

Janvier 2024

DOCUMENT
REGLEMENTAIRE

Rapport de vote

MANSARTIS
INVESTISSEMENTS 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 58 sur 62 sociétés en portefeuille. Cette différence est due à la définition du périmètre d'exercice des droits de vote de Mansartis (définie ci-dessus). Mansartis n'a donc pas exercé son droit de vote pour les sociétés des pays européens suivants : Suisse et Suède.

Le ratio de participation en 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.

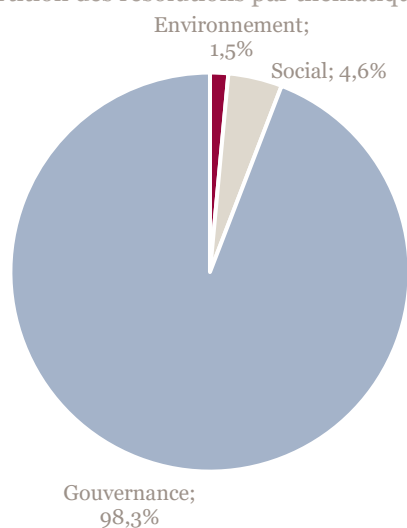
Répartition géographique des Assemblées Générales :

Pays	Périmètre initial d'assemblées générales	Nombre d'assemblées générales votées	Taux de participation
Etats-Unis	18	18	100%
France	11	11	100%
Allemagne	5	5	100%
Japon	5	5	100%
Pays-Bas	5	5	100%
Irlande	4	4	100%
Chine	3	3	100%
Îles Caïmans	2	2	100%
Royaume-Uni	2	2	100%
Corée du Sud	1	1	100%
Espagne	1	1	100%
Taiwan	1	1	100%
Suisse	3	0	0%
Suède	1	0	0%

Répartition géographique France / hors-France:

Pays	Périmètre initial d'assemblées générales	Nombre d'assemblées générales votées	Taux de participation
France	11	11	100%
Hors France	51	47	94%

Répartition des résolutions par thématique ESG



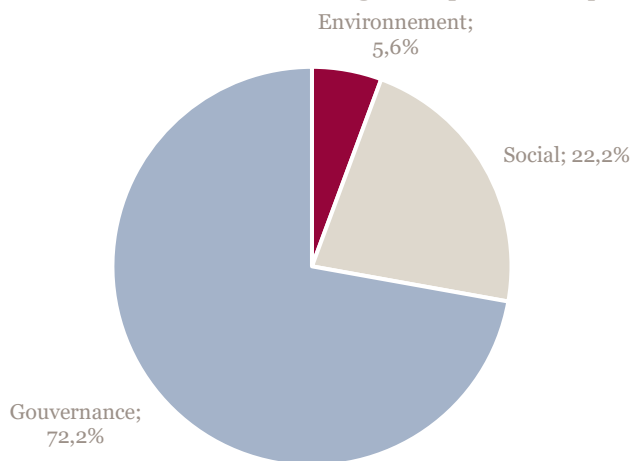
b. Votes contre la recommandation du management

Sur les 995 résolutions soumises au vote, 124 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 la direction	80	65%
Résolutions proposées par des actionnaires	44	35%

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 Investissements 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
INVESTISSEMENTS

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: 12,584

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: 12,584

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: 2,100

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

Costco Wholesale Corporation

Proposal Number	Proposal Text	Proponent	Vote Instruction
1f	Elect Director Sally Jewell	Mgmt	For
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

Koninklijke DSM NV

Meeting Date: 01/23/2023 **Country:** Netherlands **Ticker:** DSM
Record Date: 12/26/2022 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: N5017D122

Shares Voted: 24,488

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt	
1	Open Meeting	Mgmt	
2	Presentation on the Transaction	Mgmt	
3	Approve Transaction, the Exchange Offer, Conditional Statutory Triangular Merger and Authorize Managing Board to Repurchase the DSM Preference Shares A and Conditional Cancellation of the DSM Preference Shares A	Mgmt	For
4	Approve Discharge of Management Board	Mgmt	For
5	Approve Discharge of Supervisory Board	Mgmt	For
6	Close Meeting	Mgmt	

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: 18,998

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: 12,644

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

Accenture Plc

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	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

Siemens Healthineers AG

Meeting Date: 02/15/2023

Country: Germany

Ticker: SHL

Record Date: 02/08/2023

Meeting Type: Annual

Primary Security ID: D6T479107

Shares Voted: 35,096

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 0.95 per Share	Mgmt	For
3.1	Approve Discharge of Management Board Member Bernhard Montag for Fiscal Year 2022	Mgmt	For
3.2	Approve Discharge of Management Board Member Jochen Schmitz for Fiscal Year 2022	Mgmt	For
3.3	Approve Discharge of Management Board Member Darleen Caron for Fiscal Year 2022	Mgmt	For
3.4	Approve Discharge of Management Board Member Elisabeth Staudinger-Leibrecht (since Dec. 1, 2021) for Fiscal Year 2022	Mgmt	For
3.5	Approve Discharge of Management Board Member Christoph Zindel (until March 31, 2022) for Fiscal Year 2022	Mgmt	For
4.1	Approve Discharge of Supervisory Board Member Ralf Thomas for Fiscal Year 2022	Mgmt	For
4.2	Approve Discharge of Supervisory Board Member Norbert Gaus for Fiscal Year 2022	Mgmt	For

