

Mars 2025

DOCUMENT
REGLEMENTAIRE

Rapport de vote

MANSARTIS TERNATIV 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 34 sur 36 sociétés détenues dans les OPC. 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.

Le ratio de participation 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.

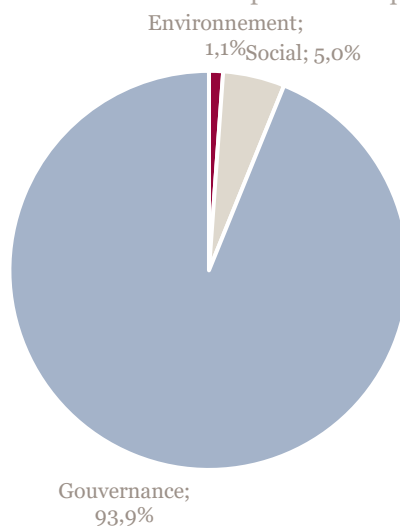
Répartition géographique des Assemblées Générales :

Pays	Périmètre initial d'assemblées générales	Nombre d'assemblées générales votées	Taux de participation
Etats-Unis	17	16	94.1%
France	5	5	100%
Japon	5	5	100%
Îles Caïmans	2	2	100%
Royaume-Uni	2	2	100%
Allemagne	1	1	100%
Irlande	1	1	100%
Pays-Bas	1	1	100%
Taïwan	1	1	100%
Suisse	1	Hors scope	Hors scope

Répartition géographique France / hors-France:

Pays	Périmètre initial d'assemblées générales	Nombre d'assemblées générales votées	Taux de participation
France	5	5	100%
Hors France	29	29	100%

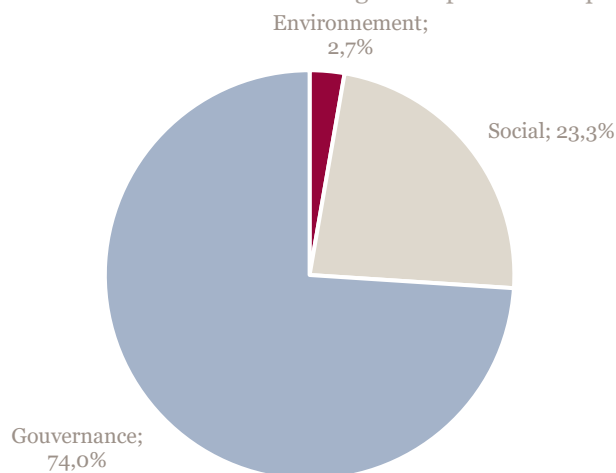
Répartition des résolutions par thématique ESG



b. Votes contre la recommandation du management

Sur les 626 résolutions soumises au vote, 73 ont fait l'objet d'un vote contre la recommandation du management soit 14% du nombre total de votes.

Répartition des votes contre le management par thématique ESG



Au total, 73 résolutions ont été votées contre les recommandations de la direction dans le fonds Actions internationales. Ces votes témoignent d'une attention particulière portée à la gouvernance d'entreprise, à la rémunération des dirigeants, à la transparence sur les enjeux sociaux et environnementaux et aux droits des actionnaires.

Rémunération des dirigeants : Thème le plus fréquent. De nombreuses résolutions ont été rejetées en raison :

- De l'absence de critères clairs ou transparents de performance liés aux rémunérations variables,
- De niveaux excessifs de rémunération non justifiés par la performance,
- De périodes de vesting trop courtes, nuisant à l'alignement avec les intérêts à long terme des actionnaires.

Exemples :

- **LVMH, Hermès, Dassault Systèmes, Salesforce** – Votes contre les politiques de rémunération, jugées opaques ou excessives par rapport aux résultats et à la performance de long terme.

Élection des administrateurs : Vigilance accrue sur l'indépendance et la diversité. Des votes « contre » sont intervenus principalement pour :

- Manque d'indépendance effective des membres proposés,
- Composition des conseils dominée par des structures familiales sans contrepoids suffisant,
- Structures à plusieurs classes d'actions sans clauses d'extinction raisonnables.

Exemples :

- **LVMH et Hermès** – Opposition à la réélection d'administrateurs liés aux familles fondatrices, pour cause de manque d'indépendance.
- **Nike et Estée Lauder** – Votes contre les administrateurs en raison de structures multi-classes défavorables aux actionnaires minoritaires.

