

## *Exercice de la politique de vote au cours de l'année 2023*

### **1. Contexte et objectifs**

Conformément aux exigences des articles 321-132 et suivants du Règlement Général de l'Autorité des Marchés Financiers, Pléiade Asset Management a établi une politique de vote, mise à jour en tant que de besoin, qui présente les conditions dans lesquelles elle entend exercer les droits de vote attachés aux titres détenus par les fonds dont elle assure la gestion.

Pléiade Asset Management rend compte également dans ce document de l'application de sa politique de vote au titre de l'année 2023.

Pléiade Asset Management gère les deux fonds suivants : PAM Cloud Révolution et le FCPE PAM Salariés.

L'analyse des résolutions et l'exercice des droits de votes sont réalisés par l'équipe de gestion avec le concours de son prestataire de vote externe (la société Proxinvest – Glass Lewis). Pléiade AM peut également s'appuyer sur d'autres sources et documentations externes (société de recherche, média, etc). Nous examinons les résolutions proposées aux assemblées générales selon des principes fondamentaux de bonne gouvernance, tout en tenant compte des normes de bonnes pratiques s'appliquant au secteur concerné, de spécificités liées à la taille de la Société, son contexte propre (par exemple dans le cas d'un actionariat familial majoritaire) ou encore son implantation géographique.

Afin d'assurer un vote optimal aux Assemblées Générales conformément aux recommandations de l'AMF et de l'AFG, Pléiade AM utilise le service de vote par procuration de la société Proxinvest – Glass Lewis.

### **2. Rappel synthétique des principes retenus pour l'exercice des droits de vote**

#### **Pour les fonds PAM Cloud Revolution :**

L'ADN de Pléiade AM se caractérise notamment par des investissements effectués dans une optique de long terme en privilégiant une parfaite compréhension des sociétés investies. L'exercice des droits de vote lors des assemblées générales d'actionnaires participe à cette démarche et en constitue le prolongement. Il témoigne d'un attachement aux entreprises sélectionnées tout en les incitant à adopter les meilleures pratiques, notamment par la prise en compte des enjeux environnementaux, sociaux et de gouvernance (ESG).

La politique de vote de Pléiade AM a ainsi pour objectif de défendre ses droits d'actionnaires tout en accompagnant les sociétés dans une croissance équilibrée et durable, assurance de pérennité et de performance financière sur le long-terme.

La politique de vote de Pléiade AM repose sur différents principes établis en fonction des types de résolution proposés aux actionnaires :

- Approbation des comptes et de la gestion

**Intégrité des comptes, de la gouvernance et de l'information financière et extra-financière**

- Conseil d'administration ou de surveillance

**Compétence, indépendance, diversité et disponibilité du conseil**

- Affectation du résultat, gestion des fonds propres et opérations en capital

**Dividende responsable et investissement de long-terme**

- Rémunération des dirigeants et association des salariés au capital

**Transparence, structure équilibrée, alignement avec la performance de long terme et équité des rémunérations.**

- Say on climate

**Favoriser la transition climatique**

- Modifications statutaires et droits des actionnaires

**Respect des droits des actionnaires**

- Résolutions externes

**Privilégier les enjeux ESG et le long terme.**

Les types de résolution non abordés dans la présente politique de vote seront appréhendés conformément à l'esprit des principes définis ci-dessus par Pléiade AM.

**3. Procédure exceptionnelle de vote**

L'équipe de gestion de Pléiade AM se réserve par ailleurs le droit de ne pas voter si :

- des lenteurs administratives empêchent l'exercice des droits de vote dans de bonnes conditions,
- les coûts liés aux votes sont jugés excessifs,
- lorsque des mécanismes de blocage de titre existent et rendent plus complexe la cession rapide des valeurs en portefeuille,

Ces restrictions concernent notamment les zones géographiques suivantes :

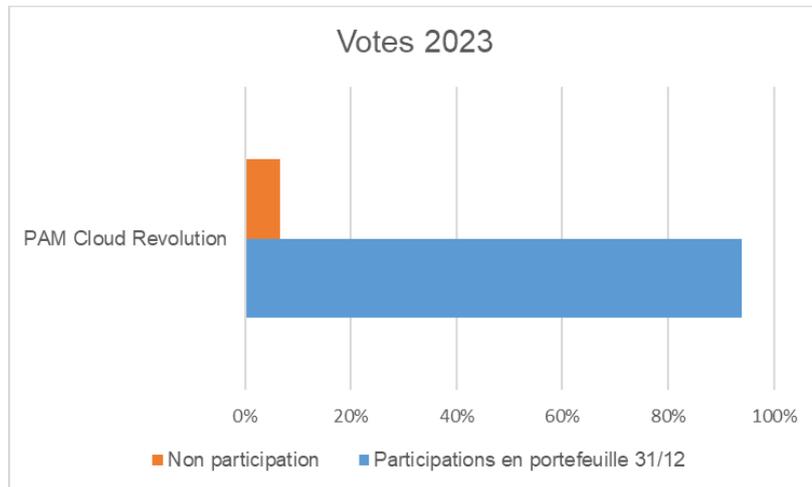
- Autriche
- Brésil
- Danemark
- Égypte
- Hongrie
- Norvège
- Pologne
- Suède

Des exceptions peuvent être mises en place, si sur une des sociétés incorporées dans les pays cités présente une résolution critique en matière ESG et/ou en Biodiversité.

#### 4. Bilan de l'exercice 2023 pour le fonds PAM Cloud Revolution

Conformément à la politique de vote qui a été décidée, Pléiade Asset Management a pour le fonds PAM Cloud Revolution participée à 32 assemblées générales et/ou spéciales.

