

Mars 2025

DOCUMENT
REGLEMENTAIRE

Rapport de vote

MANSARTIS
INVESTISSEMENTS ISR

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

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 54 sur 60 sociétés en portefeuille. Cette différence est due à la définition du périmètre d'exercice des droits de vote de Mansartis (définie ci-dessus). Mansartis n'a donc pas exercé son droit de vote pour les sociétés des pays européens suivants : Suisse et Suède.

Le ratio de participation en 2024 est ainsi de 100% selon le périmètre d'exercice des droits de vote défini par la politique de vote.

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

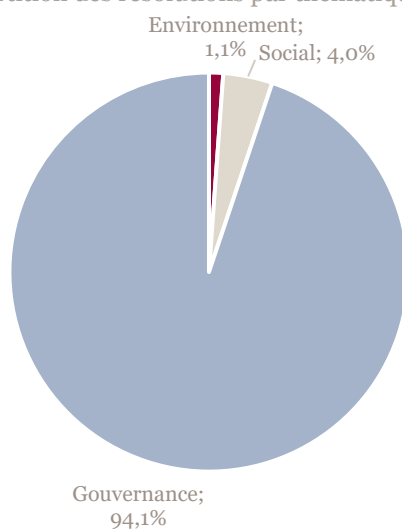
Répartition géographique des Assemblées Générales :

Pays	Périmètre initial d'assemblées générales	Nombre d'assemblées générales votées	Taux de participation
Etats-Unis	18	17	94%
France	10	10	100%
Allemagne	4	4	100%
Japon	5	5	100%
Pays-Bas	5	5	100%
Irlande	2	2	100%
Chine	4	4	100%
Îles Caïmans	2	2	100%
Royaume-Uni	2	2	100%
Corée du Sud	1	1	100%
Espagne	1	1	100%
Taiwan	1	1	100%
Suisse	3	Hors scope	Hors scope
Suède	2	Hors scope	Hors scope

Répartition géographique France / hors-France (selon notre périmètre de vote) :

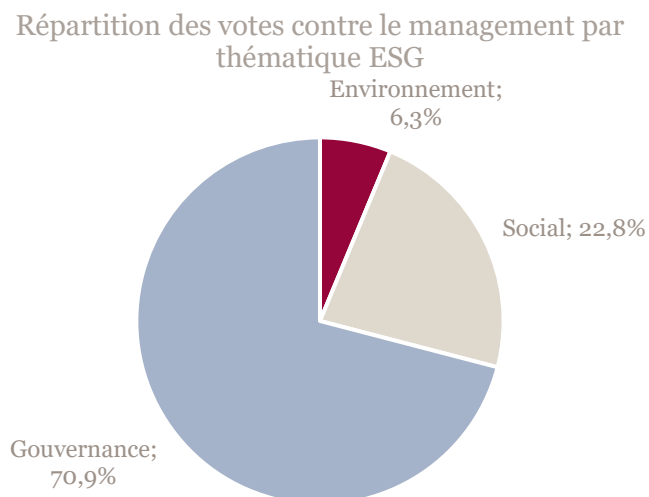
Pays	Périmètre initial d'assemblées générales	Nombre d'assemblées générales votées	Taux de participation
France	10	10	100%
Hors France	44	44	100%

Répartition des résolutions par thématique ESG



b. Votes contre la recommandation du management

Sur les 1075 résolutions soumises au vote, 109 ont fait l'objet d'un vote contre la recommandation du management soit 13% du nombre total de votes.



Au total, 109 résolutions ont été votées contre les recommandations de la direction. Ces votes reflètent une vigilance renforcée sur des sujets sensibles tels que la gouvernance, rémunération et transactions stratégiques.

Rémunérations des dirigeants : Thème le plus fréquent.

De nombreuses résolutions ont été rejetées concernant :

- les politiques de rémunération (Say-on-Pay),
- les plans d'incitation à long terme,
- les rapports de rémunération.

Exemple: Stellantis NV – Rejet du rapport de rémunération lors du vote consultatif.

Élections de membres du conseil : Deuxième thématique la plus ciblée.

Des votes "contre" sont intervenus sur :

- la réélection de dirigeants influents,
- le manque d'indépendance perçue,
- la composition insuffisamment diversifiée des conseils.

Exemple: Ferrari NV – Votes "contre" la réélection de John Elkann et Piero Ferrari.

Propositions actionnariales environnementales et sociales (E&S) : Thématique en progression, notamment sur le marché américain.

Des votes "contre" sont apparus lorsque les propositions actionnariales E&S étaient jugées peu concrètes, ou redondantes avec les engagements déjà pris.

Transactions stratégiques et gouvernance

Une part significative des votes "contre" portait sur :

- des projets de fusions-acquisitions,
- des spin-offs,
- des émissions d'actions sans droits préférentiels.

Exemple: Dassault Systèmes SE – Rejet de plusieurs résolutions déléguant des pouvoirs au conseil pour des opérations stratégiques.

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 Investissements 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
INVESTISSEMENTS

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: 2,384

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: 19,865

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

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

TravelSky Technology Limited

Meeting Date: 01/25/2024	Country: China	Ticker: 696
Record Date: 01/19/2024	Meeting Type: Extraordinary Shareholders	
Primary Security ID: Y8972V101		

Shares Voted: 382,000

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Approve Phase III H Share Appreciation Rights Scheme, Grant of Share Appreciation Rights to the Incentive Recipients, Corresponding Adjustments to the Exercise Prices and Number of Share Appreciation Rights, Amend Scheme and Related Transactions	Mgmt	Against

TravelSky Technology Limited

Proposal Number	Proposal Text	Proponent	Vote Instruction
2	Elect Sun Yuquan as Director and Authorize Board to Fix His Remuneration and Termination of Zhao Xiaohang as Director	Mgmt	For
3	Elect Qu Guangji as Director and Authorize Board to Fix His Remuneration and Termination of Luo Laijun as Director	Mgmt	For

Accenture plc

Meeting Date: 01/31/2024

Record Date: 12/04/2023

Primary Security ID: G1151C101

Country: Ireland

Meeting Type: Annual

Ticker: ACN

Shares Voted: 14,354

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
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

Accenture plc

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

Samsung Electronics Co., Ltd.

Meeting Date: 03/20/2024	Country: South Korea	Ticker: 005930
Record Date: 12/29/2023	Meeting Type: Annual	
Primary Security ID: Y74718100		

Shares Voted: 1,040

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Meeting for GDR Holders	Mgmt	
1	Approve Financial Statements and Allocation of Income	Mgmt	For
2	Elect Shin Je-yoon as Outside Director	Mgmt	For
3	Elect Cho Hye-gyeong as Outside Director to Serve as an Audit Committee Member	Mgmt	For
4	Elect Yoo Myeong-hui as a Member of Audit Committee	Mgmt	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For
6	Amend Articles of Incorporation	Mgmt	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: 9,800

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

Keysight Technologies, Inc.

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	Amend Employee Stock Purchase Plan	Mgmt	For
6	Eliminate Supermajority Vote Requirement	Mgmt	For
7	Adopt Simple Majority Vote	SH	For

Kao Corp.

Meeting Date: 03/22/2024

Record Date: 12/31/2023

Primary Security ID: J30642169

Country: Japan

Meeting Type: Annual

Ticker: 4452

Shares Voted: 26,100

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 75	Mgmt	For
2.1	Elect Director Hasebe, Yoshihiro	Mgmt	For
2.2	Elect Director Negoro, Masakazu	Mgmt	For
2.3	Elect Director Nishiguchi, Toru	Mgmt	For
2.4	Elect Director David J. Muenz	Mgmt	For
2.5	Elect Director Shinobe, Osamu	Mgmt	For
2.6	Elect Director Sakurai, Eriko	Mgmt	For
2.7	Elect Director Nishii, Takaaki	Mgmt	For
2.8	Elect Director Takashima, Makoto	Mgmt	For
3	Appoint Statutory Auditor Arai, Saeko	Mgmt	For
4	Approve Trust-Type Equity Compensation Plan	Mgmt	For
5	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For

The Walt Disney Company

Meeting Date: 04/03/2024

Record Date: 02/05/2024

Primary Security ID: 254687106

Country: USA

Meeting Type: Proxy Contest

Ticker: DIS

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
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

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Proposal Number	Proposal Text	Proponent	Vote Instruction
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
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

The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Vote Instruction
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
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

The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Vote Instruction
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
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

The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Vote Instruction
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

Deutsche Telekom AG

Meeting Date: 04/10/2024	Country: Germany	Ticker: DTE
Record Date: 04/05/2024	Meeting Type: Annual	
Primary Security ID: D2035M136		