Propositions sociales et droits humains : Accent mis sur la transparence et l'éthique. Des votes favorables à des propositions sociales ont été émis afin d'encourager :

- Plus de transparence sur les écarts salariaux liés au genre et à l'origine ethnique,
- Une meilleure gestion des risques liés aux droits humains dans les chaînes d'approvisionnement,
- Une gouvernance renforcée sur les questions éthiques liées à l'intelligence artificielle.

Exemples :

- **Apple, Applied Materials, Nike** – Soutien à des résolutions exigeant davantage de transparence sur les écarts salariaux hommes-femmes et liés aux origines ethniques.
- **Netflix et Microsoft** – Votes en faveur d'une meilleure transparence sur l'utilisation de l'intelligence artificielle et les risques associés.

Propositions environnementales : Encouragement à une transparence accrue. Des votes en faveur de résolutions environnementales ont eu lieu afin d'obtenir :

- Plus d'informations sur les impacts environnementaux et la biodiversité,
- Une divulgation renforcée des objectifs et résultats environnementaux.

Exemples :

- **Home Depot** – Vote favorable à l'évaluation de l'impact et de la dépendance à la biodiversité.
- **Nike** – Soutien à une meilleure divulgation des performances environnementales.

Ces votes illustrent une volonté marquée d'assurer une gouvernance robuste, une transparence accrue et une gestion responsable au sein des entreprises du portefeuille international.

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 Ternativ 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 TERNATIV

Visa Inc.

Meeting Date: 01/23/2024Country: USATicker: V

Record Date: 11/24/2023Meeting Type: Annual

Primary Security ID: 92826C839

Shares Voted: 1,200

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Lloyd A. Carney	Mgmt	For
1b	Elect Director Kermit R. Crawford	Mgmt	For
1c	Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	For
1d	Elect Director Ramon Laguarta	Mgmt	For
1e	Elect Director Teri L. List	Mgmt	For
1f	Elect Director John F. Lundgren	Mgmt	For
1g	Elect Director Ryan McInerney	Mgmt	For
1h	Elect Director Denise M. Morrison	Mgmt	For
1i	Elect Director Pamela Murphy	Mgmt	For
1j	Elect Director Linda J. Rendle	Mgmt	For
1k	Elect Director Maynard G. Webb, Jr.	Mgmt	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
3	Ratify KPMG LLP as Auditors	Mgmt	For
4	Approve Class B Exchange Offer Program Certificate Amendments	Mgmt	For
5	Adjourn Meeting	Mgmt	For
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against

Accenture plc

Meeting Date: 01/31/2024Country: IrelandTicker: ACN

Record Date: 12/04/2023Meeting Type: Annual

Primary Security ID: G1151C101

Shares Voted: 1,000

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
8	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For

Meeting Date: 02/28/2024

Record Date: 01/02/2024

Primary Security ID: 037833100

Country: USA

Meeting Type: Annual

Ticker: AAPL

Shares Voted: 1,920

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Wanda Austin	Mgmt	For
1b	Elect Director Tim Cook	Mgmt	For

Apple Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
1c	Elect Director Alex Gorsky	Mgmt	For
1d	Elect Director Andrea Jung	Mgmt	For
1e	Elect Director Art Levinson	Mgmt	For
1f	Elect Director Monica Lozano	Mgmt	For
1g	Elect Director Ron Sugar	Mgmt	For
1h	Elect Director Sue Wagner	Mgmt	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
4	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against
5	Report on Standards and Procedures to Curate App Content	SH	Against
6	Report on Median Gender/Racial Pay Gap	SH	For
7	Report on Use of Artificial Intelligence	SH	For
8	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	SH	Against

Applied Materials, Inc.

Meeting Date: 03/07/2024

Country: USA

Ticker: AMAT

Record Date: 01/10/2024

Meeting Type: Annual

Primary Security ID: 038222105

Shares Voted: 1,800

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Rani Borkar	Mgmt	For
1b	Elect Director Judy Bruner	Mgmt	For
1c	Elect Director Xun (Eric) Chen	Mgmt	For
1d	Elect Director Aart J. de Geus	Mgmt	For
1e	Elect Director Gary E. Dickerson	Mgmt	For
1f	Elect Director Thomas J. Iannotti	Mgmt	For
1g	Elect Director Alexander A. Karsner	Mgmt	For