Nombre d'AG votées en 2023: **31**

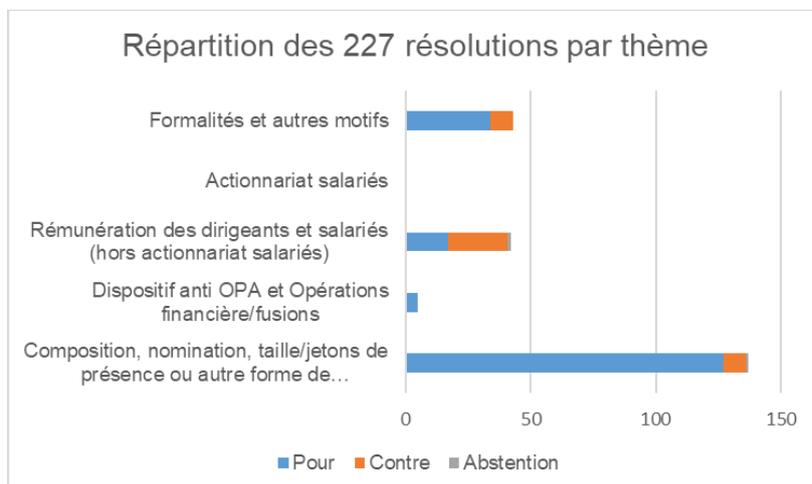


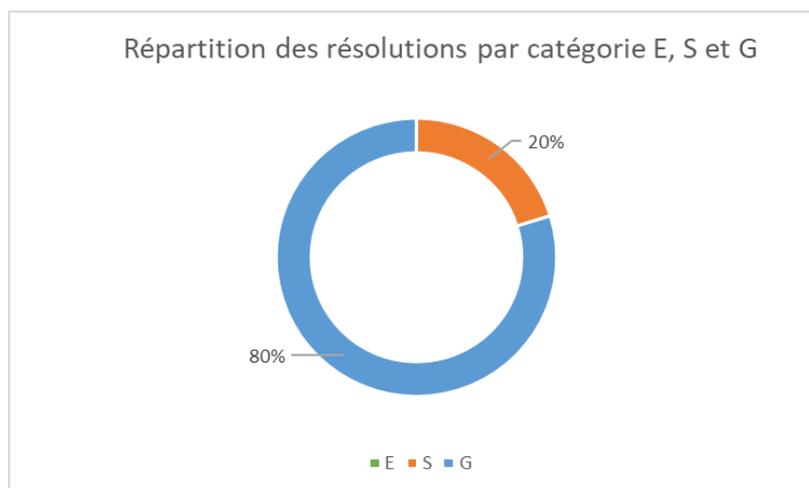
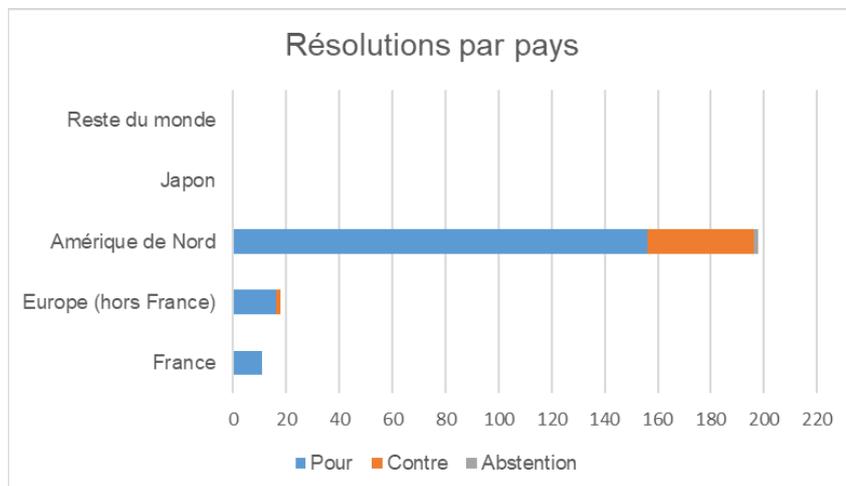
En 2023, le périmètre de vote de Pléiade Asset Management était constitué de 32 sociétés au 31/12/2023. Cependant le prestataire a rencontré un dysfonctionnement pour la participation à l'Assemblée Générale d'une entreprise en portefeuille, l'étude du vote par Pléiade AM a bien été effectué dans les délais et transmis. **Un dossier de dysfonctionnement a été créé suite à ce contrôle.**

Le ratio de la participation aux votes 2023 pour le fonds PAM Cloud Revolution aurait été de 97% mais il n'est de 94% suite au dysfonctionnement du prestataire. Le ratio de non-participation représente 6% expliqué principalement par une assemblée générale ayant eu lieu avant la détention des titres à la date de l'assemblée générale et le dysfonctionnement.

**a) Le nombre de Sociétés dans lesquelles la Société de Gestion a exercé ses droits de vote par rapport au nombre total de sociétés dans lesquels elle disposait des droits de vote.**

Sur les 32 assemblées générales analysées en 2023, 27 ont fait l'objet d'au moins un vote négatif, soit 87% des assemblées générales. La Société de Gestion a voté en faveur de 80% des résolutions soumises à un vote.





Nous avons été attentifs au cours de l'année 2023 sur les points et les thématiques suivants :

- La rémunération des dirigeants, que ce soit au niveau de la politique de rémunération (« ex ante ») que de son application (« ex post ») pour les sociétés françaises qui doivent suivre la loi Sapin II et les sociétés européennes. Si la transparence s'améliore, nous restons attentifs sur l'intégration des critères ESG dans les parties variables ainsi que la promotion du ratio d'équité (rapport entre la rémunération du dirigeant et la rémunération médiane ou moyenne des collaborateurs)
- La nomination des administrateurs pour garantir des conseils indépendants et diversifiés. En effet, nous encourageons les entreprises à atteindre les seuils d'indépendance et de diversité en ligne avec les meilleures pratiques de place,
- Say On Climate : si les résolutions portées sur la stratégie climat des entreprises commencent à apparaître à l'ordre du jour des assemblées générales, nous sommes restés attentifs quant à la transparence et la crédibilité des engagements pris par les entreprises. Nous veillons à ce que les engagements climatiques soient intégrés à la stratégie de l'entreprise et soient validés par la science.

