

## VOTE SUMMARY REPORT

REPORTING PERIOD: 07/01/2022 to 06/30/2023

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): HORIZONS INDUSTRY 4.0  
INDEX ETF

### Snowflake Inc.

**Meeting Date:** 07/07/2022      **Country:** USA      **Ticker:** SNOW  
**Record Date:** 05/13/2022      **Meeting Type:** Annual  
**Primary Security ID:** 833445109

Shares Voted: 880

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kelly A. Kramer	Mgmt	For	Withhold	Withhold
1b	Elect Director Frank Slooman	Mgmt	For	Withhold	Withhold
1c	Elect Director Michael L. Speiser	Mgmt	For	Withhold	Withhold
2	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

### VMware, Inc.

**Meeting Date:** 07/12/2022      **Country:** USA      **Ticker:** VMW  
**Record Date:** 05/16/2022      **Meeting Type:** Annual  
**Primary Security ID:** 928563402

Shares Voted: 2,050

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nicole Anasenes	Mgmt	For	For	For
1b	Elect Director Marianne Brown	Mgmt	For	For	For
1c	Elect Director Paul Sagan	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

### AVEVA Group Plc

**Meeting Date:** 07/15/2022      **Country:** United Kingdom      **Ticker:** AVV  
**Record Date:** 07/13/2022      **Meeting Type:** Annual  
**Primary Security ID:** G06812120

## AVEVA Group Plc

Shares Voted: 7,747

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Philip Aiken as Director	Mgmt	For	For	For
5	Re-elect Peter Herweck as Director	Mgmt	For	For	For
6	Re-elect James Kidd as Director	Mgmt	For	For	For
7	Re-elect Christopher Humphrey as Director	Mgmt	For	For	For
8	Re-elect Olivier Blum as Director	Mgmt	For	Against	Against
9	Re-elect Paula Dowdy as Director	Mgmt	For	For	For
10	Elect Ayesha Khanna as Director	Mgmt	For	For	For
11	Elect Hilary Maxson as Director	Mgmt	For	For	For
12	Re-elect Ron Mobed as Director	Mgmt	For	For	For
13	Elect Anne Stevens as Director	Mgmt	For	For	For
14	Appoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Adopt New Articles of Association	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

## Booz Allen Hamilton Holding Corporation

Meeting Date: 07/27/2022

Country: USA

Ticker: BAH

Record Date: 06/06/2022

Meeting Type: Annual

Primary Security ID: 099502106

Shares Voted: 2,409

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Horacio D. Rozanski	Mgmt	For	For	For

## Booz Allen Hamilton Holding Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Mark E. Gaumont	Mgmt	For	For	For
1c	Elect Director Gretchen W. McClain	Mgmt	For	For	For
1d	Elect Director Melody C. Barnes	Mgmt	For	For	For
1e	Elect Director Ellen Jewett	Mgmt	For	For	For
1f	Elect Director Arthur E. Johnson	Mgmt	For	For	For
1g	Elect Director Charles O. Rossotti	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Provide Right to Call Special Meeting	Mgmt	For	For	For
5	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	For	For

## Cirrus Logic, Inc.

**Meeting Date:** 07/29/2022      **Country:** USA      **Ticker:** CRUS  
**Record Date:** 05/31/2022      **Meeting Type:** Annual  
**Primary Security ID:** 172755100

**Shares Voted:** 2,466

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John C. Carter	Mgmt	For	For	For
1.2	Elect Director Alexander M. Davern	Mgmt	For	For	For
1.3	Elect Director Timothy R. Dehne	Mgmt	For	For	For
1.4	Elect Director John M. Forsyth	Mgmt	For	For	For
1.5	Elect Director Deirdre R. Hanford	Mgmt	For	For	For
1.6	Elect Director Raghbir Hussain	Mgmt	For	For	For
1.7	Elect Director Catherine P. Lego	Mgmt	For	For	For
1.8	Elect Director David J. Tupman	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

## Microchip Technology Incorporated

**Meeting Date:** 08/23/2022      **Country:** USA      **Ticker:** MCHP  
**Record Date:** 06/24/2022      **Meeting Type:** Annual  
**Primary Security ID:** 595017104

## Microchip Technology Incorporated

Shares Voted: 3,006

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Matthew W. Chapman	Mgmt	For	For	For
1.2	Elect Director Esther L. Johnson	Mgmt	For	For	For
1.3	Elect Director Karlton D. Johnson	Mgmt	For	For	For
1.4	Elect Director Wade F. Meyercord	Mgmt	For	For	For
1.5	Elect Director Ganesh Moorthy	Mgmt	For	For	For
1.6	Elect Director Karen M. Rapp	Mgmt	For	For	For
1.7	Elect Director Steve Sanghi	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

