

VOTE SUMMARY REPORT

REPORTING PERIOD: 12/31/2021 to 12/31/2022

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): PROTEA FUND - ORCADIA
GLOBAL SUSTAINABLE DYNAMIC

Adecco Group AG

Meeting Date: 04/13/2022

Country: Switzerland

Ticker: ADEN

Record Date:

Meeting Type: Annual

Primary Security ID: H00392318

Shares Voted: 3,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	For
2.1	Approve Allocation of Income and Dividends of CHF 1.25 per Share	Mgmt	For	For	For
2.2	Approve Dividends of CHF 1.25 per Share from Capital Contribution Reserves	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1	Approve Remuneration of Directors in the Amount of CHF 5.1 Million	Mgmt	For	For	For
4.2	Approve Remuneration of Executive Committee in the Amount of CHF 32 Million	Mgmt	For	For	For
5.1.1	Reelect Jean-Christophe Deslarzes as Director and Board Chair	Mgmt	For	For	For
5.1.2	Reelect Rachel Duan as Director	Mgmt	For	For	For
5.1.3	Reelect Ariane Gorin as Director	Mgmt	For	For	For
5.1.4	Reelect Alexander Gut as Director	Mgmt	For	For	For
5.1.5	Reelect Didier Lamouche as Director	Mgmt	For	For	For
5.1.6	Reelect David Prince as Director	Mgmt	For	For	For
5.1.7	Reelect Kathleen Taylor as Director	Mgmt	For	For	For
5.1.8	Reelect Regula Wallimann as Director	Mgmt	For	For	For
5.2.1	Reappoint Rachel Duan as Member of the Compensation Committee	Mgmt	For	For	For
5.2.2	Reappoint Didier Lamouche as Member of the Compensation Committee	Mgmt	For	For	For
5.2.3	Reappoint Kathleen Taylor as Member of the Compensation Committee	Mgmt	For	For	For
5.3	Designate Keller KLG as Independent Proxy	Mgmt	For	For	For
5.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For

Adecco Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve CHF 142,438.80 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For
7	Approve Renewal of CHF 840,000 Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

iShares II plc - iShares MSCI Europe SRI UCITS ETF

Meeting Date: 04/22/2022 **Country:** Ireland **Ticker:** IESE
Record Date: 04/21/2022 **Meeting Type:** Annual
Primary Security ID: G4953W358

Shares Voted: 170,658

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Ratify Deloitte as Auditors	Mgmt	For	For	For
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
4	Re-elect Ros O'Shea as Director	Mgmt	For	For	For
5	Re-elect Jessica Irschick as Director	Mgmt	For	For	For
6	Re-elect Barry O'Dwyer as Director	Mgmt	For	For	For
7	Re-elect Paul McGowan as Director	Mgmt	For	For	For
8	Re-elect Paul McNaughton as Director	Mgmt	For	Against	Against
9	Re-elect Deirdre Somers as Director	Mgmt	For	For	For
10	Elect William McKechnie as Director	Mgmt	For	For	For

ING Groep NV

Meeting Date: 04/25/2022 **Country:** Netherlands **Ticker:** INGA
Record Date: 03/28/2022 **Meeting Type:** Annual
Primary Security ID: N4578E595

Shares Voted: 25,455

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

ING Groep NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2A	Receive Report of Management Board (Non-Voting)	Mgmt			
2B	Receive Announcements on Sustainability	Mgmt			
2C	Receive Report of Supervisory Board (Non-Voting)	Mgmt			
2D	Approve Remuneration Report	Mgmt	For	For	For
2E	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3A	Receive Explanation on Profit Retention and Distribution Policy	Mgmt			
3B	Approve Dividends of EUR 0.62 Per Share	Mgmt	For	For	For
4A	Approve Discharge of Management Board	Mgmt	For	For	For
4B	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5	Amendment of Supervisory Board Profile	Mgmt			
6A	Grant Board Authority to Issue Shares	Mgmt	For	For	For
6B	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital and Restrict/Exclude Preemptive Rights	Mgmt	For	For	For
7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
8A	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	For
8B	Amend Articles to Reflect Changes in Capital	Mgmt	For	For	For
9	Approve Cancellation of Repurchased Shares Pursuant to the Authority under item 7	Mgmt	For	For	For