## **b) Politique de dialogue avec les sociétés dont des actions sont détenues par les OPC gérés par Pléiade Asset Management**

En 2023, Pléiade AM a mis en place une politique d'engagement et de dialogue actionnarial afin d'inciter les sociétés non européennes du portefeuille à :

- Publier leurs émissions carbone scope 1 et 2 à minima.
- Établir une trajectoire de réduction de ces émissions afin de s'aligner sur l'Accord de Paris.
- Se conformer au maximum aux standards réglementaires européens que sont SFDR et la Taxonomie européenne.

Ce dialogue sera mis en place à minima une fois par an entre Pléiade AM individuellement et ces sociétés ou avec un groupement de sociétés de gestion souhaitant mettre en place une forme similaire de dialogue.

Pour les autres sujets à connotation sociale, de gouvernance ou touchant plus globalement à la stratégie de la société, Pléiade AM décidera collégialement de mener un dialogue de manière non systématique.

Suite à cette mise à jour durant l'été 2023, Pléiade AM a initié le dialogue avec les sociétés non européennes du portefeuille. Toutes les sociétés en portefeuille durant l'été 2023 soit 32 sociétés ont fait l'objet d'un mail ou d'un dossier complet reprenant les réponses aux demandes suivantes :

- Publier leurs émissions carbone scope 1 et 2 à minima.
- Établir une trajectoire de réduction de ces émissions afin de s'aligner sur l'Accord de Paris.
- Se conformer au maximum aux standards réglementaires européens que sont SFDR et la Taxonomie européenne.

Nous avons classé les sociétés en trois groupes :

- **Groupe 1** : les sociétés ne publiant aucun reporting, ne faisant partie d'aucun organisme (**13 sociétés dont 5 n'ont pas répondu à nos mails**) ;
- **Groupe 2** : les sociétés publiant un reporting Scop 1&2 **mais pas 3**. Pas forcément d'adhésion aux organismes CDP, SBTi ou TCFD (**4 sociétés dont 3 n'ont pas répondu à nos questions**) ;
- **Groupe 3** : les sociétés publiant un reporting Scop **1,2&3**. Pas forcément d'adhésion aux organismes CDP, SBTi ou TCFD (**8 sociétés dont 3 n'ont pas répondu à nos questions**) ;
- **Groupe 4** : les sociétés publiant un reporting Scop **1,2&3**. Adhérents aux organismes CDP, SBTi ou TCFD (**7 sociétés – aucun mail envoyé**).

Groupe 1	13	41%
Groupe 2	4	13%
Groupe 3	8	25%
Groupe 4	7	22%
	<b>32</b>	<b>100%</b>

	Emissions scope 1&2	Emissions scope 3	Trajectoire / net zero	CDP	Sbti/TCFD
<b>nbre société</b>	<b>21</b>	<b>17</b>	<b>16</b>	<b>12</b>	<b>11</b>
<b>total ptf</b>	32	<b>32</b>	<b>32</b>	<b>32</b>	<b>32</b>
<b>%</b>	66%	53%	50%	38%	34%

**Les résultats sont engageants pour ce premier exercice.**

**c) Cas dans lesquels la Société a estimé ne pas pouvoir respecter les principes fixés dans sa "politique de vote".**

La Société de Gestion a respecté sa Politique de vote telle qu'arrêtée au titre de l'année 2023.

**d) Situations de conflits d'intérêts que la Société a été conduite à traiter lors de l'exercice des droits de vote détenus par les OPCVM qu'elle gère.**

La Société de Gestion n'a pas détecté de situation de conflit d'intérêts qui aurait pu limiter sa liberté lors de l'exercice de ses droits de vote.

## **5. Projection**

La société Pléiade AM a décidé de reconduire pour l'année 2024, la politique qu'elle s'était fixée en matière de vote sur l'exercice 2023.

## **6. Annexe – Rapport de vote 2023**

## VOTE SUMMARY REPORT

REPORTING PERIOD: 01/01/2023 to 12/28/2023

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION ACCOUNTS

### Trigano SA

Meeting Date: 01/04/2023

Country: France

Ticker: TRI

Record Date: 01/02/2023

Meeting Type: Annual/Special

Primary Security ID: F93488108

Shares Voted: 10,866

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For		For
3	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For		For
4	Approve Allocation of Income and Dividends of EUR 3.50 per Share	Mgmt	For		For
5	Approve Remuneration Policy of Chairman of the Supervisory Board	Mgmt	For		For
6	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For		For
7	Approve Remuneration Policy of Chairman of the Management Board	Mgmt	For		Against
8	Approve Remuneration Policy of CEOs	Mgmt	For		Against
9	Approve Remuneration Policy of Management Board Members	Mgmt	For		Against
10	Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 251,500	Mgmt	For		For
11	Approve Compensation Report of Corporate Officers	Mgmt	For		For
12	Approve Compensation of Alice Cavalier Feuillet, Chairman of the Supervisory Board From September 1, 2021 Until May 9, 2022	Mgmt	For		For
13	Approve Compensation of Francois Feuillet, Chairman of the Supervisory Board From May 9, 2022 Until August 31, 2022	Mgmt	For		For
14	Approve Compensation of Stephane Gigou, Chairman of the Management Board	Mgmt	For		Against
15	Approve Compensation of Michel Freiche, CEO	Mgmt	For		Against
16	Approve Compensation of Marie-Helene Feuillet, Management Board Member	Mgmt	For		For

