

Janvier 2024

DOCUMENT
REGLEMENTAIRE

Rapport de vote

MANSARTIS AMÉRIQUE ISR

RAPPORT SUR L'EXERCICE DES DROITS DE VOTE AU 31 DECEMBRE 2023

Conformément aux dispositions prévues par l'article L.533-22 du Code Monétaire Financier et des articles 319-21 à 319-25 du Règlement Général de l'Autorité des Marchés Financiers, 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.
- Des exemples de votes sur des thématiques ESG.
- 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 2023

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

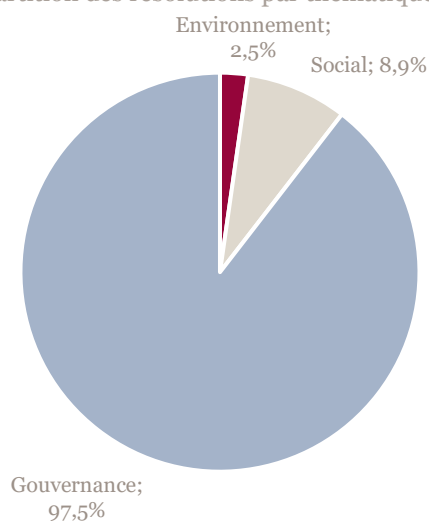
Mansartis a voté pour 41 sociétés sur 41 titres en portefeuille. Le ratio de participation en 2023 est ainsi de 100% selon le périmètre d'exercice des droits de vote défini par la politique de vote.

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
USA	36	36	100%
Irlande	4	4	100%
Jersey	1	1	100%

Répartition des résolutions par thématique ESG



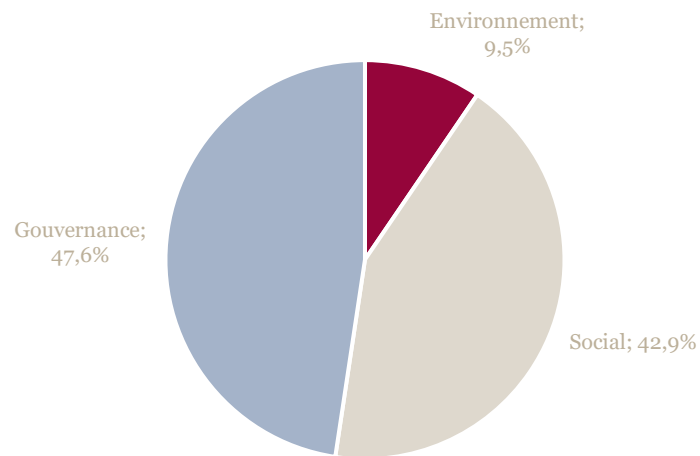
b. Votes contre la recommandation du management

Sur les 597 résolutions soumises au vote, 84 ont fait l'objet d'un vote contre la recommandation du management soit 14% du nombre total de votes.

Répartition par catégorie de résolutions

Type de résolutions	Nombre de résolutions	Pourcentage
Résolutions proposées par des actionnaires	62	74%
Résolutions proposées par la direction	22	26%

Répartition des votes contre le management par thématique ESG



5. Conflit d'intérêts

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

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

Annexe - Liste des résolutions

VOTE SUMMARY REPORT

Date range covered : 01/01/2023 to 12/31/2023

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): MANSARTIS AMERIQUE

Linde Plc

Meeting Date: 01/18/2023 **Country:** Ireland **Ticker:** LIN
Record Date: 01/16/2023 **Meeting Type:** Extraordinary
Shareholders
Primary Security ID: G5494J103

Shares Voted: 5,172

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Approve Scheme of Arrangement	Mgmt	For
2	Amend Articles of Association	Mgmt	For
3	Approve Common Draft Terms of Merger	Mgmt	For

Linde Plc

Meeting Date: 01/18/2023 **Country:** Ireland **Ticker:** LIN
Record Date: 01/16/2023 **Meeting Type:** Court
Primary Security ID: G5494J103

Shares Voted: 5,172

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Court Meeting	Mgmt	
1	Approve Scheme of Arrangement	Mgmt	For

Costco Wholesale Corporation

Meeting Date: 01/19/2023 **Country:** USA **Ticker:** COST
Record Date: 11/11/2022 **Meeting Type:** Annual
Primary Security ID: 22160K105

Shares Voted: 5,955

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 Richard A. Galanti	Mgmt	For
1d	Elect Director Hamilton E. James	Mgmt	For
1e	Elect Director W. Craig Jelinek	Mgmt	For
1f	Elect Director Sally Jewell	Mgmt	For

Costco Wholesale Corporation

Proposal Number	Proposal Text	Proponent	Vote Instruction
1g	Elect Director Charles T. Munger	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year
5	Report on Risk Due to Restrictions on Reproductive Rights	SH	For

Visa Inc.