Siemens Healthineers AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
4.3	Approve Discharge of Supervisory Board Member Roland Busch for Fiscal Year 2022	Mgmt	For
4.4	Approve Discharge of Supervisory Board Member Marion Helmes for Fiscal Year 2022	Mgmt	For
4.5	Approve Discharge of Supervisory Board Member Andreas Hoffmann for Fiscal Year 2022	Mgmt	For
4.6	Approve Discharge of Supervisory Board Member Philipp Roesler for Fiscal Year 2022	Mgmt	For
4.7	Approve Discharge of Supervisory Board Member Peer Schatz for Fiscal Year 2022	Mgmt	For
4.8	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2022	Mgmt	For
4.9	Approve Discharge of Supervisory Board Member Gregory Sorensen for Fiscal Year 2022	Mgmt	For
4.10	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2022	Mgmt	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023	Mgmt	For
6	Approve Remuneration Report	Mgmt	For
7.1	Elect Ralf Thomas to the Supervisory Board	Mgmt	Against
7.2	Elect Veronika Bienert to the Supervisory Board	Mgmt	Against
7.3	Elect Marion Helmes to the Supervisory Board	Mgmt	For
7.4	Elect Peter Koerte to the Supervisory Board	Mgmt	Against
7.5	Elect Sarena Lin to the Supervisory Board	Mgmt	Against
7.6	Elect Nathalie von Siemens to the Supervisory Board	Mgmt	Against
7.7	Elect Karl-Heinz Streibich to the Supervisory Board	Mgmt	For
7.8	Elect Dow Wilson to the Supervisory Board	Mgmt	Against
8	Approve Remuneration of Supervisory Board	Mgmt	For
9	Approve Virtual-Only Shareholder Meetings Until 2028	Mgmt	Against
10.1	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For

Siemens Healthineers AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
10.2	Amend Articles Re: Participation of Supervisory Board Members in the Virtual General Meeting by Means of Audio and Video Transmission	Mgmt	For
11	Approve Affiliation Agreement with Siemens Healthineers Holding I GmbH	Mgmt	For

Samsung Electronics Co., Ltd.

Meeting Date: 03/15/2023 **Country:** South Korea **Ticker:** 005930
Record Date: 12/30/2022 **Meeting Type:** Annual
Primary Security ID: Y74718100

Shares Voted: 1,290

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Meeting for GDR Holders	Mgmt	
1	Approve Financial Statements and Allocation of Income	Mgmt	For
2	Elect Han Jong-hui as Inside Director	Mgmt	For
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For

Carl Zeiss Meditec AG

Meeting Date: 03/22/2023 **Country:** Germany **Ticker:** AFX
Record Date: 02/28/2023 **Meeting Type:** Annual
Primary Security ID: D14895102

Shares Voted: 23,554

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Management Proposals	Mgmt	
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021/22 (Non-Voting)	Mgmt	
2	Approve Allocation of Income and Dividends of EUR 1.10 per Share	Mgmt	For
3	Approve Discharge of Management Board for Fiscal Year 2021/22	Mgmt	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2021/22	Mgmt	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022/23	Mgmt	For
6.1	Approve Virtual-Only Shareholder Meetings Until 2028	Mgmt	Against

Carl Zeiss Meditec AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
6.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For
7.1	Amend Articles Re: Management Board Composition	Mgmt	For
7.2	Amend Articles Re: Supervisory Board Composition	Mgmt	For
7.3	Amend Articles Re: Supervisory Board Chair	Mgmt	For
7.4	Amend Articles Re: Supervisory Board Meetings	Mgmt	For
7.5	Amend Articles Re: Supervisory Board Resolutions	Mgmt	For
7.6	Amend Articles Re: Supervisory Board Committees	Mgmt	For
8.1	Elect Karl Lamprecht to the Supervisory Board	Mgmt	Against
8.2	Elect Tania von der Goltz to the Supervisory Board	Mgmt	For
8.3	Elect Christian Mueller to the Supervisory Board	Mgmt	Against
8.4	Elect Peter Kameritsch to the Supervisory Board	Mgmt	For
8.5	Elect Isabel De Paoli to the Supervisory Board	Mgmt	For
8.6	Elect Torsten Reitze to the Supervisory Board	Mgmt	For
9	Approve Remuneration Policy	Mgmt	Against
	Shareholder Proposal Submitted by Carl Zeiss AG	Mgmt	
10	Approve Remuneration Report	SH	Against

Kao Corp.

Meeting Date: 03/24/2023

Country: Japan

Ticker: 4452

Record Date: 12/31/2022

Meeting Type: Annual

Primary Security ID: J30642169

Shares Voted: 26,100

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 74	Mgmt	For
2.1	Elect Director Sawada, Michitaka	Mgmt	For
2.2	Elect Director Hasebe, Yoshihiro	Mgmt	For
2.3	Elect Director Negoro, Masakazu	Mgmt	For

Kao Corp.