## Trigano SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Approve Compensation of Paolo Bicci, Management Board Member	Mgmt	For		For
18	Authorize Repurchase of Up to 9.83 Percent of Issued Share Capital	Mgmt	For		Against
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For		For
	Extraordinary Business	Mgmt			
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For		For

## Zscaler, Inc.

Meeting Date: 01/13/2023

Country: USA

Ticker: ZS

Record Date: 11/14/2022

Meeting Type: Annual

Primary Security ID: 98980G102

Shares Voted: 12,244

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Andrew Brown	Mgmt	For		For
1.2	Elect Director Scott Darling	Mgmt	For		Withhold
1.3	Elect Director David Schneider	Mgmt	For		For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For		For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For		Against

## Intuit Inc.

Meeting Date: 01/19/2023

Country: USA

Ticker: INTU

Record Date: 11/21/2022

Meeting Type: Annual

Primary Security ID: 461202103

Shares Voted: 3,495

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Eve Burton	Mgmt	For		For
1b	Elect Director Scott D. Cook	Mgmt	For		For
1c	Elect Director Richard L. Dalzell	Mgmt	For		For
1d	Elect Director Sasan K. Goodarzi	Mgmt	For		For
1e	Elect Director Deborah Liu	Mgmt	For		For
1f	Elect Director Tekedra Mawakana	Mgmt	For		For

## Intuit Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Suzanne Nora Johnson	Mgmt	For		For
1h	Elect Director Thomas Szkutak	Mgmt	For		For
1i	Elect Director Raul Vazquez	Mgmt	For		For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For		Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For		Against
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For		For

## Stabilus SE

**Meeting Date:** 02/15/2023      **Country:** Luxembourg      **Ticker:** STM  
**Record Date:** 01/24/2023      **Meeting Type:** Annual  
**Primary Security ID:** D76913108

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021/22 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.75 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 Deloitte GmbH as Auditors for Fiscal Year 2022/23 and for the Review of Interim Financial Reports for the First Half of Fiscal Year 2022/23	Mgmt	For		
6	Approve Remuneration Policy	Mgmt	For		
7	Approve Remuneration Report	Mgmt	For		
8.1	Reelect Stephan Kessel to the Supervisory Board	Mgmt	For		
8.2	Reelect Ralf-Michael Fuchs to the Supervisory Board	Mgmt	For		
8.3	Reelect Joachim Rauhut to the Supervisory Board	Mgmt	For		
8.4	Reelect Dirk Linzmeier to the Supervisory Board	Mgmt	For		
9	Approve Virtual-Only Shareholder Meetings Until 2026	Mgmt	For		
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For		

## Stabilus SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Creation of EUR 4.9 Million Pool of Capital with Preemptive Rights	Mgmt	For		

## Netcompany Group A/S

**Meeting Date:** 03/02/2023      **Country:** Denmark      **Ticker:** NETC  
**Record Date:** 02/23/2023      **Meeting Type:** Annual  
**Primary Security ID:** K7020C102

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For		
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For		
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For		
5	Approve Remuneration of Directors in the Amount of DKK 1,3 Million for Chairman, DKK 900,000 for Vice Chair and DKK 450,000 for Other Directors; Approve Travel Fees; Approve Remuneration for Committee Work	Mgmt	For		
6.a	Reelect Bo Rygaard (Chair) as Director	Mgmt	For		
6.b	Reelect Juha Christensen (Vice Chair) as Director	Mgmt	For		
6.c	Reelect Asa Riisberg as Director	Mgmt	For		
6.d	Reelect Susan Cooklin as Director	Mgmt	For		
6.e	Elect Bart Walterus as New Director	Mgmt	For		
7	Ratify Ernst & Young as Auditor	Mgmt	For		
8	Authorize Share Repurchase Program	Mgmt	For		
9.a	Approve Creation of DKK 10 Million Pool of Capital without Preemptive Rights	Mgmt	For		
9.b	Approve Creation of DKK 5 Million Pool of Capital with Preemptive Rights	Mgmt	For		
10	Other Business	Mgmt			

## EDP Renovaveis SA

**Meeting Date:** 04/04/2023      **Country:** Spain      **Ticker:** EDPR  
**Record Date:** 03/28/2023      **Meeting Type:** Annual  
**Primary Security ID:** E3847K101

## EDP Renovaveis SA

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For		
2	Approve Treatment of Net Loss	Mgmt	For		
3	Approve Scrip Dividends	Mgmt	For		
4	Approve Consolidated and Standalone Management Reports, Corporate Governance Report and Management Report	Mgmt	For		
5	Approve Non-Financial Information Statement	Mgmt	For		
6	Appraise Management of Company and Approve Vote of Confidence to Board of Directors	Mgmt	For		
7	Ratify Appointment of and Elect Cynthia Kay Mc Call as Director	Mgmt	For		
8.A	Approve Financing Agreement between EDP Renovaveis SA and EDP Energias de Portugal SA	Mgmt	For		
8.B	Grant Board Powers for the Execution and Development of the Financing Agreement between EDP Renovaveis SA and EDP Energias de Portugal SA	Mgmt	For		
9	Amend Remuneration Policy	Mgmt	For		
10.A	Add New Article 30 Re: Environmental, Social and Corporate Governance Committee	Mgmt	For		
10.B	Amend Articles Re: Governing Bodies, Remuneration of Directors and Appointments and Remunerations Committee	Mgmt	For		
11	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	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: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Report of Board of Directors (Non-Voting)	Mgmt			

## Stellantis NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	For		
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	For		
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: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	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		

## Teleperformance SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 & Associes 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		
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		