Shares Voted: 170,741

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt	
2	Approve Allocation of Income and Dividends of EUR 0.77 per Share	Mgmt	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and for the Review of the Interim Financial Statements for Fiscal Year 2024 and First Quarter of Fiscal Year 2025	Mgmt	For
6.1	Elect Lars Hinrichs to the Supervisory Board	Mgmt	For
6.2	Elect Karl-Heinz Streibich to the Supervisory Board	Mgmt	For
7	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 8 Billion; Approve Creation of EUR 1.2 Billion Pool of Capital to Guarantee Conversion Rights	Mgmt	For
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For

Deutsche Telekom AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
9	Approve Remuneration Report	Mgmt	For

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: 4,800

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
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

Straumann Holding AG

Meeting Date: 04/12/2024	Country: Switzerland	Ticker: STMN
Record Date:	Meeting Type: Annual	
Primary Security ID: H8300N127		

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	Do Not Vote
1.2	Approve Remuneration Report	Mgmt	Do Not Vote
1.3	Approve Non-Financial Report	Mgmt	Do Not Vote
2	Approve Allocation of Income and Dividends of CHF 0.85 per Share	Mgmt	Do Not Vote
3	Approve Discharge of Board and Senior Management	Mgmt	Do Not Vote
4	Approve Remuneration of Directors in the Amount of CHF 2.6 Million	Mgmt	Do Not Vote
5.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 10.2 Million	Mgmt	Do Not Vote
5.2	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 3.8 Million	Mgmt	Do Not Vote
5.3	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 7.2 Million	Mgmt	Do Not Vote
6.1	Reelect Petra Rumpf as Director and Board Chair	Mgmt	Do Not Vote
6.2	Reelect Olivier Filliol as Director	Mgmt	Do Not Vote
6.3	Reelect Marco Gadola as Director	Mgmt	Do Not Vote
6.4	Reelect Thomas Straumann as Director	Mgmt	Do Not Vote
6.5	Reelect Regula Wallimann as Director	Mgmt	Do Not Vote
6.6	Elect Xiaoqun Clever-Steg as Director	Mgmt	Do Not Vote
6.7	Elect Stefan Meister as Director	Mgmt	Do Not Vote
7.1	Appoint Olivier Filliol as Member of the Human Resources and Compensation Committee	Mgmt	Do Not Vote
7.2	Reappoint Marco Gadola as Member of the Human Resources and Compensation Committee	Mgmt	Do Not Vote

Straumann Holding AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
7.3	Reappoint Regula Wallimann as Member of the Human Resources and Compensation Committee	Mgmt	Do Not Vote
8	Designate NEOVIUS AG as Independent Proxy	Mgmt	Do Not Vote
9	Ratify Ernst & Young AG as Auditors	Mgmt	Do Not Vote
10	Transact Other Business (Voting)	Mgmt	Do Not Vote

Straumann Holding AG

Meeting Date: 04/12/2024

Country: Switzerland

Ticker: STMN

Record Date:

Meeting Type: Annual

Primary Security ID: H8300N127

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Share Re-registration Consent	Mgmt	Do Not Vote

Stellantis NV

Meeting Date: 04/16/2024

Country: Netherlands

Ticker: STLAM

Record Date: 03/19/2024

Meeting Type: Annual

Primary Security ID: N82405106

Shares Voted: 139,713

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Annual Meeting Agenda	Mgmt	
1	Open Meeting	Mgmt	
2.a	Receive Report of Management Board (Non-Voting)	Mgmt	
2.b	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt	
2.c	Discussion on Company's Corporate Governance Structure	Mgmt	
2.d	Approve Remuneration Report	Mgmt	Against
2.e	Adopt Financial Statements and Statutory Reports	Mgmt	For

Stellantis NV

Proposal Number	Proposal Text	Proponent	Vote Instruction
2.f	Approve Dividends	Mgmt	For
2.g	Approve Discharge of Directors	Mgmt	For
3	Elect Claudia Parzani as Non-Executive Director	Mgmt	For
4.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For
4.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
6.a	Approve Cancellation of Common Shares	Mgmt	For
6.b	Approve Cancellation of All Class B Special Voting Shares	Mgmt	For
7	Close Meeting	Mgmt	

Adobe Inc.

Meeting Date: 04/17/2024

Record Date: 02/20/2024

Primary Security ID: 00724F101

Country: USA

Meeting Type: Annual

Ticker: ADBE

Shares Voted: 5,649

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 Narayen	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

Adobe Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
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	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

Ferrari NV

Meeting Date: 04/17/2024

Record Date: 03/20/2024

Primary Security ID: N3167Y103

Country: Netherlands

Meeting Type: Annual

Ticker: RACE

Shares Voted: 3,497

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Annual Meeting Agenda	Mgmt	
1	Open Meeting	Mgmt	
2.a	Receive Director's Board Report (Non-Voting)	Mgmt	
2.b	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt	
2.c	Discuss Corporate Governance Chapter in Board Report	Mgmt	
2.d	Approve Remuneration Report	Mgmt	For
2.e	Adopt Financial Statements and Statutory Reports	Mgmt	For
2.f	Approve Dividends	Mgmt	For
2.g	Approve Discharge of Directors	Mgmt	For
3.a	Reelect John Elkann as Executive Director	Mgmt	Against
3.b	Reelect Benedetto Vigna as Executive Director	Mgmt	For
3.c	Reelect Piero Ferrari as Non-Executive Director	Mgmt	Against
3.d	Reelect Delphine Arnault as Non-Executive Director	Mgmt	For
3.e	Reelect Francesca Bellettini as Non-Executive Director	Mgmt	For

Ferrari NV

Proposal Number	Proposal Text	Proponent	Vote Instruction
3.f	Reelect Eduardo H. Cue as Non-Executive Director	Mgmt	For
3.g	Reelect Sergio Duca as Non-Executive Director	Mgmt	For
3.h	Reelect John Galantic as Non-Executive Director	Mgmt	For
3.i	Reelect Maria Patrizia Grieco as Non-Executive Director	Mgmt	For
3.j	Reelect Adam Keswick as Non-Executive Director	Mgmt	For
3.k	Reelect Michelangelo Volpi as Non-Executive Director	Mgmt	For
4.1	Grant Board Authority to Issue Shares	Mgmt	For
4.2	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For
5	Amend Remuneration Policy of Board of Directors	Mgmt	For
6	Authorize Repurchase of Up to 10 Percent of Issued Common Shares	Mgmt	For
7	Reappoint Auditors	Mgmt	For
8	Approve Awards to Executive Director	Mgmt	For
9	Close Meeting	Mgmt	

LVMH Moet Hennessy Louis Vuitton SE

Meeting Date: 04/18/2024

Record Date: 04/16/2024

Primary Security ID: F58485115

Country: France

Meeting Type: Annual/Special

Ticker: MC

Shares Voted: 9,005

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Dividends of EUR 13 per Share	Mgmt	For

LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Vote Instruction
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	Against
5	Reelect Antoine Arnault as Director	Mgmt	Against
6	Elect Henri de Castries as Director	Mgmt	For
7	Elect Alexandre Arnault as Director	Mgmt	Against
8	Elect Frederic Arnault as Director	Mgmt	Against
9	Appoint Deloitte & Associes as Auditor Responsible for Certifying Sustainability Information	Mgmt	For
10	Approve Compensation Report of Corporate Officers	Mgmt	Against
11	Approve Compensation of Bernard Arnault, Chairman and CEO	Mgmt	Against
12	Approve Compensation of Antonio Belloni, Vice-CEO	Mgmt	Against
13	Approve Remuneration Policy of Directors	Mgmt	For
14	Approve Remuneration Policy of Chairman and CEO	Mgmt	Against
15	Approve Remuneration Policy of Vice-CEO	Mgmt	Against
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
17	Extraordinary Business	Mgmt	For
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	
18	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	Against
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For

Siemens Healthineers AG

Meeting Date: 04/18/2024

Record Date: 04/11/2024

Primary Security ID: D6T479107

Country: Germany

Meeting Type: Annual

Ticker: SHL

Shares Voted: 38,873

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt	
2	Approve Allocation of Income and Dividends of EUR 0.95 per Share	Mgmt	For
3.1	Approve Discharge of Management Board Member Bernhard Montag for Fiscal Year 2023	Mgmt	For
3.2	Approve Discharge of Management Board Member Jochen Schmitz for Fiscal Year 2023	Mgmt	For
3.3	Approve Discharge of Management Board Member Darleen Caron for Fiscal Year 2023	Mgmt	For
3.4	Approve Discharge of Management Board Member Elisabeth Staudinger-Leibrecht for Fiscal Year 2023	Mgmt	For
4.1	Approve Discharge of Supervisory Board Member Ralf Thomas for Fiscal Year 2023	Mgmt	For
4.2	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2023	Mgmt	For
4.3	Approve Discharge of Supervisory Board Member Veronika Bienert (from Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For
4.4	Approve Discharge of Supervisory Board Member Roland Busch for Fiscal Year 2023	Mgmt	For
4.5	Approve Discharge of Supervisory Board Member Norbert Gaus (until Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For
4.6	Approve Discharge of Supervisory Board Member Marion Helmes for Fiscal Year 2023	Mgmt	For