AXA SA

Meeting Date: 04/28/2022

Country: France

Ticker: CS

Record Date: 04/26/2022

Meeting Type: Annual/Special

Primary Security ID: F06106102

Shares Voted: 12,234

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of EUR 1.54 per Share	Mgmt	For	For	For
4	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
5	Approve Compensation of Denis Duverne, Chairman of the Board	Mgmt	For	For	For
6	Approve Compensation of Thomas Buberl, CEO	Mgmt	For	For	For
7	Approve Remuneration Policy of CEO	Mgmt	For	Against	Against
8	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
9	Approve Remuneration Policy of Directors	Mgmt	For	For	For
10	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
11	Reelect Thomas Buberl as Director	Mgmt	For	For	For
12	Reelect Rachel Duan as Director	Mgmt	For	For	For
13	Reelect Andre Francois-Poncet as Director	Mgmt	For	For	For
14	Ratify Appointment of Clotilde Delbos as Director	Mgmt	For	For	For
15	Elect Gerald Harlin as Director	Mgmt	For	For	For
16	Elect Rachel Picard as Director	Mgmt	For	For	For
17	Appoint Ernst & Young Audit as Auditor	Mgmt	For	For	For
18	Appoint Picarle et Associes as Alternate Auditor	Mgmt	For	For	For
19	Approve Remuneration of Directors in the Aggregate Amount of EUR 2.1 Million	Mgmt	For	For	For
20	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	Mgmt	For	For	For
23	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached	Mgmt	For	For	For
24	Authorize up to 0.40 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Pension Contribution	Mgmt	For	For	For

AXA SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
25	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
26	Amend Article 10 of Bylaws Re: Directors Length of Term	Mgmt	For	For	For
27	Amend Article 3 of Bylaws Re: Corporate Purpose	Mgmt	For	For	For
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Kering SA

Meeting Date: 04/28/2022

Country: France

Ticker: KER

Record Date: 04/26/2022

Meeting Type: Annual/Special

Primary Security ID: F5433L103

Shares Voted: 504

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 12 per Share	Mgmt	For	For	For
4	Reelect Daniela Riccardi as Director	Mgmt	For	For	For
5	Elect Veronique Weill as Director	Mgmt	For	For	For
6	Elect Yonca Dervisoglu as Director	Mgmt	For	For	For
7	Elect Serge Weinberg as Director	Mgmt	For	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Francois-Henri Pinault, Chairman and CEO	Mgmt	For	For	For
10	Approve Compensation of Jean-Francois Palus, Vice-CEO	Mgmt	For	Against	Against
11	Approve Remuneration Policy of Executive Corporate Officers	Mgmt	For	Against	Against
12	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For	For
13	Appoint PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For	For
14	Appoint Emmanuel Benoist as Alternate Auditor	Mgmt	For	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For

Kering SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Business	Mgmt			
16	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached	Mgmt	For	For	For
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans for Employees of International Subsidiaries	Mgmt	For	For	For
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Umicore

Meeting Date: 04/28/2022

Country: Belgium

Ticker: UMI

Record Date: 04/14/2022

Meeting Type: Annual/Special

Primary Security ID: B95505184

Shares Voted: 4,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual/Special Meeting Agenda	Mgmt			
	Ordinary Shareholders' Meeting Agenda	Mgmt			
A.1	Receive Supervisory Board's and Auditors' Reports (Non-Voting)	Mgmt			
A.2	Approve Remuneration Report	Mgmt	For	Against	Against
A.3	Approve Remuneration Policy	Mgmt	For	Against	Against
A.4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 0.80 per Share	Mgmt	For	For	For
A.5	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
A.6	Approve Discharge of Supervisory Board	Mgmt	For	For	For
A.7	Approve Discharge of Auditors	Mgmt	For	For	For
A.8.1	Reelect Françoise Chombar as an Independent Member of the Supervisory Board	Mgmt	For	For	For
A.8.2	Reelect Laurent Raets as Member of the Supervisory Board	Mgmt	For	For	For
A.8.3	Elect Alison Henwood as an Independent Member of the Supervisory Board	Mgmt	For	For	For

Umicore

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
A.9	Approve Remuneration of the Members of the Supervisory Board	Mgmt	For	For	For
	Special Shareholders' Meeting Agenda	Mgmt			
B.1	Approve Change-of-Control Clause Re: Sustainability-linked Revolving Facility Agreement	Mgmt	For	For	For
	Extraordinary Shareholders' Meeting Agenda	Mgmt			
C.1	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
C.2	Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Mgmt	For	For	For