## Reply SpA

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

**Country:** Italy

**Ticker:** REY

**Record Date:** 04/11/2023

**Meeting Type:** Annual

**Primary Security ID:** T60326112

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			

## Reply SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Accept Financial Statements and Statutory Reports	Mgmt	For		
1b	Approve Allocation of Income	Mgmt	For		
2	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For		
3	Approve Remuneration of Directors	Mgmt	For		
4a	Approve Remuneration Policy	Mgmt	For		
4b	Approve Second Section of the Remuneration Report	Mgmt	For		
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None		

## Eurofins Scientific SE

**Meeting Date:** 04/27/2023

**Country:** Luxembourg

**Ticker:** ERF

**Record Date:** 04/13/2023

**Meeting Type:** Annual

**Primary Security ID:** L31839134

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive and Approve Board's Reports	Mgmt	For		
2	Receive and Approve Director's Special Report Re: Operations Carried Out Under the Authorized Capital Established	Mgmt	For		
3	Receive and Approve Auditor's Reports	Mgmt	For		
4	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For		
5	Approve Financial Statements	Mgmt	For		
6	Approve Allocation of Income	Mgmt	For		
7	Approve Discharge of Directors	Mgmt	For		
8	Approve Discharge of Auditors	Mgmt	For		
9	Approve Remuneration Policy	Mgmt	For		
10	Approve Remuneration Report	Mgmt	For		
11	Reelect Ivo Rauh as Director	Mgmt	For		
12	Reelect Fereshteh Pouchantchi as Director	Mgmt	For		
13	Renew Appointment of Deloitte Audit as Auditor	Mgmt	For		
14	Approve Remuneration of Directors	Mgmt	For		

## Eurofins Scientific SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Acknowledge Information on Repurchase Program	Mgmt	For		
16	Authorize Filing of Required Documents and Other Formalities	Mgmt	For		

## Paycom Software, Inc.

**Meeting Date:** 05/01/2023      **Country:** USA      **Ticker:** PAYC  
**Record Date:** 03/15/2023      **Meeting Type:** Annual  
**Primary Security ID:** 70432V102

Shares Voted: 8,323

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sharen J. Turney	Mgmt	For		For
1.2	Elect Director J.C. Watts, Jr.	Mgmt	For		For
2	Ratify Grant Thornton LLP as Auditors	Mgmt	For		For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For		Against
4	Approve Omnibus Stock Plan	Mgmt	For		Against
5	Amend Certificate of Incorporation to Limit the Personal Liability of Certain Officers	Mgmt	For		Against
6	Require a Majority Vote for the Election of Directors	SH	Against		For

## Adyen NV

**Meeting Date:** 05/11/2023      **Country:** Netherlands      **Ticker:** ADYEN  
**Record Date:** 04/13/2023      **Meeting Type:** Annual  
**Primary Security ID:** N3501V104

Shares Voted: 2,386

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.e	Approve Remuneration Policy for Management Board	Mgmt	For		For
2.f	Approve Remuneration Policy for the Supervisory Board	Mgmt	For		Against
2.g	Approve Increase Cap on Variable Remuneration for Staff Members	Mgmt	For		For
3	Approve Discharge of Management Board	Mgmt	For		Against
4	Approve Discharge of Supervisory Board	Mgmt	For		Against
5	Reelect Ingo Uytdehaage to Management Board as Co-Chief Executive Officer	Mgmt	For		For
6	Reelect Mariette Swart to Management Board as Chief Risk and Compliance Officer	Mgmt	For		For
7	Elect Brooke Nayden to Management Board as Chief Human Resources Officer	Mgmt	For		For
8	Elect Ethan Tandowsky to Management Board as Chief Financial Officer	Mgmt	For		For
9	Reelect Pamela Joseph to Supervisory Board	Mgmt	For		For
10	Reelect Joep van Beurden to Supervisory Board	Mgmt	For		For
11	Amend Articles of Association	Mgmt	For		For
12	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For		For
13	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For		For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For		For
15	Reappoint PwC as Auditors	Mgmt	For		For
16	Close Meeting	Mgmt			

**Shares Voted: 0**

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

## Adyen NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.d	Approve Remuneration Report	Mgmt	For		
2.e	Approve Remuneration Policy for Management Board	Mgmt	For		
2.f	Approve Remuneration Policy for the Supervisory Board	Mgmt	For		
2.g	Approve Increase Cap on Variable Remuneration for Staff Members	Mgmt	For		
3	Approve Discharge of Management Board	Mgmt	For		
4	Approve Discharge of Supervisory Board	Mgmt	For		
5	Reelect Ingo Uytdehaage to Management Board as Co-Chief Executive Officer	Mgmt	For		
6	Reelect Mariette Swart to Management Board as Chief Risk and Compliance Officer	Mgmt	For		
7	Elect Brooke Nayden to Management Board as Chief Human Resources Officer	Mgmt	For		
8	Elect Ethan Tandowsky to Management Board as Chief Financial Officer	Mgmt	For		
9	Reelect Pamela Joseph to Supervisory Board	Mgmt	For		
10	Reelect Joep van Beurden to Supervisory Board	Mgmt	For		
11	Amend Articles of Association	Mgmt	For		
12	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For		
13	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For		
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For		
15	Reappoint PwC as Auditors	Mgmt	For		
16	Close Meeting	Mgmt			

