board of Directors Members to Disclose their Political Donations	SH	Against
5	Report on Political Spending Congruency	SH	For
6	Report on Corporate Contributions	SH	Against
7	Report on Civil Rights and Non-Discrimination Audit	SH	Against

## The Home Depot, Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
8	Disclose a Biodiversity Impact and Dependency Assessment	SH	For
9	Clawback of Incentive Payments	SH	For

## Veralto Corp.

**Meeting Date:** 05/21/2024      **Country:** USA      **Ticker:** VLTO  
**Record Date:** 03/25/2024      **Meeting Type:** Annual  
**Primary Security ID:** 92338C103

**Shares Voted:** 11,270

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Francoise Colpron	Mgmt	For
1b	Elect Director Shyam P. Kambeyanda	Mgmt	For
1c	Elect Director William H. King	Mgmt	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year

## Amazon.com, Inc.

**Meeting Date:** 05/22/2024      **Country:** USA      **Ticker:** AMZN  
**Record Date:** 03/28/2024      **Meeting Type:** Annual  
**Primary Security ID:** 023135106

**Shares Voted:** 25,900

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

Proposal Number	Proposal Text	Proponent	Vote Instruction
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	Establish a Public Policy Committee	SH	For
5	Establish a Board Committee on Corporate Financial Sustainability	SH	Against
6	Report on Customer Due Diligence	SH	For
7	Report on Lobbying Payments and Policy	SH	For
8	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	For
9	Report on Viewpoint Discrimination	SH	Against
10	Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	SH	For
11	Report on Efforts to Reduce Plastic Use	SH	For
12	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	SH	For
13	Disclose All Material Scope 3 GHG Emissions	SH	For
14	Commission Third Party Study and Report on Risks Associated with Use of Rekognition	SH	For
15	Adopt Policy to Require Board Members to Disclose their Political and Charitable Donations	SH	Against
16	Establish a Board Committee on Artificial Intelligence	SH	For
17	Commission a Third Party Audit on Working Conditions	SH	For



## Zoetis Inc.

Meeting Date: 05/22/2024

Country: USA

Ticker: ZTS

Record Date: 03/28/2024

Meeting Type: Annual

Primary Security ID: 98978V103

Shares Voted: 5,225

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 Robert W. Scully	Mgmt	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
3	Ratify KPMG LLP as Auditors	Mgmt	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For
5	Adopt Policy on Improved Majority Voting for Election of Directors	SH	Against

## ServiceNow, Inc.

Meeting Date: 05/23/2024

Country: USA

Ticker: NOW

Record Date: 03/26/2024

Meeting Type: Annual

Primary Security ID: 81762P102

Shares Voted: 2,920

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Deborah Black	Mgmt	For

## ServiceNow, Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
1b	Elect Director Susan L. Bostrom	Mgmt	For
1c	Elect Director Teresa Briggs	Mgmt	For
1d	Elect Director Jonathan C. Chadwick	Mgmt	For
1e	Elect Director Paul E. Chamberlain	Mgmt	For
1f	Elect Director Lawrence J. Jackson, Jr.	Mgmt	For
1g	Elect Director Frederic B. Luddy	Mgmt	For
1h	Elect Director William R. "Bill" McDermott	Mgmt	For
1i	Elect Director Jeffrey A. Miller	Mgmt	For
1j	Elect Director Joseph "Larry" Quinlan	Mgmt	For
1k	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	Adopt Simple Majority Vote	SH	For

## The TJX Companies, Inc.

**Meeting Date:** 06/04/2024

**Country:** USA

**Ticker:** TJX

**Record Date:** 04/08/2024

**Meeting Type:** Annual

**Primary Security ID:** 872540109

**Shares Voted:** 26,440

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

## The TJX Companies, Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
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
4	Report on Effectiveness of Social Compliance Efforts in Supply Chain	SH	For

## Netflix, Inc.

Meeting Date: 06/06/2024

Country: USA

Ticker: NFLX

Record Date: 04/08/2024

Meeting Type: Annual

Primary Security ID: 64110L106

Shares Voted: 3,620

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	For
1e	Elect Director Greg Peters	Mgmt	For
1f	Elect Director Susan E. Rice	Mgmt	For
1g	Elect Director Ted Sarandos	Mgmt	For
1h	Elect Director Bradford L. Smith	Mgmt	For
1i	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	Report on Use of Artificial Intelligence	SH	For
5	Establish Committee on Corporate Sustainability	SH	Against
6	Amend Director Election Resignation Bylaw	SH	Against
7	Amend Code of Ethics and Report on Board Compliance with the Amended Code	SH	Against