Meeting Date: 01/24/2023

Country: USA

Ticker: V

Record Date: 11/25/2022

Meeting Type: Annual

Primary Security ID: 92826C839

Shares Voted: 8,573

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 Alfred F. Kelly, Jr.	Mgmt	For
1e	Elect Director Ramon Laguarta	Mgmt	For
1f	Elect Director Teri L. List	Mgmt	For
1g	Elect Director John F. Lundgren	Mgmt	For
1h	Elect Director Denise M. Morrison	Mgmt	For
1i	Elect Director Linda J. Rendle	Mgmt	For
1j	Elect Director Maynard G. Webb, Jr.	Mgmt	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For
5	Require Independent Board Chair	SH	For

Accenture Plc

Meeting Date: 02/01/2023

Country: Ireland

Ticker: ACN

Record Date: 12/06/2022

Meeting Type: Annual

Primary Security ID: G1151C101

Shares Voted: 5,340

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Jaime Ardila	Mgmt	For
1b	Elect Director Nancy McKinstry	Mgmt	For
1c	Elect Director Beth E. Mooney	Mgmt	For
1d	Elect Director Gilles C. Pelisson	Mgmt	For
1e	Elect Director Paula A. Price	Mgmt	For
1f	Elect Director Venkata (Murthy) Renduchintala	Mgmt	For
1g	Elect Director Arun Sarin	Mgmt	For
1h	Elect Director Julie Sweet	Mgmt	For
1i	Elect Director Tracey T. Travis	Mgmt	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year
4	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For
5	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For
6	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	Mgmt	For
7	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For

Applied Materials, Inc.

Meeting Date: 03/09/2023

Country: USA

Ticker: AMAT

Record Date: 01/11/2023

Meeting Type: Annual

Primary Security ID: 038222105

Shares Voted: 7,250

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

Applied Materials, Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
1e	Elect Director Gary E. Dickerson	Mgmt	For
1f	Elect Director Thomas J. Iannotti	Mgmt	For
1g	Elect Director Alexander A. Karsner	Mgmt	For
1h	Elect Director Kevin P. March	Mgmt	For
1i	Elect Director Yvonne McGill	Mgmt	For
1j	Elect Director Scott A. McGregor	Mgmt	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	For
6	Improve Executive Compensation Program and Policy	SH	Against

Apple Inc.

Meeting Date: 03/10/2023

Country: USA

Ticker: AAPL

Record Date: 01/09/2023

Meeting Type: Annual

Primary Security ID: 037833100

Shares Voted: 16,521

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director James Bell	Mgmt	For
1b	Elect Director Tim Cook	Mgmt	For
1c	Elect Director Al Gore	Mgmt	For
1d	Elect Director Alex Gorsky	Mgmt	For
1e	Elect Director Andrea Jung	Mgmt	For
1f	Elect Director Art Levinson	Mgmt	For
1g	Elect Director Monica Lozano	Mgmt	For
1h	Elect Director Ron Sugar	Mgmt	For
1i	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year
5	Report on Civil Rights and Non-Discrimination Audit	SH	Against

Apple Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
6	Report on Operations in Communist China	SH	Against
7	Adopt a Policy Establishing an Engagement Process with Proponents to Shareholder Proposals	SH	Against
8	Report on Median Gender/Racial Pay Gap	SH	For
9	Amend Proxy Access Right	SH	For

The Walt Disney Company

Meeting Date: 04/03/2023 **Country:** USA **Ticker:** DIS
Record Date: 02/08/2023 **Meeting Type:** Annual
Primary Security ID: 254687106

Shares Voted: 6,145

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Mary T. Barra	Mgmt	For
1b	Elect Director Safra A. Catz	Mgmt	For
1c	Elect Director Amy L. Chang	Mgmt	For
1d	Elect Director Francis A. deSouza	Mgmt	For
1e	Elect Director Carolyn N. Everson	Mgmt	For
1f	Elect Director Michael B.G. Froman	Mgmt	For
1g	Elect Director Robert A. Iger	Mgmt	For
1h	Elect Director Maria Elena Lagomasino	Mgmt	For
1i	Elect Director Calvin R. McDonald	Mgmt	For
1j	Elect Director Mark G. Parker	Mgmt	For
1k	Elect Director Derica W. Rice	Mgmt	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year
5	Report on Risks Related to Operations in China	SH	Against
6	Report on Charitable Contributions	SH	Against
7	Report on Political Expenditures	SH	For

Synopsys, Inc.

Meeting Date: 04/12/2023

Country: USA

Ticker: SNPS

Record Date: 02/13/2023

Meeting Type: Annual

Primary Security ID: 871607107

Shares Voted: 4,650

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Aart J. de Geus	Mgmt	For
1b	Elect Director Luis Borgen	Mgmt	For
1c	Elect Director Marc N. Casper	Mgmt	For
1d	Elect Director Janice D. Chaffin	Mgmt	For
1e	Elect Director Bruce R. Chizen	Mgmt	For
1f	Elect Director Mercedes Johnson	Mgmt	For
1g	Elect Director Jeannine P. Sargent	Mgmt	For
1h	Elect Director John G. Schwarz	Mgmt	For
1i	Elect Director Roy Vallee	Mgmt	For
2	Amend Omnibus Stock Plan	Mgmt	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
5	Ratify KPMG LLP as Auditors	Mgmt	For
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	For

Adobe Inc.

