

Janvier 2024

DOCUMENT  
REGLEMENTAIRE

---

# Rapport de vote

MANSARTIS TERNATIV 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 alors voté pour 38 sur 39 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.

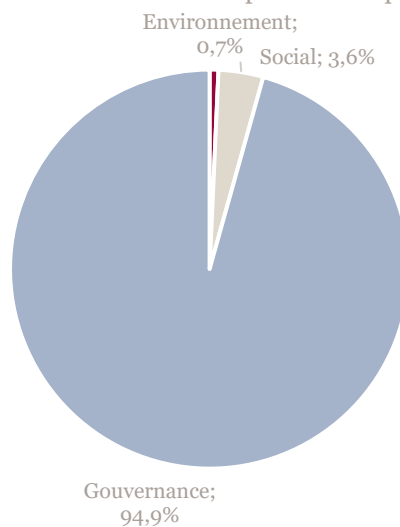
Répartition géographique des Assemblées Générales :

Pays	Périmètre initial d'assemblées générales	Nombre d'assemblées générales votées	Taux de participation
Etats-Unis	17	17	100%
France	5	5	100%
Japon	5	5	100%
Îles Caïmans	3	3	100%
Irlande	2	2	100%
Royaume-Uni	2	2	100%
Allemagne	1	1	100%
Pays-Bas	1	1	100%
Corée du Sud	1	1	100%
Taiïwan	1	1	100%
Suisse	1	0	0%

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	34	33	97%

Répartition des résolutions par thématiques ESG



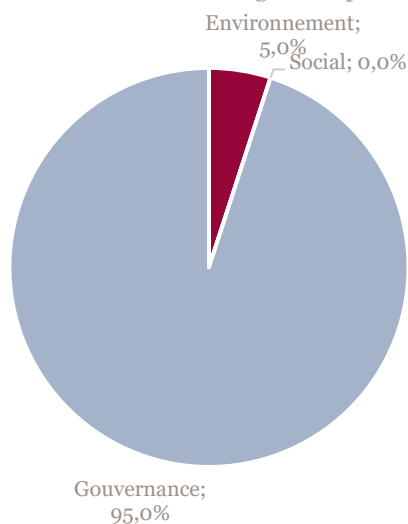
b. Votes contre la recommandation du management

Sur les 589 résolutions soumises au vote, 98 ont fait l'objet d'un vote contre la recommandation du management soit 17% du nombre total de votes.

Répartition par catégorie de résolutions

Type de résolution	Nombre de résolutions	Pourcentage
Résolutions proposées par la direction	73	74%
Résolutions proposées par les actionnaires	25	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 Ternativ 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 TERNATIV

### 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: 1,424

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: 1,424

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

### Evoqua Water Technologies Corp.

**Meeting Date:** 02/07/2023      **Country:** USA      **Ticker:** AQUA  
**Record Date:** 12/12/2022      **Meeting Type:** Annual  
**Primary Security ID:** 30057T105

Shares Voted: 6,040

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.1	Elect Director Ron C. Keating	Mgmt	Withhold
1.2	Elect Director Martin J. Lamb	Mgmt	Withhold
1.3	Elect Director Peter M. Wilver	Mgmt	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
3	Ratify Ernst & Young LLP as Auditors	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: 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
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

## COWAY Co., Ltd.

Meeting Date: 03/29/2023

Country: South Korea

Ticker: 021240

Record Date: 12/31/2022

Meeting Type: Annual

Primary Security ID: Y1786S109

Shares Voted: 1,203

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For
2	Amend Articles of Incorporation	Mgmt	For
3.1	Elect Bang Jun-hyeok as Inside Director	Mgmt	For
3.2	Elect Seo Jang-won as Inside Director	Mgmt	For
3.3	Elect Kim Soon-tae as Inside Director	Mgmt	For