## Check Point Software Technologies Ltd.

Meeting Date: 08/30/2022

Country: Israel

Ticker: CHKP

Record Date: 07/21/2022

Meeting Type: Annual

Primary Security ID: M22465104

Shares Voted: 1,648

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Reelect Gil Shwed as Director	Mgmt	For	For	For
1b	Reelect Jerry Ungerman as Director	Mgmt	For	For	For
1c	Elect Tzipi Ozer-Armon as Director	Mgmt	For	For	For
1d	Reelect Tal Shavit as Director	Mgmt	For	For	For
1e	Reelect Shai Weiss as Director	Mgmt	For	For	For
2	Ratify Appoint of Kost, Forer, Gabbay & Kasierer as Auditors and Authorize Board to Fix Their Remuneration and Discuss Financial Statements and the Report of the Board	Mgmt	For	For	For
3	Approve Compensation of Gil Shwed, CEO	Mgmt	For	For	For
4	Readopt Compensation Policy for the Directors and Officers of the Company	Mgmt	For	For	For
A	Vote FOR if you are NOT a controlling shareholder and do NOT have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. If you vote AGAINST, please provide an explanation to your account manager	Mgmt	None	Refer	For

## CACI International Inc

Meeting Date: 10/20/2022

Country: USA

Ticker: CACI

Record Date: 08/26/2022

Meeting Type: Annual

Primary Security ID: 127190304

Shares Voted: 703

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael A. Daniels	Mgmt	For	For	For
1b	Elect Director Lisa S. Disbrow	Mgmt	For	For	For
1c	Elect Director Susan M. Gordon	Mgmt	For	For	For
1d	Elect Director William L. Jews	Mgmt	For	For	For
1e	Elect Director Gregory G. Johnson	Mgmt	For	For	For
1f	Elect Director Ryan D. McCarthy	Mgmt	For	For	For
1g	Elect Director John S. Mengucci	Mgmt	For	For	For
1h	Elect Director Philip O. Nolan	Mgmt	For	For	For
1i	Elect Director James L. Pavitt	Mgmt	For	For	For
1j	Elect Director Debora A. Plunkett	Mgmt	For	For	For
1k	Elect Director William S. Wallace	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

## Synaptics Incorporated

Meeting Date: 10/25/2022

Country: USA

Ticker: SYNA

Record Date: 08/31/2022

Meeting Type: Annual

Primary Security ID: 87157D109

Shares Voted: 182

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael E. Hurlston	Mgmt	For	For	For
1b	Elect Director Patricia Kummrow	Mgmt	For	For	For
1c	Elect Director Vivie "YY" Lee	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

## VMware, Inc.

Meeting Date: 11/04/2022

Country: USA

Ticker: VMW

Record Date: 09/30/2022

Meeting Type: Special

Primary Security ID: 928563402

Shares Voted: 1,619

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	For	For
2	Advisory Vote on Golden Parachutes	Mgmt	For	For	For
3	Adjourn Meeting	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Eliminate Personal Liability of Directors	Mgmt	For	For	For

## Oracle Corporation

Meeting Date: 11/16/2022

Country: USA

Ticker: ORCL

Record Date: 09/19/2022

Meeting Type: Annual

Primary Security ID: 68389X105

Shares Voted: 2,474

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Awo Ablo	Mgmt	For	For	For
1.2	Elect Director Jeffrey S. Berg	Mgmt	For	Withhold	Withhold
1.3	Elect Director Michael J. Boskin	Mgmt	For	Withhold	Withhold
1.4	Elect Director Safra A. Catz	Mgmt	For	Withhold	Withhold
1.5	Elect Director Bruce R. Chizen	Mgmt	For	Withhold	Withhold
1.6	Elect Director George H. Conrades	Mgmt	For	Withhold	Withhold
1.7	Elect Director Lawrence J. Ellison	Mgmt	For	Withhold	Withhold
1.8	Elect Director Rona A. Fairhead	Mgmt	For	Withhold	Withhold
1.9	Elect Director Jeffrey O. Henley	Mgmt	For	Withhold	Withhold
1.10	Elect Director Renee J. James	Mgmt	For	Withhold	Withhold
1.11	Elect Director Charles W. Moorman	Mgmt	For	Withhold	Withhold
1.12	Elect Director Leon E. Panetta	Mgmt	For	Withhold	Withhold
1.13	Elect Director William G. Parrett	Mgmt	For	Withhold	Withhold
1.14	Elect Director Naomi O. Seligman	Mgmt	For	Withhold	Withhold
1.15	Elect Director Vishal Sikka	Mgmt	For	Withhold	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

## AVEVA Group Plc

Meeting Date: 11/25/2022

Country: United Kingdom

Ticker: AVV

Record Date: 11/23/2022

Meeting Type: Special

Primary Security ID: G06812120

Shares Voted: 4,185

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	This is a Second Call Meeting Originally Held on 17 November 2022 Approve Matters Relating to the Recommended Cash Acquisition of AVEVA Group plc by Ascot Acquisition Holdings Limited	Mgmt	For	For	For

## AVEVA Group Plc

Meeting Date: 11/25/2022

Country: United Kingdom

Ticker: AVV

Record Date: 11/23/2022

Meeting Type: Court

Primary Security ID: G06812120

Shares Voted: 4,185

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	This is a Second Call Meeting Originally Held on 17 November 2022 Court Meeting Approve Scheme of Arrangement	Mgmt	For	For	For

