

***Exercice de la politique de vote au cours de l'année 2024***

**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 2024.

Pléiade Asset Management gère le FCP PAM Cloud Révolution.

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 actionnariat 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 :

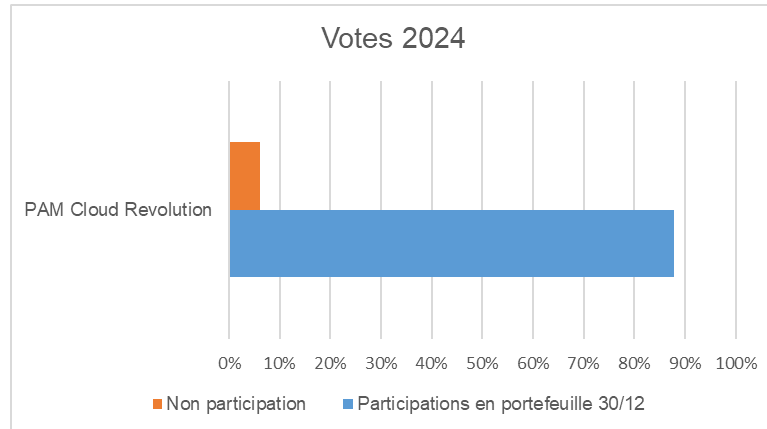
- Autriche
- Brésil
- Danemark
- Égypte
- Hongrie
- Norvège
- Pologne
- Suède

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 2024 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 37 assemblées générales et/ou spéciales.

Nombre d'AG votées en 2024 : 37

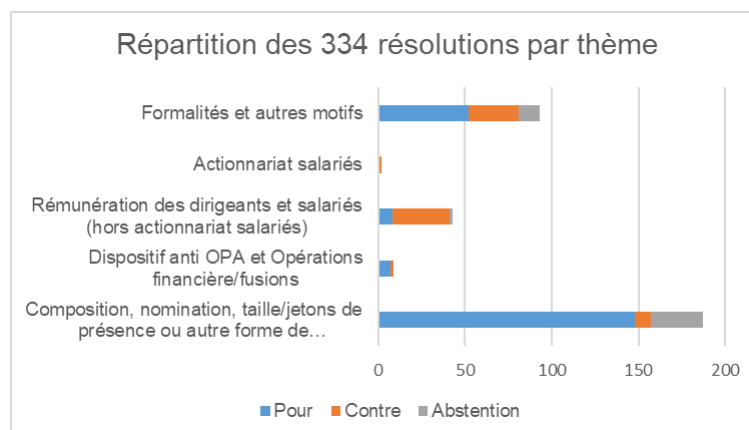


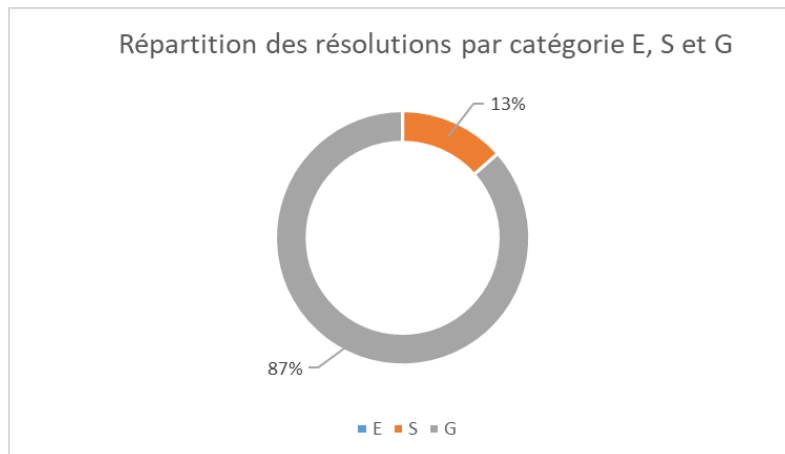
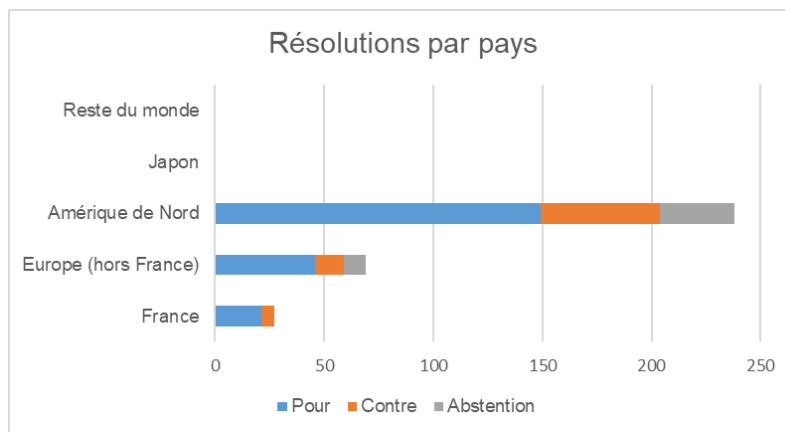
En 2024, le périmètre de vote de Pléiade Asset Management était constitué de 33 sociétés au 31/12/2024.