Proposal Number	Proposal Text	Proponent	Vote Instruction
4.7	Approve Discharge of Supervisory Board Member Andreas Hoffmann (until Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For
4.8	Approve Discharge of Supervisory Board Member Peter Koerte (from Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For
4.9	Approve Discharge of Supervisory Board Member Sarena Lin (from Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For
4.10	Approve Discharge of Supervisory Board Member Philipp Roesler (until Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For
4.11	Approve Discharge of Supervisory Board Member Peer Schatz for Fiscal Year 2023	Mgmt	For
4.12	Approve Discharge of Supervisory Board Member Gregory Sorensen (until Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For
4.13	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2023	Mgmt	For
4.14	Approve Discharge of Supervisory Board Member Dow Wilson (from Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	Mgmt	For
6	Approve Remuneration Report	Mgmt	For
7	Amend Corporate Purpose	Mgmt	For
8	Amend Articles of Association	Mgmt	For
9.1	Elect Ralf Thomas to the Supervisory Board	Mgmt	Against
9.2	Elect Karl-Heinz Streibich to the Supervisory Board	Mgmt	For
9.3	Elect Roland Busch to the Supervisory Board	Mgmt	Against
9.4	Elect Marion Helmes to the Supervisory Board	Mgmt	For
9.5	Elect Sarena Lin to the Supervisory Board	Mgmt	Against
9.6	Elect Peer Schatz to the Supervisory Board	Mgmt	Against
9.7	Elect Nathalie von Siemens to the Supervisory Board	Mgmt	Against

Siemens Healthineers AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
9.8	Elect Dow Wilson to the Supervisory Board	Mgmt	Against
9.9	Elect Veronika Bienert to the Supervisory Board	Mgmt	Against
9.10	Elect Peter Koerte to the Supervisory Board	Mgmt	Against

L'Oreal SA

Meeting Date: 04/23/2024	Country: France	Ticker: OR
Record Date: 04/19/2024	Meeting Type: Annual/Special	
Primary Security ID: F58149133		

Shares Voted: 15,041

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Dividends of EUR 6.60 per Share and an Extra of EUR 0.66 per Share to Long Term Registered Shares	Mgmt	For
4	Elect Jacques Ripoll as Director	Mgmt	For
5	Reelect Beatrice Guillaume-Grabisch as Director	Mgmt	For
6	Reelect Ilham Kadri as Director	Mgmt	For
7	Reelect Jean-Victor Meyers as Director	Mgmt	For
8	Reelect Nicolas Meyers as Director	Mgmt	For
9	Appoint Deloitte & Associes as Auditor Responsible for Certifying Sustainability Information	Mgmt	For
10	Appoint Ernst & Young Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For
12	Approve Compensation of Jean-Paul Agon, Chairman of the Board	Mgmt	For

L'Oreal SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
13	Approve Compensation of Nicolas Hieronimus, CEO	Mgmt	For
14	Approve Remuneration Policy of Directors	Mgmt	For
15	Approve Remuneration Policy of Chairman of the Board	Mgmt	For
16	Approve Remuneration Policy of CEO	Mgmt	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
18	Extraordinary Business	Mgmt	For
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	
19	Authorize up to 0.6 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

ASML Holding NV

Meeting Date: 04/24/2024

Record Date: 03/27/2024

Primary Security ID: N07059202

Country: Netherlands

Meeting Type: Annual

Ticker: ASML

Shares Voted: 8,532

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Annual Meeting Agenda	Mgmt	
	Open Meeting	Mgmt	
	Discuss the Company's Business, Financial Situation and ESG Sustainability	Mgmt	
3a	Approve Remuneration Report	Mgmt	For
3b	Adopt Financial Statements and Statutory Reports	Mgmt	For

ASML Holding NV

Proposal Number	Proposal Text	Proponent	Vote Instruction
3c	Discussion on Company's Corporate Governance Structure and Compliance with the Corporate Governance Code	Mgmt	
3d	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt	
3e	Approve Dividends	Mgmt	For
4a	Approve Discharge of Management Board	Mgmt	For
4b	Approve Discharge of Supervisory Board	Mgmt	For
5	Approve Number of Shares for Management Board	Mgmt	For
6a	Announce Intention to Reappoint C.D. Fouquet to Management Board	Mgmt	
6b	Announce Intention to Reappoint J.P. Koonmen to Management Board	Mgmt	
7a	Discuss Updated Profile of the Supervisory Board	Mgmt	
7b	Reelect A.P. Aris to Supervisory Board	Mgmt	For
7c	Reelect D.M. Durcan to Supervisory Board	Mgmt	For
7d	Reelect D.W.A. East to Supervisory Board	Mgmt	For
7e	Discuss Composition of the Supervisory Board	Mgmt	
8a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	Mgmt	For
8b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
10	Authorize Cancellation of Repurchased Shares	Mgmt	For
11	Other Business (Non-Voting)	Mgmt	
12	Close Meeting	Mgmt	

Meeting Date: 04/24/2024	Country: Sweden	Ticker: ASSA.B
Record Date: 04/16/2024	Meeting Type: Annual	
Primary Security ID: W0817X204		

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Open Meeting	Mgmt	
2	Elect Chairman of Meeting	Mgmt	Do Not Vote
3	Prepare and Approve List of Shareholders	Mgmt	
4	Approve Agenda of Meeting	Mgmt	Do Not Vote
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	Do Not Vote
6	Acknowledge Proper Convening of Meeting	Mgmt	Do Not Vote
7	Receive President's Report	Mgmt	
8.a	Receive Financial Statements and Statutory Reports	Mgmt	
8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt	
8.c	Receive Board's Report	Mgmt	
9.a	Accept Financial Statements and Statutory Reports	Mgmt	Do Not Vote
9.b	Approve Allocation of Income and Dividends of SEK 5.40 Per Share	Mgmt	Do Not Vote
9.c	Approve Discharge of Board and President	Mgmt	Do Not Vote
10	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	Do Not Vote
11.a	Approve Remuneration of Directors in the Amount of SEK 3.2 Million for Chair, SEK 1.2 Million for Vice Chair and SEK 935,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	Do Not Vote
11.b	Approve Remuneration of Auditors	Mgmt	Do Not Vote

Assa Abloy AB

Proposal Number	Proposal Text	Proponent	Vote Instruction
12	Reelect Johan Hjertonsson (Chairman), Carl Douglas (Vice Chairman), Erik Ekudden, Sofia Schorling Hogberg, Lena Olving, Victoria Van Camp, Joakim Weidemanis and Susanne Pahlen Aklundh as Directors	Mgmt	Do Not Vote
13	Ratify Ernst & Young as Auditors	Mgmt	Do Not Vote
14	Approve Remuneration Report	Mgmt	Do Not Vote
15	Authorize Class B Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	Do Not Vote
16	Approve Performance Share Matching Plan LTI 2024 for Senior Executives and Key Employees	Mgmt	Do Not Vote
17	Close Meeting	Mgmt	

Atlas Copco AB

Meeting Date: 04/24/2024

Record Date: 04/16/2024

Primary Security ID: W1R924252

Country: Sweden

Meeting Type: Annual

Ticker: ATCO.A

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Opening of Meeting; Elect Chairman of Meeting	Mgmt	Do Not Vote
2	Prepare and Approve List of Shareholders	Mgmt	Do Not Vote
3	Approve Agenda of Meeting	Mgmt	Do Not Vote
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	Do Not Vote
5	Acknowledge Proper Convening of Meeting	Mgmt	Do Not Vote
6	Receive Financial Statements and Statutory Reports	Mgmt	
7	Receive CEO's Report	Mgmt	
8.a	Accept Financial Statements and Statutory Reports	Mgmt	Do Not Vote
8.b1	Approve Discharge of Jumana Al Sibai	Mgmt	Do Not Vote