## COWAY Co., Ltd.

Proposal Number	Proposal Text	Proponent	Vote Instruction
3.4	Elect Yoon Bu-hyeon as Outside Director	Mgmt	For
3.5	Elect Kim Gyu-ho as Outside Director	Mgmt	For
4	Elect Kim Jin-bae as Outside Director to Serve as an Audit Committee Member	Mgmt	For
5.1	Elect Yoon Bu-hyeon as a Member of Audit Committee	Mgmt	For
5.2	Elect Lee Gil-yeon as a Member of Audit Committee	Mgmt	For
6	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For

## Shimano, Inc.

**Meeting Date:** 03/29/2023      **Country:** Japan      **Ticker:** 7309  
**Record Date:** 12/31/2022      **Meeting Type:** Annual  
**Primary Security ID:** J72262108

**Shares Voted:** 929

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 142.5	Mgmt	For
2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	Mgmt	For
3.1	Elect Director Chia Chin Seng	Mgmt	For
3.2	Elect Director Ichijo, Kazuo	Mgmt	For
3.3	Elect Director Katsumaru, Mitsuhiro	Mgmt	For
3.4	Elect Director Sakakibara, Sadayuki	Mgmt	For
3.5	Elect Director Wada, Hiromi	Mgmt	For
4	Approve Restricted Stock Plan	Mgmt	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:** 2,000

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Mary T. Barra	Mgmt	For

## The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Vote Instruction
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

## 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:** 535

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
1h	Elect Director Kathleen Oberg	Mgmt	For
1i	Elect Director Dheeraj Pandey	Mgmt	For

## Adobe Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
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

## Hermes International SCA

**Meeting Date:** 04/20/2023

**Country:** France

**Ticker:** RMS

**Record Date:** 04/18/2023

**Meeting Type:** Annual/Special

**Primary Security ID:** F48051100

**Shares Voted:** 130

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 13 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
10	Approve Compensation of Eric de Seynes, Chairman of the Supervisory Board	Mgmt	For
11	Approve Remuneration Policy of General Managers	Mgmt	Against

# Hermes International SCA

Proposal Number	Proposal Text	Proponent	Vote Instruction
12	Approve Remuneration Policy of Supervisory Board Members; Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 900,000	Mgmt	For
13	Reelect Dorothee Altmayer as Supervisory Board Member	Mgmt	Against
14	Reelect Monique Cohen as Supervisory Board Member	Mgmt	For
15	Reelect Renaud Mommeja as Supervisory Board Member	Mgmt	Against
16	Reelect Eric de Seynes as Supervisory Board Member	Mgmt	Against
17	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	Mgmt	For
18	Renew Appointment of Grant Thornton Audit as Auditor	Mgmt	For
	Extraordinary Business	Mgmt	
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
20	Authorize Capitalization of Reserves of up to 40 Percent of Issued Capital for Bonus Issue or Increase in Par Value	Mgmt	For
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital	Mgmt	Against
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to 40 Percent of Issued Capital	Mgmt	Against
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
24	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to 20 Percent of Issued Capital	Mgmt	Against
25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	Against
26	Delegate Powers to the Management Board to Decide on Merger, Spin-Off Agreement and Acquisition	Mgmt	Against
27	Delegate Powers to the Management Board to Issue Shares up to 40 Percent of Issued Capital in Connection with Item 26 Above	Mgmt	Against
28	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	Against

## Hermes International SCA

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

## LVMH Moët Hennessy Louis Vuitton SE

**Meeting Date:** 04/20/2023      **Country:** France      **Ticker:** MC  
**Record Date:** 04/18/2023      **Meeting Type:** Annual/Special  
**Primary Security ID:** F58485115