Le ratio de la participation aux votes 2024 pour le fonds PAM Cloud Revolution a été de 88% en prenant en compte les 33 sociétés en portefeuille à date. Le ratio de non-participation représente 12% expliqué principalement par quatre assemblées générales ayant eu lieu avant et ou après la détention des titres à la date de l'assemblée générale.

**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 37 assemblées générales analysées en 2024, 33 ont fait l'objet d'au moins un vote négatif, soit 89% des assemblées générales. La Société de Gestion a voté en faveur de 87% des résolutions soumises à un vote.





Nous avons été attentifs au cours de l'année 2024 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 2024, 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.

Toutes les sociétés en portefeuille soit **31** sociétés (deux sociétés sont entrées récemment en portefeuille) ont fait l'objet d'un mail durant l'été 2024 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 (**8 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 1 n'a 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 (**11 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 (**8 sociétés – aucun mail envoyé**).

Groupe 1	<b>8</b>	<b>26%</b>
Groupe 2	<b>4</b>	<b>13%</b>
Groupe 3	<b>11</b>	<b>35%</b>
Groupe 4	<b>8</b>	<b>26%</b>
	<b>31</b>	<b>100%</b>

	Emissions scope 1&2	Emissions scope 3	Trajectoire / net zero	CDP	Sbti/TCFD
nbre société	24	20	14	14	17
total ptf	31	31	31	31	31
%	77%	65%	45%	45%	55%
Résultats N-1 - %	66%	53%	50%	38%	34%

**Les résultats sont engageants pour ce deuxième 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 2024.

**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 2025, la politique qu'elle s'était fixée en matière de vote sur l'exercice 2024.

## 6. Annexe – Rapport de vote 2024

## VOTE SUMMARY REPORT

REPORTING PERIOD: 01/01/2024 to 12/31/2024

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION ACCOUNTS

### Zscaler, Inc.

**Meeting Date:** 01/05/2024      **Country:** USA      **Ticker:** ZS  
**Record Date:** 11/13/2023      **Meeting Type:** Annual  
**Primary Security ID:** 98980G102

Shares Voted: 27,204

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Director Jagtar (Jay) Chaudhry	Mgmt	For		Withhold
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:** 01/18/2024      **Country:** USA      **Ticker:** INTU  
**Record Date:** 11/20/2023      **Meeting Type:** Annual  
**Primary Security ID:** 461202103

Shares Voted: 6,506

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
1g	Elect Director Suzanne Nora Johnson	Mgmt	For		For
1h	Elect Director Ryan Roslansky	Mgmt	For		For
1i	Elect Director Thomas Szkutak	Mgmt	For		For
1j	Elect Director Raul Vazquez	Mgmt	For		For
1k	Elect Director Eric S. Yuan	Mgmt	For		For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For		Against

## Intuit Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year		One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For		Against
5	Amend Omnibus Stock Plan	Mgmt	For		Against
6	Report on Climate Risk in Retirement Plan Options	SH	Against		Against

## Paycom Software, Inc.

**Meeting Date:** 04/29/2024      **Country:** USA      **Ticker:** PAYC  
**Record Date:** 03/11/2024      **Meeting Type:** Annual  
**Primary Security ID:** 70432V102