## Netflix, Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
8	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	For

## Alphabet Inc.

**Meeting Date:** 06/07/2024      **Country:** USA      **Ticker:** GOOGL  
**Record Date:** 04/09/2024      **Meeting Type:** Annual  
**Primary Security ID:** 02079K305

**Shares Voted:** 27,180

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Larry Page	Mgmt	For
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	Amend Bylaw regarding Stockholder Approval of Director Compensation	SH	Against
4	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against
5	Report on Electromagnetic Radiation and Wireless Technologies Risks	SH	Against
6	Adopt Policy to Require Board of Directors Members to Disclose their Political and Charitable Donations	SH	Against
7	Report on Climate Risk in Retirement Plan Options	SH	For
8	Report on Lobbying Payments and Policy	SH	For

## Alphabet Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
9	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	For
10	Report on Reproductive Healthcare Misinformation Risks	SH	For
11	Amend Audit and Compliance Committee Charter to Include Artificial Intelligence Oversight	SH	For
12	Report on Risks Related to AI Generated Misinformation and Disinformation	SH	For
13	Publish Human Rights Risk Assessment on the AI-Driven Targeted Ad Policies	SH	For
14	Adopt Targets Evaluating YouTube Child Safety Policies	SH	For

## Roper Technologies, Inc.

**Meeting Date:** 06/12/2024      **Country:** USA      **Ticker:** ROP  
**Record Date:** 04/18/2024      **Meeting Type:** Annual  
**Primary Security ID:** 776696106

Shares Voted: 3,135

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
1.10	Elect Director Christopher Wright	Mgmt	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For

## Roper Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For
4	Adopt Simple Majority Vote	SH	For

## Veeva Systems Inc.

**Meeting Date:** 06/12/2024      **Country:** USA      **Ticker:** VEEV  
**Record Date:** 04/15/2024      **Meeting Type:** Annual  
**Primary Security ID:** 922475108

**Shares Voted:** 7,900

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Timothy S. Cabral	Mgmt	For
1b	Elect Director Mark Carges	Mgmt	For
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 Tina Hunt	Mgmt	For
1g	Elect Director Marshall L. Mohr	Mgmt	For
1h	Elect Director Gordon Ritter	Mgmt	For
1i	Elect Director Paul Sekhri	Mgmt	Against
1j	Elect Director Matthew J. Wallach	Mgmt	Against
2	Ratify KPMG LLP as Auditors	Mgmt	For
3	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For

## CrowdStrike Holdings, Inc.

**Meeting Date:** 06/18/2024      **Country:** USA      **Ticker:** CRWD  
**Record Date:** 04/22/2024      **Meeting Type:** Annual  
**Primary Security ID:** 22788C105

## CrowdStrike Holdings, Inc.

Shares Voted: 5,300

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.1	Elect Director Roxanne S. Austin	Mgmt	For
1.2	Elect Director Sameer K. Gandhi	Mgmt	For
1.3	Elect Director Gerhard Watzinger	Mgmt	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For

## Marvell Technology, Inc.

Meeting Date: 06/20/2024

Country: USA

Ticker: MRVL

Record Date: 04/25/2024

Meeting Type: Annual

Primary Security ID: 573874104

Shares Voted: 15,000

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Sara Andrews	Mgmt	For
1b	Elect Director W. Tudor Brown	Mgmt	For
1c	Elect Director Brad W. Buss	Mgmt	For
1d	Elect Director Daniel Durn	Mgmt	For
1e	Elect Director Rebecca W. House	Mgmt	For
1f	Elect Director Marachel L. Knight	Mgmt	For
1g	Elect Director Matthew J. Murphy	Mgmt	For
1h	Elect Director Michael G. Strachan	Mgmt	For
1i	Elect Director Robert E. Switz	Mgmt	For
1j	Elect Director Ford Tamer	Mgmt	For
1k	Elect Director Richard P. Wallace	Mgmt	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Against
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For