Proposal Number	Proposal Text	Proponent	Vote Instruction
8.b2	Approve Discharge of Staffan Bohman	Mgmt	Do Not Vote
8.b3	Approve Discharge of Johan Forssell	Mgmt	Do Not Vote
8.b4	Approve Discharge of Helene Mellquist	Mgmt	Do Not Vote
8.b5	Approve Discharge of Anna Ohlsson-Leijon	Mgmt	Do Not Vote
8.b6	Approve Discharge of Mats Rahmstrom	Mgmt	Do Not Vote
8.b7	Approve Discharge of Gordon Riske	Mgmt	Do Not Vote
8.b8	Approve Discharge of Hans Straberg	Mgmt	Do Not Vote
8.b9	Approve Discharge of Peter Wallenberg Jr	Mgmt	Do Not Vote
8.b10	Approve Discharge of Mikael Bergstedt	Mgmt	Do Not Vote
8.b11	Approve Discharge of Benny Larsson	Mgmt	Do Not Vote
8.b12	Approve Discharge of CEO Mats Rahmstrom	Mgmt	Do Not Vote
8.c	Approve Allocation of Income and Dividends of SEK 2.80 Per Share	Mgmt	Do Not Vote
8.d	Approve Record Date for Dividend Payment	Mgmt	Do Not Vote
9.a	Determine Number of Members (9) and Deputy Members of Board (0)	Mgmt	Do Not Vote
9.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	Do Not Vote
10.a1	Reelect Juman Al Sibai as Director	Mgmt	Do Not Vote
10.a2	Reelect Johan Forssell as Director	Mgmt	Do Not Vote
10.a3	Reelect Helene Mellquist as Director	Mgmt	Do Not Vote
10.a4	Reelect Anna Ohlsson-Leijon as Director	Mgmt	Do Not Vote
10.a5	Reelect Gordon Riske as Director	Mgmt	Do Not Vote
10.a6	Reelect Hans Straberg as Director	Mgmt	Do Not Vote
10.a7	Reelect Peter Wallenberg Jr as Director	Mgmt	Do Not Vote
10.b1	Elect Vagner Rego as New Director	Mgmt	Do Not Vote
10.b2	Elect Karin Radstrom as New Director	Mgmt	Do Not Vote

Atlas Copco AB

Proposal Number	Proposal Text	Proponent	Vote Instruction
10.c	Reelect Hans Straberg as Board Chair	Mgmt	Do Not Vote
10.d	Ratify Ernst & Young as Auditors	Mgmt	Do Not Vote
11.a	Approve Remuneration of Directors in the Amount of SEK 3.42 Million to Chair and SEK 1.1 Million to Other Directors; Approve Remuneration for Committee Work; Approve Delivering Part of Remuneration in form of Synthetic Shares	Mgmt	Do Not Vote
11.b	Approve Remuneration of Auditors	Mgmt	Do Not Vote
12.a	Approve Remuneration Report	Mgmt	Do Not Vote
12.b	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	Do Not Vote
12.c	Approve Stock Option Plan 2024 for Key Employees	Mgmt	Do Not Vote
13.a	Acquire Class A Shares Related to Personnel Option Plan	Mgmt	Do Not Vote
13.b	Acquire Class A Shares Related to Remuneration of Directors in the Form of Synthetic Shares	Mgmt	Do Not Vote
13.c	Transfer Class A Shares Related to Personnel Option Plan for 2024	Mgmt	Do Not Vote
13.d	Sell Class A Shares to Cover Costs Related to Synthetic Shares to the Board	Mgmt	Do Not Vote
13.e	Sell Class A to Cover Costs in Relation to the Personnel Option Plans for 2017, 2018, 2019, 2020 and 2021	Mgmt	Do Not Vote
14	Close Meeting	Mgmt	

RELX Plc

Meeting Date: 04/25/2024	Country: United Kingdom	Ticker: REL
Record Date: 04/23/2024	Meeting Type: Annual	
Primary Security ID: G7493L105		

Shares Voted: 189,458

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

Proposal Number	Proposal Text	Proponent	Vote Instruction
2	Approve Remuneration Report	Mgmt	For
3	Approve Final Dividend	Mgmt	For
4	Reappoint Ernst & Young LLP as Auditors	Mgmt	For
5	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For
6	Elect Bianca Tetteroo as Director	Mgmt	For
7	Re-elect Paul Walker as Director	Mgmt	For
8	Re-elect Erik Engstrom as Director	Mgmt	For
9	Re-elect Nick Luff as Director	Mgmt	For
10	Re-elect Alistair Cox as Director	Mgmt	For
11	Re-elect June Felix as Director	Mgmt	For
12	Re-elect Charlotte Hogg as Director	Mgmt	For
13	Re-elect Robert MacLeod as Director	Mgmt	For
14	Re-elect Andrew Sukawaty as Director	Mgmt	For
15	Re-elect Suzanne Wood as Director	Mgmt	For
16	Authorise Issue of Equity	Mgmt	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	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: 33,612

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
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

Air Liquide SA

Meeting Date: 04/30/2024Country: FranceTicker: AI

Record Date: 04/26/2024Meeting Type: Annual/Special

Primary Security ID: F01764103

Shares Voted: 43,022

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Dividends of EUR 3.20 per Share	Mgmt	For

Air Liquide SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
5	Reelect Kim Ann Mink as Director	Mgmt	For
6	Reelect Monica de Virgiliis as Director	Mgmt	Against
7	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For
8	Approve Compensation of Francois Jackow, CEO	Mgmt	For
9	Approve Compensation of Benoit Potier, Chairman of the Board	Mgmt	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For
11	Approve Remuneration Policy of CEO	Mgmt	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For
13	Approve Remuneration Policy of Directors	Mgmt	For
14	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.5 Million	Mgmt	For
15	Appoint PricewaterhouseCoopers Audit as Authorized Sustainability Auditors	Mgmt	For
16	Appoint KPMG S.A. as Authorized Sustainability Auditors	Mgmt	For
	Extraordinary Business	Mgmt	
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
18	Authorize Capitalization of Reserves of Up to EUR 320 Million for Bonus Issue or Increase in Par Value	Mgmt	For
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For

Air Liquide SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
21	Amend Article 11 of Bylaws Re: Age Limit of Directors	Mgmt	For
22	Amend Article 12 of Bylaws Re: Age Limit of Chairman of the Board	Mgmt	For
	Ordinary Business	Mgmt	
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

EssilorLuxottica SA

Meeting Date: 04/30/2024	Country: France	Ticker: EL
Record Date: 04/26/2024	Meeting Type: Annual/Special	
Primary Security ID: F31665106		

Shares Voted: 13,215

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Dividends of EUR 3.95 per Share	Mgmt	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For
5	Approve Compensation Report of Corporate Officers	Mgmt	Against
6	Approve Compensation of Francesco Milleri, Chairman and CEO	Mgmt	For
7	Approve Compensation of Paul du Saillant, Vice-CEO	Mgmt	For
8	Approve Remuneration Policy of Directors	Mgmt	For
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	Against
10	Approve Remuneration Policy of Vice-CEO	Mgmt	Against
11	Elect Francesco Milleri as Director	Mgmt	Against
12	Elect Paul du Saillant as Director	Mgmt	For

Proposal Number	Proposal Text	Proponent	Vote Instruction
13	Elect Romolo Bardin as Director	Mgmt	For
14	Elect Jean-Luc Biamonti as Director	Mgmt	For
15	Elect Marie-Christine Coisne-Roquette as Director	Mgmt	For
16	Elect Jose Gonzalo as Director	Mgmt	For
17	Elect Virginie Mercier Pitre as Director	Mgmt	For
18	Elect Mario Notari as Director	Mgmt	For
19	Elect Swati Piramal as Director	Mgmt	For
20	Elect Cristina Scocchia as Director	Mgmt	For
21	Elect Nathalie von Siemens as Director	Mgmt	For
22	Elect Andrea Zappia as Director	Mgmt	For
23	Appoint PricewaterhouseCoopers Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For
24	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
25	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
26	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights, with a Binding Priority Right up to Aggregate Nominal Amount of EUR 4,084,624	Mgmt	For
27	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 4,084,624	Mgmt	For
28	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For
29	Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind	Mgmt	For
30	Authorize Capital Increase of Up to EUR 4,084,624 for Future Exchange Offers	Mgmt	For

EssilorLuxottica SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
31	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 4,084,624	Mgmt	For
32	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
33	Authorize up to 2.5 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached	Mgmt	For
34	Ordinary Business	Mgmt	For
	Authorize Filing of Required Documents/Other Formalities	Mgmt	

Hermes International SCA

Meeting Date: 04/30/2024Country: FranceTicker: RMS

Record Date: 04/26/2024Meeting Type: Annual/Special

Primary Security ID: F48051100

Shares Voted: 2,097

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Ordinary Business	Mgmt	For
	Approve Financial Statements and Statutory Reports	Mgmt	
	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	
	Approve Discharge of General Managers	Mgmt	
	Approve Allocation of Income and Dividends of EUR 25 per Share	Mgmt	
	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	
	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	
	Approve Compensation Report of Corporate Officers	Mgmt	
8	Approve Compensation of Axel Dumas, General Manager	Mgmt	Against

Hermes International SCA

Proposal Number	Proposal Text	Proponent	Vote Instruction
9	Approve Compensation of Emile Hermes SAS, General Manager	Mgmt	Against
10	Approve Compensation of Eric de Seynes, Chairman of the Supervisory Board	Mgmt	For
11	Approve Remuneration Policy of General Managers	Mgmt	Against
12	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For
13	Reelect Matthieu Dumas as Supervisory Board Member	Mgmt	Against
14	Reelect Blaise Guerrand as Supervisory Board Member	Mgmt	Against
15	Reelect Olympia Guerrand as Supervisory Board Member	Mgmt	Against
16	Reelect Alexandre Viros as Supervisory Board Member	Mgmt	For
17	Appoint PricewaterhouseCoopers Audit as Authorized Sustainability Auditors	Mgmt	For
18	Extraordinary Business	Mgmt	For
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	
19	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	Against
20	Authorize Filing of Required Documents/Other Formalities	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: 17,038