Meeting Date: 04/20/2023

Country: USA

Ticker: ADBE

Record Date: 02/21/2023

Meeting Type: Annual

Primary Security ID: 00724F101

Shares Voted: 3,433

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Amy Banse	Mgmt	For
1b	Elect Director Brett Biggs	Mgmt	For
1c	Elect Director Melanie Boulden	Mgmt	For
1d	Elect Director Frank Calderoni	Mgmt	For
1e	Elect Director Laura Desmond	Mgmt	For
1f	Elect Director Shantanu Narayen	Mgmt	For
1g	Elect Director Spencer Neumann	Mgmt	For

Adobe Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
1h	Elect Director Kathleen Oberg	Mgmt	For
1i	Elect Director Dheeraj Pandey	Mgmt	For
1j	Elect Director David Ricks	Mgmt	For
1k	Elect Director Daniel Rosensweig	Mgmt	For
1l	Elect Director John Warnock	Mgmt	For
2	Amend Omnibus Stock Plan	Mgmt	For
3	Ratify KPMG LLP as Auditors	Mgmt	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year
6	Report on Hiring of Persons with Arrest or Incarceration Records	SH	For

Aptiv PLC

Meeting Date: 04/26/2023

Country: Jersey

Ticker: APTV

Record Date: 03/02/2023

Meeting Type: Annual

Primary Security ID: G6095L109

Shares Voted: 7,000

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Kevin P. Clark	Mgmt	For
1b	Elect Director Richard L. (Rick) Clemmer	Mgmt	For
1c	Elect Director Nancy E. Cooper	Mgmt	For
1d	Elect Director Joseph L. (Jay) Hooley	Mgmt	For
1e	Elect Director Merit E. Janow	Mgmt	For
1f	Elect Director Sean O. Mahoney	Mgmt	For
1g	Elect Director Paul M. Meister	Mgmt	For
1h	Elect Director Robert K. (Kelly) Ortberg	Mgmt	For
1i	Elect Director Colin J. Parris	Mgmt	For
1j	Elect Director Ana G. Pinczuk	Mgmt	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For

The Cigna Group

Meeting Date: 04/26/2023

Country: USA

Ticker: CI

Record Date: 03/07/2023

Meeting Type: Annual

Primary Security ID: 125523100

Shares Voted: 3,300

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director David M. Cordani	Mgmt	For
1b	Elect Director William J. DeLaney	Mgmt	For
1c	Elect Director Eric J. Foss	Mgmt	For
1d	Elect Director Elder Granger	Mgmt	For
1e	Elect Director Neesha Hathi	Mgmt	For
1f	Elect Director George Kurian	Mgmt	For
1g	Elect Director Kathleen M. Mazzarella	Mgmt	For
1h	Elect Director Mark B. McClellan	Mgmt	For
1i	Elect Director Kimberly A. Ross	Mgmt	For
1j	Elect Director Eric C. Wiseman	Mgmt	For
1k	Elect Director Donna F. Zarcone	Mgmt	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	For
7	Report on Congruency of Political Spending with Company Values and Priorities	SH	For

Intuitive Surgical, Inc.

Meeting Date: 04/27/2023

Country: USA

Ticker: ISRG

Record Date: 02/28/2023

Meeting Type: Annual

Primary Security ID: 46120E602

Shares Voted: 2,300

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Craig H. Barratt	Mgmt	For
1b	Elect Director Joseph C. Beery	Mgmt	For
1c	Elect Director Gary S. Guthart	Mgmt	For

Intuitive Surgical, Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
1d	Elect Director Amal M. Johnson	Mgmt	For
1e	Elect Director Don R. Kania	Mgmt	For
1f	Elect Director Amy L. Ladd	Mgmt	For
1g	Elect Director Keith R. Leonard, Jr.	Mgmt	For
1h	Elect Director Alan J. Levy	Mgmt	For
1i	Elect Director Jami Dover Nachtsheim	Mgmt	For
1j	Elect Director Monica P. Reed	Mgmt	For
1k	Elect Director Mark J. Rubash	Mgmt	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For
5	Report on Gender/Racial Pay Gap	SH	For

Texas Instruments Incorporated

Meeting Date: 04/27/2023

Country: USA

Ticker: TXN

Record Date: 03/01/2023

Meeting Type: Annual

Primary Security ID: 882508104

Shares Voted: 8,640

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Mark A. Blinn	Mgmt	For
1b	Elect Director Todd M. Bluedorn	Mgmt	For
1c	Elect Director Janet F. Clark	Mgmt	For
1d	Elect Director Carrie S. Cox	Mgmt	For
1e	Elect Director Martin S. Craighead	Mgmt	For
1f	Elect Director Curtis C. Farmer	Mgmt	For
1g	Elect Director Jean M. Hobby	Mgmt	For
1h	Elect Director Haviv Ilan	Mgmt	For
1i	Elect Director Ronald Kirk	Mgmt	For
1j	Elect Director Pamela H. Patsley	Mgmt	For
1k	Elect Director Robert E. Sanchez	Mgmt	For
1l	Elect Director Richard K. Templeton	Mgmt	For
2	Amend Qualified Employee Stock Purchase Plan	Mgmt	For