Shares Voted: 11,151

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert J. Levenson	Mgmt	For		For
1.2	Elect Director Frederick C. Peters, II	Mgmt	For		For
1.3	Elect Director Felicia Williams	Mgmt	For		For
2	Ratify Grant Thornton LLP as Auditors	Mgmt	For		Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For		Against

## SAP SE

**Meeting Date:** 05/15/2024      **Country:** Germany      **Ticker:** SAP  
**Record Date:** 04/23/2024      **Meeting Type:** Annual  
**Primary Security ID:** D66992104

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 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 2.20 per Share	Mgmt	For		
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For		



## SAP SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For		
5	Ratify BDO AG as Auditors for Fiscal Year 2024 and as Auditors of Sustainability Reporting for Fiscal Year 2024	Mgmt	For		
6	Approve Remuneration Report	Mgmt	For		
7.1	Elect Aicha Evans to the Supervisory Board	Mgmt	For		
7.2	Elect Gerhard Oswald to the Supervisory Board	Mgmt	For		
7.3	Elect Friederike Rotsch to the Supervisory Board	Mgmt	For		
7.4	Elect Ralf Herbrich to the Supervisory Board	Mgmt	For		
7.5	Elect Pekka Ala-Pietilae to the Supervisory Board	Mgmt	For		
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For		
9	Amend Articles Re: Proof of Entitlement	Mgmt	For		

## ZoomInfo Technologies Inc.

**Meeting Date:** 05/15/2024      **Country:** USA      **Ticker:** ZI  
**Record Date:** 03/18/2024      **Meeting Type:** Annual  
**Primary Security ID:** 98980F104

Shares Voted: 271,043

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Henry Schuck	Mgmt	For		For
1.2	Elect Director Keith Enright	Mgmt	For		For
2	Ratify KPMG LLP as Auditors	Mgmt	For		For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For		Against

## Adyen NV

**Meeting Date:** 05/16/2024      **Country:** Netherlands      **Ticker:** ADYEN  
**Record Date:** 04/18/2024      **Meeting Type:** Annual  
**Primary Security ID:** N3501V104

Shares Voted: 3,634

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 Management Board and Supervisory Board (Non-Voting)	Mgmt			
2.b	Approve Remuneration Report	Mgmt	For		For
2.c	Adopt Financial Statements and Statutory Reports	Mgmt	For		For
2.d	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3	Approve Discharge of Management Board	Mgmt	For		Against
4	Approve Discharge of Supervisory Board	Mgmt	For		Against
5	Elect Adine Grate to Supervisory Board	Mgmt	For		For
6	Reelect Piero Overmars to Supervisory Board	Mgmt	For		For
7	Reelect Caoimhe Keogan to Supervisory Board	Mgmt	For		For
8	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For		For
9	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For		For
10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For		For
11	Reappoint PwC as Auditors	Mgmt	For		For
12	Close Meeting	Mgmt			

Sinch AB

Meeting Date: 05/16/2024

Country: Sweden

Ticker: SINCH

Record Date: 05/07/2024

Meeting Type: Annual

Primary Security ID: W835AF448

Shares Voted: 1,264,567

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.1	Elect Erik Froberg as Chairman of Meeting	Mgmt	For		For
3.1	Designate Jonas Fredriksson as Inspector of Minutes of Meeting	Mgmt	For		For
4	Prepare and Approve List of Shareholders	Mgmt	For		For
5	Approve Agenda of Meeting	Mgmt	For		For
6	Acknowledge Proper Convening of Meeting	Mgmt	For		For
7	Receive Financial Statements and Statutory Reports	Mgmt			
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For		For
8.b	Approve Allocation of Income and Omission of Dividends	Mgmt	For		For
8.c1	Approve Discharge of Erik Froberg	Mgmt	For		Against
8.c2	Approve Discharge of Bjorn Zethraeus	Mgmt	For		Against
8.c3	Approve Discharge of Bridget Cosgrave	Mgmt	For		Against
8.c4	Approve Discharge of Hudson Smith	Mgmt	For		Against
8.c5	Approve Discharge of Johan Stuart	Mgmt	For		Against
8.c6	Approve Discharge of Renee Robinson Stromberg	Mgmt	For		Against
8.c7	Approve Discharge of CEO Laurinda Y. Pang	Mgmt	For		Against
8.c8	Approve Discharge of Deputy CEO Robert Gerstmann	Mgmt	For		Against
8.c9	Approve Discharge of CEO Johan Hedberg	Mgmt	For		Against
9	Determine Number of Members (6) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For		For
10	Approve Remuneration of Directors in the Amount of SEK 1.5 Million for Chairman and SEK 700,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For		Against
11.1	Reelect Erik Froberg (Chair) as Director	Mgmt	For		For
11.2	Reelect Renee Robinson Stromberg as Director	Mgmt	For		For