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

Ecolab Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
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
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: 27,737

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: 14,954

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 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

DSM-Firmenich AG

Meeting Date: 05/07/2024

Record Date: 04/23/2024

Primary Security ID: H0245V108

Country: Switzerland

Meeting Type: Annual

Ticker: DSFIR

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	Do Not Vote
1.2	Approve Sustainability Report	Mgmt	Do Not Vote

DSM-Firmenich AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
2	Approve Discharge of Board and Senior Management	Mgmt	Do Not Vote
3	Approve Allocation of Income and Dividends of EUR 2.50 per Share	Mgmt	Do Not Vote
4.1.a	Reelect Thomas Leysen as Director and Board Chair	Mgmt	Do Not Vote
4.1.b	Reelect Patrick Firmenich as Director	Mgmt	Do Not Vote
4.1.c	Reelect Sze Cotte-Tan as Director	Mgmt	Do Not Vote
4.1.d	Reelect Antoine Firmenich as Director	Mgmt	Do Not Vote
4.1.e	Reelect Erica Mann as Director	Mgmt	Do Not Vote
4.1.f	Reelect Carla Mahieu as Director	Mgmt	Do Not Vote
4.1.g	Reelect Frits van Paasschen as Director	Mgmt	Do Not Vote
4.1.h	Reelect Andre Pometta as Director	Mgmt	Do Not Vote
4.1.i	Reelect John Ramsay as Director	Mgmt	Do Not Vote
4.1.j	Reelect Richard Ridinger as Director	Mgmt	Do Not Vote
4.1.k	Reelect Corien Wortmann as Director	Mgmt	Do Not Vote
4.2.1	Reappoint Carla Mahieu as Member of the Compensation Committee	Mgmt	Do Not Vote
4.2.2	Reappoint Thomas Leysen as Member of the Compensation Committee	Mgmt	Do Not Vote
4.2.3	Reappoint Frits van Paasschen as Member of the Compensation Committee	Mgmt	Do Not Vote
4.2.4	Reappoint Andre Pometta as Member of the Compensation Committee	Mgmt	Do Not Vote
5.1	Approve Remuneration of Directors in the Amount of EUR 3.7 Million	Mgmt	Do Not Vote
5.2	Approve Remuneration of Executive Committee in the Amount of EUR 39.5 Million	Mgmt	Do Not Vote
5.3	Approve Remuneration Report	Mgmt	Do Not Vote
6	Ratify KPMG as Auditors	Mgmt	Do Not Vote

DSM-Firmenich AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
7	Designate Christian Hochstrasser as Independent Proxy	Mgmt	Do Not Vote
8	Transact Other Business (Voting)	Mgmt	Do Not Vote

DSM-Firmenich AG

Meeting Date: 05/07/2024	Country: Switzerland	Ticker: DSFIR
Record Date:	Meeting Type: Annual	
Primary Security ID: H0245V108		

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Share Re-registration Consent	Mgmt	Do Not Vote

ANTA Sports Products Limited

Meeting Date: 05/08/2024	Country: Cayman Islands	Ticker: 2020
Record Date: 05/02/2024	Meeting Type: Annual	
Primary Security ID: G04011105		

Shares Voted: 56,000

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2	Approve Final Dividend	Mgmt	For
3	Elect Ding Shizhong as Director and Authorize Board to Fix His Remuneration	Mgmt	For
4	Elect Lai Shixian as Director and Authorize Board to Fix His Remuneration	Mgmt	For
5	Elect Wu Yonghua as Director and Authorize Board to Fix His Remuneration	Mgmt	For
6	Elect Zheng Jie as Director and Authorize Board to Fix His Remuneration	Mgmt	For
7	Authorize Board to Fix Remuneration of Directors	Mgmt	For
8	Approve KPMG as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For

ANTA Sports Products Limited

Proposal Number	Proposal Text	Proponent	Vote Instruction
9	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	Against
10	Authorize Repurchase of Issued Share Capital	Mgmt	For
11	Authorize Reissuance of Repurchased Shares	Mgmt	Against
12	Amend Existing Articles of Association and Adopt New Set of Amended and Restated Articles of Association	Mgmt	For

Wolters Kluwer NV

Meeting Date: 05/08/2024	Country: Netherlands	Ticker: WKL
Record Date: 04/10/2024	Meeting Type: Annual	
Primary Security ID: N9643A197		

Shares Voted: 28,243

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Annual Meeting Agenda	Mgmt	
1	Open Meeting	Mgmt	
2.a	Receive Report of Executive Board	Mgmt	
2.b	Discussion on Company's Corporate Governance Structure	Mgmt	
2.c	Receive Report of Supervisory Board	Mgmt	
2.d	Approve Remuneration Report	Mgmt	For
3.a	Adopt Financial Statements and Statutory Reports	Mgmt	For
3.b	Receive Explanation on Company's Dividend Policy	Mgmt	
3.c	Approve Dividends	Mgmt	For
4.a	Approve Discharge of Executive Board	Mgmt	For
4.b	Approve Discharge of Supervisory Board	Mgmt	For
5.a	Elect David Sides to Supervisory Board	Mgmt	For
5.b	Reelect Jack de Kreij to Supervisory Board	Mgmt	For
5.c	Reelect Sophie Vandebroek to Supervisory Board	Mgmt	For

Wolters Kluwer NV

Proposal Number	Proposal Text	Proponent	Vote Instruction
6.a	Approve Remuneration Policy of Supervisory Board	Mgmt	For
6.b	Amend Remuneration of Supervisory Board	Mgmt	For
7.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For
7.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For
8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
9	Approve Cancellation of Shares	Mgmt	For
10	Amend Articles to Reflect Changes in Capital	Mgmt	For
11	Other Business	Mgmt	
12	Close Meeting	Mgmt	

Stryker Corporation

Meeting Date: 05/09/2024

Record Date: 03/11/2024

Primary Security ID: 863667101

Country: USA

Meeting Type: Annual

Ticker: SYK

Shares Voted: 8,234

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

Stryker Corporation

Proposal Number	Proposal Text	Proponent	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
4	Report on Political Contributions and Expenditures	SH	For

SAP SE

Meeting Date: 05/15/2024	Country: Germany	Ticker: SAP
Record Date: 04/23/2024	Meeting Type: Annual	
Primary Security ID: D66992104		

Shares Voted: 36,522

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt	
2	Approve Allocation of Income and Dividends of EUR 2.20 per Share	Mgmt	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For
5	Ratify BDO AG as Auditors for Fiscal Year 2024 and as Auditors of Sustainability Reporting for Fiscal Year 2024	Mgmt	For
6	Approve Remuneration Report	Mgmt	For
7.1	Elect Aicha Evans to the Supervisory Board	Mgmt	Against
7.2	Elect Gerhard Oswald to the Supervisory Board	Mgmt	For
7.3	Elect Friederike Rotsch to the Supervisory Board	Mgmt	Against
7.4	Elect Ralf Herbrich to the Supervisory Board	Mgmt	For
7.5	Elect Pekka Ala-Pietilae to the Supervisory Board	Mgmt	For
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For
9	Amend Articles Re: Proof of Entitlement	Mgmt	For

Symrise AG

Meeting Date: 05/15/2024

Country: Germany

Ticker: SY1

Record Date: 04/23/2024

Meeting Type: Annual

Primary Security ID: D827A1108

Shares Voted: 20,101

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt	
2	Approve Allocation of Income and Dividends of EUR 1.10 per Share	Mgmt	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024, Auditors of Sustainability Reporting and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For
6	Approve Remuneration Report	Mgmt	For
7.1	Approve Virtual-Only Shareholder Meetings Until 2026	Mgmt	For
7.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For
8	Approve Creation of EUR 55 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 5.8 Billion; Approve Creation of EUR 55 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For

Capgemini SE

Meeting Date: 05/16/2024

Country: France

Ticker: CAP

Record Date: 05/14/2024

Meeting Type: Annual/Special

Primary Security ID: F4973Q101

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Dividends of EUR 3.40 per Share	Mgmt	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For
6	Approve Compensation of Paul Hermelin, Chairman of the Board	Mgmt	For
7	Approve Compensation of Aiman Ezzat, CEO	Mgmt	For
8	Approve Remuneration Policy of Chairman of the Board	Mgmt	For
9	Approve Remuneration Policy of CEO	Mgmt	For
10	Approve Remuneration Policy of Directors	Mgmt	For
11	Reelect Sian Herbert-Jones as Director	Mgmt	For
12	Reelect Belen Moscoso del Prado Lopez-Doriga as Director	Mgmt	For
13	Reelect Aiman Ezzat as Director	Mgmt	For
14	Elect Christophe Merveilleux du Vignaux as Representative of Employee Shareholders to the Board	Mgmt	For
A	Elect Laurence Metzke as Representative of Employee Shareholders to the Board	SH	Against
15	Appoint Mazars as Auditor for the Sustainability Reporting	Mgmt	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For

Proposal Number	Proposal Text	Proponent	Vote Instruction
18	Authorize Capitalization of Reserves of Up to EUR 1.5 Billion for Bonus Issue or Increase in Par Value	Mgmt	For
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 540 Million	Mgmt	For
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 135 Million	Mgmt	For
21	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 135 Million	Mgmt	For
22	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights Under Items 20 and 21	Mgmt	For
23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For
24	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For
25	Authorize up to 1.2 Percent of Issued Capital for Use in Restricted Stock Plans Under Performance Conditions Reserved for Employees and Executive Officers	Mgmt	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

The Home Depot, Inc.