## Autoliv, Inc.

**Meeting Date:** 05/11/2023

**Country:** USA

**Ticker:** ALV

**Record Date:** 03/15/2023

**Meeting Type:** Annual

**Primary Security ID:** 052800109

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mikael Bratt	Mgmt	For		

## Autoliv, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Laurie Brlas	Mgmt	For		
1.3	Elect Director Jan Carlson	Mgmt	For		
1.4	Elect Director Hasse Johansson	Mgmt	For		
1.5	Elect Director Leif Johansson	Mgmt	For		
1.6	Elect Director Franz-Josef Kortum	Mgmt	For		
1.7	Elect Director Frederic Lissalde	Mgmt	For		
1.8	Elect Director Xiaozhi Liu	Mgmt	For		
1.9	Elect Director Gustav Lundgren	Mgmt	For		
1.10	Elect Director Martin Lundstedt	Mgmt	For		
1.11	Elect Director Thaddeus J. "Ted" Senko	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 AB as Auditors	Mgmt	For		

## Universal Music Group NV

Meeting Date: 05/11/2023

Country: Netherlands

Ticker: UMG

Record Date: 04/13/2023

Meeting Type: Annual

Primary Security ID: N90313102

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Receive Annual Report	Mgmt			
3	Approve Remuneration Report	Mgmt	For		
4	Adopt Financial Statements	Mgmt	For		
5.a	Receive Explanation on Company's Dividend Policy	Mgmt			
5.b	Approve Dividends	Mgmt	For		
6.a	Approve Discharge of Executive Directors	Mgmt	For		
6.b	Approve Discharge of Non-Executive Directors	Mgmt	For		
7.a	Reelect Lucian Grainge as Executive Director	Mgmt	For		
7.b	Approve Supplement to the Company's Remuneration Policy in Respect of Lucian Grainge	Mgmt	For		

## Universal Music Group NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.a	Reelect Sherry Lansing as Non-Executive Director	Mgmt	For		
8.b	Reelect Anna Jones as Non-Executive Director	Mgmt	For		
8.c	Reelect Luc van Os as Non-Executive Director	Mgmt	For		
8.d	Elect Haim Saban as Non-Executive Director	Mgmt	For		
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For		
10	Ratify Auditors	Mgmt	For		
11	Other Business (Non-Voting)	Mgmt			
12	Close Meeting	Mgmt			

## ZoomInfo Technologies Inc.

**Meeting Date:** 05/17/2023      **Country:** USA      **Ticker:** ZI  
**Record Date:** 03/21/2023      **Meeting Type:** Annual  
**Primary Security ID:** 98980F104

Shares Voted: 157,726

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Todd Crockett	Mgmt	For		For
1.2	Elect Director Patrick McCarter	Mgmt	For		Withhold
1.3	Elect Director D. Randall Winn	Mgmt	For		For
2	Ratify KPMG LLP as Auditors	Mgmt	For		Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For		Against

## The Trade Desk, Inc.

**Meeting Date:** 05/25/2023      **Country:** USA      **Ticker:** TTD  
**Record Date:** 03/31/2023      **Meeting Type:** Annual  
**Primary Security ID:** 88339J105

Shares Voted: 41,078

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jeff T. Green	Mgmt	For		For
1.2	Elect Director Andrea L. Cunningham	Mgmt	For		For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For		For

## Cloudflare, Inc.

Meeting Date: 06/01/2023

Country: USA

Ticker: NET

Record Date: 04/10/2023

Meeting Type: Annual

Primary Security ID: 18915M107

Shares Voted: 46,452

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Scott Sandell	Mgmt	For		For
1.2	Elect Director Michelle Zatlun	Mgmt	For		For
2	Ratify KPMG LLP as Auditors	Mgmt	For		For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For		Against

## ServiceNow, Inc.

Meeting Date: 06/01/2023

Country: USA

Ticker: NOW

Record Date: 04/04/2023

Meeting Type: Annual

Primary Security ID: 81762P102

Shares Voted: 8,224

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

## DigitalOcean Holdings, Inc.

Meeting Date: 06/06/2023

Country: USA

Ticker: DOCN

Record Date: 04/14/2023

Meeting Type: Annual

Primary Security ID: 25402D102

Shares Voted: 69,326

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Warren Adelman	Mgmt	For		For
1.2	Elect Director Pueo Keffer	Mgmt	For		For
1.3	Elect Director Hilary Schneider	Mgmt	For		For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For		For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For		Against
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year		One Year

## HubSpot, Inc.

Meeting Date: 06/06/2023

Country: USA

Ticker: HUBS

Record Date: 04/10/2023

Meeting Type: Annual

Primary Security ID: 443573100

Shares Voted: 9,129

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nick Caldwell	Mgmt	For		For
1b	Elect Director Claire Hughes Johnson	Mgmt	For		For
1c	Elect Director Jay Simons	Mgmt	For		For
1d	Elect Director Yamini Rangan	Mgmt	For		For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For		For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For		Against
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year		One Year

## Unity Software Inc.

Meeting Date: 06/07/2023

Country: USA

Ticker: U

Record Date: 04/12/2023

Meeting Type: Annual

Primary Security ID: 91332U101

## Unity Software Inc.

Shares Voted: 86,752

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Tomer Bar-Zeev	Mgmt	For		For
1.2	Elect Director Mary Schmidt Campbell	Mgmt	For		For
1.3	Elect Director Keisha Smith-Jeremie	Mgmt	For		For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For		For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For		Against

## Amplitude, Inc.

Meeting Date: 06/08/2023

Country: USA

Ticker: AMPL

Record Date: 04/10/2023

Meeting Type: Annual

Primary Security ID: 03213A104

Shares Voted: 141,001

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Pat Grady	Mgmt	For		For
1.2	Elect Director Curtis Liu	Mgmt	For		For
1.3	Elect Director Catherine Wong	Mgmt	For		For
2	Ratify KPMG LLP as Auditors	Mgmt	For		For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year		One Year

## Datadog, Inc.

Meeting Date: 06/08/2023

Country: USA

Ticker: DDOG

Record Date: 04/11/2023

Meeting Type: Annual

Primary Security ID: 23804L103

Shares Voted: 53,071

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Olivier Pomel	Mgmt	For		For
1b	Elect Director Dev Ittycheria	Mgmt	For		For
1c	Elect Director Shardul Shah	Mgmt	For		For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For		Against
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For		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: 17,883