ASML Holding NV

Meeting Date: 04/29/2022 **Country:** Netherlands **Ticker:** ASML
Record Date: 04/01/2022 **Meeting Type:** Annual
Primary Security ID: N07059202

Shares Voted: 478

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Discuss the Company's Business, Financial Situation and Sustainability	Mgmt			
3a	Approve Remuneration Report	Mgmt	For	For	For
3b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3c	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3d	Approve Dividends of EUR 5.50 Per Share	Mgmt	For	For	For
4a	Approve Discharge of Management Board	Mgmt	For	For	For
4b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5	Approve Number of Shares for Management Board	Mgmt	For	For	For
6	Amend Remuneration Policy for Management Board	Mgmt	For	For	For
7a	Announce Intention to Reappoint P.T.F.M. Wennink to Management Board	Mgmt			
7b	Announce Intention to Reappoint M.A. van den Brink to Management Board	Mgmt			

ASML Holding NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7c	Announce Intention to Reappoint F.J.M. Schneider-Maunoury to Management Board	Mgmt			
7d	Announce Intention to Reappoint C.D. Fouquet to Management Board	Mgmt			
7e	Announce Intention to Reappoint R.J.M. Dassen to Management Board	Mgmt			
8a	Announce Vacancies on the Supervisory Board	Mgmt			
8b	Opportunity to Make Recommendations	Mgmt			
8c	Announce Recommendation to Reappoint T.L. Kelly and Appoint A.F.M. Everke and A.L. Steegen as Members of the Supervisory Board	Mgmt			
8d	Reelect T.L. Kelly to Supervisory Board	Mgmt	For	For	For
8e	Elect A.F.M. Everke to Supervisory Board	Mgmt	For	For	For
8f	Elect A.L. Steegen to Supervisory Board	Mgmt	For	For	For
8g	Discuss Composition of the Supervisory Board	Mgmt			
9	Ratify KPMG Accountants N.V. as Auditors for the Reporting Years 2023 and 2024	Mgmt	For	For	For
10	Ratify Deloitte Accountants B.V. as Auditors for the Reporting Year 2025	Mgmt			
11	Amend Articles of Association	Mgmt	For	For	For
12a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	Mgmt	For	For	For
12b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
14	Authorize Cancellation of Repurchased Shares	Mgmt	For	For	For
15	Other Business (Non-Voting)	Mgmt			
16	Close Meeting	Mgmt			

GlaxoSmithKline Plc

Meeting Date: 05/04/2022

Country: United Kingdom

Ticker: GSK

Record Date: 04/29/2022

Meeting Type: Annual

Primary Security ID: G3910J112

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 Remuneration Policy	Mgmt	For	Against	Against
4	Elect Anne Beal as Director	Mgmt	For	For	For
5	Elect Harry Dietz as Director	Mgmt	For	For	For
6	Re-elect Sir Jonathan Symonds as Director	Mgmt	For	For	For
7	Re-elect Dame Emma Walmsley as Director	Mgmt	For	For	For
8	Re-elect Charles Bancroft as Director	Mgmt	For	For	For
9	Re-elect Vindi Banga as Director	Mgmt	For	For	For
10	Re-elect Hal Barron as Director	Mgmt	For	For	For
11	Re-elect Dame Vivienne Cox as Director	Mgmt	For	For	For
12	Re-elect Lynn Elsenhans as Director	Mgmt	For	For	For
13	Re-elect Laurie Glimcher as Director	Mgmt	For	For	For
14	Re-elect Jesse Goodman as Director	Mgmt	For	For	For
15	Re-elect Iain Mackay as Director	Mgmt	For	For	For
16	Re-elect Urs Rohner as Director	Mgmt	For	For	For
17	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
18	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
20	Authorise Issue of Equity	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
24	Approve the Exemption from Statement of the Name of the Senior Statutory Auditor in Published Copies of the Auditors' Reports	Mgmt	For	For	For
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
26	Approve Share Save Plan	Mgmt	For	For	For

GlaxoSmithKline Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
27	Approve Share Reward Plan	Mgmt	For	For	For
28	Adopt New Articles of Association	Mgmt	For	For	For