Texas Instruments Incorporated

Proposal Number	Proposal Text	Proponent	Vote Instruction
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	For
7	Report on Due Diligence Efforts to Trace End-User Misuse of Company Products	SH	For

Abbott Laboratories

Meeting Date: 04/28/2023 **Country:** USA **Ticker:** ABT
Record Date: 03/01/2023 **Meeting Type:** Annual
Primary Security ID: 002824100

Shares Voted: 16,400

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
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against
6	Require Independent Board Chair	SH	For
7	Report on Lobbying Payments and Policy	SH	For

Abbott Laboratories

Proposal Number	Proposal Text	Proponent	Vote Instruction
8	Adopt Policy to Include Legal and Compliance Costs in Incentive Compensation Metrics	SH	Against

AMETEK, Inc.

Meeting Date: 05/04/2023 **Country:** USA **Ticker:** AME
Record Date: 03/09/2023 **Meeting Type:** Annual
Primary Security ID: 031100100

Shares Voted: 13,535

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Thomas A. Amato	Mgmt	For
1b	Elect Director Anthony J. Conti	Mgmt	For
1c	Elect Director Gretchen W. McClain	Mgmt	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For

Ecolab Inc.

Meeting Date: 05/04/2023 **Country:** USA **Ticker:** ECL
Record Date: 03/07/2023 **Meeting Type:** Annual
Primary Security ID: 278865100

Shares Voted: 6,901

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Shari L. Ballard	Mgmt	For
1b	Elect Director Barbara J. Beck	Mgmt	For
1c	Elect Director Christophe Beck	Mgmt	For
1d	Elect Director Jeffrey M. Ettinger	Mgmt	For
1e	Elect Director Eric M. Green	Mgmt	For
1f	Elect Director Arthur J. Higgins	Mgmt	For
1g	Elect Director Michael Larson	Mgmt	For
1h	Elect Director David W. MacLennan	Mgmt	For
1i	Elect Director Tracy B. McKibben	Mgmt	For
1j	Elect Director Lionel L. Nowell, III	Mgmt	For

Ecolab Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
1k	Elect Director Victoria J. Reich	Mgmt	For
1l	Elect Director Suzanne M. Vautrinot	Mgmt	For
1m	Elect Director John J. Zillmer	Mgmt	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For
3	Approve Omnibus Stock Plan	Mgmt	For
4	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Against
6	Advisory Vote on Say on Pay Frequency	Mgmt	One Year
7	Require Independent Board Chair	SH	For

United Rentals, Inc.

Meeting Date: 05/04/2023

Country: USA

Ticker: URI

Record Date: 03/07/2023

Meeting Type: Annual

Primary Security ID: 911363109

Shares Voted: 4,700

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Jose B. Alvarez	Mgmt	For
1b	Elect Director Marc A. Bruno	Mgmt	For
1c	Elect Director Larry D. De Shon	Mgmt	For
1d	Elect Director Matthew J. Flannery	Mgmt	For
1e	Elect Director Bobby J. Griffin	Mgmt	For
1f	Elect Director Kim Harris Jones	Mgmt	For
1g	Elect Director Terri L. Kelly	Mgmt	For
1h	Elect Director Michael J. Kneeland	Mgmt	For
1i	Elect Director Francisco J. Lopez-Balboa	Mgmt	For
1j	Elect Director Gracia C. Martore	Mgmt	For
1k	Elect Director Shiv Singh	Mgmt	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year

United Rentals, Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
5	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent to 15%	Mgmt	For
6	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent to 10%	SH	For

Waste Management, Inc.

Meeting Date: 05/09/2023 **Country:** USA **Ticker:** WM
Record Date: 03/14/2023 **Meeting Type:** Annual
Primary Security ID: 94106L109

Shares Voted: 8,025

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Bruce E. Chinn	Mgmt	For
1b	Elect Director James C. Fish, Jr.	Mgmt	For
1c	Elect Director Andres R. Gluski	Mgmt	For
1d	Elect Director Victoria M. Holt	Mgmt	For
1e	Elect Director Kathleen M. Mazzarella	Mgmt	For
1f	Elect Director Sean E. Menke	Mgmt	For
1g	Elect Director William B. Plummer	Mgmt	For
1h	Elect Director John C. Pope	Mgmt	For
1i	Elect Director Maryrose T. Sylvester	Mgmt	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year
5	Approve Omnibus Stock Plan	Mgmt	For