Meeting Date: 05/16/2024

Record Date: 03/18/2024

Primary Security ID: 437076102

Country: USA

Meeting Type: Annual

Ticker: HD

Shares Voted: 8,937

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
8	Disclose a Biodiversity Impact and Dependency Assessment	SH	For
9	Clawback of Incentive Payments	SH	For

Compagnie Generale des Etablissements Michelin SCA

Meeting Date: 05/17/2024

Record Date: 05/15/2024

Primary Security ID: F61824870

Country: France

Meeting Type: Annual/Special

Ticker: ML

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Allocation of Income and Dividends of EUR 1.35 per Share	Mgmt	For
3	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
6	Approve Remuneration Policy of General Managers	Mgmt	For
7	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For
9	Approve Compensation of Florent Menegaux	Mgmt	For
10	Approve Compensation of Yves Chapot	Mgmt	For
11	Approve Compensation of Barbara Dalibard, Chairwoman of Supervisory Board	Mgmt	For
12	Elect Patrick de La Chevardiere as Supervisory Board Member	Mgmt	For
13	Elect Catherine Soubie as Supervisory Board Member	Mgmt	For
14	Elect Pascal Vinet as Supervisory Board Member	Mgmt	For
15	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For
16	Appoint Deloitte & Associes as Auditor for the Sustainability Reporting	Mgmt	For
	Extraordinary Business	Mgmt	
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 125 Million	Mgmt	For

Compagnie Generale des Etablissements Michelin SCA

Proposal Number	Proposal Text	Proponent	Vote Instruction
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 35 Million	Mgmt	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 35 Million	Mgmt	For
20	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17 to 20	Mgmt	For
22	Authorize Capitalization of Reserves of Up to EUR 80 Million for Bonus Issue or Increase in Par Value	Mgmt	For
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
25	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 17-21 and 23 at EUR 125 Million	Mgmt	For
26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

Amazon.com, Inc.

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

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	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

Amazon.com, Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
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

Dassault Systemes SE

Meeting Date: 05/22/2024

Country: France

Ticker: DSY

Record Date: 05/20/2024

Meeting Type: Annual/Special

Primary Security ID: F24571451

Shares Voted: 77,425

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Dividends of EUR 0.23 per Share	Mgmt	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For
5	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For
6	Approve Remuneration Policy of Corporate Officers	Mgmt	Against
7	Approve Compensation of Charles Edelstenne, Chairman of the Board until January 8, 2023	Mgmt	For

Proposal Number	Proposal Text	Proponent	Vote Instruction
8	Approve Compensation of Bernard Charles, Vice-Chairman of the Board and CEO until January 8, 2023 then Chairman and CEO until December 31, 2023	Mgmt	Against
9	Approve Compensation of Pascal Daloz, Vice-CEO fom January 9, 2023 until December 31, 2023	Mgmt	For
10	Approve Compensation Report of Corporate Officers	Mgmt	Against
11	Elect Groupe Industriel Marcel Dassault SAS as Director	Mgmt	Against
12	Reelect Laurence Daures as Director	Mgmt	For
13	Authorize Repurchase of Up to 25 Million Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For
17	Delegate Powers to the Board to Approve Merger by Absorption by the Company	Mgmt	Against
18	Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 17	Mgmt	Against
19	Delegate Powers to the Board to Approve Spin-Off Agreement	Mgmt	Against
20	Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 19	Mgmt	Against
21	Delegate Powers to the Board to Acquire Certain Assets of Another Company	Mgmt	Against
22	Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 21	Mgmt	Against

Dassault Systemes SE

Proposal Number	Proposal Text	Proponent	Vote Instruction
23	Ordinary Business	Mgmt	For
	Authorize Filing of Required Documents/Other Formalities	Mgmt	

Elis SA

Meeting Date: 05/23/2024	Country: France	Ticker: ELIS
Record Date: 05/21/2024	Meeting Type: Annual/Special	
Primary Security ID: F2976F106		

Shares Voted: 181,123

Proposal Number	Proposal Text	Proponent	Vote Instruction
1-12	Ordinary Business	Mgmt	For
	Approve Financial Statements and Statutory Reports	Mgmt	
	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	
	Approve Treatment of Losses and Dividends of EUR 0.43 per Share	Mgmt	
	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	
	Reelect Amy Flikerski as Supervisory Board Member	Mgmt	
	Reelect Fabrice Barthelemy as Supervisory Board Member	Mgmt	
	Ratify Appointment of BW Gestao de Investimentos Ltda as Supervisory Board Member Following Resignation of Magali Chesse	Mgmt	
	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	
	Appoint Mazars as Auditor for the Sustainability Reporting	Mgmt	
	Approve Remuneration Policy of Chairman of the Supervisory Board	Mgmt	
	Approve Remuneration Policy of Supervisory Board Members	Mgmt	
	Approve Remuneration Policy of Chairman of the Management Board	Mgmt	

Proposal Number	Proposal Text	Proponent	Vote Instruction
13	Approve Remuneration Policy of Management Board Members	Mgmt	For
14	Approve Compensation Report of Corporate Officers	Mgmt	For
15	Approve Compensation of Thierry Morin, Chairman of the Supervisory Board	Mgmt	For
16	Approve Compensation of Xavier Martire, Chairman of the Management Board	Mgmt	For
17	Approve Compensation of Louis Guyot, Management Board Member	Mgmt	For
18	Approve Compensation of Matthieu Lecharny, Management Board Member	Mgmt	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
20	Authorize Capitalization of Reserves of Up to EUR 130 Million for Bonus Issue or Increase in Par Value	Mgmt	For
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 115 Million	Mgmt	For
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights with a Binding Priority Right up to Aggregate Nominal Amount of EUR 23 Million	Mgmt	For
23	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 23 Million	Mgmt	For
24	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For
25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For
26	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For

Proposal Number	Proposal Text	Proponent	Vote Instruction
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
28	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For
29	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 21-23 and 25-26 at EUR 115 Million	Mgmt	For
30	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
31	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

Schneider Electric SE

Meeting Date: 05/23/2024	Country: France	Ticker: SU
Record Date: 05/21/2024	Meeting Type: Annual/Special	
Primary Security ID: F86921107		

Shares Voted: 39,400

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Dividends of EUR 3.50 per Share	Mgmt	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For
5	Appoint Mazars as Auditor for the Sustainability Reporting	Mgmt	For
6	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For

Schneider Electric SE

Proposal Number	Proposal Text	Proponent	Vote Instruction
8	Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO fom January 1, 2023 until May 3, 2023	Mgmt	For
9	Approve Compensation of Peter Herweck, CEO since May 4, 2023	Mgmt	For
10	Approve Compensation of Jean-Pascal Tricoire, Chairman of the Board since May 4, 2023	Mgmt	For
11	Approve Remuneration Policy of CEO	Mgmt	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For
13	Approve Remuneration Policy of Directors	Mgmt	For
14	Reelect Fred Kindle as Director	Mgmt	For
15	Reelect Cecile Cabanis as Director	Mgmt	For
16	Reelect Jill Lee as Director	Mgmt	For
17	Elect Philippe Knoche as Director	Mgmt	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

Taiwan Semiconductor Manufacturing Co., Ltd.

Meeting Date: 06/04/2024	Country: Taiwan	Ticker: 2330
Record Date: 04/05/2024	Meeting Type: Annual	
Primary Security ID: Y84629107		

Shares Voted: 14,430

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Meeting for ADR Holders	Mgmt	

Taiwan Semiconductor Manufacturing Co., Ltd.