Applied Materials, Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
1h	Elect Director Kevin P. March	Mgmt	For
1i	Elect Director Yvonne McGill	Mgmt	For
1j	Elect Director Scott A. McGregor	Mgmt	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
3	Ratify KPMG LLP as Auditors	Mgmt	For
4	Report on Lobbying Payments and Policy	SH	For
5	Report on Median and Adjusted Gender/Racial Pay Gaps	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: 3,800

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: 04/03/2024Country: USATicker: DIS

Record Date: 02/05/2024Meeting Type: Proxy Contest

Primary Security ID: 254687106

Shares Voted: 2,160

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

The Walt Disney Company

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

The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.5	Elect Management Nominee Director Carolyn N. Everson	Mgmt	For
1.6	Elect Management Nominee Director James P. Gorman	Mgmt	For
1.7	Elect Management Nominee Director Robert A. Iger	Mgmt	For
1.8	Elect Management Nominee Director Calvin R. McDonald	Mgmt	For
1.9	Elect Management Nominee Director Mark G. Parker	Mgmt	For
1.10	Elect Management Nominee Director Derica W. Rice	Mgmt	For
	BLACKWELLS NOMINEES	Mgmt	
1.1	Elect Dissident Nominee Director Craig Hatkoff	SH	Withhold
1.2	Elect Dissident Nominee Director Jessica Schell	SH	Withhold
1.3	Elect Dissident Nominee Director Leah Solivan	SH	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
4	Amend Omnibus Stock Plan	Mgmt	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against
6	Report on Congruency of Political Spending with Company Values and Priorities	SH	For
7	Report on Gender-Based Compensation and Benefits Inequities	SH	Against
8	Report on Charitable Contributions	SH	Against
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	

The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Dissident Nominee Director Craig Hatkoff	SH	Do Not Vote
1b	Elect Dissident Nominee Director Jessica Schell	SH	Do Not Vote
1c	Elect Dissident Nominee Director Leah Solivan	SH	Do Not Vote
	COMPANY NOMINEES	Mgmt	
1d	Elect Management Nominee Director Mary T. Barra	Mgmt	Do Not Vote
1e	Elect Management Nominee Director Safra A. Catz	Mgmt	Do Not Vote
1f	Elect Management Nominee Director Amy L. Chang	Mgmt	Do Not Vote
1g	Elect Management Nominee Director D. Jeremy Darroch	Mgmt	Do Not Vote
1h	Elect Management Nominee Director Carolyn N. Everson	Mgmt	Do Not Vote
1i	Elect Management Nominee Director Michael B.G. Froman	Mgmt	Do Not Vote
1j	Elect Management Nominee Director James P. Gorman	Mgmt	Do Not Vote
1k	Elect Management Nominee Director Robert A. Iger	Mgmt	Do Not Vote
1l	Elect Management Nominee Director Maria Elena Lagomasino	Mgmt	Do Not Vote
1m	Elect Management Nominee Director Calvin R. McDonald	Mgmt	Do Not Vote
1n	Elect Management Nominee Director Mark G. Parker	Mgmt	Do Not Vote
1o	Elect Management Nominee Director Derica W. Rice	Mgmt	Do Not Vote
	THE TRIAN GROUP NOMINEES	Mgmt	
1p	Elect Dissident Nominee Director Nelson Peltz	SH	Do Not Vote
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

The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Vote Instruction
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

Adobe Inc.

Meeting Date: 04/17/2024	Country: USA	Ticker: ADBE
Record Date: 02/20/2024	Meeting Type: Annual	
Primary Security ID: 00724F101		

Shares Voted: 500

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
2	Amend Omnibus Stock Plan	Mgmt	For
3	Ratify KPMG LLP as Auditors	Mgmt	For

Adobe Inc.

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

LVMH Moët 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: 410

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
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

LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Vote Instruction
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

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: 700

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 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	
4	Elect Jacques Ripoll as Director	Mgmt	For

Proposal Number	Proposal Text	Proponent	Vote Instruction
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 & Associates 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
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
	Extraordinary Business	Mgmt	
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
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: 425

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Annual Meeting Agenda	Mgmt	
1	Open Meeting	Mgmt	
2	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
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

ASML Holding NV

Proposal Number	Proposal Text	Proponent	Vote Instruction
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	

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: 7,025

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

RELX Plc

Proposal Number	Proposal Text	Proponent	Vote Instruction
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