Shares Voted: 380

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 12.00 per Share	Mgmt	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	Against
5	Reelect Delphine Arnault as Director	Mgmt	Against
6	Reelect Antonio Belloni as Director	Mgmt	Against
7	Reelect Marie-Josée Kravis as Director	Mgmt	Against
8	Reelect Marie-Laure Sauty de Chalon as Director	Mgmt	For
9	Reelect Natacha Valla as Director	Mgmt	For
10	Elect Laurent Mignon as Director	Mgmt	For
11	Renew Appointment of Lord Powell of Bayswater as Censor	Mgmt	Against
12	Appoint Diego Della Valle as Censor	Mgmt	Against
13	Approve Compensation Report of Corporate Officers	Mgmt	Against
14	Approve Compensation of Bernard Arnault, Chairman and CEO	Mgmt	Against
15	Approve Compensation of Antonio Belloni, Vice-CEO	Mgmt	Against
16	Approve Remuneration Policy of Directors	Mgmt	For
17	Approve Remuneration Policy of Chairman and CEO	Mgmt	Against
18	Approve Remuneration Policy of Vice-CEO	Mgmt	Against
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For

## LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Extraordinary Business	Mgmt	
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
21	Authorize Capitalization of Reserves of Up to EUR 20 Million for Bonus Issue or Increase in Par Value	Mgmt	For
22	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For
23	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	Against
24	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	Against
25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	Against
26	Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	Mgmt	Against
27	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For
28	Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	Mgmt	Against
29	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
30	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 20 Million	Mgmt	For

## RELX Plc

**Meeting Date:** 04/20/2023

**Country:** United Kingdom

**Ticker:** REL

**Record Date:** 04/18/2023

**Meeting Type:** Annual

**Primary Security ID:** G7493L105

**Shares Voted:** 6,500

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2	Approve Remuneration Policy	Mgmt	For

## RELX Plc

Proposal Number	Proposal Text	Proponent	Vote Instruction
3	Approve Remuneration Report	Mgmt	For
4	Approve Final Dividend	Mgmt	For
5	Reappoint Ernst & Young LLP as Auditors	Mgmt	For
6	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For
7	Elect Alistair Cox as Director	Mgmt	For
8	Re-elect Paul Walker as Director	Mgmt	For
9	Re-elect June Felix as Director	Mgmt	For
10	Re-elect Erik Engstrom as Director	Mgmt	For
11	Re-elect Charlotte Hogg as Director	Mgmt	For
12	Re-elect Marike van Lier Lels as Director	Mgmt	For
13	Re-elect Nick Luff as Director	Mgmt	For
14	Re-elect Robert MacLeod as Director	Mgmt	For
15	Re-elect Andrew Sukawaty as Director	Mgmt	For
16	Re-elect Suzanne Wood as Director	Mgmt	For
17	Approve Long-Term Incentive Plan	Mgmt	For
18	Approve Executive Share Ownership Scheme	Mgmt	For
19	Approve Sharesave Plan	Mgmt	For
20	Approve Employee Share Purchase Plan	Mgmt	For
21	Authorise Issue of Equity	Mgmt	For
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For
24	Authorise Market Purchase of Ordinary Shares	Mgmt	For
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For

## L'Oreal SA

**Meeting Date:** 04/21/2023

**Country:** France

**Ticker:** OR

**Record Date:** 04/19/2023

**Meeting Type:** Annual/Special

**Primary Security ID:** F58149133

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Dividends of EUR 6 per Share and an Extra of EUR 0.60 per Share to Long Term Registered Shares	Mgmt	For
4	Reelect Sophie Bellon as Director	Mgmt	For
5	Reelect Fabienne Dulac as Director	Mgmt	For
6	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.7 Million	Mgmt	For
7	Approve Compensation Report of Corporate Officers	Mgmt	Against
8	Approve Compensation of Jean-Paul Agon, Chairman of the Board	Mgmt	For
9	Approve Compensation of Nicolas Hieronimus, CEO	Mgmt	For
10	Approve Remuneration Policy of Directors	Mgmt	For
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	For
12	Approve Remuneration Policy of CEO	Mgmt	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 149,852,237.36	Mgmt	For
15	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	For
16	Authorize Capital Increase of up to 2 Percent of Issued Capital for Contributions in Kind	Mgmt	For
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For