## Yandex NV

Meeting Date: 12/22/2022

Country: Netherlands

Ticker: YNDX

Record Date: 11/24/2022

Meeting Type: Annual

Primary Security ID: N97284108

Shares Voted: 5,650

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Annual Meeting Agenda	Mgmt			
2	Adopt Financial Statements and Statutory Reports	Mgmt			
3	Approve Discharge of Directors	Mgmt	For	For	For
4	Reelect Rogier Rijnja as Director	Mgmt	For	For	For
5	Reelect Charles Ryan as Director	Mgmt	For	For	For
6	Reelect Alexander Voloshin as Director	Mgmt	For	Against	Against
6	Approve Cancellation of Outstanding Class C Shares	Mgmt	For	For	For

## Yandex NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Ratify "Technologies of Trust - Audit" JSC as Auditors	Mgmt	For	For	For
8	Grant Board Authority to Issue Class A Shares	Mgmt	For	Against	Against
9	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	Against	Against
10	Authorize Repurchase of Up to 20 Percent of Issued Share Capital	Mgmt	For	Against	Against

## 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: 1,062

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Andrew Brown	Mgmt	For	Withhold	Withhold
1.2	Elect Director Scott Darling	Mgmt	For	Withhold	Withhold
1.3	Elect Director David Schneider	Mgmt	For	Withhold	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	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: 389

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



## Intuit Inc.

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

## Rockwell Automation, Inc.

**Meeting Date:** 02/07/2023      **Country:** USA      **Ticker:** ROK  
**Record Date:** 12/12/2022      **Meeting Type:** Annual  
**Primary Security ID:** 773903109

Shares Voted: 578

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
A1	Elect Director William P. Gipson	Mgmt	For	For	For
A2	Elect Director Pam Murphy	Mgmt	For	For	For
A3	Elect Director Donald R. Parfet	Mgmt	For	For	For
A4	Elect Director Robert W. Soderbery	Mgmt	For	For	For
B	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
C	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
D	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

## PTC Inc.

**Meeting Date:** 02/16/2023      **Country:** USA      **Ticker:** PTC  
**Record Date:** 12/09/2022      **Meeting Type:** Annual  
**Primary Security ID:** 69370C100

Shares Voted: 1,179

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mark Benjamin	Mgmt	For	For	For
1.2	Elect Director Janice Chaffin	Mgmt	For	For	For
1.3	Elect Director Amar Hanspal	Mgmt	For	For	For
1.4	Elect Director James Heppelmann	Mgmt	For	For	For
1.5	Elect Director Michal Katz	Mgmt	For	For	For
1.6	Elect Director Paul Lacy	Mgmt	For	For	For

## PTC Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Corinna Lathan	Mgmt	For	For	For
1.8	Elect Director Blake Moret	Mgmt	For	For	For
1.9	Elect Director Robert Schechter	Mgmt	For	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	For	For
3	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
6	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

## Analog Devices, Inc.

Meeting Date: 03/08/2023

Country: USA

Ticker: ADI

Record Date: 01/03/2023

Meeting Type: Annual

Primary Security ID: 032654105

Shares Voted: 1,030

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Vincent Roche	Mgmt	For	For	For
1b	Elect Director James A. Champy	Mgmt	For	For	For
1c	Elect Director Andre Andonian	Mgmt	For	For	For
1d	Elect Director Anantha P. Chandrakasan	Mgmt	For	For	For
1e	Elect Director Edward H. Frank	Mgmt	For	For	For
1f	Elect Director Laurie H. Glimcher	Mgmt	For	For	For
1g	Elect Director Karen M. Golz	Mgmt	For	For	For
1h	Elect Director Mercedes Johnson	Mgmt	For	For	For
1i	Elect Director Kenton J. Sicchitano	Mgmt	For	For	For
1j	Elect Director Ray Stata	Mgmt	For	For	For
1k	Elect Director Susie Wee	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

# QUALCOMM Incorporated

Meeting Date: 03/08/2023

Country: USA

Ticker: QCOM

Record Date: 01/09/2023

Meeting Type: Annual

Primary Security ID: 747525103

Shares Voted: 1,368

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sylvia Acevedo	Mgmt	For	For	For
1b	Elect Director Cristiano R. Amon	Mgmt	For	For	For
1c	Elect Director Mark Fields	Mgmt	For	For	For
1d	Elect Director Jeffrey W. Henderson	Mgmt	For	For	For
1e	Elect Director Gregory N. Johnson	Mgmt	For	For	For
1f	Elect Director Ann M. Livermore	Mgmt	For	For	For
1g	Elect Director Mark D. McLaughlin	Mgmt	For	For	For
1h	Elect Director Jamie S. Miller	Mgmt	For	For	For
1i	Elect Director Irene B. Rosenfeld	Mgmt	For	For	For
1j	Elect Director Kornelis (Neil) Smit	Mgmt	For	For	For
1k	Elect Director Jean-Pascal Tricoire	Mgmt	For	For	For
1l	Elect Director Anthony J. Vinciquerra	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