KBC Group SA/NV

Meeting Date: 05/05/2022 **Country:** Belgium **Ticker:** KBC
Record Date: 04/21/2022 **Meeting Type:** Annual
Primary Security ID: B5337G162

Shares Voted: 4,949

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Directors' Reports (Non-Voting)	Mgmt			
2	Receive Auditors' Reports (Non-Voting)	Mgmt			
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 10.60 per Share	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Approve Remuneration Policy	Mgmt	For	For	For
7	Approve Discharge of Directors	Mgmt	For	For	For
8	Approve Discharge of Auditors	Mgmt	For	For	For
9	Approve Auditors' Remuneration	Mgmt	For	For	For
10	Ratify PricewaterhouseCoopers as Auditors and Approve Auditors' Remuneration	Mgmt	For	For	For
11.1	Reelect Christine Van Rijseghem as Director	Mgmt	For	Against	Against
11.2	Reelect Marc Wittemans as Director	Mgmt	For	Against	Against
11.3	Elect Alicia Reyes Revuelta as Independent Director	Mgmt	For	For	For
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
13	Transact Other Business	Mgmt			

Schneider Electric SE

Meeting Date: 05/05/2022 **Country:** France **Ticker:** SU
Record Date: 05/03/2022 **Meeting Type:** Annual/Special
Primary Security ID: F86921107

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 2.90 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Renew Appointment of Mazars as Auditor	Mgmt	For	For	For
6	Appoint PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
8	Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO	Mgmt	For	For	For
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For
11	Reelect Linda Knoll as Director	Mgmt	For	For	For
12	Reelect Anders Runevad as Director	Mgmt	For	For	For
13	Elect Nivedita Krishnamurthy (Nive) Bhagat as Director	Mgmt	For	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
15	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
18	Approve Merger by Absorption of IGE+XAO by Schneider	Mgmt	For	For	For
	Ordinary Business	Mgmt			
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Meeting Date: 05/10/2022

Country: Belgium

Ticker: SOLB

Record Date: 04/26/2022

Meeting Type: Annual

Primary Security ID: B82095116

Shares Voted: 4,625

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Directors' Reports (Non-Voting)	Mgmt			
2	Receive Auditors' Reports (Non-Voting)	Mgmt			
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 3.85 per Share	Mgmt	For	For	For
5	Approve Discharge of Directors	Mgmt	For	For	For
6	Approve Discharge of Auditors	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For
8	Approve Remuneration Policy	Mgmt	For	For	For
9a	Receive Information on Resignation of Philippe Tournay as Director	Mgmt			
9b	Reelect Gilles Michel as Director	Mgmt	For	For	For
9c	Indicate Gilles Michel as Independent Director	Mgmt	For	For	For
9d	Reelect Matti Lievonen as Director	Mgmt	For	For	For
9e	Indicate Matti Lievonen as Independent Director	Mgmt	For	For	For
9f	Reelect Rosemary Thorne as Director	Mgmt	For	For	For
9g	Indicate Rosemary Thorne as Independent Director	Mgmt	For	For	For
9h	Elect Pierre Gurdjian as Director	Mgmt	For	For	For
9i	Indicate Pierre Gurdjian as Independent Director	Mgmt	For	For	For
9j	Elect Laurence Debroux as Director	Mgmt	For	For	For
9k	Indicate Laurence Debroux as Independent Director	Mgmt	For	For	For
10a	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
10b	Approve Auditors' Remuneration	Mgmt	For	For	For
11	Transact Other Business	Mgmt			

Bayerische Motoren Werke AG

Meeting Date: 05/11/2022

Country: Germany

Ticker: BMW

Record Date: 04/19/2022

Meeting Type: Annual

Primary Security ID: D12096109

Shares Voted: 3,662

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 5.80 per Ordinary Share and EUR 5.82 per Preferred Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2021	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2021	Mgmt	For	Against	Against
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022	Mgmt	For	For	For
6	Elect Heinrich Hiesinger to the Supervisory Board	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
9.1	Approve Affiliation Agreement with Bavaria Wirtschaftsagentur GmbH	Mgmt	For	For	For
9.2	Approve Affiliation Agreement with BMW Anlagen Verwaltungs GmbH	Mgmt	For	For	For
9.3	Approve Affiliation Agreement with BMW Bank GmbH	Mgmt	For	For	For
9.4	Approve Affiliation Agreement with BMW Fahrzeugtechnik GmbH	Mgmt	For	For	For
9.5	Approve Affiliation Agreement with BMW INTEC Beteiligungs GmbH	Mgmt	For	For	For
9.6	Approve Affiliation Agreement with BMW M GmbH	Mgmt	For	For	For

adidas AG

Meeting Date: 05/12/2022

Country: Germany

Ticker: ADS

Record Date:

Meeting Type: Annual

Primary Security ID: D0066B185

Shares Voted: 1,510

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 3.30 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2021	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2021	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
7	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 4 Billion; Approve Creation of EUR 12.5 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
8	Ratify KPMG AG as Auditors for Fiscal Year 2022 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2022	Mgmt	For	For	For
9	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

SAP SE

Meeting Date: 05/18/2022

Country: Germany

Ticker: SAP

Record Date: 04/26/2022

Meeting Type: Annual

Primary Security ID: D66992104

Shares Voted: 3,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.95 per Share and Special Dividends of EUR 0.50 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2021	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2021	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Ratify KPMG AG as Auditors for Fiscal Year 2022	Mgmt	For	For	For
6	Ratify BDO AG as Auditors for Fiscal Year 2023	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For
8.1	Elect Hasso Plattner to the Supervisory Board	Mgmt	For	For	For
8.2	Elect Rouven Westphal to the Supervisory Board	Mgmt	For	For	For
8.3	Elect Gunnar Wiedenfels to the Supervisory Board	Mgmt	For	For	For
8.4	Elect Jennifer Xin-Zhe Li to the Supervisory Board	Mgmt	For	For	For
9	Approve Remuneration of Supervisory Board	Mgmt	For	For	For

BlackRock, Inc.

Meeting Date: 05/25/2022

Country: USA

Ticker: BLK

Record Date: 03/28/2022

Meeting Type: Annual

Primary Security ID: 09247X101

Shares Voted: 361

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bader M. Alsaad	Mgmt	For	For	For
1b	Elect Director Pamela Daley	Mgmt	For	For	For
1c	Elect Director Laurence D. Fink	Mgmt	For	For	For
1d	Elect Director Beth Ford	Mgmt	For	For	For
1e	Elect Director William E. Ford	Mgmt	For	For	For
1f	Elect Director Fabrizio Freda	Mgmt	For	For	For
1g	Elect Director Murry S. Gerber	Mgmt	For	For	For
1h	Elect Director Margaret "Peggy" L. Johnson	Mgmt	For	For	For
1i	Elect Director Robert S. Kapito	Mgmt	For	For	For
1j	Elect Director Cheryl D. Mills	Mgmt	For	For	For
1k	Elect Director Gordon M. Nixon	Mgmt	For	For	For
1l	Elect Director Kristin C. Peck	Mgmt	For	For	For
1m	Elect Director Charles H. Robbins	Mgmt	For	For	For
1n	Elect Director Marco Antonio Slim Domit	Mgmt	For	For	For
1o	Elect Director Hans E. Vestberg	Mgmt	For	For	For

BlackRock, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1p	Elect Director Susan L. Wagner	Mgmt	For	For	For
1q	Elect Director Mark Wilson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte LLP as Auditors	Mgmt	For	For	For
4	Adopt Policies to Curtail Corporate Activities that Externalize Social and Environmental Costs	SH	Against	Against	Against

NVIDIA Corporation

Meeting Date: 06/02/2022

Country: USA

Ticker: NVDA

Record Date: 04/04/2022

Meeting Type: Annual

Primary Security ID: 67066G104

Shares Voted: 990

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 Coxé	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	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Increase Authorized Common Stock	Mgmt	For	For	For
5	Amend Omnibus Stock Plan	Mgmt	For	For	For

GSK Plc

Meeting Date: 07/06/2022

Country: United Kingdom

Ticker: GSK

Record Date: 07/04/2022

Meeting Type: Special

Primary Security ID: G3910J112

Shares Voted: 4,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Matters Relating to the Demerger of Haleon Group from the GSK Group	Mgmt	For	For	For
2	Approve the Related Party Transaction Arrangements	Mgmt	For	For	For

ABB Ltd.