## L'Oreal SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
19	Approve Contribution in Kind of 25,383,118 Shares from Affaires Marche France et Domaines d'Excellence and Luxury of Retail, their Valuation and Remuneration	Mgmt	For
20	Approve Contribution in Kind of 1,277,836 Shares from l'Oreal International Distribution, its Valuation and Remuneration	Mgmt	For
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

## ASML Holding NV

**Meeting Date:** 04/26/2023

**Country:** Netherlands

**Ticker:** ASML

**Record Date:** 03/29/2023

**Meeting Type:** Annual

**Primary Security ID:** N07059202

**Shares Voted:** 450

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Annual Meeting Agenda	Mgmt	
1	Open Meeting	Mgmt	
2	Discuss the Company's Business, Financial Situation and Sustainability	Mgmt	
3a	Approve Remuneration Report	Mgmt	For
3b	Adopt Financial Statements and Statutory Reports	Mgmt	For
3c	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt	
3d	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	Amend Remuneration Policy for the Supervisory Board	Mgmt	For
6b	Amend Remuneration of the Members of the Supervisory Board	Mgmt	For
7	Receive Information on the Composition of the Management Board and Announce Intention to Appoint W.R. Allan to Management Board	Mgmt	
8	Elect N.S. Andersen to Supervisory Board	Mgmt	For
8b	Elect J.P. de Kreij to Supervisory Board	Mgmt	For

## ASML Holding NV

Proposal Number	Proposal Text	Proponent	Vote Instruction
8c	Discuss Composition of the Supervisory Board	Mgmt	
9	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For
10a	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
10b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
12	Authorize Cancellation of Repurchased Shares	Mgmt	For
13	Other Business (Non-Voting)	Mgmt	
14	Close Meeting	Mgmt	

## Schneider Electric SE

**Meeting Date:** 05/04/2023

**Country:** France

**Ticker:** SU

**Record Date:** 05/02/2023

**Meeting Type:** Annual/Special

**Primary Security ID:** F86921107

**Shares Voted:** 1,372

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 Treatment of Losses and Dividends of EUR 3.15 per Share	Mgmt	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For
6	Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO	Mgmt	Against
7	Approve Remuneration Policy of Jean-Pascal Tricoire, Chairman and CEO from January 1, 2023 until May 3, 2023	Mgmt	For
8	Approve Remuneration Policy of Peter Herweck, CEO since May 4, 2023	Mgmt	For
9	Approve Remuneration Policy of Jean-Pascal Tricoire, Chairman of the Board since May 4, 2023	Mgmt	For

Proposal Number	Proposal Text	Proponent	Vote Instruction
10	Approve Remuneration of Directors in the Aggregate Amount of EUR 2.8 Million	Mgmt	For
11	Approve Remuneration Policy of Directors	Mgmt	For
12	Reelect Leo Apotheker as Director	Mgmt	For
13	Reelect Gregory Spierkel as Director	Mgmt	For
14	Reelect Lip-Bu Tan as Director	Mgmt	For
15	Elect Abhay Parasnis as Director	Mgmt	For
16	Elect Giulia Chierchia as Director	Mgmt	For
17	Approve Company's Climate Transition Plan	Mgmt	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 800 Million	Mgmt	For
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 224 Million	Mgmt	For
21	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 120 Million	Mgmt	For
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 19-21	Mgmt	For
23	Authorize Capital Increase of up to 9.81 Percent of Issued Capital for Contributions in Kind	Mgmt	For
24	Authorize Capitalization of Reserves of Up to EUR 800 Million for Bonus Issue or Increase in Par Value	Mgmt	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For
27	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
	Ordinary Business	Mgmt	
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