Proposal Number	Proposal Text	Proponent	Vote Instruction
2.4	Elect Director Nishiguchi, Toru	Mgmt	For
2.5	Elect Director David J. Muenz	Mgmt	For
2.6	Elect Director Shinobe, Osamu	Mgmt	For
2.7	Elect Director Mukai, Chiaki	Mgmt	For
2.8	Elect Director Hayashi, Nobuhide	Mgmt	For
2.9	Elect Director Sakurai, Eriko	Mgmt	For
2.10	Elect Director Nishii, Takaaki	Mgmt	For
3	Appoint Statutory Auditor Wada, Yasushi	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: 12,979

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

Deutsche Telekom AG

Meeting Date: 04/05/2023

Country: Germany

Ticker: DTE

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: D2035M136

Shares Voted: 97,104

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 0.70 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	Ratify Deloitte GmbH as Auditors for Fiscal Year 2023 and for the Review of the Interim Financial Statements for Fiscal Year 2023 and First Quarter of Fiscal Year 2024	Mgmt	For
6.1	Elect Harald Krueger to the Supervisory Board	Mgmt	For
6.2	Elect Reinhard Ploss to the Supervisory Board	Mgmt	For
6.3	Elect Margret Suckale to the Supervisory Board	Mgmt	For
7	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For
8	Approve Remuneration Report	Mgmt	For

Straumann Holding AG

Meeting Date: 04/05/2023

Country: Switzerland

Ticker: STMN

Record Date:

Meeting Type: Annual

Primary Security ID: H8300N127

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	Do Not Vote
1.2	Approve Remuneration Report	Mgmt	Do Not Vote
2	Approve Allocation of Income and Dividends of CHF 0.80 per Share	Mgmt	Do Not Vote
3	Approve Discharge of Board and Senior Management	Mgmt	Do Not Vote

Straumann Holding AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
4	Approve Fixed Remuneration of Directors in the Amount of CHF 2.7 Million	Mgmt	Do Not Vote
5.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 9.3 Million	Mgmt	Do Not Vote
5.2	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 3.8 Million	Mgmt	Do Not Vote
5.3	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 6.5 Million	Mgmt	Do Not Vote
6.1	Reelect Gilbert Achermann as Director and Board Chair	Mgmt	Do Not Vote
6.2	Reelect Marco Gadola as Director	Mgmt	Do Not Vote
6.3	Reelect Juan Gonzalez as Director	Mgmt	Do Not Vote
6.4	Reelect Petra Rumpf as Director	Mgmt	Do Not Vote
6.5	Reelect Thomas Straumann as Director	Mgmt	Do Not Vote
6.6	Reelect Nadia Schmidt as Director	Mgmt	Do Not Vote
6.7	Reelect Regula Wallimann as Director	Mgmt	Do Not Vote
6.8	Elect Olivier Filliol as Director	Mgmt	Do Not Vote
7.1	Appoint Marco Gadola as Member of the Human Resources and Compensation Committee	Mgmt	Do Not Vote
7.2	Reappoint Nadia Schmidt as Member of the Human Resources and Compensation Committee	Mgmt	Do Not Vote
7.3	Reappoint Regula Wallimann as Member of the Human Resources and Compensation Committee	Mgmt	Do Not Vote
8	Designate Neovius AG as Independent Proxy	Mgmt	Do Not Vote
9	Ratify Ernst & Young AG as Auditors	Mgmt	Do Not Vote
10.1	Amend Corporate Purpose	Mgmt	Do Not Vote
10.2	Amend Articles Re: Shares and Share Register	Mgmt	Do Not Vote
10.3	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	Do Not Vote
10.4	Amend Articles Re: Powers of the General Meeting; Board of Directors	Mgmt	Do Not Vote

Straumann Holding AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
10.5	Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	Do Not Vote
10.6	Amend Articles Re: Editorial Changes	Mgmt	Do Not Vote
11	Transact Other Business (Voting)	Mgmt	Do Not Vote

Straumann Holding AG

Meeting Date: 04/05/2023 **Country:** Switzerland **Ticker:** STMN
Record Date: **Meeting Type:** Annual
Primary Security ID: H8300N127

Shares Voted: 0

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

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: 4,800

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

Synopsys, Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
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

Stellantis NV

Meeting Date: 04/13/2023 **Country:** Netherlands **Ticker:** STLAM
Record Date: 03/16/2023 **Meeting Type:** Annual
Primary Security ID: N82405106

Shares Voted: 126,137

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Annual Meeting Agenda	Mgmt	
1	Open Meeting	Mgmt	
2.a	Receive Report of Board of Directors (Non-Voting)	Mgmt	
2.b	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt	
2.c	Approve Remuneration Report Excluding Pre-Merger Legacy Matters	Mgmt	For
2.d	Approve Remuneration Report on the Pre-Merger Legacy Matters	Mgmt	Against
2.e	Adopt Financial Statements and Statutory Reports	Mgmt	For
2.f	Approve Dividends of EUR 1.34 Per Share	Mgmt	For
2g	Approve Discharge of Directors	Mgmt	For
3	Elect Benoit Ribadeau-Dumas as Non-Executive Director	Mgmt	Against
4.a	Ratify Ernst & Young Accountants LLP as Auditors for the Financial Year 2023	Mgmt	For
4.b	Ratify Deloitte Accountants B.V. as Auditors for the Financial Year 2024	Mgmt	For
5	Amend Remuneration Policy	Mgmt	For
6.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For
6.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For
7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
8	Approve Cancellation of Common Shares	Mgmt	For
9	Close Meeting	Mgmt	