Hermes International SCA

Meeting Date: 04/30/2024	Country: France	Ticker: RMS
Record Date: 04/26/2024	Meeting Type: Annual/Special	
Primary Security ID: F48051100		

Shares Voted: 140

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 Discharge of General Managers	Mgmt	For
4	Approve Allocation of Income and Dividends of EUR 25 per Share	Mgmt	For
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	Against
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Against
7	Approve Compensation Report of Corporate Officers	Mgmt	Against
8	Approve Compensation of Axel Dumas, General Manager	Mgmt	Against
9	Approve Compensation of Emile Hermes SAS, General Manager	Mgmt	Against

Hermes International SCA

Proposal Number	Proposal Text	Proponent	Vote Instruction
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

Danaher Corporation

Meeting Date: 05/07/2024

Record Date: 03/08/2024

Primary Security ID: 235851102

Country: USA

Meeting Type: Annual

Ticker: DHR

Shares Voted: 1,072

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

Danaher Corporation

Proposal Number	Proposal Text	Proponent	Vote Instruction
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

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: 10,800

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

ANTA Sports Products Limited

Proposal Number	Proposal Text	Proponent	Vote Instruction
8	Approve KPMG as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For
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

Tencent Holdings Limited

Meeting Date: 05/14/2024	Country: Cayman Islands	Ticker: 700
Record Date: 05/08/2024	Meeting Type: Annual	
Primary Security ID: G87572163		

Shares Voted: 4,900

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2	Approve Final Dividend	Mgmt	For
3a	Elect Charles St Leger Searle as Director	Mgmt	For
3b	Elect Ke Yang as Director	Mgmt	For
3c	Authorize Board to Fix Remuneration of Directors	Mgmt	For
4	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	Against
6	Authorize Repurchase of Issued Share Capital	Mgmt	For
7	Amend Third Amended and Restated Memorandum of Association and Articles of Association and Adopt Fourth Amended and Restated Memorandum of Association and Articles of Association	Mgmt	For

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

Shares Voted: 1,950

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

The Home Depot, Inc.

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

Shares Voted: 650

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Gerard J. Arpey	Mgmt	For

The Home Depot, Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
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

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: 4,860

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	

Dassault Systemes SE

Proposal Number	Proposal Text	Proponent	Vote Instruction
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
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

Dassault Systemes SE

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

PayPal Holdings, Inc.

Meeting Date: 05/22/2024

Record Date: 03/27/2024

Primary Security ID: 70450Y103

Country: USA

Meeting Type: Annual

Ticker: PYPL

Shares Voted: 1,520

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Rodney C. Adkins	Mgmt	For
1b	Elect Director Alex Chriss	Mgmt	For
1c	Elect Director Jonathan Christodoro	Mgmt	For
1d	Elect Director John J. Donahoe	Mgmt	For
1e	Elect Director David W. Dorman	Mgmt	For
1f	Elect Director Enrique J. Lores	Mgmt	For
1g	Elect Director Gail J. McGovern	Mgmt	For
1h	Elect Director Deborah M. Messemer	Mgmt	For

PayPal Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
1i	Elect Director David M. Moffett	Mgmt	For
1j	Elect Director Ann M. Sarnoff	Mgmt	For
1k	Elect Director Frank D. Yeary	Mgmt	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
3	Amend Omnibus Stock Plan	Mgmt	Against
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For
5	Report on Civil Rights and Non-Discrimination Audit	SH	Against
6	Amend Bylaw Regarding Stockholder Approval of Director Compensation	SH	Against

Zoetis Inc.

Meeting Date: 05/22/2024	Country: USA	Ticker: ZTS
Record Date: 03/28/2024	Meeting Type: Annual	
Primary Security ID: 98978V103		

Shares Voted: 970

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

Zoetis Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
3	Ratify KPMG LLP as Auditors	Mgmt	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For
5	Adopt Policy on Improved Majority Voting for Election of Directors	SH	Against

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: 1,472

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
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

Schneider Electric SE

Proposal Number	Proposal Text	Proponent	Vote Instruction
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
19	Extraordinary Business	Mgmt	For
	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	
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

ServiceNow, Inc.