## Danaher Corporation

Meeting Date: 05/09/2023

Country: USA

Ticker: DHR

Record Date: 03/10/2023

Meeting Type: Annual

Primary Security ID: 235851102

Shares Voted: 992

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 Walter G. Lohr, Jr.	Mgmt	For
1f	Elect Director Jessica L. Mega	Mgmt	For
1g	Elect Director Mitchell P. Rales	Mgmt	For
1h	Elect Director Steven M. Rales	Mgmt	For
1i	Elect Director Pardis C. Sabeti	Mgmt	For
1j	Elect Director A. Shane Sanders	Mgmt	Against
1k	Elect Director John T. Schwieters	Mgmt	Against
1l	Elect Director Alan G. Spoon	Mgmt	For
1m	Elect Director Raymond C. Stevens	Mgmt	Against
1n	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year
5	Require Independent Board Chair	SH	For
6	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	For

## ANTA Sports Products Limited

Meeting Date: 05/10/2023

Country: Cayman Islands

Ticker: 2020

Record Date: 05/04/2023

Meeting Type: Annual

Primary Security ID: G04011105

Shares Voted: 10,000

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2	Approve Final Dividend	Mgmt	For

## ANTA Sports Products Limited

Proposal Number	Proposal Text	Proponent	Vote Instruction
3	Elect Ding Shijia as Director and Authorize Board to Fix His Remuneration	Mgmt	For
4	Elect Bi Mingwei as Director and Authorize Board to Fix His Remuneration	Mgmt	For
5	Elect Yiu Kin Wah Stephen as Director and Authorize Board to Fix His Remuneration	Mgmt	For
6	Elect Lai Hin Wing Henry Stephen as Director and Authorize Board to Fix His Remuneration	Mgmt	For
7	Elect Wang Jiaqian as Director and Authorize Board to Fix Her Remuneration	Mgmt	For
8	Elect Xia Lian as Director and Authorize Board to Fix Her Remuneration	Mgmt	For
9	Authorize Board to Fix Remuneration of Directors	Mgmt	For
10	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For
11	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	Against
12	Authorize Repurchase of Issued Share Capital	Mgmt	For
13	Authorize Reissuance of Repurchased Shares	Mgmt	Against
14	Approve Termination of the 2017 Share Option Scheme and Adopt 2023 Share Option Scheme with the Scheme Mandate Limit	Mgmt	Against
15	Approve Service Provider Sublimit under New Share Option Scheme	Mgmt	Against
16	Adopt 2023 Share Award Scheme with the Scheme Mandate Limit	Mgmt	Against
17	Approve Service Provider Sublimit under New Share Award Scheme	Mgmt	Against

## 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:** 2,000

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.1	Elect Director Kieran T. Gallahue	Mgmt	For

## Edwards Lifesciences Corporation

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

## SAP SE

**Meeting Date:** 05/11/2023      **Country:** Germany      **Ticker:** SAP  
**Record Date:** 04/19/2023      **Meeting Type:** Annual  
**Primary Security ID:** D66992104

**Shares Voted:** 1,800

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt	
2	Approve Allocation of Income and Dividends of EUR 2.05 per Share	Mgmt	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For
5	Approve Remuneration Report	Mgmt	For
6	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For
7	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For
8.1	Elect Jennifer Xin-Zhe Li to the Supervisory Board	Mgmt	Against

## SAP SE

Proposal Number	Proposal Text	Proponent	Vote Instruction
8.2	Elect Qi Lu to the Supervisory Board	Mgmt	Against
8.3	Elect Punit Renjen to the Supervisory Board	Mgmt	For
9	Approve Remuneration Policy for the Management Board	Mgmt	For
10	Approve Remuneration Policy for the Supervisory Board	Mgmt	For
11.1	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For
11.2	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For

## Tencent Holdings Limited

**Meeting Date:** 05/17/2023      **Country:** Cayman Islands      **Ticker:** 700  
**Record Date:** 05/11/2023      **Meeting Type:** Annual  
**Primary Security ID:** G87572163

**Shares Voted:** 4,600

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2	Approve Final Dividend	Mgmt	For
3a	Elect Jacobus Petrus (Koos) Bekker as Director	Mgmt	For
3b	Elect Zhang Xiulan 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