Teleperformance SE

Meeting Date: 04/13/2023

Country: France

Ticker: TEP

Record Date: 04/11/2023

Meeting Type: Annual/Special

Primary Security ID: F9120F106

Shares Voted: 18,142

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Dividends of EUR 3.85 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 Daniel Julien, Chairman and CEO	Mgmt	For
7	Approve Compensation of Olivier Rigaudy, Vice-CEO	Mgmt	For
8	Approve Remuneration Policy of Directors	Mgmt	For
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	For
10	Approve Remuneration Policy of Vice-CEO	Mgmt	For
11	Reelect Christobel Selecky as Director	Mgmt	For
12	Reelect Angela Maria Sierra-Moreno as Director	Mgmt	For
13	Reelect Jean Guez as Director	Mgmt	For
14	Elect Varun Bery as Director	Mgmt	For
15	Elect Bhupender Singh as Director	Mgmt	For
16	Appoint PricewaterhouseCoopers Audit SAS as Auditor	Mgmt	For
17	Renew Appointment of Deloitte & Associates SA as Auditor	Mgmt	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	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 EUR 142 Million for Bonus Issue or Increase in Par Value	Mgmt	For

Teleperformance SE

Proposal Number	Proposal Text	Proponent	Vote Instruction
21	Authorize Capital Increase for Contributions in Kind, up to Aggregate Nominal Amount of EUR 7.2 Million	Mgmt	For
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	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: 9,249

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
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

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
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

Hermes International SCA

Proposal Number	Proposal Text	Proponent	Vote Instruction
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
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: 9,187

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

LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Vote Instruction
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	Against
5	Reelect 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
	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

LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Vote Instruction
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: 171,049

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

RELX Plc

Proposal Number	Proposal Text	Proponent	Vote Instruction
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

Shares Voted: 13,580

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

L'Oreal SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
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
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: 4,319

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	

ASML Holding NV

Proposal Number	Proposal Text	Proponent	Vote Instruction
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
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	

Assa Abloy AB

Meeting Date: 04/26/2023

Country: Sweden

Ticker: ASSA.B

Record Date: 04/18/2023

Meeting Type: Annual

Primary Security ID: W0817X204

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Open Meeting	Mgmt	
2	Elect Chairman of Meeting	Mgmt	Do Not Vote
3	Prepare and Approve List of Shareholders	Mgmt	
4	Approve Agenda of Meeting	Mgmt	Do Not Vote
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	Do Not Vote
6	Acknowledge Proper Convening of Meeting	Mgmt	Do Not Vote
7	Receive President's Report	Mgmt	
8.a	Receive Financial Statements and Statutory Reports	Mgmt	
8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt	
8.c	Receive Board's Report	Mgmt	
9.a	Accept Financial Statements and Statutory Reports	Mgmt	Do Not Vote
9.b	Approve Allocation of Income and Dividends of SEK 4.80 Per Share	Mgmt	Do Not Vote
9.c	Approve Discharge of Board and President	Mgmt	Do Not Vote
10	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	Do Not Vote
11.a	Approve Remuneration of Directors in the Amount of SEK 3 Million for Chair, SEK 1.12 Million for Vice Chair and SEK 890,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	Do Not Vote
11.b	Approve Remuneration of Auditors	Mgmt	Do Not Vote
12	Reelect Carl Douglas (Vice Chair), Erik Ekudden, Johan Hjertonsson (Chair), Sofia Schorling Hogberg, Lena Olving, Joakim Weidemanis and Susanne Pahlen Aklundh as Directors; Elect Victoria Van Camp as New Director	Mgmt	Do Not Vote
13	Ratify Ernst & Young as Auditors	Mgmt	Do Not Vote
14	Authorize Chairman of Board and Representatives of Five of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	Do Not Vote
15	Approve Remuneration Report	Mgmt	Do Not Vote

Assa Abloy AB

Proposal Number	Proposal Text	Proponent	Vote Instruction
16	Authorize Class B Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	Do Not Vote
17	Approve Performance Share Matching Plan LTI 2023	Mgmt	Do Not Vote
18	Close Meeting	Mgmt	

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: 33,612

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.1	Elect Director Robert J. Alpern	Mgmt	For
1.2	Elect Director Claire Babineaux-Fontenot	Mgmt	For
1.3	Elect Director Sally E. Blount	Mgmt	For
1.4	Elect Director Robert B. Ford	Mgmt	For
1.5	Elect Director Paola Gonzalez	Mgmt	For
1.6	Elect Director Michelle A. Kumbier	Mgmt	For
1.7	Elect Director Darren W. McDew	Mgmt	For
1.8	Elect Director Nancy McKinstry	Mgmt	For
1.9	Elect Director Michael G. O'Grady	Mgmt	For
1.10	Elect Director Michael F. Roman	Mgmt	For
1.11	Elect Director Daniel J. Starks	Mgmt	For
1.12	Elect Director John G. Stratton	Mgmt	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
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
8	Adopt Policy to Include Legal and Compliance Costs in Incentive Compensation Metrics	SH	Against