Meeting Date: 05/23/2024	Country: USA	Ticker: NOW
Record Date: 03/26/2024	Meeting Type: Annual	
Primary Security ID: 81762P102		

Shares Voted: 320

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Deborah Black	Mgmt	For
1b	Elect Director Susan L. Bostrom	Mgmt	For
1c	Elect Director Teresa Briggs	Mgmt	For
1d	Elect Director Jonathan C. Chadwick	Mgmt	For
1e	Elect Director Paul E. Chamberlain	Mgmt	For
1f	Elect Director Lawrence J. Jackson, Jr.	Mgmt	For
1g	Elect Director Frederic B. Luddy	Mgmt	For

ServiceNow, Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
1h	Elect Director William R. "Bill" McDermott	Mgmt	For
1i	Elect Director Jeffrey A. Miller	Mgmt	For
1j	Elect Director Joseph "Larry" Quinlan	Mgmt	For
1k	Elect Director Anita M. Sands	Mgmt	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For
4	Adopt Simple Majority Vote	SH	For

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: 2,700

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

Taiwan Semiconductor Manufacturing Co., Ltd.

Proposal Number	Proposal Text	Proponent	Vote Instruction
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. Gavriellov, 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

The TJX Companies, Inc.

Meeting Date: 06/04/2024

Record Date: 04/08/2024

Primary Security ID: 872540109

Country: USA

Meeting Type: Annual

Ticker: TJX

Shares Voted: 2,700

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Jose B. Alvarez	Mgmt	For
1b	Elect Director Alan M. Bennett	Mgmt	For
1c	Elect Director Rosemary T. Berkery	Mgmt	For
1d	Elect Director David T. Ching	Mgmt	For
1e	Elect Director C. Kim Goodwin	Mgmt	For
1f	Elect Director Ernie Herrman	Mgmt	For
1g	Elect Director Amy B. Lane	Mgmt	For
1h	Elect Director Carol Meyrowitz	Mgmt	For
1i	Elect Director Jackwyn L. Nemerov	Mgmt	For

The TJX Companies, Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
1j	Elect Director Charles F. Wagner, Jr.	Mgmt	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
4	Report on Effectiveness of Social Compliance Efforts in Supply Chain	SH	For

Netflix, Inc.

Meeting Date: 06/06/2024

Record Date: 04/08/2024

Primary Security ID: 64110L106

Country: USA

Meeting Type: Annual

Ticker: NFLX

Shares Voted: 490

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Richard N. Barton	Mgmt	For
1b	Elect Director Mathias Dopfner	Mgmt	For
1c	Elect Director Reed Hastings	Mgmt	For
1d	Elect Director Jay C. Hoag	Mgmt	For
1e	Elect Director Greg Peters	Mgmt	For
1f	Elect Director Susan E. Rice	Mgmt	For
1g	Elect Director Ted Sarandos	Mgmt	For
1h	Elect Director Bradford L. Smith	Mgmt	For
1i	Elect Director Anne M. Sweeney	Mgmt	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
4	Report on Use of Artificial Intelligence	SH	For
5	Establish Committee on Corporate Sustainability	SH	Against
6	Amend Director Election Resignation Bylaw	SH	Against
7	Amend Code of Ethics and Report on Board Compliance with the Amended Code	SH	Against

Netflix, Inc.

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

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
4.3.1	Reappoint Roland Diggelmann as Member of the Nomination and Compensation Committee	Mgmt	Do Not Vote

Sonova Holding AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
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	Country: Switzerland	Ticker: SOON
Record Date:	Meeting Type: Annual	
Primary Security ID: H8024W106		

Shares Voted: 0

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

Recruit Holdings Co., Ltd.

Meeting Date: 06/20/2024	Country: Japan	Ticker: 6098
Record Date: 03/31/2024	Meeting Type: Annual	
Primary Security ID: J6433A101		

Shares Voted: 4,600

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.1	Elect Director Minegishi, Masumi	Mgmt	For
1.2	Elect Director Idekoba, Hisayuki	Mgmt	For

Recruit Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.3	Elect Director Senaha, Ayano	Mgmt	For
1.4	Elect Director Rony Kahan	Mgmt	For
1.5	Elect Director Izumiya, Naoki	Mgmt	For
1.6	Elect Director Totoki, Hiroki	Mgmt	For
1.7	Elect Director Honda, Keiko	Mgmt	For
1.8	Elect Director Katrina Lake	Mgmt	For
2.1	Appoint Statutory Auditor Nagashima, Yukiko	Mgmt	For
2.2	Appoint Statutory Auditor Ogawa, Yoichiro	Mgmt	For
2.3	Appoint Statutory Auditor Natori, Katsuya	Mgmt	For
2.4	Appoint Alternate Statutory Auditor Tanaka, Miho	Mgmt	For
3	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For

Sony Group Corp.