Stryker Corporation

Meeting Date: 05/10/2023 **Country:** USA **Ticker:** SYK
Record Date: 03/13/2023 **Meeting Type:** Annual
Primary Security ID: 863667101

Shares Voted: 4,335

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Mary K. Brainerd	Mgmt	For

Stryker Corporation

Proposal Number	Proposal Text	Proponent	Vote Instruction
1b	Elect Director Giovanni Caforio	Mgmt	For
1c	Elect Director Srikant M. Datar	Mgmt	For
1d	Elect Director Allan C. Golston	Mgmt	For
1e	Elect Director Kevin A. Lobo	Mgmt	For
1f	Elect Director Sherilyn S. McCoy	Mgmt	For
1g	Elect Director Andrew K. Silvernail	Mgmt	For
1h	Elect Director Lisa M. Skeete Tatum	Mgmt	For
1i	Elect Director Ronda E. Stryker	Mgmt	For
1j	Elect Director Rajeev Suri	Mgmt	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year
5	Report on Political Contributions and Expenditures	SH	For

Edwards Lifesciences Corporation

Meeting Date: 05/11/2023

Country: USA

Ticker: EW

Record Date: 03/13/2023

Meeting Type: Annual

Primary Security ID: 28176E108

Shares Voted: 8,850

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.1	Elect Director Kieran T. Gallahue	Mgmt	For
1.2	Elect Director Leslie S. Heisz	Mgmt	For
1.3	Elect Director Paul A. LaViolette	Mgmt	For
1.4	Elect Director Steven R. Loranger	Mgmt	For
1.5	Elect Director Martha H. Marsh	Mgmt	For
1.6	Elect Director Michael A. Mussallem	Mgmt	For
1.7	Elect Director Ramona Sequeira	Mgmt	For
1.8	Elect Director Nicholas J. Valeriani	Mgmt	For
1.9	Elect Director Bernard J. Zovighian	Mgmt	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For

Edwards Lifesciences Corporation

Proposal Number	Proposal Text	Proponent	Vote Instruction
5	Amend Certificate of Incorporation to Provide for Exculpation of Certain Officers	Mgmt	For
6	Require Independent Board Chair	SH	For

Align Technology, Inc.

Meeting Date: 05/17/2023 **Country:** USA **Ticker:** ALGN
Record Date: 03/23/2023 **Meeting Type:** Annual
Primary Security ID: 016255101

Shares Voted: 1,650

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.1	Elect Director Kevin J. Dallas	Mgmt	For
1.2	Elect Director Joseph M. Hogan	Mgmt	For
1.3	Elect Director Joseph Lacob	Mgmt	For
1.4	Elect Director C. Raymond Larkin, Jr.	Mgmt	For
1.5	Elect Director George J. Morrow	Mgmt	For
1.6	Elect Director Anne M. Myong	Mgmt	For
1.7	Elect Director Andrea L. Saia	Mgmt	For
1.8	Elect Director Susan E. Siegel	Mgmt	For
2	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year
5	Amend Omnibus Stock Plan	Mgmt	For
6	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For

The Home Depot, Inc.

Meeting Date: 05/18/2023 **Country:** USA **Ticker:** HD
Record Date: 03/20/2023 **Meeting Type:** Annual
Primary Security ID: 437076102

Shares Voted: 3,200

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	For
1d	Elect Director Gregory D. Brenneman	Mgmt	For
1e	Elect Director J. Frank Brown	Mgmt	For
1f	Elect Director Albert P. Carey	Mgmt	For
1g	Elect Director Edward P. Decker	Mgmt	For
1h	Elect Director Linda R. Gooden	Mgmt	For
1i	Elect Director Wayne M. Hewett	Mgmt	For
1j	Elect Director Manuel Kadre	Mgmt	For
1k	Elect Director Stephanie C. Linnartz	Mgmt	For
1l	Elect Director Paula Santilli	Mgmt	For
1m	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year
5	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent	SH	For
6	Require Independent Board Chair	SH	For
7	Report on Political Expenditures Congruence	SH	For
8	Rescind 2022 Racial Equity Audit Proposal	SH	Against
9	Encourage Senior Management Commitment to Avoid Political Speech	SH	Against

Zoetis Inc.

Meeting Date: 05/18/2023

Country: USA

Ticker: ZTS

Record Date: 03/24/2023

Meeting Type: Annual

Primary Security ID: 98978V103

Shares Voted: 3,825

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 Michael B. McCallister	Mgmt	For

Zoetis Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
1e	Elect Director Gregory Norden	Mgmt	For
1f	Elect Director Louise M. Parent	Mgmt	For
1g	Elect Director Kristin C. Peck	Mgmt	For
1h	Elect Director Robert W. Scully	Mgmt	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
3	Ratify KPMG LLP as Auditors	Mgmt	For
4	Provide Right to Call Special Meeting	Mgmt	For
5	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	For

Amazon.com, Inc.