## Sinch AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.3	Reelect Johan Stuart as Director	Mgmt	For		For
11.4	Reelect Bjorn Zethraeus as Director	Mgmt	For		For
11.5	Elect Lena Almfelt as New Director	Mgmt	For		For
11.6	Elect Mattias Stenberg as New Director	Mgmt	For		For
11.7	Ratify Deloitte AB as Auditors	Mgmt	For		For
12	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For		Against
13	Approve Remuneration Report	Mgmt	For		Against
14	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For		For
15	Approve Warrant Plan LTI 2024 for Key Employees	Mgmt	For		Against
16	Close Meeting	Mgmt			

## ServiceNow, Inc.

**Meeting Date:** 05/23/2024

**Country:** USA

**Ticker:** NOW

**Record Date:** 03/26/2024

**Meeting Type:** Annual

**Primary Security ID:** 81762P102

**Shares Voted:** 6,070

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Deborah Black	Mgmt	For		For
1b	Elect Director Susan L. Bostrom	Mgmt	For		For
1c	Elect Director Teresa Briggs	Mgmt	For		For
1d	Elect Director Jonathan C. Chadwick	Mgmt	For		For
1e	Elect Director Paul E. Chamberlain	Mgmt	For		For
1f	Elect Director Lawrence J. Jackson, Jr.	Mgmt	For		For
1g	Elect Director Frederic B. Luddy	Mgmt	For		For
1h	Elect Director William R. "Bill" McDermott	Mgmt	For		For
1i	Elect Director Jeffrey A. Miller	Mgmt	For		For

## ServiceNow, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Joseph "Larry" Quinlan	Mgmt	For		For
1k	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	Adopt Simple Majority Vote	SH	None		For

## The Trade Desk, Inc.

Meeting Date: 05/28/2024

Country: USA

Ticker: TTD

Record Date: 04/01/2024

Meeting Type: Annual

Primary Security ID: 88339J105

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Samantha Jacobson	Mgmt	For		
1.2	Elect Director Gokul Rajaram	Mgmt	For		
2	Amend Qualified Employee Stock Purchase Plan	Mgmt	For		
3	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years		
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For		

## Cloudflare, Inc.

Meeting Date: 06/04/2024

Country: USA

Ticker: NET

Record Date: 04/10/2024

Meeting Type: Annual

Primary Security ID: 18915M107

Shares Voted: 49,911

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Maria Eitel	Mgmt	For		For
1.2	Elect Director Matthew Prince	Mgmt	For		Withhold
1.3	Elect Director Katrin Suder	Mgmt	For		For
2	Ratify KPMG LLP as Auditors	Mgmt	For		For

## Cloudflare, 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

## Datadog, Inc.

**Meeting Date:** 06/05/2024      **Country:** USA      **Ticker:** DDOG  
**Record Date:** 04/09/2024      **Meeting Type:** Annual  
**Primary Security ID:** 23804L103

Shares Voted: 49,151

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Alexis Le-Quoc	Mgmt	For		For
1b	Elect Director Michael Callahan	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

## DigitalOcean Holdings, Inc.

**Meeting Date:** 06/06/2024      **Country:** USA      **Ticker:** DOCN  
**Record Date:** 04/12/2024      **Meeting Type:** Annual  
**Primary Security ID:** 25402D102

Shares Voted: 78,046

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Pratima Arora	Mgmt	For		For
1.2	Elect Director Warren Jenson	Mgmt	For		For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For		For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For		Against

## Procore Technologies, Inc.

**Meeting Date:** 06/06/2024      **Country:** USA      **Ticker:** PCOR  
**Record Date:** 04/12/2024      **Meeting Type:** Annual  
**Primary Security ID:** 74275K108