# Telefonaktiebolaget LM Ericsson

Meeting Date: 03/29/2023

Country: Sweden

Ticker: ERIC.B

Record Date: 02/10/2023

Meeting Type: Annual

Primary Security ID: W26049119

Shares Voted: 27,863

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
A	Indicate FOR if you are both the Record Holder and Beneficial Owner of the ADS or AGAINST if you are the Record Holder of such ADS Acting on Behalf of the Beneficial Owner	Mgmt	None	Refer	Against
1	Elect Chairman of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For

# Telefonaktiebolaget LM Ericsson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Agenda of Meeting	Mgmt	For	For	For
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Receive President's Report	Mgmt			
8.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8.2	Approve Remuneration Report	Mgmt	For	For	For
8.3.a	Approve Discharge of Board Chairman Ronnie Leten	Mgmt	For	Against	Against
8.3.b	Approve Discharge of Board Member Helena Stjernholm	Mgmt	For	Against	Against
8.3.c	Approve Discharge of Board Member Jacob Wallenberg	Mgmt	For	Against	Against
8.3.d	Approve Discharge of Board Member Jon Fredrik Baksaas	Mgmt	For	Against	Against
8.3.e	Approve Discharge of Board Member Jan Carlson	Mgmt	For	Against	Against
8.3.f	Approve Discharge of Board Member Nora Denzel	Mgmt	For	Against	Against
8.3.g	Approve Discharge of Board Member Carolina Dybeck Happe	Mgmt	For	For	For
8.3.h	Approve Discharge of Board Member Borje Ekholm	Mgmt	For	Against	Against
8.3.i	Approve Discharge of Board Member Eric A. Elzvik	Mgmt	For	Against	Against
8.3.j	Approve Discharge of Board Member Kurt Jofs	Mgmt	For	Against	Against
8.3.k	Approve Discharge of Board Member Kristin S. Rinne	Mgmt	For	Against	Against
8.3.l	Approve Discharge of Employee Representative Torbjorn Nyman	Mgmt	For	Against	Against
8.3.m	Approve Discharge of Employee Representative Anders Ripa	Mgmt	For	Against	Against
8.3.n	Approve Discharge of Employee Representative Kjell-Ake Soting	Mgmt	For	Against	Against
8.3.o	Approve Discharge of Deputy Employee Representative Ulf Rosberg	Mgmt	For	Against	Against
8.3.p	Approve Discharge of Deputy Employee Representative Loredana Roslund	Mgmt	For	Against	Against
8.3.q	Approve Discharge of Deputy Employee Representative Annika Salomonsson	Mgmt	For	For	For
8.3.r	Approve Discharge of President Borje Ekholm	Mgmt	For	Against	Against

# Telefonaktiebolaget LM Ericsson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.4	Approve Allocation of Income and Dividends of SEK 2.70 Per Share	Mgmt	For	For	For
9	Determine Number Directors (10) and Deputy Directors (0) of Board	Mgmt	For	For	For
10	Approve Remuneration of Directors SEK 4.5 Million for Chairman and SEK 1.1 Million for Other Directors, Approve Remuneration for Committee Work	Mgmt	For	For	For
11.1	Reelect Jon Fredrik Baksaas as Director	Mgmt	For	For	For
11.2	Reelect Jan Carlson as Director	Mgmt	For	For	For
11.3	Reelect Carolina Dybeck Happe as Director	Mgmt	For	For	For
11.4	Reelect Borje Ekholm as Director	Mgmt	For	For	For
11.5	Reelect Eric A. Elzvik as Director	Mgmt	For	For	For
11.6	Reelect Kristin S. Rinne as Director	Mgmt	For	For	For
11.7	Reelect Helena Stjernholm as Director	Mgmt	For	For	For
11.8	Reelect Jacob Wallenberg as Director	Mgmt	For	For	For
11.9	Elect Jonas Synnergren as New Director	Mgmt	For	For	For
11.10	Elect Christy Wyatt as New Director	Mgmt	For	For	For
12	Elect Jan Carlson as Board Chairman	Mgmt	For	For	For
13	Determine Number of Auditors (1)	Mgmt	For	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify Deloitte AB as Auditors	Mgmt	For	For	For
16.1	Approve Long-Term Variable Compensation Program I 2023 (LTV I 2023)	Mgmt	For	For	For
16.2	Approve Equity Plan Financing LTV I 2023	Mgmt	For	For	For
16.3	Approve Alternative Equity Plan Financing of LTV I 2023, if Item 16.2 is Not Approved	Mgmt	For	Against	Against
17.1	Approve Long-Term Variable Compensation Program II 2023 (LTV II 2023)	Mgmt	For	For	For
17.2	Approve Equity Plan Financing of LTV II 2023	Mgmt	For	For	For
17.3	Approve Alternative Equity Plan Financing of LTV II 2023, if Item 17.2 is Not Approved	Mgmt	For	Against	Against
18	Approve Equity Plan Financing of LTV 2022	Mgmt	For	For	For
19	Approve Equity Plan Financing of LTV 2021	Mgmt	For	For	For

## Telefonaktiebolaget LM Ericsson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20.1	Approve Equity Plan Financing of LTV 2019 and 2020	Mgmt	For	For	For
20.2	Approve Equity Plan Financing of LTV 2019 and 2020	Mgmt	For	For	For
21	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
22	Close Meeting	Mgmt			