Air Liquide SA

Meeting Date: 05/03/2023

Country: France

Ticker: AI

Record Date: 04/28/2023

Meeting Type: Annual/Special

Primary Security ID: F01764103

Shares Voted: 38,842

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 2.95 per Share	Mgmt	For
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
5	Elect Catherine Guillaud as Director	Mgmt	For
6	Elect Christina Law as Director	Mgmt	For
7	Elect Alexis Perakis-Valat as Director	Mgmt	For
8	Elect Michael H. Thaman as Director	Mgmt	For
9	Ratify Appointment of Monica de Virgiliis as Director	Mgmt	For
10	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For
11	Approve Compensation of Benoit Potier, Chairman and CEO from January 1, 2022 to May 31, 2022	Mgmt	For
12	Approve Compensation of Francois Jackow, CEO from June 1, 2022 to December 31, 2022	Mgmt	For
13	Approve Compensation of Benoit Potier, Chairman of the Board from June 1, 2022 to December 31, 2022	Mgmt	For
14	Approve Compensation Report of Corporate Officers	Mgmt	For
15	Approve Remuneration Policy of CEO	Mgmt	For
16	Approve Remuneration Policy of Chairman of the Board	Mgmt	For
17	Approve Remuneration Policy of Directors	Mgmt	For
	Extraordinary Business	Mgmt	
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 470 Million	Mgmt	For

Air Liquide SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For
	Ordinary Business	Mgmt	
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

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: 27,737

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: 17,038

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

Ecolab Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
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
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

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: 44,663

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

Proposal Number	Proposal Text	Proponent	Vote Instruction
6	Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO	Mgmt	Against
7	Approve Remuneration Policy of Jean-Pascal Tricoire, Chairman and CEO fom 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
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

Schneider Electric SE

Proposal Number	Proposal Text	Proponent	Vote Instruction
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

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: 65,000

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

ANTA Sports Products Limited

Proposal Number	Proposal Text	Proponent	Vote Instruction
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

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: 8,234

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

Symrise AG

Meeting Date: 05/10/2023

Country: Germany

Ticker: SY1

Record Date: 04/18/2023

Meeting Type: Annual

Primary Security ID: D827A1108

Shares Voted: 19,081

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 1.05 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	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	Mgmt	For
6	Approve Remuneration Report	Mgmt	For
7	Elect Jan Zijderveld to the Supervisory Board	Mgmt	For
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For

Wolters Kluwer NV

Meeting Date: 05/10/2023

Country: Netherlands

Ticker: WKL

Record Date: 04/12/2023

Meeting Type: Annual

Primary Security ID: N9643A197

Shares Voted: 25,499

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Annual Meeting Agenda	Mgmt	
1	Open Meeting	Mgmt	
2.a	Receive Report of Executive Board (Non-Voting)	Mgmt	
2.b	Receive Report of Supervisory Board (Non-Voting)	Mgmt	
2.c	Approve Remuneration Report	Mgmt	For
3.a	Adopt Financial Statements and Statutory Reports	Mgmt	For
3.b	Receive Explanation on Company's Dividend Policy	Mgmt	
3.c	Approve Dividends	Mgmt	For

Wolters Kluwer NV

Proposal Number	Proposal Text	Proponent	Vote Instruction
4.a	Approve Discharge of Executive Board	Mgmt	For
4.b	Approve Discharge of Supervisory Board	Mgmt	For
5	Reelect Chris Vogelzang to Supervisory Board	Mgmt	For
6.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For
6.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For
7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
8	Approve Cancellation of Shares	Mgmt	For
9	Approve KPMG Accountants N.V as Auditors	Mgmt	For
10	Other Business (Non-Voting)	Mgmt	
11	Close Meeting	Mgmt	

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: 30,603

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
8.2	Elect Qi Lu to the Supervisory Board	Mgmt	Against
8.3	Elect Punit Renjen to the Supervisory Board	Mgmt	For

Proposal Number	Proposal Text	Proponent	Vote Instruction
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

Capgemini SE

Meeting Date: 05/16/2023

Country: France

Ticker: CAP

Record Date: 05/12/2023

Meeting Type: Annual/Special

Primary Security ID: F4973Q101

Shares Voted: 20,240

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Dividends of EUR 3.25 per Share	Mgmt	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For
6	Approve Compensation of Paul Hermelin, Chairman of the Board	Mgmt	For
7	Approve Compensation of Aiman Ezzat, CEO	Mgmt	For
8	Approve Remuneration Policy of Chairman of the Board	Mgmt	For
9	Approve Remuneration Policy of CEO	Mgmt	For
10	Approve Remuneration Policy of Directors	Mgmt	For
11	Elect Megan Clarken as Director	Mgmt	For
12	Elect Ulrica Fearn as Director	Mgmt	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	

Capgemini SE

Proposal Number	Proposal Text	Proponent	Vote Instruction
14	Authorize up to 1.2 Percent of Issued Capital for Use in Restricted Stock Plans Under Performance Conditions Reserved for Employees and Corporate Officers	Mgmt	For
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

Corbion NV

Meeting Date: 05/17/2023

Country: Netherlands

Ticker: CRBN

Record Date: 04/19/2023

Meeting Type: Annual

Primary Security ID: N2334V109

Shares Voted: 66,738

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Annual Meeting Agenda	Mgmt	
1	Open Meeting	Mgmt	
2	Receive Report of Management Board (Non-Voting)	Mgmt	
3	Adopt Financial Statements and Statutory Reports	Mgmt	For
4	Approve Remuneration Report	Mgmt	For
5	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt	
6	Approve Dividends of EUR 0.56 Per Share	Mgmt	For
7	Approve Discharge of Management Board	Mgmt	For
8	Approve Discharge of Supervisory Board	Mgmt	For
9	Reelect Olivier Rigaud to Management Board	Mgmt	For
10	Reelect Mathieu Vrijssen to Supervisory Board	Mgmt	For
11	Reelect Liz Doherty to Supervisory Board	Mgmt	For
12	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital for General Purposes	Mgmt	For