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Approve Business Operations Report and Financial Statements	Mgmt	For
2	Approve Amendments to Articles of Association	Mgmt	For
3	Approve Issuance of Restricted Stocks	Mgmt	For
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt	
4.1	Elect C.C. Wei, with SHAREHOLDER NO.370885, as Non-Independent Director	Mgmt	For
4.2	Elect F.C. Tseng, with SHAREHOLDER NO.104, as Non-Independent Director	Mgmt	For
4.3	Elect Ming Hsin Kung, a REPRESENTATIVE of National Development Fund, Executive Yuan, with SHAREHOLDER NO.1, as Non-Independent Director	Mgmt	For
4.4	Elect Sir Peter L. Bonfield, with SHAREHOLDER NO.577470XXX, as Independent Director	Mgmt	For
4.5	Elect Michael R. Splinter, with SHAREHOLDER NO.674701XXX, as Independent Director	Mgmt	For
4.6	Elect Moshe N. Gavrilov, with SHAREHOLDER NO.A04480XXX, as Independent Director	Mgmt	For
4.7	Elect L. Rafael Reif, with SHAREHOLDER NO.545784XXX, as Independent Director	Mgmt	For
4.8	Elect Ursula M. Burns, with SHAREHOLDER NO.568069XXX, as Independent Director	Mgmt	For
4.9	Elect Lynn L. Elsenhans, with SHAREHOLDER NO.561527XXX, as Independent Director	Mgmt	For
4.10	Elect Chuan Lin, with SHAREHOLDER NO.550387, as Independent Director	Mgmt	For

Amadeus IT Group SA

Meeting Date: 06/05/2024

Record Date: 05/31/2024

Primary Security ID: E04648114

Country: Spain

Meeting Type: Annual

Ticker: AMS

Shares Voted: 53,240

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For
2	Approve Non-Financial Information Statement	Mgmt	For
3	Advisory Vote on Remuneration Report	Mgmt	For
4	Approve Allocation of Income and Dividends	Mgmt	For
5	Approve Discharge of Board	Mgmt	For
6.1	Reelect William Connelly as Director	Mgmt	For
6.2	Reelect Luis Maroto Camino as Director	Mgmt	For
6.3	Reelect Pilar Garcia Ceballos-Zuniga as Director	Mgmt	For
6.4	Reelect Stephan Gemkow as Director	Mgmt	For
6.5	Reelect Peter Kuerpick as Director	Mgmt	For
6.6	Reelect Xiaoqun Clever-Steg as Director	Mgmt	For
6.7	Reelect Amanda Mesler as Director	Mgmt	For
6.8	Reelect Jana Eggers as Director	Mgmt	For
7	Approve Remuneration of Directors	Mgmt	For
8	Approve Remuneration Policy	Mgmt	For
9	Approve Executive Share Plan	Mgmt	For
10	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For

Alphabet Inc.

Meeting Date: 06/07/2024

Record Date: 04/09/2024

Primary Security ID: 02079K305

Country: USA

Meeting Type: Annual

Ticker: GOOGL

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
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

Alphabet Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
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

Sonova Holding AG

Meeting Date: 06/11/2024

Country: Switzerland

Ticker: SOON

Record Date:

Meeting Type: Annual

Primary Security ID: H8024W106

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	Do Not Vote
1.2	Approve Non-Financial Report (Non-Binding)	Mgmt	Do Not Vote
1.3	Approve Remuneration Report (Non-Binding)	Mgmt	Do Not Vote
2	Approve Allocation of Income and Dividends of CHF 4.30 per Share	Mgmt	Do Not Vote
3	Approve Discharge of Board and Senior Management	Mgmt	Do Not Vote
4.1.1	Reelect Robert Spoerry as Director and Board Chair	Mgmt	Do Not Vote
4.1.2	Reelect Stacy Seng as Director	Mgmt	Do Not Vote
4.1.3	Reelect Gregory Behar as Director	Mgmt	Do Not Vote
4.1.4	Reelect Lynn Bleil as Director	Mgmt	Do Not Vote
4.1.5	Reelect Lukas Braunschweiler as Director	Mgmt	Do Not Vote
4.1.6	Reelect Roland Diggelmann as Director	Mgmt	Do Not Vote
4.1.7	Reelect Julie Tay as Director	Mgmt	Do Not Vote
4.1.8	Reelect Ronald van der Vis as Director	Mgmt	Do Not Vote
4.1.9	Reelect Adrian Widmer as Director	Mgmt	Do Not Vote
4.2	Elect Gilbert Achermann as Director	Mgmt	Do Not Vote

Sonova Holding AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
4.3.1	Reappoint Roland Diggelmann as Member of the Nomination and Compensation Committee	Mgmt	Do Not Vote
4.3.2	Reappoint Lukas Braunschweiler as Member of the Nomination and Compensation Committee	Mgmt	Do Not Vote
4.3.3	Reappoint Stacy Seng as Member of the Nomination and Compensation Committee	Mgmt	Do Not Vote
4.3.4	Reappoint Julie Tay as Member of the Nomination and Compensation Committee	Mgmt	Do Not Vote
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	Do Not Vote
4.5	Designate Keller AG as Independent Proxy	Mgmt	Do Not Vote
5.1	Approve Remuneration of Directors in the Amount of CHF 3.5 Million	Mgmt	Do Not Vote
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 16.8 Million	Mgmt	Do Not Vote
6	Transact Other Business (Voting)	Mgmt	Do Not Vote

Sonova Holding AG

Meeting Date: 06/11/2024

Record Date:

Primary Security ID: H8024W106

Country: Switzerland

Meeting Type: Annual

Ticker: SOON

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Share Re-registration Consent	Mgmt	Do Not Vote

Roper Technologies, Inc.

Meeting Date: 06/12/2024

Record Date: 04/18/2024

Primary Security ID: 776696106

Country: USA

Meeting Type: Annual

Ticker: ROP

Roper Technologies, Inc.

Shares Voted: 8,300

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
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For
4	Adopt Simple Majority Vote	SH	For

KEYENCE Corp.

Meeting Date: 06/14/2024Country: JapanTicker: 6861

Record Date: 03/20/2024Meeting Type: Annual

Primary Security ID: J32491102

Shares Voted: 4,800

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 150	Mgmt	For
2.1	Elect Director Takizaki, Takemitsu	Mgmt	For
2.2	Elect Director Nakata, Yu	Mgmt	For
2.3	Elect Director Yamaguchi, Akiji	Mgmt	For
2.4	Elect Director Yamamoto, Hiroaki	Mgmt	For

KEYENCE Corp.

Proposal Number	Proposal Text	Proponent	Vote Instruction
2.5	Elect Director Nakano, Tetsuya	Mgmt	For
2.6	Elect Director Yamamoto, Akinori	Mgmt	For
2.7	Elect Director Taniguchi, Seiichi	Mgmt	For
2.8	Elect Director Suenaga, Kumiko	Mgmt	For
2.9	Elect Director Yoshioka, Michifumi	Mgmt	For
3.1	Appoint Statutory Auditor Indo, Hiroji	Mgmt	For
3.2	Appoint Statutory Auditor Daiho, Masaji	Mgmt	For
4	Appoint Alternate Statutory Auditor Yamamoto, Masaharu	Mgmt	For

Haier Smart Home Co., Ltd.

Meeting Date: 06/20/2024	Country: China	Ticker: 6690
Record Date: 06/12/2024	Meeting Type: Annual	
Primary Security ID: Y298BN100		

Shares Voted: 244,500

Proposal Number	Proposal Text	Proponent	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES	Mgmt	
1	Approve Financial Statements	Mgmt	For
2	Approve Report on the Work of the Board of Directors	Mgmt	For
3	Approve Report on the Work of the Board of Supervisors	Mgmt	For
4	Approve Annual Report and Annual Report Summary	Mgmt	For
5	Approve Audit Report on the Internal Control	Mgmt	For
6	Approve Profit Distribution Plan	Mgmt	For
7	Approve Formulation of the Shareholder Return Plan for the Next Three Years	Mgmt	For
8	Approve Appointment of PRC Accounting Standards Auditors	Mgmt	For
9	Approve Appointment of International Accounting Standards Auditors	Mgmt	For
10	Approve Anticipated Guarantees' Amounts for the Company and its Subsidiaries	Mgmt	For

Proposal Number	Proposal Text	Proponent	Vote Instruction
11	Approve Conduct of Foreign Exchange Fund Derivatives Business	Mgmt	For
12	Approve Change of Use and Cancellation of Partial Repurchased Shares	Mgmt	For
13	Approve Grant of General Mandate to the Board of Directors to Decide to Issue Domestic and Overseas Debt Financing Instruments	Mgmt	Against
14	Approve Grant of General Mandate to the Board of Directors on Additional Issuance of A Shares	Mgmt	For
15	Approve Grant of General Mandate to the Board of Directors on Additional Issuance of H Shares	Mgmt	For
16	Approve Grant of General Mandate to the Board of Directors on Additional Issuance of D Shares	Mgmt	For
17	Approve Grant of General Mandate to the Board of Directors to Decide to Repurchase Not More Than 10% of the Total Number of H Shares of the Company in Issue	Mgmt	For
18	Approve Grant of General Mandate to the Board of Directors to Decide to Repurchase Not More Than 10% of the Total Number of D Shares of the Company in Issue	Mgmt	For
19	Amend Articles of Association	Mgmt	Against
20	Amend Rules of Procedure for the General Meeting	Mgmt	For
21	Amend Rules of Procedure for the Board of Directors	Mgmt	For
22	Amend Rules of Procedure for the Board of Supervisors	Mgmt	For
23	Amend Regulations on the Management of Fund Raising	Mgmt	For
24	Amend Independent Directors System	Mgmt	For
25	Amend Management System of Entrusted Wealth Management	Mgmt	For
26	Approve 2024 A Share Core Employee Stock Ownership Plan (Draft) and Its Summary	SH	For

Haier Smart Home Co., Ltd.