## Intuitive Surgical, Inc.

**Meeting Date:** 04/27/2023      **Country:** USA      **Ticker:** ISRG  
**Record Date:** 02/28/2023      **Meeting Type:** Annual  
**Primary Security ID:** 46120E602

Shares Voted: 738

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Craig H. Barratt	Mgmt	For	For	For
1b	Elect Director Joseph C. Beery	Mgmt	For	For	For
1c	Elect Director Gary S. Guthart	Mgmt	For	For	For
1d	Elect Director Amal M. Johnson	Mgmt	For	For	For
1e	Elect Director Don R. Kania	Mgmt	For	For	For
1f	Elect Director Amy L. Ladd	Mgmt	For	For	For
1g	Elect Director Keith R. Leonard, Jr.	Mgmt	For	For	For
1h	Elect Director Alan J. Levy	Mgmt	For	For	For
1i	Elect Director Jami Dover Nachtsheim	Mgmt	For	For	For
1j	Elect Director Monica P. Reed	Mgmt	For	For	For
1k	Elect Director Mark J. Rubash	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Report on Gender/Racial Pay Gap	SH	Against	For	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: 529

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

Intel Corporation

Meeting Date: 05/11/2023

Country: USA

Ticker: INTC

Record Date: 03/17/2023

Meeting Type: Annual

Primary Security ID: 458140100

Shares Voted: 6,008

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Patrick P. Gelsinger	Mgmt	For	For	For
1b	Elect Director James J. Goetz	Mgmt	For	For	For
1c	Elect Director Andrea J. Goldsmith	Mgmt	For	For	For
1d	Elect Director Alyssa H. Henry	Mgmt	For	For	For
1e	Elect Director Omar Ishrak	Mgmt	For	For	For
1f	Elect Director Risa Lavizzo-Mourey	Mgmt	For	For	For
1g	Elect Director Tsu-Jae King Liu	Mgmt	For	For	For
1h	Elect Director Barbara G. Novick	Mgmt	For	For	For
1i	Elect Director Gregory D. Smith	Mgmt	For	For	For
1j	Elect Director Lip-Bu Tan	Mgmt	For	For	For
1k	Elect Director Dion J. Weisler	Mgmt	For	For	For
1l	Elect Director Frank D. Yeary	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against

## Intel Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
6	Adopt Share Retention Policy For Senior Executives	SH	Against	For	For
7	Publish Third Party Review of Intel's China Business ESG Congruence	SH	Against	Against	Against

## SAP SE

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

**Country:** Germany

**Ticker:** SAP

**Record Date:** 03/28/2023

**Meeting Type:** Annual

**Primary Security ID:** D66992104

**Shares Voted:** 1,417

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
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	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
7	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
8.a	Elect Jennifer Xin-Zhe Li to the Supervisory Board	Mgmt	For	For	For
8.b	Elect Qi Lu to the Supervisory Board	Mgmt	For	For	For
8.c	Elect Punit Renjen to the Supervisory Board	Mgmt	For	For	For
9	Approve Remuneration Policy for the Management Board	Mgmt	For	For	For
10	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
11.a	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For
11.b	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For



## ANSYS, Inc.

Meeting Date: 05/12/2023

Country: USA

Ticker: ANSS

Record Date: 03/14/2023

Meeting Type: Annual

Primary Security ID: 03662Q105

Shares Voted: 618

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert M. Calderoni	Mgmt	For	For	For
1b	Elect Director Glenda M. Dorchak	Mgmt	For	For	For
1c	Elect Director Ajei S. Gopal	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Declassify the Board of Directors	Mgmt	For	For	For

## Yandex NV

Meeting Date: 05/15/2023

Country: Netherlands

Ticker: YNDX

Record Date: 04/17/2023

Meeting Type: Extraordinary Shareholders

Primary Security ID: N97284108

Shares Voted: 5,650

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Accept Binding Nomination by the Holder of the Priority Share, Andrey Betin as Non-Executive Member of the Board of Directors	Mgmt	For	Against	Against
2	Ratify Reanda Audit & Assurance B.V. as Auditors	Mgmt	For	For	For

## 3D Systems Corporation

Meeting Date: 05/16/2023

Country: USA

Ticker: DDD

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: 88554D205

Shares Voted: 15,115

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Malissia R. Clinton	Mgmt	For	For	For

## 3D Systems Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director William E. Curran	Mgmt	For	Against	Against
1.3	Elect Director Claudia N. Drayton	Mgmt	For	For	For
1.4	Elect Director Thomas W. Erickson	Mgmt	For	For	For
1.5	Elect Director Jeffrey A. Graves	Mgmt	For	For	For
1.6	Elect Director Jim D. Kever	Mgmt	For	For	For
1.7	Elect Director Charles G. McClure, Jr.	Mgmt	For	For	For
1.8	Elect Director Kevin S. Moore	Mgmt	For	Against	Against
1.9	Elect Director Vasant Padmanabhan	Mgmt	For	For	For
1.10	Elect Director John J. Tracy	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify BDO USA, LLP as Auditors	Mgmt	For	For	For