## Procore Technologies, Inc.

Shares Voted: 59,132

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William J.G. Griffith, IV	Mgmt	For		For
1.2	Elect Director Graham V. Smith	Mgmt	For		For
1.3	Elect Director Elisa A. Steele	Mgmt	For		For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For		For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For		Against

## Twilio Inc.

Meeting Date: 06/06/2024

Country: USA

Ticker: TWLO

Record Date: 04/15/2024

Meeting Type: Annual

Primary Security ID: 90138F102

Shares Voted: 100,174

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jeff Epstein	Mgmt	For		For
1.2	Elect Director Khozema Shipchandler	Mgmt	For		For
1.3	Elect Director Andrew Stafman	Mgmt	For		For
2	Ratify KPMG 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
5	Declassify the Board of Directors	Mgmt	For		For

## GitLab Inc.

Meeting Date: 06/11/2024

Country: USA

Ticker: GTLB

Record Date: 04/15/2024

Meeting Type: Annual

Primary Security ID: 37637K108

## GitLab Inc.

Shares Voted: 107,269

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sundeep Bedi	Mgmt	For		For
1.2	Elect Director Sue Bostrom	Mgmt	For		For
2	Ratify KPMG LLP as Auditors	Mgmt	For		For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For		Against
4	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	For		Against

## HubSpot, Inc.

Meeting Date: 06/11/2024

Country: USA

Ticker: HUBS

Record Date: 04/15/2024

Meeting Type: Annual

Primary Security ID: 443573100

Shares Voted: 7,295

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Brian Halligan	Mgmt	For		For
1b	Elect Director Ron Gill	Mgmt	For		For
1c	Elect Director Jill Ward	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	Approve Omnibus Stock Plan	Mgmt	For		Against
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For		Against

## Klaviyo, Inc.

Meeting Date: 06/11/2024

Country: USA

Ticker: KVYO

Record Date: 04/18/2024

Meeting Type: Annual

Primary Security ID: 49845K101



## Klaviyo, Inc.

Shares Voted: 118,476

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Andrew P. Bialecki	Mgmt	For		For
1b	Elect Director Ping Li	Mgmt	For		For
1c	Elect Director Tony G. Weisman	Mgmt	For		For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For		For

## Veeva Systems Inc.

Meeting Date: 06/12/2024

Country: USA

Ticker: VEEV

Record Date: 04/15/2024

Meeting Type: Annual

Primary Security ID: 922475108

Shares Voted: 14,117

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Timothy S. Cabral	Mgmt	For		For
1b	Elect Director Mark Carges	Mgmt	For		For
1c	Elect Director Peter P. Gassner	Mgmt	For		For
1d	Elect Director Mary Lynne Hedley	Mgmt	For		For
1e	Elect Director Priscilla Hung	Mgmt	For		For
1f	Elect Director Tina Hunt	Mgmt	For		For
1g	Elect Director Marshall L. Mohr	Mgmt	For		Against
1h	Elect Director Gordon Ritter	Mgmt	For		For
1i	Elect Director Paul Sekhri	Mgmt	For		For
1j	Elect Director Matthew J. Wallach	Mgmt	For		For
2	Ratify KPMG LLP as Auditors	Mgmt	For		For
3	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For		Against
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For		Against

## Fortinet, Inc.

Meeting Date: 06/14/2024

Country: USA

Ticker: FTNT

Record Date: 04/22/2024

Meeting Type: Annual

Primary Security ID: 34959E109

Shares Voted: 86,029

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		For
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 James Stavridis	Mgmt	For		For
1.9	Elect Director Mary Agnes "Maggie" Wilderotter	Mgmt	For		For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For		Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For		Against

## CrowdStrike Holdings, Inc.

Meeting Date: 06/18/2024

Country: USA

Ticker: CRWD

Record Date: 04/22/2024

Meeting Type: Annual

Primary Security ID: 22788C105

Shares Voted: 18,548

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Roxanne S. Austin	Mgmt	For		For
1.2	Elect Director Sameer K. Gandhi	Mgmt	For		For
1.3	Elect Director Gerhard Watzinger	Mgmt	For		For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For		For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For		Against