## Tencent Holdings Limited

**Meeting Date:** 05/17/2023      **Country:** Cayman Islands      **Ticker:** 700  
**Record Date:** 05/11/2023      **Meeting Type:** Extraordinary Shareholders  
**Primary Security ID:** G87572163

# Tencent Holdings Limited

Shares Voted: 4,600

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Adopt 2023 Share Option Scheme	Mgmt	Against
1b	Approve Transfer of Share Options	Mgmt	Against
1c	Approve Termination of the Existing Share Option Scheme	Mgmt	Against
2	Approve Scheme Mandate Limit (Share Option) under the 2023 Share Option Scheme	Mgmt	Against
3	Approve Service Provider Sublimit (Share Option) under the 2023 Share Option Scheme	Mgmt	Against
4a	Adopt 2023 Share Award Scheme	Mgmt	Against
4b	Approve Transfer of Share Awards	Mgmt	Against
4c	Approve Termination of the Existing Share Award Schemes	Mgmt	Against
5	Approve Scheme Mandate Limit (Share Award) under the 2023 Share Award Scheme	Mgmt	Against
6	Approve Scheme Mandate Limit (New Shares Share Award) under the 2023 Share Award Scheme	Mgmt	Against
7	Approve Service Provider Sublimit (New Shares Share Award) under the 2023 Share Award Scheme	Mgmt	Against

# 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: 600

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Gerard J. Arpey	Mgmt	For
1b	Elect Director Ari Bousbib	Mgmt	For
1c	Elect Director Jeffery H. Boyd	Mgmt	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



## The Home Depot, Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
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:** 900

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
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

## Zoetis Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
5	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	For

## Dassault Systemes SA

Meeting Date: 05/24/2023

Country: France

Ticker: DSY

Record Date: 05/22/2023

Meeting Type: Annual/Special

Primary Security ID: F24571451

Shares Voted: 4,500

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Dividends of EUR 0.21 per Share	Mgmt	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For
5	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	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	Mgmt	For
9	Approve Compensation Report of Corporate Officers	Mgmt	Against
10	Reelect Catherine Dassault as Director	Mgmt	For
11	Elect Genevieve Berger as Director	Mgmt	For
12	Authorize Repurchase of Up to 25 Million Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
13	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 12 Million	Mgmt	For

## Dassault Systemes SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 12 Million	Mgmt	For
16	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 12 Million	Mgmt	For
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 14-16	Mgmt	For
18	Authorize Capitalization of Reserves of Up to EUR 12 Million for Bonus Issue or Increase in Par Value	Mgmt	For
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For
20	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For
21	Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	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:** 1,400

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

## PayPal Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
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

## 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:** 450

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

## Netflix, Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
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

**Shares Voted:** 300

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

## Taiwan Semiconductor Manufacturing Co., Ltd.

**Meeting Date:** 06/06/2023      **Country:** Taiwan      **Ticker:** 2330  
**Record Date:** 04/06/2023      **Meeting Type:** Annual  
**Primary Security ID:** Y84629107

## Taiwan Semiconductor Manufacturing Co., Ltd.

Shares Voted: 2,500

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Meeting for ADR Holders	Mgmt	
1	Approve Business Operations Report and Financial Statements	Mgmt	For
2	Approve Issuance of Restricted Stocks	Mgmt	For
3	Amend Procedures for Endorsement and Guarantees	Mgmt	Against
4	Amend the Name of Audit Committee in the Policies (I)Procedures for Acquisition or Disposal of Assets (II)Procedures for Financial Derivatives Transactions (III)Procedures for Lending Funds to Other Parties (IV)Procedures for Endorsement and Guarantee	Mgmt	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

Shares Voted: 2,400

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

## The TJX Companies, Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
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:** 1,300