Corbion NV

Proposal Number	Proposal Text	Proponent	Vote Instruction
13	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 12	Mgmt	For
14	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital in Case of Mergers, Acquisitions, or Strategic Alliances	Mgmt	Against
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
16	Approve Cancellation of Repurchased Shares	Mgmt	For
17	Reappoint KPMG Accountants N.V as Auditors	Mgmt	For
18	Other Business (Non-Voting)	Mgmt	
19	Close Meeting	Mgmt	

EssilorLuxottica SA

Meeting Date: 05/17/2023

Country: France

Ticker: EL

Record Date: 05/15/2023

Meeting Type: Annual/Special

Primary Security ID: F31665106

Shares Voted: 7,396

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 3.23 per Share	Mgmt	For
4	Ratify Appointment of Mario Notari as Director	Mgmt	For
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For
6	Approve Compensation Report of Corporate Officers	Mgmt	For
7	Approve Compensation of Chairman of the Board from January 1, 2022 until June 27, 2022	Mgmt	For
8	Approve Compensation of Francesco Milleri, CEO until June 27, 2022 and Chairman and CEO since June 27, 2022	Mgmt	For
9	Approve Compensation of Paul du Saillant, Vice-CEO	Mgmt	For
10	Approve Remuneration Policy of Directors	Mgmt	For

EssilorLuxottica SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
11	Approve Remuneration Policy of Chairman and CEO	Mgmt	Against
12	Approve Remuneration Policy of Vice-CEO	Mgmt	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
15	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	Mgmt	For
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 4 Million	Mgmt	For
17	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 4 Million	Mgmt	For
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
	Ordinary Business	Mgmt	
19	Authorize Filing of Required Documents/Other Formalities	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: 8,937

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

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: 30,834

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

Proposal Number	Proposal Text	Proponent	Vote Instruction
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
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

Meeting Date: 05/24/2023

Country: France

Ticker: DSY

Record Date: 05/22/2023

Meeting Type: Annual/Special

Primary Security ID: F24571451

Shares Voted: 144,104

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
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

Dassault Systemes SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
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: 10,072

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
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

PayPal Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
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

Elis SA

Meeting Date: 05/25/2023

Country: France

Ticker: ELIS

Record Date: 05/23/2023

Meeting Type: Annual/Special

Primary Security ID: F2976F106

Shares Voted: 171,925

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 0.41 per Share	Mgmt	For
4	Approve Stock Dividend Program	Mgmt	For
5	Approve Transaction with Predica Re: Supplementary Pension Plan Insurance Agreement	Mgmt	For
6	Reelect Thierry Morin as Supervisory Board Member	Mgmt	For
7	Reelect Magali Chesse as Supervisory Board Member	Mgmt	For
8	Reelect Philippe Delleur as Supervisory Board Member	Mgmt	For
9	Elect Bpifrance Investissement as Supervisory Board Member	Mgmt	For
10	Ratify Appointment of Michel Plantevin as Supervisory Board Member	Mgmt	For

Elis SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
11	Approve Remuneration Policy of Chairman of the Supervisory Board	Mgmt	For
12	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For
13	Approve Remuneration Policy of Chairman of the Management Board	Mgmt	For
14	Approve Remuneration Policy of Management Board Members	Mgmt	For
15	Approve Compensation Report of Corporate Officers	Mgmt	For
16	Approve Compensation of Thierry Morin, Chairman of the Supervisory Board	Mgmt	For
17	Approve Compensation of Xavier Martire, Chairman of the Management Board	Mgmt	For
18	Approve Compensation of Louis Guyot, Management Board Member	Mgmt	For
19	Approve Compensation of Matthieu Lecharny, Management Board Member	Mgmt	For
20	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
22	Authorize up to 2.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For
23	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
24	Authorize Filing of Required Documents/Other Formalities	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: 33,220

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

Proposal Number	Proposal Text	Proponent	Vote Instruction
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
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

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

Shares Voted: 18,030

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

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: 11,997

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

Salesforce, Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
2	Amend 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

Worldline SA

Meeting Date: 06/08/2023 **Country:** France **Ticker:** WLN
Record Date: 06/06/2023 **Meeting Type:** Annual/Special
Primary Security ID: F9867T103

Shares Voted: 67,676

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 Absence of Dividends	Mgmt	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For
5	Reelect Bernard Bourigeaud as Director	Mgmt	For
6	Reelect Gilles Grapinet as Director	Mgmt	For
7	Reelect Gilles Arditti as Director	Mgmt	For
8	Reelect Aldo Cardoso as Director	Mgmt	For
9	Reelect Giulia Fitzpatrick as Director	Mgmt	For
10	Reelect Thierry Sommelet as Director	Mgmt	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For
12	Approve Compensation of Bernard Bourigeaud, Chairman of the Board	Mgmt	For
13	Approve Compensation of Gilles Grapinet, CEO	Mgmt	For
14	Approve Compensation of Marc-Henri Desportes, Vice-CEO	Mgmt	For