Meeting Date: 05/24/2023 **Country:** USA **Ticker:** AMZN
Record Date: 03/30/2023 **Meeting Type:** Annual
Primary Security ID: 023135106

Shares Voted: 20,100

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	Against
1e	Elect Director Jamie S. Gorelick	Mgmt	For
1f	Elect Director Daniel P. Huttenlocher	Mgmt	Against
1g	Elect Director Judith A. McGrath	Mgmt	Against
1h	Elect Director Indra K. Nooyi	Mgmt	For
1i	Elect Director Jonathan J. Rubinstein	Mgmt	For
1j	Elect Director Patricia Q. Stonesifer	Mgmt	For
1k	Elect Director Wendell P. Weeks	Mgmt	For
2	Ratify Ratification of Ernst & Young LLP as Auditors	Mgmt	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Against
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year
5	Amend Omnibus Stock Plan	Mgmt	For
6	Report on Climate Risk in Retirement Plan Options	SH	For
7	Report on Customer Due Diligence	SH	For

Amazon.com, Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
8	Revise Transparency Report to Provide Greater Disclosure on Government Requests	SH	For
9	Report on Government Take Down Requests	SH	Against
10	Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	SH	For
11	Publish a Tax Transparency Report	SH	For
12	Report on Climate Lobbying	SH	For
13	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	For
14	Report on Cost/Benefit Analysis of Diversity, Equity and Inclusion Programs	SH	Against
15	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against
16	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	SH	For
17	Consider Pay Disparity Between Executives and Other Employees	SH	Against
18	Report on Animal Welfare Standards	SH	Against
19	Establish a Public Policy Committee	SH	For
20	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	SH	For
21	Commission a Third Party Audit on Working Conditions	SH	For
22	Report on Efforts to Reduce Plastic Use	SH	For
23	Commission Third Party Study and Report on Risks Associated with Use of Rekognition	SH	For

PayPal Holdings, Inc.

Meeting Date: 05/24/2023

Country: USA

Ticker: PYPL

Record Date: 03/30/2023

Meeting Type: Annual

Primary Security ID: 70450Y103

Shares Voted: 5,871

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Rodney C. Adkins	Mgmt	For

PayPal Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
1b	Elect Director Jonathan Christodoro	Mgmt	For
1c	Elect Director John J. Donahoe	Mgmt	For
1d	Elect Director David W. Dorman	Mgmt	For
1e	Elect Director Belinda J. Johnson	Mgmt	For
1f	Elect Director Enrique Lores	Mgmt	For
1g	Elect Director Gail J. McGovern	Mgmt	For
1h	Elect Director Deborah M. Messemer	Mgmt	For
1i	Elect Director David M. Moffett	Mgmt	For
1j	Elect Director Ann M. Sarnoff	Mgmt	For
1k	Elect Director Daniel H. Schulman	Mgmt	For
1l	Elect Director Frank D. Yeary	Mgmt	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
3	Amend Omnibus Stock Plan	Mgmt	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For
5	Adopt a Policy on Services in Conflict Zones	SH	Against
6	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	SH	For
7	Report on PayPal's Nondiscriminatory Provision of Financial Services - Withdrawn	SH	
8	Report on Ensuring Respect for Civil Liberties	SH	Against
9	Adopt Majority Vote Standard for Director Elections	SH	Against

IDEX Corporation

Meeting Date: 05/25/2023

Country: USA

Ticker: IEX

Record Date: 03/28/2023

Meeting Type: Annual

Primary Security ID: 45167R104

Shares Voted: 5,200

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Katrina L. Helmkamp	Mgmt	For
1b	Elect Director Mark A. Beck	Mgmt	For
1c	Elect Director Carl R. Christenson	Mgmt	For
1d	Elect Director Alejandro Quiroz Centeno	Mgmt	For

IDEX Corporation

Proposal Number	Proposal Text	Proponent	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For
5	Report on Hiring of Persons with Arrest or Incarceration Records	SH	For

Netflix, Inc.

Meeting Date: 06/01/2023 **Country:** USA **Ticker:** NFLX
Record Date: 04/06/2023 **Meeting Type:** Annual
Primary Security ID: 64110L106

Shares Voted: 2,720

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Mathias Dopfner	Mgmt	For
1b	Elect Director Reed Hastings	Mgmt	For
1c	Elect Director Jay C. Hoag	Mgmt	For
1d	Elect Director Ted Sarandos	Mgmt	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Against
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year
5	Amend Right to Call Special Meeting	SH	For
6	Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Any Other Company	SH	Against
7	Report on Climate Risk in Retirement Plan Options	SH	For
8	Adopt and Disclose a Freedom of Association and Collective Bargaining Policy	SH	For

ServiceNow, Inc.

Meeting Date: 06/01/2023 **Country:** USA **Ticker:** NOW
Record Date: 04/04/2023 **Meeting Type:** Annual
Primary Security ID: 81762P102

ServiceNow, Inc.