## Software AG

**Meeting Date:** 05/17/2023

**Country:** Germany

**Ticker:** SOW

**Record Date:** 05/10/2023

**Meeting Type:** Annual

**Primary Security ID:** D7045M190

**Shares Voted:** 7,787

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	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 0.05 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify Deloitte 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	For	For
6	Approve Remuneration Report	Mgmt	For	Against	Against
7	Approve Remuneration Policy	Mgmt	For	For	For
8.1	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For
8.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For

## Advanced Micro Devices, Inc.

Meeting Date: 05/18/2023

Country: USA

Ticker: AMD

Record Date: 03/22/2023

Meeting Type: Annual

Primary Security ID: 007903107

Shares Voted: 2,004

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nora M. Denzel	Mgmt	For	For	For
1b	Elect Director Mark Durcan	Mgmt	For	For	For
1c	Elect Director Michael P. Gregoire	Mgmt	For	For	For
1d	Elect Director Joseph A. Householder	Mgmt	For	For	For
1e	Elect Director John W. Marren	Mgmt	For	For	For
1f	Elect Director Jon A. Olson	Mgmt	For	For	For
1g	Elect Director Lisa T. Su	Mgmt	For	For	For
1h	Elect Director Abhi Y. Talwalkar	Mgmt	For	For	For
1i	Elect Director Elizabeth W. Vanderslice	Mgmt	For	For	For
2	Approve Omnibus Stock Plan	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## Nemetschek SE

Meeting Date: 05/23/2023

Country: Germany

Ticker: NEM

Record Date: 04/28/2023

Meeting Type: Annual

Primary Security ID: D56134105

Shares Voted: 3,025

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	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 0.45 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Kurt Dobitsch for Fiscal Year 2022	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Bill Krouch for Fiscal Year 2022	Mgmt	For	For	For

## Nemetschek SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.3	Approve Discharge of Supervisory Board Member Georg Nemetschek (until May 12, 2022) for Fiscal Year 2022	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Ruediger Herzog (until May 12, 2022) for Fiscal Year 2022	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Patricia Geibel-Conrad (from May 12, 2022) for Fiscal Year 2022	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Christine Schoeneweis (from May 25, 2022) for Fiscal Year 2022	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Andreas Soeffing (from May 25, 2022) for Fiscal Year 2022	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Gernot Strube (from May 12, 2022) for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers 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	For	For
6	Approve Virtual-Only Shareholder Meetings Until 2028	Mgmt	For	For	For
7	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	Against	Against

## Dassault Systemes SA

**Meeting Date:** 05/24/2023

**Country:** France

**Ticker:** DSY

**Record Date:** 05/22/2023

**Meeting Type:** Annual/Special

**Primary Security ID:** F24571451

**Shares Voted:** 4,301

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	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 0.21 per Share	Mgmt	For	For	For

# Dassault Systemes SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For	For
6	Approve Remuneration Policy of Corporate Officers	Mgmt	For	Against	Against
7	Approve Compensation of Charles Edelstenne, Chairman of the Board Until January 8, 2023	Mgmt	For	For	For
8	Approve Compensation of Bernard Charles, Vice-Chairman of the Board and CEO Until January 8, 2023	Mgmt	For	For	For
9	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against
10	Reelect Catherine Dassault as Director	Mgmt	For	For	For
11	Elect Genevieve Berger as Director	Mgmt	For	For	For
12	Authorize Repurchase of Up to 25 Million Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
13	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 12 Million	Mgmt	For	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 12 Million	Mgmt	For	For	For
16	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 12 Million	Mgmt	For	For	For
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 14-16	Mgmt	For	For	For
18	Authorize Capitalization of Reserves of Up to EUR 12 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
20	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
21	Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For

## Dassault Systemes SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

## NXP Semiconductors N.V.

**Meeting Date:** 05/24/2023

**Country:** Netherlands

**Ticker:** NXPI

**Record Date:** 04/26/2023

**Meeting Type:** Annual

**Primary Security ID:** N6596X109

**Shares Voted:** 903

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Discharge of Board Members	Mgmt	For	For	For
3a	Reelect Kurt Sievers as Executive Director	Mgmt	For	For	For
3b	Reelect Annette Clayton as Non-Executive Director	Mgmt	For	For	For
3c	Reelect Anthony Foxx as Non-Executive Director	Mgmt	For	For	For
3d	Reelect Chunyuan Gu as Non-Executive Director	Mgmt	For	For	For
3e	Reelect Lena Olving as Non-Executive Director	Mgmt	For	For	For
3f	Reelect Julie Southern as Non-Executive Director	Mgmt	For	For	For
3g	Reelect Jasmin Staiblin as Non-Executive Director	Mgmt	For	For	For
3h	Reelect Gregory Summe as Non-Executive Director	Mgmt	For	For	For
3i	Reelect Karl-Henrik Sundstrom as Non-Executive Director	Mgmt	For	For	For
3j	Reelect Moshe Gavrielov as Non-Executive Director	Mgmt	For	For	For
4	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	For
5	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
6	Authorize Share Repurchase Program	Mgmt	For	For	For
7	Approve Cancellation of Ordinary Shares	Mgmt	For	For	For
8	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For	For