Proposal Number	Proposal Text	Proponent	Vote Instruction
15	Approve Remuneration Policy of Chairman of the Board	Mgmt	For
16	Approve Remuneration Policy of CEO	Mgmt	For
17	Approve Remuneration Policy of Vice-CEO	Mgmt	For
18	Approve Remuneration Policy of Non-Executive Directors	Mgmt	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights Up to 50 Percent of Issued Capital	Mgmt	For
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With a Binding Priority Right Up to 10 Percent of Issued Capital	Mgmt	For
23	Approve Issuance of Equity or Equity-Linked Securities for Up to 10 Percent of Issued Capital Per Year for Private Placements	Mgmt	For
24	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 21-23	Mgmt	For
25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For
26	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	Mgmt	For
27	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 270,000	Mgmt	For
28	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
29	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For
30	Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For
31	Authorize up to 0.7 Percent of Issued Capital for Use in Restricted Stock Plans With Performance Conditions Attached	Mgmt	For
32	Amend Article 19 of Bylaws Re: Age Limit of Chairman of the Board	Mgmt	For

Worldline SA

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

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
1.1	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

Sonova Holding AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
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
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

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: 8,300

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.1	Elect Director Shellye L. Archambeau	Mgmt	For
1.2	Elect Director Amy Woods Brinkley	Mgmt	For
1.3	Elect Director Irene M. Esteves	Mgmt	For
1.4	Elect Director L. Neil Hunn	Mgmt	For
1.5	Elect Director Robert D. Johnson	Mgmt	For
1.6	Elect Director Thomas P. Joyce, Jr.	Mgmt	For
1.7	Elect Director 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
5	Amend Certificate of Incorporation to Permit the Exculpation of Officers	Mgmt	For

KEYENCE Corp.

Meeting Date: 06/14/2023

Country: Japan

Ticker: 6861

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: J32491102

Shares Voted: 4,800

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

KEYENCE Corp.

Proposal Number	Proposal Text	Proponent	Vote Instruction
2.8	Elect Director Suenaga, Kumiko	Mgmt	For
2.9	Elect Director Yoshioka, Michifumi	Mgmt	For
3	Appoint Statutory Auditor Komura, Koichiro	Mgmt	For
4	Appoint Alternate Statutory Auditor Yamamoto, Masaharu	Mgmt	For

TravelSky Technology Limited

Meeting Date: 06/15/2023 **Country:** China **Ticker:** 696
Record Date: 05/30/2023 **Meeting Type:** Annual
Primary Security ID: Y8972V101

Shares Voted: 440,000

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Approve Report of the Board of Directors	Mgmt	For
2	Approve Report of the Supervisory Committee	Mgmt	For
3	Approve Audited Financial Statements	Mgmt	For
4	Approve Allocation of Profit and Distribution of Final Dividend	Mgmt	For
5	Approve BDO China Shu Lun Pan Certified Public Accountants LLP as PRC Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For
6	Elect Bai Bin as Supervisor and Approve Termination of Tang Lichao as Supervisor	SH	For
7	Approve Amendments to Articles of Association	Mgmt	For

Amadeus IT Group SA

Meeting Date: 06/20/2023 **Country:** Spain **Ticker:** AMS
Record Date: 06/15/2023 **Meeting Type:** Annual
Primary Security ID: E04648114

Shares Voted: 50,536

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For
2	Approve Non-Financial Information Statement	Mgmt	For

Amadeus IT Group SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
3	Advisory Vote on Remuneration Report	Mgmt	For
4	Approve Allocation of Income and Dividends	Mgmt	For
5	Approve Discharge of Board	Mgmt	For
6.1	Elect Frits Dirk van Paasschen as Director	Mgmt	For
6.2	Reelect William Connelly as Director	Mgmt	For
6.3	Reelect Luis Maroto Camino as Director	Mgmt	For
6.4	Reelect Pilar Garcia Ceballos-Zuniga as Director	Mgmt	For
6.5	Reelect Stephan Gemkow as Director	Mgmt	For
6.6	Reelect Peter Kuerpick as Director	Mgmt	For
6.7	Reelect Xiaoqun Clever as Director	Mgmt	For
7	Approve Remuneration of Directors	Mgmt	For
8	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For

Haier Smart Home Co., Ltd.

Meeting Date: 06/26/2023

Country: China

Ticker: 6690

Record Date: 06/16/2023

Meeting Type: Annual

Primary Security ID: Y298BN100

Shares Voted: 519,500

Proposal Number	Proposal Text	Proponent	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES	Mgmt	
1	Approve Financial Statements	Mgmt	For
2	Approve Annual Report and Annual Report Summary	Mgmt	For
3	Approve Report on the Work of the Board of Directors	Mgmt	For
4	Approve Report on the Work of the Board of Supervisors	Mgmt	For
5	Approve Audit Report on Internal Control	Mgmt	For
6	Approve Profit Distribution Plan	Mgmt	For
7	Approve Appointment of PRC Accounting Standards Auditors	Mgmt	For
8	Approve Appointment of International Accounting Standards Auditors	Mgmt	For

Haier Smart Home Co., Ltd.

Proposal Number	Proposal Text	Proponent	Vote Instruction
9	Approve Renewal of the Financial Services Framework Agreement and Its Expected Related-Party Transaction Limit with Haier Group Corporation and Haier Group Finance Co., Ltd.	Mgmt	Against
10	Approve Anticipated Guarantees' Amounts for the Company and Its Subsidiaries	Mgmt	For
11	Approve Conduct of Foreign Exchange Fund Derivatives Business	Mgmt	For
12	Approve Purchase of Liability Insurance for Directors, Supervisors, and Senior Management	Mgmt	For
13	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional Issuance of A Shares	Mgmt	For
14	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional Issuance of H Shares	Mgmt	For
15	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional Issuance of D Shares	Mgmt	For
16	Approve Grant of General Mandate to the Board to Repurchase H Shares	Mgmt	For
17	Approve Grant of General Mandate to the Board to Repurchase D Shares	Mgmt	For
18	Approve 2023 A Share Core Employee Stock Ownership Plan (Draft) and Its Summary	SH	For
19	Approve 2023 H Share Core Employee Stock Ownership Plan (Draft) and Its Summary	SH	For

Haier Smart Home Co., Ltd.