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Marc Benioff	Mgmt	For
1b	Elect Director Laura Alber	Mgmt	For
1c	Elect Director Craig Conway	Mgmt	For
1d	Elect Director Arnold Donald	Mgmt	For
1e	Elect Director Parker Harris	Mgmt	For
1f	Elect Director Neelie Kroes	Mgmt	For
1g	Elect Director Sachin Mehra	Mgmt	For
1h	Elect Director G. Mason Morfit	Mgmt	For
1i	Elect Director Oscar Munoz	Mgmt	For
1j	Elect Director John V. Roos	Mgmt	For
1k	Elect Director Robin Washington	Mgmt	For
1l	Elect Director Maynard Webb	Mgmt	For
1m	Elect Director Susan Wojcicki	Mgmt	For
2	Amend 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

Meeting Date: 06/12/2023

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 Remuneration Report (Non-Binding)	Mgmt	Do Not Vote
2	Approve Allocation of Income and Dividends of CHF 4.60 per Share	Mgmt	Do Not Vote
3	Approve Discharge of Board and Senior Management	Mgmt	Do Not Vote
4	Amend Articles Re: Composition of Compensation Committee	Mgmt	Do Not Vote
5.1.1	Reelect Robert Spoerry as Director and Board Chair	Mgmt	Do Not Vote
5.1.2	Reelect Stacy Seng as Director	Mgmt	Do Not Vote
5.1.3	Reelect Gregory Behar as Director	Mgmt	Do Not Vote
5.1.4	Reelect Lynn Bleil as Director	Mgmt	Do Not Vote
5.1.5	Reelect Lukas Braunschweiler as Director	Mgmt	Do Not Vote
5.1.6	Reelect Roland Diggelmann as Director	Mgmt	Do Not Vote
5.1.7	Reelect Julie Tay as Director	Mgmt	Do Not Vote
5.1.8	Reelect Ronald van der Vis as Director	Mgmt	Do Not Vote
5.1.9	Reelect Adrian Widmer as Director	Mgmt	Do Not Vote
5.2.1	Reappoint Stacy Seng as Member of the Nomination and Compensation Committee	Mgmt	Do Not Vote
5.2.2	Reappoint Lukas Braunschweiler as Member of the Nomination and Compensation Committee	Mgmt	Do Not Vote
5.2.3	Reappoint Roland Diggelmann as Member of the Nomination and Compensation Committee	Mgmt	Do Not Vote
5.3	Appoint Julie Tay as Member of the Nomination and Compensation Committee	Mgmt	Do Not Vote
5.4	Ratify Ernst & Young AG as Auditors	Mgmt	Do Not Vote
5.5	Designate Keller AG as Independent Proxy	Mgmt	Do Not Vote



## Sonova Holding AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
6.1	Approve Remuneration of Directors in the Amount of CHF 3.2 Million	Mgmt	Do Not Vote
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 16.5 Million	Mgmt	Do Not Vote
7	Approve CHF 76,645.50 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	Do Not Vote
8.1	Amend Corporate Purpose	Mgmt	Do Not Vote
8.2	Approve Creation of Capital Band within the Upper Limit of CHF 3.3 Million and the Lower Limit of CHF 2.7 Million with or without Exclusion of Preemptive Rights	Mgmt	Do Not Vote
8.3	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	Do Not Vote
8.4	Amend Articles of Association	Mgmt	Do Not Vote
8.5	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	Do Not Vote
9	Transact Other Business (Voting)	Mgmt	Do Not Vote

## Sonova Holding AG

**Meeting Date:** 06/12/2023      **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

## Sony Group Corp.

**Meeting Date:** 06/20/2023      **Country:** Japan      **Ticker:** 6758  
**Record Date:** 03/31/2023      **Meeting Type:** Annual  
**Primary Security ID:** J76379106

Shares Voted: 2,600

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.1	Elect Director Yoshida, Kenichiro	Mgmt	For

## Sony Group Corp.

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.2	Elect Director Totoki, Hiroki	Mgmt	For
1.3	Elect Director Hatanaka, Yoshihiko	Mgmt	For
1.4	Elect Director Oka, Toshiko	Mgmt	For
1.5	Elect Director Akiyama, Sakie	Mgmt	For
1.6	Elect Director Wendy Becker	Mgmt	For
1.7	Elect Director Kishigami, Keiko	Mgmt	For
1.8	Elect Director Joseph A. Kraft Jr	Mgmt	For
1.9	Elect Director Neil Hunt	Mgmt	For
1.10	Elect Director William Morrow	Mgmt	For
2	Approve Stock Option Plan	Mgmt	For