Shares Voted: 2,270

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Susan L. Bostrom	Mgmt	For
1b	Elect Director Teresa Briggs	Mgmt	For
1c	Elect Director Jonathan C. Chadwick	Mgmt	For
1d	Elect Director Paul E. Chamberlain	Mgmt	For
1e	Elect Director Lawrence J. Jackson, Jr.	Mgmt	For
1f	Elect Director Frederic B. Luddy	Mgmt	For
1g	Elect Director William R. McDermott	Mgmt	For
1h	Elect Director Jeffrey A. Miller	Mgmt	For
1i	Elect Director Joseph 'Larry' Quinlan	Mgmt	For
1j	Elect Director Anita M. Sands	Mgmt	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Against
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For
4	Amend Omnibus Stock Plan	Mgmt	For
5	Elect Director Deborah Black	Mgmt	For

Alphabet Inc.

Meeting Date: 06/02/2023

Country: USA

Ticker: GOOGL

Record Date: 04/04/2023

Meeting Type: Annual

Primary Security ID: 02079K305

Shares Voted: 20,980

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	For
1h	Elect Director Roger W. Ferguson, Jr.	Mgmt	For
1i	Elect Director Ann Mather	Mgmt	For
1j	Elect Director K. Ram Shriram	Mgmt	For

Alphabet Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
1k	Elect Director Robin L. Washington	Mgmt	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For
3	Amend Omnibus Stock Plan	Mgmt	Against
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Against
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year
6	Report on Lobbying Payments and Policy	SH	For
7	Publish Congruency Report on Partnerships with Globalist Organizations and Company Fiduciary Duties	SH	Against
8	Report on Framework to Assess Company Lobbying Alignment with Climate Goals	SH	For
9	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	SH	For
10	Report on Risks of Doing Business in Countries with Significant Human Rights Concerns	SH	For
11	Publish Independent Human Rights Impact Assessment of Targeted Advertising Technology	SH	For
12	Disclose More Quantitative and Qualitative Information on Algorithmic Systems	SH	For
13	Report on Alignment of YouTube Policies With Online Safety Regulations	SH	For
14	Report on Content Governance and Censorship	SH	Against
15	Commission Independent Assessment of Effectiveness of Audit and Compliance Committee	SH	For
16	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against
17	Adopt Share Retention Policy For Senior Executives	SH	For
18	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	For

The TJX Companies, Inc.

Meeting Date: 06/06/2023

Country: USA

Ticker: TJX

Record Date: 04/13/2023

Meeting Type: Annual

Primary Security ID: 872540109

The TJX Companies, Inc.

Shares Voted: 21,040

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
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year
5	Report on Third-Party Assessment of Human Rights Due Diligence in Supply Chain	SH	For
6	Report on Risk from Supplier Misclassification of Supplier's Employees	SH	For
7	Adopt a Paid Sick Leave Policy for All Employees	SH	For

Salesforce, Inc.

Meeting Date: 06/08/2023

Country: USA

Ticker: CRM

Record Date: 04/14/2023

Meeting Type: Annual

Primary Security ID: 79466L302

Shares Voted: 6,604

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

Salesforce, Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
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 Omnibus Stock Plan	Mgmt	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year
6	Require Independent Board Chair	SH	For
7	Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Any Other Company	SH	Against

Roper Technologies, Inc.

Meeting Date: 06/13/2023

Country: USA

Ticker: ROP

Record Date: 04/19/2023

Meeting Type: Annual

Primary Security ID: 776696106

Shares Voted: 2,935

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 Laura G. Thatcher	Mgmt	For
1.8	Elect Director Richard F. Wallman	Mgmt	For
1.9	Elect Director Christopher Wright	Mgmt	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For

Roper Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
5	Amend Certificate of Incorporation to Permit the Exculpation of Officers	Mgmt	For

Marvell Technology, Inc.

Meeting Date: 06/16/2023 **Country:** USA **Ticker:** MRVL
Record Date: 04/21/2023 **Meeting Type:** Annual
Primary Security ID: 573874104

Shares Voted: 14,900

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

CrowdStrike Holdings, Inc.

Meeting Date: 06/21/2023 **Country:** USA **Ticker:** CRWD
Record Date: 04/28/2023 **Meeting Type:** Annual
Primary Security ID: 22788C105

Shares Voted: 5,340

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.1	Elect Director Johanna Flower	Mgmt	For
1.2	Elect Director Denis J. O'Leary	Mgmt	Withhold
1.3	Elect Director Godfrey R. Sullivan	Mgmt	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For

Veeva Systems Inc.