Meeting Date: 06/26/2023

Country: China

Ticker: 6690

Record Date: 06/16/2023

Meeting Type: Special

Primary Security ID: Y298BN100

Shares Voted: 519,500

Proposal Number	Proposal Text	Proponent	Vote Instruction
	CLASS MEETING FOR HOLDERS OF H SHARES	Mgmt	
1	Approve Grant of General Mandate to the Board to Repurchase H Shares	Mgmt	For
2	Approve Grant of General Mandate to the Board to Repurchase D Shares	Mgmt	For

DSM-Firmenich AG

Meeting Date: 06/29/2023

Country: Switzerland

Ticker: DSFIR

Record Date:

Meeting Type: Extraordinary Shareholders

Primary Security ID: H0245V108

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports for the Period from Jan. 1, 2023 to May 8, 2023	Mgmt	Do Not Vote
2	Approve Dividends of EUR 1.60 per Share from Capital Contribution Reserves	Mgmt	Do Not Vote
3.1	Approve Remuneration of Directors in the Amount of EUR 3.6 Million	Mgmt	Do Not Vote
3.2	Approve Remuneration of Executive Committee in the Amount of EUR 37.9 Million	Mgmt	Do Not Vote
4.1	Amend Articles Re: Consultative Vote for High Value Transactions	Mgmt	Do Not Vote
4.2	Amend Articles Re: Information on the Identity of Shareholders	Mgmt	Do Not Vote
5	Transact Other Business (Voting)	Mgmt	Do Not Vote

DSM-Firmenich AG

Meeting Date: 06/29/2023

Country: Switzerland

Ticker: DSFIR

Record Date:

Meeting Type: Extraordinary Shareholders

Primary Security ID: H0245V108

Shares Voted: 0

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

Murata Manufacturing Co. Ltd.

Meeting Date: 06/29/2023

Country: Japan

Ticker: 6981

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J46840104

Shares Voted: 29,500

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Approve Allocation of Income, With a Final Dividend of JPY 75	Mgmt	For

Murata Manufacturing Co. Ltd.

Proposal Number	Proposal Text	Proponent	Vote Instruction
2.1	Elect Director Murata, Tsuneo	Mgmt	For
2.2	Elect Director Nakajima, Norio	Mgmt	For
2.3	Elect Director Iwatsubo, Hiroshi	Mgmt	For
2.4	Elect Director Minamide, Masanori	Mgmt	For
2.5	Elect Director Yasuda, Yuko	Mgmt	For
2.6	Elect Director Nishijima, Takashi	Mgmt	For

OBIC Co. Ltd.

Meeting Date: 06/29/2023 **Country:** Japan **Ticker:** 4684
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J5946V107

Shares Voted: 12,000

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 140	Mgmt	For
2.1	Elect Director Noda, Masahiro	Mgmt	For
2.2	Elect Director Tachibana, Shoichi	Mgmt	For
2.3	Elect Director Kawanishi, Atsushi	Mgmt	For
2.4	Elect Director Fujimoto, Takao	Mgmt	For
2.5	Elect Director Okada, Takeshi	Mgmt	For
2.6	Elect Director Gomi, Yasumasa	Mgmt	For
2.7	Elect Director Ejiri, Takashi	Mgmt	For
2.8	Elect Director Egami, Mime	Mgmt	For
3	Approve Fixed Cash Compensation Ceiling and Performance-Based Cash Compensation Ceiling for Directors and Restricted Stock Plan	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: 6,157

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Stephen F. Angel	Mgmt	For

Linde Plc

Proposal Number	Proposal Text	Proponent	Vote Instruction
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

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

Shares Voted: 30,090

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

Ashtead Group Plc

Proposal Number	Proposal Text	Proponent	Vote Instruction
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: 11,000

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

Alibaba Group Holding Limited

Meeting Date: 09/28/2023 **Country:** Cayman Islands **Ticker:** 9988
Record Date: 08/15/2023 **Meeting Type:** Annual
Primary Security ID: G01719114

Alibaba Group Holding Limited

Shares Voted: 9,750

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.1	Elect Director Eddie Yongming Wu	Mgmt	For
1.2	Elect Director Maggie Wei Wu	Mgmt	For
1.3	Elect Director Kabir Misra	Mgmt	For
2	Ratify PricewaterhouseCoopers Zhong Tian LLP and PricewaterhouseCoopers as the U.S. and Hong Kong Auditors of the Company	Mgmt	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: 7,932

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

Shares Voted: 9,900

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.1	Elect Director Yanai, Tadashi	Mgmt	For
1.2	Elect Director Hattori, Nobumichi	Mgmt	For

FAST RETAILING CO., LTD.

Proposal Number	Proposal Text	Proponent	Vote Instruction
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: 14,200

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

Microsoft Corporation

Proposal Number	Proposal Text	Proponent	Vote Instruction
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