## Smartsheet Inc.

Meeting Date: 06/18/2024

Country: USA

Ticker: SMAR

Record Date: 04/19/2024

Meeting Type: Annual

Primary Security ID: 83200N103

Shares Voted: 115,482

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Alissa Abdullah	Mgmt	For		For
1.2	Elect Director Michael Gregoire	Mgmt	For		For
1.3	Elect Director Katie Rooney	Mgmt	For		For
1.4	Elect Director Khozema Shipchandler	Mgmt	For		For
1.5	Elect Director Rowan Trollope	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

## Workday, Inc.

Meeting Date: 06/18/2024

Country: USA

Ticker: WDAY

Record Date: 04/19/2024

Meeting Type: Annual

Primary Security ID: 98138H101

Shares Voted: 11,143

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Aneel Bhusri	Mgmt	For		Against
1b	Elect Director Thomas F. Bogan	Mgmt	For		Against
1c	Elect Director Lynne M. Doughtie	Mgmt	For		For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For		Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For		Against
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For		Against

## Okta, Inc.

Meeting Date: 06/20/2024

Country: USA

Ticker: OKTA

Record Date: 04/24/2024

Meeting Type: Annual

Primary Security ID: 679295105

Shares Voted: 27,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Emilie Choi	Mgmt	For		For
1.2	Elect Director Todd McKinnon	Mgmt	For		For
1.3	Elect Director Michael Stankey	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

## MongoDB, Inc.

Meeting Date: 06/25/2024

Country: USA

Ticker: MDB

Record Date: 04/26/2024

Meeting Type: Annual

Primary Security ID: 60937P106

Shares Voted: 15,729

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Roelof Botha	Mgmt	For		For
1.2	Elect Director Dev Ittycheria	Mgmt	For		For
1.3	Elect Director Ann Lewnes	Mgmt	For		For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For		Against
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For		For

## Braze, Inc.

Meeting Date: 06/27/2024

Country: USA

Ticker: BRZE

Record Date: 04/29/2024

Meeting Type: Annual

Primary Security ID: 10576N102

Shares Voted: 101,503

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director William Magnuson	Mgmt	For		For

## Braze, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director David Obstler	Mgmt	For		For
1c	Elect Director Tara Walpert Levy	Mgmt	For		Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For		Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For		For

## SentinelOne, Inc.

**Meeting Date:** 06/27/2024      **Country:** USA      **Ticker:** S  
**Record Date:** 05/03/2024      **Meeting Type:** Annual  
**Primary Security ID:** 81730H109

**Shares Voted:** 192,723

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Charlene T. Begley	Mgmt	For		For
1.2	Elect Director Aaron Hughes	Mgmt	For		For
1.3	Elect Director Mark S. Peek	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	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For		Against

## Snowflake Inc.

**Meeting Date:** 07/02/2024      **Country:** USA      **Ticker:** SNOW  
**Record Date:** 05/07/2024      **Meeting Type:** Annual  
**Primary Security ID:** 833445109

**Shares Voted:** 27,616

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Benoit Dageville	Mgmt	For		For
1b	Elect Director Mark S. Garrett	Mgmt	For		For
1c	Elect Director Jayshree V. Ullal	Mgmt	For		For

## Snowflake Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For		Against
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For		Against
4	Declassify the Board of Directors	SH	Against		For

## Samsara Inc.

Meeting Date: 07/10/2024

Country: USA

Ticker: IOT

Record Date: 05/17/2024

Meeting Type: Annual

Primary Security ID: 79589L106

Shares Voted: 108,994

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sanjit Biswas	Mgmt	For		For
1.2	Elect Director John Bicket	Mgmt	For		For
1.3	Elect Director Marc Andreessen	Mgmt	For		For
1.4	Elect Director Todd Bluedorn	Mgmt	For		For
1.5	Elect Director Sue Bostrom	Mgmt	For		For
1.6	Elect Director Jonathan Chadwick	Mgmt	For		For
1.7	Elect Director Ann Livermore	Mgmt	For		For
1.8	Elect Director Sue Wagner	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

## monday.com Ltd.

Meeting Date: 07/31/2024

Country: Israel

Ticker: MNDY

Record Date: 06/21/2024

Meeting Type: Annual

Primary Security ID: M7S64H106

Shares Voted: 28,030

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Reelect Jeff Horing as Director	Mgmt	For		For