Meeting Date: 06/21/2023

Country: USA

Ticker: VEEV

Record Date: 04/26/2023

Meeting Type: Annual

Primary Security ID: 922475108

Shares Voted: 4,700

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Timothy S. Cabral	Mgmt	For
1b	Elect Director Mark Carges	Mgmt	For
1c	Elect Director Peter P. Gassner	Mgmt	For
1d	Elect Director Mary Lynne Hedley	Mgmt	For
1e	Elect Director Priscilla Hung	Mgmt	For
1f	Elect Director Tina Hunt	Mgmt	For
1g	Elect Director Marshall L. Mohr	Mgmt	For
1h	Elect Director Gordon Ritter	Mgmt	For
1i	Elect Director Paul Sekhri	Mgmt	Against
1j	Elect Director Matthew J. Wallach	Mgmt	For
2	Ratify KPMG LLP as Auditors	Mgmt	For
3	Amend Certificate of Incorporation	Mgmt	For
4	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against

NVIDIA Corporation

Meeting Date: 06/22/2023

Country: USA

Ticker: NVDA

Record Date: 04/24/2023

Meeting Type: Annual

Primary Security ID: 67066G104

Shares Voted: 5,000

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Robert K. Burgess	Mgmt	For
1b	Elect Director Tench Coxé	Mgmt	For
1c	Elect Director John O. Dabiri	Mgmt	For
1d	Elect Director Persis S. Drell	Mgmt	For
1e	Elect Director Jen-Hsun Huang	Mgmt	For
1f	Elect Director Dawn Hudson	Mgmt	For
1g	Elect Director Harvey C. Jones	Mgmt	For
1h	Elect Director Michael G. McCaffery	Mgmt	For

NVIDIA Corporation

Proposal Number	Proposal Text	Proponent	Vote Instruction
1i	Elect Director Stephen C. Neal	Mgmt	For
1j	Elect Director Mark L. Perry	Mgmt	For
1k	Elect Director A. Brooke Seawell	Mgmt	For
1l	Elect Director Aarti Shah	Mgmt	For
1m	Elect Director Mark A. Stevens	Mgmt	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For

Linde Plc

Meeting Date: 07/24/2023

Country: Ireland

Ticker: LIN

Record Date: 04/27/2023

Meeting Type: Annual

Primary Security ID: G54950103

Shares Voted: 4,100

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Stephen F. Angel	Mgmt	For
1b	Elect Director Sanjiv Lamba	Mgmt	For
1c	Elect Director Ann-Kristin Achleitner	Mgmt	For
1d	Elect Director Thomas Enders	Mgmt	For
1e	Elect Director Hugh Grant	Mgmt	For
1f	Elect Director Joe Kaeser	Mgmt	For
1g	Elect Director Victoria E. Ossadnik	Mgmt	For
1h	Elect Director Martin H. Richenhagen	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	Reduce Supermajority Vote Requirement	Mgmt	For

NIKE, Inc.

Meeting Date: 09/12/2023

Country: USA

Ticker: NKE

Record Date: 07/12/2023

Meeting Type: Annual

Primary Security ID: 654106103

Shares Voted: 9,035

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Cathleen Benko	Mgmt	For
1b	Elect Director Alan B. Graf, Jr.	Mgmt	For
1c	Elect Director John Rogers, Jr.	Mgmt	Withhold
1d	Elect Director Robert Swan	Mgmt	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For
5	Report on Median Gender/Racial Pay Gap	SH	For
6	Report on Effectiveness of Supply Chain Management on Equity Goals and Human Rights Commitments	SH	For

The Estee Lauder Companies Inc.

Meeting Date: 11/17/2023

Country: USA

Ticker: EL

Record Date: 09/18/2023

Meeting Type: Annual

Primary Security ID: 518439104

Shares Voted: 4,564

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Charlene Barshefsky	Mgmt	Withhold
1b	Elect Director Angela Wei Dong	Mgmt	Withhold
1c	Elect Director Fabrizio Freda	Mgmt	Withhold
1d	Elect Director Gary M. Lauder	Mgmt	Withhold
1e	Elect Director Jane Lauder	Mgmt	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Against
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year

Microsoft Corporation

Meeting Date: 12/07/2023

Country: USA

Ticker: MSFT

Record Date: 09/29/2023

Meeting Type: Annual

Primary Security ID: 594918104

Shares Voted: 16,900

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.01	Elect Director Reid G. Hoffman	Mgmt	For
1.02	Elect Director Hugh F. Johnston	Mgmt	For
1.03	Elect Director Teri L. List	Mgmt	For
1.04	Elect Director Catherine MacGregor	Mgmt	For
1.05	Elect Director Mark A. L. Mason	Mgmt	For
1.06	Elect Director Satya Nadella	Mgmt	For
1.07	Elect Director Sandra E. Peterson	Mgmt	For
1.08	Elect Director Penny S. Pritzker	Mgmt	For
1.09	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year
4	Ratify Deloitte and & Touche as Auditors	Mgmt	For
5	Report on Gender-Based Compensation and Benefits Inequities	SH	Against
6	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against
7	Report on Government Take Down Requests	SH	Against
8	Report on Risks of Weapons Development	SH	For
9	Report on Climate Risk in Retirement Plan Options	SH	For
10	Publish a Tax Transparency Report	SH	For
11	Report on Risks of Operating in Countries with Significant Human Rights Concerns	SH	For
12	Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	SH	Against
13	Report on Risks Related to AI Generated Misinformation and Disinformation	SH	For