## NVIDIA Corporation

Meeting Date: 06/26/2024

Country: USA

Ticker: NVDA

Record Date: 04/29/2024

Meeting Type: Annual

Primary Security ID: 67066G104

Shares Voted: 5,400

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Robert K. Burgess	Mgmt	For
1b	Elect Director Tench Coxe	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 A. Brooke Seawell	Mgmt	For
1k	Elect Director Aarti Shah	Mgmt	For
1l	Elect Director Mark A. Stevens	Mgmt	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For
4	Adopt Simple Majority Vote	SH	For

## Salesforce, Inc.

Meeting Date: 06/27/2024

Country: USA

Ticker: CRM

Record Date: 05/01/2024

Meeting Type: Annual

Primary Security ID: 79466L302

Shares Voted: 8,654

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



## Salesforce, Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
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
1m	Elect Director Susan Wojcicki	Mgmt	For
2	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For
3	Amend Omnibus Stock Plan	Mgmt	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Against
6	Require Independent Board Chair	SH	For
7	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against
8	Report on Viewpoint Discrimination	SH	Against

## Linde Plc

**Meeting Date:** 07/30/2024

**Country:** Ireland

**Ticker:** LIN

**Record Date:** 04/26/2024

**Meeting Type:** Annual

**Primary Security ID:** G54950103

**Shares Voted:** 4,650

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	Against

## Linde Plc

Proposal Number	Proposal Text	Proponent	Vote Instruction
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
4	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For

## NIKE, Inc.

Meeting Date: 09/10/2024

Country: USA

Ticker: NKE

Record Date: 07/10/2024

Meeting Type: Annual

Primary Security ID: 654106103

Shares Voted: 14,735

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Cathleen Benko	Mgmt	For
1b	Elect Director John Rogers, Jr.	Mgmt	Withhold
1c	Elect Director Robert Swan	Mgmt	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For
4	Report on Median Gender/Racial Pay Gaps	SH	For
5	Report on Effectiveness of Supply Chain Management on Equity Goals and Human Rights Commitments	SH	For
6	Report on the Impact of Work-Driven Responsibility Principles and Supporting Binding Agreements in Sourcing from High-Risk Countries	SH	For
7	Report on Environmental Targets	SH	For

## NIKE, Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
8	Report on Congruency of Voluntary Partnerships with Company's Fiduciary Duties	SH	Against

## The Estee Lauder Companies Inc.

**Meeting Date:** 11/08/2024      **Country:** USA      **Ticker:** EL  
**Record Date:** 09/09/2024      **Meeting Type:** Annual  
**Primary Security ID:** 518439104

**Shares Voted:** 10,664

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Paul J. Fribourg	Mgmt	For
1b	Elect Director Jennifer Hyman	Mgmt	Withhold
1c	Elect Director Arturo Nunez	Mgmt	For
1d	Elect Director Barry S. Sternlicht	Mgmt	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Against
4	Amend Omnibus Stock Plan	Mgmt	Against

## Microsoft Corporation

**Meeting Date:** 12/10/2024      **Country:** USA      **Ticker:** MSFT  
**Record Date:** 09/30/2024      **Meeting Type:** Annual  
**Primary Security ID:** 594918104

**Shares Voted:** 17,400

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.1	Elect Director Reid G. Hoffman	Mgmt	For
1.2	Elect Director Hugh F. Johnston	Mgmt	For
1.3	Elect Director Teri L. List	Mgmt	For
1.4	Elect Director Catherine MacGregor	Mgmt	For
1.5	Elect Director Mark A. L. Mason	Mgmt	For
1.6	Elect Director Satya Nadella	Mgmt	For

# Microsoft Corporation

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Vote Instruction</b>
1.7	Elect Director Sandra E. Peterson	Mgmt	For
1.8	Elect Director Penny S. Pritzker	Mgmt	For
1.9	Elect Director Carlos A. Rodriguez	Mgmt	For
1.10	Elect Director Charles W. Scharf	Mgmt	For
1.11	Elect Director John W. Stanton	Mgmt	For
1.12	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	Report on Risks of Weapons Development	SH	For
5	Assess and Report on Investing in Bitcoin	SH	Against
6	Report on Risks of Operating in Countries with Significant Human Rights Concerns	SH	For
7	Report on Risks of Using Artificial Intelligence and Machine Learning Tools for Oil and Gas Development and Production	SH	For
8	Report on Risks Related to AI Generated Misinformation and Disinformation	SH	For
9	Report on AI Data Sourcing Accountability	SH	For