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marc Benioff	Mgmt	For		For
1b	Elect Director Laura Alber	Mgmt	For		For
1c	Elect Director Craig Conway	Mgmt	For		For
1d	Elect Director Arnold Donald	Mgmt	For		For
1e	Elect Director Parker Harris	Mgmt	For		For
1f	Elect Director Neelie Kroes	Mgmt	For		For
1g	Elect Director Sachin Mehra	Mgmt	For		For
1h	Elect Director G. Mason Morfit	Mgmt	For		For
1i	Elect Director Oscar Munoz	Mgmt	For		For
1j	Elect Director John V. Roos	Mgmt	For		For
1k	Elect Director Robin Washington	Mgmt	For		For
1l	Elect Director Maynard Webb	Mgmt	For		For
1m	Elect Director Susan Wojcicki	Mgmt	For		For
2	Amend Omnibus Stock Plan	Mgmt	For		Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For		Against
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For		Against
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year		One Year
6	Require Independent Board Chair	SH	Against		For
7	Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Any Other Company	SH	Against		Against

## Twilio Inc.

Meeting Date: 06/13/2023

Country: USA

Ticker: TWLO

Record Date: 04/17/2023

Meeting Type: Annual

Primary Security ID: 90138F102

Shares Voted: 54,541

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Charles Bell	Mgmt	For		For
1.2	Elect Director Jeffrey Immelt	Mgmt	For		For

## Twilio Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Erika Rottenberg	Mgmt	For		For
2	Ratify KPMG LLP as Auditors	Mgmt	For		For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For		Against

## Believe SA

**Meeting Date:** 06/16/2023      **Country:** France      **Ticker:** BLV  
**Record Date:** 06/14/2023      **Meeting Type:** Annual/Special  
**Primary Security ID:** F1R34G149

Shares Voted: 276,247

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For		For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For		For
3	Approve Treatment of Losses	Mgmt	For		For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For		For
5	Approve Compensation Report of Corporate Officers	Mgmt	For		For
6	Approve Compensation of Denis Ladegaillerie, Chairman and CEO	Mgmt	For		For
7	Approve Remuneration Policy of Chairman and CEO	Mgmt	For		For
8	Approve Remuneration Policy of Directors	Mgmt	For		For
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For		For
	Extraordinary Business	Mgmt			
10	Authorize Capital Issuances for Use in Employee Stock Purchase Plans for Employees of International Subsidiaries	Mgmt	For		For
11	Authorize Filing of Required Documents/Other Formalities	Mgmt	For		For

## Fortinet, Inc.

**Meeting Date:** 06/16/2023      **Country:** USA      **Ticker:** FTNT  
**Record Date:** 04/17/2023      **Meeting Type:** Annual  
**Primary Security ID:** 34959E109

## Fortinet, Inc.

Shares Voted: 44,634

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ken Xie	Mgmt	For		For
1.2	Elect Director Michael Xie	Mgmt	For		For
1.3	Elect Director Kenneth A. Goldman	Mgmt	For		For
1.4	Elect Director Ming Hsieh	Mgmt	For		Against
1.5	Elect Director Jean Hu	Mgmt	For		For
1.6	Elect Director William H. Neukom	Mgmt	For		For
1.7	Elect Director Judith Sim	Mgmt	For		For
1.8	Elect Director Admiral James Stavridis (Ret)	Mgmt	For		For
2	Ratify Deloitte & Touche LLP as Auditor	Mgmt	For		Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For		Against
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year		One Year
5	Eliminate Supermajority Vote Requirement	Mgmt	For		For
6	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	For		Against

## Smartsheet Inc.

Meeting Date: 06/16/2023

Country: USA

Ticker: SMAR

Record Date: 04/20/2023

Meeting Type: Annual

Primary Security ID: 83200N103

Shares Voted: 55,868

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Geoffrey T. Barker	Mgmt	For		For
1.2	Elect Director Matthew McIlwain	Mgmt	For		For
1.3	Elect Director James N. White	Mgmt	For		For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For		For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For		Against

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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## Smartsheet Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Geoffrey T. Barker	Mgmt	For		
1.2	Elect Director Matthew McIlwain	Mgmt	For		
1.3	Elect Director James N. White	Mgmt	For		
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For		

## CrowdStrike Holdings, Inc.

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

Shares Voted: 31,164

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

## Okta, Inc.

**Meeting Date:** 06/22/2023      **Country:** USA      **Ticker:** OKTA  
**Record Date:** 04/26/2023      **Meeting Type:** Annual  
**Primary Security ID:** 679295105

Shares Voted: 35,314

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Shellye Archambeau	Mgmt	For		For
1.2	Elect Director Robert L. Dixon, Jr.	Mgmt	For		For
1.3	Elect Director Benjamin Horowitz	Mgmt	For		For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For		For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For		Against

## Workday, Inc.

Meeting Date: 06/22/2023

Country: USA

Ticker: WDAY

Record Date: 04/25/2023

Meeting Type: Annual

Primary Security ID: 98138H101

Shares Voted: 14,744

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christa Davies	Mgmt	For		Against
1b	Elect Director Wayne A.I. Frederick	Mgmt	For		Against
1c	Elect Director Mark J. Hawkins	Mgmt	For		For
1d	Elect Director George J. Still, Jr.	Mgmt	For		Against
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For		Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For		Against
4	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against		For