Meeting Date: 06/25/2024

Record Date: 03/31/2024

Primary Security ID: J76379106

Country: Japan

Meeting Type: Annual

Ticker: 6758

Shares Voted: 2,800

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.1	Elect Director Yoshida, Kenichiro	Mgmt	For
1.2	Elect Director Totoki, Hiroki	Mgmt	For
1.3	Elect Director Hatanaka, Yoshihiko	Mgmt	For
1.4	Elect Director Wendy Becker	Mgmt	For
1.5	Elect Director Akiyama, Sakie	Mgmt	For
1.6	Elect Director Kishigami, Keiko	Mgmt	For
1.7	Elect Director Joseph A. Kraft Jr	Mgmt	For
1.8	Elect Director Neil Hunt	Mgmt	For
1.9	Elect Director William Morrow	Mgmt	For
1.10	Elect Director Konomoto, Shingo	Mgmt	For

HOYA Corp.

Meeting Date: 06/27/2024

Record Date: 03/31/2024

Primary Security ID: J22848105

Country: Japan

Meeting Type: Annual

Ticker: 7741

Shares Voted: 1,600

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.1	Elect Director Yoshihara, Hiroaki	Mgmt	For
1.2	Elect Director Abe, Yasuyuki	Mgmt	For
1.3	Elect Director Hasegawa, Takayo	Mgmt	For
1.4	Elect Director Nishimura, Mika	Mgmt	For
1.5	Elect Director Sato, Mototsugu	Mgmt	For
1.6	Elect Director Ikeda, Eiichiro	Mgmt	For
1.7	Elect Director Hiroka, Ryo	Mgmt	For

Salesforce, Inc.

Meeting Date: 06/27/2024

Record Date: 05/01/2024

Primary Security ID: 79466L302

Country: USA

Meeting Type: Annual

Ticker: CRM

Shares Voted: 1,125

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

Salesforce, Inc.

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

Autodesk, Inc.

Meeting Date: 07/16/2024

Record Date: 05/29/2024

Primary Security ID: 052769106

Country: USA

Meeting Type: Annual

Ticker: ADSK

Shares Voted: 609

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Andrew Anagnost	Mgmt	For
1b	Elect Director Karen Blasing	Mgmt	For
1c	Elect Director Reid French	Mgmt	For
1d	Elect Director Ayanna Howard	Mgmt	For
1e	Elect Director Blake Irving	Mgmt	For
1f	Elect Director Mary T. McDowell	Mgmt	For
1g	Elect Director Stephen Milligan	Mgmt	For
1h	Elect Director Lorrie M. Norrington	Mgmt	For
1i	Elect Director Betsy Rafael	Mgmt	For
1j	Elect Director Rami Rahim	Mgmt	For
1k	Elect Director Stacy J. Smith	Mgmt	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For

Autodesk, Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
4	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Mgmt	For
5	Provide Right to Call a Special Meeting	SH	For

Ashtead Group Plc

Meeting Date: 09/04/2024

Country: United Kingdom

Ticker: AHT

Record Date: 09/02/2024

Meeting Type: Annual

Primary Security ID: G05320109

Shares Voted: 2,700

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
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

Ashtead Group Plc

Proposal Number	Proposal Text	Proponent	Vote Instruction
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

Record Date: 07/10/2024

Primary Security ID: 654106103

Country: USA

Meeting Type: Annual

Ticker: NKE

Shares Voted: 1,830

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

The Estee Lauder Companies Inc.

Meeting Date: 11/08/2024

Record Date: 09/09/2024

Primary Security ID: 518439104

Country: USA

Meeting Type: Annual

Ticker: EL

Shares Voted: 540

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

FAST RETAILING CO., LTD.

Meeting Date: 11/28/2024

Record Date: 08/31/2024

Primary Security ID: J1346E100

Country: Japan

Meeting Type: Annual

Ticker: 9983

Shares Voted: 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
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

FAST RETAILING CO., LTD.

Proposal Number	Proposal Text	Proponent	Vote Instruction
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	Country: USA	Ticker: MSFT
Record Date: 09/30/2024	Meeting Type: Annual	
Primary Security ID: 594918104		

Shares Voted: 1,190

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
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

Microsoft Corporation

Proposal Number	Proposal Text	Proponent	Vote Instruction
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