Proposal Number	Proposal Text	Proponent	Vote Instruction
27	Approve 2024 H Share Core Employee Stock Ownership Plan (Draft) and Its Summary	SH	For
28	Approve Adjustment of Directors' Remuneration	SH	For
29	Elect Liu Yongfei as Supervisor	SH	For

Haier Smart Home Co., Ltd.

Meeting Date: 06/20/2024

Record Date: 06/12/2024

Primary Security ID: Y298BN100

Country: China

Meeting Type: Special

Ticker: 6690

Shares Voted: 244,500

Proposal Number	Proposal Text	Proponent	Vote Instruction
	CLASS MEETING FOR HOLDERS OF H SHARES	Mgmt	
1	Approve Change of Use and Cancellation of Partial Repurchased Shares	Mgmt	For
2	Approve Grant a General Mandate to the Board of Directors to Decide to Repurchase Not More Than 10% of the Total Number of H Shares of the Company in Issue	Mgmt	For
3	Approve Grant a General Mandate to the Board of Directors to Decide to Repurchase Not More Than 10% of the Total Number of D Shares of the Company in Issue	Mgmt	For

Murata Manufacturing Co. Ltd.

Meeting Date: 06/27/2024

Record Date: 03/31/2024

Primary Security ID: J46840104

Country: Japan

Meeting Type: Annual

Ticker: 6981

Shares Voted: 88,500

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 27	Mgmt	For

Murata Manufacturing Co. Ltd.

Proposal Number	Proposal Text	Proponent	Vote Instruction
2	Amend Articles to Clarify Director Authority on Board Meetings - Authorize Board to Determine Income Allocation	Mgmt	For
3.1	Elect Director Nakajima, Norio	Mgmt	For
3.2	Elect Director Iwatsubo, Hiroshi	Mgmt	For
3.3	Elect Director Minamide, Masanori	Mgmt	For
3.4	Elect Director Izumitani, Hiroshi	Mgmt	For
3.5	Elect Director Murata, Takaki	Mgmt	For
3.6	Elect Director Yasuda, Yuko	Mgmt	For
3.7	Elect Director Nishijima, Takashi	Mgmt	For
3.8	Elect Director Ina, Hiroyuki	Mgmt	For
4.1	Elect Director and Audit Committee Member Ozawa, Yoshiro	Mgmt	For
4.2	Elect Director and Audit Committee Member Yamamoto, Takatoshi	Mgmt	For
4.3	Elect Director and Audit Committee Member Munakata, Naoko	Mgmt	For
4.4	Elect Director and Audit Committee Member Enomoto, Seiichi	Mgmt	For

OBIC Co. Ltd.

Meeting Date: 06/27/2024	Country: Japan	Ticker: 4684
Record Date: 03/31/2024	Meeting Type: Annual	
Primary Security ID: J5946V107		

Shares Voted: 12,000

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 170	Mgmt	For
2.1	Elect Director Noda, Masahiro	Mgmt	For
2.2	Elect Director Tachibana, Shoichi	Mgmt	For
2.3	Elect Director Fujimoto, Takao	Mgmt	For
2.4	Elect Director Okada, Takeshi	Mgmt	For

OBIC Co. Ltd.

Proposal Number	Proposal Text	Proponent	Vote Instruction
2.5	Elect Director Gomi, Yasumasa	Mgmt	For
2.6	Elect Director Ejiri, Takashi	Mgmt	For
2.7	Elect Director Egami, Mime	Mgmt	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: 10,768

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
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

Salesforce, Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
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: 5,526

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
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

Alibaba Group Holding Limited

Meeting Date: 08/22/2024	Country: Cayman Islands	Ticker: 9988
Record Date: 07/02/2024	Meeting Type: Annual	
Primary Security ID: G01719114		

Alibaba Group Holding Limited

Shares Voted: 8,550

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Meeting for ADR Holders	Mgmt	
1	Amend Memorandum and Articles of Association	Mgmt	For
2	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For
3	Authorize Share Repurchase Program	Mgmt	For
4.1	Approve Omnibus Stock Plan	Mgmt	For
4.2	Approve Omnibus Stock Plan	Mgmt	For
5.1	Elect Director Joseph C. Tsai	Mgmt	For
5.2	Elect Director J. Michael Evans	Mgmt	For
5.3	Elect Director Weijian Shan	Mgmt	For
5.4	Elect Director Irene Yun-Lien Lee	Mgmt	For
6	Ratify PricewaterhouseCoopers Zhong Tian LLP and PricewaterhouseCoopers as Auditors	Mgmt	For

Ashtead Group Plc

Meeting Date: 09/04/2024Country: United KingdomTicker: AHT

Record Date: 09/02/2024Meeting Type: Annual

Primary Security ID: G05320109

Shares Voted: 29,548

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2	Approve Remuneration Report	Mgmt	For
3	Approve Remuneration Policy	Mgmt	Against
4	Approve Final Dividend	Mgmt	For
5	Re-elect Paul Walker as Director	Mgmt	For
6	Re-elect Brendan Horgan as Director	Mgmt	For
7	Re-elect Michael Pratt as Director	Mgmt	For
8	Re-elect Angus Cockburn as Director	Mgmt	For

Ashtead Group Plc

Proposal Number	Proposal Text	Proponent	Vote Instruction
9	Re-elect Lucinda Riches as Director	Mgmt	For
10	Re-elect Tanya Fratto as Director	Mgmt	For
11	Re-elect Jill Easterbrook as Director	Mgmt	For
12	Re-elect Renata Ribeiro as Director	Mgmt	For
13	Elect Roy Twite as Director	Mgmt	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For
16	Amend Long-Term Incentive Plan	Mgmt	Against
17	Authorise Issue of Equity	Mgmt	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	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: 10,349

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

NIKE, Inc.

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

Wolters Kluwer NV

Meeting Date: 10/28/2024	Country: Netherlands	Ticker: WKL
Record Date: 09/30/2024	Meeting Type: Extraordinary Shareholders	
Primary Security ID: N9643A197		

Shares Voted: 27,577

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt	
1	Open Meeting	Mgmt	
2	Elect Anjana Harve to Supervisory Board	Mgmt	For
3	Close Meeting	Mgmt	

FAST RETAILING CO., LTD.

Meeting Date: 11/28/2024	Country: Japan	Ticker: 9983
Record Date: 08/31/2024	Meeting Type: Annual	
Primary Security ID: J1346E100		

Shares Voted: 9,900

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Amend Articles to Amend Business Lines	Mgmt	For
2.1	Elect Director Yanai, Tadashi	Mgmt	For

FAST RETAILING CO., LTD.

Proposal Number	Proposal Text	Proponent	Vote Instruction
2.2	Elect Director Hattori, Nobumichi	Mgmt	For
2.3	Elect Director Shintaku, Masaaki	Mgmt	For
2.4	Elect Director Ono, Naotake	Mgmt	For
2.5	Elect Director Kathy Mitsuko Koll	Mgmt	For
2.6	Elect Director Kurumado, Joji	Mgmt	For
2.7	Elect Director Kyoya, Yutaka	Mgmt	For
2.8	Elect Director Okazaki, Takeshi	Mgmt	For
2.9	Elect Director Yanai, Kazumi	Mgmt	For
2.10	Elect Director Yanai, Koji	Mgmt	For
3.1	Appoint Statutory Auditor Kaneko, Keiko	Mgmt	For
3.2	Appoint Statutory Auditor Mori, Masakatsu	Mgmt	For

Microsoft Corporation

Meeting Date: 12/10/2024

Record Date: 09/30/2024

Primary Security ID: 594918104

Country: USA

Meeting Type: Annual

Ticker: MSFT

Shares Voted: 13,360

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
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

Microsoft Corporation

Proposal Number	Proposal Text	Proponent	Vote Instruction
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

Haier Smart Home Co., Ltd.

Meeting Date: 12/20/2024	Country: China	Ticker: 6690
Record Date: 12/11/2024	Meeting Type: Extraordinary Shareholders	
Primary Security ID: Y298BN100		

Shares Voted: 213,500

Proposal Number	Proposal Text	Proponent	Vote Instruction
	EGM BALLOT FOR HOLDERS OF H SHARES	Mgmt	
1	Approve Acceptance of Voting Rights Entrustment and Related-Party Transaction	Mgmt	For