## monday.com Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Reelect Avishai Abrahami 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:** 08/23/2024      **Country:** USA      **Ticker:** DT  
**Record Date:** 06/28/2024      **Meeting Type:** Annual  
**Primary Security ID:** 268150109

Shares Voted: 127,075

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jill Ward	Mgmt	For		Withhold
1b	Elect Director Kirsten O. Wolberg	Mgmt	For		For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For		Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For		Against
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For		Against

## Elastic N.V.

**Meeting Date:** 10/01/2024      **Country:** Netherlands      **Ticker:** ESTC  
**Record Date:** 09/03/2024      **Meeting Type:** Annual  
**Primary Security ID:** N14506104

Shares Voted: 44,063

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Shay Banon	Mgmt	For		For
1b	Elect Director Chetan Puttagunta	Mgmt	For		For
1c	Elect Director Shelley Leibowitz	Mgmt	For		For
2	Adopt Financial Statements and Statutory Reports	Mgmt	For		For

## Elastic N.V.

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

## Adyen NV

**Meeting Date:** 10/23/2024      **Country:** Netherlands      **Ticker:** ADYEN  
**Record Date:** 09/25/2024      **Meeting Type:** Extraordinary Shareholders  
**Primary Security ID:** N3501V104

**Shares Voted:** 4,236

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Elect Tom Adams to Management Board	Mgmt	For		For
3	Close Meeting	Mgmt			

## The Trade Desk, Inc.

**Meeting Date:** 11/14/2024      **Country:** USA      **Ticker:** TTD  
**Record Date:** 09/26/2024      **Meeting Type:** Special  
**Primary Security ID:** 88339J105



## The Trade Desk, Inc.

Shares Voted: 46,790

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Change State of Incorporation from Delaware to Nevada	Mgmt	For		Against
2	Adjourn Meeting	Mgmt	For		Against

## Bill Holdings, Inc.

Meeting Date: 12/05/2024

Country: USA

Ticker: BILL

Record Date: 10/10/2024

Meeting Type: Annual

Primary Security ID: 090043100

Shares Voted: 87,639

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Aida Alvarez	Mgmt	For		For
1.2	Elect Director Steve Fisher	Mgmt	For		For
1.3	Elect Director Allison Mnookin	Mgmt	For		For
1.4	Elect Director Alison Wagonfeld	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	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For		Against

## Smartsheet Inc.

Meeting Date: 12/09/2024

Country: USA

Ticker: SMAR

Record Date: 10/25/2024

Meeting Type: Special

Primary Security ID: 83200N103

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For		
2	Advisory Vote on Golden Parachutes	Mgmt	For		
3	Adjourn Meeting	Mgmt	For		

## Palo Alto Networks, Inc.

Meeting Date: 12/10/2024

Country: USA

Ticker: PANW

Record Date: 10/18/2024

Meeting Type: Annual

Primary Security ID: 697435105

Shares Voted: 16,760

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John Key	Mgmt	For		For
1b	Elect Director Mary Pat McCarthy	Mgmt	For		For
1c	Elect Director Nir Zuk	Mgmt	For		For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For		Against
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year		One Year
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For		Against
5	Amend Omnibus Stock Plan	Mgmt	For		Against
6	Report on Climate Risk in Retirement Plan Options	SH	Against		For

## Atlassian Corporation

Meeting Date: 12/11/2024

Country: USA

Ticker: TEAM

Record Date: 10/14/2024

Meeting Type: Annual

Primary Security ID: 049468101

Shares Voted: 26,940

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Scott Belsky	Mgmt	For		For
1b	Elect Director Shona L. Brown	Mgmt	For		For
1c	Elect Director Michael Cannon-Brookes	Mgmt	For		For
1d	Elect Director Scott Farquhar	Mgmt	For		For
1e	Elect Director Heather M. Fernandez	Mgmt	For		For
1f	Elect Director Sasan Goodarzi	Mgmt	For		For
1g	Elect Director Jay Parikh	Mgmt	For		For
1h	Elect Director Enrique Salem	Mgmt	For		For
1i	Elect Director Steven Sordello	Mgmt	For		For
1j	Elect Director Richard P. Wong	Mgmt	For		Against
1k	Elect Director Michelle Zatllyn	Mgmt	For		For

# Atlassian Corporation

<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	Ratify Ernst & Young LLP as Auditors	Mgmt	For		For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For		Against