## NXP Semiconductors N.V.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

## ServiceNow, Inc.

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

Shares Voted: 366

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan L. Bostrom	Mgmt	For	For	For
1b	Elect Director Teresa Briggs	Mgmt	For	For	For
1c	Elect Director Jonathan C. Chadwick	Mgmt	For	For	For
1d	Elect Director Paul E. Chamberlain	Mgmt	For	For	For
1e	Elect Director Lawrence J. Jackson, Jr.	Mgmt	For	For	For
1f	Elect Director Frederic B. Luddy	Mgmt	For	For	For
1g	Elect Director William R. McDermott	Mgmt	For	For	For
1h	Elect Director Jeffrey A. Miller	Mgmt	For	For	For
1i	Elect Director Joseph 'Larry' Quinlan	Mgmt	For	For	For
1j	Elect Director Anita M. Sands	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Elect Director Deborah Black	Mgmt	For	For	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: 1,708

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Larry Page	Mgmt	For	For	For
1b	Elect Director Sergey Brin	Mgmt	For	For	For
1c	Elect Director Sundar Pichai	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director John L. Hennessy	Mgmt	For	Against	Against
1e	Elect Director Frances H. Arnold	Mgmt	For	Against	Against
1f	Elect Director R. Martin "Marty" Chavez	Mgmt	For	For	For
1g	Elect Director L. John Doerr	Mgmt	For	For	For
1h	Elect Director Roger W. Ferguson, Jr.	Mgmt	For	For	For
1i	Elect Director Ann Mather	Mgmt	For	For	For
1j	Elect Director K. Ram Shriram	Mgmt	For	For	For
1k	Elect Director Robin L. Washington	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
5	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year	One Year
6	Report on Lobbying Payments and Policy	SH	Against	For	For
7	Publish Congruency Report on Partnerships with Globalist Organizations and Company Fiduciary Duties	SH	Against	Against	Against
8	Report on Framework to Assess Company Lobbying Alignment with Climate Goals	SH	Against	For	For
9	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	SH	Against	Against	Against
10	Report on Risks of Doing Business in Countries with Significant Human Rights Concerns	SH	Against	For	For
11	Publish Independent Human Rights Impact Assessment of Targeted Advertising Technology	SH	Against	For	For
12	Disclose More Quantitative and Qualitative Information on Algorithmic Systems	SH	Against	For	For
13	Report on Alignment of YouTube Policies With Online Safety Regulations	SH	Against	For	For
14	Report on Content Governance and Censorship	SH	Against	Against	Against
15	Commission Independent Assessment of Effectiveness of Audit and Compliance Committee	SH	Against	Against	Against
16	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	Against	Against
17	Adopt Share Retention Policy For Senior Executives	SH	Against	For	For



## Alphabet Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For

## Altair Engineering Inc.

**Meeting Date:** 06/06/2023      **Country:** USA      **Ticker:** ALTR  
**Record Date:** 04/11/2023      **Meeting Type:** Annual  
**Primary Security ID:** 021369103

**Shares Voted:** 481

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James R. Scapa	Mgmt	For	Withhold	Withhold
1b	Elect Director Stephen Earhart	Mgmt	For	Withhold	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	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:** 5,544

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

## HubSpot, Inc.

Shares Voted: 469

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

## Salesforce, Inc.

Meeting Date: 06/08/2023

Country: USA

Ticker: CRM

Record Date: 04/14/2023

Meeting Type: Annual

Primary Security ID: 79466L302

Shares Voted: 1,012

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marc Benioff	Mgmt	For	For	For
1b	Elect Director Laura Alber	Mgmt	For	For	For
1c	Elect Director Craig Conway	Mgmt	For	For	For
1d	Elect Director Arnold Donald	Mgmt	For	For	For
1e	Elect Director Parker Harris	Mgmt	For	For	For
1f	Elect Director Neelie Kroes	Mgmt	For	For	For
1g	Elect Director Sachin Mehra	Mgmt	For	For	For
1h	Elect Director G. Mason Morfit	Mgmt	For	For	For
1i	Elect Director Oscar Munoz	Mgmt	For	For	For
1j	Elect Director John V. Roos	Mgmt	For	For	For
1k	Elect Director Robin Washington	Mgmt	For	For	For
1l	Elect Director Maynard Webb	Mgmt	For	For	For
1m	Elect Director Susan Wojcicki	Mgmt	For	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

## Salesforce, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
6	Require Independent Board Chair	SH	Against	Against	Against
7	Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Any Other Company	SH	Against	Against	Against