Meeting Date: 09/07/2022

Country: Switzerland

Ticker: ABBN

Record Date:

Meeting Type: Extraordinary Shareholders

Primary Security ID: H0010V101

Shares Voted: 9,866

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Spin-Off of Accelleron Industries AG	Mgmt	For	For	For
2	Transact Other Business (Voting)	Mgmt	For	Against	Against

ASX Limited

Meeting Date: 09/28/2022

Country: Australia

Ticker: ASX

Record Date: 09/26/2022

Meeting Type: Annual

Primary Security ID: Q0604U105

Shares Voted: 770

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3a	Elect Melinda Conrad as Director	Mgmt	For	For	For
3b	Elect Peter Nash as Director	Mgmt	For	For	For
3c	Elect David Curran as Director	Mgmt	For	For	For
3d	Elect Heather Smith as Director	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For
5	Approve Grant of Performance Rights to Helen Lofthouse	Mgmt	For	For	For
6	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	Mgmt	None	For	For

iShares IV plc - iShares MSCI EM SRI UCITS ETF

Meeting Date: 10/14/2022

Country: Ireland

Ticker: SUES

Record Date: 10/13/2022

Meeting Type: Annual

Primary Security ID: G4955M655

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
2	Ratify Deloitte as Auditors	Mgmt	For	For	Do Not Vote
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	Do Not Vote
4	Re-elect Ros O'Shea as Director	Mgmt	For	Against	Do Not Vote
5	Re-elect Jessica Irschick as Director	Mgmt	For	For	Do Not Vote
6	Elect Pdraig Kenny as Director	Mgmt	For	For	Do Not Vote
7	Re-elect Deirdre Somers as Director	Mgmt	For	Against	Do Not Vote
8	Elect William McKechnie as Director	Mgmt	For	For	Do Not Vote

iShares IV plc - iShares MSCI USA SRI UCITS ETF

Meeting Date: 10/14/2022

Country: Ireland

Ticker: SUAS

Record Date: 10/13/2022

Meeting Type: Annual

Primary Security ID: G4955M671

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
2	Ratify Deloitte as Auditors	Mgmt	For	For	Do Not Vote
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	Do Not Vote
4	Re-elect Ros O'Shea as Director	Mgmt	For	Against	Do Not Vote
5	Re-elect Jessica Irschick as Director	Mgmt	For	For	Do Not Vote
6	Elect Pdraig Kenny as Director	Mgmt	For	For	Do Not Vote
7	Re-elect Deirdre Somers as Director	Mgmt	For	Against	Do Not Vote
8	Elect William McKechnie as Director	Mgmt	For	For	Do Not Vote

iShares MSCI Japan SRI UCITS ETF

Meeting Date: 10/14/2022

Country: Ireland

Ticker: SUJP

Record Date: 10/13/2022

Meeting Type: Annual

Primary Security ID: G4955M812

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
2	Ratify Deloitte as Auditors	Mgmt	For	For	Do Not Vote
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	Do Not Vote
4	Re-elect Ros O'Shea as Director	Mgmt	For	Against	Do Not Vote
5	Re-elect Jessica Irschick as Director	Mgmt	For	For	Do Not Vote
6	Elect Padraig Kenny as Director	Mgmt	For	For	Do Not Vote
7	Re-elect Deirdre Somers as Director	Mgmt	For	Against	Do Not Vote
8	Elect William McKechnie as Director	Mgmt	For	For	Do Not Vote

Transurban Group

Meeting Date: 10/20/2022

Country: Australia

Ticker: TCL

Record Date: 10/18/2022

Meeting Type: Annual

Primary Security ID: Q9194A106

Shares Voted: 4,850

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Resolutions for Transurban Holdings Limited and Transurban International Limited	Mgmt			
2a	Elect Marina Go as Director	Mgmt	For	For	For
2b	Elect Peter Scott as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
	Resolution for Transurban Holdings Limited, Transurban International Limited and Transurban Holding Trust	Mgmt			
4	Approve Grant of Performance Awards to Scott Charlton	Mgmt	For	For	For
	Resolution for Transurban Holdings Limited and Transurban International Limited	Mgmt			
5	Approve the Spill Resolution	Mgmt	Against	Against	Against

Newcrest Mining Ltd.