## MongoDB, Inc.

Meeting Date: 06/27/2023

Country: USA

Ticker: MDB

Record Date: 04/28/2023

Meeting Type: Annual

Primary Security ID: 60937P106

Shares Voted: 18,626

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Archana Agrawal	Mgmt	For		For
1.2	Elect Director Hope Cochran	Mgmt	For		For
1.3	Elect Director Dwight Merriman	Mgmt	For		For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For		Against
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For		For

## Shopify Inc.

Meeting Date: 06/27/2023

Country: Canada

Ticker: SHOP

Record Date: 05/16/2023

Meeting Type: Annual

Primary Security ID: 82509L107

## Shopify Inc.

Shares Voted: 48,004

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Class A Subordinate Voting and Class B Multiple Voting Shareholders	Mgmt			
1A	Elect Director Tobias Lutke	Mgmt	For		For
1B	Elect Director Robert Ashe	Mgmt	For		For
1C	Elect Director Gail Goodman	Mgmt	For		For
1D	Elect Director Colleen Johnston	Mgmt	For		For
1E	Elect Director Jeremy Levine	Mgmt	For		For
1F	Elect Director Toby Shannan	Mgmt	For		For
1G	Elect Director Fidji Simo	Mgmt	For		For
1H	Elect Director Bret Taylor	Mgmt	For		For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For		For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For		Against

## Braze, Inc.

Meeting Date: 06/29/2023

Country: USA

Ticker: BRZE

Record Date: 05/01/2023

Meeting Type: Annual

Primary Security ID: 10576N102

Shares Voted: 55,167

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Doug Pepper	Mgmt	For		For
1b	Elect Director Neeraj Agrawal	Mgmt	For		For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For		For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year		One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For		For

## GitLab Inc.

Meeting Date: 06/29/2023

Country: USA

Ticker: GTLB

Record Date: 05/01/2023

Meeting Type: Annual

Primary Security ID: 37637K108

## GitLab Inc.

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Karen Blasing	Mgmt	For		
1.2	Elect Director Merline Saintil	Mgmt	For		
1.3	Elect Director Godfrey Sullivan	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		

## SentinelOne, Inc.

Meeting Date: 06/29/2023

Country: USA

Ticker: S

Record Date: 05/04/2023

Meeting Type: Annual

Primary Security ID: 81730H109

Shares Voted: 201,382

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ana G. Pinczuk	Mgmt	For		For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For		For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For		Against
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year		One Year

## Snowflake Inc.

Meeting Date: 07/05/2023

Country: USA

Ticker: SNOW

Record Date: 05/12/2023

Meeting Type: Annual

Primary Security ID: 833445109

Shares Voted: 24,748

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Teresa Briggs	Mgmt	For		For
1b	Elect Director Jeremy Burton	Mgmt	For		For
1c	Elect Director Mark D. McLaughlin	Mgmt	For		For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For		Against

## Snowflake Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For		For

## monday.com Ltd.

**Meeting Date:** 07/31/2023      **Country:** Israel      **Ticker:** MNDY  
**Record Date:** 06/22/2023      **Meeting Type:** Annual  
**Primary Security ID:** M7S64H106

Shares Voted: 22,423

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a.	Reelect Eran Zinman as Director	Mgmt	For		For
1b.	Reelect Aviad Eyal as Director	Mgmt	For		For
2	Reappoint Brightman, Almagor and Zohar as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For		For

## Dynatrace, Inc.

**Meeting Date:** 08/23/2023      **Country:** USA      **Ticker:** DT  
**Record Date:** 06/30/2023      **Meeting Type:** Annual  
**Primary Security ID:** 268150109

Shares Voted: 72,364

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rick McConnell	Mgmt	For		For
1b	Elect Director Michael Capone	Mgmt	For		For
1c	Elect Director Stephen Lifshatz	Mgmt	For		For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For		For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For		Against

## Elastic N.V.

**Meeting Date:** 10/05/2023      **Country:** Netherlands      **Ticker:** ESTC  
**Record Date:** 09/05/2023      **Meeting Type:** Annual  
**Primary Security ID:** N14506104

## Elastic N.V.

Shares Voted: 57,286

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Paul Auvil	Mgmt	For		For
1b	Elect Director Alison Gleeson	Mgmt	For		For
1c	Elect Director Caryn Marooney	Mgmt	For		For
2	Adopt Financial Statements and Statutory Reports	Mgmt	For		For
3	Appoint PricewaterhouseCoopers Accountants N.V. as External Auditor	Mgmt	For		For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For		For
5	Approve Discharge of Executive Directors	Mgmt	For		Against
6	Approve Discharge of Non-Executive Directors	Mgmt	For		Against
7	Grant Board Authority to Issue Shares Up To 20 Percent of Issued Capital	Mgmt	For		For
8	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	Mgmt	For		For
9	Authorize Repurchase of Shares	Mgmt	For		For
10	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For		Against

## Bill Holdings, Inc.

Meeting Date: 12/07/2023

Country: USA

Ticker: BILL

Record Date: 10/12/2023

Meeting Type: Annual

Primary Security ID: 090043100

Shares Voted: 45,158

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Rene Lacerte	Mgmt	For		For
1.2	Elect Director Peter Kight	Mgmt	For		For
1.3	Elect Director Tina Reich	Mgmt	For		For
1.4	Elect Director Scott Wagner	Mgmt	For		Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For		For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For		Against

# Palo Alto Networks, Inc.

Meeting Date: 12/12/2023

Country: USA

Ticker: PANW

Record Date: 10/16/2023

Meeting Type: Annual

Primary Security ID: 697435105

Shares Voted: 14,069

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nikesh Arora	Mgmt	For		Against
1b	Elect Director Aparna Bawa	Mgmt	For		For
1c	Elect Director Carl Eschenbach	Mgmt	For		For
1d	Elect Director Lorraine Twohill	Mgmt	For		For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For		For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For		Against
4	Amend Omnibus Stock Plan	Mgmt	For		Against