## Fortinet, Inc.

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

Shares Voted: 2,857

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

## Marvell Technology, Inc.

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

## Marvell Technology, Inc.

Shares Voted: 3,716

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

## Autodesk, Inc.

Meeting Date: 06/21/2023

Country: USA

Ticker: ADSK

Record Date: 04/24/2023

Meeting Type: Annual

Primary Security ID: 052769106

Shares Voted: 765

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Andrew Anagnost	Mgmt	For	For	For
1b	Elect Director Karen Blasing	Mgmt	For	For	For
1c	Elect Director Reid French	Mgmt	For	For	For
1d	Elect Director Ayanna Howard	Mgmt	For	For	For
1e	Elect Director Blake Irving	Mgmt	For	For	For
1f	Elect Director Mary T. McDowell	Mgmt	For	For	For
1g	Elect Director Stephen Milligan	Mgmt	For	For	For
1h	Elect Director Lorrie M. Norrington	Mgmt	For	For	For
1i	Elect Director Elizabeth (Betsy) Rafael	Mgmt	For	For	For
1j	Elect Director Rami Rahim	Mgmt	For	For	For
1k	Elect Director Stacy J. Smith	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

## Autodesk, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## 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:** 1,482

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

## Splunk Inc.

**Meeting Date:** 06/21/2023      **Country:** USA      **Ticker:** SPLK  
**Record Date:** 05/02/2023      **Meeting Type:** Annual  
**Primary Security ID:** 848637104

**Shares Voted:** 1,605

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Patricia Morrison	Mgmt	For	For	For
1b	Elect Director David Tunnell	Mgmt	For	For	For
1c	Elect Director Dennis L. Via	Mgmt	For	For	For
1d	Elect Director Luis Visoso	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against

## NVIDIA Corporation

Meeting Date: 06/22/2023

Country: USA

Ticker: NVDA

Record Date: 04/24/2023

Meeting Type: Annual

Primary Security ID: 67066G104

Shares Voted: 764

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert K. Burgess	Mgmt	For	For	For
1b	Elect Director Tench Coxo	Mgmt	For	For	For
1c	Elect Director John O. Dabiri	Mgmt	For	For	For
1d	Elect Director Persis S. Drell	Mgmt	For	For	For
1e	Elect Director Jen-Hsun Huang	Mgmt	For	For	For
1f	Elect Director Dawn Hudson	Mgmt	For	For	For
1g	Elect Director Harvey C. Jones	Mgmt	For	For	For
1h	Elect Director Michael G. McCaffery	Mgmt	For	For	For
1i	Elect Director Stephen C. Neal	Mgmt	For	For	For
1j	Elect Director Mark L. Perry	Mgmt	For	For	For
1k	Elect Director A. Brooke Seawell	Mgmt	For	For	For
1l	Elect Director Aarti Shah	Mgmt	For	For	For
1m	Elect Director Mark A. Stevens	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

## 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: 899

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christa Davies	Mgmt	For	Against	Against
1b	Elect Director Wayne A.I. Frederick	Mgmt	For	For	For
1c	Elect Director Mark J. Hawkins	Mgmt	For	For	For
1d	Elect Director George J. Still, Jr.	Mgmt	For	Against	Against
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

## Workday, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
4	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	Against	Against

## CyberArk Software Ltd.

**Meeting Date:** 06/28/2023      **Country:** Israel      **Ticker:** CYBR  
**Record Date:** 05/19/2023      **Meeting Type:** Annual  
**Primary Security ID:** M2682V108

Shares Voted: 106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a.	Reelect Ron Gutler as Director	Mgmt	For	For	For
1b.	Reelect Kim Perdikou as Director	Mgmt	For	For	For
1c.	Reelect Ehud (Udi) Mokady as Director	Mgmt	For	For	For
1d.	Reelect Matthew Cohen as Director	Mgmt	For	For	For
2	Approve Employment Terms of Matthew Cohen, CEO	Mgmt	For	For	For
3	Approve Employment Terms of Ehud (Udi) Mokady, Chairman	Mgmt	For	For	For
4	Amend Articles	Mgmt	For	For	For
5	Reappoint Kost Forer Gabbay & Kasierer as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
6	Discuss Financial Statements and the Report of the Board	Mgmt			

## Yandex NV

**Meeting Date:** 06/30/2023      **Country:** Netherlands      **Ticker:** YNDX  
**Record Date:** 06/02/2023      **Meeting Type:** Annual  
**Primary Security ID:** N97284108

Shares Voted: 5,650

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Class A Meeting Agenda	Mgmt			
	Approve Legal Merger with Yandex Media Services B.V. in Accordance with Merger Proposal 1	Mgmt	For	For	For

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
2	Approve Legal Merger with Yandex.Classifieds Holding B.V. in Accordance with Merger Proposal 2	Mgmt	For	For	For
3	Approve Legal Merger with MLU B.V. in Accordance with Merger Proposal 3	Mgmt	For	For	For
4	Approve Legal Merger with Foodtech & Delivery Ops B.V. in Accordance with Merger Proposal 4	Mgmt	For	For	For
	Annual Meeting Agenda	Mgmt			
5	Approve Discharge of Directors	Mgmt	For	For	For
6	Reelect Alexei Yakovitsky as Director	Mgmt	For	Against	Against
7	Ratify "Technologies of Trust - Audit" JSC as Auditors	Mgmt	For	For	For
8	Ratify Reanda Audit & Assurance B.V. as Auditors	Mgmt	For	For	For
9	Grant Board Authority to Issue Class A Shares	Mgmt	For	Against	Against
10	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	Against	Against
11	Authorize Repurchase of Issued Share Capital	Mgmt	For	Against	Against