## Autodesk, Inc.

**Meeting Date:** 06/21/2023

**Country:** USA

**Ticker:** ADSK

**Record Date:** 04/24/2023

**Meeting Type:** Annual

**Primary Security ID:** 052769106

**Shares Voted:** 564

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 Elizabeth (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
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year

## HOYA Corp.

**Meeting Date:** 06/23/2023

**Country:** Japan

**Ticker:** 7741

**Record Date:** 03/31/2023

**Meeting Type:** Annual

**Primary Security ID:** J22848105

**Shares Voted:** 1,500

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

## Recruit Holdings Co., Ltd.

**Meeting Date:** 06/26/2023

**Country:** Japan

**Ticker:** 6098

**Record Date:** 03/31/2023

**Meeting Type:** Annual

**Primary Security ID:** J6433A101

**Shares Voted:** 4,300

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.1	Elect Director Minegishi, Masumi	Mgmt	For
1.2	Elect Director Idekoba, Hisayuki	Mgmt	For
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	Appoint Alternate Statutory Auditor Tanaka, Miho	Mgmt	For
3	Approve Compensation Ceiling for Directors	Mgmt	For

## Ashtead Group Plc

**Meeting Date:** 09/06/2023

**Country:** United Kingdom

**Ticker:** AHT

**Record Date:** 09/04/2023

**Meeting Type:** Annual

**Primary Security ID:** G05320109

## Ashtead Group Plc

Shares Voted: 2,500

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	Re-elect Paul Walker as Director	Mgmt	For
5	Re-elect Brendan Horgan as Director	Mgmt	For
6	Re-elect Michael Pratt as Director	Mgmt	For
7	Re-elect Angus Cockburn as Director	Mgmt	For
8	Re-elect Lucinda Riches as Director	Mgmt	For
9	Re-elect Tanya Fratto as Director	Mgmt	For
10	Re-elect Lindsley Ruth as Director	Mgmt	For
11	Re-elect Jill Easterbrook as Director	Mgmt	For
12	Re-elect Renata Ribeiro as Director	Mgmt	For
13	Appoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For
14	Authorise Audit Committee to Fix Remuneration of Auditors	Mgmt	For
15	Authorise Issue of Equity	Mgmt	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	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: 1,700

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Cathleen Benko	Mgmt	For
1b	Elect Director Alan B. Graf, Jr.	Mgmt	For

## NIKE, Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
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:** 500

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

## FAST RETAILING CO., LTD.

**Meeting Date:** 11/30/2023      **Country:** Japan      **Ticker:** 9983  
**Record Date:** 08/31/2023      **Meeting Type:** Annual  
**Primary Security ID:** J1346E100

# FAST RETAILING CO., LTD.

Shares Voted: 900

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.1	Elect Director Yanai, Tadashi	Mgmt	For
1.2	Elect Director Hattori, Nobumichi	Mgmt	For
1.3	Elect Director Shintaku, Masaaki	Mgmt	For
1.4	Elect Director Ono, Naotake	Mgmt	For
1.5	Elect Director Kathy Mitsuko Koll	Mgmt	For
1.6	Elect Director Kurumado, Joji	Mgmt	For
1.7	Elect Director Kyoya, Yutaka	Mgmt	For
1.8	Elect Director Okazaki, Takeshi	Mgmt	For
1.9	Elect Director Yanai, Kazumi	Mgmt	For
1.10	Elect Director Yanai, Koji	Mgmt	For
2.1	Appoint Statutory Auditor Mizusawa, Masumi	Mgmt	For
2.2	Appoint Statutory Auditor Tanaka, Tomohiro	Mgmt	For

# 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: 1,100

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

# Microsoft 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 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