Meeting Date: 11/09/2022

Country: Australia

Ticker: NCM

Record Date: 11/07/2022

Meeting Type: Annual

Primary Security ID: Q6651B114

Shares Voted: 3,380

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Phillip Bainbridge as Director	Mgmt	For	For	For
2b	Elect Vicki McFadden as Director	Mgmt	For	For	For
3	Approve Grant of Performance Rights to Sandeep Biswas	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For
5	Approve the Increase in Non-Executive Directors' Fee Pool	Mgmt	None	For	For

Goodman Group

Meeting Date: 11/17/2022

Country: Australia

Ticker: GMG

Record Date: 11/15/2022

Meeting Type: Annual

Primary Security ID: Q4229W132

Shares Voted: 6,475

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Appoint KPMG as Auditor of Goodman Logistics (HK) Limited	Mgmt	For	For	For
2	Elect Chris Green as Director of Goodman Limited	Mgmt	For	Against	Against
3	Elect Phillip Pryke as Director of Goodman Limited	Mgmt	For	Against	Against
4	Elect Anthony Rozic as Director of Goodman Limited	Mgmt	For	Against	Against
5	Elect Hilary Spann as Director of Goodman Limited	Mgmt	For	For	For
6	Elect Vanessa Liu as Director of Goodman Limited	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	Against	Against
8	Approve Issuance of Performance Rights to Greg Goodman	Mgmt	For	Against	Against
9	Approve Issuance of Performance Rights to Danny Peeters	Mgmt	For	Against	Against
10	Approve Issuance of Performance Rights to Anthony Rozic	Mgmt	For	Against	Against
11	Approve the Increase in Non-Executive Directors' Fee Pool	Mgmt	For	Against	Against
12	Approve the Spill Resolution	Mgmt	Against	Against	Against

Cisco Systems, Inc.

Meeting Date: 12/08/2022

Country: USA

Ticker: CSCO

Record Date: 10/10/2022

Meeting Type: Annual

Primary Security ID: 17275R102

Shares Voted: 5,775

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director M. Michele Burns	Mgmt	For	For	For
1b	Elect Director Wesley G. Bush	Mgmt	For	For	For
1c	Elect Director Michael D. Capellas	Mgmt	For	For	For
1d	Elect Director Mark Garrett	Mgmt	For	For	For
1e	Elect Director John D. Harris, II	Mgmt	For	For	For
1f	Elect Director Kristina M. Johnson	Mgmt	For	For	For
1g	Elect Director Roderick C. McGeary	Mgmt	For	For	For
1h	Elect Director Sarah Rae Murphy	Mgmt	For	For	For
1i	Elect Director Charles H. Robbins	Mgmt	For	For	For
1j	Elect Director Brenton L. Saunders	Mgmt	For	For	For
1k	Elect Director Lisa T. Su	Mgmt	For	For	For
1l	Elect Director Marianna Tessel	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
4	Report on Tax Transparency Set Forth in the Global Reporting Initiative's Tax Standard	SH	Against	For	For

Microsoft Corporation

Meeting Date: 12/13/2022

Country: USA

Ticker: MSFT

Record Date: 10/12/2022

Meeting Type: Annual

Primary Security ID: 594918104

Shares Voted: 1,508

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Reid G. Hoffman	Mgmt	For	For	For
1.2	Elect Director Hugh F. Johnston	Mgmt	For	For	For
1.3	Elect Director Teri L. List	Mgmt	For	For	For
1.4	Elect Director Satya Nadella	Mgmt	For	For	For
1.5	Elect Director Sandra E. Peterson	Mgmt	For	For	For
1.6	Elect Director Penny S. Pritzker	Mgmt	For	For	For

Microsoft Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Carlos A. Rodriguez	Mgmt	For	For	For
1.8	Elect Director Charles W. Scharf	Mgmt	For	For	For
1.9	Elect Director John W. Stanton	Mgmt	For	For	For
1.10	Elect Director John W. Thompson	Mgmt	For	For	For
1.11	Elect Director Emma N. Walmsley	Mgmt	For	For	For
1.12	Elect Director Padmasree Warrior	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Report on Cost/Benefit Analysis of Diversity and Inclusion	SH	Against	Against	Against
5	Report on Hiring of Persons with Arrest or Incarceration Records	SH	Against	For	For
6	Assess and Report on the Company's Retirement Funds' Management of Systemic Climate Risk	SH	Against	For	For
7	Report on Government Use of Microsoft Technology	SH	Against	For	For
8	Report on Development of Products for Military	SH	Against	For	For
9	Report on Tax Transparency	SH	Against	For	For